

**REMUNERATION TRIBUNAL
ANNUAL REPORT
2012–13**

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The document must be attributed as the *Remuneration Tribunal annual report 2012–13*.



REMUNERATION TRIBUNAL

10 October 2013

Senator the Hon Eric Abetz
Minister Assisting the Prime Minister for the Public Service
Parliament House
CANBERRA ACT 2600

Dear Minister

We have pleasure in presenting to you the Remuneration Tribunal's annual report for 2012–13. The report covers the activities of the Tribunal during the year ended 30 June 2013.

Section 12AA(2) of the *Remuneration Tribunal Act 1973* requires you to cause a copy of this report to be laid before each House of Parliament within 15 sitting days of receipt.

Yours sincerely

Handwritten signature of John C Conde in black ink.

John C Conde AO
PRESIDENT

Handwritten signature of John B Prescott in black ink.

John B Prescott AC
MEMBER

Handwritten signature of Jillian Segal in black ink.

Jillian Segal AM
MEMBER

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President's overview

Once again, the year to 30 June 2013 has been a busy period for the Remuneration Tribunal. I noted in last year's annual report that the passage of the *Remuneration and Other Legislation Amendment Act 2011* had expanded the Tribunal's responsibilities considerably. This led to the Tribunal's taking over the determination of remuneration of departmental secretaries and determining parliamentary base salary for the first time for many years. Both of these determinations followed the Tribunal's completion of major reviews, each a significant body of work for a part-time Tribunal.

This year the Tribunal completed a major review of its full-time offices, while at the same time making significant progress in its review of part-time offices. The Tribunal expects to complete the latter review in 2013–14. These reviews have been in addition to the Tribunal's normal workload which, early in 2013, required determinations of remuneration for a number of new offices.

The public view of the Tribunal seems to focus on its parliamentary pay-setting role which is, of course, a very important and significant responsibility. However, parliamentary offices represent less than 10% of those for which the Tribunal determines pay. Notably, the Tribunal determines remuneration for judicial officers in the federal courts and for office holders in administrative tribunals; for the most senior members of the Australian Public Service, namely departmental secretaries and the Australian Public Service Commissioner; for a wide range of full-time office holders including the specified statutory offices; and for an even wider range of part-time office holders. On top of these, the Tribunal also sets salary ranges for another significant group known as principal executive offices, for which the precise arrangements are settled by groups or persons known as employing bodies – for example, the boards of government business enterprises generally settle the ultimate salary arrangements for their chief executives.

Offices enter and exit the Tribunal's jurisdiction normally by legislative change or by changes to government policy resulting in the establishment, or abolition, of new regulatory bodies, committees and the like. Illustratively, if a law is passed by the Parliament establishing a new statutory agency, the Tribunal is generally responsible for determining the pay of the senior offices in that agency, and for later reviewing and maintaining that remuneration at suitable levels. This is a task that requires research of work value, good judgment, and a sense of the remuneration environment and the history of remuneration setting for similar offices.

In setting remuneration the Tribunal normally considers submissions from ministers or senior departmental officials with details about the new body, or about changes to an existing body. The Tribunal also considers other available information such as second reading speeches and annual reports. The Tribunal needs to be able to assess such bodies in comparison to the large number of other existing bodies so that remuneration is set at appropriate levels not only for the new body but so that it does not upset relativities with existing bodies.

When the Tribunal is considering remuneration for office holders in a new body, it would be ideal to consider the role of those office holders comparable to the office holders in every other body for which the Tribunal sets pay. This is impracticable – it would require enormous

resources which the Tribunal simply does not have. Instead, remuneration for a new office is normally set by reference to a smaller number of bodies that are viewed as similar. After this the Tribunal generally is of the view that the remuneration that it sets for an office remains at the determined level unless the Tribunal is convinced that there has been a major change to the workload or responsibilities of the office.

As it is required to do by its establishing legislation, the Tribunal adjusts remuneration for most, if not all, of the offices in its jurisdiction each year. The annual adjustment is determined on largely economic grounds, with an emphasis on wage movements elsewhere, particularly in the public sector, and is applied to offices generally.

Setting remuneration when an office enters the Tribunal's jurisdiction, adjusting it when the Tribunal becomes aware of significant changes, and adjusting remuneration, generally annually, by a common figure are all satisfactory methods of maintaining proper levels of remuneration for the wide range of offices in the Tribunal's jurisdiction. However, to ensure that remuneration remains set optimally, it is also necessary to conduct a comprehensive review of the various groups of offices from time to time.

This is the basis for the recent or ongoing reviews of senior public servants, parliamentarians, full-time and part-time offices. With the full-time review completed, and the part-time review significantly advanced and scheduled for completion in the first half of 2014, the Tribunal over the past three years will have given new consideration to most offices for which it determines remuneration.

The full-time review was a large body of work. The Tribunal issued a thorough report on this review which is available on the Tribunal's website¹, and I do not intend to repeat its findings here. Suffice it to say that as a result of that review remuneration for full-time offices is set in a range of bands, rather than by trying to establish a different figure for each office.

As the Tribunal found in the course of its review, there had developed a large number of remuneration figures for various offices, some differing by minute amounts when viewed on a percentage basis. Such variations are not logically sustainable. Remuneration setting is not an exact enough science to be able to state that one office is worth a small amount more or less than another office. This situation has now largely been rectified.

The part-time review, which has taken longer than originally envisaged, has produced its own set of questions. Originally the Tribunal favoured a very simple structure guided by a set of clear principles for part-time offices. Having considered in detail the functions and operations of a reasonable representation of the employing bodies, it is the Tribunal's view that to set such a structure would be to deny recognition of the vastly different operations of part-time offices in its jurisdiction.

In one way, the assessment of remuneration for full-time offices is straightforward, in that, to state the obvious, they are all full-time. Hours of work is not a significant issue. Part-time offices on the other hand, apart from sharing with full-time offices variations in work value for

¹ http://www.remtribunal.gov.au/__data/assets/pdf_file/0020/21296/Remuneration-of-Full-Time-Public-Offices-Report-17.12.2012.pdf

hours worked, are performed under so many different time scenarios that in many respects simplification of the pay-setting structure proved unrealistic and at odds with the facts that emerged during the detailed discussions. It became evident that a simple structure would be almost guaranteed to pay some office holders too much and some not enough. A great number of part-time offices do not conform to the generally held view that part-time means working less than three days a week.

In reality, the Tribunal refers to them as 'part-time' simply because they are not full-time. They involve a wide range of boards, professional and advisory committees, review bodies, tribunals, land councils and other bodies. The purpose of part-time bodies is frequently to allow the public sector to utilise the expertise of people from the private sector or to combine the best of the experience and capabilities of both of these sectors. In a significant number of cases this means that part-time bodies must fit their workloads into the calendars of very busy people, so that work patterns can vary not only between bodies but also within bodies.

Sorting through the myriad arrangements has been a significant challenge for the Tribunal, but I expect to be able to report next year that the review has been finalised.

In the course of both the full-time and part-time reviews the Tribunal has had the great advantage of meeting with many office holders – far too many to mention individually. The Tribunal would like to place on record its great appreciation of and respect for the contribution of each of those people. The Commonwealth is well served by having people of this calibre serving in its various bodies.

One other review that the Tribunal completed this year was of salary paid to judicial officers in the Federal Circuit Court. This has been a matter under consideration for a number of years going back to 2007. For most of the intervening period the future of the court, or at least of its structure, was uncertain and the Tribunal was unwilling to finalise its consideration of the matter until some certainty was restored. This occurred earlier this year by way of legislation, and the Tribunal shortly thereafter finalised this longstanding review.

As was noted earlier, the Tribunal reviews remuneration generally each year. This is to fulfil its legislative obligation to determine remuneration for offices at periods of 'no more than one year'. The Tribunal can make new determinations at more frequent intervals and does so in relation to individual offices when significant changes occur. As a rule, general adjustments occur annually, but the Tribunal can make such decisions more frequently if circumstances require.

In a decision announced in June 2013 the Tribunal applied a general increase of 2.4%, which is the lowest percentage increase for a number of years. The Tribunal's reasons for this decision are also on the Tribunal's website². In announcing that decision the Tribunal envisaged looking at remuneration generally again later in 2013. This has not yet occurred but is planned.

² http://www.remtribunal.gov.au/__data/assets/pdf_file/0018/24723/2013-Annual-Review-Statement-13-June-13.pdf

As I have noted in previous years, remuneration arrangements are key in the effective operation of any organisation. The Tribunal has responsibility for determining remuneration to enable the Commonwealth to recruit, retain and reward appropriately individuals for the extraordinary range of Commonwealth public offices.

Appointments to the Tribunal are part-time; its program is significant and demanding. The quality of the Tribunal's work and its standing depend heavily on the contributions and commitment of its Members and of its Secretariat.

It is my privilege to have again worked closely with Mr John Prescott AC and Ms Jillian Segal AM throughout this year and I thank them warmly. Last year I commented that the workload in that year was much heavier than normal. In saying that, I think that I underestimated what the 2012–13 workload might be – again I thank the members for their cheerful and conscientious contribution to the major reviews conducted as well as to the Tribunal's ongoing workload in the course of this year.

I would also like to thank Mr Patrick Palmer who took over seamlessly as Secretary to the Tribunal at the start of 2012–13. Mr Palmer leads a small but highly efficient, passionate and dedicated team of people, in the Secretariat, who provide great assistance to the Tribunal in all of its activities.

John C Conde AO
President

1 Introduction to the Tribunal

The Remuneration Tribunal is an independent statutory authority established under the *Remuneration Tribunal Act 1973* responsible, primarily, for inquiring into and determining, or reporting on, or providing advice about, the remuneration and allowances to be paid to holders of public offices (including parliamentary offices) at least annually.

In assessing the remuneration of offices, the Tribunal takes into account the attributes of the office; remuneration of comparable offices; considerations related to complexity, merit and productivity; and indicators of movements in remuneration. The Tribunal aims to develop remuneration arrangements that are flexible and broadly consistent, having regard to the diversity of the offices in its jurisdiction.

2 Membership of the Tribunal

The Tribunal consists of three part-time members who are appointed by the Governor-General.

The current members of the Tribunal are:

Mr John Conde AO, President – reappointed on 19 March 2013 as Member and President for a further five years from 25 June 2013. Mr Conde was originally appointed as a member of the Remuneration Tribunal on 18 June 1998. Mr Conde is Chairman of Bupa Australia Health Pty Ltd, Chairman of the Sydney Symphony Orchestra, Chairman of Destination New South Wales and associated entities, Chairman of Cooper Energy and Deputy Chairman of Whitehaven Coal Limited. He is a Director of Dexu Property Group and Chairman of the McGrath Foundation Limited.

Mr Conde is also Chairman of the Australian Olympic Committee (NSW) Fundraising Committee and a Director of the Asian Football Confederation Asian Cup 2015 Local Organising Committee.

Positions previously held include Chairman of Ausgrid (formerly EnergyAustralia), Director of BHP Billiton and Excel Coal Limited, Managing Director of Broadcast Investment Holdings Pty Limited, Director of Lumley Corporation, President of the National Heart Foundation of Australia and member of the Sydney Children's Hospital Network Board and Dermatology Research Foundation and Council of the Sydney Medical School Foundation.

Mr John B Prescott AC – appointed from 25 February 2010 for five years. Mr Prescott is Chairman of Aurizon Holdings Limited (formerly QR National Limited). He is Global Counsellor of The Conference Board (USA). Mr Prescott was previously a Director of Newmont Mining Corporation and Chairman of ASC (formerly Australian Submarine Corporation Pty Ltd) from 2000 to 2009 and from 1991 to 1998 was Managing Director and Chief Executive Officer of BHP.

Ms Jillian Segal AM – appointed from 12 April 2010 for five years. Ms Segal is a Director of the National Australia Bank Limited, a Director of ASX Ltd and Deputy Chancellor of the University of New South Wales. Ms Segal is also Chairman of the General Sir John Monash Foundation and a Director of the Garvan Institute for Medical Research. Formerly, she was President of the Administrative Review Council and Deputy Chair of the Australian Securities

and Investments Commission. Prior to that Ms Segal sat on a number of industry and government boards and was a partner in Allen Allen & Hemsley (now Allens Arthur Robinson).

3 The work of the Tribunal

During the year the Tribunal convened on 19 occasions (including by teleconference). This included meetings with a range of interested parties and interviews with a cross section of those groups being reviewed. The Tribunal expressed its conclusions in 23 Determinations. The President also consulted more widely.

Annual adjustments

The Tribunal issued a statement on 13 June 2013, advising that it was adjusting remuneration for offices within its jurisdiction by 2.4% with effect from 1 July 2013.

The Tribunal noted in that statement that it was conducting significant reviews of a number of groups of offices, but that in relation to remuneration generally:

While trend information on wages growth during the past twelve months would support an increase above 3 per cent, the most recent information suggests a slowing in wage movements in the community as well as uncertainty regarding economic growth.

Consequently, the Tribunal has decided to take a conservative and incremental approach to the annual remuneration increase at this time.

The Tribunal will monitor remuneration outcomes in the coming months and will make a further assessment of the situation in December 2013 when the Tribunal expects to have finalised its review of remuneration in its part-time office jurisdiction and of some other offices. If the Tribunal decides that a further general increase is required before 1 July 2014, it will make an appropriate determination. This approach will provide a better balance in the overall outcome, allowing the Tribunal to consider the emerging wages environment, in particular at the senior levels of the public sector.

In relation to the reviews of groups of offices, the Tribunal noted that:

The Tribunal's decision on the review of full-time offices was implemented from 1 January 2013. This was the final group of full-time offices that were subject to a one-off review. Earlier reviews were for Secretaries, Specified Statutory Offices, Economic Regulatory agencies and parliamentarians. Where substantial increases were involved, some offices have been receiving phased increases. Remuneration was also adjusted for the Federal Circuit Court following finalisation of its place in the federal court structure, announced earlier this year.

In relation to part-time offices, as indicated in its 2012 Statement, the Tribunal has been considering the responsibilities and demands on office holders to ensure that both the level of remuneration and the current remuneration models remain appropriate. Given the number and diversity of offices covered in the part-time

jurisdiction, Tribunal considerations have been necessarily detailed and informed by face-to-face meetings with a number of office holders.

Based on the work undertaken to date it is likely that one outcome of the review will be the rationalisation of a large number of the existing remuneration rates around particular fee points.

The Tribunal anticipates publishing a statement provisionally detailing the conclusions of its review of part-time offices and seeking further comment and submissions, with a view to finalising the matter by the end of December 2013.

The full text of the Tribunal's statement is available on its website at www.remtribunal.gov.au/data/assets/pdf_file/0005/17780/2013-Annual-Review-Statement-13-June-13.pdf

3.1 Full-time public offices

The framework

Under the Remuneration Tribunal Act, the Tribunal is responsible for inquiring into and determining remuneration and recreation leave for full-time public offices, and for inquiring into and determining other matters that it considers significantly related to remuneration (s7). The Act specifies that the Tribunal determine remuneration at intervals of not more than one year (s8).

The Tribunal determines full-time office holder remuneration as 'total remuneration' – a figure which covers cash salary and other benefits. The significantly related matters determined for full-time office holders are, principally, travel provisions and also some other allowances in specific cases.

The Act defines 'public office'. It includes all offices established by a Commonwealth law (also known as statutory offices) and appointments made under a Commonwealth law as well as (but not limited to) appointments made by the Governor-General or a minister of state which are formally referred into the Tribunal's jurisdiction by the Minister responsible for the Act (s3). The attributes of a 'public office' establish whether appointment to it is made on a full-time, or other, basis.

Most full-time offices are statutory offices.

As noted in last year's annual report, remuneration for most full-time offices was increased by 3.0% from 1 July 2012 (Determination 2012/12, made on 19 June 2012); this increase did not apply to some high-level offices for which significant increases had previously been announced in the course of 2011–12.

As a result of the Tribunal's 2013 annual review, the remuneration of the full-time offices was increased by 2.4% from 1 July 2013 (Determination 2013/10, made on 18 June 2012). The reasoning behind the 2.4% increase was set out in a Tribunal statement of 13 June 2013.

During the reporting period, the Tribunal received and considered a number of submissions on remuneration, conditions and/or allowances for new and established offices. A list of new full-time public offices for which the Tribunal determined remuneration in the year to 30 June 2013 is included at Appendix 2.

As at 30 June 2013 there were 147 offices specified in the Tribunal's Determination for holders of full-time public offices.

Last year's annual report noted that the Tribunal was undertaking a broad review of the full-time office structure, and noted that it had developed a new remuneration structure and published its preliminary conclusions about the structure – and the placement of offices within it – in its *Statement on the 2012 Review of Remuneration for Holders of Public Office* of 22 June 2012. That statement referred to potential transitional implementation arrangements and sought submissions in relation to the proposal.

The Tribunal took into account comments and information received following publication of the statement, as well as information and insights obtained during meetings with a number of office holders holding, or responsible for, guideline offices. The Tribunal also discussed

the review with senior officials in various agencies and the Minister then responsible for the administration of the Remuneration Tribunal Act, the Hon Gary Gray AO MP.

The final remuneration structure and transitional arrangements were published in the Tribunal's report on the *Remuneration of Public Offices – Full-Time Offices* on 17 December 2012. The Tribunal's decisions were given effect on 1 January 2013 via Determination 2012/24.

The new remuneration structure commenced at \$125,000 and included pay points at \$25,000 intervals up to \$500,000 and every \$50,000 over \$500,000. Most offices were incorporated into the new structure by placing them at the pay point immediately above their current remuneration. Acknowledging that this involved a pay increase for a large number of offices, the Tribunal also noted that the increases compensated, at least in part, for the relatively lower level of adjustment of the remuneration of office holders over a number of years compared to adjustments in the remuneration of Senior Executive Service (SES) employees in the Australian Public Service. SES employees are frequently the direct reports of office holders and increases in SES pay relative to office holder pay over the years have resulted in the collapsing of pay differentials in many agencies.

The Tribunal's review identified a number of offices for which special consideration was justified. In its 22 June 2012 statement, the Tribunal signalled its intention to determine significant increases for the heads of defence, legal and security agencies to reflect their increasing level of responsibilities.

Having regard to the rationale for, and the quantum of, increases applied in March 2012 to the five specified statutory offices as a result of the Tribunal's review in 2011 (as detailed in its report *Remuneration of Public Offices – Specified Statutory Offices* of 15 December 2011) the Tribunal determined significant increases for the offices of the Commissioner of the Australian Federal Police, the Director-General of Security, Australian Security Intelligence Organisation, the Vice-Chief of the Defence Force, the Chiefs of Navy, Army and Air Force and the Director-General, Office of National Assessments.

Transitional arrangements, similar to those applied to the secretaries and specified statutory offices in 2012, were put in place to give effect to these increases. Similar transitional arrangements were also put in place to give effect to the increases determined for the Australian Electoral Commissioner and the Chief Executive of the Insolvency and Trustee Service Australia (now the Australian Financial Security Authority).

A number of full-time offices remained at their existing remuneration levels and will move into the structure pending a more comprehensive review of those specific offices during 2013–14.

The Tribunal also decided to reset base salary (superannuation salary for members of the Commonwealth defined benefits schemes) at a standard 73% of total remuneration for the majority of offices below \$400,000 at 1 January 2013, and at 70% of total remuneration for offices on or above \$400,000. The \$400,000 threshold figure was indexed consistent with the 1 July 2013 increase, and it is intended that this shall continue to occur.

Specified statutory offices

The Tribunal is responsible for determining the remuneration of a significant group of full-time public offices, referred to as the specified statutory offices. These are:

- the Chief of the Defence Force
- the Commissioner of Taxation
- the Auditor-General for Australia
- the Chief Executive Officer, Australian Customs and Border Protection Service
- the Australian Statistician.

Consistent with the Tribunal's statement of 13 June 2013, the remuneration of these offices was increased by 2.4%, with effect from 1 July 2013 (by Determination 2013/08).

3.2 Part-time public offices

The framework

The Remuneration Tribunal Act defines 'public office'. It includes all offices established by a Commonwealth law (also known as statutory offices) and appointments made under a Commonwealth law, as well as (but not limited to) appointments made by the Governor-General or a minister of state which are formally referred into the Tribunal's jurisdiction by the Minister responsible for the Act (s3). Under the Act the Tribunal is responsible for setting the remuneration and some allowances of public offices.

The Tribunal inquires into and determines remuneration and 'significantly related' matters for holders of public office (under s7). The Act specifies that the Tribunal determine remuneration at intervals of not more than one year (s8).

There are a number of remuneration models determined for part-time offices. The two principal ones are an annual fee, compensating in one annual figure all work done by the office holder, or a daily fee, so that remuneration is paid for each day or part-day worked. The other remuneration models are a combination of the two, with daily fees covering specific activities and an annual fee being payment for residual workload. In respect of part-time offices, the principal significantly related matter determined is travel entitlements.

Appointments to a wide range of public offices are made on a part-time basis. These offices are very diverse and include the chairs and members of boards, councils, committees and administrative tribunals whose work may be regular or intermittent.

The increases noted for full-time offices also applied to part-time offices – 3.0% from 1 July 2012 (Determination 2012/12, made on 19 June 2012), and 2.4% from 1 July 2013 (Determination 2013/11 made on 18 June 2012).

During the reporting period, the Tribunal considered submissions on remuneration and/or conditions for a number of individual offices. A list of new part-time public offices for which the Tribunal determined remuneration in the year to 30 June 2013 is included at Appendix 2.

As at 30 June 2013, remuneration had been determined for more than 244 bodies.

In the statement of 13 June 2013, the Tribunal referred to its review of part-time offices. The Tribunal has been examining the current remuneration arrangements and fee levels of part-time offices to assess the suitability of these arrangements now and into the future.

With the finalisation of the review of full-time offices in December 2012, the Tribunal has been able to devote more of its attention to its part-time offices. During 2012–13 the Tribunal met with a number of office holders. As the President has noted in his overview, the Tribunal is very grateful to the office holders with whom it has met for their frankness and willingness to share their experiences. This has been very useful and a critical factor in informing the Tribunal's review.

The Tribunal's work has also been informed by remuneration arrangements in other jurisdictions, both interstate and overseas. The Tribunal is close to finalising the review and expects to have published a report provisionally detailing the conclusions of its review and proposed outcomes for part-time offices later in 2013. The Tribunal will invite further comment and submissions with the aim of having new arrangements in place early in 2014.

3.3 Principal executive offices

The framework

The Remuneration Tribunal Act provides for the Tribunal to determine a classification structure for principal executive offices (s5(2a)) and to determine the terms and conditions applicable to each classification within the classification structure (s7(3D)).

The Minister for the Public Service and Integrity, as the Minister responsible for the Act, has the power to make declarations concerning principal executive offices (PEOs), having taken into account the advice of the Tribunal (s3(a)). The Minister may declare an office to be a PEO, the classification to which the PEO is assigned and the PEO's employing body (ss3(a) and (b)).

The employing body is responsible for determining the terms and conditions applying to a PEO. Any such determination must be consistent with the terms and conditions determined by the Tribunal for the classification of the office concerned (s12C) and the Tribunal's Guidelines.

The Tribunal has established a total remuneration reference rate for each PEO as the basis on which an employing body is able to exercise discretion in determining remuneration. Reference rates are generally adjusted annually to reflect the outcome of the Tribunal's annual review. Employing bodies have a discretionary range of 5% above and 10% below the reference rate, although the reference rate must not be exceeded in the first 12 months of a new appointee's term without the prior approval of the Tribunal. Although PEOs generally also have access to performance pay of up to 15% for Bands A to C and up to 20% for Bands D and E, recent policy has been to absorb this in circumstances in which a Minister is the 'employing body'.

A full list of principal executive offices can be found on the Tribunal's website at www.remtribunal.gov.au/principalExecutiveOffices/currentDetermination/listPEO.asp.

Consistent with percentage increases for other offices, the Tribunal increased the maximum band and reference salaries of the PEO classification structure by 3% from 1 July 2012 (Determination 2012/14).

Two new offices were added to the PEO structure during the reporting period – the offices of Chief Executive Officer of Moorebank Intermodal Company Ltd and Director of the National Portrait Gallery of Australia (the latter with effect from 1 July 2013). A number of offices were removed from the structure, such as offices that were abolished (the Chief Executive Officers of Comcare and Medicare), or moved into the full-time office structure (several offices associated with the Productivity Commission). Consistent with government policy to move away from direct ministerial involvement in remuneration decisions for public offices, the Tribunal continued to assist ministers with arrangements to remove offices from the PEO structure when offices could instead be included in the full-time structure, where the Tribunal directly determines remuneration.

The Tribunal also considered submissions regarding continuing PEOs, generally relating to reviews of remuneration and/or conditions, or changes to governance arrangements. As at 30 June 2013, there were 66 listed PEOs.

On 18 June 2013, the Tribunal made Determination 2013/09, which increased the limits of each band of the PEO classification structure by 2.4%, in line with the outcomes of the 2013 annual adjustment process. It also removed reference salaries A to E from the PEO Determination. These reference salaries had originally been determined when amendments to the *Remuneration and Allowances Act 1990* caused parliamentary pay to be linked to a reference point in the PEO structure. Further legislative amendment in 2011, which meant that the Tribunal now determines parliamentary pay directly, had rendered reference salaries A to E obsolete.

3.4 Secretaries

The framework

Under Division 4 of the Remuneration Tribunal Act, the Tribunal is responsible for setting the classification structure, specifying pay points for the classification structure and assigning each office of secretary to a classification. The Tribunal fixes the amount of remuneration that is to be paid to the Secretary of the Department of the Prime Minister and Cabinet and the Secretary of the Department of the Treasury.

Secretaries of departments other than the departments of the Prime Minister and Cabinet and the Treasury are assigned to pay points by a separate instrument made by the Secretary of the Department of the Prime Minister and Cabinet under s14(3).

The Tribunal must, from time to time, inquire into and determine the terms and conditions (other than remuneration) that are to apply to the offices of departmental secretary.

The 3% increase that the Tribunal had determined generally for office holders from 1 July 2012 did not apply to secretaries. When the Tribunal had made its initial Secretaries Determination on 12 March 2012 (Determination 2012/06) it set in place remuneration increases that were to take place at six monthly intervals from 1 July 2012 to 1 July 2014 inclusive. It should be noted in this context that the general legislative requirement for the Tribunal to make new remuneration determinations for office holders at periods of no more than one year does not apply to secretaries. Thus it was not necessary for the Tribunal to make a new determination within one year of 12 March 2012.

Nevertheless, the Tribunal intends to follow the principle of reviewing secretaries' remuneration regularly, and in all likelihood at the same intervals that it examines office holder remuneration generally.

As part of its annual review process in 2013 the Tribunal considered the remuneration of secretaries. While adjustments were already determined for 1 July 2013, 1 January 2014 and 1 July 2014, the Tribunal reconsidered the quantum of these adjustments. The Tribunal recognised that its increases in remuneration elsewhere from 1 July 2013, generally by 2.4%, meant that the final relativities that the Tribunal had in mind, between secretaries and other offices, when it made its March 2012 Determination would become skewed if the figures determined in March 2012 were not adjusted.

Consequently the Tribunal made Determination 2013/14 on 18 June 2013. This adjusted the future remuneration figures from Determination 2012/06 upwards by 2.4%.

Some other significant changes were made in 2012–13. First, when the initial Determination 2012/06 was made it was registered, as other Tribunal Determinations are, as a legislative instrument and became subject to certain provisions of the *Legislative Instruments Act 2003*. On re-examination, the Tribunal decided that this was not what the Parliament had intended when making Division 4 of the Remuneration Tribunal Act and had the capacity to cause some confusion about which provisions applied to the Determination. Consequently the Tribunal made a Determination revoking the status of the Secretaries Determination as a legislative instrument. New Determination 2013/14 was not registered as

a legislative instrument – it is, consistent with the Tribunal’s legislation, published on the Tribunal’s website and in the Gazette instead.

Second, the Tribunal amended clauses relating to loss of office provisions. This corrected an anomaly whereby loss of office provisions covered situations where an individual lost his or her office to be replaced by another individual, but did not previously cover the situation where an entire department might be abolished, with the consequent reduction in the number of offices of secretary.

Finally, the Tribunal also clarified a clause relating to whether parking at government expense constituted a benefit to a secretary or not. As previously drafted, this could have been construed as providing a benefit in some circumstances but not others, with the decisive point being the ownership of the car in question. This has been rectified so that car parking at government expense is now treated as part of a secretary’s total remuneration package.

3.5 Judicial and related offices

The framework

The Remuneration Tribunal Act empowers the Tribunal to determine remuneration and associated entitlements for the federal judiciary, administrative tribunals and related offices in those organisations.

The extent of the Tribunal's power varies between offices. Depending on the type of office concerned, remuneration may be expressed as base salary or as 'total remuneration'. Associated entitlements may include the value attributed to the Commonwealth's superannuation contributions or superannuation support (although the Tribunal has no role in relation to the *Judges' Pensions Act 1968*), travelling allowance, Commonwealth and private vehicle costs, recreation leave, separation benefits, lump-sum payments, other benefits received by way of remuneration packaging, and minimum annual fees for part-time office holders.

The judiciary

The Tribunal determines base salary and related benefits for the chief justices and justices of the High Court, Federal Court and Family Court; the chief judge and other judges of the Federal Circuit Court; and judges who sit as presidents of an administrative tribunal (see below). The Tribunal also determines recreation leave entitlements (but not other leave entitlements) for judges of the Federal Circuit Court.

In determining remuneration for judges, the Tribunal is mindful of subsection 72(iii) of the Constitution, which prohibits diminution of a judge's remuneration while the judge remains in office.

Administrative tribunals and other bodies

The Tribunal determines remuneration and related benefits for the non-judicial presidents, deputy presidents and members of bodies such as the Copyright Tribunal, the Australian Competition Tribunal, the Australian Law Reform Commission and the National Native Title Tribunal.

Related offices

The Tribunal determines remuneration and related benefits for a range of non-judicial positions in the courts, including the chief executives of the High Court, Federal Court, Family Court and Federal Circuit Court. Remuneration for these offices is generally expressed as 'total remuneration'.

Entitlements outside the Tribunal's determinative powers

The Tribunal does not determine the entire range of employment provisions available for judicial and related offices. They may receive other entitlements outside the Tribunal's determinative powers, for instance under:

- legislation administered by the Commonwealth Attorney-General, including the *Judges' Pensions Act 1968*, the *Judicial and Statutory Officers (Remuneration and Allowances) Act 1984* and the *Judges (Long Leave Payments) Act 1979*
- general Commonwealth laws concerned with employment, such as the *Long Service Leave (Commonwealth Employees) Act 1976*

- the authority of the relevant federal court, tribunal or administering government department.

As was the case for other offices, the Tribunal determined, via Determination 2012/09, a 3% increase in remuneration for judicial and related office holders as part of the 2012 annual adjustment process, with effect from 1 July 2012.

Towards the end of the reporting period (on 18 June 2012), as part of the 2013 annual adjustment process, the Tribunal determined a 2.4% increase in remuneration for holders of judicial and related offices, by Determination 2013/12, to take effect from 1 July 2013.

Determination 2012/09 (and 2013/12) also increased the additional expense allowance for judges holding certain part-time offices, the rate of allowance paid to those justices of the High Court of Australia who do not live in Canberra, and the upper limit of reimbursement of private vehicle running costs for judges. These are normal adjustments which are considered, and made where justified, each time remuneration is adjusted generally.

The Tribunal subsequently amended Determination 2012/09 in four amending Determinations – 2012/17, 2012/20, 2013/05 and 2013/06.

These amendments adjusted past remuneration for the Registrar of Military Justice (including under that office's previous title) to compensate for an omission made during the 2009 annual adjustment process; set an allowance to cover certain travel costs for the newly appointed President of the Administrative Appeals Tribunal; and adjusted remuneration for, and changed references to, judicial and other office holders in the Federal Circuit Court, after that court superseded the Federal Magistrates Court.

The President makes further comment on the Federal Circuit Court adjustments in his overview. The adjustment recognised developments in that court and its predecessor over a number of years.

Judicial Remuneration Coordination Group

The annual meeting of the Commonwealth/State Judicial Remuneration Coordination Group was held in May 2013.

Representatives from state and territory judicial remuneration tribunals attended to discuss issues of common interest relating to the remuneration of the judiciary across all jurisdictions.

3.6 Parliamentary

The framework

Base salary

Following amendments to the relevant legislation in late 2011 and early 2012, and the making of a determination by the Tribunal in March 2012, the Tribunal now determines the base salary of parliamentarians directly. Former methods of setting parliamentary salary are set out in previous annual reports.

Consistent with its responsibilities in relation to most other offices, the Tribunal is required to make new determinations in respect of base salary at periods of no more than 12 months (s8(1)(b) of the Remuneration Tribunal Act). This does not necessarily mean that the Tribunal must adjust parliamentary base salary – it must simply re-examine and re-determine it.

Unlike many other Tribunal determinations, those in relation to parliamentarians are not disallowable by the Parliament. However, the Tribunal has the responsibility of explaining in writing its decisions in relation to parliamentarians. These statements of reasons are published on the Tribunal's website.

Additional salary for ministers and parliamentary office holders

The Tribunal reports annually to the Minister on the additional salary for ministers of state. The wording of the Constitution in relation to this matter means that the Tribunal cannot actually determine ministerial salaries, which are rather a matter for decision by the executive government.

The Tribunal determines the additional salary for holders of more than 50 non-ministerial parliamentary offices, such as the Leader and Deputy Leader of the Opposition, the presiding officers, whips, shadow ministers, and the chairs and deputy chairs of various parliamentary committees.

Other allowances and entitlements

The Tribunal also determines a range of allowances and entitlements for federal senators and members (including ministers). These include travelling allowance rates and travel-related provisions (for example, travel on scheduled domestic flights and car transport), electorate allowance, severance travel (for those not qualifying for life gold pass) and certain office facilities.

Entitlements outside the Tribunal's determinative powers

The Tribunal does not determine the entire range of entitlements available for members of Parliament. Matters relating to the provision of support for members of Parliament that are not within the jurisdiction of the Tribunal are decided by the Government, through the Special Minister of State, or the Parliament. The following Acts are relevant in this regard:

- *Parliamentary Allowances Act 1952*
- *Ministers of State Act 1952*
- *Parliamentary Contributory Superannuation Act 1948* (although the Tribunal now determines what constitutes 'parliamentary allowance' for the purposes of that Act)
- *Members of Parliament (Staff) Act 1984*
- *Remuneration and Allowances Act 1990*

- *Members of Parliament (Life Gold Pass) Act 2002*
- *Parliamentary Superannuation Act 2004*
- *Parliamentary Entitlements Act 1990.*

Parliamentary base salary

As noted in the 2011–12 annual report, the Tribunal increased parliamentary base salary from \$185,000 to \$190,550 per annum via Determination 2012/15: *Members of Parliament - Base Salary, Entitlements and Related Matters*, which was made on 19 June 2012 but did not come into effect until 1 July 2012. This increase was consistent with the treatment of other offices in the Tribunal's 2012 annual review process.

As required by its legislation (requiring determinations at periods of no more than one year), the Tribunal decided on 18 June 2013, in Determination 2013/13, to increase base salary by 2.4% to \$195,130 from 1 July 2013.

Again, this increase was consistent with the treatment of other offices in the Tribunal's 2013 annual review process. Increases to parliamentary salary always provoke comment, often unfavourable. However, when the Tribunal set parliamentary pay in March 2012 after a full study of the work of parliamentarians, it did so in the context of pay relativities at that time. The Tribunal does not consider that those pay relativities have changed, so to maintain parliamentary pay relative to public sector pay elsewhere, annual adjustments that the Tribunal determines generally also apply to parliamentarians.

Additional salary for ministers and parliamentary office holders

Ministers of state (including the Prime Minister) and parliamentary office holders (including the Opposition Leader, the presiding officers, leaders of minor parties, shadow ministers, party whips and the Chairs of parliamentary committees) receive parliamentary base salary plus an additional amount of salary.

Under the Constitution, ministerial salaries are a matter for decision by the executive government. The Remuneration Tribunal Act requires the Tribunal to report to the Minister on whether any alterations are desirable in these salaries. Accordingly, on 27 September 2012, the Tribunal made its annual report on this matter (Report No 1 of 2012) to the Hon Gary Gray AO MP, the then Minister for the Public Service and Integrity. The report, which expressed the additional salaries as percentages of the parliamentary base salary, recommended no changes to the percentages originally established in 1999.

The rates of additional salary for parliamentary office holders, also expressed as a percentage of base salary, were set by the Tribunal via Determination 2012/03, which applied both before and during the reporting period. In June 2013, the additional salary figures were determined again, at the same percentages, in Determination 2013/13, which also set base salary. This reflected a new approach by the Tribunal, so that base salary and additional salary are now determined in the same instrument.

The effect of expressing additional salaries as a percentage of base salary is that the additional salaries will vary at the same time, and by the same percentage, that the parliamentary base salary varies.

Allowances and entitlements for senators and members

At the start of the reporting period, the principal Determinations governing parliamentarians' allowances and entitlements were Determinations 2012/04: *Members of Parliament – Entitlements* and 2011/16: *Members of Parliament – Travelling Allowance*.

Determination 2012/19: *Members of Parliament – Travelling Allowance* replaced Determination 2011/16 with effect on and from 26 August 2012. It updated the travelling allowance rates payable to parliamentarians when travelling within Australia and set out related conditions of payment. The Tribunal's decisions on this matter were predominantly based on figures provided by the Australian Taxation Office. See section 3.7 of this report, on official travel, for further explanation.

The Tribunal also amended Determination 2012/04: *Members of Parliament – Entitlements* via Determination 2012/21 to extend the existing entitlement to reimbursement for car parking expenses at airports, railway stations and similar points of embarkation, up to a specified maximum amount. Determination 2012/21 also extended the car with driver entitlements to allow travel to Canberra as well as between other capital cities and regional centres. These amendments simplified travel provisions which had become unduly complex following amendments over a number of years.

Superannuation

There are two parliamentary superannuation schemes, the one established by the *Parliamentary Contributory Superannuation Act 1948* (the 1948 scheme) and the one established by the *Parliamentary Superannuation Act 2004*. While expertise on these schemes rests in the Department of Finance and Deregulation rather than the Tribunal, and the Tribunal's role in relation to parliamentary superannuation is very limited, the schemes apply respectively, in simple terms, to members first elected before the 2004 election and first elected from the 2004 election onwards. Obviously, with the passage of time the number of parliamentarians covered by the latter scheme continues to increase.

The 1948 scheme, which covers a number of serving parliamentarians and a larger number of retired ones, provides pensions for qualifying members. The amount of pension paid to an individual takes into account his or her service, and is assessed as a percentage of the current amount paid to a serving parliamentarian. When the 2011 and 2012 legislation returned determinative powers to the Tribunal in relation to base salary, it also allowed the Tribunal for the first time to set a portion of the base (and additional) salary which did not apply to that pension calculation. The basic premise of this was that the Tribunal's reassessment of the work value of a current parliamentarian should not necessarily result in a windfall gain in relation to past service.

Determination 2012/15, which was made prior to the reporting period but came into effect on 1 July 2012, increased the portion of base salary that would not count for the purposes of the 1948 scheme from \$38,620 to \$39,770 (that is, by the same percentage as the base

salary was increased from 1 July 2012). This meant that a current parliamentarian covered by the scheme would receive \$190,550 as base salary, but his or her notional salary for superannuation purposes would be \$150,780. The figure of \$150,780 would also be the figure used to calculate the basic pensions of any retired parliamentarians entitled to a pension under the 1948 scheme.

In the 2013 review process, the 'portion' was increased to \$40,730. This meant that the notional salary for the 1948 scheme became \$154,400 (\$195,130 less \$40,730). The \$154,400 figure also represents a 2.4% increase over the \$150,780 figure.

3.7 Official travel

The framework

Under the Remuneration Tribunal Act, the Tribunal is responsible for setting travel allowances for office holders within its jurisdiction.

The general provisions for non-parliamentary office holders are set out in a single determination, which provides for different tiers of travel entitlement. The various remuneration determinations specify the travel tier applicable to an office and may also contain specific travel-related provisions for an office or a group of offices. Provisions for parliamentary office holders are set out in separate determinations.

The Tribunal determined new travel allowance rates for office holders within its jurisdiction, including judicial and parliamentary office holders, via Determinations 2012/18: *Official Travel by Office Holders* and 2012/19: *Members of Parliament – Travelling Allowance*. Determination 2012/18 amended principal Determination 2004/03 and Determination 2012/19 replaced previous principal Determination 2011/16. The new rates came into effect on and from 26 August 2012.

The new rates were based on those contained in the Australian Taxation Office's (ATO's) *TD 2012/17 – Income tax: what are the reasonable travel and overtime meal allowance expense amounts for the 2012–13 income year?*

This is consistent with normal Tribunal practice – the ATO usually updates travel and meal allowance reasonable deduction rates in June each year to reflect movements in costs at the various locations, and the Tribunal then sets its own travelling allowance rates (as it is allowed to do by a clause in the ATO determination). The Tribunal's rates mirror the ATO rates in most instances; the major variant is the Canberra rate for parliamentarians, which is lower than the equivalent ATO rate.

3.8 Recreation leave

The framework

Under the Remuneration Tribunal Act, the Tribunal is responsible for determining the recreation leave entitlements of full-time holders of relevant offices.

Relevant offices are those in relation to which there is a specific law of the Commonwealth (usually the Act establishing the office) which provides that the office holder has such recreation leave entitlements as are determined by the Remuneration Tribunal.

Judges, parliamentarians and part-time office holders do not have access to the recreation leave entitlements determined by the Tribunal.

The recreation leave entitlement determined by the Tribunal is set out in Determination 2012/11: *Recreation Leave for Full-Time Holders of Relevant Offices*.

This entitlement is specified as follows:

For each completed 12 months of service, there accrues to an Office Holder a credit of four weeks Recreation Leave, to be paid at the Office Holder's normal weekly salary. This leave accrues on a pro rata basis.

The amount of recreation leave is the same as that enjoyed by Australian Public Service employees.

Determination 2013/10: *Remuneration and Allowances for Holders of Full-Time Public Office* and 2013/08: *Specified Statutory Offices – Remuneration and Allowances* refer to Determination 2012/11, thereby extending the entitlement to the public offices to which Determinations 2013/10 and 2013/08 apply.

Recreation leave entitlements for holders of principal executive offices are separately specified in Determination 2013/09: *Principal Executive Office – Classification Structure and Terms and Conditions*, which provides that these offices are entitled to 'paid annual leave of four weeks per year of full-time service'.

Offices specified in Tribunal Determination 2013/11: *Remuneration and Allowances for Holders of Part-Time Public Office* have no entitlement to recreation leave.

The Tribunal did not vary Determination 2012/11 during the year.

3.9 Advisory functions

The framework

The Remuneration Tribunal Act requires the Tribunal to provide advice to the presiding officers of each house of Parliament before the presiding officers determine the terms and conditions, including remuneration and allowances, of a number of offices created in the *Parliamentary Service Act 1999*. Agencies also seek the Tribunal's advice on an informal or formal basis from time to time.

During 2012–13, the Tribunal provided advice to the presiding officers in relation to remuneration of the heads of parliamentary departments, in accordance with the *Parliamentary Service Act*. Prior to the passage of the *Remuneration and Other Legislation Amendment Act*, the Tribunal also had an advisory role in relation to a number of other offices, such as the heads of executive agencies established under the *Public Service Act 1999*. As a result of provisions in the *Amendment Act*, all of these offices have now been transferred into the Tribunal's determinative jurisdiction. This task was completed in the course of 2012–13.

4 Financial matters

The Tribunal is supported by a Secretariat staffed by employees of the Australian Public Service Commission (the Commission). Appendix 3 provides contact details for the Secretariat. The Tribunal's financial requirements are met through the Commission's program component 1.1.3. There is no separate form of accounts applicable to the Tribunal.

5 Consultancies

The Commission, on behalf of the Secretariat, has an ongoing contract with Morris Walker Pty Ltd for the provision of media advisory and specialist public relations services to the Tribunal. This will expire in November 2015.

The Commission, on behalf of the Secretariat, has also made contracts with Squiz and I. Cognition to update the Tribunal's website and provide other information technology services.

6 Legislative requirements

6.1 Work Health and Safety Act 2011

The Tribunal Secretariat is provided by the Commission. It is located in Commission premises and is subject to its policies and practices in relation to work health and safety. Information about the Commission's policies is available in its annual report.

6.2 Advertising and market research (Commonwealth Electoral Act 1918)

The Tribunal did not undertake any paid advertising or market research activities in the reporting year.

6.3 Environment Protection and Biodiversity Conservation Act 1999

The Tribunal Secretariat is provided by the Commission and is subject to its policies and practices in relation to meeting the requirements of the *Environment Protection and Biodiversity Conservation Act 1999*. Information about the Commission's policies is available in its annual report.

6.4 Freedom of Information Act 1982

For the purposes of freedom of information, the Remuneration Tribunal is a separate agency. Agencies subject to the *Freedom of Information Act 1982* (FOI Act) are required to publish information to the public as part of the Information Publication Scheme. This requirement is in Part II of the FOI Act and has replaced the former requirement to publish a section 8 statement in an annual report. Each agency must display on its website a plan showing what information it publishes in accordance with the Information Publication Scheme requirements.

6.5 Legislative Instruments Act 2003

Most Tribunal determinations are legislative instruments for the purposes of the *Legislative Instruments Act 2003* (LI Act). The exception is for determinations relating to secretaries of departments, made under Division 4 of the Remuneration Tribunal Act. Those

determinations are published in the Gazette, and on the Tribunal's website, rather than being registered under the LI Act.

All other Tribunal determinations are legislative instruments, which are provided to the Attorney-General's Department by the Tribunal for registration on the Federal Register of Legislative Instruments. The LI Act then requires the Attorney-General's Department to table a copy of the Determination in both houses of the Parliament within six sitting days of registration.

Subsection 7(8) of the Remuneration Tribunal Act, which provides that either house may pass a resolution disapproving the determination within 15 sitting days after the Determination has been tabled, applies to all legislative instruments made by the Tribunal other than those made in relation to parliamentarians. Determinations made in relation to parliamentarians – namely those made under subsections 7(1), 7(1A), 7(2) and 7(2A) of the Remuneration Tribunal Act, and subsection 7(4) insofar as it relates to subsections 7(1) and 7(2) – are legislative instruments, but neither the disallowance provisions in the Remuneration Tribunal Act nor the LI Act apply to them.

No Tribunal Determinations were disallowed during the reporting period.

Appendix 1 – List of determinations and reports for 2012-13

During the reporting year, the Tribunal issued the following reports, determinations and statements. No determinations were disallowed during the year.

Copies of these documents can be obtained from:

- the tabling offices of the Senate or the House of Representatives
- the Tribunal's website, www.remtribunal.gov.au
- the Federal Register of Legislative Instruments website, www.comlaw.gov.au.

2013/14*	Departmental Secretaries – Classification Structure and Terms and Conditions
Statement	Determination 2013/13 – Members of Parliament – Salary – Statement of Reasons
2013/13*	Members of Parliament – Base Salary, Additional Salary for Parliamentary Office Holders, and Related Matters
2013/12*	Judicial and Related Offices – Remuneration and Allowances
2013/11*	Remuneration and Allowances for Holders of Part-Time Public Office
2013/10*	Remuneration and Allowances for Holders of Full-Time Public Office
2013/09*	Principal Executive Office – Classification Structure and Terms and Conditions
2013/08*	Specified Statutory Offices – Remuneration and Allowances
2013/07	Departmental Secretaries – Classification Structure and Terms and Conditions
Statement	2013 Review of Remuneration for Holders of Public Office
Statement	Judicial Remuneration – Salaries Payable to the Chief Judge and Judges of the Federal Circuit Court
2013/06	Remuneration and Allowances for Holders of Public Office including Judicial and Related Offices
2013/05	Remuneration and Allowances for Holders of Public Office including Judicial and Related Offices
2013/04	Remuneration and Allowances for Holders of Public Office
2013/03	Remuneration and Allowances for Holders of Public Office
2013/02	Remuneration and Allowances for Holders of Public Office
2013/01	Remuneration and Allowances for Holders of Public Office
2012/25	Remuneration and Allowances for Holders of Public Office
2012/24*	Remuneration and Allowances for Holders of Full-Time Public Office

Statement	Remuneration of Full-Time Public Offices
Report	Remuneration of Public Offices – Full-Time Offices
2012/23	Remuneration and Allowances for Holders of Public Office
2012/22	Remuneration and Allowances for Holders of Public Office and Specified Statutory Offices
Statement	Ministers of State – Salaries Additional to the Basic Parliamentary Salary
Report	Report on Ministers of State – Salaries Additional to the Basic Parliamentary Salary (Report No 1 of 2012)
Statement	Determination 2012/21 – Members of Parliament – Entitlements – Reasons for Determination
2012/21	Members of Parliament – Entitlements
2012/20	Remuneration and Allowances for Holders of Public Office, Principal Executive Office – Classification Structure and Terms and Conditions and Judicial and Related Offices
Statement	Travelling Allowance Rates for Public Office Holders and Parliamentarians
Statement	Determination 2012/19 – Members of Parliament – Travelling Allowance – Reasons for Determination
2012/19*	Members of Parliament – Travelling Allowance
2012/18	Official Travel by Office Holders
2012/17	Remuneration and Allowances for Holders of Public Office including Judicial and Related Offices

* These documents are Principal Determinations.

Appendix 2 – Variation to bodies/offices in 2012–13

Full-time offices

New

Australian Charities and Not-for-profits Commission, Commissioner

Comcare, Chief Executive Officer (formerly in the PEO structure)

Fair Work Commission, Vice President

Independent Hospital Pricing Authority, Chief Executive Officer

National Children's Commissioner

National Health Funding Body, Chief Executive Officer

National Health Funding Pool, Administrator

Productivity Commission, Deputy Chair (formerly in the PEO structure)

Productivity Commission, Commissioner (formerly in the PEO structure)

Social Security Appeals Tribunal, Deputy Principal Member

National Disability Insurance Scheme Launch Transition Agency (DisabilityCare Australia),
Chief Executive Officer

Renamed

Fair Work Australia: now Fair Work Commission

No longer appearing in the Determination

Australian Solar Institute, Executive Director

Centrelink, Chief Executive Officer

Indigenous Land Corporation, Chairperson

Social Security Appeals Tribunal, Assistant Senior Member

Principal executive offices

New

Moorebank Intermodal Company Limited, Chief Executive Officer

National Portrait Gallery of Australia, Director

No longer in the PEO structure

Comcare, Chief Executive Officer (moved into the full-time office jurisdiction)

Productivity Commission, Deputy Chair (moved into the full-time office jurisdiction)

Productivity Commission, Commissioner (moved into the full-time office jurisdiction)

Judicial and related offices

Renamed

Federal Magistrates Court of Australia: now Federal Circuit Court of Australia

Part-time offices

New

Advisory Committee on the Safety of Vaccines

Australian Charities and Not-for-profits Commission Advisory Board

Australian Therapeutic Goods Advisory Committee

Clean Energy Finance Corporation

Fair Work Commission Expert Panel

Independent Expert Scientific Committee on Coal Seam Gas and Large Coal Mining Development

Land Sector Carbon and Biodiversity Board

Land Sector Carbon and Biodiversity Board Committees

Moorebank Intermodal Company Limited

National Disability Insurance Scheme Launch Transition Agency (DisabilityCare Australia)

National Disability Insurance Scheme Launch Transition Agency (DisabilityCare Australia) Advisory Council

National Portrait Gallery of Australia

National Precincts Board

Prostheses List Advisory Committee

Social Security Appeals Tribunal, Senior Member

No longer appearing in the Determination

ARC College of Experts

Australian Solar Institute, Chair/Director

Fair Work Australia Minimum Wage Panel

Financial Reporting Panel

Ministerial Advisory Council on Regional Australia

National Medicines Policy Committee

Review of the Distribution of the Goods and Services Tax

Wheat Exports Australia

Renamed

ARIA Reconsideration Advisory Committee: now APS Reconsideration Committee

National Offshore Petroleum Safety Authority Board: now National Offshore Petroleum Safety and Environmental Management Authority Board

Skills Australia: Now Australian Workforce and Productivity Agency

Appendix 3 – Secretariat

The Tribunal is supported by a Secretariat staffed by employees of the Australian Public Service Commission.

The Secretary to the Tribunal is Mr Patrick Palmer.

The Secretariat can be contacted by writing to:

The Secretary
Remuneration Tribunal Secretariat
PO Box 281
Civic Square ACT 2608

Or via:

Telephone: (02) 6202 3930
Fax: (02) 6204 2736
Email: enquiry@remtribunal.gov.au

This annual report is available on the Tribunal's website: www.remtribunal.gov.au.

Media inquiries should be directed to:

Ms Danielle Morris
Morris Walker Pty Ltd
Telephone: (02) 6162 0021
Fax: (02) 6162 0023
Mobile: 0412 181 389
Email: dmorris@morriswalker.com.au

Appendix 4 – Acronyms

ATO	Australian Taxation Office
FOI Act	<i>Freedom of Information Act 1982</i>
LI Act	<i>Legislative Instruments Act 2003</i>
PEO	Principal Executive Office
SES	Senior Executive Service