



REMUNERATION TRIBUNAL

ANNUAL REPORT 2023–24

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The document must be attributed as the
Remuneration Tribunal Annual Report 2023–24.



REMUNERATION TRIBUNAL

6 September 2024

The Hon Patrick Gorman MP
Assistant Minister for the Public Service
Parliament House
CANBERRA ACT 2600

Dear Assistant Minister

We have pleasure in presenting to you the Remuneration Tribunal's Annual Report for 2023–24. The Report covers the activities of the Tribunal during the year ended 30 June 2024.

Section 12AA(2) of the *Remuneration Tribunal Act 1973* (Cth) 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

A handwritten signature in black ink, appearing to read 'Holly Kramer'.

Holly Kramer
PRESIDENT

A handwritten signature in black ink, appearing to read 'H/Zampatti'.

Heather Zampatti
MEMBER

A handwritten signature in black ink, appearing to read 'Stephen Conry'.

Stephen Conry AM
MEMBER

GPO Box 419 Canberra ACT 2601 | Phone 02 6202 3930
Website: www.remtribunal.gov.au

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President's overview

In the year to June 2024, the Remuneration Tribunal reviewed and determined remuneration arrangements for a range of senior public offices, and fulfilled its advisory role for those offices outside its determinative jurisdiction.

In considering remuneration for public offices, the Tribunal assesses the work value of an office. It strives to determine remuneration at levels that will attract and retain individuals of the calibre and skills necessary to perform the particular role.

The Tribunal has regard to a range of economic considerations, historical and projected. It also maintains awareness of remuneration trends in the private and public sectors generally, including by monitoring trends in Senior Executive Service remuneration in the Australian Public Service (APS).

Parliamentarians

During the reporting period, the Tribunal completed its annual inquiry, reporting and determinative obligations on the remuneration and work expenses framework for parliamentarians. It included a new provision in its determination and recommended amendments to the Parliamentary Business Resources Regulations 2017 to better support travel for parliamentarians with exceptional physical requirements. The Tribunal also adjusted electorate allowance and recommended changes to the limits for unscheduled commercial transport in large electorates. The Tribunal continued to monitor the operation of the framework and the need for any changes.

General reviews of remuneration

The *Remuneration Tribunal Act 1973* (Cth) and the *Parliamentary Business Resources Act 2017* (Cth) require the Tribunal to examine and determine remuneration for offices in its jurisdiction at intervals no greater than one year. As part of these examinations, the Tribunal considers whether any general increase to remuneration for offices in its jurisdiction should be determined.

While work value and competitive, equitable remuneration are the Tribunal's primary considerations when determining remuneration, it also considers the broader jobs market and the economy. For offices other than parliamentarians, the Tribunal is required to consider the annual wage reviews of the Fair Work Commission.

Unusually, this year the Tribunal completed 2 general reviews of remuneration. As noted in its 2022–23 report, the Tribunal deferred its 2023 decision to ensure it had access to sufficient economic data. While it settled its decision to increase remuneration by 4% for public offices in its jurisdiction in August 2023, for most offices this increase took effect from the usual date – 1 July 2023.

In June 2024, the Tribunal announced its decision to increase remuneration by a further 3.5% for public offices in its jurisdiction from 1 July 2024. The increases awarded by the Tribunal in 2023 and 2024 were below more general remuneration adjustments in the public and private sectors.

Tribunal membership

I record my gratitude to the Tribunal's long-standing President, Mr John C Conde AO, for his contribution and service to the Australian Government. Mr Conde concluded his appointment on 24 December 2023 after more than 25 years' service. He served as both Member and President during that time.

My thanks also go to Mr Stephen Conry AM who was appointed acting President from 25 December 2023, until my appointment as President from 1 June 2024, for a 5-year term.

I record my deep appreciation to Mr Conry and Ms Heather Zampatti for their invaluable contribution to the Tribunal's work before my appointment, and their guidance and support since then.

The Tribunal is supported by a small Secretariat staffed with employees of the Australian Public Service Commission. The group continues to capably and effectively support the Tribunal's work program and I extend my gratitude to each of them for their loyalty, dedication and efforts.

Holly Kramer

President

1. Introduction to the Tribunal

The Remuneration Tribunal is an independent statutory authority established under the Remuneration Tribunal Act. It 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 on 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. It also covers appointments made by the Governor-General or a minister of state 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.

Since 2018, the Tribunal's powers to determine remuneration for parliamentary offices have been provided by the Parliamentary Business Resources Act.

In assessing the remuneration of offices, the Tribunal takes into account:

- the attributes of the office
- remuneration of comparable offices
- considerations related to complexity and scope
- 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 3 part-time members who are appointed by the Governor-General. Tribunal membership is managed by the Department of the Prime Minister and Cabinet.

In December 2023, Mr John C Conde AO completed his term as Member and President of the Tribunal, having been originally appointed as a Member on 18 June 1998. Mr Conde held the office of President from June 2008.

Mr Stephen Conry AM was appointed acting President of the Tribunal from 25 December 2023 until Ms Holly Kramer's appointment as Member and President on 1 June 2024.

Current members are:

Ms Holly Kramer, President

Appointed as a Member and President for 5 years from 1 June 2024, Ms Kramer is an experienced Australia and New Zealand Non-Executive Director and Advisor on a range of listed, unlisted and not-for-profit organisations. Her listed portfolio currently includes the boards of the ANZ Banking Group (ASX:ANZ), the Woolworths Group (ASX:WOW) and New Zealand dairy cooperative Fonterra (ASX/NZX:FSF). Ms Kramer also chairs board committees, including People/Remuneration (ANZ, FSF) and Sustainability (WOW).

Ms Kramer is the Chair of the Susan McKinnon Foundation and member of the Bain & Company Advisory Council. With an interest in sustainability, Ms Kramer also sits on the board of Nbryo, an agritech start-up, and she is a Senior Advisor at Pollination Group, a climate investment and advisory firm. Her previous governance roles include Pro-Chancellor of Western Sydney University and Deputy Chair and Chair, Remuneration Committee of Australia Post.

In her executive career, Ms Kramer was Chief Executive Officer of apparel retailer Best & Less. Before that, she had more than 20 years' experience in general management, sales and marketing at Pacific Brands, Telstra and Ford Motor Company (in both Australia and the United States). Ms Kramer is the recipient of the Sir Charles McGrath Award for a distinguished career in Marketing and has completed a degree in economics and political science at Yale University (Hons) and an MBA at Georgetown University.

Ms Heather Zampatti

Reappointed as a Member on 31 March 2022 for 5 years, Ms Zampatti was originally appointed to the Remuneration Tribunal on 23 March 2017.

Ms Zampatti has over 40 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 is a graduate of the University of Western Australia with a Bachelor of Science and Diploma of Education. She also holds an honorary Doctorate of Commerce from Edith Cowan University, a Master of Stockbroking, and is a Fellow of the Australian Institute of Company Directors.

Ms Zampatti is the inaugural Chair of the Silverchain Foundation. She also sits on the boards of Evion Group (Chair), Theatre 180, the University Club of Western Australia, Australian Securities and Investment Commission's Financial Services Consultative Committee and the Western Australian Cricket Foundation, and is a member of the Edith Cowen University Resources Committee. She is a former Chair of Lotterywest and the Princess Margaret Hospital Foundation and a former member of Healthways, the Takeovers Panel, the Western Australia Regional Council of Financial Services Institute of Australasia, Western Australian Ballet, the Australian Institute of Management (Western Australia), Chief Executive Women, Tura New Music, and the Financial Sector Advisory Council.

Mr Stephen Conry AM

Appointed as a Member on 14 October 2021 for 5 years, Mr Conry is the Chairman of private investment company Langdon Capital, a Board Member of the Charter Hall Group, and a Board Member of Redkite. He is the former Chief Executive Officer of JLL (formerly Jones Lang LaSalle), Australia's largest commercial property services firm, retiring from the business in 2022 after a 40-year career. Mr Conry was a Director of the firm for 33 years, including 22 years as an International Director and more than 13 years as Chief Executive Officer for Australia and New Zealand.

Mr Conry has served on various business and community boards and committees in Australia, including the Property Council of Australia where he was National President 2019–21. He is a Fellow of the Australian Property Institute, a Fellow of the Royal Institution of Chartered Surveyors and a Fellow of the Australian Institute of Company Directors. In June 2019, Mr Conry was appointed a Member of the Order of Australia for his service to the commercial property sector and the community.

3. The work of the Tribunal

During the reporting year, the Tribunal convened formally on 7 occasions. In addition, it held meetings with a range of interested parties and considered several matters out of session.

The Tribunal formalised its decisions in 27 determinations. Appendix A lists the determinations and reports issued by the Tribunal in the reporting year.

3.1. Annual adjustment

This reporting year is an unusual one for the Tribunal, with 2 annual adjustments announced.

The Remuneration Tribunal Act requires the Tribunal to report on, and make determinations about, remuneration for the offices in its jurisdiction at intervals of not more than one year. A similar obligation exists in the Parliamentary Business Resources Act for parliamentary offices.

In fulfilling these obligations, the Tribunal considers remuneration movements in the public and private sectors, as well as the general economic and fiscal environment. The Tribunal must also have regard to the outcome of the annual wage reviews of the Fair Work Commission.

As conveyed in its last annual report, the Tribunal decided in June 2023 to defer any adjustment in remuneration as it did not have available for consideration certain key economic data. Consequently, the Tribunal issued new principal determinations reflecting a nil adjustment.

Throughout July and August 2023, the Tribunal undertook further deliberations. In a statement published on 28 August 2023, it advised its decision to increase remuneration by 4% for most public offices in its jurisdiction with effect from 1 July 2023, and for federal Members of Parliament with effect from 1 September 2023. The full text of the Tribunal's statement, containing its reasons for decision, is at <https://www.remtribunal.gov.au/document-library-search/2023-remuneration-review-statement-adjustment>

The Tribunal's second annual adjustment was announced on 17 June 2024, with effect from 1 July 2024. As with previous decisions, the Tribunal considered the outcome of the annual wage reviews of the Fair Work Commission and economic conditions more generally. This included published data on movements in both private and public sector remuneration, and other data, including the Consumer Price Index and Wage Price Index.

The Tribunal's 2024 decision was to increase remuneration by 3.5% for public offices in its jurisdiction. The full text of the Tribunal's statement, containing its reasons for decision, is at <https://www.remtribunal.gov.au/document-library-search/2024-remuneration-review-statement>

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, which includes offices referred to as 'specified statutory offices.' It is also responsible for inquiring into and determining other matters 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 submissions on remuneration, conditions and allowances for new and established full-time offices.

Consistent with its remuneration review statement of 28 August 2023, the Tribunal decided to increase remuneration by 4% for full-time offices in its jurisdiction with effect from 1 July 2023. The Tribunal issued Remuneration Tribunal (Remuneration and Allowances for Holders of Full-time Public Office) Determination (No. 2) 2023 to implement this decision.

Consistent with its remuneration review statement of 17 June 2024, the Tribunal decided to increase remuneration by 3.5% for full-time offices in its jurisdiction with effect from 1 July 2024. The Tribunal issued Remuneration Tribunal (Remuneration and Allowances for Holders of Full-time Public Office) Determination 2024 to implement this decision.

As at 30 June 2024, there were 183 offices remunerated under the Tribunal's principal determination for holders of full-time offices. Nine additional full-time offices were included in the determination during 2023–24. Seven of these were established by legislation. One was a former part-time office whose enabling legislation was amended to allow it to be filled on a full-time basis, and one was an office previously referred into the Tribunal's jurisdiction as a part-time office, which was subsequently filled on a full-time basis.

Appendix B details the new full-time public offices for which the Tribunal determined remuneration, and those removed from the determination, in the year to 30 June 2024.

Specified statutory offices

The Tribunal is responsible for determining the remuneration of 4 full-time public offices referred to as ‘specified statutory offices.’ As at 30 June 2024, these were the:

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

The Tribunal’s remuneration review statements of 28 August 2023 and 17 June 2024 apply to these offices. The Tribunal issued Remuneration Tribunal (Specified Statutory Offices—Remuneration and Allowances) Determination (No. 2) 2023 and Remuneration Tribunal (Specified Statutory Offices—Remuneration and Allowances) Determination 2024 to implement these decisions.

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 may be regular or intermittent.

Several remuneration models are determined for part-time offices. The 2 main models 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 these models, with daily fees covering specific activities and an annual fee covering recurring or predictable elements of the office holder's workload.

A related matter determined by the Tribunal for part-time offices is travel entitlements.

Consistent with its remuneration review statement of 28 August 2023, the Tribunal decided to increase remuneration by 4% for part-time offices in its jurisdiction with effect from 1 July 2023.

Additionally, and consistent with its remuneration review statement of 17 June 2024, the Tribunal decided to increase remuneration by 3.5% for part-time offices in its jurisdiction with effect from 1 July 2024.

As at 30 June 2024, the principal determination – Remuneration Tribunal (Remuneration and Allowances for Holders of Part-time Public Office) Determination 2024 – included part-time offices relating to 213 principal bodies.

During the reporting year, the Tribunal considered submissions on remuneration and conditions for the part-time offices of 16 bodies. Appendix B includes the details of the new part-time offices for which the Tribunal determined remuneration.

3.4. Principal Executive Offices

The framework

The Remuneration Tribunal Act provides for the Tribunal to determine a classification structure for Principal Executive Offices (PEOs), under section 5(2A), and to determine the terms and conditions applicable to each classification in the structure, under 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 Minister may also determine commencing remuneration for a PEO.

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 remuneration 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:

<https://www.remtribunal.gov.au/document-library-search/list-principal-executive-offices-2>

Consistent with its remuneration review statement of 28 August 2023, the remuneration ranges of the PEO classification structure were increased by 4% effective from 1 July 2023. The Tribunal issued Remuneration Tribunal (Principal Executive Offices—Classification Structure and Terms and Conditions) Determination (No. 2) 2023 to implement this decision.

Additionally, and consistent with its remuneration review statement of

17 June 2024, the Tribunal increased the remuneration ranges of the PEO classification structure by 3.5% effective from 1 July 2024. It issued Remuneration Tribunal (Principal Executive Offices—Classification Structure and Terms and Conditions) Determination 2024 to implement this decision.

During 2023–24, the Tribunal considered the remuneration of 3 existing PEOs and 2 other relevant matters. During the reporting period, the office of Chief Executive Officer, National Reconstruction Fund Corporation, was declared a PEO.

3.5. Departmental 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 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 its remuneration review statement of 8 August 2023, the Tribunal decided to increase remuneration by 4% for Departmental Secretaries from 1 July 2023. The Tribunal issued Remuneration Tribunal (Departmental Secretaries—Classification Structure and Terms and Conditions) Determination (No. 2) 2023 to implement this decision.

Additionally, and consistent with its remuneration review statement of 17 June 2024, the Tribunal decided to increase remuneration by 3.5% for Departmental Secretaries with effect from 1 July 2024. The Tribunal issued Remuneration Tribunal (Departmental Secretaries —Classification Structure and Terms and Conditions) Determination 2024 to implement this decision.

In October 2023, the Tribunal began a review of compensation for loss of office arrangements for the office of Departmental Secretary. In November 2023, the Tribunal amended the Departmental Secretaries determination to insert exclusion events. This would in certain circumstances remove a secretary's eligibility for compensation for loss of office. The Tribunal issued Remuneration Tribunal (Departmental Secretaries—Classification Structure and Terms and Conditions) Amendment Determination 2023 to give effect to this decision.

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* (Cth)), 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 office holders.

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 Federal Circuit and Family Court of Australia; and judges who sit as presidents of administrative tribunals.

In determining remuneration for judges, the Tribunal is mindful of section 72(iii) of the Australian Constitution, which prohibits the 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, Australian Competition Tribunal, Australian Law Reform Commission, Copyright Tribunal, National Native Title Tribunal, and for offices in the military justice system.

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 determines recreation leave for the related offices and for judges of the Federal Circuit and Family Court of Australia (Division 2).

Consistent with its remuneration review statement of 28 August 2023, the Tribunal decided to increase remuneration by 4% for judicial and related offices in its jurisdiction with effect from 1 July 2023. The Tribunal issued Remuneration Tribunal (Judicial and Related Offices—Remuneration and Allowances) Determination (No. 2) 2023 to implement this decision.

Additionally, and consistent with its remuneration review statement of 17 June 2024, the Tribunal decided to increase remuneration by 3.5% for judicial and related offices in its jurisdiction with effect from 1 July 2024. The Tribunal issued Remuneration Tribunal (Judicial and Related Offices—Remuneration and Allowances) Determination 2024 to implement this decision.

The Judicial Remuneration Coordination Group

The Judicial Remuneration Coordination Group met in May 2024. Representatives from state and territory remuneration tribunals attended to discuss matters of common interest.

3.7. Parliamentarians

The framework

Base salary for parliamentarians

The Tribunal is responsible for determining the base salary of parliamentarians. It is required to make new determinations about parliamentary base salary (and additional salary for certain office holders) at periods of no more than 12 months (section 45(1) of the Parliamentary Business Resources Act). Unlike most other Tribunal determinations, those concerning parliamentarians are not disallowable by the Parliament. The Tribunal is required to explain in writing its decisions in relation to parliamentarians. These reasons are published on the Tribunal's website: www.remtribunal.gov.au/offices/parliamentary-offices

Additional salary for ministers and parliamentary office holders

Ministers of state (including the Prime Minister) and parliamentary office holders receive a parliamentary base salary and 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 the Tribunal to report annually to the Government on these salaries.

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

Other allowances and work-expenses provisions

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

Matters outside the Tribunal's determinative powers

The Tribunal does not determine all resources available for members of parliament. It reports on and makes recommendations to the Special Minister of State about 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 Tribunal's jurisdiction are decided by the Government through the Special Minister of State or by Parliament, under the following legislation:

- *Parliamentary Business Resources Act 2017*
- *Parliamentary Contributory Superannuation Act 1948* (although the Tribunal determines what constitutes 'parliamentary allowance' for the purposes of this Act)
- *Parliamentary Superannuation Act 2004*
- *Members of Parliament (Staff) Act 1984*
- *Parliamentary Retirement Travel Act 2002.*

Parliamentary base salary

Consistent with its remuneration review statement of 28 August 2023, the Tribunal decided to increase the base salary for parliamentarians by 4% from 1 September 2023. The Tribunal issued Remuneration Tribunal (Members of Parliament) Amendment Determination (No. 1) 2023 to implement this decision.

Additionally, and consistent with its remuneration review statement of 17 June 2024, the Tribunal decided to increase the base salary for parliamentarians by 3.5% from 1 July 2024. The Tribunal issued Remuneration Tribunal (Members of Parliament) Determination 2024 to implement this decision.

In conjunction with its broader inquiry into remuneration for public office holders in its jurisdiction in June 2024, the Tribunal completed its inquiries into the remaining matters for current members of parliament (apart from the rates of travel allowance). As part of this inquiry, the Tribunal decided to increase electorate allowance by 24% (rounded). It also undertook to amend its determination to provide for a higher rate of travel allowance to be paid where a parliamentarian is required to pay unavoidably higher accommodation expenses owing to accessibility requirements. It also completed its inquiries into the remuneration and allowances for former parliamentarians. These amendments were included in Remuneration Tribunal (Members of Parliament) Determination 2024.

In addition, the Tribunal inquired into the travel-related matters prescribed in the Parliamentary Business Resources Regulations.

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 2023, the Tribunal completed its inquiry and reported to the Assistant Minister for the Public Service that no alterations were desirable in the ministerial salaries payable out of public money of the Commonwealth.

Travel allowances

In August 2023, the Tribunal inquired into and determined changes to travel allowances for parliamentarians in line with its general review of travel allowances. The Tribunal issued Remuneration Tribunal (Members of Parliament) Determination (No. 2) 2023 to implement this decision.

Inquiries and reports

In accordance with its obligations under section 35 of the Parliamentary Business Resources Act, the Tribunal completed its annual inquiry into domestic travel expenses and travel allowance provisions included in the Parliamentary Business Resources Regulations 2017, and reported its conclusions to the Special Minister of State in June 2024.

The Tribunal recommended 2 amendments to the Regulations. The first recommended increasing the value of unscheduled commercial transport for large electorates. The second recommended prescribing travel costs and reasonable expenses for a support person who accompanies a parliamentarian with impaired or reduced mobility, to provide physical aid when that parliamentarian is travelling on parliamentary business.

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 been contained in 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 group of offices.

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 27 August 2023. It issued Remuneration Tribunal (Official Travel) Determination 2023 and Remuneration Tribunal (Members of Parliament) Determination (No. 2) 2023 to implement this decision. In keeping with normal Tribunal practice, the travel allowance rates in its travel determinations are based on the Australian Taxation Office's reasonable travel and overtime meal allowance expense amounts. The motor vehicle allowance rate was increased in line with the Australian Taxation Office's car expenses cents per kilometre rate for 2023–24.

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 Relocation Guidelines that may be applied in circumstances where a person is offered a full-time appointment in a geographic locality that differs from their principal place of residence.

These guidelines may also be taken into account when the Tribunal considers relocation assistance for PEOs. They do not apply to the office of Departmental Secretary or to judicial offices.

The Tribunal's general expectation is that, when a person is appointed to an office and their principal place of residence is in a different geographic locality, the person will relocate their 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 that agency's policy and practice.

In exceptional circumstances, however, and when it is in the interest of the Commonwealth, the Tribunal will consider providing accommodation and/or reunion travel assistance for a person who does not relocate their principal place of residence. During the reporting year, the Tribunal considered and approved assistance for the Chief Executive of the Murray Darling Basin Authority, the Race Discrimination Commissioner, and the Chief Executive Officer of the Workplace Gender Equality Agency.

Geographic relocation assistance is provided for actual costs incurred by 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 specified statutory offices, PEOs and non-judicial offices.

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

Recreation leave entitlements for holders of full-time office and specified statutory offices are included in a separate determination that does not apply to judges, Departmental Secretaries, PEOs, parliamentarians or holders of part-time office.

The Tribunal determines recreation leave for judges of Division 2 of the Federal Circuit and Family Court of Australia and related offices in its Judicial and Related Offices Determination. Recreation leave arrangements for Secretaries and PEOs are included in the relevant determinations.

The recreation leave entitlement determined by the Tribunal is set out in Remuneration Tribunal (Recreation Leave for Holders of Relevant Offices) Determination 2018. The Tribunal did not vary this determination during the reporting period.

Recreation leave entitlements for PEOs are separately specified in Remuneration Tribunal (Principal Executive Offices—Classification Structure and Terms and Conditions) Determination 2024, which provides that PEOs are entitled to be paid annual leave of 4 weeks per year of full-time service. This entitlement was not varied in the reporting period.

Recreation leave arrangements for judges of Division 2 of the Federal Circuit and Family Court of Australia are separately specified in Remuneration Tribunal (Judicial and Related Offices—Remuneration and Allowances) Determination 2024. The temporary measure implemented in 2021 which enabled Division 2 judges to carry over 2 weeks of unused recreation leave expired at the end of 2023 and was removed from the 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 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 PEOs and Secretaries have specific loss of office provisions.

The compensation arrangements for public offices holders whose appointments are terminated prematurely are included in Remuneration Tribunal (Compensation for Loss of Office for Holders of Certain Public Offices) Determination 2018. No changes were made to these arrangements during 2023–24.

As noted in section 3.5, the provisions for compensation for loss of office for Departmental Secretaries were amended in November 2023. This was to insert exclusion events that would, in certain circumstances, remove a secretary's eligibility for compensation for loss of office. The Tribunal issued Remuneration Tribunal (Departmental Secretaries – Classification Structure and Terms and Conditions) Amendment Determination 2023 to give effect to this decision.

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* (Cth).

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 2023–24, the Tribunal provided advice to the presiding officers on remuneration matters for the office of the Parliamentary Librarian.

The Tribunal also provided advice on the remuneration matters for the Executive Director of the Sydney Harbour Federation Trust.

4. Financial matters

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

5. Consultancies

Nil.

6. Legislative requirements

6.1 Work health and safety

The Tribunal's Secretariat is located in the APSC's premises and is subject to the Commission's policies and practices on work health and safety. Information about the APSC's policies is in its annual report.

6.2 Advertising and market research

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

6.3 *Environment Protection and Biodiversity Conservation Act 1999 (Cth)*

The Tribunal Secretariat is subject to the policies and practices of the APSC on the requirements of the Environment Protection and Biodiversity Conservation Act. Information about the APSC's policies is in its annual report.

6.4 *Freedom of Information Act 1982 (Cth)*

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 (Part II of the Act) has replaced the former requirement to publish a section 8 statement in an annual report. Each agency must display a plan on its website showing what information it publishes in accordance with the Information Publication Scheme requirements. The Tribunal's plan is available at: www.remtribunal.gov.au/freedom-information

6.5 *Legislation Act 2003 (Cth)*

Most Tribunal determinations are legislative instruments for the purposes of the Legislation Act. The exception is determinations relating to Departmental Secretaries, which are notifiable instruments for the purposes of that Act. Notifiable instruments are not subject to Parliamentary disallowance and do not automatically sunset 10 years after commencement.

Tribunal determinations are registered on the Federal Register of Legislation.

The Legislation Act requires the Office of Parliamentary Counsel to table a copy of each determination that is a legislative instrument in each House of Parliament within 6 sitting days of registration.

Subsection 7(8) of the Remuneration Tribunal Act provides that either House may pass a resolution disapproving a determination within 15 sitting days after the determination has been tabled. This applies to all legislative instruments made by the Tribunal other than those made in relation to parliamentarians under the Parliamentary Business Resources Act, Part 6, subsections 44(1), (2) and (3). These 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 2023–24

During the reporting year, the Tribunal issued these determinations, reports and statements:

Remuneration Tribunal (Remuneration and Allowances for Holders of Full-time Public Office) Determination (No. 2) 2023*

Remuneration Tribunal (Remuneration and Allowances for Holders of Part-time Public Office) Determination (No. 2) 2023*

Remuneration Tribunal (Specified Statutory Offices—Remuneration and Allowances) Determination (No. 2) 2023*

Remuneration Tribunal (Principal Executive Offices—Classification Structure and Terms and Conditions) Determination (No. 2) 2023*

Remuneration Tribunal (Judicial and Related Offices—Remuneration and Allowances) Determination (No. 2) 2023*

Remuneration Tribunal (Departmental Secretaries—Classification Structure and Terms and Conditions) Determination (No. 2) 2023*

Remuneration Tribunal (Members of Parliament) Determination (No. 2) 2023*

Remuneration Tribunal (Remuneration and Allowances for Holders of Full-time Public Office) Determination 2024*

Remuneration Tribunal (Remuneration and Allowances for Holders of Part-time Public Office) Determination 2024*

Remuneration Tribunal (Specified Statutory Offices—Remuneration and Allowances) Determination 2024*

Remuneration Tribunal (Principal Executive Offices—Classification Structure and Terms and Conditions) Determination 2024*

Remuneration Tribunal (Judicial and Related Offices—Remuneration and Allowances) Determination 2024*

Remuneration Tribunal (Departmental Secretaries—Classification Structure and Terms and Conditions) Determination 2024*

Remuneration Tribunal (Members of Parliament) Determination 2024*

Remuneration Tribunal (Official Travel) Determination 2023

Remuneration Tribunal (Members of Parliament) Amendment Determination (No. 1) 2023

Remuneration Tribunal (Members of Parliament) Amendment Determination (No. 2) 2023

Remuneration Tribunal Amendment Determination (No. 4) 2023

Remuneration Tribunal Amendment Determination (No. 5) 2023

Remuneration Tribunal Amendment Determination (No. 6) 2023
Remuneration Tribunal Amendment Determination (No. 7) 2023
Remuneration Tribunal Amendment Determination (No. 8) 2023
Remuneration Tribunal Amendment Determination (No. 9) 2023
Remuneration Tribunal (Department Secretaries—Classification Structure and Terms and Conditions) Amendment Determination 2023
Remuneration Tribunal Amendment Determination (No. 1) 2024
Remuneration Tribunal Amendment Determination (No. 2) 2024
Remuneration Tribunal Amendment Determination (No. 3) 2024
Report: Report on Ministerial Salaries Salary Additional to the Parliamentary Base Salary—July 2023
Statement: Report on Ministerial Salaries—Salary Additional to the Parliamentary Base Salary—July 2023
Statement: 2023 Travel Allowance Review Statement
Statement: Remuneration Tribunal (Members of Parliament) Determination (No. 2) 2023—Reasons for Determination
Statement: Remuneration Tribunal (Members of Parliament) Amendment Determination (No. 1) 2023—Reasons for Determination
Statement: Remuneration Tribunal (Members of Parliament) Amendment Determination (No. 2) 2023—Reasons for Determination
Statement: 2023 Remuneration Review Statement—Adjustment
Statement: 2024 Remuneration Review Statement
Statement: 2024 Parliamentary Remuneration and Expenses
Statement: Remuneration Tribunal (Members of Parliament) Determination 2024—Reasons for Determination

*These documents are principal determinations.

Copies of these documents can be obtained from the:

Tribunal's website: www.remtribunal.gov.au

Tabling Office of the Senate or the House of Representatives

Federal Register of Legislation website: www.legislation.gov.au

Appendix B: Variations to bodies and offices determined in 2023–24

Full-time offices

New

Defence Family Advocate, Defence Families of Australia
Chair, Emissions Reduction Assurance Committee
Chief Commissioner, Infrastructure Australia
Inspector-General of Aged Care
Jobs and Skills Australia Commissioner
Jobs and Skills Australia Deputy Commissioner
Chair, Net Zero Economy Agency
Chief Executive Officer, Parliamentary Workplace Support Service
Associate Director, Professional Services Review

Renamed

Chief Executive Officer, Asbestos and Silica Safety and Eradication Agency (formerly, Chief Executive Officer, Asbestos Safety and Eradication Agency)
Chief Executive Officer, Housing Australia (formerly Chief Executive Officer, National Housing Finance and Investment Corporation)
Chief Executive Officer, Independent Health and Aged Care Pricing Authority (formerly, Chief Executive Officer, Independent Hospital Pricing Authority)
Chief Executive Officer, Workplace Gender Equality Agency (formerly, Director Workplace Gender Equality)

Removed from the determination

Jobs and Skills Australia Director
Chief Executive Officer, North Queensland Water Infrastructure Authority

Part-time offices

New

Chair, Deputy Chair and Member, Australia's Economic Accelerator Advisory Board
Chair, Deputy Chair and Member, Australian Research Council

Chair and Member, Bundanon Trust

Chair and Member, Creative Workplaces Council

Deputy Chair Aged Care Pricing, Independent Health and Aged Care Pricing Authority

Member (non-Board member), Independent Health and Aged Care Pricing Authority Aged Care Advisory Committee

Commissioner, Infrastructure Australia

Chair and Member, Jobs and Skills Australia Ministerial Advisory Board

Member, Music Australia Council

Chair, Deputy Chair and Member, National Housing Supply and Affordability Council

Chair and Member, Nature Repair Committee

Chair, Member and Member (former judicial officer), Parliamentary Workplace Support Service Advisory Board

Renamed

Chair and Member, Asbestos and Silica Safety and Eradication Council (formerly the Asbestos Safety and Eradication Council)

Chair, Deputy Chair and Member, Australia Council Board (formerly the Australia Council)

Chair and Member, Creative Australia Strategy Panels (formerly the Australia Council, Sector Strategy Panels)

Chair and Member, Housing Australia (formerly the National Housing Finance and Investment Corporation)

Chair and Member, Independent Health and Aged Care Pricing Authority Clinical Advisory Committee (formerly the Independent Hospital Pricing Authority Clinical Advisory Committee)

Chair, Deputy Chair Hospital Pricing and Member, Independent Health and Aged Care Pricing Authority (formerly the Independent Hospital Pricing Authority)

Inspector-General of Animal Welfare and Live Animal Exports (formerly the Inspector-General of Live Animal Exports)

Chair and Member, Medical Devices and Human Tissue Advisory Committee (formerly the Prostheses List Advisory Committee)

Removed from the determination

Member, Australia Council, Peer Assessment Panels

Chair, Deputy Chair and Member, Creative Partnerships Australia

Chair and Member, Prime Ministerial Advisory Council on Veterans' Mental Health

Principal Executive Offices

New

Chief Executive Officer, National Reconstruction Fund Corporation

Appendix C: Secretariat

The Tribunal is supported by a Secretariat staffed by employees of the APSC.

The Secretariat can be contacted in writing, by email or telephone:

Secretary

Remuneration Tribunal Secretariat

GPO Box 419

Canberra ACT 2601

Email: enquiry@remtribunal.gov.au

Telephone: 02 6202 3930

This annual report is available on the Tribunal's website:

www.remtribunal.gov.au

