

**REMUNERATION TRIBUNAL
ANNUAL REPORT
2016–17**

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The document must be attributed as the *Remuneration Tribunal annual report 2016–17*.



REMUNERATION TRIBUNAL

4 October 2017

Senator the Hon Michaelia Cash
Minister Assisting the Prime Minister for the Public Service
Parliament House
Canberra ACT 2600

Dear Minister

We have pleasure in presenting to you the Remuneration Tribunal's annual report for 2016–17. The report covers the activities of the Tribunal during the year ended 30 June 2017.

Subsection 12AA(2) of the *Remuneration Tribunal Act 1973* 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

Three handwritten signatures in black ink. From left to right: John C Conde, Ewen G W Crouch, and Heather J Zampatti.

John C Conde AO
PRESIDENT

Ewen G W Crouch AM
MEMBER

Heather J Zampatti
MEMBER

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President's overview

I reported last year on the Tribunal's contribution to a review of the parliamentary work expenses system commissioned by the Australian Government.

The review committee provided a report to the government in February 2016. The report set out 36 recommendations aimed at creating a simplified framework for a principles-based work expenses system that supports parliamentarians' business requirements. On 23 March 2016, the government announced its in-principle support for all of the recommendations in the committee's report.

Since then, significant progress has been made on implementing the recommendations. The Tribunal has continued to play a key role in supporting the proposed new arrangements, which are likely to commence later this year or early in 2018.

The government introduced, and the parliament passed, three key pieces of legislation that will underpin the new arrangements and in some cases finalise recommendations in the review:

- *Parliamentary Entitlements Legislation Amendment Act 2017*
- *Independent Parliamentary Expenses Authority Act 2017*
- *Parliamentary Business Resources Act 2017*.

The Parliamentary Entitlements Legislation Amendment Act made amendments to the *Members of Parliament (Life Gold Pass) Act 2002*, changing the name of the Act to the *Parliamentary Retirement Travel Act 2002* and closing the scheme to new members, other than to members who serve as prime ministers. Free domestic travel for all former parliamentarians, except former prime ministers, was also abolished.

The Act also made a number of amendments to the *Parliamentary Entitlements Act 1990*, including a provision to impose penalty loadings if a person makes a travel claim in excess of what is allowed.

In May 2017, the Tribunal made decisions complementary to the legislative changes, providing a consistent definition of 'dependent child' and reducing post-retirement travel for former parliamentarians. Both of these changes were recommendations of the review (recommendations 18 and 21, respectively).

The Independent Parliamentary Expenses Authority Act established the authority responsible for auditing and reporting on parliamentarians' work expenses. The authority was set up as an interim executive agency from 3 April 2017 and commenced as a statutory authority on 1 July 2017. As President of the Tribunal, I was appointed to the interim agency on its commencement and became an ex officio member on 1 July 2017.

The new Independent Parliamentary Expenses Authority (IPEA) has responsibility for monitoring the travel expenses of parliamentarians and their staff; preparing reports and conducting audits relating to all expenses of parliamentarians and the travel expenses of their staff; and processing claims relating to the travel expenses of parliamentarians and their staff.

Separately, the Tribunal considered appropriate remuneration for the new offices of Chief Executive Officer, Chair and members of the board of IPEA. I do not receive additional remuneration in my ex officio role as a member of IPEA.

The Parliamentary Business Resources Act received royal assent in May 2017 and will commence after subordinate legislation is finalised. Consistent with the recommendations of the review, the Act, among other things:

- establishes remuneration and work expenses as the two streams of support provided to parliamentarians
- provides a clear definition of parliamentary business
- establishes obligations relating to parliamentarians' expenditure, including value-for-money provisions
- defines a 'dominant purpose test', under which parliamentarians will only be able to claim expenses if the dominant purpose of their journey was to undertake parliamentary business.

The Tribunal's various powers with respect to parliamentarians' remuneration, allowances and related matters, currently detailed in the *Remuneration Tribunal Act 1973*, are in the new Act and will become operative when it commences.

The Tribunal and its Secretariat are, and have been, working closely with the Special Minister of State and his staff and relevant agencies (including the Department of Finance, the Department of the Prime Minister and Cabinet, and IPEA) to establish the new parliamentary expenses framework.

There remains a significant body of work associated with implementing the new system. The complex and considerable task of drafting regulations and determinations within the new legislative framework is being capably led by key staff in the Department of Finance. The Tribunal is committed to and pleased with the progress of these reforms and will continue to work closely with all stakeholders to implement them during 2017–18.

The Tribunal has continued to review aspects of the current expenses framework for parliamentarians, including considering the outstanding recommendations of the review for which it has responsibility. In addition to the decisions mentioned earlier, the Tribunal made a number of other decisions that are described in more detail later in this report, including:

- abolishing the additional \$10 per night travelling allowance for spouses who accompany ministers and office holders on travel (recommendation 10)
- reducing the annual family reunion budget for parliamentarians by using economy rather than business class fares for dependents (recommendation 17)
- extending travel provisions to a person supporting a parliamentarian, who is travelling on parliamentary business, and who is the mother of a child up to 12 months old (recommendation 20)
- retaining electorate and charter transport allowances and caps at current levels for parliamentarians in large electorates (recommendations 12 and 23b)
- amending conditions relating to private vehicle arrangements.

I reported last year that the Tribunal was the second defendant in a case before the full bench of the High Court, *Cunningham v Commonwealth*. The case concerned aspects of the superannuation benefits and 'Life Gold Pass' entitlements of former parliamentarians.

The Court handed down its judgement on 12 October 2016. The Court unanimously held that amendments to the *Parliamentary Contributory Superannuation Act 1948* and the Remuneration Tribunal Act and certain determinations made by the Remuneration Tribunal did not constitute an acquisition of property otherwise than on just terms within the meaning of subsection 51(xxxi) of the Constitution. The Court further held, by majority, that the enactment of and subsequent amendment to the Act previously known as the *Members of Parliament (Life Gold Pass) Act 2002* also did not constitute an acquisition of property otherwise than on just terms.

The Tribunal finalised its review of the remuneration of offices covered by its Judicial and Related Offices – Remuneration and Allowances Determination. Judicial and related offices that are under the Tribunal's jurisdiction include judges and offices in the High Court, the Federal Court, the Family Court and the Federal Circuit Court. The jurisdiction also includes offices in a range of tribunals and commissions.

The review commenced in September 2015 and the Tribunal released an interim statement in September 2016. The statement detailed the Tribunal's preliminary conclusions that:

- there was a strong case for a remuneration increase for judicial offices given the increased complexity of the work, remuneration movements in other public offices, efficiency gains, and relativities with the state jurisdictions
- some 'related offices' had not been reviewed for significant periods, and updated information would be required to consider remuneration arrangements for those offices on a case-by-case basis
- there was a need to streamline, consolidate and simplify the provisions of the current determination.

The Tribunal concluded the review in November 2016, announcing an increase of 4.8% for all judicial offices effective from 1 January 2017. In doing so, it confirmed its view that existing relativities between the judges of the various federal courts, including the High Court, continued to be appropriate. Work is continuing on a new streamlined and simplified determination.

The Remuneration Tribunal Act requires the Tribunal to examine and determine remuneration for offices in its jurisdiction at intervals of no more than one year. At these intervals, the Tribunal considers whether any general increase to remuneration for offices in its jurisdiction should be determined.

The Tribunal has traditionally taken a cautious approach to annual increases and this year was no exception. On 22 June 2017, the Tribunal decided to increase remuneration by 2% for public offices in its jurisdiction, with effect from 1 July 2017. Figures 1 and 2 depict the Tribunal's remuneration increases over the past decade and show how they compare with the movement over the same period of full-time adult ordinary time earnings (AWOTE).

Figure 1: Tribunal annual review increases, 2008 to 2017

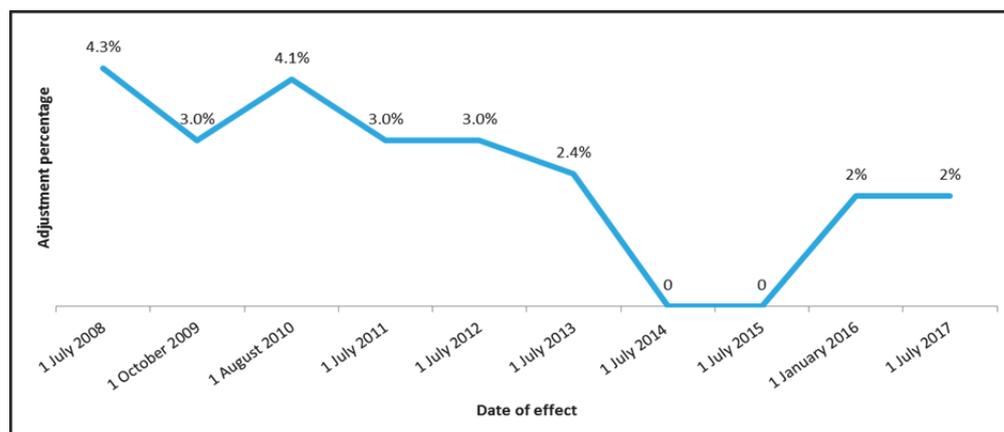
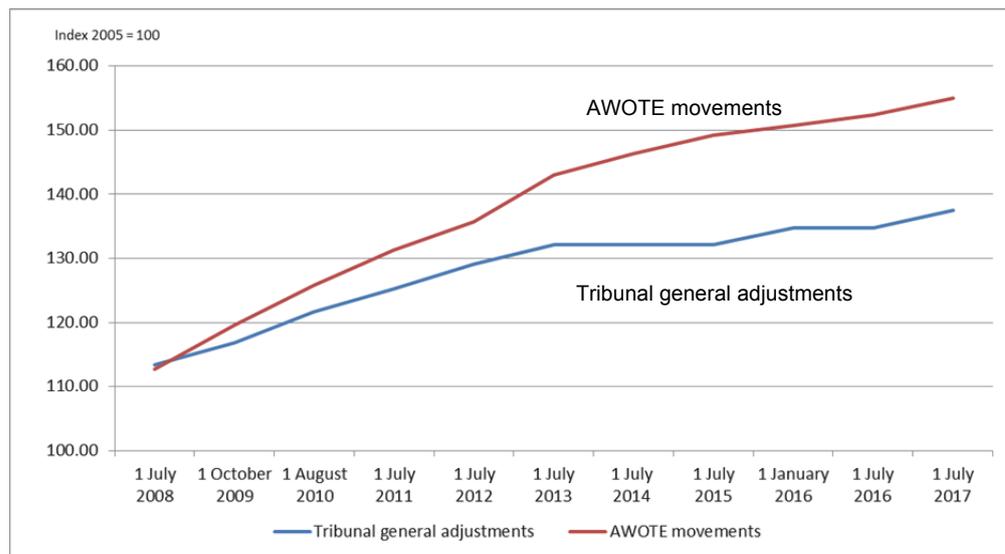


Figure 2: AWOTE increases versus Tribunal increases, 2008 to 2017



The Tribunal takes into account the economic conditions in Australia; the past and projected movements in remuneration in the private and public sectors (including the Australian Public Service); and, as it is obliged to do by its legislation, the annual wage reviews of the Fair Work Commission. In its decision this year, the Tribunal noted the trend of an increase in submissions that seek higher remuneration for offices and individual office holders based at least in part on private sector remuneration and market factors.

In issuing new determinations for the increase to remuneration from 1 July 2017, the Tribunal revised the way it represents superannuation for members of Commonwealth defined benefits funds. The number of members of those funds is reducing and the concept of ‘base salary’ has caused some confusion for some administrators. The new arrangements do not change the existing entitlements for individual office holders.

The remuneration of the Managing Director of Australia Post was the subject of intense parliamentary, media and public scrutiny early in 2017. While the office is specified in the Tribunal’s legislation as a principal executive office, no employing body had been declared, meaning that the Australia Post Board was solely responsible for deciding remuneration for the office.

On 23 February 2017 the shareholder ministers, the Minister for Communications and the Minister for Finance, announced that the pay and employment conditions of the Managing Director of Australia Post will be overseen by the Tribunal. In her capacity as Minister Assisting the Prime Minister for the Public Service, Senator the Hon Michaelia Cash declared the office to be assigned to the principal executive office structure and the Australia Post Board to be the employing body under that structure.

The Tribunal undertook a detailed review of the office and subsequently advised the Australia Post Board of the appropriate range within which it may determine remuneration for the new Managing Director. This has resulted in remuneration at a substantially lower level than that paid to the previous incumbent.

Tribunal membership

For a significant part of the year, the Tribunal operated with only two members and I relied heavily on the commitment, support and counsel of Mr Ewen G W Crouch AM. I am grateful for the way in which he arranged his schedule to support the Tribunal's work program during this period.

The Tribunal welcomed the appointment of Ms Heather Zampatti as a member, effective 23 March 2017, for five years. Ms Zampatti has a wealth of experience across numerous sectors, including investment services and not-for-profit. She is Head of Wealth Management, Australia at Bell Potter Securities and Chair of Lotterywest and she sits on the boards of a number of bodies, including Chief Executive Women, the Financial Sector Advisory Committee and Osteoporosis Australia. Ms Zampatti's contribution in a short space of time has been invaluable.

The Tribunal's Secretariat had a challenging year with some staff changes and absences. Nonetheless, they continued to contribute quality advice to the Tribunal during a very busy year in which reform of the parliamentary entitlements was at the forefront of our work program. In particular, I acknowledge and thank Mr Patrick Palmer, Secretary to the Tribunal, for his invaluable support and leadership.

John C Conde AO
President

1 Introduction to the Tribunal

The Remuneration Tribunal is an independent statutory authority established under the *Remuneration Tribunal Act 1973*. The Tribunal 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 about these matters.

In assessing the remuneration of offices, the Tribunal takes into account the attributes of the office; remuneration of comparable offices; considerations related to complexity, merit and productivity; and indicators of movements in remuneration. The Tribunal aims to develop remuneration arrangements that are flexible and broadly consistent, having regard to the significant diversity of the offices in its jurisdiction.

2 Membership of the Tribunal

The Remuneration Tribunal Act establishes the Tribunal with three part-time members who are appointed by the Governor-General. For a significant part of the 2016–17 reporting period, prior to the appointment of Ms Heather Zampatti on 23 March 2017, the Tribunal operated with two members.

The current members of the Tribunal are:

Mr John C Conde AO, President – reappointed on 19 March 2013 as Member and President for a further five years from 25 June 2013. Mr Conde was originally appointed as a member of the Tribunal on 18 June 1998. Mr Conde is Chairman of Bupa Australia Health Pty Ltd, Chairman of the McGrath Foundation and Chairman of Cooper Energy. He is Deputy Chairman of Whitehaven Coal Limited and a Director of Dexus Property Group. Mr Conde is an ex officio member of the Independent Parliamentary Expenses Authority (IPEA).

Positions previously held include Co-Chair of the Review Committee: An Independent Parliamentary Entitlements System, Chairman of the Sydney Symphony Orchestra, Chairman of Destination NSW, Chairman of Ausgrid (formerly EnergyAustralia), Director of BHP Billiton and Excel Coal Limited, Managing Director of Broadcast Investment Holdings Pty Limited, Director of Lumley Corporation, President of the National Heart Foundation of Australia and member of the Sydney Children's Hospital Network Board, the Dermatology Research Foundation and the Council of the Sydney Medical School Foundation.

Mr Ewen G W Crouch AM – appointed on 3 September 2015 for a five-year term. Mr Crouch is a non-executive director of Westpac Banking Corporation and BlueScope Steel Limited. He is a board member of the Sydney Symphony Orchestra and Jawun and served as a director of Mission Australia for 21 years including eight as Chairman.

Mr Crouch is an experienced non-executive director of listed corporations and unlisted organisations. He is a former Chairman of Allens, having been a partner of that firm from 1988 to 2013. His roles at Allens included Chairman of Partners (2009–2012), Co-Head, Mergers & Acquisitions (2004–2010), Executive Partner, Asian Offices (1999–2004), and Deputy Managing Partner (1993–1996), as well as 11 years' service on that firm's board. Mr Crouch advised on some of Australia's most significant Mergers & Acquisitions transactions during his partnership career.

Mr Crouch is a Fellow of the Australian Institute of Company Directors (AICD), a member of the AICD's Law Committee and a member of the Corporations Committee of the Law Council of Australia. He was a member of the Takeovers Panel from 2010 to 2015.

Ms Heather Zampatti – appointed on 23 March 2017 for five years. Ms Zampatti has over 30 years' experience in investment advising, providing investors with professional portfolio management. Ms Zampatti works with foundations, institutions, not-for-profit organisations, individuals and superannuation funds to ensure their investments are aligned to their specific objectives and priorities.

Ms Zampatti is Head of Wealth Management, Australia at Bell Potter Securities and Chair of Lotterywest. She sits on the boards of Chief Executive Women, the Financial Sector Advisory Council, Osteoporosis Australia, the University of Western Australia University Club, the WA Regional Council of FINSIA, the Public Sector Commission Advisory Board and the ASIC Financial Services Consultative Committee.

Ms Zampatti is a former member of the Takeovers Panel, board member of the West Australian Ballet, Chair of the Princess Margaret Hospital Foundation and member of the Australian Institute of Management (WA). She lectures for the Australian Stock Exchange and FINSIA and gives many public seminars.

3 The work of the Tribunal

During the year, the Tribunal convened on 12 occasions. This included meetings with a range of interested parties. The Tribunal formalised its conclusions in 27 determinations. The President and individual Tribunal members, where appropriate, also consulted more widely on a range of matters.

3.1 Annual adjustment

The Tribunal is required under subsections 7(1), 7(2), 7(3) and 8(1) of the Remuneration Tribunal Act to make determinations in respect of remuneration for various offices in its jurisdiction at periods of not more than one year. In fulfilling this obligation, the Tribunal reviews the remuneration of offices considering remuneration movements in the public sector, and across the private sector more generally, as well as the economic and fiscal environment. It is also required by its legislation to have regard to the outcome of the annual wage reviews of the Fair Work Commission.

In December 2015, the Tribunal decided to award a general increase of 2% for offices in its jurisdiction, effective 1 January 2016, following a period of two and a half years without any adjustment. In the course of its 2016 annual review, the Tribunal made no adjustment and signed new determinations reflecting that decision on 5 December 2016. These decisions reflected the environment of economic restraint, lower wage growth more broadly, and the impact on Commonwealth agencies of the government's Public Sector Workplace Bargaining Policy.

The Tribunal announced, in its September 2016 Interim Report on the Review of Judicial and Related Offices, that any decision on a general remuneration adjustment would be deferred until well into 2017.

In considering whether a general increase might be supported for offices in its jurisdiction, the Tribunal regularly reviews broad economic and workforce indicators, the federal government's budget outlook, the progress of bargaining in the Australian Public Service (APS) and in non-APS government agencies, and published data on movements in both private and public sector remuneration.

The Tribunal announced its annual review decision on 22 June 2017, providing a general adjustment of 2% to all offices in its jurisdiction with effect from 1 July 2017.

The Tribunal's decision followed the Fair Work Commission's announcement of a 3.3% increase in the minimum wage and associated awards. It also reflected the fact that a large number of Commonwealth agencies had, by then, negotiated increases of up to 2% each year for their employees since the bargaining policy had been in place. The Tribunal was aware that several agencies were approaching total increases of 6% during the period since 2013. This was against a period of low wage growth continuing across the economy; the March 2017 wage price index increased by only 1.9% over the year, and the public service index increased by 2.4%.

The full text of the Tribunal's June 2017 statement is available on its website at <http://www.remtribunal.gov.au/media/documents/2018/2017-statements/2017-annual-review-decision-21-june-2017/Annual-Review-Statement-22-June-2017.pdf>.

3.2 Full-time public offices

The framework

Under the Remuneration Tribunal Act, the Tribunal is responsible for inquiring into and determining remuneration and recreation leave for full-time public offices, and for inquiring into and determining other matters that it considers are significantly related to remuneration (s7).

The Tribunal determines full-time office holder remuneration as 'total remuneration' – a figure which covers cash salary, superannuation and other benefits. The significantly related matters determined for full-time office holders are, principally, travel provisions and also some other allowances in specific cases.

The Remuneration Tribunal Act defines 'public office'. It includes all offices established by a Commonwealth law (also known as statutory offices) and appointments made under a Commonwealth law, as well as (but not limited to) appointments made by the Governor-General or a minister of state which are formally referred into the Tribunal's jurisdiction by the Minister Assisting the Prime Minister for the Public Service as the minister responsible for the Act (s3). The attributes of a 'public office' establish whether appointment to it is made on a full-time, or other, basis.

Most full-time offices are statutory offices.

During the reporting period, the Tribunal received and considered a number of submissions on remuneration, conditions and/or allowances for new and established offices. A list of new full-time public offices for which the Tribunal determined remuneration in the year to 30 June 2017 is included in Appendix 2.

The Tribunal issued its new Principal Determination 2016/19: Remuneration and Allowances for Holders of Full-Time Public Office effective from 8 December 2016 (made on 5 December 2016) with no increase in remuneration.

Determination 2016/19 was superseded by Determination 2017/11: Remuneration and Allowances for Holders of Full-Time Public Office with effect from 1 July 2017. Consistent with the Tribunal's annual review statement of 22 June 2017, the Tribunal increased remuneration for these offices by 2% with effect from 1 July 2017.

As at 30 June 2017, there were 149 offices specified in the Tribunal's determination for holders of full-time offices.

In 2002, the Tribunal began determining remuneration of full-time offices on a total remuneration basis. It retained 'base salary' in its determinations, primarily as the foundation for calculating employer superannuation contributions for members of Commonwealth defined benefit superannuation schemes, although it was also used for a period as the basis for termination payments. With the passage of time, the number of office holders with entitlements under those now closed schemes is reducing, and the need to specify the superannuation salaries in that manner has declined.

In finalising its 2017 annual review, the Tribunal recast its provisions in relation to superannuation salaries for full-time offices. Under the revised framework, superannuation salary for the purposes of the Commonwealth's defined benefit schemes is calculated as a proportion of total remuneration. This replaces the previous arrangement where superannuation salary, expressed as base salary, was specified for each office. The new arrangements have no impact on any individual office holder. A number of personal superannuation salary arrangements have been specified separately. These generally relate to maintenance of pre-existing entitlements of individual office holders.

Two offices, the General Manager, National Blood Authority and the Director, National Industrial Chemicals Notification and Assessment Scheme, were returned to the Tribunal's full-time determinative arrangements following declarations by the Minister Assisting the Prime Minister for the Public Service that their principal executive office status be revoked. Instead of remuneration being determined by the relevant portfolio minister, the Tribunal now has the responsibility for determining the remuneration for those offices. This continues a program that commenced in 2007 of returning statutory offices to the Tribunal's direct determinative jurisdiction when there is no specific reason for remuneration to be determined by ministers or other employing bodies.

In its 2012 review of full-time offices, the Tribunal introduced a structure of remuneration levels, removing the fine distinctions between remuneration rates that had evolved over time and could not be justified by assessment of differences in their roles and responsibilities. However, the Tribunal had not finalised placement of a small number of offices in its revised remuneration structure due to government policy changes that affected their roles and responsibilities. During 2016–17 the Tribunal completed its consideration of those offices and all full-time offices are now placed on remuneration rates within the revised structure.

Specified statutory offices

The Tribunal is responsible for determining the remuneration of a small group of full-time public offices referred to as specified statutory offices. As at 30 June 2017, those offices were:

- the Chief of the Defence Force
- the Commissioner of Taxation
- the Auditor-General for Australia
- the Australian Statistician.

Determination 2016/14: Specified Statutory Offices – Remuneration and Allowances, effective from 8 December 2016, made no changes to remuneration or conditions.

That determination was superseded by Determination 2017/07 from 1 July 2017.

Consistent with the Tribunal's annual review statement of 22 June 2017, the Tribunal increased remuneration for these offices by 2% with effect from 1 July 2017. The Tribunal also removed base salary and implemented revised superannuation salary arrangements for the specified statutory offices. These amendments had no impact on the superannuation entitlements of any individual office holder.

3.3 Part-time public offices

The framework

In addition to statutory offices, part-time offices include appointments made under a Commonwealth law, as well as (but not limited to) appointments made by the Governor-General or a minister of state which are formally referred into the Tribunal's jurisdiction by the Minister Assisting the Prime Minister for the Public Service as the minister responsible for the Remuneration Tribunal Act (s3). Under the Act, the Tribunal is responsible for setting the remuneration and some allowances for these public offices.

Appointments to a wide range of public offices are made on a part-time basis. These offices are very diverse and include the chairs and members of boards, councils, committees and administrative tribunals whose work may be regular or intermittent.

There are several remuneration models determined for part-time offices. The two principal ones are an annual fee, compensating in one annual figure all 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 the two, with daily fees covering specific activities and an annual fee covering recurring or predictable elements of the office holder's workload. In respect of part-time offices, the principal significantly related matter determined by the Tribunal is travel entitlements.

Consistent with the Tribunal's statement of 22 June 2017, the remuneration of part-time offices was increased by 2% with effect from 1 July 2017.

As at 30 June 2017, the principal determination (Determination 2016/18: Remuneration and Allowances for Holders of Part-Time Public Office) contained more than 250 entries for individual bodies, and was superseded by Determination 2017/10 effective from 1 July 2017.

During the year, the Tribunal considered submissions on remuneration and/or conditions for a number of individual offices. A list of new part-time offices for which the Tribunal determined remuneration is included in Appendix 2.

In 2015–16, the Tribunal reviewed its approach to remuneration of subcommittees established by governing boards to reflect more contemporary practice. The Tribunal wrote to chairs of governing boards advising them of the revised approach and inviting submissions. Three additional subcommittees were considered under the new arrangements during 2016–17.

3.4 Principal executive offices

The framework

The Remuneration Tribunal Act provides for the Tribunal to determine a classification structure for principal executive offices (s5(2A)) and to determine the terms and conditions applicable to each classification in the classification structure (s7(3D)).

The minister responsible for the Act has the power to make declarations concerning principal executive offices (PEOs), having taken into account the advice of the Tribunal (s3A). The minister may declare an office to be a PEO, the classification to which the PEO is assigned and the PEO's employing body (s3(A) and (B)).

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 (s12C) 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 is able to exercise discretion in determining remuneration. Reference rates are generally adjusted annually to reflect the outcome of the Tribunal's annual review. 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 of up to 15% for Bands A to C and up to 20% for Bands D and E, although in a number of cases performance pay has been absorbed into fixed remuneration, particularly in circumstances in which a minister is the employing body.

A full list of PEOs can be found on the Tribunal's website at www.remtribunal.gov.au/principalExecutiveOffices/currentDetermination/listPEO.asp.

Consistent with the Tribunal's statement of 22 June 2017, the remuneration of these offices was increased by 2% with effect from 1 July 2017. Determination 2017/08: Principal Executive Office – Classification Structure and Terms and Conditions, effective from 1 July 2017, superseded Determination 2016/15.

The Tribunal considered a number of submissions regarding PEOs during 2016–17, generally relating to reviews of remuneration and/or conditions or changes to governance arrangements.

At 30 June 2017 there were 61 listed PEOs. During the year two offices (the General Manager, National Blood Authority and the Director, National Industrial Chemicals Notification and Assessment Scheme) were returned to the Tribunal's full-time determinative jurisdiction by revocation of their status as PEOs.

The PEO group is a very diverse group of offices. It includes chief executives of government business enterprises and of large statutory bodies, including research institutions and research funding bodies, as well as directors of cultural institutions. Most of the current PEOs are statutory offices that have been declared, by the relevant minister, to be PEOs, so their governing boards have direct involvement in establishing remuneration and other conditions of employment within the boundaries of the Tribunal's PEO determination and guidelines. A small number are PEOs by virtue of their inclusion in section 3 of the Remuneration Tribunal Act. However, the Tribunal's determinative role in relation to PEOs defined in section 3 is not invoked until a declaration is made by the relevant minister in accordance with sections 3A and 3B of the Act. By 2012, of the offices listed in section 3, only the office of Managing Director of Australia Post remained outside the Tribunal's PEO jurisdiction.

The office of Managing Director of Australia Post was brought within the Tribunal's PEO jurisdiction during 2016–17. As noted earlier in this report, the remuneration being paid to the office holder at the time attracted significant scrutiny. The Tribunal undertook a detailed review of the office and subsequently advised the Australia Post Board, now formally declared the employing body for the purposes of the Act, of the appropriate range within which it may determine remuneration for the new Managing Director.

The Tribunal undertook a number of reviews of remuneration for particular PEOs during the course of 2016–17, at the instigation of employing bodies. As part of its forward work programme, the Tribunal intends to examine the current PEO arrangements more closely during 2017–18, to ensure they continue to meet the government's policy requirements for the structure, employing body operational requirements and contemporary remuneration practice.

3.5 Secretaries

The framework

Under Division 4 of the Remuneration Tribunal Act, the Tribunal is responsible for setting the classification structure, specifying pay points for the classification structure and assigning each office of departmental secretary to a classification. The Tribunal 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 of departments other than the departments of the Prime Minister and Cabinet and 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 Remuneration Tribunal Act.

In assigning the pay point, the Secretary of the Department of the Prime Minister and Cabinet must consult with the President of the Tribunal and the Australian Public Service Commissioner.

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.

Consistent with the Tribunal's statement of 22 June 2017, the remuneration of the office of secretary was increased by 2% with effect from 1 July 2017. The principal determination applying at 30 June 2017 was Determination 2016/13: Departmental Secretaries – Classification Structure and Terms and Conditions. Determination 2016/13, effective from 8 December 2016, was superseded by Determination 2017/06, effective from 1 July 2017.

During 2016–17, the Tribunal undertook a review of its determination in relation to secretaries with a particular focus on conditions of employment for secretaries who relocate to Canberra on appointment.

The terms and conditions for secretaries have not changed significantly from those set out in the Prime Minister's 2011 Determination, the last determination before the *Remuneration and Allowances (Amendment) Act 2011* returned secretaries to the Tribunal's determinative jurisdiction. The Tribunal's review of the office of secretary 2010–11 noted the intention to review terms and conditions more generally when remuneration matters were settled.

The removal and relocation assistance provisions for secretaries were developed at a time when secretaries were permanent heads and could expect to be employed until retirement age. If recruited from another locality they would have been expected to relocate permanently to Canberra. Since then, the nature of employment for secretaries has changed. Appointments of up to five years are now the norm and the Prime Minister can terminate an appointment at any time.

It is important that recruitment of secretaries attracts a wide candidate pool, including sourcing new talent, ideas and people from outside Canberra, and outside the public service. Providing assistance with relocation to take up an appointment is common practice in the public sector and in many larger private sector organisations and can be a valuable component of a remuneration package in attracting high-calibre candidates. Nonetheless, the Tribunal found that some elements of the relocation package for secretaries were unnecessary and needed to be considered in the broader context of remuneration changes over recent years. The Tribunal decided to abolish the following components of the relocation package:

- reimbursement of expenses related to the sale and purchase of housing, which included real estate agent commissions, advertising fees, solicitors' fees, stamp duty and auction costs
- advance of bond money and utility connection deposits when a secretary rents accommodation in Canberra
- disturbance allowance (compensation for out-of-pocket costs associated with relocation) where not covered by other relocation provisions
- dependents' education allowance, which provided assistance with costs of maintaining a senior high school student in the former location to avoid disruption to the final years of secondary schooling.

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 extent of the Tribunal's power varies between offices. Depending on the type of office concerned, remuneration may be expressed as base (annual) salary or as 'total remuneration'. Associated entitlements may include the value attributed to the Commonwealth's superannuation contributions or superannuation support (although the Tribunal has no role in relation to the *Judges' Pensions Act 1968*), travelling allowance, Commonwealth and private vehicle costs, recreation leave, separation benefits, lump-sum payments, other benefits received by way of remuneration packaging, and minimum annual fees for part-time office holders.

The judiciary

The Tribunal determines base (annual) salary and related benefits for the chief justices and justices of the High Court of Australia, the Federal Court of Australia and the Family Court of Australia; the chief judge and other judges of the Federal Circuit Court of Australia; and judges who sit as presidents of administrative tribunals (see below). The Tribunal also determines recreation leave entitlements (but not other leave entitlements) for judges of the Federal Circuit Court of Australia.

In determining remuneration for judges, the Tribunal is mindful of subsection 72(iii) of the Constitution, which prohibits diminution of a judge's remuneration while the judge remains in office.

Administrative tribunals and other bodies

The Tribunal determines remuneration and related benefits for the non-judicial presidents, deputy presidents and members of bodies such as the Administrative Appeals Tribunal, the Australian Competition Tribunal, the Australian Law Reform Commission, the Copyright Tribunal and the National Native Title Tribunal.

Related offices

The Tribunal determines remuneration and related benefits for a range of non-judicial positions in the courts, including the chief executives of the High Court of Australia and, the Federal Court of Australia, and the Family Court and Federal Circuit Court. Remuneration for these offices is generally expressed as 'total remuneration'.

Entitlements outside the Tribunal's determinative powers

The Tribunal does not determine the entire range of employment provisions available for judicial and related offices. They may receive other entitlements outside the Tribunal's determinative powers, for instance under:

- legislation administered by the Commonwealth Attorney-General, including the *Judges' Pensions Act 1968*, the *Judicial and Statutory Officers (Remuneration and Allowances) Act 1984* and the *Judges (Long Leave Payments) Act 1979*
- general Commonwealth laws concerned with employment, such as the *Long Service Leave (Commonwealth Employees) Act 1976*
- the authority of the relevant federal court, tribunal or administering government department.

The Tribunal commenced a jurisdictional review of the judicial and related offices during 2015–16. It had been a number of years since the Tribunal last conducted such a comprehensive review of this jurisdiction. Submissions were invited from key stakeholders such as government and each of the courts, tribunals and commissions with offices in the judicial and related offices determination. The Tribunal also invited, via its website, submissions from other interested parties.

The Tribunal received 22 submissions. The Tribunal also met with the Attorney-General, the Chief Justice of the High Court, the Chief Justice of the Federal Court, the Chief Justice of the Family Court and the Chief Judge of the Federal Circuit Court.

The Tribunal issued an interim report in September 2016 indicating its preliminary conclusions, which were that:

- there was a strong case for a remuneration increase for judicial offices given the increased complexity of the work, remuneration movements in other public offices, efficiency gains, and relativities with the state jurisdictions
- some ‘related offices’ had not been reviewed for significant periods and updated information would be required to consider remuneration arrangements for those offices on a case-by-case basis
- there was a need to streamline, consolidate and simplify the provisions of the current determination.

The Tribunal concluded its review in November 2016, announcing an increase of 4.8% for all judicial offices effective from 1 January 2017. In doing so, it confirmed its view that existing relativities between the judges of the various federal courts, including the High Court, continued to be appropriate.

The Tribunal also indicated that work was continuing on streamlining the determination and this was expected to be finalised during 2017. The Tribunal wrote to the heads of authorities in November 2016 outlining the changes it was contemplating making to the current determination, including replacing the complexity of different part-time remuneration models with a simplified arrangement based on that developed in its 2013 review of part-time offices. The Tribunal also flagged a review of arrangements for provision of vehicles to judges, noting the forthcoming end to Australian vehicle manufacturing, and invited comments on these matters.

The majority of the ‘related offices’ were reviewed during the course of the year. A small number remain subject to more in-depth examination. This work will continue into 2017–18.

The principal determination applying at 30 June 2017 was Determination 2016/17: Judicial and Related Offices – Remuneration and Allowances, which has been superseded by Determination 2017/09 effective from 1 July 2017. Consistent with the Tribunal’s statement of 22 June 2017, the remuneration of these offices was increased by 2% with effect from 1 July 2017.

Judicial Remuneration Coordination Group

The annual meeting of the Commonwealth/State Judicial Remuneration Coordination Group was held in May 2017.

Representatives from state and territory judicial remuneration tribunals discussed issues of common interest relating to the remuneration of the judiciary across all jurisdictions.

Each jurisdiction updated the meeting on key developments in their state or territory and discussed remuneration levels for the judiciary. Given wages policies providing for increases in some states and lack of movement in others, the Tribunal continues to monitor these arrangements in terms of relativities with the federal judiciary.

3.7 Parliamentarians

The framework

Base salary for parliamentarians

The Tribunal is responsible for determining the base salary of parliamentarians. Consistent with its responsibilities in relation to most other offices, the Tribunal is required to make new determinations in respect of base salary at periods of no more than 12 months (s8(1)(b) of the Remuneration Tribunal Act). Unlike many other Tribunal determinations, those in relation to parliamentarians are not disallowable by the Parliament. However, the Tribunal has the responsibility of explaining in writing its decisions in relation to parliamentarians. These statements of reasons are published on the Tribunal's website.

Additional salary for ministers and parliamentary office holders

Ministers of state (including the Prime Minister) and parliamentary office holders receive a parliamentary base salary plus an additional amount of salary.

Under the Constitution, the salaries of ministers are a matter for decision by executive government rather than the Tribunal. However, the Tribunal is required to report annually to the government on these salaries.

The Tribunal does determine the additional salary for more than 50 non-ministerial parliamentary office holders, such as the Leader and Deputy Leader of the Opposition, the presiding officers, whips, shadow ministers, and the chairs and deputy chairs of various parliamentary committees.

Additional salary in all cases is expressed as a percentage of the parliamentary base salary.

Other allowances and work expenses provisions

The Tribunal also determines a range of matters related to allowances and work expenses for federal senators and members (including ministers). These include travelling allowance rates and travel-related provisions (for example, travel on scheduled domestic flights and car transport), electorate allowances, post-retirement travel and certain office facilities.

Matters outside the Tribunal's determinative powers

The Tribunal does not determine all remuneration and related matters available for members of Parliament. Matters relating to the provision of support for members of Parliament that are not in the jurisdiction of the Tribunal are decided by the Australian Government through the Special Minister of State, or the Parliament. At 30 June 2017 the following Acts were relevant in this regard:

- *Parliamentary Allowances Act 1952*
- *Ministers of State Act 1952*
- *Parliamentary Contributory Superannuation Act 1948* (although the Tribunal determines what constitutes 'parliamentary allowance' for the purposes of that Act)
- *Members of Parliament (Staff) Act 1984*
- *Remuneration and Allowances Act 1990*
- *Parliamentary Superannuation Act 2004*
- *Parliamentary Entitlements Act 1990*.

Parliamentary base salary

Consistent with the Tribunal's statement of 22 June 2017, the base salary for parliamentarians was increased by 2% with effect from 1 July 2017.

Determination 2016/16, effective 8 December 2016, was superseded by Determination 2017/12, effective from 1 July 2017. The parliamentary base salary as at 30 June 2017 was \$199,040. Determination 2017/12 increased the parliamentary base salary to \$203,030 from 1 July 2017.

Additional salary for ministers and parliamentary office holders

Under subsection 6(1) of the Remuneration Tribunal Act, the Tribunal is required to report to the relevant minister annually on 'the question whether any alterations are desirable in the salaries payable to Ministers of State out of public moneys of the Commonwealth'.

In 1999, the Tribunal adopted the practice of expressing its report on additional salaries as a percentage of the parliamentary base salary.

Accordingly, on 2 August 2016 the Tribunal made its annual report (Report Number 1 of 2016) to the Minister Assisting the Prime Minister for the Public Service, Senator the Hon Michaelia Cash. The Tribunal recommended no changes to the existing percentages.

Remuneration, allowances and expenses for senators and members

The remuneration, allowances and expenses arrangements for parliamentarians are complex. The Tribunal's determinations cover some, but not all, of the range of provisions that apply to parliamentarians.

In 2016–17, the principal determination governing parliamentarians' allowances and work expenses was Determination 2012/04: Members of Parliament – Entitlements. Travel allowances were provided in Determination 2016/06: Members of Parliament – Travelling Allowance.

The Tribunal's focus in 2016–17 was on rationalising and streamlining parliamentary work expenses in its jurisdiction in the context of the new framework and the review recommendations. The Tribunal and its Secretariat worked collaboratively with relevant agencies, including the Department of Finance, which administers a large portion of the parliamentary provisions, to implement the broader recommendations and develop legislative instruments to support the new parliamentary expenses system.

The Tribunal made determinations to implement a number of recommendations from the review report during 2016–17, including:

- abolishing the additional \$10 per night travelling allowance for spouses who accompany ministers and office holders on travel (recommendation 10)
- reducing the annual budget for parliamentarians for Canberra and intrastate family reunion travel by using economy rather than business class fares for dependents (recommendation 17)
- updating the definition of dependent child (recommendation 18)
- extending travel provisions to a person supporting a parliamentarian, who is travelling on parliamentary business, and who is the mother of a child up to 12 months old (recommendation 20)
- reducing post-retirement travel for former parliamentarians (recommendation 21)
- allowing greater discretion with a number of aspects of the use of charter transport in large electorates (recommendation 12)
- reviewing monetary caps on the use of charter transport and electorate allowances in larger electorates (no change) (recommendation 23(b)).

The Tribunal also made decisions to:

- remove the requirements that private-plated vehicles provided to parliamentarians be Australian-made
- limit the value of those vehicles to the Australian Taxation Office's luxury car tax threshold for non-fuel-efficient vehicles.

The Tribunal also removed lapsed provisions in relation to overseas travel for parliamentarians for study purposes that expired at the end of the 44th Parliament.

Principal Determination 2017/13 made on 29 June 2017 supersedes and revokes, in full, Determination 2012/04: Members of Parliament – Entitlements. The date of effect of the new determination was 1 July 2017.

Superannuation

The Tribunal's role in relation to parliamentary superannuation is very limited. The Tribunal has no role in determining superannuation entitlements for parliamentarians who were first elected after the 2004 general election.

In relation to parliamentarians who were elected before 9 October 2004, the Tribunal determines the portion of the base salary that is not parliamentary allowance for the purposes of the *Parliamentary Contributory Superannuation Act 1948*. This amount increased to \$42,380 from 1 July 2017.

The Tribunal also determines the portion of additional salary paid to ministers of state and parliamentary office holders that is not parliamentary allowance for the purposes of the *Parliamentary Contributory Superannuation Act*; it is currently 20%. This percentage was not changed during the financial year.

3.8 Official travel

The framework

Under the Remuneration Tribunal Act, the Tribunal is responsible for setting travelling allowances for office holders in its jurisdiction.

The general provisions for non-parliamentary offices, including judicial offices, are set out in a single determination, which provides for different tiers of travel entitlement. The various remuneration determinations specify the travel tier applicable to an office and may also contain specific travel-related provisions for an office or a group of offices.

The Tribunal determined revised travelling allowance rates for members of Parliament (by Determination 2016/08: Members of Parliament – Travelling Allowance) and other public office holders (by Determination 2016/07: Official Travel for Office Holders) with effect from 28 August 2016.

The Tribunal reviews these allowances every 12 months. In line with normal Tribunal practice, the rates in the travel determinations are based on those contained in the Australian Taxation Office's (ATO's) *TD 2016/13 – Income tax: what are the reasonable travel and overtime meal allowance expense amounts for the 2016–17 income year?* This year most rates were increased slightly while a few were decreased.

The motor vehicle allowance provisions and rates remained unchanged from those determined by the Tribunal effective from 1 July 2016.

The Tribunal's rates mirror the ATO rates in most instances; the major variant is the Canberra rate for parliamentarians, which is discounted by a third when compared with the ATO's reasonable daily travel allowance rate. This recognises that parliamentarians tend to make more settled accommodation arrangements in Canberra.

In reviewing the rates for parliamentarians, the Tribunal has been cognisant of the recommendations of the review of the parliamentary entitlements system. Determination 2016/08 was the first determination to be issued after the government's referral of those recommendations affecting provisions within the Tribunal's jurisdiction to the Tribunal for implementation.

The Tribunal took the opportunity during the travel review to implement recommendation 10 of the review and abolish the \$10 additional travelling allowance payment for travelling ministers and office holders accompanied by their spouses.

3.9 Geographic relocation support

The framework

Under the Remuneration Tribunal Act, the Tribunal may determine or report on any matter that it considers to be significantly related to remuneration.

Under this provision the Tribunal has issued guidelines on geographic relocation of full-time office holders for full-time offices remunerated on a total remuneration basis. The guidelines do not cover the office of departmental secretary or the judicial and related offices.

The guidelines apply in circumstances where a person is offered a full-time appointment in a geographic locality that is different from their principal place of residence.

The Tribunal's general expectation is that when a person is appointed to an office and their principal place of residence is in a geographic locality different from that of the office, the person will relocate their principal place of residence to the new locality. When this occurs, reasonable relocation costs may be approved by the employer consistent with its policy and practice.

In exceptional circumstances, and where it is in the interest of the agency, the Tribunal will consider providing accommodation and reunion travel support for a person who does not relocate their principal place of residence. During the year, the Tribunal considered and approved support for appointees to the following offices:

- Aboriginal Hostels Limited, Chief Executive Officer
- Aboriginal and Torres Strait Islander Social Justice Commissioner
- Administrator of Norfolk Island
- Australian Digital Health Agency, Chief Executive Officer
- Australian Human Rights Commission, Sex Discrimination Commissioner
- Digital Transformation Agency, Chief Executive Officer
- Innovation and Science Australia, Chief Executive Officer
- Registered Organisations Commissioner.

Support is provided for actual costs incurred by the office holders up to specified limits.

3.10 Recreation leave

The framework

Under the Remuneration Tribunal Act, the Tribunal is responsible for determining the recreation leave entitlements of full-time holders of relevant offices, including specified statutory offices, principal executive offices and non-judicial offices.

Relevant offices are those in relation to which there is a specific law of the Commonwealth (usually the Act establishing the office) which provides that the office holder has such recreation leave entitlements as are determined by the Tribunal.

The recreation leave entitlements determined by the Tribunal do not apply to judges, parliamentarians and part-time office holders.

The recreation leave entitlement determined by the Tribunal is set out in Determination 2012/11: Recreation Leave for Full-Time Holders of Relevant Offices.

Recreation leave entitlements for principal executive offices are separately specified in Determination 2017/08: Principal Executive Office – Classification Structure and Terms and Conditions, which provides that principal executive offices are entitled to paid annual leave of four weeks per year of full-time service.

The Tribunal did not vary Determination 2012/11 or the recreation leave provisions of Determination 2017/08 during the reporting period.

3.11 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*.

Agencies also seek the Tribunal's advice on an informal or formal basis from time to time.

The Remuneration Tribunal Act sets out the jurisdiction of the Tribunal's powers. This includes defining offices for which the Tribunal is required to set remuneration. These are generally statutory public offices.

During 2016–17, in accordance with the requirements of the Parliamentary Service Act, the Tribunal provided advice to the presiding officers in relation to the terms and conditions of the parliamentary librarian and the heads of the parliamentary departments.

In addition, the Remuneration Tribunal Act provides that offices that are not 'automatically' in the Tribunal's jurisdiction can be 'referred in'. In order to be referred in, the office holder must be appointed by a minister or the Governor-General. The Act sets out a formal process.

During the year, the Tribunal provided advice on the use of this power and the referral-in process. Several offices, including the offices of Ambassador for Women and Girls, the Special Envoy for Human Rights and the Chair and Directors of the Financial Adviser Standards and Ethics Authority, were subsequently referred into the Tribunal's jurisdiction.

4 Financial matters

The Tribunal is supported most ably by a Secretariat staffed by employees of the Australian Public Service Commission (the Commission). Appendix 3 provides contact details for the Secretariat. The Tribunal's financial requirements are met through the Commission's program 1.1. There is no separate form of accounts applicable to the Tribunal.

5 Consultancies

The Commission, on behalf of the Secretariat, has an ongoing contract with Morris Walker Pty Ltd for the provision of media advisory and specialist public relations services to the Tribunal. The contract runs to November 2018.

6 Legislative requirements

6.1 *Work Health and Safety Act 2011*

The Tribunal Secretariat is located in Commission premises and is subject to the Commission's policies and practices in relation to work health and safety. Information about the Commission's policies is available in its annual report.

6.2 *Advertising and market research (Commonwealth Electoral Act 1918)*

The Tribunal did not undertake any paid advertising or market research activities in the reporting year.

6.3 *Environment Protection and Biodiversity Conservation Act 1999*

The Tribunal Secretariat is provided by the Commission and is subject to the Commission's policies and practices in relation to meeting the requirements of the Environment Protection and Biodiversity Conservation Act. Information about the Commission's policies is available in its annual report.

6.4 *Freedom of Information Act 1982*

For the purposes of freedom of information, the Remuneration Tribunal is a separate agency. Agencies subject to the Freedom of Information Act are required to publish information to the public as part of the Information Publication Scheme. This requirement is in Part II of the Act and has replaced the former requirement to publish a section 8 statement in an annual report. Each agency must display on its website a plan showing what information it publishes in accordance with the Information Publication Scheme requirements. The Tribunal's plan is available at www.remtribunal.gov.au/foi.

6.5 *Legislation Act 2003*

Most Tribunal determinations are legislative instruments for the purposes of the Legislation Act. The exception is determinations relating to secretaries of departments, made under Division 4 of the Remuneration Tribunal Act. Those determinations are published in the Gazette and on the Tribunal's website, rather than being registered under the Legislation Act.

All other Tribunal determinations are legislative instruments, which are provided to the Office of Parliamentary Counsel by the Tribunal for registration on the Federal Register of Legislation. The Legislation Act then requires the Office of Parliamentary Counsel to table a copy of the determination in each House of Parliament within six sitting days of registration.

Subsection 7(8) of the Remuneration Tribunal Act, which provides that either House may pass a resolution disapproving a determination within 15 sitting days after the determination has been tabled, applies to all legislative instruments made by the Tribunal other than those made in relation to parliamentarians. Determinations made in relation to parliamentarians – namely those made under subsections 7(1), (1A), (2) and (2A) of the Remuneration Tribunal Act, and subsection 7(4) insofar as it relates to subsections 7(1) and (2) – are legislative instruments, but the disallowance provisions in the Remuneration Tribunal Act and the Legislation Act do not apply to them.

No Tribunal determinations were disallowed during the reporting period.

Appendix 1 – List of determinations and reports for 2016–17

During the reporting year, the Tribunal issued the following reports, determinations and statements. Copies of these documents can be obtained from:

- the tabling office of the Senate or the House of Representatives
- the Tribunal's website, www.remtribunal.gov.au
- the Federal Register of Legislation website, www.legislation.gov.au
- the Gazette for the Secretaries Determination, www.legislation.gov.au/gazettes.

2017/13*	Members of Parliament – Entitlements
2017/12*	Members of Parliament – Base Salary, Additional Salary for Parliamentary Office Holders, and Related Matters
2017/11*	Remuneration and Allowances for Holders of Full-Time Public Office
2017/10*	Remuneration and Allowances for Holders of Part-Time Public Office
2017/09*	Judicial and Related Offices – Remuneration and Allowances
2017/08*	Principal Executive Office – Classification Structure and Terms and Conditions
2017/07*	Specified Statutory Offices – Remuneration and Allowances
2017/06*	Departmental Secretaries – Classification Structure and Terms and Conditions
Statement	2017 Review of Remuneration for Holders of Public Office
Statement	Implementing the Recommendations of the 'An Independent Parliamentary Entitlements System Review'
Statement	Members of Parliament – Entitlements – Reasons for Decisions
2017/05	Departmental Secretaries – Classification Structure and Terms and Conditions
2017/04	Remuneration and Allowances for Holders of Public Office
2017/03	Remuneration and Allowances for Holders of Public Office and Judicial and Related Offices
Statement	Determination 2017/02: Members of Parliament – Entitlements – Reasons for Determination
2017/02	Members of Parliament – Entitlements
2017/01	Remuneration and Allowances for Holders of Public Office
2016/19*	Remuneration and Allowances for Holders of Full-Time Public Office
2016/18*	Remuneration and Allowances for Holders of Part-Time Public Office

2016/17*	Judicial and Related Offices – Remuneration and Allowances
Statement	Determination 2016/16: Members of Parliament – Base Salary, Additional Salary for Parliamentary Office Holders, and Related Matters – Reasons for Determination
2016/16*	Members of Parliament – Base Salary, Additional Salary for Parliamentary Office Holders, and Related Matters
2016/15*	Principal Executive Office – Classification Structure and Terms and Conditions
2016/14*	Specified Statutory Offices – Remuneration and Allowances
2016/13*	Departmental Secretaries – Classification Structure and Terms and Conditions
Statement	2016 Review of Remuneration for Judicial and Related Offices – Second Statement
2016/12	Remuneration and Allowances for Holders of Public Office
Statement	2016 Review of Remuneration for Judicial and Related Offices – First Statement
2016/11	Remuneration and Allowances for Holders of Public Office and Judicial and Related Offices
2016/10	Remuneration and Allowances for Holders of Public Office
2016/09	Remuneration and Allowances for Holders of Public Office and Judicial and Related Offices
Statement	Travelling Allowance Rates for Public Office Holders and Parliamentarians
Statement	Determination 2016-08: Members of Parliament – Travelling Allowance – Reasons for Determination
2016/08*	Members of Parliament – Travelling Allowance
2016/07*	Official Travel by Office Holders
Report	Report on Ministers of State – Salaries Additional to the Basic Parliament Salary
2016/06	Judicial and Related Offices – Remuneration and Allowances

* Principal determinations.

Appendix 2 – Variation to bodies and offices determined in 2016–17

Full-time offices

New

Auditing and Assurance Standards Board, Chair

Australian Building and Construction Commissioner

Australian Organ and Tissue Donation and Transplantation Authority, Chief Executive Officer

Deputy Australian Building and Construction Commissioner

Independent Parliamentary Expenses Authority, Chief Executive Officer

National Blood Authority, General Manager (this office was formerly in the principal executive office structure)

National Industrial Chemicals Notification and Assessment Scheme, Director (this office was formerly in the principal executive office structure)

Northern Australia Infrastructure Facility, Chief Executive Officer

Registered Organisations Commissioner

Renamed

Digital Transformation Agency (formerly Digital Transformation Office)

No longer appearing in the determination

Classification Board, Senior Classifier

CrimTrac, Chief Executive Officer

Innovation and Science Australia, Chief Executive Officer

National Health Performance Authority, Chief Executive Officer

Commonwealth Financial Officer for Norfolk Island

Fair Work Building Industry Inspectorate

Part-time offices

New

Advisory Committee on Medicines

Advisory Committee on Vaccines

Ambassador for Women and Girls

Australian Film, Television and Radio School, Academic Board

Australian Naval Infrastructure Pty Ltd, Board

Australian Organ and Tissue Donation and Transplantation Authority, Board

Australian Organ and Tissue Donation and Transplantation Authority, Vigilance and Surveillance Expert Advisory Committee

Emissions Reduction Assurance Committee

Financial Adviser Standards and Ethics Authority, Chair and Director

Hazardous Waste Technical Group

Independent Parliamentary Expenses Authority, Chair and Member

National Health and Medical Research Council, Commissioner of Complaints
Northern Australia Infrastructure Facility Board
Registration and Disciplinary Committees, Member (Corporate Insolvency Practitioners)
Scientific Advisory Group (Biosecurity)
Special Envoy for Human Rights
Trans-Tasman IP Attorneys Board
Trans-Tasman IP Attorneys Disciplinary Tribunal

Renamed

Companies Auditors Disciplinary Board (formerly Companies Auditors and Liquidators Disciplinary Board)
Innovation and Science Australia Board (formerly Innovation Australia Board)
Innovation and Science Australia Committee (formerly Innovation Australia Committee)
Innovation and Science Australia Committee, Non-Board Member (formerly Innovation Australia Committee, Non-Board Member)

No longer appearing in the determination

Advisory Committee on Non-Prescription Medicines
Advisory Committee on Prescription Medicines
Advisory Committee on the Safety of Medical Devices
Advisory Committee on the Safety of Medicines
Advisory Committee on the Safety of Vaccines
Australian Government Reconstruction Inspectorate
Australian Organ and Tissue Donation and Transplantation Authority Advisory Council
Australian Therapeutic Goods Advisory Council
Disciplinary Appeal Committees under PE(CT) Regulations 1999
National Health Performance Authority
Patent and Trade Marks Attorneys Disciplinary Tribunal
Professional Standards Board for Patent and Trade Marks Attorneys
Special Building Industry Powers, Independent Assessor
Therapeutic Goods Committee

Principal executive offices

New

Managing Director, Australia Post

No longer in the principal executive office structure

National Blood Authority, General Manager
National Industrial Chemicals Notification and Assessment Scheme, Director

Appendix 3 – Secretariat

The Tribunal is supported by a Secretariat staffed by employees of the Australian Public Service Commission.

The Secretary to the Tribunal is Mr Patrick Palmer.

The Secretariat can be contacted by writing to:

Secretary
Remuneration Tribunal Secretariat
PO Box 281
Civic Square ACT 2608

Or via:

Telephone: (02) 6202 3930
Fax: (02) 6204 2736
Email: enquiry@remtribunal.gov.au

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

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