



Remuneration Tribunal

Reviews of Remuneration of Departmental Secretaries and Full-time Public Offices

Statement

The Remuneration Tribunal will undertake reviews of remuneration arrangements for Australian Public Service Departmental Secretaries and Full-time Public Offices. The Tribunal has today released a consultation paper as part of its review of Departmental Secretaries. A separate consultation paper relating to Full-time Public Offices will be released later this financial year.

Context

Remuneration for Departmental Secretaries has evolved over several decades in response to changes in work value, complexity and APS-wide remuneration structures. Current arrangements have not been comprehensively examined for nearly 15 years, and the Tribunal considers a full review both timely and appropriate. Similarly, the last comprehensive review of Full-time Public Offices was completed in 2012.

The Tribunal recognises the strong public interest in the remuneration of senior public officials and is committed to ensuring arrangements remain fair, transparent and aligned with contemporary expectations.

Consultation Paper – Departmental Secretaries

The consultation paper outlines the existing Secretary remuneration framework, provides an overview of how remuneration has developed over time, and seeks feedback on whether the current arrangements remain appropriate, effective and fit for purpose.

The Tribunal is inviting written responses on matters including:

- the overall level and structure of remuneration
- remuneration relativities with other senior public offices
- the suitability of associated terms and conditions, including non-remuneration benefits

Responses will directly inform the Tribunal's consideration of whether adjustments to current arrangements are warranted.

Responses close at midnight AEST on 10 June 2026.

Review Process

The Tribunal intends to complete both reviews ahead of its 2027 annual adjustment decision and is minded to keep remuneration arrangements for offices under review unchanged during this period, unless exceptional circumstances arise—for example, where a new office is established and requires an initial remuneration determination pending the outcome of the reviews.

Both reviews will follow an evidence-based approach. This includes analysis of work value, statutory responsibilities, relevant comparator offices, historical remuneration settings and APS structural developments. The Tribunal will consult, consider submissions from interested parties, and apply contemporary governance and remuneration principles to ensure any decisions are robust, transparent and consistent across senior Commonwealth offices.

The consultation paper and information on how to provide a written response are available on the Remuneration Tribunal's [website](#).