



REMUNERATION TRIBUNAL

ANNUAL REPORT 2025–26

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The document must be attributed as the *Remuneration Tribunal Annual Report 2025–26*.



REMUNERATION TRIBUNAL

3 September 2026

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 2025–26. The report covers the activities of the Tribunal during the year ended 30 June 2026.

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 stylized, handwritten signature in black ink.

Holly Kramer
PRESIDENT

A stylized, handwritten signature in black ink.

Stephen Conry AM
MEMBER

A stylized, handwritten signature in black ink.

Heather Zampatti
MEMBER

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President's overview

The financial year to June 2026 has been an active one for the Remuneration Tribunal. Usual work included determining remuneration arrangements for a range of new and existing senior public offices. The Tribunal also advised on remuneration matters for certain offices outside its determinative jurisdiction and undertook various other activities. These included completing an inquiry into travel for parliamentarians' family members. They also included beginning comprehensive reviews of remuneration arrangements for departmental secretaries and full-time public offices. The Tribunal also contributed to the development of a remuneration framework for university vice-chancellors.

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.

The Tribunal completed its annual review of remuneration in June 2026.

For offices other than parliamentarians and departmental secretaries, the Tribunal is required to have regard to the national minimum wage orders made by the Fair Work Commission. The Tribunal also considered economic conditions in Australia, as well as past and projected movements in remuneration in the private and public sectors.

The Tribunal's statement of 11 June 2026 observed that economic indicators, including higher-than-expected inflation and continued wage growth, would ordinarily support consideration of a modest upward adjustment to remuneration. The Tribunal also recognised that cost-of-living pressures remain evident.

These factors were considered in light of the comprehensive reviews of remuneration arrangements for departmental secretaries and full-time public offices, now underway. When announcing these reviews in April 2026, the Tribunal signalled its intention to maintain stability in remuneration settings while this work progresses.

In these circumstances, the Tribunal decided not to change remuneration for any office in its jurisdiction as part of its 2026 annual review. While this approach results in reductions in remuneration in real terms, it preserves existing relativities. It also allows the Tribunal to consider remuneration outcomes in a more integrated, thoughtful manner. This will ensure that future decisions are informed by the findings of the current reviews and reflect a coherent framework across senior Commonwealth offices.

Parliamentarians

During the reporting period, the Tribunal fulfilled its annual inquiry, determinative and reporting obligations under the remuneration and work expenses framework for parliamentarians. It also inquired into and recommended changes to the Parliamentary Business Resources Regulations 2017 relating to travel arrangements for parliamentarians' family members. The Tribunal also signalled its intention to review private-plated vehicle arrangements for parliamentarians.

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. Its policies and guidelines require regular attention, so they remain fit for purpose.

During the reporting year, the Tribunal finalised its review into the class of travel to which office holders are entitled for both international and domestic flights. The Tribunal removed access to first-class international air travel for all office holders and to business-class air travel for Tier 2 office holders on specific domestic routes.

The Tribunal completed its review of fees for the office of Deputy Chair of a number of boards and councils, agreeing to revised principles for setting remuneration for this office. Review outcomes, including the application of these principles for existing offices, are being implemented.

Engagement

The Tribunal continues to strengthen its engagement with other bodies, such as the Jurisdictional Remuneration Coordination Group. Formerly the Judicial Remuneration Coordination Group, this group comprises representatives from state and territory remuneration tribunals. In November 2025, the group adopted its new name and terms of reference and agreed on a biannual meeting schedule.

Tribunal membership

The Tribunal operated with full membership throughout the reporting year.

I thank Ms Heather Zampatti and Mr Stephen Conry AM, the other members of the Tribunal, for their support and counsel.

The Tribunal's small Secretariat continues to support its work program. The quality of the Secretariat's assistance is greatly appreciated.

Holly Kramer
President

1. Introduction to the Tribunal

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

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 reporting 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), Telstra Corporation (ASX:TLS) and New Zealand dairy cooperative Fonterra (ASX/NZX:FSF). She also chairs the ANZ, TLS and FSF People/Remuneration board committees. Ms Kramer previously sat on the board of Woolworths Group (ASX: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 Committee Chair, and Western Sydney University Pro-Chancellor. Ms Kramer has 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 Conry has served on various business, government and charitable boards and committees in Australia. 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, Theatre 180, the WA Parks Foundation, and the Australian Securities and Investments 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, and the Western Australian Ballet. Ms Zampatti is also a former member of 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

During 2025–26, the Tribunal convened formally on 8 occasions. It also met with a range of interested parties and considered several matters out of session.

The Tribunal formalised its decisions in 15 determinations during the reporting year.

3.1. Annual remuneration review

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 2026, the Tribunal announced the outcome of its 2026 general review of remuneration, to have effect on 1 July 2026. 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. These factors were considered in light of the comprehensive reviews of remuneration arrangements for departmental secretaries and full-time public offices announced by the Tribunal in April 2026. These reviews highlighted an intention to maintain stability in remuneration settings while work is underway.

As such, the Tribunal decided not to change remuneration across any office within 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/2026-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 2026
- Remuneration Tribunal (Remuneration and Allowances for Holders of Part-time Public Office) Determination 2026
- Remuneration Tribunal (Specified Statutory Offices—Remuneration and Allowances) Determination 2026
- Remuneration Tribunal (Principal Executive Offices—Classification Structure and Terms and Conditions) Determination 2026
- Remuneration Tribunal (Judicial and Related Offices—Remuneration and Allowances) Determination 2026
- Remuneration Tribunal (Departmental Secretaries—Classification Structure and Terms and Conditions) Determination 2026.

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 includes 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 for the office holder to have such recreation leave entitlements as determined by the Tribunal.

Most full-time offices are statutory offices.

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

As of 30 June 2026, there were 191 offices remunerated under the Tribunal's principal determination for holders of full-time offices. Seven offices were added to the determination during 2025–26. All offices were established by legislation. During the reporting year, 2 full-time offices were removed from the determination.

During the reporting period, the Tribunal determined personal superannuation salaries for 3 office holders, ensuring their superannuation salary was maintained in line with their defined benefit superannuation fund rules.

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.

Review of remuneration of full-time public offices

On 15 April 2026, the Tribunal issued a statement announcing its intention to review remuneration arrangements for full-time public offices. On 30 June 2026, it released a consultation paper seeking feedback on whether current arrangements remain appropriate, effective and fit for purpose. Responses are due by 25 August 2026.

Responses will inform the Tribunal's consideration of whether adjustments to current arrangements are warranted. The Tribunal plans to complete the review ahead of its 2027 annual review of remuneration.

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.

As of 30 June 2026, the principal determination—Remuneration Tribunal (Remuneration and Allowances for Holders of Part-time Public Office) Determination 2026—including part-time offices relating to 216 principal bodies.

During the reporting year, the Tribunal considered submissions on remuneration and conditions for the part-time offices of 3 newly established bodies, and one newly established sub-committee. It considered submissions concerning the remuneration of part-time offices of 5 existing bodies. The part-time offices of 2 bodies were removed from the determination.

The Tribunal progressed its review of fees for the office of Deputy Chair, agreeing on 4 general principles that would guide its future consideration of remuneration for Deputy Chair offices:

Principle 1: Deputy chairs will receive the same fee as members, unless significant additional responsibilities can be demonstrated.

Principle 2: Where the Deputy Chair has significant additional responsibilities, the Tribunal will assess the amount of fee for the office. The Tribunal will no longer apply a standard 100:75:50 Chair: Deputy: Member ratio for setting fees.

Principle 3: Where a body is required to have an audit committee, the Tribunal will, on request, determine fees for the Chair and members of that committee.

Principle 4: Deputy chairs will have access to committee fees where they are a member of a committee and fees have been determined for that committee.

These principles are being progressively implemented for existing offices.

Updated guidance material reflecting these principles is available on the Tribunal's website.

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. The standard amount available is up to 15% for bands A to C and up to 20% for bands D and E. In some cases, the Tribunal has approved the absorption of performance pay into fixed remuneration. In others, it has approved a higher at-risk component.

A full list of PEOs is available on the Tribunal's website:

<https://www.remtribunal.gov.au/document-library-search/list-principal-executive-offices-3>

During 2025–26, the Tribunal considered the remuneration of 2 PEOs—the Chief Executive Officer/Managing Director of Australian Naval Infrastructure Pty Ltd and the Chief Executive Officer/Managing Director of ASC Pty Ltd.

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.

The Departmental Secretaries (Classification Structure and Terms and Conditions) Determination 2026, reflecting the Tribunal's annual review decision, was made on 16 June 2026.

Review of remuneration of departmental secretaries

On 15 April 2026, the Tribunal announced its intention to review remuneration arrangements for departmental secretaries. It released a consultation paper seeking feedback on whether current arrangements remain appropriate, effective and fit for purpose.

The public consultation period closed on 10 June 2026. Nine responses were received.

Responses will inform the Tribunal's consideration of whether remuneration arrangements remain appropriate. The Tribunal intends to complete the review ahead of its 2027 annual review of remuneration.

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.

During 2025–26, the Tribunal increased the value of the allowance in lieu of travelling allowance to Canberra for justices of the High Court of Australia as part of its annual review of official travel.

The Remuneration Tribunal (Judicial and Related Offices—Remuneration and Allowances) Determination 2026, reflecting the Tribunal's annual review decision, was made on 16 June 2026. The Tribunal did not make any further decisions concerning judicial and related offices.

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 2025. 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.

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 7 September 2025, issuing Remuneration Tribunal (Official Travel) Determination 2025. As in previous years, the travel and motor vehicle allowance rates are based on amounts published by the Australian Taxation Office.

The official travel determination implemented the outcomes of the Tribunal's review into the class of travel to which office holders are entitled for both international and domestic flights. Access to first-class international air travel for all office holders was removed, as was access to business-class air travel for Tier 2 office holders on specific domestic routes.

Geographic relocation

During the reporting year, the Tribunal approved short-term accommodation assistance for the Director-General, Australian Naval Nuclear Power Safety Regulator.

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

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 (for example, travel on scheduled domestic flights and car transport).

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 the following Commonwealth 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.

The main developments during the reporting period about matters associated with parliamentarians are detailed below.

Base salary for parliamentarians

Consistent with its remuneration review statement of 11 June 2026, the Tribunal decided not to increase the base salary of parliamentarians from 1 July 2026.

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 July 2025, 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

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.

Official travel

In August 2025, 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. 3) 2025 to implement this decision. As in previous years, travel and motor vehicle allowance rates are based on amounts published by the Australian Taxation Office.

Travel within Australia for parliamentarians' family members

In December 2025, Senator the Hon Don Farrell, Special Minister of State, and Senator the Hon Katy Gallagher, Minister for Finance, wrote to the Tribunal. They asked it to inquire into and report on whether changes should be made to the Parliamentary Business Resources Regulations associated with travel within Australia for parliamentarians' family members.

The Tribunal recommended the regulations be amended so that:

- The annual limit for family reunion travel for the family members of all eligible members would be calculated using economy-class return airfares.
- All family reunion travel, including spouse travel, would be booked at economy class.
- All eligible members, including senior office holders other than the Prime Minister and the Leader of the Opposition, would be subject to the same standard family reunion travel provisions. The spouse of the Prime Minister and the spouse of the Leader of the Opposition would have uncapped reunion travel between their home base and Canberra.
- There would be no separate Australia-wide travel entitlement. Parliamentarians could access one return economy fare per year to an Australian location outside of Canberra, the value of which would be deducted from their annual limit for family reunion travel.
- Travel for a spouse of a member to attend, by invitation, an official government, parliamentary or vice-regal function would be limited to 3 return fares per year. Where a spouse does not travel with the member to attend such a function, the travel must be booked at no higher than economy class. This limit does not apply to travel to attend functions by the spouse of the Prime Minister or the spouse of the Leader of the Opposition.
- Travel for a spouse of a senior office holder to attend engagements would be limited in 2 ways. It would be restricted to engagements where the spouse has received an official invitation in their capacity as the office holder's spouse. It would also be limited to engagements connected to the office holder's portfolio or official duties. This travel would be limited to 3 return fares per year. Where a spouse does not travel with the member to attend such an engagement, the travel must be booked at no higher than economy class. This limit does not apply to travel to attend engagements by the spouse of the Prime Minister or the spouse of the Leader of the Opposition.

In June 2026, 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 any further changes necessary.

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.

During 2025–26, the Tribunal provided advice on remuneration matters for the interim Vice-Chancellor of the Australian National University and the Secretary of the Department of Parliamentary Services.

3.10. Engagement

Jurisdictional Remuneration Coordination Group

The President of the Commonwealth Remuneration Tribunal chairs the Jurisdictional Remuneration Coordination Group, comprising representatives of state and territory remuneration tribunals. Formerly known as the Judicial Remuneration Coordination Group, the group adopted its new name and terms of reference in November 2025 and agreed on a biannual meeting schedule. It also met in May 2026.

Vice-Chancellor Remuneration Framework

At the request of the Minister for Education, the Hon Jason Clare MP, the Tribunal was consulted on the development of a framework for university vice-chancellor remuneration. As part of its regular meeting schedule, the Tribunal considered and provided observations on materials prepared by the Department of Education. Framework development is ongoing.

4. Financial matters

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

Nil.

6. Legislative requirements

6.1. Work health and safety

The Tribunal's Secretariat works from the APSC's premises and is subject to the APSC'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)*

The Remuneration Tribunal is a separate agency for the purposes of the Freedom of Information Act. Agencies subject to the 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

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.

Appendix A: Determinations and reports for 2025–26

During the reporting year, the Tribunal issued these determinations, reports and statements:

Parliamentary remuneration and expenses—Statement—June 2026

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

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

Remuneration Tribunal (Specified Statutory Offices—Remuneration and Allowances) Determination 2026*

Remuneration Tribunal (Principal Executive Offices—Classification Structure and Terms and Conditions) Determination 2026*

Remuneration Tribunal (Judicial and Related Offices—Remuneration and Allowances) Determination 2026*

Remuneration Tribunal (Departmental Secretaries—Classification Structure and Terms and Conditions) Determination 2026*

Remuneration Tribunal (Official Travel) Determination 2025*

Remuneration Tribunal (Members of Parliament) Amendment Determination (No. 3) 2025

Remuneration Tribunal (Members of Parliament) Amendment Determination (No. 3) 2025—Reasons for Determination

Remuneration Tribunal Amendment Determination (No. 4) 2025

Remuneration Tribunal Amendment Determination (No. 5) 2025

Remuneration Tribunal Amendment Determination (No. 6) 2025

Remuneration Tribunal Amendment Determination (No. 7) 2025

Remuneration Tribunal Amendment Determination (No. 1) 2026

Remuneration Tribunal Amendment Determination (No. 2) 2026

Remuneration Tribunal Amendment Determination (No. 3) 2026

Report on Ministerial Salaries—Salary Additional to the Parliamentary Base Salary—July 2025

Report on Ministerial Salaries—Salary Additional to the Parliamentary Base Salary—Statement—July 2025

Reviews of Remuneration of Departmental Secretaries and Full-time Public Offices—Statement—April 2026

Travel within Australia for parliamentarians' family members—Statement—January 2026

Travel and Motor Vehicle Allowance rates for Public Office Holders and Parliamentarians—Statement—August 2025

2026 Review of Remuneration for Holders of Public Office—Statement—June 2026.

*These documents are principal determinations.

All documents are available on the Tribunal's website: www.remtribunal.gov.au

Copies of the legislative instruments and supporting material are available on the Federal Register of Legislation: www.legislation.gov.au; and from the Tabling Offices of the Senate and the House of Representatives.

Appendix B: Variations to offices determined in 2025–26

Full-time offices

New

Director-General, Australian Centre for Disease Control
 Director-General, Australian Naval Nuclear Power Safety Regulator
 Deputy Director-General, Australian Naval Nuclear Power Safety Regulator
 Chief Commissioner, Australian Tertiary Education Commission
 First Nations Commissioner, Australian Tertiary Education Commission
 Commissioner, Defence and Veterans' Service Commission
 Chief Executive Officer, National Environmental Protection Agency

Reviewed

Deputy Electoral Commissioner, Australian Electoral Commission
 Electoral Commissioner for the Northern Territory, Australian Electoral Commission
 Chief Executive Officer, Climate Change Authority
 Chief Executive Officer, Northern Australia Infrastructure Facility
 Associate Director of Public Prosecutions, Commonwealth Director of Public Prosecutions
 Associate Commissioner, Productivity Commission

Removed from the determination

Chief Executive Officer, Australian National Preventative Health Agency
 Deputy President, Repatriation Commission

Part-time offices

New

Member, Australian Centre for Disease Control Advisory Council
 Chair and Member, Australian Sports Commission, AIS Site Project Committee
 Commissioner, Australian Tertiary Education Commission
 Chair and Member, Sydney Airport Demand Management Compliance Committee

Reviewed

Chair and Member, Australian Naval Infrastructure Pty Ltd

Deputy Chair, Australian Renewable Energy Agency Board

Chair and Member, Climate Change Authority

President and Councillor, National Competition Council

Chair, Deputy Chair and Member, Special Broadcasting Service Board

Removed from the determination

Chair and Member, Higher Education Standards Panel

Chair and Member, Military Rehabilitation and Compensation Commission

Principal Executive Offices

Reviewed

Chief Executive Officer/Managing Director, Australian Naval Infrastructure Pty Ltd

Chief Executive Officer/Managing Director, ASC Pty Ltd

Appendix C: Secretariat

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

Telephone: 02 6202 3930

This annual report is available on the Tribunal's website: www.remtribunal.gov.au

Media inquiries should be directed to:

Secretary

Remuneration Tribunal Secretariat

Email: enquiry@remtribunal.gov.au

