



# REMUNERATION TRIBUNAL

ANNUAL REPORT 2024–25

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The document must be attributed as the *Remuneration Tribunal Annual Report 2024–25*.



## REMUNERATION TRIBUNAL

3 September 2025

Senator the Hon Katy Gallagher  
Minister for the Public Service  
Parliament House  
CANBERRA ACT 2600

Dear Minister

Please find enclosed the Remuneration Tribunal's Annual Report 2024–25. The report covers the activities of the Tribunal during the year ended 30 June 2025.

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 'Heather Zampatti'.

Heather Zampatti  
MEMBER

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

Stephen Conry AM  
MEMBER

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## President's overview

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In the financial year to June 2025, the Remuneration Tribunal reviewed and determined remuneration arrangements for a range of senior public offices. It also fulfilled its legislated advisory role as required for various 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 with the skills necessary to perform the particular role.

The Tribunal remains cognisant of the restraint required of public sector remuneration, in particular that it should not match the remuneration paid for similar roles in the private sector. It considers the 'non-financial benefits' of public office, such as the ability to shape public policy and to contribute to the public good, as key concerns when setting remuneration for public offices.

### Parliamentarians

During the reporting period, the Tribunal completed its annual inquiry, determinative and reporting obligations under the remuneration and work expenses framework for parliamentarians. It included a new provision in its determination to enable the payment of an allowance to the estate of a parliamentarian who dies while in office. The Tribunal also amended the eligibility requirements for resettlement allowance, so that a parliamentarian who retires involuntarily having lost their seat due to an electoral boundary redistribution is eligible to receive the allowance.

### 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 annually. 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.

The 2025 Remuneration Review was undertaken in a period of continuing economic challenge, albeit with some positive indicators. Data from the Australian Bureau of Statistics and the Reserve Bank of Australia, and the outcome of the Fair Work Commission's annual wage review, contributed to the Tribunal's decision to maintain modest growth in remuneration for statutory offices. On 11 June 2025, the Tribunal announced its decision to increase remuneration for public offices by 2.4% with effect from 1 July 2025.

## **Policy review program**

The Tribunal is responsible for setting travel allowances for offices in its jurisdiction and may also determine or report on any matter it considers to be significantly related to remuneration. As such, it has policies and guidelines that require regular attention so they remain fit for purpose.

During the reporting year, the Tribunal reviewed its policy on geographic relocations, updating its guideline on office holder work location. The updated guideline reinforces the Tribunal's expectation that appointees will relocate to take up their appointment. It also makes clear that employing authorities may approve multiple work localities where appropriate, negating the need for relocation. The guideline emphasises that any approval of accommodation assistance or reunion travel assistance will be limited to exceptional circumstances. The Tribunal also investigated the rates of accommodation assistance and agreed that the current maximum limits remained appropriate.

During the reporting year the Tribunal started 2 further reviews. The first concerns the class of travel to which office holders are entitled for both international and domestic flights. The second is of the fees determined for the offices of Deputy Chair of a number of boards and councils. I look forward to detailing the outcomes of both reviews in the next annual report.

## **Engagement**

The Tribunal continues to strengthen its engagement with other bodies, such as the Judicial Remuneration Coordination Group. Work is underway to expand its agenda and remit to better focus on best-practice sharing. Ties are being strengthened with the Independent Parliamentary Expenses Authority and the Department of Finance, to ensure the Parliamentary Business Resources framework continues to operate effectively.

## **Tribunal membership**

The Tribunal operated with full membership throughout the reporting year.

I am grateful for the support and counsel provided by Ms Heather Zampatti and Mr Stephen Conry AM, the other members of the Tribunal. I acknowledge the considerable expertise and commitment they bring to this work.

The Tribunal is supported by a small Secretariat staffed with employees of the Australian Public Service Commission. In 2025, the Tribunal welcomed Mr Matthew Bowd to the role of Secretary to the Tribunal. We are delighted with the extensive experience and expertise Mr Bowd brings to the group which continues to capably and effectively support the Tribunal's work program. I extend my gratitude to each member of the Secretariat for their loyalty, dedication and efforts.

**Holly Kramer**

President

# 1. Introduction to the Tribunal

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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. 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 considers the:

- attributes of the office, including its functions, powers, responsibilities and accountabilities
- complexity and scope of the office, including the size of the budget and workforce managed
- characteristics, skills, experience or qualifications required of the office holder
- remuneration of similar public offices
- submissions concerning the appropriate level of remuneration
- non-financial rewards associated with the office, including the status of holding the office.

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

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The Remuneration Tribunal Act establishes the Tribunal with 3 part-time members appointed by the Governor-General. Tribunal membership is managed by the Department of the Prime Minister and Cabinet.

The Tribunal operated with 3 members throughout this year. 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. In 2025, she was awarded an Honorary Doctorate of Letters from Western Sydney University for her leadership in business and advocacy for women in leadership.

Ms Kramer's 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). She also chairs board committees, including People/Remuneration (ANZ, FSF) and Sustainability (WOW).

Ms Kramer is Chair of the McKinnon Foundation, a Member of the Bain & Company Advisory Council, and a Senior Advisor at Pollination Group, a climate investment and advisory firm. Her previous governance roles include Australia Post Deputy Chair and Remuneration Chair, and Western Sydney University Pro-Chancellor. Ms Kramer had also held director positions with Nine Entertainment, Abacus Property, the Alannah & Madeline Foundation and the GO Foundation.

In her executive career, Ms Kramer was Chief Executive Officer of retailer Best & Less and she held senior roles at Telstra, Ford Motor Company and Pacific Brands. She is the recipient of the Sir Charles McGrath Award for a distinguished career in Marketing and has degrees from Yale University (BA, Hons) and Georgetown University (MBA).

### **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, Chairman of Charter Hall Group, and Chairman of the Games Independent Infrastructure and Coordination Authority for the 2032 Brisbane Olympics. 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. 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 Conroy 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.

## **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, and she sits on the Council of Edith Cowan University and is a member of the University's Resources Committee. Ms Zampatti also sits on the boards of Evion Group (Chair), Theatre 180, the University Club of Western Australia, and the Australian Securities and Investment Commission's Financial Services Consultative Committee. Ms Zampatti is a former Chair of Lotterywest and the Princess Margaret Hospital Foundation. She is 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, the Financial Sector Advisory Council, and the Western Australian Cricket Foundation.

### 3. The work of the Tribunal

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During 2024–25, the Tribunal convened formally on 8 occasions. It also held meetings with a range of interested parties and considered several matters out of session.

The Tribunal formalised its decisions in 19 determinations during the reporting year.

#### 3.1. Annual adjustment

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.

On 11 June 2025, the Tribunal announced the outcome of its 2025 general review of remuneration, to have effect on 1 July 2025. As with previous decisions, the Tribunal considered the outcome of the annual wage reviews of the Fair Work Commission, economic conditions in Australia, and past and projected movements in remuneration in the private and public sectors. The Consumer Price Index and Wage Price Index were among other indicators and sources of information considered during the review.

The Tribunal's 2025 decision was to increase remuneration by 2.4% 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/2025-remuneration-review-statement>

The Tribunal's annual review decision was implemented in these determinations:

- Remuneration Tribunal (Remuneration and Allowances for Holders of Full-time Public Office) Determination 2025
- Remuneration Tribunal (Remuneration and Allowances for Holders of Part-time Public Office) Determination 2025
- Remuneration Tribunal (Specified Statutory Offices—Remuneration and Allowances) Determination 2025
- Remuneration Tribunal (Principal Executive Offices—Classification Structure and Terms and Conditions) Determination 2025
- Remuneration Tribunal (Judicial and Related Offices—Remuneration and Allowances) Determination 2025
- Remuneration Tribunal (Departmental Secretaries—Classification Structure and Terms and Conditions) Determination 2025
- Remuneration Tribunal (Members of Parliament) Amendment Determination (No. 2) 2025.

## 3.2. Full-time public offices

### The framework

Under the Remuneration Tribunal Act, the Tribunal is responsible for inquiring into and determining remuneration for full-time public offices, including the offices referred to as 'specified statutory offices'. The Tribunal determines full-time office holders' remuneration as 'total remuneration' — a figure that covers cash salary, superannuation and other benefits.

The Tribunal determines the recreation leave entitlements for holders of relevant full-time offices. Relevant full-time 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.

Most full-time offices are statutory offices.

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During the reporting period, the Tribunal received and considered submissions on remuneration, conditions and allowances for new and established full-time offices.

As at 30 June 2025, there were 186 offices remunerated under the Tribunal's principal determination for holders of full-time offices. Six additional full-time offices were included in the determination during 2024–25. Five of these were established by legislation. One office was established as the head of an Executive Agency created under the *Public Service Act 1999* (Cth). During the reporting year, 3 full-time offices were removed from the determination.

During the reporting period, the Tribunal added the defined benefit division of UniSuper to the superannuation provisions of its full-time office holder determination. This enables office holders to maintain their defined benefit UniSuper membership while appointed to public office, where the employing organisation has a Deed of Covenant with the fund. In addition, the Tribunal determined personal superannuation salaries for 4 office holders, ensuring their superannuation salary was maintained for their defined benefit fund.

Recreation leave entitlements for relevant full-time offices are in Remuneration Tribunal (Recreation Leave for Holders of Relevant Offices) Determination 2018. No changes were made to this determination during the reporting period.

### 3.3. Part-time public offices

#### The framework

Appointments to a wide range of public offices are made on a part-time basis. 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.

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As at 30 June 2025, the principal determination — Remuneration Tribunal (Remuneration and Allowances for Holders of Part-time Public Office) Determination 2025 — 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 9 newly established bodies. It considered submissions concerning the remuneration of part-time offices of 6 existing bodies, and established remuneration for the office of Deputy Chair for 4 existing bodies. The part-time offices of 3 bodies were removed from the determination.

### 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) and the terms and conditions applicable to each classification in the structure.

The Minister responsible for the Tribunal has the power to make declarations concerning PEOs, having taken into account the advice of the Tribunal. The Minister may declare an office to be a PEO, the classification to which the PEO is assigned and the PEO's employing body. The Minister may also determine starting 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 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 some cases performance pay has been absorbed into fixed remuneration. This is particularly in circumstances where 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>

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During 2024–25, the Tribunal considered the remuneration of one PEO, the Managing Director of the Special Broadcasting Service.

### 3.5. Departmental secretaries

#### The framework

The Tribunal is responsible for determining the classification structure for departmental secretary remuneration and places each secretary office at levels within that structure.

The Tribunal determines the total remuneration for the Secretary of the Department of the Prime Minister and Cabinet (PM&C) and the Secretary of the Department of the Treasury.

The Secretary of PM&C, in consultation with the President of the Tribunal and the Australian Public Service Commissioner, makes an instrument allocating the remaining secretaries to pay points, representing the total remuneration for each office, within the classification structure.

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.

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The Departmental Secretaries (Classification Structure and Terms and Conditions) Determination 2025 was made on 18 June 2025. This implemented the Tribunal's annual review decision and took into account amendments made to the Administrative Arrangements Order (AAO) by the Governor-General in May 2025.

The Tribunal considered the roles and responsibilities of each office as outlined in the AAO and agreed to assign the offices of Secretary of the Attorney-General's Department and Secretary of the Department of Social Services to Level 4 in the classification structure. These offices were previously assigned to Level 3. The determination also updated the names of departments in line with the AAO.

## 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 Tribunal's role varies between offices. Depending on the type of office, remuneration may be expressed as base (annual) salary or as 'total remuneration'. The Tribunal determines vehicle allowances for the judiciary. It also determines recreation leave for judges of Division 2 of the Federal Circuit and Family Court of Australia and full-time office holders listed in the judicial and related offices determination. In addition, the Tribunal determines an allowance paid in lieu of travel allowance to justices of the High Court of Australia who do not establish their principal place of residence in Canberra.

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During 2024–25, the Tribunal implemented 3 decisions concerning judicial and related offices. These decisions:

- determined remuneration and travel tier for 8 offices associated with the new Administrative Review Tribunal in October 2024
- increased the base salary and recreational leave entitlements of judges of Division 2 of the Federal Circuit and Family Court of Australia, with effect from 1 July 2024 and 1 January 2025 respectively
- provided a personal superannuation salary for the newly appointed Registrar of the High Court of Australia to ensure their superannuation salary was maintained in line with superannuation fund rules.

### The Judicial Remuneration Coordination Group

The Judicial Remuneration Coordination Group met in May 2025. Representatives from state and territory remuneration tribunals attended to discuss matters of common interest.



### 3.7. Matters significantly related to remuneration

#### The framework

Under the Remuneration Tribunal Act, the Tribunal may determine or report on any matter it considers to be significantly related to remuneration for public offices. Official travel, geographic relocation, and compensation for loss of office are considered matters significantly related to remuneration. These entitlements do not form part of the total remuneration determined for an office.

#### Official travel

The general travel provisions for offices in the Tribunal's determinative jurisdiction are set out in a single determination – the Remuneration Tribunal (Official Travel) Determination 2024. This determination provides for travel allowances and class of travel in 3 tiers. The remuneration determinations for each group of offices specify the travel tier applicable to an office and may contain specific travel-related provisions for an office or group of offices.

#### Geographic relocation

The Tribunal may approve the reimbursement of accommodation and/or reunion travel costs, up to certain annual limits, for an office holder who does not relocate their principal place of residence to their office locality. The Tribunal's guideline on office holder work location outlines its position in detail.

Standard accommodation support and family reunion provisions are included in the departmental secretaries determination.

#### Compensation for loss of office

The Tribunal has determined compensation for loss of office for holders of relevant full-time offices (including specified statutory offices), PEOs and non-judicial offices supporting courts and tribunals. The provisions relating to full-time office holders and non-judicial offices are in Remuneration Tribunal (Compensation for Loss of Office for Holders of Certain Public Offices) Determination 2018. The principal determinations for PEOs and secretaries include specific loss of office provisions.

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The main developments during the reporting period about matters significantly related to remuneration are detailed below.

## **Official travel**

The Tribunal determined revised travel allowance rates for office holders effective 25 August 2024 by issuing Remuneration Tribunal (Official Travel) Determination 2024. As in previous years, the travel allowance and motor vehicle allowance rates are based on the amounts published by the Australian Taxation Office.

## **Geographic relocation**

During 2024–25, the Tribunal updated its guidance on accommodation and reunion travel assistance. The guidance applies where a person is offered a full-time appointment in a geographic locality that differs from their principal place of residence.

The updated guideline reinforces the Tribunal's expectation that appointees will relocate to take up their appointment. It also makes clear that employing authorities may approve multiple work localities where appropriate, negating the need for relocation. The guideline emphasises that while reasonable relocation costs may be approved by the employing body, the Tribunal's approval of accommodation and/or reunion travel assistance (for those not relocating their principal place of residence) is limited to exceptional circumstances.

The Tribunal reviewed the limits for accommodation assistance and agreed to maintain the maximum accommodation assistance rates of \$40,000 per annum for Sydney and \$34,500 per annum for all other locations.

During the reporting year, the Tribunal considered and approved short-term accommodation and reunion travel assistance for the President of the Australian Human Rights Commission and the Auditor-General for Australia. It agreed to requests to remove assistance for the Race Discrimination Commissioner and the Human Rights Commissioner.

## **Compensation for loss of office**

No changes were made to compensation for loss of office arrangements during 2024–25.

## 3.8. Parliamentarians

### The framework

The Remuneration Tribunal's functions in relation to parliamentary offices are set out in the Parliamentary Business Resources Act.

### 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 least once each year. Unlike 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](http://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. In the case of ministers of state the additional salary is known as 'ministerial salary', and for parliamentary office holders, '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 Australian 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, 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. Since December 2024, the Tribunal has determined an allowance to be paid to the estate of a member who dies in office.

## **Matters outside the Tribunal's determinative powers**

The Tribunal does not determine all resources available to parliamentarians. It reports on and makes recommendations to the Special Minister of State about a range of work expense and domestic travel-related provisions.

Matters relating to the provision of support for members of parliament that are outside the Tribunal's jurisdiction are decided by the Australian Government through the Special Minister of State or by Parliament, under this 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.*

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## **Base salary for parliamentarians**

Consistent with its remuneration review statement of 11 June 2025, the Tribunal decided to increase the base salary for parliamentarians by 2.4% from 1 July 2025.

During the reporting period, the Tribunal completed its inquiries into the remaining matters for current members of parliament. It also completed its inquiries into the remuneration and allowances for former parliamentarians set out in its Members of Parliament Determination.

## **Additional salary for ministers and parliamentary office holders**

Under 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 2024, the Tribunal completed its inquiry and reported to the Assistant Minister for the Public Service that it did not consider any alterations desirable. It also reported that the rates of additional salaries payable to ministers of state, expressed as a percentage of parliamentary base salary, should be maintained at the same percentage rates.

## Other allowances and work expenses provisions

### *Official travel*

In August 2024, 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) Amendment Determination (No. 1) 2024 to implement this decision. As in previous years, the travel allowance and motor vehicle allowance rates are based on the amounts published by the Australian Taxation Office.

In June 2025, the Tribunal reported to the Special Minister of State that it had completed its annual inquiry into domestic travel expenses and the travel allowance provisions included in the Parliamentary Business Resources Regulations 2017, as required by the Parliamentary Business Resources Act. The Tribunal reported that it did not consider further changes were necessary.

### *Deceased member allowance*

The Parliamentary Business Resources Act was amended in May 2024 to confer additional annual inquiry obligations on the Tribunal in respect of allowances payable on the death of a member. In December 2024, the Tribunal inquired into this matter and determined a new deceased member allowance. The Tribunal issued Remuneration Tribunal (Members of Parliament) Amendment Determination (No. 2) 2024 to implement this decision.

In determining the allowance, the Tribunal considered a range of factors. These included recognition of a parliamentarian's term of service, that benefits available to former members cannot be paid to a bereaved family, and that, unlike most Australian workers, parliamentarians do not accrue leave during their time in Parliament.

### *Resettlement allowance*

In March 2025, the Tribunal amended the eligibility criteria for resettlement allowance. It included the circumstance where a person was a member of the House of Representatives for an electoral division that ceases to exist due to a redistribution of electoral divisions, and the former member does not contest the election immediately following the redistribution. The Tribunal issued Remuneration Tribunal (Members of Parliament) Amendment Determination (No. 1) 2025 to implement this decision.

### 3.9. Advisory functions

#### **The framework**

The Remuneration Tribunal Act requires the Tribunal to provide advice to the presiding officers of each House of Parliament before the presiding officers determine the terms and conditions, including remuneration and allowances, of a number of offices created in the *Parliamentary Service Act 1999* (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.

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During 2024–25, the Tribunal provided advice on remuneration matters for the Vice-Chancellor of the Australian National University.

## 4. Financial matters

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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

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Nil.

## 6. Legislative requirements

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### 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 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](http://www.remtribunal.gov.au/freedom-information)

## **6.5 Legislation Act 2003 (Cth)**

The Tribunal's determinations are legislative instruments for the purposes of the Legislation Act.

They 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.

## **7. Corrections**

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The 2022–23 and 2023–24 reports incorrectly reported Mr John Conde AO's term as President of the Tribunal began in June 2008. Mr Conde's term as President began in June 2003.



## Appendix A: Determinations and reports for 2024–25

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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 2025\*

Remuneration Tribunal (Remuneration and Allowances for Holders of Part-time Public Office) Determination 2025\*

Remuneration Tribunal (Specified Statutory Offices—Remuneration and Allowances) Determination 2025\*

Remuneration Tribunal (Principal Executive Offices—Classification Structure and Terms and Conditions) Determination 2025\*

Remuneration Tribunal (Judicial and Related Offices—Remuneration and Allowances) Determination 2025\*

Remuneration Tribunal (Departmental Secretaries—Classification Structure and Terms and Conditions) Determination 2025\*

Remuneration Tribunal (Official Travel) Determination 2024\*

Remuneration Tribunal (Members of Parliament) Amendment Determination (No. 1) 2024

Remuneration Tribunal (Members of Parliament) Amendment Determination (No. 2) 2024

Remuneration Tribunal (Members of Parliament) Amendment Determination (No. 1) 2025

Remuneration Tribunal (Members of Parliament) Amendment Determination (No. 2) 2025

Remuneration Tribunal Amendment Determination (No. 4) 2024

Remuneration Tribunal Amendment Determination (No. 5) 2024

Remuneration Tribunal Amendment Determination (No. 6) 2024

Remuneration Tribunal Amendment Determination (No. 7) 2024

Remuneration Tribunal Amendment Determination (No. 8) 2024

Remuneration Tribunal Amendment Determination (No. 1) 2025

Remuneration Tribunal Amendment Determination (No. 2) 2025

Remuneration Tribunal Amendment Determination (No. 3) 2025

Report: Report on Ministerial Salaries Salary Additional to the Parliamentary Base Salary—July 2024

Statement: Report on Ministerial Salaries—Salary Additional to the Parliamentary Base Salary—July 2024

Statement: 2024 Travel Allowance Review

Statement: Remuneration Tribunal (Members of Parliament) Amendment Determination (No. 1) 2024—Reasons for Determination

Statement: Remuneration Tribunal (Members of Parliament) Amendment Determination (No. 2) 2024 – Reasons for Determination

Statement: Remuneration Tribunal (Members of Parliament) Amendment Determination (No. 1) 2025—Reasons for Determination

Statement: Remuneration Tribunal (Members of Parliament) Amendment Determination (No. 2) 2025—Reasons for Determination

Statement: 2025 Remuneration Review

Statement: 2025 Parliamentary Remuneration and Expenses

\*These documents are principal determinations.

Copies of these documents can be obtained from the:

Tribunal's website: [www.remtribunal.gov.au](http://www.remtribunal.gov.au)

Tabling Office of the Senate or the House of Representatives

Federal Register of Legislation website: [www.legislation.gov.au](http://www.legislation.gov.au)

## Appendix B: Variations to bodies and offices determined in 2024–25

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### Full-time offices

#### New

Complaints Commissioner, Aged Care Quality and Safety Commission

Australian Anti-Slavery Commissioner

Digital ID Data Standards Chair

Illicit Tobacco and E-Cigarette Commissioner

National Commissioner, National Commission for Aboriginal and Torres Strait Islander Children and Young People

Chief Executive Officer, Net Zero Economy Authority

#### Reviewed

Chief Executive Officer, Australian Research Council

Director-General, Australian Safeguards and Non-Proliferation Office

Data Standards Chair

eSafety Commissioner

Merit Protection Commissioner

#### Removed from the determination

Chief Executive Officer, National Mental Health Commission

Head, National Suicide Prevention Office

Chair, Net Zero Economy Agency

### Part-time offices

#### New

Deputy Chair, Australian Film, Television and Radio School

Deputy Chair, Australian Rail Track Corporation

Deputy Chair, Australian Renewable Energy Agency

Co-Chair and Member, Creative Australia First Nations Board

Member, Creative Australia Writing Australia Council

Chair and Member, Cyber Incident Review Board

Co-Chair and Member, Family and Injured Workers Advisory Committee

Chair, Deputy Chair and Member, Government Services Independent Advisory Board

Chair Commissioner and Commissioner, Independent Parliamentary Standards Commission

Deputy Chair, National Museum of Australia

Chair and Member, Net Zero Economy Authority

Member, Reserve Bank of Australia Monetary Policy Board

Chair, Deputy Chair and Member, Reserve Bank of Australia Governance Board

### **Reviewed**

Chair and Member, Administrative Review Council

Chair and Member, Australian Bravery Decorations Council

Chair, Deputy Chair and Member, Coal Mining Industry (Long Service Leave Funding) Corporation

Chair and Member, Cotton Research and Development Corporation

Chair and Member, Council for the Order of Australia

Chair and Member, National Emergency Medal Committee

### **Renamed**

Food and Grocery Industry Code – Code Supervisor (formerly, Independent Reviewer appointed under the Food and Grocery Code of Conduct)

Chair and Member, Independent Expert Scientific Committee on Unconventional Gas Development and Large Coal Mining Development (formerly, Chair and Member, Independent Expert Scientific Committee on Coal Seam Gas and Large Coal Mining Development)

### **Removed from the determination**

Co-Chair and Member, Referendum Council

Member, Reserve Bank of Australia

Chair and Commissioner, National Mental Health Commission

## Judicial and Related Offices

### New

President, Administrative Review Tribunal

Non-Judicial Deputy President — Administrative Review Tribunal (salaried)

Senior member — Administrative Review Tribunal (salaried)

General member — Administrative Review Tribunal (salaried)

Principal Registrar — Administrative Review Tribunal (salaried)

Deputy President — Administrative Review Tribunal (sessional)

Senior member — Administrative Review Tribunal (sessional)

General member — Administrative Review Tribunal (sessional)

### Reviewed

Judge, Division 2, Federal Circuit and Family Court of Australia

### Removed from the determination

The following offices of the Administrative Appeals Tribunal were removed from the determination:

President

Deputy President (non-judicial) (full-time office)

Deputy President (part-time office)

Senior member (level 1) (full-time and part-time offices)

Senior member (level 2) (full-time and part-time offices)

Member (level 1) (full-time and part-time offices)

Member (level 2) (full-time and part-time offices)

Member (level 3) (full-time and part-time offices)

Registrar

## Principal Executive Offices

### Reviewed

Managing Director, Special Broadcasting Service

## **Appendix C: Secretariat**

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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](mailto:enquiry@remtribunal.gov.au)

Telephone: 02 6202 3930

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

[www.remtribunal.gov.au](http://www.remtribunal.gov.au)

Media inquiries should be directed to:

Secretary

Remuneration Tribunal Secretariat

Email: [enquiry@remtribunal.gov.au](mailto:enquiry@remtribunal.gov.au)



