



Remuneration Tribunal

# Remuneration of Full-Time Public Offices

Consultation Paper – June 2026



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# Consultation process

## Request for feedback and comments

**Closing date for responses:** Midnight AEST 25 August 2026

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# Remuneration of Full-Time Public Offices

## Introduction

Full-time public offices are typically statutory roles established under Commonwealth law to perform functions in the public interest. As at June 2026, there are 191 full-time public offices in the Remuneration Tribunal's determinative jurisdiction. The roles and duties of these offices vary widely, reflecting the nature and scale of the functions and responsibilities conferred by law. These functions and responsibilities span a broad range of activities, including public administration, regulation, service delivery, oversight and enforcement, the protection of rights, and the stewardship of national systems and resources.

Office holders are generally appointed by the Governor-General or a Minister and operate within a framework of legal authority, public accountability, and, in many cases, statutory independence. Depending on the enabling legislation, they may be accountable to the Government, the Parliament, or both.

The Remuneration Tribunal (Tribunal) has consistently recognised that these roles combine substantial responsibility with important non-financial considerations, including the opportunity to contribute to national outcomes, influence public policy and administration, and hold positions of public trust. These considerations are relevant to the determination of remuneration and distinguish full-time public offices from roles primarily driven by profit or market-based outcomes.

While the significant work value<sup>1</sup> of full-time public offices is widely recognised, there is also strong public interest in ensuring that remuneration arrangements for these roles are fair and robust. A remuneration framework that is well understood, consistent, and defensible is essential to sustaining confidence in the integrity of Commonwealth public office remuneration.

There has not been a comprehensive review of remuneration arrangements for full-time public offices since 2012. The Tribunal considers it timely to examine whether current arrangements remain fit for purpose. This includes assessing whether the framework is internally consistent across a diverse cohort, supports the attraction and retention of individuals of appropriate calibre, and is transparent, consistent, and publicly defensible. The review also seeks to ensure that remuneration arrangements support integrity and maintain public confidence in senior public office remuneration over time.

## Request for written responses

The Tribunal invites written responses on whether remuneration arrangements for full-time public offices are appropriate. Responses may be provided until 25 August 2026.

A set of discussion questions is provided to guide feedback. Submitters are not required to answer every question and are welcome to respond only to those that are relevant to their

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<sup>1</sup> For the purposes of this paper, references to work value are used as a shorthand to describe the Tribunal's holistic assessment of the inherent demands, responsibilities, authority and impact of an office, having regard to both financial and non-financial considerations relevant to public office.

experience or interests. Those providing a response are also encouraged to include any additional insights or information they consider relevant to the review.

To assist the Tribunal in reviewing responses, it would appreciate receiving them in Microsoft Word or PDF format. Submissions should be made in accordance with the [Tribunal's guidelines for responding to consultation](#), which includes important information about the publication, use, confidentiality and handling of responses.

## Tribunal's role and current remuneration framework

The remuneration of full-time public offices is governed by a legislative framework established under Division 2 of Part II of the *Remuneration Tribunal Act 1973*.

Within this framework, the Tribunal is responsible for inquiring into and determining the remuneration and recreation leave of public offices, as well as inquiring into and determining or reporting on matters significantly related to remuneration. The Tribunal exercises these functions independently. Its determinations are legislative instruments that are registered on the Federal Register of Legislation, tabled in the Parliament and subject to disallowance.

Remuneration and related conditions for full-time public offices are principally set out in the [Remuneration Tribunal \(Remuneration and Allowances for Holders of Full-Time Public Office\) Determination 2026](#) (the Principal Determination) and the [Remuneration Tribunal \(Recreation Leave for Holders of Relevant Offices\) Determination 2018](#) (the Recreation Leave Determination). Together, these determinations give effect to the Tribunal's decisions by establishing a remuneration framework that specifies a total remuneration amount for each office, along with key conditions and entitlements. These include provisions relating to recreation leave, superannuation, remuneration packaging and non-cash benefits. The Principal Determination also provides that remuneration and benefits must not be supplemented outside its terms, reinforcing the integrity and consistency of the system.

Key features of the remuneration framework include:

- **Total remuneration**

Remuneration for full-time public offices is determined on a total remuneration basis. Total remuneration is defined in the Tribunal's determinations and includes the following components:

- salary, allowances, and lump-sum payments;
- non-cash benefits; and
- employer superannuation contributions.

All remuneration components must be accommodated within, and must not exceed, the total remuneration amount determined for the office.

Certain items are explicitly excluded from total remuneration, including official travel expenses, relocation assistance, business support facilities, and compensation for early loss of office. These exclusions reflect the principle that such costs should not be treated as part of an office holder's personal remuneration package, as they represent the reimbursement of costs or other compensatory payments.

The total remuneration framework was introduced to provide a consistent, work value-based measure of remuneration across all offices, while retaining flexibility in how remuneration is structured, including the mix of cash and non-cash benefits. It also enhances transparency compared to earlier component-based models by providing a consolidated measure of remuneration for each office.

Some offices in the Tribunal's jurisdiction are not determined on a total remuneration basis, such as parliamentary offices and judicial offices. This should be considered when comparing levels of remuneration between full-time public offices and other offices in the Tribunal's jurisdiction

- **Remuneration is determined for the office, not the person who holds the office**

Remuneration is determined for the office, rather than the individual. It is aligned with the work value, responsibilities and expectations of the role, such that the remuneration attaching to an office applies to any person appointed to it. This approach supports consistency across the remuneration framework by anchoring outcomes to the assessed value of roles rather than the personal attributes or performance of incumbents. The Tribunal departs from this principle only in exceptional circumstances.

- **Special provisions only where required**

The Principal Determination allows for special provisions in limited circumstances, including the application of loadings to particular offices or individual office holders. These may be used, for example, to preserve remuneration arrangements on appointment or to recognise additional or time-limited duties of an office. Such provisions are exceptional and used sparingly.

- **No performance pay to support independence and integrity**

Performance pay is not available to full-time public office holders. This reflects the nature of these roles, which often involve the exercise of independent statutory authority and carry significant regulatory, legal or policy consequences.

- **Current remuneration as the primary reward**

For office holders who are members of defined benefit superannuation schemes, superannuation salary is generally set at 70% of total remuneration where total remuneration is at or above \$502,180, and 73% where remuneration is below that level.

This means that remuneration arrangements within the Tribunal's jurisdiction are generally less generous from a defined benefit perspective than those applying in parts of the broader public sector, where superannuation is often based on a higher proportion of remuneration.

This approach reflects the principle that the primary reward for work should be delivered through current remuneration rather than deferred benefits. As the Tribunal has previously observed, office holders should be remunerated appropriately for undertaking the responsibilities of their offices "today... rather than tomorrow, through

their retirement benefit”.<sup>2</sup> It seeks to promote greater equity across office holders at the same work value, regardless of superannuation arrangements, and to help ensure that superannuation does not form a disproportionate component of total remuneration or generate excessive long-term liabilities.

- **No role for the Tribunal in appointments or agency management**

The Tribunal does not play a role in appointments, performance management or the administration of office holders. Appointment decisions, performance oversight and operational management remain the responsibility of Ministers, the Government and employing agencies. This separation supports the integrity and independence of the remuneration-setting process.

## Maintaining the remuneration framework

The Tribunal maintains the remuneration framework through two complementary functions:

- determining remuneration for offices; and
- reviewing and adjusting remuneration over time so that it remains appropriate.

The Remuneration Tribunal Act provides the Tribunal with flexibility in how it informs itself and the matters it may consider. In practice, the Tribunal draws on a wide range of inputs, including legislative frameworks, organisational scale and complexity, statutory responsibilities, stakeholder submissions, publicly available information, and its accumulated experience in determining remuneration for public offices.

## Determining remuneration

The Tribunal determines remuneration for full-time public offices based on an assessment of work value and appropriate relativities across the framework. In doing so, it seeks to establish remuneration levels that reflect the responsibilities and expectations of each role, while maintaining consistency across the system.

The Tribunal’s approach is guided by the principle that remuneration should be appropriate to the role, equitable across the system, and sufficient to attract and retain individuals of suitable calibre. These considerations are reflected in a set of overarching principles that inform the Tribunal’s assessment of remuneration, as outlined in Table 1.

In applying these principles, the Tribunal considers a range of factors, including the functions, powers, responsibilities and accountabilities of the office; the scope and complexity of the role; the scale of the organisation or resources overseen; the qualifications and experience required; exposure to risk and the consequences of decision-making; the remuneration of comparable offices; and relevant submissions. The Tribunal also has regard to the non-financial considerations associated with public office, including the opportunity to contribute to national outcomes, influence public policy and administration, and hold positions of public trust.

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<sup>2</sup> Remuneration Tribunal, Review of the Office of Secretary – Report (Part II) (2011) p. 30; Remuneration Tribunal, Remuneration of Public Offices: Full-Time Offices Report (2012), p. 18.

**Table 1 — Principles and factors informing remuneration assessment**

<b>Principle</b>	<b>Description</b>	<b>Key factors considered</b>
Work value (appropriate to the role)	Remuneration reflects the inherent demands, responsibilities and significance of the office	Functions, powers and statutory responsibilities; scope and complexity; scale of operations and resources; exposure to risk and consequences of decision-making; skills, expertise and experience required; level of commitment
Public accountability, authority and impact (with particular emphasis)	The significance of an office is informed by its level of authority, independence and public impact	Degree of statutory independence; public accountability and scrutiny; authority or influence; scale of impact; consequences of decisions
Relativities (equity across the system)	Remuneration is determined with reference to comparable offices to promote consistency and fairness across the framework, recognising the diversity of roles	Remuneration of comparable public offices; relative positioning; alignment with roles of similar responsibility, accountability and impact
Broader context of public office (non-financial rewards)	Remuneration reflects the wider public sector context, including non-financial considerations and the service dimension of these roles	Status and influence; contribution to public outcomes; professional standing; public service motivation

These principles inform the Tribunal’s assessment and the positioning of offices within the framework. The Tribunal does not apply formal weightings to individual factors or principles, but instead exercises judgement in assessing their relative importance in the context of each role.

A key feature of the Tribunal’s approach is the use of relativities across public offices, supporting equitable outcomes by positioning offices relative to one another rather than assessing roles in isolation. Comparator offices considered in this process are discussed further below.

The Tribunal relies on submissions and other information sources to inform its assessment of work value and the appropriate level of remuneration for offices. Submissions are typically provided by Portfolio Ministers, or by departments and employing authorities with responsibility for the relevant offices. Where submissions are provided by parties other than the Portfolio Minister, the Tribunal seeks the views of the relevant Minister as part of its consideration; however, Ministers are not obliged to provide a view or to endorse any submission. The Tribunal makes its determinations independently, having regard to all relevant material before it, which may include publicly available information, further

information sought from submitters, or meetings with relevant parties to support its assessment.

## Reviewing and adjusting remuneration over time

The Tribunal seeks to maintain the appropriateness of the remuneration framework as roles evolve and circumstances change over time. This is achieved through a combination of annual reviews and targeted or periodic reviews.

- **Annual reviews**

Under the Remuneration Tribunal Act, the Tribunal is required to review remuneration at least once each year. In undertaking these reviews, it considers a range of macroeconomic and labour market factors, including inflation, wage growth in the public and private sectors, and the outcome of the Fair Work Commission's Annual Wage Reviews. Where adjustments are determined, they are typically applied across all offices within the Tribunal's jurisdiction to maintain the currency of remuneration levels and relativities.

Over the past decade, the cumulative effect of these adjustments has been below inflation and broader wage movements in the economy. This reflects a measured approach that balances maintaining the currency of remuneration with broader economic conditions. However, it also means that, for some offices, remuneration may have declined in both real terms and relative to broader wage movements, particularly where roles have not been subject to individual review for extended periods.

- **Periodic and targeted reviews**

The Tribunal may undertake periodic or targeted reviews at its own initiative or in response to submissions seeking reconsideration of remuneration. These reviews are typically informed by evidence of material changes to functions, responsibilities or organisational structures, and play an important role in assessing whether remuneration continues to reflect work value and whether relativities across offices remain appropriate.

These processes are supported by information provided through submissions, as well as the Tribunal's own monitoring of developments affecting public offices. In practice, the Tribunal's ability to reassess remuneration outside comprehensive reviews depends significantly on the availability of up-to-date information provided by administering agencies and government, including changes arising from legislative, policy or organisational developments. This reflects the practical limitations on the Tribunal's capacity to independently track such developments across its jurisdiction.

## Comparator offices

Remuneration of other full-time public offices is the primary reference point for assessing relativities across the cohort, supporting consistency by positioning roles within a common framework. While this approach promotes internal consistency, reliance on internal comparisons alone can reinforce historical settings, even where work value, scope or operating context has evolved. This may contribute to incremental drift in relativities and

reduce transparency in how outcomes are derived. The use of appropriate external benchmarks—including positions outside the full-time public office jurisdiction—can mitigate this risk by providing additional reference points and supporting more contextually grounded remuneration decisions.

Departmental Secretaries provide an important upper-bound reference. As the most senior officials in the Australian Public Service (APS), Secretaries operate at the apex of the Commonwealth administrative structure, with whole-of-government responsibilities, significant policy influence, and high levels of accountability and scrutiny. The remuneration arrangements for Secretaries are currently being examined by the Tribunal in parallel to this review.

Remuneration of senior APS roles provides a useful structural comparator for many full-time public offices. While APS arrangements are currently used as comparators for individual offices, the Tribunal is considering a more systematic benchmarking approach as part of this review. This may better support consideration of the wide range of work value across full-time public offices, which span roles comparable to Executive Level classifications through to Senior Executive Service (SES) Bands and, in some cases, Secretary-level responsibilities. Greater alignment with APS structures may reduce reliance on internal relativities and support more consistent remuneration outcomes across the public sector.

Other comparators provide useful context but are not relied upon as primary benchmarks:

- **Other offices in the Tribunal’s jurisdiction** – These differ substantially in nature. For instance, principal executive offices may be influenced by commercial and market dynamics; part-time offices vary widely in scope and workload; and judicial and parliamentary offices operate within distinct constitutional and institutional frameworks.
- **State and Territory roles** – These are difficult to use as direct comparators due to differences in institutional design, governance arrangements and legislative responsibilities. In addition, reliance on State and Territory roles can create a risk of inter-jurisdictional “leapfrogging”, with remuneration decisions in one jurisdiction influencing others and placing upward pressure on outcomes over time.
- **International comparisons** – These present methodological challenges, including differences in roles and institutional arrangements between countries, as well as variations in taxation and remuneration systems, purchasing power and exchange rates, which limit their usefulness for determining specific outcomes.
- **Private sector roles** – While sometimes comparable in scale or complexity, these are generally not considered appropriate benchmarks given their different operating context, including profit orientation, the absence of equivalent public accountability, and differences in the balance of financial and non-financial rewards.

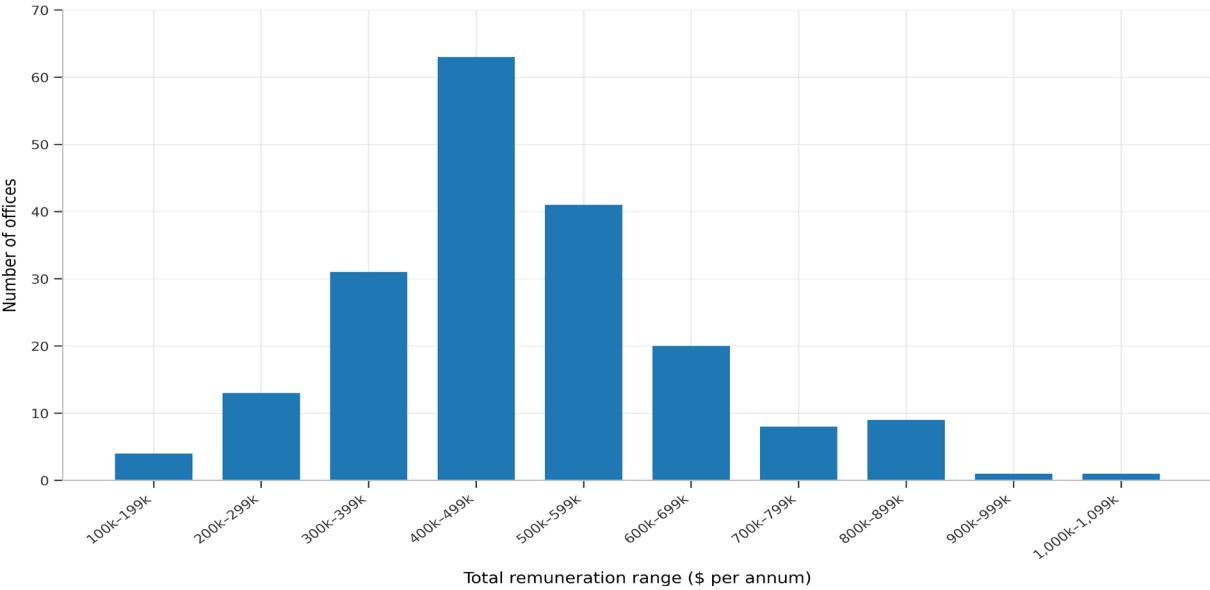
## Level of remuneration

As at June 2026, the Principal Determination covers 191 full-time public offices. These offices are distributed across 36 distinct total remuneration levels, with remuneration ranging from \$144,020 to \$1,004,300. In practice, these operate as implicit tiers, with multiple offices sharing the same remuneration where they are assessed as having comparable work value.

The number of total remuneration levels may complicate the assessment of relativities. There may therefore be merit in considering whether a more structured approach—such as clearer banding or more clearly defined relativities between levels—is desirable. At the same time, it is important that flexibility is maintained so that work value continues to be the primary determinant of remuneration across the full range of offices.

Figure 1 shows that the distribution of offices across these levels is uneven, with a concentration in the middle of the framework. When grouped into \$100,000 bands, approximately 70% of offices fall within total remuneration of \$300,000 to \$600,000 per annum, with relatively few roles at the lower and upper ends.

**Figure 1: Distribution of full-time public offices by total remuneration range**



A complete list of total remuneration for each full-time public office is provided at Annex A. In this review, the Tribunal will examine both the overall remuneration structure and the relative positioning of offices within it.

Consistent with the key features of the remuneration framework outlined above, for office holders who are members of defined benefit superannuation schemes, superannuation salary is set as a proportion of total remuneration and is generally lower than total remuneration for benefit purposes, reflecting the principle that the primary reward for work is delivered through current remuneration rather than deferred benefits.

Full-time public office holders are also entitled to 4 weeks of recreation leave per year. In exceptional cases, specific offices may be granted additional leave.

## Other entitlements and assistance

In addition to total remuneration, full-time public office holders may receive other entitlements and assistance determined by the Tribunal. These arrangements are provided to support the performance of the duties of the office or to meet costs arising from those duties, rather than as personal remuneration. Benefits provided as part of total remuneration—such as vehicles, parking and other packaged benefits—are not addressed in this section.

Key entitlements and assistance include:

- **Travel expenses.** The support provided to office holders when undertaking official duties away from their normal work location is set out in the [Remuneration Tribunal \(Official Travel\) Determination 2025](#). Each office is assigned to one of three travel tiers, which determine both the class of travel and the level of travel allowance payable for overnight stays, with higher tiers generally attracting higher rates. In relation to class of travel, the tiers operate as follows:
  - Tier 1. Highest available class of travel for domestic travel and business class for international travel.
  - Tier 2. Business class travel domestically and internationally, except for travel between Sydney, Melbourne and Canberra, which is limited to economy class.
  - Tier 3. Economy class travel for both domestic and international travel.

As at June 2026, 89 offices (46.6%) are classified as Tier 1, 100 (52.4%) as Tier 2, and 2 (1.0%) as Tier 3. In this review, the Tribunal will consider whether the current allocation of travel tiers to offices is appropriate, including whether travel tiers should be more closely aligned with the work value of each office.

- **Loss of office** – Full-time public office holders may be eligible for compensation where an appointment is terminated prior to expiry of its term. Compensation is calculated at one-third of one month of reference salary for each month of service remaining, subject to a minimum of 4 months' salary and a maximum of 12 months' salary. Entitlement does not arise where the office holder is terminated for misbehaviour or unsatisfactory performance, is unable to perform duties due to physical or mental incapacity, or is offered suitable alternative employment.
- **Accommodation assistance and reunion travel** – Accommodation assistance may be provided where an office holder maintains a principal place of residence in a different locality from the office location. It is provided as reimbursement of qualifying costs, such as commercial accommodation and associated expenses, up to \$40,000 per year in Sydney and \$34,500 in other locations.

Reunion travel may be approved to support travel between the office locality and the office holder's principal place of residence. Travel is typically capped and may be used flexibly, including by family members where appropriate.

Accommodation assistance and reunion travel are provided only where there are compelling reasons to maintain a separate residence and where doing so supports the interests of the Commonwealth. This reflects the Tribunal's position that office holders are expected to relocate to the office locality or, where practicable, adopt flexible work arrangements, including remote working. Where approved, arrangements are time-limited and conditional, reflecting the specific circumstances of each case.

## Specified Statutory Offices

Four full-time public offices—the Chief of the Defence Force, Commissioner of Taxation, Auditor-General for Australia and Australian Statistician—are designated as Specified Statutory Offices (SSOs) and are currently subject to a separate determination:

## [Remuneration Tribunal \(Specified Statutory Offices—Remuneration and Allowances\)](#)

[Determination 2026](#). This separate determination reflects historical arrangements, whereby these offices were moved to a separate framework in around 1999 as early adopters of a total remuneration approach. Other full-time public offices subsequently transitioned to a total remuneration approach around 2002.

As all full-time public offices now operate under a total remuneration approach, the Tribunal is considering incorporating the SSOs into the Principal Determination to improve transparency and consistency across the framework.

The remuneration arrangements for SSOs are being considered as part of the Tribunal's review of Secretary remuneration, recognising that they are part of the cohort of Secretary-like offices with responsibilities and complexity comparable to Secretaries.

## Implementation of any changes

If the Tribunal determines that adjustments to remuneration for full-time public offices or to related entitlements are warranted—whether increases, decreases, or structural changes—the approach to implementation will be an important consideration in ensuring fairness, transparency and administrative practicality.

The appropriate implementation pathway may depend on the nature and magnitude of the change, as well as any interdependencies with other elements of the Tribunal's framework (for example, relativities between offices, broader structural changes, or reforms to non-remuneration benefits).

Where an increase is considered warranted, implementation options include an immediate adjustment, a phased increase over a defined period, or a hybrid approach. Important considerations include managing budgetary impacts for employing authorities, maintaining appropriate relativities between offices, and supporting orderly alignment where multiple roles are affected by related changes.

Where a downward adjustment is considered warranted, one option is an immediate, one-off reduction, under which remuneration is reset to the new level at a single point in time. While this provides clarity and immediate alignment with the Tribunal's decision, it would require grandfathering for current office holders, as existing appointees cannot generally have their remuneration reduced during their term. This would result in a temporary period during which incumbent office holders may receive higher remuneration than new appointees to roles assessed as having the same or higher work value, creating a visible, though time-limited, inconsistency in relativities.

An alternative approach is to maintain existing remuneration levels for current office holders for a defined period, with adjustment occurring in real terms over time through the effects of inflation. This approach avoids the need for formal grandfathering arrangements and may provide a more gradual transition. However, it may also extend the period during which remuneration settings remain out of alignment with the Tribunal's revised assessment. Hybrid approaches—such as a partial immediate adjustment combined with a temporary pause on future increases—may also be considered.

In the case of structural changes or adjustments to non-remuneration benefits, similar implementation options arise, including immediate implementation, phased introduction, or

transitional arrangements designed to preserve continuity for current office holders while progressively moving to the revised framework.

## Discussion questions

1. What are your views on the Tribunal's current remuneration framework, including how it supports transparency, consistency, institutional integrity and, where relevant, the independence of full-time public offices?
2. What are your views on the current processes for determining, reviewing and adjusting remuneration for full-time public offices, including the use of comparator offices? Are there any aspects of these processes that you consider particularly effective or in need of improvement?
3. What feedback or observations do you have regarding remuneration for full-time public offices, including the overall framework and the remuneration of specific offices?
4. What are your views on the current non-remuneration benefits available to full-time public office holders—such as loss of office arrangements, accommodation assistance and travel entitlements? What changes, if any, should be considered?
5. If changes to remuneration or related entitlements were to be made, what factors should guide their implementation, and what approaches would you see as most appropriate?
6. Are there any other issues or matters relating to remuneration for full-time public offices that you consider relevant to this review?

# Attachment A — Remuneration for Full-Time Public Offices

This attachment reproduces the total remuneration levels for Full-Time Public Offices, as set out in the Remuneration Tribunal (Remuneration and Allowances for Holders of Full-time Public Office) Determination 2026.

**Table – Total Remuneration of Full-Time Public Offices (as at June 2026)**

Office	Total remuneration (per year)	Travel tier
Chair, Australian Prudential Regulation Authority	\$1,004,300	1
Australian Public Service Commissioner	\$932,120	1
Chairperson, Australian Competition and Consumer Commission	\$878,760	1
Chairperson, Australian Securities and Investments Commission	\$878,760	1
Director-General, Office of the Special Investigator	\$878,760	1
Solicitor-General	\$878,760	1
Chief Executive Officer, Services Australia	\$847,410	1
Australian Federal Police Commissioner	\$816,000	1
Director-General, Office of National Intelligence	\$816,000	1
Deputy Chair, Australian Prudential Regulation Authority	\$803,440	1
National Anti-Corruption Commissioner	\$803,440	1
Member, Australian Prudential Regulation Authority	\$753,240	1
Director-General of Security, Australian Security Intelligence Organisation	\$753,240	1
Director-General, Australian Signals Directorate	\$753,240	1
Director of Public Prosecutions	\$753,240	1
Australian Border Force Commissioner	\$728,120	1
Director-General, Australian Submarine Agency	\$728,120	1
Chief Executive Officer, National Disability Insurance Agency	\$728,120	1
Deputy Chairperson, Australian Securities and Investments Commission	\$703,030	1
Vice Chief of the Defence Force	\$690,470	1
Chair, Productivity Commission	\$690,470	1
Deputy Chairperson, Australian Competition and Consumer Commission	\$659,090	1
Chief of Navy	\$659,090	1
Chief of Army	\$659,090	1
Chief of Air Force	\$659,090	1
Vice President, Fair Work Commission	\$659,090	1
Chief Executive Officer, Austrade	\$627,700	1
Chair, Australian Communications and Media Authority	\$627,700	1
Member, Australian Competition and Consumer Commission	\$627,700	1

Office	Total remuneration (per year)	Travel tier
Chief Executive Officer, Australian Criminal Intelligence Commission	\$627,700	1
Chief Executive Officer, Australian Digital Health Agency	\$627,700	1
Australian Electoral Commissioner	\$627,700	1
Chair, Australian Energy Regulator	\$627,700	1
Member, Australian Securities and Investments Commission	\$627,700	1
Chair/Chief Executive Officer, Clean Energy Regulator	\$627,700	1
Chief Executive Officer, Digital Transformation Agency	\$627,700	1
National Anti-Corruption Deputy Commissioner	\$627,700	1
Chief Executive Officer, National Indigenous Australians Agency	\$627,700	1
First Parliamentary Counsel	\$627,700	1
Chief Executive Officer, National Health and Medical Research Council	\$596,320	1
Chief Executive, Australian Financial Security Authority	\$564,950	2
Chief Executive Officer, Australian Transaction Reports and Analysis Centre	\$564,950	2
Director, Bureau of Meteorology	\$564,950	2
Chief Scientist	\$564,950	1
Chief Executive Officer, Housing Australia	\$564,950	2
Chief Executive Officer, Independent Health and Aged Care Pricing Authority	\$564,950	1
Inspector of the National Anti-Corruption Commission	\$564,950	1
Chief Executive Officer, National Environmental Protection Agency	\$550,000	2
Aged Care Quality and Safety Commissioner	\$533,550	2
eSafety Commissioner	\$533,550	2
Examiner, Australian Criminal Intelligence Commission	\$533,550	1
Chief Executive Officer, Australian Renewable Energy Agency	\$533,550	2
Chief Executive Officer, Australian Research Council	\$533,550	1
Commonwealth Ombudsman	\$533,550	1
Deputy President, Fair Work Commission	\$533,550	1
Chief Executive Officer, High Speed Rail Authority	\$533,550	2
Information Commissioner	\$533,550	1
Inspector-General of Intelligence and Security	\$533,550	1
National Disability Insurance Scheme Quality and Safeguards Commissioner	\$533,550	2
Chief Commissioner, Infrastructure Australia	\$533,550	1
Associate Director of Public Prosecutions	\$525,190	1
Independent National Security Legislation Monitor	\$525,190	1
Director-General, Australian Centre for Disease Control	\$502,180	1
Chief Executive Officer, Australian Commission on Safety and Quality in Health Care	\$502,180	1

Office	Total remuneration (per year)	Travel tier
Chief Executive Officer, Australian Curriculum, Assessment and Reporting Authority	\$502,180	2
President, Australian Human Rights Commission	\$502,180	1
Director-General, Australian Naval Nuclear Power Safety Regulator	\$502,180	1
Chief Commissioner, Australian Transport Safety Bureau	\$502,180	1
Chief Executive Officer, Cancer Australia	\$502,180	2
Fair Work Ombudsman	\$502,180	1
Inspector-General of Taxation	\$502,180	1
Jobs and Skills Australia Commissioner	\$502,180	2
Chief Executive, Murray-Darling Basin Authority	\$502,180	1
Coordinator-General, National Emergency Management Agency	\$502,180	1
Chief Executive Officer, National Offshore Petroleum Safety and Environmental Management Authority	\$502,180	2
Chief Executive Officer, Net Zero Economy Authority	\$502,180	1
Parliamentary Budget Officer	\$502,180	2
Deputy Chair, Productivity Commission	\$502,180	1
Second Parliamentary Counsel	\$502,180	2
Chief Executive Officer, Sport Integrity Australia	\$502,180	2
Data Standards Chair	\$486,400	1
Defence and Veterans' Service Commissioner	\$486,400	2
Digital ID Data Standards Chair	\$486,400	1
Chair, Australian Accounting Standards Board	\$470,800	1
Deputy Chair, Australian Communications and Media Authority	\$470,800	1
Chief Executive Officer, Great Barrier Reef Marine Park Authority	\$470,800	2
Inspector-General Australian Defence Force	\$470,800	2
Inspector-General of Aged Care	\$470,800	2
Member, Australian Energy Regulator	\$470,800	1
Chief Executive Officer, Australian Fisheries Management Authority	\$470,800	1
Chief Executive Officer, Australian Skills Quality Authority	\$470,800	2
Chief Executive Officer, Comcare	\$470,800	2
General Manager, Fair Work Commission	\$470,800	1
Chief Executive Officer, National Anti-Corruption Commission	\$470,800	1
Chief Executive Officer, Parliamentary Workplace Support Service	\$470,800	2
Chair, Pharmaceutical Benefits Advisory Committee	\$470,800	1
Chief Executive Officer, Safe Work Australia	\$470,800	2
Chair, Auditing and Assurance Standards Board	\$439,400	1
Director, Australian Institute of Criminology	\$439,400	1
Director, Australian Institute of Family Studies	\$439,400	2

Office	Total remuneration (per year)	Travel tier
Chief Executive Officer, Australian Pesticides and Veterinary Medicines Authority	\$439,400	2
Chief Executive Officer, Australian Radiation Protection and Nuclear Safety Agency	\$439,400	1
Chief Commissioner, Australian Tertiary Education Commission	\$439,400	2
Commissioner, Domestic, Family and Sexual Violence Commission	\$439,400	2
Director of Military Prosecutions	\$439,400	2
Director of National Parks	\$439,400	2
Commissioner, Fair Work Commission	\$439,400	1
Freedom of Information Commissioner	\$439,400	2
Chief Executive Officer, Infrastructure Australia	\$439,400	1
Director-General, National Archives of Australia	\$439,400	2
General Manager, National Blood Authority	\$439,400	2
Chief Executive Officer, Northern Australia Infrastructure Facility	\$439,400	1
Privacy Commissioner	\$439,400	2
Commissioner, Productivity Commission	\$439,400	2
Director, Professional Services Review	\$439,400	1
Deputy Electoral Commissioner	\$424,000	2
Complaints Commissioner, Aged Care Quality and Safety Commission	\$408,020	2
Chief Executive Officer, Australian Centre for International Agriculture Research	\$408,020	2
Member, Australian Communications and Media Authority	\$408,020	1
Aboriginal and Torres Strait Islander Social Justice Commissioner	\$408,020	2
Age Discrimination Commissioner	\$408,020	2
Australian Anti-Slavery Commissioner	\$408,020	2
Disability Discrimination Commissioner	\$408,020	2
Human Rights Commissioner	\$408,020	2
Illicit Tobacco and E-cigarette Commissioner	\$408,020	2
National Children's Commissioner	\$408,020	2
Race Discrimination Commissioner	\$408,020	2
Sex Discrimination Commissioner	\$408,020	2
Chief Executive Officer, Australian Organ and Tissue Donation and Transplantation Authority	\$408,020	2
Chief Executive Officer, Australian Radioactive Waste Agency	\$408,020	1
Director-General, Australian Safeguards and Non-Proliferation Office	\$408,020	1
Australian Small Business and Family Enterprise Ombudsman	\$408,020	2
Chief Executive Officer, Climate Change Authority	\$408,020	2
Chair, Emissions Reduction Assurance Committee	\$408,020	2

Office	Total remuneration (per year)	Travel tier
Chief Executive Officer, Independent Parliamentary Expenses Authority	\$408,020	2
Inspector-General of Water Compliance	\$408,020	2
Chief Executive, National Capital Authority	\$408,020	2
Administrator of the National Health Funding Pool	\$408,020	2
Chief Executive Officer, National Transport Commission	\$408,020	1
Official Secretary to the Governor-General	\$408,020	2
Director, Old Parliament House	\$408,020	2
Chief Executive Officer, Tertiary Education Quality and Standards Agency	\$408,020	2
Principal Member, Veterans' Review Board	\$408,020	1
Chief Executive Officer, Aboriginal Hostels Limited	\$376,640	2
Administrator of the Northern Territory	\$376,640	1
Commissioner, Australian Charities and Not-for-profits Commission	\$376,640	2
Deputy Director-General, Australian Naval Nuclear Power Safety Regulator	\$376,640	1
Deputy Commonwealth Ombudsman	\$376,640	2
Chief Executive Officer, Food Standards Australia New Zealand	\$376,640	1
Gene Technology Regulator	\$376,640	2
Executive Director, Australian Industrial Chemicals Introduction Scheme	\$376,640	2
National Commissioner for Aboriginal and Torres Strait Islander Children and Young People	\$376,640	2
National Rural Health Commissioner	\$376,640	2
Associate Commissioner, Productivity Commission	\$376,640	2
First Nations Commissioner, Australian Tertiary Education Commission	\$345,260	2
Registrar of Aboriginal and Torres Strait Islander Corporations	\$345,260	2
Administrator, Christmas and Cocos (Keeling) Islands	\$345,260	2
Administrator, Norfolk Island	\$345,260	2
Chief Executive Officer, Asbestos and Silica Safety and Eradication Agency	\$345,260	2
Jobs and Skills Australia Deputy Commissioner	\$345,260	2
National Data Commissioner	\$345,260	2
Chief Executive Officer, National Health Funding Body	\$345,260	2
Chief Executive Officer, National Sports Tribunal	\$345,260	2
Deputy Chair, Pharmaceutical Benefits Advisory Committee	\$345,260	1
Associate Director, Professional Services Review	\$345,260	1
Commissioner, Repatriation Commission	\$345,260	2
Administrator, Torres Strait Regional Authority	\$345,260	2
Chairperson, Torres Strait Regional Authority	\$345,260	2
Australian Electoral Officer for New South Wales	\$313,870	2

Office	Total remuneration (per year)	Travel tier
Australian Electoral Officer for Victoria	\$313,870	2
Chief Executive Officer, Workplace Gender Equality Agency	\$313,870	2
Merit Protection Commissioner	\$313,870	2
Director, Office of Australian War Graves	\$313,870	2
Executive Director of Township Leasing	\$313,870	2
Chief Executive Officer, Torres Strait Regional Authority	\$292,650	2
Australian Electoral Officer for Queensland	\$282,500	2
Director, Classification Board	\$282,500	2
Student Identifiers Registrar	\$282,500	2
Director, Tuition Protection Service	\$282,500	2
Senior Member, Veterans' Review Board	\$282,500	2
Australian Electoral Officer for Western Australia	\$251,110	2
Chair (full-time), Central Land Council	\$251,110	2
Chair (full-time), Northern Land Council	\$251,110	2
Australian Electoral Officer for South Australia	\$244,570	2
Australian Electoral Officer for Tasmania	\$224,580	2
Chair (full-time), Anindilyakwa Land Council	\$219,720	2
Deputy Director, Classification Board	\$219,720	2
Australian Electoral Officer for Northern Territory	\$196,000	2
Defence Family Advocate, Defence Families of Australia	\$188,660	3
Classifier, Classification Board	\$156,960	3
Chair, Tiwi Land Council	\$144,020	2