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

made under Division 4 of Part II of the

Remuneration Tribunal Act 1973

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About this compilation

This compilation

This is a compilation of the *Remuneration Tribunal (Departmental Secretaries—Classification Structure and Terms and Conditions) Determination 2026* that shows the text of the law as amended and in force on 30 August 2026 (the ***compilation date***).

The notes at the end of this compilation (the ***endnotes***) include information about amending laws and the amendment history of provisions of the compiled law.

Uncommenced amendments

The effect of uncommenced amendments is not shown in the text of the compiled law. The details of amendments made up to, but not commenced at, the compilation date are underlined in the endnotes. Any uncommenced amendments affecting the law are accessible on the Register (www.legislation.gov.au).

Application, saving and transitional provisions

If the operation of a provision or amendment of the compiled law is affected by an application, saving or transitional provision that is not included in this compilation, details are included in the endnotes.

Editorial changes

For more information about any editorial changes made in this compilation, see the endnotes.

Presentational changes

The *Legislation Act 2003* provides for First Parliamentary Counsel to make presentational changes to a compilation. Presentational changes are applied to give a more consistent look and feel to legislation published on the Register, and enable the user to more easily navigate those documents.

Modifications

If the compiled law is modified by another law, the compiled law operates as modified but the modification does not amend the text of the law. Accordingly, this compilation does not show the text of the compiled law as modified. Any modifications affecting the law are accessible on the Register.

Self-repealing provisions

If a provision of the compiled law has been repealed in accordance with a provision of the law, details are included in the endnotes.

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Part 1—Preliminary

1 Name

This instrument is the *Remuneration Tribunal (Departmental Secretaries—Classification Structure and Terms and Conditions) Determination 2026*.

3 When this instrument takes effect

This instrument takes effect at the start of 1 July 2026.

4 Authority

This instrument is made under Division 4 of Part II of the *Remuneration Tribunal Act 1973*.

5 Determination supersedes previous determination

This instrument supersedes the *Remuneration Tribunal (Departmental Secretaries—Classification Structure and Terms and Conditions) Determination 2025*.

7 Simplified outline of this instrument

This instrument, among other things, does the following:

- determines a classification structure for offices of Secretary;
- specifies pay points for the classification structure;
- assigns each office of Secretary to a classification;
- sets terms and conditions for Secretaries;
- fixes the amount of remuneration that is to be paid to the Secretary of the Department of the Prime Minister and Cabinet and the Secretary of the Department of the Treasury.

Secretaries other than the Secretary of the Department of the Prime Minister and Cabinet and the Secretary of the Department of the Treasury are assigned to pay points by a separate instrument made by the Secretary of the Department of the Prime Minister and Cabinet under subsection 14(3) of the Act.

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8 Definitions

Note: A number of expressions used in this instrument are defined in the Act, including Departmental Secretary and Australian Public Service Commissioner.

In this instrument:

Act means the *Remuneration Tribunal Act 1973*.

APSC means the Australian Public Service Commission.

benefit means:

(a) any non-monetary benefit provided to a Secretary at the Commonwealth's expense, including:
  (i) a vehicle or the use of a vehicle (see section 16); and
  (ii) vehicle parking (see section 17); or
(b) any other benefit received by way of remuneration packaging (see section 13).

business class means a standard of service equivalent to that offered by Qantas Airways Ltd in its Business Class.

Commonwealth Allowance Subscription Service means the Commonwealth Allowance Subscription Service and any scheme of a similar nature that modifies, replaces or supersedes the Commonwealth Allowance Subscription Service.

Commonwealth authority means:

(a) an authority or body, whether incorporated or not, established for a public purpose by or under a law of the Commonwealth or the Australian Capital Territory; or
(b) a body corporate:
  (i) incorporated under a law of the Commonwealth or a State or Territory; and
  (ii) in which the Commonwealth has a controlling interest.

CSS (short for Commonwealth Superannuation Scheme) has the same meaning as in the *Superannuation Act 1976*.

DFRDB (short for Defence Force Retirement and Death Benefits) means the scheme established by the *Defence Force Retirement and Death Benefits Act 1973*.

employer superannuation contribution for a Secretary means:

(a) if the Secretary is a member of the CSS, PSS, DFRDB or MSBS—the value attributed to the employer superannuation contribution under subsection 15(1), (2), (3) or (4); or
(b) if the Secretary is a member of the PSSAP—15.4% of ordinary time earnings (within the meaning of the *Superannuation Guarantee (Administration) Act 1992*) for the Secretary; or

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(c) if the Secretary is a member of another superannuation fund—the amount worked out under subsection 15(6).

Note 1: A Secretary's employer superannuation contribution is part of the Secretary's total remuneration (see section 9).

Note 2: Superannuation contributions made as a result of remuneration packaging do not form part of a Secretary's employer superannuation contribution (see section 13).

exclusion event has the meaning given by subsections 25(1A) and (2).

Executive Vehicle Scheme guidelines means:

(a) the guidelines published from time to time in respect of the Executive Vehicle Scheme by:
  (i) the APSC; or
  (ii) another Department or agency that has policy responsibility for the Scheme; or

(b) any guidelines of a similar nature which modify, replace or supersede those guidelines; or

(c) guidelines to any scheme of a similar nature which modifies, replaces or supersedes the Executive Vehicle Scheme.

family reunion: see section 27.

fringe benefits tax means fringe benefits tax (within the meaning of the *Fringe Benefits Tax Assessment Act 1986* as it applies of its own force or because of the *Fringe Benefits Tax (Application to the Commonwealth) Act 1986*).

home locality: see section 27.

locality of the Australian Capital Territory: see section 27.

MSBS (short for Military Superannuation and Benefits Scheme) has the same meaning as ***Scheme*** has in the *Military Superannuation and Benefits Act 1991*.

new locality: see section 27.

official travel determination means the *Remuneration Tribunal (Official Travel) Determination 2026* (or any determination that supersedes that determination).

pay point assignment means an instrument made by the Secretary of the Department of the Prime Minister and Cabinet under subsection 14(3) of the Act.

PSS (short for Public Sector Superannuation Scheme) has the same meaning as ***Public Sector Superannuation Scheme*** has in the *Superannuation Act 1990*.

PSSAP (short for Public Sector Superannuation Accumulation Plan) has the same meaning as in the *Superannuation Act 2005*.

reference salary means the Secretary's total remuneration, less the rate of the employer superannuation contribution for the Secretary.

Secretary has the same meaning as in the *Public Service Act 1999*.

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Secretary's Minister, in relation to a Secretary, means the senior portfolio Minister who administers the Department of which the Secretary has been appointed to the office of Secretary.

superannuation salary, for a Secretary, means 70% of the Secretary's total remuneration (rounded up to the nearest $10).

Table 2A means the table of the classification structure in subsection 11(1).

Table 2B means the table of classification of offices of Secretary in subsection 11(2).

Table 10A means the table of application and transitional provisions in section 36.

total remuneration: see section 9.

9 Meaning of *total remuneration*

(1) For the purposes of this instrument, the ***total remuneration*** of a Secretary is the amount, per year, in column 3 of Table 2A.

(2) The total remuneration of a Secretary represents the value, calculated at the total cost to the Commonwealth (including fringe benefits tax), of the following in relation to the Secretary:
  (a) salary, allowances and lump sum payments;
  (b) benefits;
  (c) the employer superannuation contribution.

(3) However, the total remuneration of a Secretary does not include the following:
  (a) the value of facilities provided as business support under section 18;
  (b) payments under Part 6 (end of appointment);
  (c) removal, relocation and family reunion assistance provided under Part 7;
  (d) travel expenses and allowances under the official travel determination;
  (e) the value of any other benefits provided by the Commonwealth that the Tribunal determines should not be taken to be part of the total remuneration.

10 Entitlements or conditions under other laws

The provisions of this instrument are additional to and subject to any applicable statutory entitlements or conditions, including entitlements or conditions provided for by the following Acts and by instruments made under those Acts:
  (a) the *Fair Work Act 2009*;
  (b) the *Long Service Leave (Commonwealth Employees) Act 1976*;
  (c) the *Maternity Leave (Commonwealth Employees) Act 1973*;
  (d) the *Public Governance, Performance and Accountability Act 2013*;
  (e) the *Public Service Act 1999*;

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(f) the *Safety, Rehabilitation and Compensation Act 1988*;
(g) the *Superannuation Act 1976*;
(h) the *Superannuation Act 1990*;
(i) the *Superannuation Act 2005*;
(j) the *Superannuation Benefits (Supervisory Mechanisms) Act 1990*;
(k) the *Superannuation (Productivity Benefit) Act 1988*;
(l) the *Work Health and Safety Act 2011*.

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Part 2—Classification, remuneration and related matters

11 Classification structure

(1) The following table (***Table 2A***) sets out:

(a) for the purposes of subsection 13(1) of the Act, the classification structure for offices of Departmental Secretary; and

(b) the total remuneration, per year, for each level and pay point in the classification structure.

Table 2A—Classification structure

Column 1 Level	Column 2 Pay point	Column 3 Total remuneration (per year)
Level 1 (the Prime Minister and Cabinet)		$1,035,690
Level 2 (the Treasury)		$1,009,790
Level 3	1	$983,910
Level 3	2	$932,120
Level 4	1	$880,340
Level 4	2	$828,550

(2) The following table (***Table 2B***) sets out the classification level to which each office of Secretary is assigned, by reference to the Department to which the office relates.

Table 2B—Classification of offices of Secretary

Level	Departments
Level 1	The Prime Minister and Cabinet
Level 2	The Treasury
Level 3	The following Departments: (a) Agriculture, Fisheries and Forestry; (b) Climate Change, Energy, the Environment and Water; (c) Defence; (d) Education; (e) Employment and Workplace Relations; (f) Finance; (g) Foreign Affairs and Trade; (h) Health, Disability and Ageing; (i) Home Affairs;

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Table 2B—Classification of offices of Secretary	
Level	**Departments**
	(j) Infrastructure, Transport, Regional Development, Communications, Sport and the Arts
Level 4	The following Departments: (a) Attorney-General's; (b) Industry, Science and Resources; (c) Social Services; (d) Veterans' Affairs

(3) A Secretary at level 1 or level 2 is entitled to the total remuneration specified for that level in Table 2A.

(4) Subject to section 12, a Secretary at level 3 or level 4 is entitled to the total remuneration specified for the pay point to which the office is assigned by a pay point assignment.

(5) If a person is appointed to more than one office of Secretary at the same time, the person is entitled to the total remuneration specified for the highest of the pay points that would apply in relation to any of the appointments on its own.

(6) If a person is appointed to an office of Secretary that does not appear in the classification in Table 2B, then, until Table 2B has been amended to include the office and a pay point assignment has been made for the office, the Secretary is entitled to:

(a) if the Secretary has been transferred from another office of Secretary—the total remuneration specified for the pay point that applied to the person in the Secretary's former office; or

(b) in any other case—the total remuneration specified for the lowest pay point for level 4.

12 Pay point assignments

(1) Subject to this section, a pay point assignment must assign an office of Secretary to a pay point within the classification level of the office.

Appointment to another office of Secretary

(2) If:

(a) a person who holds an office of Secretary (the ***former office***) is appointed to another office of Secretary; and

(b) the other office is assigned to a pay point which is lower than the pay point that applied to the person in the former office;

then, until the time when the instrument of appointment to the former office would have expired according to its terms, the Secretary is entitled to the total

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remuneration that applies, from time to time, to the pay point that would have applied to the Secretary in the former office.

Lowering of pay point

(3) If, during the period of a person's appointment to an office of Secretary, the pay point which applies to that office is lowered, the person is entitled, until that period of appointment ends, to the total remuneration that applies, from time to time, to the pay point that would have applied to the Secretary if the pay point had not been lowered.

Maintaining pay point after expiry or end of previous appointment

(4) If:

(a) subsection (2) has applied to a person appointed to an office of Secretary; and

(b) at the time that the instrument of appointment to the former office would have expired according to its terms, the Secretary of the Department of the Prime Minister and Cabinet is satisfied, after consulting the President of the Tribunal and the Australian Public Service Commissioner, that it is appropriate in the circumstances to maintain the remuneration of the person at a higher level than would apply under subsection (1);

a pay point assignment may assign the person to a pay point not higher than the one that previously applied to the person.

(5) If:

(a) at the end of the appointment (the ***previous appointment***) of a person referred to in subsection (3), that person is appointed to another office of Secretary or reappointed to the same office of Secretary (the ***current appointment***); and

(b) the Secretary of the Department of the Prime Minister and Cabinet is satisfied, after consulting the President of the Tribunal and the Australian Public Service Commissioner, that it is appropriate for the remuneration of the person in respect of the current appointment to be at a higher level than would otherwise apply under subsection (1);

a pay point assignment may assign the person to a pay point not higher than the one that applied to the person immediately before the end of the previous appointment.

13 Remuneration packaging

(1) Subject to this Part, a Secretary may elect to receive the benefit of the total remuneration, other than the employer superannuation contribution, as salary or a combination of salary and benefits if:

(a) the election is consistent with relevant taxation laws and rulings or guidelines applicable to salary packaging schemes issued by the Australian Taxation Office; and

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(b) providing the benefit would not result in a cost to the Commonwealth (including any fringe benefits tax) that would not be incurred if the Secretary received the remuneration in the form of salary.

(2) To avoid doubt, a superannuation contribution made as a result of an election by a Secretary under subsection (1) does not form part of the employer superannuation contribution for the Secretary.

14 Travel tier

For the purposes of the official travel determination, travel tier 1 applies to a Secretary.

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Part 3—Superannuation

15 Superannuation

Commonwealth Superannuation Scheme

(1) For a Secretary who is a member of the CSS:

(a) the Secretary's annual rate of salary for the purposes of the CSS is the Secretary's superannuation salary; and

(b) for the purposes of paragraph (a) of the definition of ***employer superannuation contribution*** in section 8, the value attributed to the employer superannuation contribution for the Secretary is an amount equal to 15.4% of the Secretary's superannuation salary.

Public Sector Superannuation Scheme

(2) For a Secretary who is a member of the PSS:

(a) the Secretary's basic salary for the purposes of the PSS is the Secretary's superannuation salary; and

(b) the amount of the Secretary's recognised allowances for the purposes of the PSS is nil; and

(c) for the purposes of paragraph (a) of the definition of ***employer superannuation contribution*** in section 8, the value attributed to the employer superannuation contribution for the Secretary is an amount equal to 15.4% of the Secretary's superannuation salary.

Defence Force Retirement and Death Benefits

(3) For a Secretary who is a member of the DFRDB:

(a) the Secretary's annual rate of salary for the purposes of the DFRDB is the Secretary's superannuation salary; and

(b) for the purposes of paragraph (a) of the definition of ***employer superannuation contribution*** in section 8, the value attributed to the employer superannuation contribution for the Secretary is an amount equal to 15.4% of the Secretary's superannuation salary.

Military Superannuation and Benefits Scheme

(4) For a Secretary who is a member of the MSBS:

(a) the Secretary's annual rate of salary for the purposes of the MSBS is the Secretary's superannuation salary; and

(b) for the purposes of paragraph (a) of the definition of ***employer superannuation contribution*** in section 8, the value attributed to the employer superannuation contribution for the Secretary is an amount equal to 15.4% of the Secretary's superannuation salary.

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Public Sector Superannuation Accumulation Plan

(5) For a Secretary who is a member of PSSAP, the Secretary's superannuation salary for the purposes of the *Superannuation (PSSAP) Trust Deed* is the Secretary's ordinary time earnings (within the meaning of the *Superannuation Guarantee (Administration) Act 1992*).

Other superannuation funds

(6) For a Secretary who is a member of any other superannuation fund, the employer superannuation contribution is the minimum contribution required to avoid creating, or contributing to, a superannuation guarantee shortfall under the *Superannuation Guarantee (Administration) Act 1992*.

Note: A Secretary's superannuation salary is 70% of the Secretary's total remuneration (see the definition of ***superannuation salary*** in section 8).

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Part 4—Vehicles and business support

16 Vehicles

(1) A Secretary may elect to receive a Commonwealth-provided vehicle as a benefit. The value attributed to this benefit is to be the actual cost (including fringe benefits tax) of the vehicle to the Commonwealth.

(2) The Executive Vehicle Scheme guidelines apply to the selection of a vehicle referred to in subsection (1).

(3) A Secretary's total remuneration includes provision for any use of a vehicle by the Secretary for business-related purposes.

17 Vehicle parking

If a Secretary accepts an offer of a car park at Commonwealth expense, the actual cost (including fringe benefits tax) of the car park to the Secretary's Department is taken to be a benefit.

18 Business support

(1) A Secretary is entitled to the provision by the Secretary's Department of communications, information technology and other office facilities necessary for the efficient conduct of the Commonwealth's business, and such provision includes incidental private use of those facilities. Where required, separate telecommunications lines to a Secretary's residence in support of these facilities may be provided at no cost to the Secretary.

(2) A Secretary is entitled to be reimbursed by the Commonwealth for all costs of installation and rental of a telephone line and telephone at the Secretary's residence and for all call charges on that telephone.

(3) If a Secretary maintains 2 residences, the Secretary is entitled to be reimbursed by the Commonwealth under subsection (2) in relation to a telephone line and telephone at one of the Secretary's residences and, in relation to the other residence, is entitled to be reimbursed only for 50% of the call charges and no other costs.

(4) A Secretary is entitled to 2 domestic airline lounge memberships at Commonwealth expense.

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Part 5—Leave

19 Normal duty

A Secretary is to be available for duty when required by the Secretary's Minister and on all days that the Secretary's Department is open for and conducts normal business.

20 Recreation (annual) leave

(1) A Secretary is entitled to recreation leave at a rate of 20 working days for each completed 12 months of service, or pro rata for lesser periods, to be credited in the same way as recreation leave entitlements are credited to employees generally in the Secretary's Department.

(2) A Secretary's recreation leave credit includes any existing recreation leave accrued either through prior service in the Australian Public Service or the ACT Government Service, or through employment in a Commonwealth authority, that in either case ceased not more than 2 months prior to the Secretary's appointment as a Secretary.

(3) If a Secretary ceases to be a Secretary, other than by death, and does not carry forward a recreation leave credit to other Commonwealth employment, the Secretary is entitled to be paid, at the reference salary rate at that time, for any recreation leave credit accrued and unused at the date the Secretary ceased to be a Secretary. If a Secretary dies, the Secretary's Minister may authorise payment of this amount to a dependant of the Secretary or the Secretary's legal personal representative.

(4) Subject to subsection (5), a Secretary may elect to cash out up to half of the Secretary's annual recreation leave entitlement in any year, at the reference salary rate at the time of election. The balance of leave remaining must be at least 4 weeks after any cashing out.

(5) Subsection (4) applies only if the Secretary's Department has a policy that allows employees generally in the Department to cash out some or all of their annual recreation leave entitlements.

21 Personal leave

(1) A Secretary is entitled to personal leave, which may be accessed at full or half pay, to accommodate personal illness or injury, to care for a family member or to meet family responsibilities of an emergency and unscheduled nature.

(2) A Secretary's entitlement to personal leave accrues at the rate of 15 days full pay on the date of initial appointment plus a further 15 days at the end of each 12 months of service.

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(3) In addition to the personal leave entitlement specified in subsection (2), a Secretary's sick leave entitlements accrued either through prior service in the Australian Public Service or in the service of a State or Territory government, or through employment in a Commonwealth authority, that in either case ceased not more than 2 months prior to being appointed a Secretary, is to be recognised as if accrued while a Secretary and is to be paid at full pay or half pay as recognised on appointment.

(4) Neither unused personal leave nor unused sick leave accrued through prior service referred to in subsection (3) are to be paid out if a Secretary ceases for whatever reason to be a Secretary.

(5) The Secretary's Minister may grant additional personal leave to a Secretary at the Secretary's Minister's discretion.

22 Miscellaneous leave

The Prime Minister or the Prime Minister's delegate may grant leave of absence to a Secretary for a purpose that the Prime Minister or the delegate considers to be in the interests of the Commonwealth. Such leave of absence may be with or without pay and subject to conditions at the discretion of the Prime Minister or the delegate.

23 Statutory leave provisions

A Secretary is entitled to long service leave in accordance with the *Long Service Leave (Commonwealth Employees) Act 1976* and maternity leave in accordance with the *Maternity Leave (Commonwealth Employees) Act 1973*.

24 Application for leave

If a Secretary wishes to take any recreation leave, long service leave, personal leave or maternity leave to which the Secretary is entitled, or a mixture of them, the Secretary must apply:

(a) if the leave is for a total period of 3 months or less—to the Secretary's Minister; or

(b) if the leave is for a total period of more than 3 months—to the Prime Minister or the Prime Minister's delegate.

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Part 6—End of appointment

25 Compensation for loss of office

(1) If a Secretary is terminated in accordance with subsection 56(2) or 59(1) of the *Public Service Act 1999*, and an exclusion event does not occur, the Secretary is entitled upon termination to be paid:

(a) for a termination 12 months or more before the end of the Secretary's term of appointment—12 months' reference salary at the time of termination; or

(b) for a termination less than 12 months before the end of the Secretary's term of appointment—1 month's reference salary for each full month of the balance of the term not served, subject to a minimum payment of 6 months' reference salary at the time of termination.

Exclusion events

(1A) An ***exclusion event*** is any of the following events:

(a) the Secretary's appointment is terminated under subsection 59(1) of the *Public Service Act 1999* before the end of the Secretary's term of appointment, and before that termination:

(i) under paragraph 41(2)(m) of that Act, the Australian Public Service Commissioner inquired, in accordance with section 41A of that Act, into an alleged breach of the APS Code of Conduct (within the meaning of that Act) by the Secretary; and

(ii) the Commissioner found that the Secretary breached the APS Code of Conduct; and

(iii) the Commissioner made a finding in relation to the Secretary's conduct, as set out in subsection (1B) of this section;

(b) the Secretary's appointment is terminated under subsection 59(1) of the *Public Service Act 1999* before the end of the Secretary's term of appointment, and before that termination:

(i) under the *National Anti-Corruption Commission Act 2022*, the National Anti-Corruption Commissioner conducted a corruption investigation into the conduct of the Secretary; and

(ii) the investigation report under section 149 of that Act included an opinion that the Secretary had engaged in corrupt conduct of a serious or systemic nature; and

(iii) the investigation report included a recommendation to terminate the appointment of the Secretary;

(c) the Commonwealth makes the Secretary an offer of suitable alternative employment.

(1B) For the purposes of subparagraph (1A)(a)(iii), the Commissioner made a finding that the Secretary's conduct:

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(a) constituted any one or more of the following:
(i) sexual harassment;
(ii) bullying at work (within the meaning of subsection 789FD(1) of the *Fair Work Act 2009*);
(iii) an improper use of the Secretary's duties, status, power or authority to gain a benefit or advantage (whether financial or otherwise) for themselves or any other person; or
(b) is likely to constitute an offence against a law of the Commonwealth, a State or a Territory that is punishable by imprisonment.

Offers of suitable alternative employment

(2) In determining whether, for the purposes of paragraph (1A)(c), there has been an offer of suitable alternative employment, take account of any offer of employment with any of the following:
(a) the Commonwealth;
(b) the administration of a Territory;
(c) a public statutory corporation referred to in paragraph 3(4)(d) of the Act;
(d) an incorporated company all the stock or shares in the capital of which is or are beneficially owned by the Commonwealth or by a public statutory corporation;
(e) an incorporated company limited by guarantee where the interests and rights of the members in or in relation to the company are beneficially owned by the Commonwealth or by a public statutory corporation.

(3) If:
(a) a Secretary who has been terminated (the ***former Secretary***) is appointed to suitable alternative employment in an office within the jurisdiction of the Tribunal; and
(b) the total remuneration that applies to that position is less than the total remuneration for the lowest pay point in the classification level of the office from which the former Secretary has been terminated;
then the Tribunal may determine that, for up to 12 months from the appointment:
(c) the former Secretary is entitled to total remuneration at that pay point; and
(d) the former Secretary's superannuation salary for the purposes of a Commonwealth defined benefits scheme is 70% of that total remuneration (rounded up to the nearest $10).

Note: The Tribunal will make an individual determination in each case.

26 Notice of a decision not to reappoint

A Secretary who is not given 3 months' notice that the Secretary will not be reappointed to an office of Secretary at the expiration of the Secretary's current term is entitled to 3 months' reference salary, unless an exclusion event occurs.

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Part 7—Removal, relocation and family reunion assistance

27 Definitions for Part 7

In this Part:

family reunion means reunion between the Secretary and members of the Secretary's immediate family who reside in the residence maintained by the Secretary in the Secretary's home locality.

home locality means the locality where the Secretary ordinarily lives immediately before the commencement of the term of appointment as Secretary takes place.

locality of the Australian Capital Territory means the Australian Capital Territory and those parts of New South Wales which fall within a 100 kilometre radius of Canberra.

new locality means the locality of the Australian Capital Territory.

28 Relocation costs

(1) A Secretary is entitled to payment at Commonwealth expense of relocation costs from the Secretary's home locality to the new locality in order to take up the appointment as a Secretary.

(2) For the purposes of subsection (1), relocation costs include, as applicable:
   (a) transportation of the Secretary and the Secretary's partner and dependants, if any, from the home locality to the new locality, and their return to the home locality when the Secretary ceases to hold office as Secretary for whatever reason; and
   (b) the insured removal of the furniture, household effects and domestic animals of the Secretary and the Secretary's partner and dependants from the home locality to the new locality, and their return to the home locality when the Secretary ceases to hold office as Secretary for whatever reason.

29 Settling out allowance

(1) The ***settling out period*** is the period of up to 7 days beginning on the day when the furniture and other household effects of the Secretary and the Secretary's dependants, if any, are removed from the residence of the Secretary at the home locality.

(2) During the settling out period, the Secretary is entitled to settling out allowance of:
   (a) in relation to the costs of accommodation—$1,727 per week; and

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(b) in relation to meals and incidentals—up to the rate per week applicable to an SES employee as advised from time to time under the Commonwealth Allowance Subscription Service for temporary accommodation allowances.

30 Settling in allowance

(1) The ***settling in period*** is the period beginning up to 7 days before the day when the Secretary begins duty at the new locality and ending on the earlier of:
   (a) the day when suitable accommodation or suitable temporary accommodation becomes available at the new locality; or
   (b) the day 13 weeks after the day when the Secretary begins duty at the new locality.

(2) During the settling in period, the Secretary is entitled to settling in allowance of:
   (a) in relation to the costs of accommodation—$1,727 per week; and
   (b) in relation to meals and incidentals—up to the rate per week applicable to an SES employee as advised from time to time under the Commonwealth Allowance Subscription Service for temporary accommodation allowances.

31 Accommodation support

A Secretary who did not live in the locality of the Australian Capital Territory immediately before the commencement of the term of appointment as Secretary is entitled to accommodation support of an amount per week equal to $34,500 per year for the duration of the Secretary's term and any subsequent term as Secretary if the Secretary:
   (a) continues to maintain a residence in the Secretary's home locality; and
   (b) does not buy a property in the locality of the Australian Capital Territory.

32 Reunion travel

(1) This section applies to a Secretary who:
   (a) did not, immediately before the commencement of the Secretary's initial term of appointment as a Secretary, ordinarily live in the locality of the Australian Capital Territory; and
   (b) maintains a principal place of residence elsewhere in Australia during the initial term of appointment as a Secretary and during any successive term of appointment as a Secretary.

(2) The Secretary is entitled, for the purposes of family reunion, in each 12 months of service, at the Secretary's election at the time of appointment or reappointment to:
   (a) 12 business class return airfares between Canberra and the capital city nearest the Secretary's principal place of residence; or
   (b) travel for the purposes of reunion up to the value of 12 business class return fares between Canberra and the capital city nearest the principal place of residence.

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(3) The travel entitlement provided to the Secretary under subsection (2) may be used by the Secretary and the Secretary's immediate family members. Where business travel to the capital city nearest to the Secretary's principal place of residence provides an opportunity for family reunion (such as when the business travel is adjacent to a weekend), the reunion fare entitlement is to be reduced by the equivalent of one return business class fare.

(4) Travel provided to the Secretary under subsection (2) may be undertaken only while the Secretary occupies the office of a Secretary. Any travel not taken by the day a Secretary ceases to occupy the office of a Secretary ceases to be available.

(5) The value of the travel provided to a Secretary under subsection (2) may not be taken as a cash equivalent or converted to any other use.

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Part 8—Assistance for training and development

33 Leave for training and development

The Prime Minister or the Prime Minister's delegate may grant leave of absence with pay to a Secretary to enable the Secretary to pursue training or development activities that the Prime Minister or the Prime Minister's delegate considers to be in the interests of the Commonwealth. Such leave of absence may be subject to conditions at the discretion of the Prime Minister or the Prime Minister's delegate.

34 Costs of training and development

A Secretary's Minister may approve reimbursement of costs incurred by the Secretary in connection with training or development activities. Such reimbursement is at the discretion of the Secretary's Minister, may be in full or in part, and may be subject to conditions.

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Part 9—Delegation

35 Secretary's Minister may delegate functions

A Secretary's Minister may delegate any of the Minister's functions under this instrument to another Minister.

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Part 10—Application and transitional provisions

36 Application and transitional provisions—general

The following table (***Table 10A***) sets out application and transitional provisions for the provisions in column 1.

Table 10A—Application and transitional provisions

Item	Column 1 Provision	Column 2 Application and transitional provisions
1	Subsection 15(6)	The amendment of this provision made by the *Remuneration Tribunal Amendment Determination (No. 5) 2026* applies in the same way as the amendments of the *Superannuation Guarantee (Administration) Act 1992* made by Schedule 1 to the *Treasury Laws Amendment (Payday Superannuation) Act 2025* apply under item 182 of that Schedule.

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Endnotes

Endnote 1—About the endnotes

The endnotes provide information about this compilation and the compiled law.

The following endnotes are included in every compilation:

Endnote 1—About the endnotes
Endnote 2—Abbreviation key
Endnote 3—Legislation history
Endnote 4—Amendment history

Abbreviation key—Endnote 2
The abbreviation key sets out abbreviations that may be used in the endnotes.

Legislation history and amendment history—Endnotes 3 and 4
Amending laws are annotated in the legislation history and amendment history.

The legislation history in endnote 3 provides information about each law that has amended (or will amend) the compiled law. The information includes commencement details for amending laws and details of any application, saving or transitional provisions that are not included in this compilation.

The amendment history in endnote 4 provides information about amendments at the provision (generally section or equivalent) level. It also includes information about any provision of the compiled law that has been repealed in accordance with a provision of the law.

Editorial changes
The *Legislation Act 2003* authorises First Parliamentary Counsel to make editorial and presentational changes to a compiled law in preparing a compilation of the law for registration. The changes must not change the effect of the law. Editorial changes take effect from the compilation registration date.

If the compilation includes editorial changes, the endnotes include a brief outline of the changes in general terms. Full details of any changes can be obtained from the Office of Parliamentary Counsel.

Misdescribed amendments
A misdescribed amendment is an amendment that does not accurately describe how an amendment is to be made. If, despite the misdescription, the amendment can be given effect as intended, then the misdescribed amendment can be incorporated through an editorial change made under section 15V of the *Legislation Act 2003*.

If a misdescribed amendment cannot be given effect as intended, the amendment is not incorporated and "(md not incorp)" is added to the amendment history.

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Endnote 2—Abbreviation key

ad = added or inserted

am = amended

amdt = amendment

C[x] = Compilation No. x

ch = Chapter(s)

cl = clause(s)

cont. = continued

def = definition(s)

Dict = Dictionary

disallowed = disallowed by Parliament

div = Division(s)

ed = editorial change

exp = expires/expired or ceases/ceased to have effect

gaz = gazette

LA = *Legislation Act 2003*

LIA = *Legislative Instruments Act 2003*

(md) = misdescribed amendment can be given effect

(md not incorp) = misdescribed amendment cannot be given effect

mod = modified/modification

No. = Number(s)

Ord = Ordinance

orig = original

p = page(s)

para = paragraph(s)/subparagraph(s) /sub-subparagraph(s)

pres = present

prev = previous

(prev…) = previously

pt = Part(s)

r = regulation(s)/Court rule(s)

reloc = relocated

renum = renumbered

rep = repealed

rs = repealed and substituted

s = section(s)/subsection(s) /rule(s)/subrule(s)/order(s)/suborder(s)

sch = Schedule(s)

SLI = Select Legislative Instrument

SR = Statutory Rules

sub ch = Sub-Chapter(s)

sub div = Subdivision(s)

sub pt = Subpart(s)

underlining = whole or part not commenced or to be commenced

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Endnote 3—Legislation history

Name	Registration	Commencement	Application, saving and transitional provisions
Remuneration Tribunal (Departmental Secretaries—Classification Structure and Terms and Conditions) Determination 2026	18 June 2026 (F2026L00746)	1 July 2026 (s 2(1) item 1)	
Remuneration Tribunal Amendment Determination (No. 5) 2026	27 Aug 2026 (F2026L01120)	sch 1 (item 4): 30 Aug 2026 (s 2(1) item 3) Remainder: 28 Aug 2026 (s 2(1) items 1, 2)	—

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Endnote 4—Amendment history

Provision affected	How affected
Part 1	
s 2	rep LA s 48D
s 6	rep LA s 48C
s 8	am F2026L01120
	ed C2
Part 3	
s 15	am F2026L01120
Part 10	
Part 10	ad F2026L01120
s 36	ad F2026L01120
Schedule 1	rep LA s 48C

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Endnote 5—Editorial changes

In preparing this compilation for registration, the following kinds of editorial change(s) were made under the *Legislation Act 2003*.

Section 8 (definition of *official travel determination*)

Kind of editorial change

Give effect to the misdescribed amendment as intended and change to typeface

Details of editorial change

Schedule 1 item 4 of the *Remuneration Tribunal Amendment Determination (No. 5) 2026* provides as follows:

4 Section 8 (definition of *official travel determination*)

Omit "2025", substitute "2026".

The text "2025" does not appear in the definition of ***official travel determination*** in section 8. However, the text "*2025*" does appear.

This compilation was editorially changed to omit "*2025*" and substitute "*2026*" in the definition of ***official travel determination*** in section 8 to give effect to the misdescribed amendment as intended and to change the typeface to bring it into line with legislative drafting practice.

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