



Determination 4 of 2026

Members of the ACT Legislative Assembly

made under the

Remuneration Tribunal Act 1995, section 9 (Inquiries about members of Legislative Assembly)

ACCOMPANYING STATEMENT

Background

Under section 9 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:

- The Chief Minister;
- The Deputy Chief Minister;
- Other Ministers; and
- Members of the Legislative Assembly (Members) other than Ministers, including the Presiding Officer (known as the Speaker).

Section 9 of the Act, read in conjunction with section 73 of the *Australian Capital Territory (Self-Government) Act 1988 (Commonwealth)*, requires the Tribunal to determine the salary and allowances for the:

- Leader of the Opposition;
- Deputy Leader of the Opposition;
- Government Whip;
- Opposition Whip; and
- Presiding member of a committee of the Legislative Assembly.

Considerations

In March 2026, the Tribunal commenced its Autumn Sitting to consider the remuneration, allowances and other entitlements of the following officeholders:

- Members of the Legislative Assembly (including the Chief Minister, Deputy Chief Minister, and other Ministers and Members of the Legislative Assembly holding particular offices);
- the Head of Service, Directors-General and ACT Public Service Executives; and
- Full-time Statutory Office-Holders, referred to in Section 10(1) of the *Remuneration Tribunal Act 1995*, including the Clerk of the Legislative Assembly, the Auditor-General and Electoral Commissioner.

The 2026 Autumn Sitting was advertised on the Remuneration Tribunal ACT website and in the Canberra Times on 14 December 2025. The Tribunal also wrote to the relevant officeholders inviting submissions.

At its meeting in March 2026, 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 officeholders and departmental officials.

The Tribunal received a briefing from the ACT Government outlining the broader national economic context and its implications for the Territory. While inflation had eased through 2025, the recent resurgence in inflation, alongside increasing international economic uncertainty and in particular the recent sharp increase in the cost of fuel, are contributing to significant cost-of-living pressures for households. The Tribunal recognises that these factors continue to influence expectations within the community, particularly in the context of responsible financial management by government.

The ACT Government further advised that the Territory's fiscal environment remains challenging. Despite a resilient local economy, expenditure pressures and broader economic volatility continue to affect the Territory's budget outlook. The Tribunal recognises both the need for financial discipline and the importance of maintaining the competitiveness of public sector remuneration. The Tribunal also recognises that providing no adjustment this year creates compounding pressures that would require more significant correction in future determinations.

The Tribunal also considered the importance of the Territory providing competitive and equitable remuneration, allowances and other entitlements so that the Territory can continue to attract and retain high calibre individuals to represent the ACT community. In this context, the Tribunal noted the wage policies and recent remuneration determinations by its Commonwealth and State/Territory counterparts.

The Tribunal took note of the national consumer price index in the year to March 2026 of 4.6 per cent, up from 3.7 percent in the year to February 2026¹. This meant the headline consumer price index was higher than the current mid-year economic and fiscal outlook released by the federal government in December 2025. The Tribunal also noted that the national trimmed mean inflation remained unchanged at 3.3 per cent.

¹ [Consumer Price Index, Australia, March 2026 | Australian Bureau of Statistics](#)

The ACT's Wage Price Index (WPI) grew 3.7 per cent in the year to the December quarter 2025, the equal second highest in Australia. In comparison, Australian WPI growth was 3.4 per cent².

The Tribunal considers based on the preceding information that a modest increase of remuneration for officeholders covered by this determination is prudent at this time.

The Tribunal met with the Clerk of the Legislative Assembly, Mr Tom Duncan, who spoke to the submission regarding the remuneration of the Presiding Officer of the Assembly (the Speaker). The Clerk noted that the Speaker currently receives a loading of 55 per cent of a Member's salary as additional salary for performing the role of Speaker, and that the responsibilities of this role have expanded by virtue of decisions taken by the Assembly in recent years. The Clerk also raised that the current ratio of additional salary is less than other small or unicameral parliaments.

Decision

The Presiding Officer of the ACT Legislative Assembly (the Speaker)

The Speaker of the ACT Legislative Assembly holds significant responsibilities, including oversight of Officers of the Legislative Assembly. Additionally, recent Legislative changes have formalised the provision of advice through the Office of the Legislative Assembly, and the Speaker now has a dedicated cohort of staff allocated to support these expanded functions. Comparisons with equivalent jurisdictions indicate that the Speaker's workload and scope of responsibility in the ACT have increased considerably, particularly following the expansion of the Assembly to 25 members and the establishment of eight standing committees.

The Tribunal determines that the Speaker will receive an additional 10 per cent loading.

Members of the Legislative Assembly

The Tribunal determines to provide an increase of 3 per cent to the base remuneration of officeholders covered by this Determination. The increase will commence on 1 July 2026.

the Tribunal took a decision to determine no increases to allowances and other entitlements for Members of the Legislative Assembly.

7 May 2026

² [Wage Price Index, Australia, December 2025 | Australian Bureau of Statistics](#)



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Members of the Legislative Assembly

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1 Commencement

1.1 This instrument is taken to have commenced on 1 July 2026.

2 Base remuneration

2.1 The base remuneration for Members of the Legislative Assembly (*Member*) is \$198,351 per annum.

3 Additional annual salary

3.1 A person holding an office mentioned in Column 1 of Table 3.1 is entitled to the additional remuneration mentioned in Column 2 of Table 3.1.

TABLE 3.1

| Column 1 Office | Column 2 Additional remuneration above the rate set out in clause 2.1 | Column 3 % base remuneration | Column 4 Total remuneration |
|---------------------------------|---|--|---------------------------------------|
| Chief Minister | \$218,186 | (110%) | \$416,538 |
| Deputy Chief Minister | \$158,681 | (80%) | \$357,032 |
| Minister | \$138,846 | (70%) | \$337,197 |
| Presiding Officer | \$128,928 | (65%) | \$327,280 |
| Leader of the Opposition | \$138,846 | (70%) | \$337,197 |
| Deputy Leader of the Opposition | \$39,670 | (20%) | \$238,021 |
| Deputy Presiding Officer | \$29,753 | (15%) | \$228,104 |

| | | | |
|--|----------|-------|-----------|
| Government Whip | \$19,835 | (10%) | \$218,186 |
| Opposition Whip | \$19,835 | (10%) | \$218,186 |
| Whip in the Legislative Assembly of a registered party (other than the party to which the Chief Minister or Leader of the Opposition belongs) if at least 4 members of the Legislative Assembly are members of the party | \$19,835 | (10%) | \$218,186 |
| Presiding member of a committee concerned with public affairs rather than affairs of the Legislative Assembly | \$19,835 | (10%) | \$218,186 |

4 Salary packaging

- 4.1 A Member may elect to take their base salary and/or their additional annual salary as:
- a) salary; or
 - b) a combination of salary and other benefits (a **salary package**).
- 4.2 Salary packaging must be consistent with taxation laws and guidelines issued by the Australian Taxation Office.
- 4.3 Up to 100% of remuneration can be taken as benefits and related costs such as fringe benefits tax.
- 4.4 Salary packaging must be administered without additional cost to the ACT Government and any fringe benefits tax associated with the provision of a benefit must be included in the salary package.
- 4.5 The Chief Minister may provide guidelines about the administration of this entitlement for Executive Members.
- 4.6 The Presiding Officer may provide guidelines about the administration of this entitlement for non-Executive Members.

5 Resettlement Allowance

- 5.1 All Members are entitled to payment of two weeks' salary for every completed year of service plus a pro rata payment for completed months of service since the last completed year of continuous service, capped at a maximum of twelve weeks' salary, if they retire, resign or stand for re-election and are unsuccessful.

5.2 The rate of pay of resettlement allowance will be calculated at the base rate of a Member, viz., without any extra loadings for office holders.

6 Travelling allowance—within Australia

6.1 In this clause:

Assembly business means travel as part of service on an Assembly committee; travel as a representative of the Assembly branch of the Commonwealth Parliamentary Association or as an office holder of the Association; or travel as a representative of the Assembly as determined by the Speaker. It does not include travel for party political purposes.

commercial accommodation includes a hotel, motel or serviced apartment.

office holder means the Chief Minister, Deputy Chief Minister, Minister or Presiding Officer, except where that term is used in the definition of Assembly business to refer to travel as an office holder of the Commonwealth Parliamentary Association.

6.2 Travelling allowance covers the reasonable cost for travel outside of Canberra and is payable at the rates that correspond with the amounts set out in the relevant Australian Taxation Office Taxation Determination relating to reasonable travel and overtime meal allowance expense amounts for each income year, for:

- a) accommodation; and
- b) meals; and
- c) incidental expenses.

6.3 Travelling allowance is payable if a Member must stay overnight:

- a) on Assembly business; or
- b) for an office holder — on official business as an office holder; or
- c) for a Member other than an office holder — on official business on behalf of an office holder.

6.4 Travelling allowance is not payable for travel for party political purposes.

6.5 An office holder or a Member nominated by the Chief Minister to represent an office holder on official business is entitled to an additional travelling allowance to cover the actual costs of accommodation, meals and incidental expenses up to the value that the office holder would have received, if:

- a) it is appropriate and reasonable for the conduct of the official business for the person to stay in accommodation at the same location where a meeting is held, or nearby to where a meeting is held; or
- b) it is appropriate and reasonable for the conduct of the official business for the person to stay in accommodation with other participants of a meeting; or
- c) the person is required to stay in commercial accommodation nominated by the host jurisdiction or host organisation; or
- d) there are exceptional circumstances.

6.6 If a Member travelling on Assembly or official business does not stay in commercial accommodation, the travelling allowance is a rate of one third of the total daily rate in the relevant Australian Taxation Office Taxation Determination, rounded upwards to the nearest dollar.

7 Travelling allowance—outside Australia

7.1 A Member who travels overseas on office holder or Assembly business may:

- a) be reimbursed the actual, reasonable costs incurred for accommodation and travel expenses up to the amounts as set out in the relevant Australian Taxation Office Taxation Determination;
- b) be provided with a per diem allowance for meals and incidentals as set out in the relevant Australian Taxation Office Taxation Determination; and
- c) be provided a cash advance for anticipated costs for accommodation and travel costs which must be acquitted within eight weeks of returning to Canberra.

8 Class of air travel

8.1 Members are entitled to business class air travel when travelling on Assembly or official business.

8.2 Members are provided with one airline lounge membership of their choice.

8.3 The Chief Minister may provide guidelines about the administration of all travel entitlements for Executive Members contained in this Determination.

8.4 The Presiding Officer may provide guidelines about the administration of all travel entitlements for non-Executive Members contained in this Determination.

9 Incidental travel in conjunction with Official travel

9.1 The Tribunal notes that there is a practice whereby Members travelling on official business have been permitted to include incidental travel in such trips at no additional cost to the Territory.

9.2 For the avoidance of doubt, the Tribunal determines that Members may combine incidental personal travel with official travel, provided there is no additional cost to the Territory. 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.

9.3 The Chief Minister may provide guidelines about the administration of this entitlement for Executive Members.

9.4 The Clerk may provide guidelines about the administration of this entitlement for non-Executive Members as per the *Financial Management Act 1996*.

10 Motor vehicle

10.1 All Members are entitled to:

- a) an allowance of \$25,500 per annum (a privately plated motor vehicle will no longer be offered as an option); and

- b) an allowance of \$3,000 per annum for taxis/hire cars to travel to and from official functions where private transport may not be appropriate in the interests of workplace safety and/or security; and
 - c) a car parking space at or near the Legislative Assembly.
- 10.2 Where a Member already has a vehicle lease in place at the time of this Determination, the lease is able to continue but shall not be renewed.
- 10.3 The allowance at 10.1(a) is not payable to Members who have leased vehicles at the time of the determination, until any existing vehicle lease has expired, and the vehicle is surrendered.
- 10.4 The Chief Minister may provide guidelines about the administration of this entitlement for Executive Members.
- 10.5 The Presiding Officer may provide guidelines about the administration of this entitlement for non-Executive Members.
- 11 Revocation of previous determination**
- 11.1 Determination 4 of 2025 is revoked.



Ms Sandra Lambert AM
Chair



Ms Pam Davoren PSM
Member



Mr Michael Manthorpe PSM FIPAA
Member

7 May 2026