

**REMUNERATION TRIBUNAL
ANNUAL REPORT
2017-18**

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The document must be attributed as the Remuneration Tribunal annual report 2017–18.



REMUNERATION TRIBUNAL

4 October 2018

Senator the Hon Mathias Cormann
Minister for Finance and the Public Service
Parliament House
CANBERRA ACT 2600

Dear Minister

We have pleasure in presenting to you the Remuneration Tribunal's annual report for 2017–18. The report covers the activities of the Tribunal during the year ended 30 June 2018.

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

John Conde AO
PRESIDENT

Ewen Crouch AM
MEMBER

Heather Zampatti
MEMBER

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President's overview

In the year to June 2018 the Remuneration Tribunal determined remuneration arrangements for a range of senior public sector offices and gave further consideration to the recommendations arising from the review of parliamentarians' work expenses.

In all its determinations, the Tribunal is obliged to assess remuneration on the basis of the work value of the office, not the performance of the holder of the office. The Tribunal has no role in making appointments to any of the full-time or part-time offices in its determinative jurisdiction— which includes the judiciary, parliamentarians, boards and CEOs of government-owned businesses, secretaries of government departments, statutory offices and advisory committees. Similarly, the Tribunal has no role in evaluating an office holder's performance and no scope for varying remuneration, up or down, according to performance.

Remuneration is determined so that, in the Tribunal's judgment, it is sufficient to attract and retain individuals of capacity, despite there being a discount from the remuneration for a similar office in the private sector.

Parliamentarians

Over the last two years I have reported on the Tribunal's contribution to a review of the parliamentary work expenses system, commissioned by the Australian Government, and on progress with implementing the recommendations arising from that review for a new principles-based system for assessing and paying parliamentarians' work expenses. In 2017–18 the Tribunal made decisions on most of the review's remaining recommendations for which it was solely responsible or jointly responsible with the government. The details of those decisions are described later in this report.

I am pleased to report that the new principles-based work expenses framework for parliamentarians came into effect on 1 January 2018 with the commencement of the *Parliamentary Business Resources Act 2017*.

The Parliamentary Business Resources Act is supplemented by a set of new Regulations—the Parliamentary Business Resources Regulations 2017—and two new Remuneration Tribunal determinations. This represents a significant rationalisation of the myriad legislative instruments that previously covered remuneration, allowances and work expenses for parliamentarians.

Implementation of this framework is the culmination of a significant amount of work. The Tribunal and its Secretariat have worked closely with the respective Special Ministers of State and their staff and with staff from the Department of Finance, the Department of the Prime Minister and Cabinet and the Independent Parliamentary Expenses Authority.

The Tribunal has for many years advocated a more streamlined framework that delineates parliamentarians' remuneration and work expenses in order to better support their business requirements while providing greater transparency and accountability for the community.

For the first time the parliamentary work expenses system now includes a clear definition of ‘parliamentary business’ along with ‘dominant purpose’ and ‘value for money’ obligations to guide parliamentarians in their access to and use of public resources. The new set of obligations and the enhanced reporting regime include regular publication of resources used. The new principles-based system supports parliamentarians’ in discharging their public responsibilities, but it also proscribes attempts to disguise as parliamentary business any activity whose dominant purpose is personal or commercial.

The Independent Parliamentary Expenses Authority, or IPEA, commenced as a separate statutory authority on 1 July 2017 and has now provided five quarterly reports on parliamentarians’ use of expenses.

Under the new framework the Tribunal retains its principal role in determining remuneration and allowances for parliamentarians, yet the nature of the Tribunal’s authority in relation to determining some business expenses has changed. Expenses and other allowances payable to parliamentarians and other public resources to be provided are now contained in the Parliamentary Business Resources Regulations. The Tribunal makes recommendations in relation to these matters and regulations must be made or amended in accordance with the Tribunal’s recommendations.

The Tribunal and its Secretariat continue to work with IPEA and the Department of Finance to support effective implementation of the new framework. The Tribunal maintains an open mind about further enhancement of the framework while taking a cautious approach to proposals for piecemeal changes while the new principles-based system is in its infancy. As President of the Tribunal, I am an ex-officio member of IPEA: this role provides me with an opportunity to observe at first hand the administration of the new framework.

The Tribunal and its Secretariat are pleased to have been so involved in what has been one of the most important reforms of the parliamentary work expenses framework for decades. In this regard, and especially in the first half of 2017–18, intense demands fell on Mr Patrick Palmer, Ms Jane Day and Ms Megan Edgar in our Secretariat. I compliment them on the excellence of their work and thank them for accepting the task so willingly given the time pressures involved.

Judicial and related offices

During the reporting year the Tribunal also continued its work towards developing an updated and more streamlined determination covering judicial and related offices, one of the actions arising from the review it completed in 2016. It is pleasing to see those changes included in the determination that commenced on 1 July 2018.

Principal executive offices

As foreshadowed in our 2016–17 annual report, the Tribunal has commenced an examination of the principal executive office, or PEO, arrangements. It has sought the Minister for Finance’s views on the efficacy of the current arrangements in satisfying the government’s policy intent for offices in the classification structure. The Tribunal has also sought preliminary views from some ministers and other employing bodies on the continuing utility of the arrangements for offices for which they have or have had responsibility.

The Tribunal’s intention is to rationalise the number of offices in the PEO structure so that it can then conduct a more comprehensive examination of whether the structure meets contemporary requirements for the determination and administration of remuneration and terms and conditions for the remaining offices. This will include consideration of the current five classifications and the remuneration bands attached to them, as well as the reference rates determined for each office. The Tribunal will consult further with selected employing bodies and assess the feedback it receives on the administration of the structure.

When it examines these arrangements one area of interest for the Tribunal involves gaining a sense of the effectiveness of performance or incentive pay processes. The Tribunal intends to assess the efficacy of the arrangements noting that not all offices have access to performance or incentive pay. Although it does not have a role in setting criteria or assessing performance against those criteria, the Tribunal is concerned that performance pay should not be used as a device simply to supplement an office holder’s salary. The Tribunal expects that performance pay will be used to reward performance that is over and above what might reasonably be expected of an office holder performing competently. It also expects that employing bodies will set key performance indicators diligently and conduct assessments rigorously against those indicators.

General reviews of remuneration

The *Remuneration Tribunal Act 1973* and the *Parliamentary Business Resources Act 2017* require the Tribunal to examine and determine remuneration for offices in its jurisdiction at intervals no longer than one year. At these intervals the Tribunal considers whether any general increase to remuneration for offices in its jurisdiction should be determined.

The Tribunal reduced both the quantum and the frequency of its general remuneration adjustments between 2013 and 2017, taking into account the environment of economic restraint, slower wage growth more broadly, and the government’s public sector workplace bargaining policies.

This cautious approach continued in 2018. On 13 June 2018 the Tribunal announced its decision to increase remuneration for public offices by 2% with effect from 1 July 2018. Figures 1 and 2 show the Tribunal’s remuneration increases during the past decade and how they compare with the movement in adult weekly ordinary time earnings.

Figure 1: Tribunal annual review increases, 2009–18

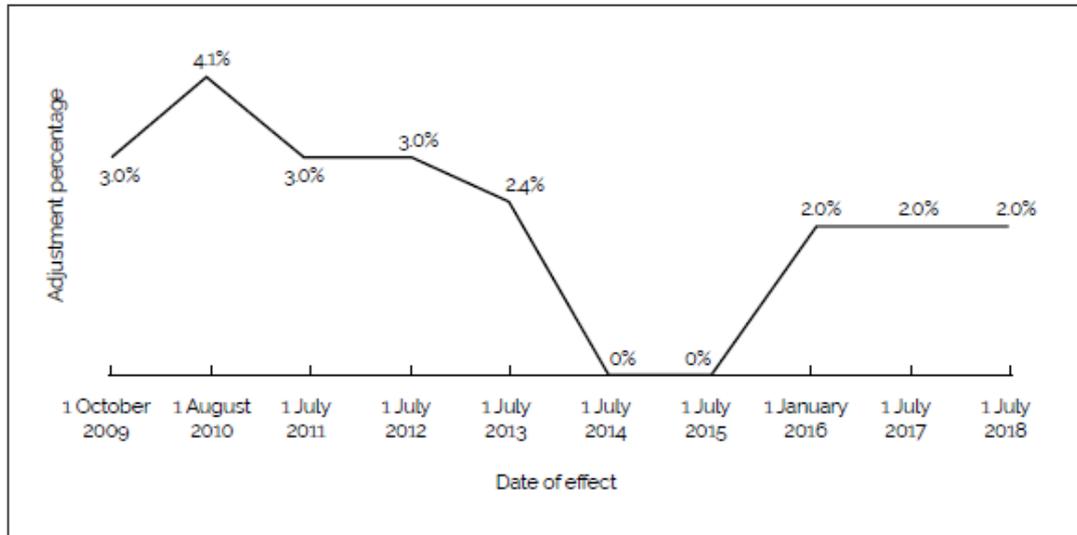
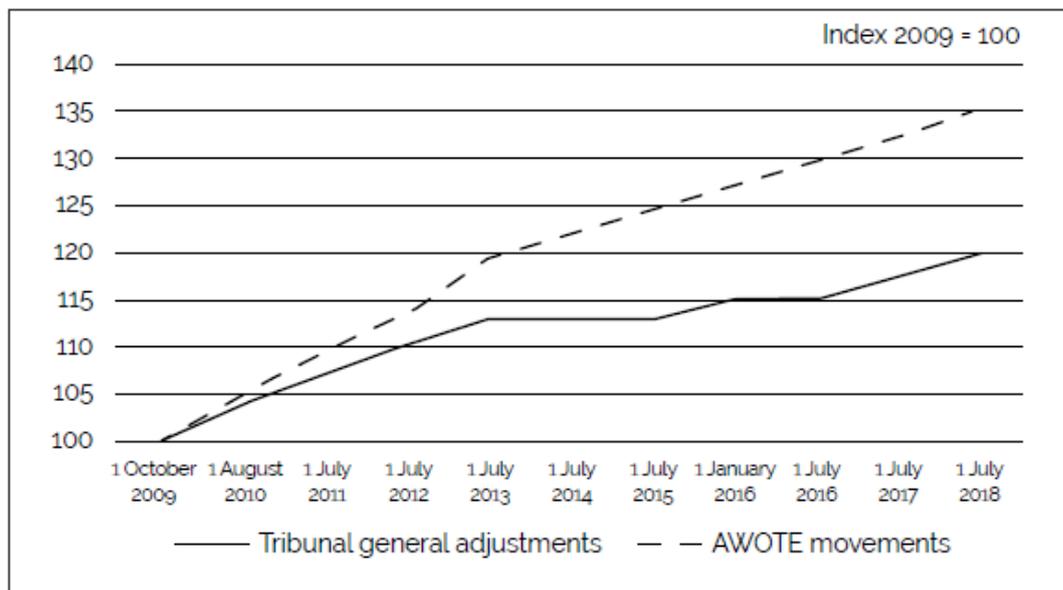


Figure 2: AWOTE increases and Tribunal increases, 2009–18



Note: AWOTE denotes adult weekly ordinary time earnings.

The Tribunal is obliged to consider in its annual review deliberations, for offices other than parliamentarians, the outcome of the annual wage reviews of the Fair Work Commission. It also considers the Australian Government’s budget outlook and published data on movements in both private and public sector remuneration. In its 2018 review, the Tribunal was conscious of slower wage growth in the broader economy and also noted the view of the Governor of the Reserve Bank of Australia, Mr Philip Lowe, that evidence of continuing spare capacity in the Australian labour market has potential to continue to constrain wage growth for some time, despite jobs growth and a gradual decline in unemployment.

As part of its annual review process, the Tribunal took the opportunity to review, restructure and reformat its determinations to reflect standard Commonwealth drafting practice and to improve clarity and readability. The Office of Parliamentary Counsel assisted the Tribunal in undertaking this.

This piece of work raised a number of policy and procedural questions about how the Tribunal’s decisions were detailed in the respective legislative instruments. The Tribunal is very pleased with the outcome of the exercise and thanks the Office of Parliamentary Counsel for its contribution to this project. The advice offered was instructive and helpful, and staff worked in a collaborative and supportive way with the Tribunal’s Secretariat.

Although most of the Tribunal’s determinations were made in the updated format with effect from 1 July 2018, the parliamentary determinations, having been rewritten and re-issued on 1 January 2018, were excluded from this process. The review of the official travel determination, which is usually reissued in August each year, was deferred until early in 2018–19, and the review of the principal executive office determination was also deferred pending the outcome of the Tribunal’s examination of these arrangements.

Tribunal membership

The Tribunal operated with full membership throughout the reporting year.

I am very grateful for the support and counsel provided by Mr Ewen GW Crouch AM and Ms Heather Zampatti, the two other members of the Tribunal. The work on the parliamentary expenses framework throughout 2017 made significant demands on their time outside of formal meetings and often with extremely tight timeframes. The process necessitated the examination of detailed and complex matters, often with lengthy supporting documentation.

The Tribunal’s Secretariat, led ably by Mr Patrick Palmer, consists of a small group that continues capably and effectively to support the Tribunal’s work program. The time commitment of several members of the staff in meeting the demands of the project to develop the new legislative instruments supporting the parliamentary work expenses project is worthy of note. On behalf of all Tribunal members, I record our sincere appreciation to Mr Palmer and all Secretariat staff

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*. The Tribunal is primarily responsible for inquiring into and determining the remuneration and allowances to be paid to holders of public offices (including parliamentary offices). The Tribunal also reports on and provides advice about these matters.

The Remuneration Tribunal Act defines ‘public office’ to include 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 that are formally referred into the Tribunal’s jurisdiction by the Minister responsible for the Tribunal (section 3). The attributes of a ‘public office’ establish whether appointment to it is made on a full-time or other basis.

In 2018 the Tribunal’s powers to determine remuneration for parliamentary offices were moved from the Remuneration Tribunal Act and are now contained in the *Parliamentary Business Resources Act 2017*.

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

2 Membership of the Tribunal

The Remuneration Tribunal Act establishes the Tribunal with three part-time members who are appointed by the Governor-General.

The current members of the Tribunal are:

Mr John C Conde AO, President.

Reappointed on 29 May 2018 as Member and President for a further five years from 25 June 2018, Mr Conde was appointed originally as a member of the Tribunal on 18 June 1998. He is Chairman of the McGrath Foundation and Chairman of Cooper Energy. He is Deputy Chairman of Whitehaven Coal Limited and a Director of Dexus Property Group. Mr Conde is an ex officio member of the Independent Parliamentary Expenses Authority.

Mr Conde’s previous appointments include Chairman of Bupa Australia Health Pty Ltd, Co-Chair of the Review Committee: *An Independent Parliamentary Entitlements System*, Chairman of the Sydney Symphony Orchestra, Chairman of Destination NSW, 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 the Dermatology Research Foundation and Council of the Sydney Medical School Foundation.

Mr Ewen GW Crouch AM.

Appointed a Member on 3 September 2015 for five years, Mr Crouch is a non-executive director of Westpac Banking Corporation and BlueScope Steel Limited. He is a board member of the Sydney Symphony Orchestra and Jawun.

Mr Crouch is an experienced non-executive director of listed corporations and unlisted organisations. He is a former Chairman of Allens, having been a partner of that firm from 1988 to 2013. His roles at Allens included Chairman of Partners (2009 to 2012), Co-Head, Mergers & Acquisitions (2004 to 2010), Executive Partner, Asian Offices (1999 to 2004) and Deputy Managing Partner (1993 to 1996), as well as 11 years' service on that firm's board. Mr Crouch advised on some of Australia's most significant mergers and acquisitions transactions during his partnership career.

Mr Crouch is a Fellow of the Australian Institute of Company Directors, a member of the AICD's Law Committee and a member of the Corporations Committee of the Law Council of Australia. Mr Crouch served as a director of Mission Australia from 1995 to 2016, including more than seven years as its chairman. He was a member of the Takeovers Panel from 2010 to 2015.

Ms Heather Zampatti.

Appointed a Member on 23 March 2017 for five years, Ms Zampatti has over 30 years' experience in investment advising and providing investors with professional portfolio management. Her expertise covers the full range of investment options including advice on cash, fixed interest, stockbroking and financial investment policy and strategy.

Ms Zampatti works with foundations, institutions, not-for-profit organisations, individuals and superannuation funds to ensure their investments are aligned to their specific objectives and priorities. The combination of experience and expertise enables her to advise and manage investment portfolios for a range of organisations.

Ms Zampatti is a graduate of the University of Western Australia, with a Bachelor of Science and Diploma of Education. She is a Certified Financial Planner and is a Master of Stockbroking.

As Head of Wealth Management, Australia, at Bell Potter Securities, she combines her strengths as an adviser with a leadership role to assist Bell Potter achieve its goal of establishing itself as the nation's most respected provider of wealth management advice and service.

Ms Zampatti is Chair of Lotterywest. She sits on the boards of Healthways, Osteoporosis Australia and the University Club of Western Australia and on the ASIC Financial Services Consultative Committee.

Ms Zampatti is a former Chair of the Princess Margaret Hospital Foundation and former member of the Takeovers Panel, the WA Regional Council of FINSIA, WA Ballet, the Australian Institute of Management (WA), Chief Executive Women and the Financial Sector Advisory Council.

Ms Zampatti lectures for the Australian Stock Exchange and FINSIA and gives many public seminars.

3 The work of the Tribunal

During the reporting year the Tribunal convened on 17 occasions. This included meetings with a range of interested parties. The President, and individual Tribunal members where appropriate, also consulted more widely on a range of matters.

The Tribunal formalised its conclusions in 25 determinations. Appendix A lists all the determinations and reports issued by the Tribunal in the reporting year.

3.1 Annual adjustment

Under sections 7(3) and 8(1) of the Remuneration Tribunal Act the Tribunal is required to make determinations in respect of remuneration for various offices in its jurisdiction at periods of not more than one year. The same obligation exists in section 45(1) of the Parliamentary Business Resources Act for parliamentary offices.

In fulfilling these obligations, the Tribunal considers remuneration movements in the public sector and across the private sector more generally, as well as the economic and fiscal environment. In respect of its obligation under the Remuneration Tribunal Act it also must have regard to the outcome of the annual wage reviews of the Fair Work Commission.

During the period of general wage restraint in Australia over the past five years, the Tribunal has maintained a cautious and conservative approach to adjustments for offices in its jurisdiction. It has also been conscious of the government's wages policy for the Australian Public Service and non- APS government entities. The Workplace Bargaining Policy 2018 sets out a number of principles, including that remuneration increases are to be modest and to remain within agencies' existing budgets, reflecting the need for wages restraint in the current economic circumstances. The policy advises that remuneration increases may be negotiated up to an average of 2% per annum. Similar limitations were contained in the 2015 policy.

Following an increase of 2.4% from 1 July 2013, the Tribunal awarded no further adjustments until 1 January 2016, when a 2% adjustment was determined. In July 2017 a further 2% adjustment was determined.

The Tribunal has maintained its cautious approach, announcing its annual review decision on 13 June 2018, providing a general adjustment of 2% to all offices in its jurisdiction with effect from 1 July 2018. The Tribunal continued to balance its desire to provide competitive and equitable remuneration that is appropriate to the responsibilities and experience required for a role, while recognising that an important attraction for most senior office holders is the notion of 'public good'. The appeal of delivering services to citizens and the capacity to influence at a system level a range of economic and social justice initiatives are significant drivers for office holders.

The full text of the Tribunal's June 2018 statement, containing its reasons for decisions, is available on its website at: <http://remtribunal.gov.au/media/news/2018-annual-review>.

3.2 Full-time public offices

The framework

Under the Remuneration Tribunal Act the Tribunal is responsible for inquiring into and determining remuneration and recreation leave for full-time public offices and for inquiring into and determining other matters that it considers are significantly related to remuneration (section 7).

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

Most full-time offices are statutory offices.

During the reporting period the Tribunal received and considered a number of submissions on remuneration, conditions and/or allowances for new and established offices.

Consistent with its annual review statement of 13 June 2018, the Tribunal increased remuneration for these offices by 2% effective from 1 July 2018. The Tribunal issued Remuneration Tribunal (Remuneration and Allowances for Holders of Full-time Public Office) Determination 2018 to implement this decision.

As at 30 June 2018 there were 156 offices specified in the Tribunal's determination for holders of full-time offices. A small number of new full-time offices were established by legislation during 2017–18 and a number were removed following their abolition or when transitional arrangements expired.

Nine offices had their principal executive office status revoked at the request of relevant ministers and were subsequently returned to the Tribunal's full-time determinative jurisdiction. The revocations during 2017–18 were consistent with the Tribunal's previously stated position that statutory offices with no entitlement to performance pay should be returned to its determinative jurisdiction.

The Tribunal's Secretariat continues to provide assistance and quality assurance for documentation prepared by portfolio departments, supporting the return of offices to the Tribunal's determinative jurisdiction. Generally, this occurs when there is no specific reason for remuneration to continue to be determined by a minister or other employing body.

Appendix B details the new full-time public offices for which the Tribunal determined remuneration in the year to 30 June 2018 and the offices removed from the determination.

Specified statutory offices

The Tribunal is also responsible for determining the remuneration of a group of full-time public offices referred to as ‘specified statutory offices’. As at 30 June 2018 those offices were as follows:

- the Chief of the Defence Force
- the Commissioner of Taxation
- the Auditor-General for Australia
- the Australian Statistician.

Consistent with its annual review statement of 13 June 2018, the Tribunal increased remuneration for these offices by 2% effective from 1 July 2018. It issued Remuneration Tribunal (Specified Statutory Offices Remuneration and Allowances) Determination 2018 to implement this decision.

3.3 Part-time public offices

The framework

Appointments to a wide range of public offices are made on a part-time basis. In addition to statutory offices, part-time offices include appointments made under a Commonwealth law. These offices are diverse and include the chairs and members of boards, councils, committees and administrative tribunals whose work might be regular or intermittent.

There are several remuneration models determined for part-time offices. The two main ones are an annual fee, compensating in one annual figure for work done by the office holder, and a daily fee, where remuneration is paid for each day or part-day worked. The other remuneration models are a combination of the two, with daily fees covering specific activities and an annual fee covering recurring or predictable elements of the office holder's workload.

In respect of part-time offices, the principal significantly related matter determined by the Tribunal is travel entitlements.

Consistent with its annual review statement of 13 June 2018, the Tribunal increased remuneration for part-time public offices by 2% effective from 1 July 2018.

As at 30 June 2018 the principal determination, Determination 2017/10: Remuneration and Allowances for Holders of Part-time Public Office, contained more than 250 entries for individual bodies. Determination 2017/10 was superseded by Remuneration Tribunal (Remuneration and Allowances for Holders of Part-time Public Office) Determination 2018 effective from 1 July 2018.

During the reporting year the Tribunal considered submissions on remuneration and/or conditions for a number of individual offices. Appendix B details the new part-time offices for which the Tribunal determined remuneration.

The combination fee models for part-time offices, added to the options available following the 2013 Review of Part-time Offices, continue to be used on a limited basis. There remains a range of circumstances in the operation of different part-time bodies that require the flexibility offered by these arrangements.

3.4 Principal executive offices

The framework

The Remuneration Tribunal Act provides for the Tribunal to determine a classification structure for principal executive offices (under section 5(2A)) and to determine the terms and conditions applicable to each classification in the structure (section 7(3D)).

The Minister responsible for the Tribunal has the power to make declarations concerning PEOs, having taken into account the advice of the Tribunal (section 3A). The Minister may declare an office to be a PEO, the classification to which the PEO is assigned and the PEO's employing body (sections 3A and 3B).

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 (section 12C) 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 may exercise discretion in determining remuneration. Reference rates are generally adjusted annually to reflect the outcome of the Tribunal's annual review. Most employing bodies have a discretionary range, from 10% below to 5% above 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. 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, although in a number of cases performance pay has been absorbed into fixed remuneration, particularly in circumstances in which a minister is the employing body.

A full list of PEOs is available on the Tribunal's website at: <http://www.remtribunal.gov.au/offices/principal-executive-offices/list-of-peo>

Consistent with the Tribunal's statement of 13 June 2018, the remuneration ranges of the PEO classification structure were increased by 2% effective from 1 July 2018. The Tribunal issued Remuneration Tribunal Determination 2018/07: Principal Executive Office – Classification Structure and Terms and Conditions to implement this decision.

During 2017–18 the Tribunal considered a number of submissions relating to PEOs, generally dealing with reviews of remuneration and/or conditions or changes to governance arrangements. In one case, the Director of the Australian Institute of Sport, this resulted in reclassification of the office within the classification bands determined by the Tribunal.

As at 30 June 2018 there were 54 PEOs. Two new offices were established as PEOs during 2017–18: the Chief Executive Officer, WSA Co Limited and the Chief Executive Officer/Managing Director, Australian Naval Infrastructure Pty Ltd.

The PEO designation was established in 1988 to provide for remuneration and employment conditions for the chief executives of government business enterprises to be determined by the boards of those businesses. Expansion of the use of the designation since then followed legislative change that increased the Tribunal's role in advising on remuneration decisions by employing bodies.

The changes allowed the Minister responsible for the Tribunal to extend application of the designation to statutory offices where it was considered that some employer discretion in setting remuneration would assist with the attraction, retention and performance of office holders.

Since 2007 the number of PEOs has gradually reduced, as the move away from performance pay arrangements has allowed a number of statutory offices to be returned to the Tribunal's full-time determinative jurisdiction. During 2017–18 the Minister responsible for the Tribunal revoked the PEO status of nine offices:

- Deputy Electoral Commissioner
- Australian Electoral Officer for New South Wales
- Australian Electoral Officer for Victoria
- Australian Electoral Officer for Queensland
- Australian Electoral Officer for Western Australia
- Australian Electoral Officer for South Australia
- Australian Electoral Officer for Northern Territory
- Australian Electoral Officer for Tasmania
- Chief Executive Officer, National Health and Medical Research Council.

In its 2016–17 annual report the Tribunal advised that as part of its forward work program it intended to examine the current PEO arrangements more closely. The Tribunal wants to ensure that the PEO arrangements continue to meet the government's policy requirements for the classification structure, employing body operational requirements and contemporary remuneration practice.

The Tribunal commenced its examination of the structure by writing to the Minister for Finance, given his responsibility for government business enterprises, seeking his views on whether the arrangements continue to meet the government's policy requirements.

In addition, the Tribunal wrote to a number of ministers and employing bodies seeking advice on the continuing utility of the arrangements for offices for which they had responsibility. The offices were identified as those that did not appear to require discretion in relation to remuneration decisions – in particular, those where performance pay arrangements had been removed.

Subject to the views of relevant ministers and employing bodies, the Tribunal intends to seek the support of the Minister responsible for the Tribunal in rationalising the number of offices in the PEO structure. It expects to finalise this process early in 2019, at which time it will examine in more detail the PEO classification structure, the remuneration bands attached to that structure, the administration of the PEO arrangements, and the remuneration of individual offices that remain within the structure.

3.5 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 departmental 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 subsection 14(3) of the Remuneration Tribunal Act.

In assigning the pay point, the Secretary of the Department of the Prime Minister and Cabinet must consult with the President of the Tribunal and the Australian Public Service Commissioner.

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

Consistent with the Tribunal's statement of 13 June 2018, the remuneration of departmental secretaries was increased by 2% effective from 1 July 2018. The Tribunal issued Remuneration Tribunal Departmental Secretaries (Classification Structure and Terms and Conditions) Determination 2018 to implement this decision.

Following machinery of government changes detailed in Administrative Arrangements Orders of 20 December 2017 the Tribunal examined whether there was any impact on the work value of individual offices. The Tribunal President, having examined the detail of the changes, consulted the Secretary of the Department of the Prime Minister and Cabinet. The Tribunal decided that, in view of the considerable expansion of responsibilities of the newly titled Department of Home Affairs, the office of secretary of that department should be assigned to Level 1 of the classification structure. Determination 2018/01 made changes to the previous Secretaries Principal Determination 2017/06 to implement this decision.

The Secretary of the Department of the Prime Minister and Cabinet consulted with the Tribunal President and the Australian Public Service Commissioner on the appropriate pay point assignment for the office.

3.6 Judicial and related offices

The framework

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

The extent of the Tribunal's power varies between offices. Depending on the type of office, remuneration may be expressed as base (annual) salary or as 'total remuneration'. Associated entitlements may include the value attributed to the Commonwealth's superannuation contributions or superannuation support (although the Tribunal has no role in relation to the *Judges' Pensions Act 1968*), travel 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 some part-time officeholders.

The judiciary

The Tribunal determines base (annual) salary and related benefits for the chief justices and justices of the High Court of Australia, the Federal Court of Australia and the Family Court of Australia; the chief judge and other judges of the Federal Circuit Court of Australia; and judges who sit as presidents of administrative tribunals (see below).

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

Administrative tribunals and other bodies

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

Other related offices

The Tribunal determines remuneration and related benefits for a range of non-judicial positions in the Commonwealth courts, including the chief executives of each court.

Recreation leave

The Tribunal also determines recreation leave for the related offices and for judges of the Federal Circuit Court.

Consistent with the Tribunal’s statement of 13 June 2018, the remuneration of these offices was increased by 2% effective from 1 July 2018. The Tribunal issued Remuneration Tribunal (Judicial and Related offices—Remuneration and Allowances) Determination 2018 to implement this decision.

In November 2016 the Tribunal concluded its jurisdictional review of judicial and related offices, noting that it would continue to examine remuneration for non-judicial offices on a case-by-case basis. That work was finalised during the reporting year.

As part of the review the Tribunal committed to developing a streamlined and simplified determination that would be issued during 2017. The work was complex but was finalised, with the new principal determination signed on 25 June 2018. The new determination simplifies the range of remuneration arrangements applying to the non-judicial offices, including providing for part-time fee arrangements consistent with those decided for other part-time offices in the Tribunal’s jurisdiction.

At the request of the Chief Judge of the Federal Circuit Court, the Tribunal reviewed recreation leave arrangements for judges of that court. The request sought new recreation leave arrangements, recognising the operational requirements of the court leave and sitting period arrangements in equivalent Australian courts. The Tribunal determined new arrangements that included six weeks’ recreation leave applying from 1 January 2018, with transitional arrangements allowing for an existing judge to elect to access the new leave provisions, which include some trade-offs of flexibilities available under the previous arrangements.

The Tribunal also updated arrangements in relation to judicial vehicles, to reflect the winding down of vehicle manufacturing in Australia. It set the Australian Taxation Office ‘luxury car tax threshold’ as a limit to the value of vehicles available to be leased for judicial offices. This is the standard now applied to members of parliament.

The Judicial Remuneration Coordination Group

The annual meeting of the Commonwealth/State Judicial Remuneration Coordination Group was held in May 2018. Representatives from state and territory remuneration tribunals attended to discuss matters of common interest relating to the remuneration of the judiciary in all jurisdictions.

Representatives of each jurisdiction updated the meeting on key developments in their state or territory and discussed remuneration levels for the judiciary. In view of wages policies that provide for increases in some states and lack of movement in others, the Tribunal continues to monitor these arrangements in terms of relativities with the federal judiciary.

In recent years members of the Coordination Group have also shared information and discussed their interests in the terms and conditions applying to parliamentary offices in their respective jurisdictions.

3.7 Parliamentarians

The framework

Base salary for parliamentarians

The Tribunal is responsible for determining the base salary of parliamentarians. Consistent with its responsibilities in relation to most other offices, the Tribunal is required to make new determinations in respect of base salary at periods of no more than 12 months (section 45(1) of the Parliamentary Business Resources Act). Unlike many other Tribunal determinations, those in relation to parliamentarians are not disallowable by the parliament. The Tribunal has, however, responsibility for explaining in writing its decisions in relation to parliamentarians. These reasons for determination are published on the Tribunal's website.

Additional salary for ministers and parliamentary office holders

Ministers of state (including the Prime Minister) and parliamentary office holders receive a parliamentary base salary plus an additional amount of salary known as 'office holder's salary'.

Under the Constitution the salaries of ministers are a matter for decision by executive government rather than the Tribunal. The Parliamentary Business Resources Act requires, however, that the Tribunal report annually to the government on these salaries.

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

Other allowances and work expenses provisions

The Tribunal determines a range of allowances and related provisions for federal parliamentarians (including ministers), such as travel allowance rates, electorate allowance, private-plated vehicles, and internet and telephone services at private residences, along with allowances and expenses for former members, such as post-retirement travel.

Matters outside the Tribunal's determinative powers

The Tribunal does not determine all remuneration and related matters available for members of parliament. It reports on and makes recommendations to the Special Minister of State in relation to a range of work expense and domestic travel-related provisions (for example, travel on scheduled domestic flights and car transport). Matters relating to the provision of support for members of parliament that are outside the jurisdiction of the Tribunal are decided by the Australian Government through the Special Minister of State or the parliament. At 30 June 2018 the following Acts were relevant in this regard:

Parliamentary Business Resources Act 2017

Parliamentary Contributory Superannuation Act 1948 (although the Tribunal determines what constitutes 'parliamentary allowance' for the purposes of that Act)

Parliamentary Superannuation Act 2004

Ministers of State Act 1952

Members of Parliament (Staff) Act 1984

Parliamentary base salary

Consistent with the Tribunal’s annual review statement of 13 June 2018, the Tribunal increased remuneration for parliamentarians by 2% effective from 1 July 2018.

The base salary for a parliamentarian increased to \$207,100 effective from 1 July 2018. The Tribunal issued Remuneration Tribunal Determination 2018/06—Members of Parliament to implement this decision.

Additional salary for ministers and parliamentary office holders

Under section 44(1) of the Parliamentary Business Resources Act, the Tribunal is required to report annually to the Minister responsible for the Tribunal on ‘the question of whether any alterations are desirable in the Ministerial salaries that are payable out of public money of the Commonwealth’.

In 1999 the Tribunal adopted the practice in its reports of expressing ministerial salaries as a percentage of the parliamentary base salary.

The Tribunal issued its *Report Number 1 of 2017 Report on Minister of State—Salary Additional to the Parliamentary Basic Salary* on 1 August 2017, recommending no change to the current percentages.

Office holder’s salary determined by the Tribunal is also expressed as a percentage of the parliamentary base salary.

The new legislative framework for remuneration and work expenses

On 1 January 2018 the Parliamentary Business Resources Act and the Parliamentary Business Resources Regulations 2017 came into effect. At the same time the Tribunal issued Determination 2017/23—Members of Parliament and Determination 2017/24—Parliamentary Retirement Travel.

The Parliamentary Business Resources Act set in place the new principles-based framework that delineates between parliamentarians’ remuneration and work expenses. The Act provides for the Tribunal to determine remuneration and rates of domestic travel allowance for parliamentarians. Expenses and other allowances payable to parliamentarians, and other public resources to be provided are determined by the Parliamentary Business Resources Regulations. The Tribunal makes recommendations on these matters, and regulations must be made or amended in accordance with those recommendations.

The Tribunal’s two new determinations deal with the remuneration of parliamentarians, the rates of travel allowance for current members, the allowances and expenses to be paid to former members, and qualification for parliamentary retirement travel.

The Regulations now incorporate a number of provisions previously contained in Tribunal determinations. Consolidation of the provisions in the Regulations necessitated a review of existing provisions. The consolidation and issue of the Tribunal’s two new determinations facilitated the implementation of most of the outstanding recommendations from the 2016 report *An Independent Parliamentary Entitlements System Review*.

Input to the development and implementation of the new framework was a significant piece of work for the Tribunal and its Secretariat throughout 2017.

Implementation of the review recommendations

On 22 November 2017 the Tribunal issued a statement reporting on progress with implementation of the new legislative framework covering the remuneration and work expenses of parliamentarians.

The commencement of the new framework on 1 January 2018 enabled finalisation of decisions on the following review recommendations for which the Tribunal was solely responsible or jointly responsible with the government:

- Change the terminology in legislative instruments to describe the non-remuneration support provided to parliamentarians as ‘work expenses’, rather than entitlements or ‘benefits’ (recommendation 2).
- Clarify and strengthen the division of responsibilities for setting parliamentarians’ work expenses between the Tribunal, the *Parliamentary Entitlements Act 1990* and its Regulations, and the discretionary decision-making power of the Special Minister of State (recommendation 3).
- Adopt an inclusive definition of ‘parliamentary business’ as a purpose-based eligibility requirement for all work expenses (recommendation 4).
- Promulgate an overarching principle of ‘value for money’ to support parliamentarians’ travel decisions – including, in particular, consideration of whether the expenditure or resource commitment represents efficient, effective and ethical use of resources (recommendation 8).
- Simplify and align provisions for domestic travel allowance to permit it generally to be claimed in relation to eligible travel on parliamentary business within Australia, while maintaining the current 10 nights per year limitation on certain types of travel. In addition, reduce the lodgement deadline for travel allowance and Canberra expense allowance claims from 60 to 30 days (recommendation 9).
- Extend eligible travel on scheduled commercial transport for parliamentary business within Australia to all external territories excluding Antarctica (recommendation 11).
- Prohibit use by parliamentarians of car-with-driver transport, including COMCAR, for journeys that are primarily personal (recommendation 13).
- Review and tighten eligibility requirements with respect to the combined total of three interstate business class return trips each year for use by the spouse, nominee, designated person or dependent children of a senator or member (recommendation 19).

3.8 Official travel

The framework

Under the Remuneration Tribunal Act, the Tribunal is responsible for setting travel allowances for office holders in its jurisdiction. Since 1 January 2018 the Tribunal’s power to determine travel allowances for parliamentarians has come under the Parliamentary Business Resources Act.

The general provisions for non-parliamentary offices, including judicial offices, are set out in a single determination. 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.

Since 1 January 2018 the general provisions for parliamentarians are provided separately in the Tribunal’s members of parliament determination with other travel-related provisions set out in the Parliamentary Business Resources Regulations.

The Tribunal determined revised travel allowance rates for office holders effective from 27 August 2017. The Tribunal issued Remuneration Tribunal Determination 2017/15 Official Travel for Office Holders and, for members of Parliament, Determination 2017/16: Members of Parliament—Travelling Allowance to implement this decision.

The Tribunal reviews these allowances every 12 months. In keeping with normal Tribunal practice, the travel allowance rates in the Tribunal’s travel determinations are based on the Australian Taxation Office’s reasonable travel and overtime meal allowance expense amounts, updated each financial year.

The motor vehicle allowance rate did not change in the reporting year from that determined by the Tribunal in 2016.

3.9 Geographic relocation

The framework

Under the Remuneration Tribunal Act, the Tribunal may determine or report on any matter it considers to be significantly related to remuneration.

The Tribunal has issued guidelines on geographic relocation of full-time office holders. The guidelines are also taken into account when the Tribunal considers relocation assistance for principal executive offices. They do not apply to the office of departmental secretary or to judicial offices.

The guidelines apply in circumstances where a person is offered a full-time appointment in a geographic locality that differs from his or her principal place of residence.

The Tribunal's general expectation is that, when a person is appointed to an office and his or her principal place of residence is in a geographic locality different from that of the office, the person will relocate his or her principal place of residence to the new locality. When this occurs, reasonable relocation costs may be approved by the employer or employing body, consistent with the relevant agency's policy and practice.

In exceptional circumstances, however, and when it is in the interest of the agency, the Tribunal will consider providing accommodation and reunion travel assistance for a person who does not relocate his or her principal place of residence. During the reporting year the Tribunal considered and approved assistance for appointees to the following full-time offices:

- Chief Executive Officer of the Aboriginal Hostels Limited
- Chief Executive Officer of the Australian Pesticides and Veterinary Medicines Authority
- Administrator of the Christmas and Cocos (Keeling) Islands.

The Tribunal also provided consent to a number of employing bodies to provide accommodation and reunion travel assistance for a number of principal executive offices.

Geographic relocation assistance is provided for actual costs incurred by the office holders up to specified limits.

3.10 Recreation leave for holders of relevant offices

The framework

Under the Remuneration Tribunal Act, the Tribunal is responsible for determining the recreation leave entitlements for holders of relevant full-time offices, including the specified statutory offices, principal executive offices and non-judicial offices.

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

Recreation leave entitlements for holders of full-time office and the specified statutory offices are included in a separate determination which does not apply to judges, departmental secretaries, principal executive offices, parliamentarians or holders of part-time office.

The Tribunal determines recreation leave for judges of the Federal Circuit Court of Australia and related offices in its Judicial and Related Offices Determination. Recreation leave arrangements for secretaries are included in the Secretaries Determination. Recreation leave arrangements for principal executive offices are included in the Principal Executive Offices Determination.

During 2017–18 the Tribunal took the opportunity to review, restructure and reformat its Recreation Leave Determination and made a new principal determination. Remuneration Tribunal (Recreation Leave for Holders of Relevant Offices) Determination 2018, effective from 1 July 2018, superseded Determination 2012/11.

The 2018 Determination did not alter the entitlements of any offices from those set out in the 2012 Determination.

3.11 Compensation for loss of office

The framework

Under the Remuneration Tribunal Act, the Tribunal is responsible for determining the compensation entitlements of holders of relevant full-time offices, including the specified statutory offices and non-judicial offices, where an appointment is terminated prematurely in a range of circumstances.

The compensation entitlements determined by the Tribunal do not apply to judges, parliamentarians or holders of part-time office.

The determinations covering principal executive offices and secretaries have their own specific loss of office provisions.

During 2017–18 the Tribunal took the opportunity to restructure and reformat its Compensation for Loss of Office Determination and made a new principal determination. Remuneration Tribunal (Compensation for Loss of Office for Holders of Certain Public Offices) Determination 2018, effective from 1 July 2018, superseded Determination 2014/17.

The 2018 Determination did not alter the entitlements available to office holders from those set out in the 2014 Determination.

3.12 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*.

The Tribunal also provides advice on remuneration in limited other circumstances, such as where legislation requires a minister or board to seek the Tribunal’s advice.

During 2017–18, in accordance with the requirements of the Parliamentary Services Act, the Tribunal provided advice to the presiding officers in relation to the terms and conditions of the parliamentary librarian and the heads of the parliamentary departments. The Tribunal also provided advice to a small number of employing bodies.

4 Financial matters

The Tribunal is supported by a Secretariat staffed by employees of the Australian Public Service Commission. Appendix C provides contact details for the Secretariat. The Tribunal's financial requirements are met through the Commission's program 1.1. There is no separate form of accounts applicable to the Tribunal.

5 Consultancies

On behalf of the Secretariat, the Australian Public Service Commission has an ongoing contract with Morris Walker Pty Ltd for the provision of media advisory and specialist public relations services to the Tribunal. The current contract runs until November 2018.

6 Legislative requirements

6.1 Work health and safety

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

6.2 Advertising and market research

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

6.3 *Environment Protection and Biodiversity Conservation Act 1999*

The Tribunal Secretariat is subject to the policies and practices of the Australian Public Service Commission in relation to the requirements of the Environment Protection and Biodiversity Conservation Act. Information about the Commission's policies is available in its annual report.

6.4 *Freedom of Information Act 1982*

For the purposes of freedom of information, the Remuneration Tribunal is a separate agency. Agencies subject to the Freedom of Information Act are required to publish information to the public as part of the Information Publication Scheme. This requirement, which is in Part II of the Act, has replaced the former requirement to publish a section 8 statement in an annual report. Each agency must display on its website a plan showing what information it publishes in accordance with the Information Publication Scheme requirements. The Tribunal's plan is available at: www.remtribunal.gov.au/foi.

6.5 Legislation Act 2003

Most Tribunal determinations are legislative instruments for the purposes of the Legislation Act. The exception is determinations relating to secretaries of departments, which are made under Division 4 of the Remuneration Tribunal Act. Those determinations are published in the *Gazette* and on the Tribunal’s website, rather than being registered under the Legislation Act.

All other Tribunal determinations are legislative instruments and are provided to the Office of Parliamentary Counsel by the Tribunal for registration on the Federal Register of Legislation. The Legislation Act requires the Office of Parliamentary Counsel to table a copy of the determination in each House of Parliament within six sitting days of registration.

Section 7(8) of the Remuneration Tribunal Act, which provides that either House may pass a resolution disapproving a 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 – that is, determinations made under the Parliamentary Business Resources Act Part 6 sections 44(1), (2) and (3) – are legislative instruments, but the disallowance provisions in the Legislation Act do not apply to them.

No Tribunal determinations were disallowed during the reporting period.

Appendix A—Determinations and reports for 2017–18

During the reporting year the Tribunal issued the following reports, determinations and statements.

Remuneration Tribunal (Judicial and Related Offices – Remuneration and Allowances) Determination 2018*

Remuneration Tribunal (Departmental Secretaries – Classification Structure and Terms and Conditions) Determination 2018*

Remuneration Tribunal (Compensation for Loss of Office for Holders of Certain Public Offices) Determination 2018*

Remuneration Tribunal (Recreation Leave for Holders of Relevant Offices) Determination 2018*

Remuneration Tribunal (Specified Statutory Offices – Remuneration and Allowances) Determination 2018*

Remuneration Tribunal (Remuneration and Allowances for Holders of Full-time Public Office) Determination 2018*

Remuneration Tribunal (Remuneration and Allowances for Holders of Part-time Public Office) Determination 2018*

2018/07* Principal Executive Office – Classification Structure and Terms and Conditions

Statement Determination 2018/06: Members of Parliament – Reasons for Determination

2018/06 Members of Parliament

Statement 2018 Review of Remuneration for Holders of Public Office

2018/05 Remuneration and Allowances for Holders of Public Office

Statement Determination 2018/04: Members of Parliament – Reasons for Determination

2018/04 Members of Parliament

2018/03 Remuneration and Allowances for Holders of Public Office and Judicial and Related Offices

2018/02 Remuneration and Allowances for Holders of Public Office

2018/01 Departmental Secretaries – Classification Structure and Terms and Conditions

2017/24* Parliamentary Retirement Travel

2017/23* Members of Parliament

2017/22 Remuneration and Allowances for Judicial and Related Offices

2017/21 Remuneration and Allowances for Holders of Public Office and Judicial and Related Offices

Statement Implementing the Recommendations of the ‘An Independent Parliamentary Entitlements System Review’

2017/20	Remuneration and Allowances for Holders of Public Office
2017/19	Official Travel by Office Holders
2017/18	Remuneration and Allowances for Holders of Public Office and Judicial and Related Offices
2017/17	Remuneration and Allowances for Holders of Public Office and Judicial and Related Offices
Statement	Travelling Allowance Rates for Public Office Holders and Parliamentarians
Statement	Determination 2017/16: Members of Parliament—Travelling Allowance Reasons for Determination
2017/16*	Members of Parliament—Travelling Allowance
2017/15*	Official Travel by Office Holders
2017/14	Remuneration and Allowances for Holders of Public Office and Judicial and Related Offices
Statement	Ministers of State, Salaries Additional to the Basic Parliamentary Salary
Report 1	Report on Ministers of State – Salaries Additional to the Basic Parliamentary Salary

* These documents are principal determinations.

Copies of these documents can be obtained from:

- the Tribunal’s website: www.remtribunal.gov.au
- the tabling office of the Senate or the House of Representatives
- the Federal Register of Legislation website: <http://www.legislation.gov.au/>
- the *Gazette* for the Secretaries Determination: www.legislation.gov.au/gazettes.

Appendix B—Variations to bodies and offices determined in 2017–18

Full-time offices

New

- Chief Executive Officer, Infrastructure and Project Financing Agency
- National Disability Insurance Scheme Quality and Safeguards Commissioner
- Chief Executive Officer, National Health and Medical Research Council (this office was formerly in the principal executive office structure)
- National Rural Health Commissioner
- Chief Executive Officer, Regional Investment Corporation

Renamed

- eSafety Commissioner (formally Children’s eSafety Commissioner)

Removed from the determination

- Certain offices of the former Migration Review Tribunal, Refugee Review Tribunal and Social Security Appeals Tribunal that had been subject to transitional arrangements under the *Tribunals Amalgamation Act 2015*

Part-time offices

New

- National School Resourcing Board
- Regional Investment Corporation Board
- Registration and Disciplinary Committees (Corporate Insolvency Practitioners)

Removed from the determination

- Central Trades Committee
- Local Trades Committee
- Oil Stewardship Advisory Council
- Private Health Insurance Administration Council

Renamed

- WSA Co Limited (formerly Western Sydney Airport Corporation Limited)

Principal executive offices

New

- Chief Executive Officer/Managing Director, Australian Naval Infrastructure Pty Ltd
- Chief Executive Officer, WSA Co Limited

Removed from the principal executive office structure

The following offices had their status as a principal executive office revoked and were returned to the Tribunal's full-time office determinative jurisdiction:

- Deputy Electoral Commissioner
- Australian Electoral Officer for New South Wales
- Australian Electoral Officer for Victoria
- Australian Electoral Officer for Queensland
- Australian Electoral Officer for Western Australia
- Australian Electoral Officer for South Australia
- Australian Electoral Officer for Northern Territory
- Australian Electoral Officer for Tasmania
- Chief Executive Officer, National Health and Medical Research Council

Appendix C—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 in writing or by telephone, fax or

email: Secretary

Remuneration Tribunal Secretariat

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Email: enquiry@remtribunal.gov.au

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

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