



Australian Capital Territory Remuneration Tribunal

Determination 10 of 2024

ACT Civil and Administrative Tribunal

made under the
Remuneration Tribunal Act 1995, section 10 (Inquiries about holders of certain positions)

ACCOMPANYING STATEMENT

Background

Under section 10 of the *Remuneration Tribunal Act 1995* (the Act), the Remuneration Tribunal (the Tribunal) is required to inquire into, and determine, the remuneration, allowances and other entitlements for holders of certain public offices. This includes the Head of Service, Directors-General and people engaged as an executive (known collectively as executives) under the *Public Sector Management Act 1994*.

Considerations

In July 2024, the Tribunal commenced its Spring Sitting to consider the remuneration, allowances and other entitlements of the following office-holders:

- ACT Magistrates;
- ACT Supreme Court judges;
- ACT Civil and Administrative Tribunal members;
- the ACT Integrity Commission (Integrity Commissioner and Chief Executive Officer);
- the Principal Registrar, Courts and Tribunal;
- the Director of Public Prosecutions;
- part-time Holders of Public Office on Boards, Tribunals and Committees; and
- any other positions that have been referred to the Tribunal for consideration.

The Tribunal advertised its Spring Sitting on its website and in the Canberra Times on 4 May 2024. The Tribunal also wrote to the relevant office-holders inviting submissions.

At its meeting in July 2024, the Tribunal met with the Chief Minister, ACT Government Treasury officials and officials responsible for the Enterprise Agreement bargaining for ACT Public Sector non-executive employees. The Tribunal also met with a number of full-time public office-holders, part-time public office holders and departmental officials.

In its deliberations, the Tribunal noted the importance of the Territory providing competitive and equitable remuneration, allowances and other entitlements to attract and retain high calibre individuals. The Tribunal considered community expectations that good quality services ought be delivered at a reasonable cost to the ratepayer. The Tribunal noted the wage policies and recent remuneration determinations by its Commonwealth and State/Territory counterparts. The Tribunal continues to be cognisant of the future compounding effect of not providing increases in remuneration.

While the rise in cost of living continues to be material, the Tribunal recognised that CPI growth is gradually slowing and noted the additional cost of living relief for wage and salary earners resulting from the personal income tax cuts that came into effect on 1 July 2024.¹

The briefing provided to the Tribunal by ACT Treasury confirmed that the Territory continues to experience sustained economic and employment growth with high levels of participation in the labour market. The Tribunal noted that the labour market continues to be tight, particularly given the growth in the Commonwealth Public Service. The Tribunal also noted that wage price forecasts are moderating slightly while inflationary pressures persist.

Treasury officials confirmed that wage growth in the ACT was at around the national average through the year to the June Quarter 2024, supported by a recent strengthening in public sector wages growth. The Tribunal noted that the wage price index for the public and private sectors is evening out across Australia, including in the ACT.²

The Australian Bureau of Statistics released the Consumer Price Index for the June Quarter on 31 July 2024, which included an increase of 0.9 per cent for the ACT during the June quarter, with a 3.1 per cent increase over the year (June 2023 to June 2024).³ The national mean inflation was 3.8 per cent over the year.⁴

The Tribunal had regard to the 2023–24 ACT Budget Review, released in February 2024 by ACT Treasury, which detailed a stabilising economy in 2022–23, including a 4 per cent increase in WPI and 5.7 per cent increase in CPI during that financial year.⁵

The Tribunal met with the President of the ACT Civil and Administrative Tribunal and a Part-time Ordinary Member who provided detail of the relativities between the work of Senior and Ordinary Members. The Tribunal had regard to the skills and expertise required for the role of Ordinary member and decided to increase the daily rate of Part-time Ordinary Member to 60% of the Part-time Senior Member rate.

The Tribunal considered the national and the local contexts, in particular the anticipated movements in wages locally and nationally and the advice that the current economic circumstances in the Territory are stable. It therefore decided that an increase to remuneration for ACT Civil and Administrative Tribunal positions of 3 per cent is a prudent response given the current circumstances.

¹ [Tax cuts to help with the cost of living | Treasury.gov.au](#)

² Australian Bureau of Statistics Release 13 August 2024 [Wage Price Index, Australia, June 2024 | Australian Bureau of Statistics \(abs.gov.au\)](#)

³ ACT Treasury, 24 April 2024, CPI – March Quarter 2024 [Consumer Price Index \(CPI\) \(act.gov.au\)](#)

⁴ Australian Bureau of Statistics Release 31 July 2024 [Consumer Price Index, Australia, June Quarter 2024 | Australian Bureau of Statistics \(abs.gov.au\)](#)

⁵ [ACT Budget 2023-2024 Budget Review](#), page 9.

Decision

The Tribunal determines that the base remuneration of the following offices will be increased by 3 per cent consistent with other determinations being made at this time as follows:

- President: \$445,050;
- Full-time Presidential Members: \$333,788;
- Full-time Senior Members: \$226,496.

The Tribunal determines that the Part-time Non-Presidential Senior Members will receive a 3 per cent increase rounded to the nearest \$5 as follows:

- Senior Member: \$1,275 per diem.

The Tribunal determines that the Part-time Non-Presidential Ordinary Members will receive an increase to 60% of the Senior Member rate, rounded to the nearest \$5 as follows:

- Ordinary Member: \$765 per diem.

The Tribunal determines to make technical adjustments to the Conditions of Payment of Daily Fees as outlined in Schedule 2 and Schedule 3 of this Determination.

The changes to the remuneration, allowances and other entitlements made in this Determination will be taken to have commenced on 1 November 2024.

22 August 2024



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1 Commencement

This instrument is taken to have commenced on 1 November 2024.

2 Remuneration

2.1 A person appointed to an office listed in column 1 of Table 2.1 is entitled to the following remuneration:

Table 2.1

Column 1 Office	Column 2 Base Remuneration	Column 3 ⁶ Total Remuneration
Presidential Members		
President, ACAT	\$445,050 per annum	\$478,050 per annum
Full-time Presidential Member, ACAT	\$333,788 per annum	\$366,288 per annum
Sessional Acting Presidential Member		
Sessional Acting Presidential Member, ACAT	Paid at the daily rate of 1/230 of the base rate paid to the President	N/A
Full-time Senior Member		
Full-time Senior Member, ACAT	\$226,496 per annum	\$257,996 per annum
Part-time Non-Presidential Members		
Senior Member, ACAT	\$1,270 per diem	N/A
Ordinary Member, ACAT	\$765 per diem	N/A

2.2 Where a person appointed to an office listed above has an employer-provided vehicle, column 2 of Table 2.1 is the total remuneration payable.

⁶ Provides for additional remuneration associated with the previous provision of executive vehicles, commensurate with that payable to ACTPS senior executives under section 51 of the *Public Sector Management Standards 2016*.

3 Salary packaging

- 3.1 A person appointed to an office listed in clause 2.1 of this Determination may elect to take the remuneration outlined in clause 2.1 as:
- salary; or
 - a combination of salary and other benefits (a **salary package**).
- 3.2 Salary packaging must be consistent with:
- taxation laws and guidelines issued by the Australian Taxation Office; and
 - any salary packaging policy and/or procedures issued for the ACT Public Service, with up to 100% of the remuneration able to be taken as benefits and related costs such as fringe benefits tax.
- 3.3 Salary packaging must be administered without additional cost to the employer and any fringe benefits tax associated with the provision of a benefit must be included in the salary package.
- 3.4 Salary for superannuation purposes is not affected by salary packaging.

4 Allowances and entitlements

A person appointed to an office listed in column 1 of Table 4.1 of this Determination is entitled to the allowances and entitlements set out in the schedule mentioned in column 2 of Table 4.1.

Table 4.1

Column 1 Office	Column 2 Schedule
Presidential Members	
President, ACAT	Schedule 1
Full-time Presidential Member, ACAT	Schedule 1
Sessional Acting Presidential Member	
Sessional Acting Presidential Member, ACAT	Schedule 2
Full-time Senior Member	
Full-time Senior Member, ACAT	Schedule 1
Part-time Non-Presidential Members	
Senior Member, ACAT	Schedule 3
Ordinary Member, ACAT	Schedule 3

5 Employer's superannuation contribution

- 5.1 A person, appointed to an office in clause 2.1 of this Determination, is only eligible for the employer's superannuation contribution if their superannuation entitlements are not provided elsewhere.
- 5.2 Superannuation entitlements for a person appointed to an office listed above are consistent with clause D7 in the *ACT Public Sector Administrative and Related Classifications Enterprise Agreement 2023-2026* or its replacement.
- 5.3 The value of the employer's superannuation contribution must not be paid in cash to a person appointed to an office listed in clause 2.1 of this Determination.

6 Travelling arrangements

6.1 In this clause:

home base means the town or city in which the traveller's principal place of residence is located.

international travel means official travel to a destination outside Australia.

reasonable expenses means legitimate work-related expenses incurred while conducting official business efficiently and effectively.

traveller means a person, listed under clause 2.1 of this Determination, who is travelling away from their home base for official purposes.

6.2 If a traveller is required to travel for official purposes, the employer must pay the cost of the transport and accommodation expenses outlined below. The reasonable amounts set out in the relevant Australian Taxation Office Determination⁷ relating to meal and incidental expenses will be paid to the traveller as a reimbursement. These expenses are not to be paid to the traveller where their home base is within the ACT or surrounding districts and the travel for official purposes is within the ACT or surrounding districts.

6.3 All reasonable expenses incurred by a traveller can be reimbursed.

Travel

6.4 All official travel is to be appropriately authorised prior to travel and must not be authorised by the traveller under any circumstances. This includes all official travel paid for privately or by the Territory.

6.5 A traveller may travel by one or more of the following:

- a) commercially provided road or rail transport;
- b) commercially provided flights;
- c) private motor vehicle.

6.6 Commercially provided travel should be selected on the basis of—

- a) what is most convenient to the person; and
- b) seeking the most reasonable costs.

6.7 If a traveller travels on commercially provided road or rail transport the employer will pay the fares for that travel.

6.8 A traveller must use the Territory's travel manager, which has been procured through a competitive process, as a preferred provider of travel and related services. The travel manager has been instructed to book all travel at the lowest logical fare.

6.9 If a traveller travels on commercially provided flights, the employer will pay the fares to the following standard:

- a) for domestic flights less than 4 hours—economy class;
- b) for domestic flights of 4 hours or more—business class; and
- c) for international flights—business class.

6.10 If a traveller is approved to travel by private motor vehicle the employer will pay the owner of the vehicle an allowance calculated in accordance with the Motor Vehicle

⁷ [Australian Taxation Office – Taxation Determination 2023/3 Income tax: what are the reasonable travel and overtime meal allowance expense amounts for the 2023-24 income year?](#)

Allowance set out in the *ACT Public Sector Administrative and Related Classifications Enterprise Agreement 2023-2026* or its replacement.

Accommodation

- 6.11 It is standard practice that where an executive traveller must stay overnight while on official travel, the employer will pay the costs for commercial accommodation to the following standard:
- a) for domestic accommodation—4.5 stars; and
 - b) for international accommodation—4.5 stars.
- 6.12 The employer will pay for a traveller to stay in commercial accommodation above the 4.5 star standard and the amounts set out in the relevant Australian Taxation Office Determinations if—
- a) the cost is reasonable; and
 - b) to do so would better enable business objectives to be met.

Examples where business objectives may be better met:

- to allow a traveller to stay in the commercial accommodation where a meeting, conference or seminar they are attending is being held;
- to allow a traveller who is traveling with a Minister to stay in the same commercial accommodation as the Minister, if the Minister is entitled to a higher standard of accommodation.

Meals

- 6.13 If a traveller is absent from their home base for more than ten hours while on official travel, the employer will reimburse actual, reasonable expenses for meals up to the amounts set out in the relevant Australian Taxation Office Determinations.

Incidental expenses

- 6.14 The employer will reimburse all reasonable expenses and legitimate expenses directly related to official travel up to the amounts set out in the relevant Australian Taxation Office Determinations, including:
- a) taxi, ridesharing service (such as uber) or bus fares to or from an airport; and
 - b) taxi, ridesharing service (such as uber) and public transport costs at a temporary location; and
 - c) airport taxes or charges.

Frequent Flyer points

- 6.15 Frequent flyer points cannot be accrued or used by a traveller as a result of travel and accommodation paid for by the employer for official travel. These expenses are not to be paid to the traveller where their home base is within the ACT or surrounding districts and the travel for official purposes is within the ACT or surrounding districts.

7 Incidental travel in conjunction with official travel

- 7.1 Authorised travellers wishing to take personal leave during, or at the conclusion of official travel should obtain the appropriate prior approval consistent with the agreed travel arrangements.
- 7.2 Travellers may combine incidental personal travel with official travel, provided there is no additional cost to the Territory. Expenses incurred during leave are at the traveller's own cost. If the period of such incidental travel is greater than 40% of the

period of official travel, a pro rata contribution must be made to the overall cost of the travel.

- 7.3 If insurance has been obtained for official travel at official expense, such insurance must not cover the traveller for the duration of the personal leave.

8 Travel insurance

- 8.1 Travel insurance decisions should be based on risk management principles and include factors such as the nature and destination of the trip.
- 8.2 International travel will normally require travel insurance.
- 8.3 If necessary, the cost of travel insurance will be met as a reasonable work related expense by the Territory.
- 8.4 All legitimate and reasonable work related claims will be covered by the Territory.

9 Definitions

In this Determination:

ACAT means the ACT Civil and Administrative Tribunal.

domestic travel means official travel to a destination within Australia.

employer means the Australian Capital Territory and includes any person authorised to act on behalf of the Australian Capital Territory.

fringe benefits tax means the tax assessed under the *Fringe Benefits Tax Assessment Act 1986*.

home base means the town or city in which the traveller's principal place of residence is located.

international travel means official travel to a destination outside Australia.

reasonable expenses means legitimate work-related expenses incurred while conducting official business efficiently and effectively.

traveller means a person, appointed under clause 2.1 of this Determination, who is travelling away from their home base for official purposes.

10 Revocation of previous Determination

Determination 13 of 2023 is revoked.

Ms Sandra Lambert AM
Chair

Ms Pam Davoren PSM
Member

Mr Michael Manthorpe PSM FIPAA
Member

22 August 2024

Schedule 1

Presidential Members and Full-Time Senior Members

1 Employer provided benefits

- 1.1 A Presidential Member and Full-time Senior Member is entitled to either the employer provided benefits mentioned below or the relevant cash payment in lieu of the benefit mentioned below.
- 1.2 An employer-provided benefit, or cash payment in lieu of an employer-provided benefit, is in addition to the remuneration specified in clause 2 of this determination, and does not affect salary for superannuation purposes.
- 1.3 For the avoidance of doubt, the value of an allowance or entitlement set out in this Determination is fixed and cannot be transferred to any other component of the total remuneration package.

2 Vehicle parking space

An executive is entitled to a parking space in accordance with the *Public Sector Management Standards 2016*.

3 Relocation allowance

- 3.1 In this clause, **ACT** means the Australian Capital Territory and its surrounding district, including Queanbeyan.
- 3.2 Relocation allowance is provided to assist an individual with the costs to relocate from their home location to the ACT in order to take up an appointment as a statutory office holder.
- 3.3 If a Presidential Member or Full-time Senior Member relocates because of this appointment, the person is entitled to be reimbursed up to the maximum relocation allowance of \$55,000, for receipted, reasonable costs of the following:
 - a) packing personal effects and furniture belonging to the person and their family;
 - b) necessary storage of personal effects and furniture;
 - c) removal costs and associated insurance of personal effects and furniture;
 - d) unpacking of personal effects and furniture;
 - e) costs of travel, accommodation and meals between the former location and the ACT;
 - f) temporary accommodation costs at the former location and in the ACT up to a maximum aggregate period of six months, or, in exceptional circumstances, nine months with the approval of the ACT Remuneration Tribunal;
 - g) costs of disconnection and reconnection of utilities;
 - h) cost of stamp duty and legal and professional services associated with the sale of the residence at the former location and/or the purchase of a residence or lease on a block of land in the ACT;
 - i) subject to the approval of the ACT Remuneration Tribunal, any other reasonable expenses necessarily incurred in relocating to the ACT.
- 3.4 The Tribunal may decide to reimburse a higher amount of allowance if the Tribunal agrees:

- a) there are unusual or exceptional circumstances; and
 - b) the unusual or exceptional circumstances were unforeseen or unable to be dealt with without exceeding the maximum relocation allowance.
- 3.5 If a Presidential Member or Full-time Senior Member thinks that unusual and exceptional circumstances exist, they may ask the ACT Remuneration Tribunal to consider the matter and determine whether the maximum relocation allowance can be exceeded. A request must be in writing and must include—
- a) details of the unusual or exceptional circumstances; and
 - b) details of the relocation; and
 - c) expenses incurred by the Presidential Member or Full-time Senior Member; and
 - d) the expected total relocation expenses of the Presidential Member or Full-time Senior Member; and
 - e) the level of assistance the Presidential Member considers should be provided; and
 - f) any other relevant information.
- 3.6 If a Presidential Member or a Full-time Senior Member terminates their employment with the Territory within twelve months of the date of their appointment, the person may be required to repay the following amount:
- a) If the person terminates employment within six months from the date of their appointment – 100% of the amount reimbursed under clause 13.3;
 - b) If the person terminates employment more than six months and less than twelve months from the date of their appointment – 50% of the amount reimbursed under clause 13.3.

Note: Relocation allowance does not apply to any expenses incurred at the conclusion of employment.

4 Leave

- 4.1 A Presidential Member or Full-time Senior Member is eligible for leave as set out in the *ACT Public Sector Administrative and Related Classifications Enterprise Agreement 2023 – 2026*, or its replacement.
- 4.2 In relation to the full-time Presidential Members and the full-time Senior Member, any reference to the Head of Service in the Enterprise Agreement should be read as the President, ACAT.
- 4.3 In relation to the President, any reference to the Head of Service in the Enterprise Agreement should be read as the Attorney-General.

5 Other entitlements for the Full-time Senior Members

The following provisions of the *Public Sector Management Standards 2006 (repealed)* apply to a Full-time Senior Member:

- a) part 3.6 (recognition of prior service on appointment or engagement);
- b) part 4.1 (continuity of service);
- c) part 5.5 (payment in lieu of entitlements on cessation of employment or death);
- d) part 9.4 (statutory office-holder financial entitlements); and
- e) part 9.6 (executive employee and statutory office-holder leave and other entitlements).

Note: the above provisions of the Public Sector Management Standards 2006 (repealed) already apply to Presidential Members by virtue of section 115 of the Public Sector Management Standards 2016. This determination will prevail in relation to Full-time Senior Members to the extent of any inconsistency.

Schedule 2

Sessional Acting Presidential Members

1 Conditions of payment of daily fees

- 1.1 When Sessional Acting Presidential Members are acting for the President, they are paid at the daily rate of 1/230 of the rate paid to the President.
- 1.2 When Sessional Acting Presidential Members are acting for a Presidential Member, they must be paid the percentage of the daily fee set out in column 3 of Table 1.2 below if they undertake the corresponding type of work for the number of hours set out in columns 2 and 1 respectively.

Table 1.2

Column 1 Hours worked	Column 2 Type of work	Column 3 Percentage of daily fee	Column 4 Calculation Rate
5 hours or more, comprised of periods each at least 30 minutes long.	<ul style="list-style-type: none"> ACAT business on a day when there is no formal meeting. 	100%	1/230
3 hours or more, in a single day	<ul style="list-style-type: none"> Formal meetings; and/or ACAT business 	100%	1/230
Between 2 and 3 hours in a single day	<ul style="list-style-type: none"> Formal meetings; or Formal meetings and ACAT business 	60%	1/230 x 60%
Less than 2 hours, in a single day	<ul style="list-style-type: none"> Formal meetings; or Formal meetings and ACAT business 	40%	1/230 x 40%

- 1.3 The maximum payment that a Sessional Acting Presidential Member can receive for one day is 100% of the daily fee.
- 1.4 The hours to be worked for ACAT business (if any) will be at the President's discretion having regard to the type of proceedings and their complexity.
- 1.5 For each day a daily fee is paid, the President must certify the hours worked including reasonable travelling time of the Sessional Acting Presidential Member from the home base. Reasonable travel time on a day away from the home base is capped at 1.5 hours for other than exceptional circumstances. These expenses are not to be paid to the traveller where their home base is within the ACT or surrounding districts and the travel for official purposes is within the ACT or surrounding districts.
- 1.6 In this clause:

ACAT business means any ACAT business conducted by or on behalf of the ACAT (such as approved training) or undertaken by an Acting Presidential Member of ACAT other than attendance at a formal meeting (such as preparing for a formal meeting and preparing reasons for decision) with approval by the President.

Formal meeting means any hearing, conference or mediation conducted by an Acting Presidential Member of ACAT with approval by the President.

Schedule 3

Part-Time Non-Presidential Members (Senior Members, Ordinary Members)

1 Conditions of payment of daily fees

- 1.1 A part-time non-Presidential Member must be paid the percentage of the daily fee referred in Table 2.1 of the Determination, as set out in column 3 of Table 1.1 below if the person undertakes the corresponding type of work for the number of hours set out in columns 2 and 1 respectively.

Table 1.1

Column 1 Hours worked	Column 2 Type of work	Column 3 Percentage of daily fee
5 hours or more, comprised of periods each at least 30 minutes long	<ul style="list-style-type: none"> ACAT business on a day when there is no formal meeting 	100%
3 hours or more, in a single day	<ul style="list-style-type: none"> formal meetings; or formal meetings and ACAT business 	100%
between 2 and 3 hours, in a single day	<ul style="list-style-type: none"> formal meetings; or formal meetings and ACAT business 	60%
less than 2 hours, in a single day	<ul style="list-style-type: none"> formal meetings; or formal meetings and ACAT business 	40%

- 1.2 The maximum payment that a part-time non-Presidential Member can receive for one day is 100% of the daily fee.
- 1.3 The hours to be worked for ACAT business (if any) will be at the President's discretion having regard to the type of proceedings and their complexity.
- 1.4 For each day a daily fee is paid, the President must certify the hours worked including reasonable travelling time of the part-time, non-Presidential Member from the home base. Reasonable travel time on a day away from the home base is capped at 1.5 hours for other than exceptional circumstances. These expenses are not to be paid to the traveller where their home base is within the ACT or surrounding districts and the travel for official purposes is within the ACT or surrounding districts.
- 1.5 In this clause:

ACAT business means any ACAT business conducted by or on behalf of the ACAT (such as approved training) or undertaken by a part-time, non-Presidential Member of ACAT other than attendance at a formal meeting (such as preparing for a formal meeting and preparing reasons for decision) with approval by the President.

Formal meeting means any hearing, conference or mediation conducted by a part-time non-Presidential Member of ACAT with approval by the President.

2 Additional payment – Senior Members and Ordinary Members acting as Presiding Members

- 2.1 If a tribunal has two or more members, an additional payment of 10% of the daily fee is payable to any member who is the presiding member.
- 2.2 The additional payment applies to all hours worked, including preparation time, the hearing and any post hearing work.