



## REMUNERATION TRIBUNAL

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Determination 2012/24:

### Remuneration and Allowances for Holders of Full-Time Public Office

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This Determination governs remuneration and allowances for the full-time Public Offices specified in Table 2A.

This Determination specifies the total value an Office Holder is to receive by way of salary and other benefits in respect of carrying out the functions and exercising the powers of his or her office. The salary and benefits provided for in this Determination must not be supplemented.

#### The Determination comprises:

- **Part 1** – General;
- **Part 2** – Remuneration and related matters;
- **Part 3** – Allowances;
- **Part 4** – Official travel;
- **Part 5** – Recreation leave; and
- **Part 6** – Compensation for early loss of office.

#### **PART 1 – GENERAL**

- 1.1 Authority:** This Determination is issued pursuant to sub-sections 7(3) and 7(4) of the *Remuneration Tribunal Act 1973*.
- 1.2 Effective Date:** This Determination takes effect on and from 1 January 2013 except where specified otherwise.
- 1.3 Effect on Earlier Determinations:** This Determination supersedes and revokes in full Determination 2012/12(as amended) – *Remuneration and Allowances for Holders of Full-Time Public Office*.
- 1.4 Definitions:** For the purposes of this Determination, the following definitions apply.

**'Agency'** means the agency to which the Office Holder is attached, or the portfolio department, if the office holder is not attached to an agency.

**'Base Salary'** means the applicable amount specified in Column 2 of Table 2A of this Determination.

**'Benefits'** means all non-monetary benefits provided at the employer's expense to or on behalf of an Office Holder as a personal benefit, including a vehicle (where provided – refer clause 2.6), the value attributed by the Remuneration Tribunal to the Employer Superannuation Contribution (refer clause 2.5) and any other benefits received by way of remuneration packaging (refer clause 2.4).

**'Employer'** means the Commonwealth and includes any person authorised to exercise powers, perform acts, grant approvals or give directions for, or on behalf of, the Commonwealth.

**'Employer's Superannuation Contribution'** in respect of an Office Holder means payments made by the Commonwealth in respect of the Office Holder to:

- (a) a Commonwealth defined benefit scheme (including the Commonwealth Superannuation Scheme or the Public Sector Superannuation Scheme); or
- (b) another superannuation fund.

**'Office Holder'** means the holder of an office listed in Column 1 of Table 2A of this Determination.

**'Total Remuneration'** is the amount shown in Column 3 of Table 2A plus any additional amount shown in Column 4. It represents the value, calculated at the total cost to the employer (including Fringe Benefits Tax), of:

- salary (including Base Salary), allowances or lump sum payments;
- Benefits; and
- the Employer's Superannuation Contribution

but does not include:

- facilities provided as business support as referred to in Part 2;
- allowances specified in Part 3;
- reimbursement of expenses incurred on geographic relocation following appointment as an Office Holder, in accordance with agency policies and practices where approved by the employer;
- travelling allowances and expenditure referred to in Part 4;
- any payment in lieu of recreation leave in accordance with Part 5; and
- any compensation for early loss of office in accordance with Part 6.

## **PART 2 – REMUNERATION AND RELATED MATTERS**

**2.1 Total Remuneration:** Office Holders are eligible for the annual amounts of Base Salary and Total Remuneration (including any additional amount shown in Column 4), as set out in Table 2A below with effect from 1 July 2012, unless otherwise specified.

**TABLE 2A – FULL-TIME OFFICE HOLDERS – TOTAL REMUNERATION AND OTHER BENEFITS**

<b>Column 1</b> Office	<b>Column 2</b> Base Salary (per annum)	<b>Column 3</b> Total Remuneration for office (per annum)	<b>Column 4</b> Additional Amount of Total Remuneration (per annum)	<b>Column 5</b> Refer Clause	<b>Column 6</b> Travel Tier
Chair, Australian Prudential Regulation Authority (APRA)	\$560,000	\$800,000	Nil	2.2.10	1
Chairperson, Australian Securities and Investments Commission (ASIC)	\$490,000	\$700,000	Nil		1
Chairperson, Australian Competition and Consumer Commission (ACCC)	\$490,000	\$700,000	Nil		1
Solicitor-General	\$511,000	\$700,000	Nil		1
Deputy Chair, APRA	\$448,000	\$640,000	Nil		1
Member, APRA	\$420,000	\$600,000	Nil		1
Public Service Commissioner	\$420,000	\$600,000	Nil		1
Deputy Chairperson, ASIC	\$392,000	\$560,000	Nil		1
Chairman, Productivity Commission	\$385,000	\$550,000	Nil		1
Commissioner, Australian Federal Police	\$385,000	\$550,000	Nil		1
Deputy Chairperson, ACCC	\$367,500	\$525,000	Nil		1
Member, ASIC	\$350,000	\$500,000	Nil		1
Chair, Australian Communications and Media Authority (ACMA)	\$350,000	\$500,000	Nil		1
Chair, Australian Energy Regulator	\$350,000	\$500,000	Nil		1
Chief Executive Officer, Austrade	\$350,000	\$500,000	Nil		1
Director of Public Prosecutions	\$375,000	\$500,000	Nil		1
Director-General of Security, Australian Security Intelligence Organisation	\$350,000	\$500,000	Nil		1
Chief Executive Officer, National Mental Health Commission (NMHC)	\$387,940	\$484,920	Nil	2.2.3	2
Chair/Chief Executive Officer, Clean Energy Regulator	\$332,500	\$475,000	Nil	2.2.4	1
Director-General, AusAID	\$337,250	\$475,000	Nil		1
Chief Executive Officer, Australian Crime Commission	\$332,500	\$475,000	Nil		1
Vice Chief of the Defence Force	\$322,000	\$460,000	Nil		1
Member, ACCC	\$315,000	\$450,000	Nil		1

<u>Column 1</u>	<u>Column 2</u>	<u>Column 3</u>	<u>Column 4</u>	<u>Column 5</u>	<u>Column 6</u>
Office	Base Salary (per annum)	Total Remuneration for office (per annum)	Additional Amount of Total Remuneration (per annum)	Refer Clause	Travel Tier
Director-General, Office of National Assessments	\$315,000	\$450,000	Nil		1
Chief Executive Officer, Australian Transaction Reports and Analysis Centre	\$315,000	\$450,000	Nil		2
Director, Bureau of Meteorology	\$315,000	\$450,000	Nil		2
Chief Scientist	\$315,000	\$450,000	Nil		1
Chief of Navy	\$308,000	\$440,000	Nil		1
Chief of Army	\$308,000	\$440,000	Nil		1
Chief of Air Force	\$308,000	\$440,000	Nil		1
Chief Executive Officer, Independent Hospital Pricing Authority	\$297,500	\$425,000	Nil		1
Deputy President, Fair Work Commission	\$331,500	\$425,000	Nil	2.2.16	1
Information Commissioner	\$306,000	\$425,000	Nil		1
Inspector-General of Intelligence and Security	\$297,500	\$425,000	Nil		1
Commonwealth Ombudsman	\$297,500	\$425,000	Nil		1
Examiner, Australian Crime Commission	\$297,500	\$425,000	Nil		1
Integrity Commissioner, Australian Commission for Law Enforcement Integrity	\$297,500	\$425,000	Nil		1
Chief Commissioner, Australian Transport Safety Bureau	\$288,000	\$400,000	Nil		1
Inspector-General of Taxation	\$280,000	\$400,000	Nil		1
President, Australian Human Rights Commission	\$280,000	\$400,000	Nil		1
Chief Executive, Murray-Darling Basin Authority	\$280,000	\$400,000	Nil	2.2.6	1
Fair Work Ombudsman	\$280,000	\$400,000	Nil		1
Chair, Tax Practitioners Board	\$280,000	\$400,000	Nil		1
Australian Electoral Commissioner	\$280,000	\$400,000	Nil		1
Chief Executive Officer, Australian Curriculum, Assessment and Reporting Authority (ACARA)	\$280,000	\$400,000	Nil		2
Chief Executive Officer, Australian Commission on Safety and Quality in Health Care (ACSQHC)	\$280,000	\$400,000	Nil	2.2.17	1
CEO, National Offshore Petroleum Safety and Environmental Management Authority	\$280,000	\$400,000	Nil		2
Parliamentary Budget Officer	\$294,000	\$380,000	\$40,000	2.2.22	2

<u>Column 1</u>	<u>Column 2</u>	<u>Column 3</u>	<u>Column 4</u>	<u>Column 5</u>	<u>Column 6</u>
Office	Base Salary (per annum)	Total Remuneration for office (per annum)	Additional Amount of Total Remuneration (per annum)	Refer Clause	Travel Tier
Chief Commissioner & Chief Executive Officer, Australian Skills Quality Agency (ASQA)	\$274,450	\$375,950	Nil		2
Chief Commissioner & Chief Executive Officer, Tertiary Education Quality and Standards Agency (TEQSA)	\$274,450	\$375,950	Nil		2
Chief Executive Officer, Safe Work Australia	\$273,750	\$375,000	Nil		2
Chief Executive Officer, Health Workforce Australia	\$273,750	\$375,000	\$22,600	2.2.11	2
Coordinator-General for Remote Indigenous Services	\$273,750	\$375,000	Nil		1
General Manager, Fair Work Commission	\$273,750	\$375,000	Nil		1
Chief Executive Officer, ComSuper	\$273,750	\$375,000	Nil		1
Chief Executive Officer, Australian Fisheries Management Authority	\$273,750	\$375,000	Nil		1
Principal Member, Refugee Review Tribunal (RRT)	\$273,750	\$375,000	Nil		2
Principal Member, Migration Review Tribunal (MRT)	\$273,750	\$375,000	Nil		2
Chief Executive, Insolvency and Trustee Service Australia	\$266,400	\$370,000	Nil		2
Deputy Chair, ACMA	\$262,500	\$350,000	Nil		1
Associate Director of Public Prosecutions	\$259,000	\$350,000	Nil		1
CEO, Australian Radiation Protection and Nuclear Safety Agency	\$255,500	\$350,000	Nil		1
CEO, Australian Pesticides and Veterinary Medicines Authority	\$255,500	\$350,000	Nil		2
Chief Executive Officer, Climate Change Authority	\$255,500	\$350,000	Nil		2
Chief Executive Officer, Australian Organ and Tissue Donation and Transplantation Authority	\$255,500	\$350,000	Nil		2
Director of Military Prosecutions	\$276,500	\$350,000	Nil		2
Inspector-General of the Australian Defence Force	\$276,500	\$350,000	Nil		2
Commissioner, Fair Work Commission	\$262,500	\$350,000	Nil	2.2.16	1
Freedom of Information Commissioner	\$255,500	\$350,000	Nil		2
Privacy Commissioner	\$255,500	\$350,000	Nil		2
Chairperson, Commonwealth Grants Commission	\$245,000	\$350,000	Nil		1
Chief Executive Officer, Australian Renewable Energy Agency (ARENA)	\$245,000	\$350,000	Nil		2

<u>Column 1</u>	<u>Column 2</u>	<u>Column 3</u>	<u>Column 4</u>	<u>Column 5</u>	<u>Column 6</u>
Office	Base Salary (per annum)	Total Remuneration for office (per annum)	Additional Amount of Total Remuneration (per annum)	Refer Clause	Travel Tier
Director, Australian Institute of Criminology	\$255,500	\$350,000	Nil		1
Director, Professional Services Review	\$255,500	\$350,000	Nil		1
Director-General, National Archives of Australia	\$255,500	\$350,000	Nil	2.2.19	2
Chief Executive Officer, CrimTrac	\$255,500	\$350,000	Nil		2
Deputy Chair, Productivity Commission	\$248,178	\$339,970	Nil	2.2.15	1
Chief Executive Officer, National Health Performance Authority (NHPA)	\$244,368	\$334,750	Nil		2
Chief Executive Officer, Comcare	\$241,040	\$330,180	Nil		2
Executive Director, Australian Solar Institute	\$240,830	\$329,890	Nil		2
Deputy Commissioner, ASQA	\$240,610	\$329,600	Nil		2
Chief Executive Officer, National Water Commission	\$237,250	\$325,000	Nil	2.2.5	2
CEO, National Transport Commission	\$237,250	\$325,000	Nil		1
Member, Australian Energy Regulator	\$237,250	\$325,000	Nil		1
Member, ACMA	\$247,000	\$325,000	Nil		1
Chairman, Pharmaceutical Benefits Advisory Committee	\$237,250	\$325,000	Nil		1
Director, Old Parliament House	\$243,750	\$325,000	Nil		1
Registrar, Administrative Appeals Tribunal	\$237,250	\$325,000	Nil		1
Chief Executive Officer, Australian National Preventative Health Agency (ANPHA)	\$237,250	\$325,000	Nil		2
Infrastructure Coordinator	\$237,250	\$325,000	Nil		1
Chief Executive Officer, Australian Sports Anti-Doping Authority (ASADA)	\$237,250	\$325,000	\$53,260	2.2.12	2
Official Secretary to the Governor-General	\$237,250	\$325,000	Nil		2
Aged Care Commissioner	\$237,250	\$325,000	Nil		2
Age Discrimination Commissioner	\$237,250	\$325,000	Nil		2
Sex Discrimination Commissioner	\$237,250	\$325,000	Nil		2
Race Discrimination Commissioner	\$237,250	\$325,000	Nil		2

<u>Column 1</u> Office	<u>Column 2</u> Base Salary (per annum)	<u>Column 3</u> Total Remuneration for office (per annum)	<u>Column 4</u> Additional Amount of Total Remuneration (per annum)	<u>Column 5</u> Refer Clause	<u>Column 6</u> Travel Tier
Human Rights Commissioner	\$237,250	\$325,000	Nil		2
National Children's Commissioner	\$237,250	\$325,000	Nil		2
Disability Discrimination Commissioner	\$237,250	\$325,000	Nil		2
Aboriginal and Torres Strait Islander Social Justice Commissioner	\$237,250	\$325,000	Nil		2
Commissioner, ASQA	\$233,090	\$319,300	Nil		2
Commissioner, TEQSA	\$233,090	\$319,300	Nil		2
Commissioner, Productivity Commission	\$230,154	\$315,280	Nil	2.2.18	2
Director, Fair Work Building Industry Inspectorate	\$225,570	\$309,000	\$55,430	2.2.1	2
Administrator of the National Health Funding Pool	\$210,000	\$300,000	Nil		2
Principal Member, Veterans' Review Board (VRB)	\$219,000	\$300,000	Nil		1
Deputy Principal Member, RRT	\$219,000	\$300,000	Nil		2
Deputy Principal Member, MRT	\$219,000	\$300,000	Nil		2
Merit Protection Commissioner	\$219,000	\$300,000	Nil		2
Commissioner, Australian Charities and Not-for-profits Commission	\$210,000	\$300,000	Nil	2.2.7	2
Chief Executive, National Capital Authority	\$219,000	\$300,000	Nil		2
Administrator of the Northern Territory	\$234,000	\$300,000	Nil		1
Gene Technology Regulator	\$219,000	\$300,000	Nil	2.2.9	2
Chief Executive Officer, Aboriginal Hostels Limited (AHL)	\$219,000	\$300,000	Nil		2
Principal Member, Social Security Appeals Tribunal (SSAT)	\$215,580	\$295,310	Nil		2
Registrar of Aboriginal and Torres Strait Islander Corporations	\$200,750	\$275,000	Nil		2
Member, Tax Practitioners Board	\$200,750	\$275,000	Nil		2
Deputy Commonwealth Ombudsman	\$200,750	\$275,000	Nil	2.2.14	2
Director General, Australian Safeguards and Non-Proliferation Office	\$203,500	\$275,000	Nil		2

<u>Column 1</u>	<u>Column 2</u>	<u>Column 3</u>	<u>Column 4</u>	<u>Column 5</u>	<u>Column 6</u>
Office	Base Salary (per annum)	Total Remuneration for office (per annum)	Additional Amount of Total Remuneration (per annum)	Refer Clause	Travel Tier
Chairperson, Superannuation Complaints Tribunal (SCT)	\$200,750	\$275,000	Nil		2
Administrator, Christmas and Cocos (Keeling) Islands	\$200,750	\$275,000	Nil	2.2.2	2
Private Health Insurance Ombudsman	\$200,750	\$275,000	Nil		2
Director, Classification Board	\$200,750	\$275,000	Nil	2.2.20	2
Chairperson, Torres Strait Regional Authority	\$200,750	\$275,000	Nil		2
Administrator, Torres Strait Regional Authority	\$200,750	\$275,000	Nil		2
Senior Member, SSAT	\$185,320	\$253,870	Nil		2
Chief Executive Officer, Telecommunications Universal Service Management Authority (TUSMA)	\$175,000	\$250,000	Nil		2
Executive Director of Township Leasing	\$182,500	\$250,000	Nil		2
Director, Tuition Protection Service	\$157,500	\$225,000	\$22,348	2.2.13	2
Chief Executive Officer, National Health Funding Body	\$157,500	\$225,000	Nil		2
Deputy Chairperson, SCT	\$164,250	\$225,000	Nil		2
Senior Member, RRT	\$164,250	\$225,000	Nil		2
Senior Member, MRT	\$164,250	\$225,000	Nil		2
Senior Member, VRB	\$164,250	\$225,000	Nil		2
Deputy Director, Classification Board	\$164,250	\$225,000	Nil	2.2.20	2
Administrator, Norfolk Island	\$146,000	\$200,000	Nil	2.2.8	2
Member, RRT	\$146,000	\$200,000	Nil		2
Member, MRT	\$146,000	\$200,000	Nil		2
Chairman (full-time), Central Land Council	\$146,000	\$200,000	Nil		3
Chairman (full-time), Northern Land Council	\$146,000	\$200,000	Nil		2
Assistant Senior Member, SSAT	\$138,200	\$189,310	Nil		2
Chair (full-time), Anindilyakwa Land Council	\$127,750	\$175,000	Nil		2
Senior Classifier, Classification Board	\$150,500	\$175,000	Nil		2



<u>Column 1</u> Office	<u>Column 2</u> Base Salary (per annum)	<u>Column 3</u> Total Remuneration for office (per annum)	<u>Column 4</u> Additional Amount of Total Remuneration (per annum)	<u>Column 5</u> Refer Clause	<u>Column 6</u> Travel Tier
Member, SSAT	\$126,930	\$173,860	Nil		3
Commonwealth Financial Officer for Norfolk Island	\$129,000	\$150,000	Nil		2
Classifier, Classification Board	\$107,500	\$125,000	Nil	2.2.21	3

**2.2 Additional Provisions:** Where an additional annual amount is specified in Column 4 of Table 2A in relation to an Office Holder, payment will be subject to the provisions of the sub-clause shown in Column 5. The amount will be added to the figure in Column 3 to provide Total Remuneration for that Office Holder.

**2.2.1 Fair Work Building Industry Inspectorate, Director:** The Director will receive an additional loading as shown in Column 4 of Table 2A from 1 July 2012 until 31 May 2013. Base salary for superannuation purposes will be \$266,040 until 31 May 2013.

**2.2.2 Administrator, Christmas and Cocos (Keeling) Islands:** Mr Jon Stanhope will receive \$248,900 Total Remuneration with \$181,697 base salary from 1 January 2013 while he occupies the office shown in Column 1.

**2.2.3 National Mental Health Commission:** The current CEO, Ms Robyn Kruk will receive Total Remuneration as specified in column 3 and Base Salary as specified in Column 2 while she occupies this office. These rates are person-specific for Ms Kruk, and no ongoing rate has been determined for this office.

**2.2.4 Clean Energy Regulator, Chair/Chief Executive Officer:** Ms Chloe Munro will receive an additional \$73,500 Total Remuneration loading per annum from 1 January 2013 to cease on 31 December 2013 including a Base Salary (salary for superannuation purposes) loading of \$51,450 per annum.

**2.2.5 National Water Commission:** Mr James Cameron will receive an additional \$22,980 Total Remuneration loading per annum, including a Base Salary (salary for superannuation purposes) loading of \$16,730 from 1 January 2013 until 31 December 2015 while he occupies the office shown in Column 1.

**2.2.6 Murray-Darling Basin Authority:** The Chief Executive, Dr Rhondda Dickson, will have a Base Salary loading of \$24,609 per annum from 1 January 2013, while she occupies the office.

**2.2.7 Australian Charities and Not-for-profits Commission, Commissioner:** The Commissioner will receive Base Salary as specified in Column 2 and Total Remuneration as specified in Column 3 of the office in Column 1, effective on and from 6 December 2012.

**2.2.8 Norfolk Island, Administrator:** Mr Neil Pope will receive Total Remuneration of \$157,420 with \$114,917 base salary from 1 January 2013 while he occupies the office shown in Column 1.

**2.2.9 Gene Technology Regulator:** Dr Joe Smith will receive \$301,470 Total Remuneration with \$229,120 Base Salary while he occupies the office shown in Column 1.

- 2.2.10 APRA:** Notwithstanding the above provisions, the Base Salary of Dr John Laker will be \$640,000 from 10 August 2011, while he occupies the office of Chair, Australian Prudential Regulation Authority
- 2.2.11 Health Workforce Australia, Chief Executive Officer:** Mr Mark Cormack will receive a personal loading as shown in Column 4 of Table 2A from 1 January 2013 to 26 January 2015.
- 2.2.12 Australian Sports Anti-Doping Authority, Chief Executive Officer:** Ms Aurora Andruska will receive a personal loading as shown in Column 4 of Table 2A from 1 January 2013 until 9 May 2013.
- 2.2.13 Tuition Protection Service:** Mr Vipin Mahajan will receive a loading of \$22,348 in addition to Total Remuneration, and a Base Salary of \$182,842 while he holds appointment to the office of Director.
- 2.2.14 Deputy Commonwealth Ombudsman:** The Base Salary (salary for superannuation purposes) for Ms Alison Larkins will be \$215,377 from 1 July 2012.
- 2.2.15 Productivity Commission:** Mr Michael Woods will receive \$339,970 Total Remuneration with \$261,777 Base Salary while he occupies the office of Deputy Chair.
- 2.2.16 Fair Work Commission:** Where an appointee as Deputy President or Commissioner of Fair Work Commission is a Judge, the comparative salary for the purposes of s.637(6) of the *Fair Work Act 2009* is the amount in Column 2.
- 2.2.17 Australian Commission on Safety and Quality in Health Care:** Professor Debora Picone AM will receive an additional loading of \$350 per annum until close of business on 5 March 2013.
- 2.2.18 Productivity Commission:** Ms Patricia Scott will receive \$519,960 Total Remuneration with \$415,968 Base Salary, and Tier 1 travel entitlements while she occupies the office of Commissioner.
- 2.2.19 National Archives of Australia, Director General:** The Base Salary (salary for superannuation purposes) for Mr David Fricker will be \$271,360 while he occupies the office shown in Column 1.
- 2.2.20 Classification Board:** On any occasion when the Deputy Director acts as Director, he or she will be entitled to the remuneration and other conditions determined for the Director.
- 2.2.21 Temporary Classifier:** Where a person is appointed to the Classification Board as a Temporary Classifier, a daily fee of \$517 is payable from 1 January 2013, in lieu of other provisions in this Part. The provisions of Part 3 (Allowances), Part 5 (Recreation leave) and Part 6 (Compensation for early loss of office) do not apply.
- 2.2.22 Parliamentary Budget Officer:** The Parliamentary Budget Officer will receive an additional amount as shown in Column 4 for the first term of his or her office.
- 2.2.23** Additional remuneration adjustments for certain offices are set out in Table 2B:

**TABLE 2B – FULL-TIME OFFICES – TRANSITIONAL ARRANGEMENTS**

Office	Adjustments			
	<i>Date of effect</i> 1 Jan 2013	1 July 2013	1 Jan 2014	1 July 2014
<b>Commissioner, Australian Federal Police</b>				
Total Remuneration	\$550,000	\$590,000	\$620,000	\$650,000
<i>Base salary</i>	\$385,000	\$413,000	\$434,000	\$455,000
<b>Director-General of Security, Australian Security Intelligence Organisation</b>				
Total Remuneration	\$500,000	\$540,000	\$580,000	\$600,000
<i>Base salary</i>	\$350,000	\$378,000	\$406,000	\$420,000
<b>Vice-Chief of Defence Force</b>				
Total Remuneration	\$460,000	\$500,000	\$525,000	\$550,000
<i>Base salary</i>	\$322,000	\$350,000	\$367,500	\$385,000
<b>Chief of Navy</b>				
Total Remuneration	\$440,000	\$480,000	\$500,000	\$525,000
<i>Base salary</i>	\$308,000	\$336,000	\$350,000	\$367,500
<b>Chief of Army</b>				
Total Remuneration	\$440,000	\$480,000	\$500,000	\$525,000
<i>Base salary</i>	\$308,000	\$336,000	\$350,000	\$367,500
<b>Chief of Air Force</b>				
Total Remuneration	\$440,000	\$480,000	\$500,000	\$525,000
<i>Base salary</i>	\$308,000	\$336,000	\$350,000	\$367,500
<b>Director-General, Office of National Assessments</b>				
Total Remuneration	\$450,000	\$480,000	\$500,000	\$525,000
<i>Base salary</i>	\$315,500	\$336,000	\$350,000	\$367,500
<b>Australian Electoral Commissioner</b>				
Total Remuneration	\$400,000	\$435,000	\$475,000	\$500,000
<i>Base salary</i>	\$280,000	\$304,500	\$332,500	\$350,000
<b>CEO, Insolvency &amp; Trustee Service Australia</b>				
Total Remuneration	\$370,000	\$400,000	\$425,000	\$450,000
<i>Base salary</i>	\$266,400	\$284,000	\$297,500	\$315,000

**2.3 Part-time work:** Where approval is given by the employer for an Office Holder to perform the duties of an Office on a part-time basis, the Base Salary and Total Remuneration contained in Table 2A will be payable on a pro-rata basis in accordance with the proportion of full-time hours worked. Where proposed hours are less than 60 per cent of the full-time rate, prior agreement of the Remuneration Tribunal is required to the remuneration level.

**2.4 Remuneration packaging:** Subject to this Part, an Office Holder may elect to receive the benefit of the Total Remuneration, other than the value of the Employer's Superannuation Contribution, in cash as salary or as a combination of salary and Benefits. The Office Holder must take at least 50 per cent of Superannuation Salary as

salary, except where agency policies and procedures on salary packaging allow otherwise. Any election must be consistent with relevant taxation laws and rulings or guidelines applicable to salary packaging schemes issued by the Australian Taxation Office. Any election must not result in a cost to the employer (including in relation to any fringe benefits taxation) additional to the cost which would be incurred if all of the Total Remuneration elements able to be taken as salary were taken as salary.

## 2.5 Superannuation Salary

**2.5.1** For an Office Holder who is a member of the Commonwealth Superannuation Scheme:

- (a) the Officer Holder's annual rate of salary for the purposes of the scheme is the Officer Holder's Base Salary; and
- (b) the value attributed to the Employer's Superannuation Contribution is taken to be 15.4% of the Office Holder's Base Salary.

**2.5.2** For an Office Holder who is a member of the Public Sector Superannuation Scheme:

- (a) the Office Holder's basic salary for the purposes of the scheme is the Office Holder's Base Salary; and
- (b) the amount of the Officer Holder's recognised allowances for the purpose of the scheme is zero; and
- (c) the value attributed to the Employer's Superannuation Contribution is taken to be 15.4% of the Officer Holder's Base Salary.

**2.5.3** For an Office Holder who is a member of the Public Sector Superannuation Accumulation Plan, the Office Holder's superannuation salary for the purposes of the scheme is the Office Holder's ordinary time earnings (OTE).

**2.5.4** For an Office Holder who is a member of the Defence Force Retirement and Death Benefits Scheme:

- (a) the Office Holder's annual rate of salary for the purposes of the scheme is the Office Holder's Base Salary; and
- (b) the value attributed to the Employer's Superannuation Contribution is taken to be 15.4% of the Office Holder's Base Salary.

**2.5.5** For an Office Holder who is a member of the Military Superannuation and Benefits Scheme:

- (a) the Office Holder's annual rate of salary for the purposes of the scheme is the Office Holder's Base Salary; and
- (b) the value attributed to the Employer's Superannuation Contribution is taken to be 15.4% of the Office Holder's Base Salary.

**2.5.6** For an Office Holder who is a member of any other superannuation fund, the Employer's Superannuation Contribution is to be made at the rate elected by the Office Holder, which must not be less than a rate that would, under section 23 of the Superannuation Guarantee (Administration) Act 1992, reduce the charge percentage in relation to that Office Holder to zero.

**2.5.7 No cash in lieu:** The value attributable by virtue of this clause to the Employer's Superannuation Contribution is referable to a non-salary component of Total

Remuneration and may not be the subject of an election to take an equivalent amount of salary instead.

- 2.6 Vehicles:** Where an Office Holder accepts an offer of an agency owned or leased vehicle for private use, the Office Holder's Total Remuneration will be reduced by the actual cost of the vehicle to the agency plus parking and fringe benefits taxation, less a reasonable amount (if any) reflecting business usage patterns. Where an Office Holder has access to an agency owned or leased vehicle for private use, the Office Holder will be considered to have accepted an offer of a vehicle for the purposes of this provision. Any business usage amount is to be assessed on log book records for at least a 12 week representative period. Where the annual business kilometres are less than 5,000 it will be based on the 'cents per kilometre' method. Where business kilometres are 5,000 kilometres or more, the percentage of business use to total kilometres travelled per annum will be applied to the total cost of the vehicle.
- 2.7 Business Support:** Where an Office Holder is provided with communications, information technology and other office facilities necessary for the efficient conduct of his or her office, incidental private use of those facilities by the Office Holder does not necessitate the value of the facilities being included in Total Remuneration.

### **PART 3 – ALLOWANCES**

- 3.1 Accommodation Allowance:** The Office Holders listed in Column 1 of Table 3A will be eligible to receive an accommodation allowance (subject to expenditure) as shown in Column 3 of Table 3A whilst they occupy the office shown in Column 2. This amount is to assist the Office Holder in meeting settling-in and commercial rental accommodation costs (including one-off utility connection costs) in the office location:
- (a) while they also continue to have a property other than in the office location, as their principal place of residence; and
  - (b) it will not be paid for such periods that they live in premises owned by them at the office location.

An Office Holder will not be eligible to access travel allowance entitlements in the home locality or the office locality whilst they remain eligible to receive the accommodation allowance. However, where in terms of the ongoing arrangement it would clearly be more cost effective for the agency to provide travel allowance entitlements in the office locality, the agency should decide at the earliest practical opportunity to pay travel allowance rather than the accommodation allowance.

Where the commercial accommodation does not include cooking facilities, the cost of meals may form part of the payment, within the accommodation cap set for an Office Holder.

**TABLE 3A – ACCOMMODATION ALLOWANCES**

<b>Column 1 Office Holder</b>	<b>Column 2 Office</b>	<b>Column 3 Allowance (pa)</b>
Mr M Gooda	Aboriginal and Torres Strait Islander Social Justice Commissioner, Australian Human Rights Commission	\$32,780
Dr Helen Szoke	Race Discrimination Commissioner, Australian Human Rights Commission	\$32,780
Ms Kareena Arthy	Chief Executive Officer, Australian Pesticides and Veterinary Medicines Authority	\$28,600
Mr M Cormack	Chief Executive Officer, Health Workforce Australia	\$28,500
Ms L Sylvan	Chief Executive Officer, Australian National Preventive Health Agency	\$28,500
Ms C Munro	Chair/Chief Executive Officer, Clean Energy Regulator	\$28,500
Mr Ivor Frischknecht	Chief Executive Officer, Australian Renewable Energy Agency	\$28,500
Mr Paul O'Connor	Chief Executive Officer, Comcare	\$28,500
Mr Robert Fitzgerald	Commissioner, Productivity Commission	\$22,000
Mr M Twidell	Executive Director, Australian Solar Institute	\$20,000

**3.1.1 Classification Board:** Subject to individual qualification for this allowance, to be decided by the employer in accordance with agency guidelines, Members who have, or had, to relocate to Sydney to take up their appointment will be paid an accommodation allowance of \$13,500 per annum. The allowance does not represent salary for superannuation.

**3.1.2 Defence Chiefs:** The employer may approve housing assistance in accordance with agency policy and practices for the Vice-Chief of the Defence Force, the Chief of Navy, the Chief of Air Force, the Chief of Army and the Director of Military Prosecutions.

**3.1.3 Official residence:** Where residing in an official residence is a requirement of an office, total remuneration does not include the value of accommodation in the official residence, or the running costs of the premises.

**3.1.4 Non-commercial accommodation:** Where an Office Holder listed in Column 1 of Table 3A elects to be accommodated in private, non-commercial accommodation, such as the home of a family member or friend, a rate of one third of the accommodation allowance in Column 3 of Table 3A is payable in lieu of the amount specified in Column 3.

**3.2 Reunion Travel:** The Office Holders shown in Column 1 of Table 3B may receive travel costs of up to the amount shown in Column 3 from their employer for travel back to their principal place of residence for the purposes of family reunion while they continue to occupy the office shown in Column 2. Where the agency decides, as provided in Clause 3.1 of this Determination, to pay an office holder travel allowance instead of accommodation allowance, any reunion travel allowance in Table 3B for that Office Holder will cease to apply at the same time.

**TABLE 3B – REUNION TRAVEL**

<b>Column 1 Office Holder</b>	<b>Column 2 Office</b>	<b>Column 3 Allowance (pa)</b>
Mr M Cormack	Chief Executive Officer, Health Workforce Australia	\$21,220
Ms Kareena Arthy	Chief Executive Officer, Australian Pesticides and Veterinary Medicines Authority	\$17,000
Mr Paul O'Connor	Chief Executive Officer, Comcare	\$16,800
Dr Helen Szoke	Race Discrimination Commissioner, Australian Human Rights Commission	\$15,072
Mr Ivor Frischknecht	Chief Executive Officer, Australian Renewable Energy Agency	\$13,656
Ms C Munro	Chair/Chief Executive Officer, Clean Energy Regulator	\$12,936
Mr M Gooda	Aboriginal and Torres Strait Islander Social Justice Commissioner, Australian Human Rights Commission	\$10,200
Ms L Sylvan	Chief Executive Officer, Australian National Preventive Health Agency	\$10,032
Mr Robert Fitzgerald	Commissioner, Productivity Commission	\$9,950
Mr M Twidell	Executive Director, Australian Solar Institute	\$4,650

## **PART 4 – OFFICIAL TRAVEL**

### **General Travel Provisions**

- 4.1** The provisions of Determination 2004/03 (as amended) – *Official Travel by Office Holders* – apply to offices covered by this Determination, subject to any exclusions or limitations in this Determination. In establishing entitlements, the Travel Tier identified in this Determination for an office will apply under Determination 2004/03.
- 4.1.1** **ACCC:** the ACCC may put in place arrangements for Members' travel to Canberra that are more cost effective than the travel entitlements they are otherwise entitled to under this Determination.
- 4.1.2** **Administrator, Christmas and Cocos (Keeling) Islands:** The Administrator, and any immediate family members normally resident with him/her on Christmas Island shall be entitled to two return economy class fares per annum each between their home and work base.
- 4.1.3** **Administrator, Norfolk Island:** For the period of his appointment, Mr Neil Pope and his immediate family members normally resident with him on Norfolk Island shall be entitled to two return economy class fares per annum each between Melbourne and his work base.
- 4.1.4** **Commonwealth Financial Officer for Norfolk Island:** For the period of her appointment, Ms Alison Savary and any immediate family members normally resident with her on Norfolk Island shall be entitled to one return economy class fare each between Norfolk Island and Canberra.

## **PART 5 – RECREATION LEAVE**

- 5.1 Recreation Leave entitlements:** The provisions of Determination 2012/11 (as amended) – *Recreation Leave for Full-Time Holders of Relevant Offices* apply to full-time<sup>1</sup> Offices listed in Column 1 of Table 2A in this Determination to the extent specified in that Determination.
- 5.1.1 Commonwealth Financial Officer for Norfolk Island:** For the period of her appointment, Ms Alison Savary is entitled to three days recreation leave per annum, additional to any entitlements in Clause 5.1.
- 5.1.2 Administrator, Christmas and Cocos (Keeling) Islands:** The Administrator is entitled to seven days recreation leave per annum additional to any entitlement in Clause 5.1.
- 5.1.3 Administrator, Norfolk Island:** For the period of his appointment, Mr Neil Pope is entitled to three days recreation leave per annum, additional to any entitlement in Clause 5.1

## **PART 6 – COMPENSATION FOR EARLY LOSS OF OFFICE**

- 6.1** Compensation for early loss of office for an Office Holder will be in accordance with the provisions of *Determination 2012/10: Compensation for Loss of Office for Holders of Public Office*.
- 6.2** Where an Office Holder serves the full term of appointment, no entitlement to payment under this part arises.

Signed this 17<sup>th</sup> day of December 2012.



John C Conde AO  
PRESIDENT



John B Prescott AC  
MEMBER



Jillian Segal AM  
MEMBER

<sup>1</sup> Note that the Remuneration Tribunal may only determine recreation leave in respect of full-time office holders – refer s7(3AA) of RT Act. Leave (if any) for Part-time Office Holders is determined by the relevant Minister or the Governor-General.