

**REMUNERATION TRIBUNAL
ANNUAL REPORT
2011–12**

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The document must be attributed as the *Remuneration Tribunal annual report 2011-12*.



REMUNERATION TRIBUNAL

25 SEP 2012

The Hon Gary Gray AO MP
Minister for the Public Service and Integrity
Parliament House
CANBERRA ACT 2600

Dear Minister

We have pleasure in presenting to you the Remuneration Tribunal's Annual Report for 2011-2012. The report covers the activities of the Tribunal during the year ended 30 June 2012.

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

The past year has been most significant for the Remuneration Tribunal. The *Remuneration and Other Legislation Amendment Act 2011* (ROLA), which received Royal Assent on 25 July 2011, expanded the Tribunal's responsibilities considerably. Specifically, the setting of the base pay for members of the Parliament of Australia was returned to the Tribunal after an absence of many years. The Tribunal also became responsible for setting the remuneration and other conditions for secretaries of departments, and for determining the remuneration of heads of other agencies created in the *Public Service Act 1999*, such as the Public Service Commissioner, and the heads of executive agencies, such as the Bureau of Meteorology.

While the Tribunal had an incidental role in setting parliamentary pay prior to the passage of ROLA – in that a reference figure set in the Tribunal's Principal Executive Office structure was used as a benchmark on which parliamentary pay was based – it had not determined parliamentary pay directly since 1990. As a consequence, the Tribunal had not undertaken a detailed study of the roles and responsibilities of a backbench member of Parliament since that time; or, in fact, since 1988.

It was appropriate to conduct such a review of parliamentary remuneration prior to making our initial determination of it. At the same time, we determined that certain entitlements for parliamentarians, such as post-retirement travel and overseas study trips, should be examined concurrently for relevance.

The review involved a considerable body of work. The Tribunal, a part-time body, engaged in an intensive program of meetings with members of Parliament and officers over two parliamentary sitting weeks in September 2011, assisted by consultant Mr John Egan of Egan Associates.

In December 2011 we released our initial report, expressing our intended decisions. After some amendments to contingent legislation, which we had requested, were made by the Parliament early in 2012, we made a Determination effective from 15 March 2012. The Tribunal decided to set the base salary for parliamentarians at a higher level than had been the case previously, at the same time removing the future access for parliamentarians to certain of the travel provisions mentioned earlier. A full summary of the findings is available on the Tribunal's website.

As I noted last year, the Tribunal, with the agreement of the Government, was examining and reporting on the recommendations contained in the Review of Parliamentary Entitlements report. Although some of this work has been completed, the process continues, with the Tribunal intending to complete important outstanding elements of this review by mid-2013.

The legislative changes occasioned by the passage of ROLA also gave the Tribunal the responsibility of determining remuneration, and other conditions, for departmental secretaries. The Tribunal had published Part 1 of its report – *Review of the Office of Secretary* – in March 2010. Part 2 of the report was published on 15 December 2011. On the same date the Tribunal also released its *Report on Specified Statutory Offices*, a group of five senior offices that are not departmental secretaries, but whose remuneration had in the past been linked to that of departmental secretaries.

As with that on parliamentarians' remuneration, the Tribunal was assisted in these reviews by Egan Associates. Also as with parliamentarians, the reports of 15 December 2011 announced indicative decisions that were put into effect by Determinations dated 15 March 2012. In my overview to last year's annual report, I noted that the Tribunal's disposition was to introduce any increases to secretaries' remuneration in a phased approach. Our Determination gives effect to this.

The March 2012 Determinations in relation to secretaries and specified statutory offices introduced phased increases to remuneration in a number of steps to 1 July 2014.

The Tribunal will continue to monitor developments in the new offices in its jurisdiction, and the implementation of its Determinations.

While there has been a significant focus on new tasks this year, the Tribunal continues to review the broad range of full-time and part-time offices in its jurisdiction. In its part-time Determination, for example, the Tribunal sets remuneration for a plethora of governance boards, advisory committees, administrative tribunals, research committees, land councils and others. Each of these bodies has its own working arrangements, so that a process of determining appropriate payment is not easy and rarely straightforward. In dealing with the very different remuneration requirements of these bodies, there is an inevitable tension between having as simple a structure as possible, on the one hand, and having sufficient detail in determined provisions to cover a wide variety of circumstances, on the other.

This is a subject that will continue to occupy the Tribunal in the coming year, as is the subject of whether the actual remuneration determined for both full-time and part-time offices is sufficient to attract and retain the right people, to remunerate them appropriately and to provide the best outcomes and value for the organisations concerned. The Tribunal's aim is to strike a more contemporary balance between officeholder responsibilities and the associated demands, remuneration arrangements and reward, and administrative overheads.

The Tribunal has developed and published some preliminary conclusions about a remuneration structure for full-time office holders and the placement of full-time public offices within it. The Tribunal has invited views and submissions on that structure.

At the same time the Tribunal continues to consider a means by which the remuneration of part-time offices might be structured. The Tribunal has expressed concern previously that the existing framework of remuneration and conditions that applies to part-time offices does not reflect, adequately, the value of the work undertaken by this large and important group.

In June 2012, the Tribunal announced a general increase of 3% in remuneration for most offices in its jurisdiction, effective from 1 July 2012. The Tribunal considers that this was a modest adjustment, as were those of recent years. Some offices, such as those of secretaries, for whom staged increases had been announced previously, were not subject to this 1 July 2012 general increase.

Further details on the various groups of offices are provided in the main body of this report.

Tribunal membership

Appropriate remuneration arrangements are key in the effective operation of any organisation. The Tribunal has responsibility for determining remuneration sufficient to enable the Commonwealth to recruit, retain and reward appropriately individuals for the extraordinary range of Commonwealth public offices. With the enactment of the ROLA, these responsibilities have increased significantly.

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 upon 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. I particularly thank them for making available so willingly the time to undertake a much heavier workload than normal in the course of this year.

Tribunal Secretariat

In the previous subsection, I mentioned the heavy dependence on its Secretariat for the Tribunal's effectively meeting its obligations. I should note that while the responsibilities of the Tribunal have expanded this year, the size of its Secretariat has not and the Secretariat staff members have accepted the additional demands and responsibilities placed upon them cheerfully and professionally.

I acknowledge and thank sincerely all members of the Secretariat – a small but very dedicated group of officers.

I should like especially to note the contribution to the successful functioning of the Tribunal of Mr Derren Gillespie, who was Secretary to the Tribunal from 2004 until July 2012. Throughout this period, Mr Gillespie was indefatigable in his efforts to improve the quality and effectiveness of the Tribunal's work; to ensure that the Tribunal was fully briefed on all relevant matters; and to manage to satisfactory conclusions the very considerable additional body of work with which we had to deal during the last few years, in general, and during 2011–12, in particular.

Mr Gillespie always championed the importance of the prudent expenditure of public money, and the need for appropriate restraint, while arguing for the payment of proper remuneration. Although there are rewards beyond remuneration for those working in the public sector, paying low salaries, which neither attract nor retain the best people for office, would be a false economy for the nation. Researching offices and advising the Tribunal regarding appropriate remuneration therefore involves a balancing of many factors – something to which Mr Gillespie applied himself diligently and passionately throughout the period of his eight years leading the Secretariat.

I acknowledge his very considerable contribution to public administration; I thank him warmly for his commitment, his energy and his zeal; and I extend to him every good wish.

I welcome our new Secretary, Mr Patrick Palmer, who commenced in July 2012. It is evident already that he will be leading the re-located Secretariat effectively, accepting the expanded responsibilities and increased workload with appropriate delegations and augmented productivity from the group.

Other special acknowledgments

Discussions with office holders, members of the judiciary, government officials, senior private sector representatives, parliamentarians and ministers are essential to the Tribunal's effectiveness.

For the 2011–12 year, I particularly thank the more than 30 parliamentarians who each, during extended personal interviews, provided valuable insights into the workload and responsibilities of a parliamentarian during the Tribunal's review of parliamentary remuneration.

In this regard I also thank the consultant we engaged, Mr John Egan of Egan Associates. His work during the year on secretaries, the specified statutory offices and, in particular, parliamentarians emphasised the value that the Tribunal derives from such engagements.

The Tribunal records again its appreciation of the opportunities provided by office holders and others to discuss matters relevant to the Tribunal's responsibilities.

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; appropriate relativities; 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 – appointed on 19 June 2008 as member and President for five years from 25 June 2008. 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, Chairman of Destination New South Wales and associated entities and Deputy Chairman of Whitehaven Coal Limited. He is a Director of Dexus Property Group and McGrath Foundation Limited.

Mr Conde is Chairman of the Australian Olympic Committee (NSW) Fundraising Committee, he is also 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 QR National Limited and a Director of Newmont Mining Corporation. He is Global Counsellor of The Conference Board (USA), and a member of President's Circle, AustralAsia Centre, Asia Society. Mr Prescott was previously 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. He has served as a member or adviser on a range of Australian and international business, government and community organisations.

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.

3. The work of the Tribunal

During the year the Tribunal convened on 26 occasions (including by teleconference). It also met with a range of interested parties. The Tribunal expressed its conclusions in 28 Determinations. The President also participated in additional meetings with office holders.

Annual adjustments

The Tribunal issued a statement on 22 June 2011,¹ advising that it was adjusting remuneration for offices within its jurisdiction by 3% with effect from 1 July 2011.

The Tribunal noted in that statement that it was conducting significant reviews of a number of groups of offices, and that:

the likely outcome of these reviews suggests the across-the-board adjustment we are now considering should be constrained somewhat... .

The statement also noted concerns that the Tribunal had about remuneration generally, specifically in relation to full-time and part-time offices and noted that:

we may review this amount again [that is, the 3%] when the outcome of our forward work programme has been clarified.

In fact, while the review of some offices (the economic regulatory agencies for instance) was completed in 2011–12, the general reviews of full-time and part-time offices were not. The general 3% increase was not reviewed again in 2011–12.

On 22 June 2012, the Tribunal announced that, with effect from 1 July 2012, the remuneration of most public offices in its jurisdiction would again be increased by 3%.² Various offices that had had specific increases determined for them earlier (such as secretaries of departments, specified statutory offices and offices in the economic regulatory agencies) did not also attract the 3% increase.

¹ Tribunal statement of 22 June 2011.

www.remtribunal.gov.au/statementsreports/Remuneration%20Tribunal%20Statement-%202011%20Annual%20Review%20-%20Date%20of%20Effect%20-1%20July%202011.pdf

² Tribunal statement of 22 June 2012.

www.remtribunal.gov.au/statementsreports/2012/2012%20Annual%20Review%20Statement%20-%202022%20June%202012.pdf

3.1 Full-time public offices

The framework

Under the Remuneration Tribunal Act, the Tribunal is responsible for setting the total remuneration, some allowances and recreation leave for full-time public offices.

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.

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 matters at intervals of not more than one year (s8).

Consistent with the Tribunal's statements of 22 June 2011 and 22 June 2012, the remuneration of these offices was increased by 3% with effect from 1 July 2011 (by Determination 2011/08) and 3% with effect from 1 July 2012 (by Determination 2012/12).

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 2012 is included at Appendix 2.

As at 30 June 2012 there were 140 offices specified in the Tribunal's Determination for holders of full-time public offices.

As a consequence of the Remuneration and Other Legislation Amendment Act, the heads of executive agencies were included in the Tribunal's jurisdiction, and reviews were undertaken of the remuneration for these offices during 2011–12. Following earlier Determinations in respect of two of the agencies, on 19 June 2012 the Tribunal included remuneration for the remaining five heads of executive agencies, with effect from 1 July 2012.

Work also continued on the Tribunal's review of full-time offices in its jurisdiction. As noted in last year's annual report and elsewhere in this report, several of the most senior offices have now been reviewed. With respect to many other offices, an indicative allocation within the structure was developed and the opportunity taken to remove the fine levels of differentiation in remuneration that had developed over time. The Tribunal considered a number of these offices in some depth, conscious as it has been for some time that the remuneration for many of these offices is pitched at a level lower than is justified by their responsibilities. There may also be cases where changes to legislation mean that remuneration of a specific office may be greater than a properly informed consideration of its responsibilities may justify. The Tribunal was also concerned to ensure that levels of remuneration for offices within an agency were consistent with the views it expressed in its report on the *Review of the Office of Secretary Part II*, in December 2011.

The Tribunal's preliminary conclusions about a remuneration structure – and the placement of offices within it – were included in the Tribunal's *Statement on the 2012 Review of Remuneration for Holders of Public Office*, issued on 22 June 2012. The statement referred to potential transitional implementation arrangements, and sought submissions in relation to the proposals.

A review was also undertaken of the superannuation arrangements available to full-time offices, with the joint goals of ensuring the Tribunal's Determinations allowed for the wider range of options now available to office holders within its jurisdiction, and increasing flexibility for office holders to make superannuation arrangements best suited to their own needs within the total remuneration determined for each office.

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 22 June 2011, the remuneration of these offices was increased by 3%, with effect from 1 July 2011 (by Determination 2011/07). The Tribunal's statement of 22 June 2011 also referred to the review of the specified statutory office group. The Tribunal undertook this review and released its report, *Remuneration of Public Offices – Specified Statutory Offices*, on 15 December 2011. The report reiterated the Tribunal's view that these are among the most senior public offices in the federal public sector: in considering appropriate remuneration for these offices the Tribunal took into account the remuneration arrangements, including the classification structure, it had developed for secretaries. In publishing the report, the Tribunal included proposed remuneration for these offices, with a similar transitional path to full implementation of new rates of remuneration, as it had determined for secretaries.

The Determination giving effect to increased remuneration for these offices is Determination 2012/05: *Specified Statutory Offices – Remuneration and Allowances* which took effect on 15 March 2012.

The Tribunal also considered the superannuation arrangements for the specified statutory offices and resulting changes were included in Determination 2012/16: *Specified Statutory Offices – Remuneration and Allowances*.

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 matters at intervals of not more than one year (s8).

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.

Consistent with the Tribunal's statements of 22 June 2011 and 22 June 2012, the remuneration of these offices was increased by 3% with effect from 1 July 2011 (by Determination 2011/09) and 3% with effect from 1 July 2012 by Determination 2012/13: *Remuneration and Allowances for Holders of Part-Time Public Office*.

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 2012 is included at Appendix 2.

As at 30 June 2012, remuneration had been determined for more than 238 bodies.

In the statement of 22 June 2012, the Tribunal referred to its review of part-time offices. The Tribunal has been reviewing information about the demands upon individual part-time public offices; the associated levels of remuneration of office holders; and the consequences of the Tribunal's present specification of remuneration for such offices.

The Tribunal is aiming to simplify current provisions in the Determination covering part-time public office holders. However, there are a wide variety of different entities in the Determination and the Tribunal also aims to determine remuneration arrangements appropriate to the specific demands of the work of each of these bodies.

Although this work has not yet been completed, the Tribunal is giving consideration to the wider application of arrangements along the lines of: an annual base amount and a new daily fee in cases where a straight annual fee or daily fee arrangement does not meet the requirements of the office.

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 the Tribunal's 22 June 2011 statement, the maximum band and reference salaries of the PEO classification structure were increased by 3%, with effect from 1 July 2011, by Determination 2011/11.

During the reporting period the Tribunal considered submissions for existing offices, generally relating to reviews of remuneration and/or conditions, or changes to governance arrangements.

On 22 June 2012 the Tribunal issued a statement advising the outcome of the 2012 annual remuneration adjustment. The band maxima and reference salaries of the PEO classification structure were increased by 3% with effect from 1 July 2012, consistent with the Tribunal's general remuneration adjustment. A new Principal Determination was made to include the changes to payment of leave on cessation referred to below (Determination 2012/14). At 30 June 2012, there were 71 listed PEOs.

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 and include them in the Tribunal's direct determinative jurisdiction over full-time offices.

As with full-time offices, the Tribunal reviewed its determination in relation to PEOs to modify the basis for payment in lieu of annual leave and long service leave on cessation.

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.

In August 2011, responsibility for determining the terms and conditions, and the classification structure, for secretaries of departments was given to the Tribunal through the passage of the Remuneration and Other Legislation Amendment Act. The legislation also requires that the Tribunal specify the pay points in the classification structure, and assign each office of secretary to a classification. The Tribunal also became responsible for fixing the remuneration for the Secretary of the Department of the Prime Minister and Cabinet and the Secretary of the Department of the Treasury.

The Secretary of the Department of the Prime Minister and Cabinet, in consultation with the President of the Tribunal and the Public Service Commissioner, assigns each departmental secretary to an amount of remuneration within the structure.

Following its release of Part I of its *Review of the Office of Secretary*, the Tribunal continued its work on the remuneration and terms and conditions of the office of secretary and on 15 December 2011 released the *Review of the Office of Secretary –Part II*. The report included the proposed structure and remuneration levels, transitional arrangements and a draft Determination in relation to secretaries' remuneration and terms and conditions. The report also outlined the Tribunal's concerns about remuneration for direct reports of secretaries. The report was the culmination of three years' detailed consideration of the office of secretary, which confirmed the assessment observed in Part I of the report:

Secretaries are at the very apex of the Australian Public Service. Prime Ministers and Ministers rely on them for the provision of public services and turn to them for strategic advice about the whole spectrum of domestic and foreign activities which define our nation, our security, our stability and our quality of life.

On 12 March 2012, the Tribunal issued Determination 2012/06: *Departmental Secretaries – Classification Structure and Terms and Conditions*. On 13 March 2012, the Secretary of the Department of the Prime Minister and Cabinet assigned each secretary, other than his own office and that of the Secretary to the Treasury, to an amount of remuneration within the structure.

Determination 2012/06 took effect on 15 March 2012.

3.5 Judicial and related offices

The framework

The Remuneration Tribunal Act empowers the Remuneration 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, 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 Federal Magistrate and magistrates of the Federal Magistrates Court of Australia; 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 federal magistrates.

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

The Tribunal determines remuneration and related benefits for the non-judicial presidents, deputy presidents and members of tribunals 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 Magistrates Court of Australia. Remuneration for these offices is 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 1979*
- the authority of the relevant federal court, tribunal or the administering government department.

The Tribunal determined a 3% increase in remuneration for holders of judicial and related offices, by issuing Determination 2011/10: *Judicial and Related Offices – Remuneration and Allowances*, with effect from 1 July 2011.

Determination 2011/10 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 and federal magistrates. The Determination also reflected the Tribunal's decision to remunerate full-time non-judicial offices in the Administrative Appeals Tribunal via a total remuneration approach, consistent with the approach taken for offices in other administrative tribunals.

Determination 2012/09: *Judicial and Related Offices – Remuneration and Allowances*, which was made on 19 June 2012, determined an additional 3% increase in remuneration for judicial and related office holders as part of the 2012 annual adjustment process, with effect from 1 July 2012.

Judicial Remuneration Coordination Group

The annual meeting of the Commonwealth/State Judicial Remuneration Coordination Group to discuss issues relevant to the remuneration of the judiciary across all jurisdictions was held in May 2012.

3.6 Parliamentary

The framework

Base salary

The passage of the Remuneration and Other Legislation Amendment Act gave back to the Tribunal, for the first time since 1990, the power to determine parliamentary base salary directly. The power was to take effect from the time that the Tribunal made its first determination on the matter.

The Tribunal made such a determination with effect from 15 March 2012. The Tribunal's legislation means that the Tribunal must determine parliamentary base salary again at periods of no more than 12 months (section 8(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.

Prior to the Tribunal determining remuneration from 15 March 2012, parliamentary base salary was set by the method explained in previous annual reports. Between 1 July 2011 and 14 March 2012 the annual base salary was set as Reference Salary A in the Tribunal's PEO structure, less \$5,470. This was consistent with the mechanism established in the Remuneration and Allowances Regulations 1999, made under the *Remuneration and Allowances Act 1990*.

Additional salary for ministers and parliamentary office holders

The Tribunal reports annually to the Minister on the additional salary of ministers of state. The actual salaries are a matter for decision by the executive government.

The Tribunal determines the additional salary for holders of more than 50 parliamentary offices, such as the Leader and Deputy Leader of the Opposition, the presiding officers, whips, 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, qualifying periods for life gold pass, 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*
- *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 Tribunal's 2010–11 annual report, the Government responded to the recommendations of the independent Committee for the Review of Parliamentary Entitlements by restoring the power of the Tribunal to determine parliamentary base salary. This was done via the Remuneration and Other Legislation Amendment Act, which received Royal Assent on 25 July 2011.

With the assistance of an external consultant, the Tribunal conducted a review of the work of members of parliament. The purpose of the review was to establish a defensible basis for assessing appropriate remuneration and a benchmark for future assessments.

On 15 December 2011, the Tribunal announced its findings regarding base salary in the *Review of the Remuneration of Members of Parliament – Initial Report*. It postponed making a corresponding determination, however, due to concerns that to do so would result in windfall gains in the pensions of some former parliamentarians.

The Government's consideration of this and other matters led to the passage of the *Members of Parliament (Life Gold Pass) and Other Legislation Amendment Act 2012*, which received Royal Assent on 6 March 2012.

The Tribunal subsequently made Determination 2012/02: *Members of Parliament – Base Salary and Related Matters*, which increased parliamentary base salary from \$140,910 to \$185,000 per annum, with effect from 15 March 2012. This was determined by the Tribunal to be the appropriate salary for the work of backbenchers, which noted also the remuneration current at that time for other offices in the Tribunal's jurisdiction.

Determination 2012/15, which was made on 19 June 2012, increased parliamentary base salary to \$190,550 per annum. This decision, which did not come into effect until 1 July 2012, was made as part of the Tribunal's 2012 annual adjustment review process. As noted in the previous paragraph, the determination of base salary was made in the context of then current remuneration for a range of offices in the Tribunal's jurisdiction. When the Tribunal adjusted remuneration generally from 1 July 2012, it determined that it was also appropriate to adjust parliamentary base salary to maintain relativities established in the March decision.

Additional salary for ministers and parliamentary office holders

Under the Constitution, the salaries of ministers of state are a matter for decision by the executive government. The Remuneration Tribunal Act requires the Tribunal to report to the Minister annually on whether any alterations are desirable in these salaries. Accordingly, on 4 October 2011, the Tribunal made its report on this matter (Report No. 1 of 2011). The report, which expresses the additional salaries as percentages of the parliamentary base salary, recommended no changes to the percentages originally established in 1999.

The Tribunal also made Determination 2011/22: *Parliamentary Office Holders – Additional Salary*, with effect from 1 November 2011, which set the rates of additional salary for parliamentary office holders (including the Opposition Leader, the presiding officers, leaders of minor parties, party whips and the chairs of parliamentary committees). The Determination took into account the changes and transitional arrangements made by the Remuneration and Other Legislation Amendment Act. The overall pattern of rates, also expressed as a percentage of parliamentary base salary, were otherwise the same as those in preceding Determination 2010/16.

Determination 2012/03, which came into effect on 15 March 2012, superseded Determination 2011/22. It referenced the parliamentary base salary set by Determination 2012/02 and, for the first time, provided for the payment of additional salaries to shadow ministers and to the Manager of Opposition Business in the House of Representatives. It also set limits on the number of parliamentarians who could be paid as shadow ministers, based on the number of ministers of state, subject to transitional provisions.

Allowances and entitlements for senators and members

At the beginning of the reporting period, the principal Determinations governing parliamentarians' allowances and entitlements were Determinations 2006/18: *Members of Parliament – Entitlements* and 2010/09: *Members of Parliament – Travelling Allowance*.

Determination 2011/16: *Members of Parliament – Travelling Allowance* replaced Determination 2010/09 with effect from 28 August 2011. It updated the travelling allowance rates payable to parliamentarians when travelling within Australia and set out related conditions of payment. See section 3.7 of this report, on official travel, for further details.

The Tribunal amended Determination 2006/18 by Determinations 2011/18 and 2011/20. Determination 2011/18 introduced new clauses allowing charter travel allowance supplements paid under Regulation 3EA of the Parliamentary Entitlements Regulations 1997 (for example, in the event of a natural disaster) to be offset against the parliamentarian's charter allowance in future years. It also:

- removed the requirement that only nominated persons could drive a parliamentarian's private plated vehicle when it was used for private purposes
- provided that the cost of transporting a member of the House of Representatives' car on a ferry service within their electorate would be met by the Commonwealth if they were travelling on parliamentary, electorate or official business
- allowed parliamentarians (and former parliamentarians) to donate their frequent flyer points to charity.

Determination 2011/20 increased the maximum amount of charter allowance available per year to eligible parliamentarians, with effect from 1 July 2011. The increases were in line with changes in transportation costs since the last adjustments to the allowance in 2006.

It also adjusted the resettlement allowance applying to parliamentarians retiring involuntarily from the Parliament. With effect from 21 September 2011, the basic payment is now three months' pay, rather than 12 weeks. In addition, a member or senator who has served more than one term in the Parliament, and who is entitled to the basic resettlement allowance, is entitled to an additional three months' pay.

The Tribunal then replaced Determination 2006/18 with new Principal Determination 2012/04: *Members of Parliament – Entitlements*. The Determination, which came into effect from 15 March 2012, made a number of changes to parliamentarians' entitlements. These included abolishing the entitlement that enabled senators and members to travel overseas for the purpose of undertaking studies and investigations of matters related to their duties and responsibilities as a parliamentarian. 'Grandfathering' arrangements also provided, however, that the overseas study travel scheme would not close completely until the proroguing of the 44th Parliament (potentially as late as 2017).

Determination 2012/04 also varied the entitlement to the provision of a private plated vehicle by removing the requirement that a parliamentarian must make a token personal contribution towards the cost of the vehicle. This was done in accordance with a recommendation (Recommendation 18(ii)) by the Committee for the Review of Parliamentary Entitlements.

Superannuation

As noted above, the Tribunal delayed making an initial determination concerning parliamentary base salary until its concerns regarding the pensions of parliamentarians were addressed.

The basic pension paid to parliamentarians covered by the scheme established by the *Parliamentary Contributory Superannuation Act 1948* (the 1948 scheme) is linked to the current parliamentary base salary. Any additional pensions are linked to the current additional salaries of ministers of state and parliamentary office holders. (These links do not apply to members of the parliamentary superannuation scheme established by the *Parliamentary Superannuation Act 2004*)

The amendments to the Remuneration Tribunal Act made by the Remuneration and Other Legislation Amendment Act and the Members of Parliament (Life Gold Pass) and Other Legislation Amendment Act enabled the Tribunal to determine a portion of the base salary and any additional salary that is not allowance by way of salary (or in simple terms, salary for superannuation) for parliamentarians covered by the 1948 scheme.

In Determination 2012/02, the Tribunal determined that the portion of base salary that would not count for the purposes of the 1948 scheme would be \$38,620, meaning that a current parliamentarian covered by the 1948 scheme would receive \$185,000 as base salary, but his/her notional salary for superannuation purposes would be \$146,380. The figure of \$146,380 would also be the figure used to calculate the basic pensions of any retired parliamentarians entitled to a pension under the 1948 scheme. The actual figure used (\$146,380) represented the salary paid to parliamentarians prior to the Tribunal's 15 March 2012 Determination, plus an additional component equivalent in dollars to an increase of salary forgone in 2008.

The Tribunal also determined, via Determination 2012/03, that the portion of additional salary that would not count for the purposes of the 1948 scheme would be 20%. This means that if a member of the 1948 scheme was being paid 16% additional salary, or \$29,600 per annum, the component of their superannuation salary relating to their additional salary would be that figure less 20%, or \$23,680.

Determination 2012/15, which was made during the reporting period but did not come into effect until 1 July 2012, increased the portion of base salary that would not count for the purposes of the 1948 scheme to \$39,770. This meant that the salary figure used for the 1948 scheme increased on 1 July 2012 by 3%, as did the base salary for current parliamentarians.

Other developments

Determination 2012/04 provided a modified severance travel entitlement for eligible former parliamentarians retiring after 15 March 2012, the date of effect of the Determination. Instead of a maximum of 25 return trips per year for up to five years to any location within Australia, eligible parliamentarians now have an entitlement to travel to specified locations (including Canberra) for a maximum of five return trips within the first six months after their retirement from the Parliament. Transitional arrangements are in place for those who had established an entitlement while Determination 2006/18 remained current.

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, including parliamentary office holders, via Determinations 2011/15: *Official Travel by Office Holders* and 2011/16: *Members of Parliament – Travelling Allowance*. Determination 2011/15 amended Principal Determination 2004/03 and Determination 2011/16 replaced previous Principal Determination 2010/09. Both came into effect on 28 August 2011.

The new travel allowance rates closely reflected those in the Australian Taxation Office's *TD 2011/17 – Income tax: what are the reasonable travel and overtime meal allowance expense amounts for the 2011–12 income year?*

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 recreation leave entitlements determined by the Tribunal.

Determination 2007/09 (as amended) applied until 30 June 2012 and set out the recreation leave entitlement for full-time office holders. A new determination was made on 19 June 2012. 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.

During 2011–12 the Tribunal, in considering the terms and conditions it would apply to secretaries of departments, reviewed the basis on which 'payment in lieu of leave on cessation' should be paid. An amendment was made to ensure that any payment to secretaries in lieu of leave was to be paid at the 'reference salary', defined as 'the secretary's total remuneration, less the rate of the employer's superannuation contribution for the secretary'.

This amendment was incorporated into Determination 2012/11: *Recreation Leave for Full-Time Holders of Relevant Offices*. The provisions under this determination apply to:

- Determination 2012/12: *Remuneration and Allowances for Holders of Full-Time Public Office*
- Determination 2012/16: *Specified Statutory Offices – Remuneration and Allowances*.

Recreation leave entitlements for holders of PEOs are separately specified in Determination 2012/14: *Principal Executive Office – Classification Structure and Terms and Conditions*, which provides that PEOs are entitled to 'paid annual leave of 4 weeks per year of full-time service'.

Offices specified in Tribunal Determination 2012/13: *Remuneration and Allowances for Holders of Part-Time Public Office* have no entitlement to recreation leave.

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 2011–12, 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. Certain other offices, which had previously been within the Tribunal's advisory jurisdiction, were referred into its determinative jurisdiction by the Remuneration and Other Legislation Amendment Act.

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 2012.

As part of the Tribunal's review of remuneration of members of Parliament, secretaries and the specified statutory offices, the Commission, as the responsible agency, entered into a contract with Egan Associates Pty Ltd for the provision of assistance with the review.

6. Legislative requirements

6.1 *Work Health and Safety Act 2011*

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

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 (IPS). 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 IPS requirements.

6.5 Legislative Instruments Act 2003

Most Tribunal determinations are legislative instruments for the purposes of the *Legislative Instruments Act 2003* (the LI Act). The exception is for determinations relating to secretaries of departments, made under Division 4 of the Remuneration Tribunal Act (the 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 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, being those made under subsections 7(1), 7(1A), 7(2) and 7(2A) of the 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 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 2011–12

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.

2012/16*	Specified Statutory Offices – Remuneration and Allowances
Statement	Members of Parliament – Base Salary, Entitlements and Related Matters – Reasons for Determination
2012/15	Members of Parliament – Base Salary, Entitlements and Related Matters
2012/14*	Principal Executive Office – Classification Structure and Terms and Conditions
2012/13*	Remuneration and Allowances for Holders of Part-Time Public Office
2012/12*	Remuneration and Allowances for Holders of Full-Time Public Office
2012/11*	Recreation Leave for Full-Time Holders of Relevant Offices
2012/10*	Compensation for Loss of Office for Holders of Public Office
2012/09*	Judicial and Related Offices – Remuneration and Allowances
Statement	2012 Review of Remuneration for Holders of Public Office
2012/08	Remuneration and Allowances for Holders of Public Office
2012/07	Remuneration and Allowances for Holders of Public Office
2012/06*	Departmental Secretaries – Classification Structure and Terms and Conditions
2012/05*	Specified Statutory Offices – Remuneration and Allowances
Statement	Members of Parliament – Entitlements – Reasons for Determination
2012/04*	Members of Parliament – Entitlements
Statement	Parliamentary Additional Salary and Related Matters – Reasons for Determination
2012/03*	Parliamentary Additional Salary and Related Matters
Statement	Members of Parliament – Base Salary and Related Matters – Reasons for Determination
2012/02*	Members of Parliament – Base Salary and Related Matters
2012/01	Remuneration and Allowances for Holders of Public Office
Statement	Reports of Members of Parliament, Secretaries of Departments and Specified Statutory Offices
Report	Review of the Remuneration of Members of Parliament – Initial Report
Report	The Attributes, Role and Reward of a Backbencher in the Federal Parliament (Egan Associates)
Report	Review of the Office of Secretary – Report Part II

Report	Review of Remuneration for the office of Secretary Australian Government Departments of State (Egan Associates)
Report	Remuneration of Public Offices - Specified Statutory Offices
Report	Review of Work Value and Remuneration for Australian Government Specified Statutory Office Holders (Egan Associates)
2011/23	Remuneration and Allowances for Holders of Public Office
2011/22*	Parliamentary Office Holders – Additional Salary
Report	Report on Ministers of State – Salaries Additional to the Basic Parliamentary Salary
Statement	Salaries Additional to the Basic Parliamentary Salary
Statement	Members of Parliament – Charter and Resettlement Allowance
2011/21	Remuneration and Allowances for Holders of Public Office
Statement	Remuneration of Federal Parliamentarians
2011/20*	Members of Parliament – Entitlements
2011/19	Remuneration and Allowances for Judicial and Related Offices and Holders of Public Office
2011/18	Members of Parliament – Entitlements and Travelling Allowance
2011/17	Remuneration and Allowances for Holders of Public Office
2011/16*	Members of Parliament – Travelling Allowance
2011/15	Official Travel by Office Holders
Statement	2011 Travelling Allowance Rates for Public Office Holders and Parliamentarians
2011/14	Remuneration and Allowances for Holders of Public Office
Statement	Remuneration of Public offices (Economic Regulatory Agencies)
2011/13	Remuneration and Allowances for Holders of Public Office

* These documents are Principal Determinations.

Appendix 2 – Variation to bodies/offices in 2011–12

Full-time offices

New

Age Discrimination Commissioner

Anindilyakwa Land Council, Chair

AusAID, Director-General (previously in advisory jurisdiction)

Austrade, CEO (moved from the PEO structure)

Australian Commission on Safety and Quality in Health Care, CEO

Australian Institute of Criminology, Director (moved from the PEO structure)

Australian National Preventative Health Agency, CEO

Australian Skills Quality Agency, Chief Commissioner/CEO, Deputy Commissioner, Commissioner

Australian Transaction Reports and Analysis Centre, CEO (moved from the PEO structure)

Bureau of Meteorology, Director (previously in advisory jurisdiction)

Clean Energy Regulator, Chair/Chief Executive Officer

Climate Change Authority, CEO

Commonwealth Financial Officer for Norfolk Island

Comsuper, CEO

CrimTrac, CEO (previously in advisory jurisdiction)

Fair Work Building Industry Inspectorate, Director

Insolvency and Trustee Service Australia, Chief Executive Officer (previously in advisory jurisdiction)

Merit Protection Commissioner (previously in advisory jurisdiction)

National Archives of Australia, Director-General (previously advisory jurisdiction)

National Health Performance Authority, CEO

National Mental Health Commission, CEO

National Water Commission, CEO

Old Parliament House, Director (previously in advisory jurisdiction)

Parliamentary Budget Officer

Public Service Commissioner (previously in advisory jurisdiction)

Renewable Energy Agency, CEO

Telecommunications Universal Service Management Authority, CEO

Tertiary Education Quality and Standards Agency, Chief Commissioner, CEO, Commissioner

Tuition Protection Service, Director

Renamed

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

No longer appearing in the Determination

Australian Building and Construction Commissioner

Deputy Australian Building and Construction Commissioner

Part-time offices

New

Advisory Committee for Biologicals
Advisory Committee on the Safety of Medical Devices
Australian Commission on Safety and Quality in Health Care
Australian Commission on Safety and Quality in Health Care – Expert Committees
Australian Renewable Energy Agency
Board of Taxation
Clean Energy Regulator
Climate Change Authority
Commonwealth Superannuation Corporation
Defence Force Case Assessment Panel
Higher Education Standards Panel
Independent Assessor – Special Building Industry Powers
Independent Hospital Pricing Authority
Independent Hospital Pricing Authority – Clinical Advisory Committee
Ministerial Advisory Council on Regional Australia
National Health Performance Authority
National Mental Health Commission
NBN Co Limited, Deputy Chair
Outback Stores Pty Ltd
Regional Development Australia Fund Advisory Panel
Review of the Distribution of the Goods and Services Tax
Road Safety Remuneration Tribunal
Telecommunications Universal Service Management Agency
Tuition Protection Service Advisory Board
Woomera Prohibited Area Advisory Board

No longer appearing in the Determination

ABC – Independent Complaints Review Panel
Accreditation Decisions Review Committee
Apprenticeships for the 21st Century Expert Panel
Australian Centre for Renewable Energy Board
Australian Fisheries Management Authority Selection Committee
Australian Industry Development Corporation
Australian Institute of Criminology Board of Management
Australian Learning and Teaching Council
Australian Reward Investment Alliance Board

Building the Education Revolution Implementation Taskforce
Council of Business Regulation
Information Industries Board
Medical Devices Incident Review Committee
Military Superannuation and Benefits Scheme – Board of Trustees
National Childcare Accreditation Council
National Disability and Carer Ministerial Advisory Council
Research and Development Corporations Selection Committees
Research and Development Councils Selection Committees
Rural Industries State Research Committees
Torres Strait Islander Advisory Board
Tuggeranong Office Park Pty Limited

Renamed

Australian Pesticides & Veterinary Medicines Authority: now Australian Pesticides & Veterinary Medicines Authority – Advisory Board
Australian Wine and Brandy Corporation: now Wine Australia Corporation
Australian Wine and Brandy Corporation Selection Committee: now Wine Australia Corporation Selection Committee
Cancer Australia: now Cancer Australia Advisory Council
National Indigenous Health Equality Council: now National Aboriginal and Torres Strait Islander Health Equality Council

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.

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Appendix 4 – Acronyms

APS	Australian Public Service
CEO	chief executive officer
FOI	freedom of information
FOI Act	<i>Freedom of Information Act 1982</i>
LI Act	<i>Legislative Instruments Act 2003</i>
PEO	principal executive office
ROLA	<i>Remuneration and Other Legislation Amendment Act 2011</i>
SES	Senior Executive Service