



## Remuneration Tribunal

---

### **Explanatory Statement: Remuneration Tribunal (Remuneration and Allowances for Holders of Part-time Public Office) Determination 2026**

---

1. The *Remuneration Tribunal Act 1973* (the Act) establishes the Remuneration Tribunal (the Tribunal) as an independent statutory authority responsible for reporting on and determining the remuneration, allowances and entitlements of key Commonwealth office holders. These include Judges of Federal Courts and most full-time and part-time holders of public offices. An additional function of the Tribunal is to determine a classification structure for Principal Executive Offices and the terms and conditions applicable to each classification within the structure.

#### **Consultation**

2. Section 11 of the Act advises that in the performance of its functions the Tribunal:
  - may inform itself in such manner as it thinks fit;
  - may receive written or oral statements;
  - is not required to conduct any proceeding in a formal manner; and
  - is not bound by the rules of evidence.

#### *Review of Remuneration for Holders of Public Office*

3. The Tribunal's obligations, under sub-sections 7(3) and 8(1)(b) of the Act are to make determinations in respect of remuneration for various offices within its jurisdiction at periods of not more than one year. To meet this obligation, the Tribunal last issued principal determinations on 18 June 2025.
4. In complying with its obligations, the Tribunal considers whether any general increase to remuneration for offices is warranted. The Tribunal takes account of economic conditions in Australia, past and projected movements in remuneration in the public and private sectors, and the outcome of the wage reviews undertaken by the Fair Work Commission.
5. The Tribunal did not receive any submissions relating to part-time public offices as part of this review.
6. On 11 June 2026 the Tribunal notified its decision to determine no adjustment to remuneration for public offices in its jurisdiction with effect from 1 July 2026.
7. A statement setting out the Tribunal's reasons for its decision is available at [www.remtribunal.gov.au](http://www.remtribunal.gov.au).
8. Remuneration Tribunal (Remuneration and Allowances for Holders of Part-time Public Office) Determination 2026 implements the Tribunal's decision for part-time public offices.

9. Consultation on this outcome was considered unnecessary given the matters contemplated by the Tribunal in making its decision.

*Military Rehabilitation and Compensation Commission, Chair and Member*

10. There was no consultation on this matter. The *Veterans' Entitlements, Treatment and Support (Simplification and Harmonisation) Act 2025* abolishes the Military Rehabilitation and Compensation Commission from 1 July 2026.

*Minor clarifications and variations to numbering*

11. The Tribunal has clarified the drafting of item 22 in Table 3B and made minor changes to the numbers of items in Table 4B. No consultation occurred on these matters as the amendments do not change the effect of the provisions.

**Exemption from sunseting**

12. Under section 12, item 56 of the Legislation (Exemptions and Other Matters) Regulation 2015, an instrument required to be laid before the Parliament under subsection 7(7) of the *Remuneration Tribunal Act 1973* is exempt from the provisions of paragraph 54(2)(b) of the *Legislation Act 2003*.
13. This exemption has been granted by the Attorney-General because the Remuneration Tribunal has a statutory role independent of government.
14. As the Remuneration Tribunal makes new principal determinations annually, this principal determination is unlikely to have any practical effect beyond the usual 10 year sunseting period. As such, the exemption from sunseting will not have a practical impact on parliamentary oversight of the relevant measures.

**The power to repeal, rescind and revoke, amend and vary**

15. Under subsection 33(3) of the *Acts Interpretation Act 1901*, where an Act confers a power to make, grant or issue any instrument of a legislative or administrative character (including rules, regulations or by-laws), the power shall be construed as including a power exercisable in the like manner and subject to the like conditions (if any) to repeal, rescind, revoke, amend, or vary any such instrument.

**Details of the determination are as follows:**

**PART 1 – PRELIMINARY**

16. Section 1 specifies the name of the instrument as the Remuneration Tribunal (Remuneration and Allowances for Holders of Part-time Public Office) Determination 2026.
17. Section 2 specifies the commencement date for the instrument as 1 July 2026.
18. Section 3 specifies that the instrument takes effect at the start of 1 July 2026.
19. Section 4 specifies the authority for the instrument, sections 7(3) and (4) of the *Remuneration Tribunal Act 1973*.
20. Section 5 specifies that the determination supersedes the 2025 principal determination.
21. Section 6 specifies that instruments identified in a Schedule to this determination are amended or repealed as indicated.

22. Section 7 provides a simplified outline of the determination.
23. Section 8 specifies definitions for certain words used in the determination.

## **PART 2 – GENERAL PROVISIONS**

24. Part 2 sets out general provisions and a range of related remuneration matters, including remuneration packaging, employer shortfall exemption certificates, and daily fees for part-time offices not specified.
25. The provisions of this Part remain unchanged from those contained in Part 2 of the previous determination.

## **PART 3 – ANNUAL FEES**

26. Part 3 sets out the remuneration for offices on annual fees and other related matters (such as special provisions for certain offices).
27. Item 22 in Table 3B has been clarified as described in paragraph 11.
28. The provisions of this Part otherwise remain unchanged from those contained in Part 3 of the previous determination, as amended.

## **PART 4 – DAILY FEES**

29. Part 4 sets out the remuneration for offices on daily fees, conditions of payment for the daily fees and other related matters for specific offices (such as special provisions for certain offices).
30. The offices of the Military Rehabilitation and Compensation Commission have been removed from Table 4A, and the associated special provision has been removed from Table 4B.
31. The items in Table 4B have been renumbered as described in paragraph 11.
32. The provisions of this Part otherwise remain unchanged from those contained in Part 4 of the previous determination, as amended.

## **PART 5 – ANNUAL MEETING FEES AND ADDITIONAL DAILY FEES**

33. Part 5 sets out remuneration for offices on this fee structure, conditions of payment for the annual meeting and additional fees and other related matters for specific offices (such as special provisions for certain offices).
34. The provisions of this Part are unchanged from those contained in Part 5 of the previous determination.

## **PART 6 – BASE FEES AND MEETING FEES**

35. Part 6 sets out the remuneration for offices on this fee structure, conditions of payment for the base fee and meeting fees and other related matters for specific offices (such as special provisions for certain offices).
36. The provisions of this Part are unchanged from those contained in Part 6 of the previous determination.

## **PART 7 – ABORIGINAL LAND COUNCILS FEES**

37. Part 7 sets out the conditions of payment for fees to Aboriginal Land Councils and other related matters (such as special provisions for certain offices).
38. The provisions of this Part are unchanged from those contained in Part 7 of the previous determination.

## **SCHEDULE 1 – REPEALS**

39. Schedule 1 specifies the instrument which has been repealed, namely Remuneration Tribunal (Remuneration and Allowances for Holders of Part-time Public Office) Determination 2025.

**Authority:** Sub-sections 7(3) and (4)  
*Remuneration Tribunal Act 1973*

## Statement of Compatibility with Human Rights

*Prepared in accordance with Part 3 of the Human Rights (Parliamentary Scrutiny) Act 2011*

### **Remuneration Tribunal (Remuneration and Allowances for Holders of Part-time Public Office) Determination 2026**

This disallowable legislative instrument is compatible with the human rights and freedoms recognised or declared in the international instruments listed in section 3 of the *Human Rights (Parliamentary Scrutiny) Act 2011*.

#### **Overview of the Instrument**

The legislative instrument, or determination, formalises the Tribunal's decision to determine no adjustment to remuneration for part-time public offices from 1 July 2026. The decision follows a review of remuneration (and significantly related matters) carried out by the Tribunal consistent with sub-section 7(3) of the *Remuneration Tribunal Act 1973*.

The determination supersedes the previous Remuneration Tribunal (Remuneration and Allowances for Holders of Part-time Public Office) Determination 2025 (as amended) and reflects the abolition of one body.

#### **Human rights implications**

This instrument engages the right to work in Article 6 of the *International Covenant on Economic, Social and Cultural Rights* (ICESCR) and the right to the enjoyment of just and favourable conditions of work, primarily contained in Article 7 of ICESCR.

#### ***Right to work and to just and favourable conditions of work***

Article 6 of the ICESCR recognises '*... the right of everyone to the opportunity to gain his living by work which he freely chooses or accepts ...*' The right to just and favourable conditions of work include, but is not limited to, ensuring '*fair wages and equal remuneration for work of equal value without distinction of any kind*', and '*a decent living for themselves and their families*' (Article 7(1)(a)).

Consistent with Articles 6 and 7 of the ICESCR, this instrument ensures that individuals appointed to the public offices subject to the determination continue to be fairly remunerated in respect of the work they undertake as public office holders. Specifically, the instrument:

- Maintains all relevant terms of the superseded determination.
- Reflects the abolition of the Military Rehabilitation and Compensation Commission.

By establishing remuneration, allowances and entitlements based on an assessment of the work value of offices and reviewing those conditions annually, the instrument supports the principle of ensuring '*fair wages and equal remuneration for work of equal value*' per Article 7(1)(a) of the ICESCR and more broadly contributes to '*... the right of everyone to the opportunity to gain his living by work which he freely chooses or accepts ...*' per Article 6 of the ICESCR.

#### **Conclusion**

This instrument is compatible with human rights because it promotes the protection of human rights, in particular, the right to work and to just and favourable conditions of work through maintaining the principle of fair remuneration for work performed.

### **The Remuneration Tribunal**