



Remuneration Tribunal

2025 Review of Remuneration for Holders of Public Office

Statement

Decision

The Tribunal has decided to increase remuneration by 2.4% for public offices in its jurisdiction. This increase applies from 1 July 2025.

Reasons

In conducting its review of remuneration, the Tribunal took account of:

- economic conditions in Australia
- past and projected movements in remuneration in the private and public sectors
- the outcome of the wage reviews undertaken by the Fair Work Commission (FWC).

Indicators and sources of information considered included the:

- Consumer Price Index (CPI) – annual CPI inflation to March 2025 was 2.4%, a continued moderation from the peak of 7.8% in December 2022 and unchanged from the December 2024 quarter.
- Unemployment and participation rate – the unemployment rate stood at 4.1% in April 2025, with participation holding steady at 67%.
- Interest rate – the Reserve Bank of Australia (RBA) cut the cash rate by a quarter point to 3.85% in May 2025. The cut represents the second reduction in 2025 after previous rate increases aimed at curbing inflation.
- Wage Price Index (WPI) – for the year to March 2025, the WPI rose by 3.4%, with the public sector at 3.6% and the private sector at 3.3%. This was the first time annual wage growth has risen since the June quarter 2024.
- Public Sector Wages Policy – the Government’s Public Sector Workplace Relations Policy 2023 provided an increase of 3.8% from March 2025.
- Average Annualised Wage Increase (AAWI) – the AAWI for federal enterprise agreements approved in the December quarter 2024 was 4.8%. This was up from 3.6% in the September quarter 2024, 4.4% in the December quarter 2023 and the five-year average of 3.2% (December quarter 2019 to December quarter 2024).
- FWC Annual Wage Review – on 3 June 2025, the FWC awarded a 3.5% increase to the national minimum wage and all modern award wage rates, effective from 1 July 2025.
- Published material available from the Government, the RBA, and the Australian Bureau of Statistics, including the Government’s Budget outlook and RBA statement on monetary policy.

The Tribunal notes the domestic economy is continuing to stabilise following a period of elevated inflation and that many Australians continue to experience financial challenges.

In the current economic context, the Tribunal considers an increase of 2.4% appropriate. This adjustment reflects a measured approach, balancing the need for restraint given economic conditions with the recognition of the upward pressure on household costs since the Tribunal’s 2024 review.

Implementation

Determinations reflecting the Tribunal's decision will be available on the Tribunal's website after they are registered on the Federal Register of Legislation.

Background

The Tribunal's obligations, under sub-sections 7(3) and 8(1)(b) of the *Remuneration Tribunal Act 1973* and sections 14 and 45 of the *Parliamentary Business Resources Act 2017*, are to make determinations in respect of remuneration for various offices within its jurisdiction at periods of not more than one year. The Tribunal must consider the outcome of the Annual Wage Review of the Fair Work Commission in its deliberations. The Tribunal last issued principal determinations in July 2024.

Adjustments arising from the Tribunal's review apply to the broad spectrum of offices in the Tribunal's determinative jurisdiction including the most senior offices in the public service and statutory agencies, certain government-owned businesses, Departmental Secretaries, the federal judiciary, numerous part-time offices and parliamentarians.

The Tribunal completed its last review of remuneration for public offices in its jurisdiction in June 2024 and determined an adjustment of 3.5% would apply from 1 July 2024. The following table sets out the Tribunal's general adjustment decisions since 1 July 2016.

Effective date	Remuneration Tribunal increase
1 July 2016	0.0%
1 July 2017	2.0%
1 July 2018	2.0%
1 July 2019	2.0%
1 July 2020	0.0%
1 July 2021	0.0%
1 July 2022	2.75%
1 July 2023	4.0% (all offices except Members of Parliament)
1 September 2023	4.0% (Members of Parliament)
1 July 2024	3.5%
1 July 2025	2.4%

The remuneration increases the Tribunal has awarded to offices in its jurisdiction over the past decade have been relatively modest. Including the current decision, the cumulative total of remuneration increases awarded by the Tribunal since 2016 amounts to 18.65%. In contrast, remuneration increases more generally in the public and private sectors (based on overall March WPI data from 2016 - 2025) equate to 25.6%.

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11 June 2025

Enquiries may be directed to the Tribunal via its Secretariat at enquiry@remtribunal.gov.au