



Australian Capital Territory Remuneration Tribunal

Determination 1 of 2026

Head of Service, Directors-General and Executives

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 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 Officeholders, 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 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.

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.

As in recent years, the labour market remains tight, with the ACT competing to attract and retain high-calibre senior personnel across the public and private sectors. The Tribunal noted the Government's publicly articulated position on remuneration for non-executive staff and considered the broader industrial environment across the Territory. In this context, the Tribunal noted the wage policies and recent remuneration determinations by its Commonwealth and State/Territory counterparts.

The Tribunal also acknowledges that last year's 2 per cent increase was granted to the Head of Service, Directors-General and Executives against expectations that inflation would continue to decline; however, the circumstances in 2026 differ materially.

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.

Decision

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.

7 May 2026

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

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



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1 Commencement

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

2 Remuneration

2.1 The following table sets out the full-time remuneration per year for a person engaged at an executive classification level specified in column 1.

TABLE 2.1

Column 1 Executive classification level	Column 2 Base Remuneration	Column 3 ³ Total Remuneration
Level 1.1	\$183,656	\$215,156
Level 1.2	\$199,188	\$230,688
Level 1.3	\$214,708	\$246,208
Level 1.4	\$230,168	\$261,668
Level 2.1	\$245,764	\$277,764
Level 2.2	\$267,416	\$299,416
Level 2.3	\$289,056	\$321,056
Level 2.4	\$310,789	\$342,789
Level 3.1	\$332,533	\$365,033
Level 3.2	\$345,875	\$378,375
Level 3.3	\$359,604	\$392,104
Level 3.4	\$373,125	\$405,625
Level 4.1	\$386,532	\$419,532
Level 4.2	\$397,708	\$430,708
Level 4.3	\$412,052	\$445,052
Level 4.4 (Head of Service)	\$449,132	\$482,132

³ Includes additional remuneration payable to ACTPS Senior Executives, associated with the previous provision of executive vehicles, as determined by this Tribunal and as provided for in Section 51 of the *Public Sector Management Standards 2016*.

- 2.2 Where an executive has an employer-provided vehicle, column 2 of Table 2.1 is the total remuneration payable.
- 2.3 If a person engaged at a level listed in column 1 of Table 2.1 is also engaged in or appointed to another office under ACT legislation, the person must only receive remuneration for the office that has the highest remuneration.
- 2.4 The person engaged as the Head of Service is to be paid additional remuneration of \$10,000 per annum above the remuneration of an executive level 4.4 specified in column 3 of Table 2.1. This additional remuneration is included as base remuneration and is recognised as salary for superannuation purposes.

3 Salary packaging

- 3.1 An executive may elect to take the remuneration mentioned in Table 2.1 as:
 - a) salary; or
 - b) a combination of salary and other benefits (a **salary package**).
- 3.2 Salary packaging must be consistent with:
 - a) taxation laws and guidelines issued by the Australian Taxation Office; and
 - b) 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 If an executive is working for a Public Benevolent Institution, the benefit items that normally incur fringe benefits tax must not incur more than \$17,000 grossed up taxable value per fringe benefits tax year, without prior approval from:
 - a) for directors-general—the head of service; and
 - b) for executives—the relevant director-general.
- 3.4 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.
- 3.5 Salary for superannuation purposes is not affected by salary packaging.

4 Vehicle

- 4.1 If an executive has an employer-provided vehicle, Part 13 – Transitional Public Sector Management Amendment Standards 2021 (No 1) of the *Public Sector Management Standards 2016* applies.

5 Employer provided benefits

- 5.1 An executive is entitled to either the employer provided benefits mentioned below or the relevant cash payment in lieu of the benefit mentioned below.
- 5.2 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.
- 5.3 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.

Note: travel entitlements are provided under the *Public Sector Management Standards 2006 (repealed)*.

6 Vehicle parking space

- 6.1 An executive is entitled to a parking space in accordance with section 52A of the *Public Sector Management Standards 2016*.

7 Employer's superannuation contribution

- 7.1 An executive is only eligible for the employer's superannuation contribution if their superannuation entitlements are not provided elsewhere.
- 7.2 Superannuation entitlements for executives are consistent with clause D7 in the *ACT Public Sector Administrative and Related Classifications Enterprise Agreement 2021-2022* or its replacement.
- 7.3 The value of the employer's superannuation contribution must not be paid in cash to an executive.

8 Relocation allowance

- 8.1 In this clause, **ACT** means the Australian Capital Territory and its surrounding district, including Queanbeyan.
- 8.2 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 the engagement as an executive.
- 8.3 The executive may be reimbursed an amount of up to \$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 (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 specific approval of the Tribunal, any other reasonable expenses necessarily incurred in relocating to the ACT.
- 8.4 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 \$55,000.

- 8.5 If an executive thinks that unusual and exceptional circumstances exist, they may ask the 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 executive; and
 - d) the expected total relocation expenses of the executive; and
 - e) the level of assistance the executive considers should be provided; and
 - f) any other relevant information.
- 8.6 If the executive terminates their employment with the Territory as an executive within twelve months of the date of their engagement, the executive may be required by the Head of Service to repay the following amount:
- a) If the executive terminates employment within six months from the date of their engagement—100% of the amount reimbursed under section 8.3 and section 8.4;
 - b) If the executive terminates employment more than six months and less than twelve months from the date of their engagement—50% of the amount reimbursed under section 8.3 and section 8.4.

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

9 Other entitlements

- 9.1 For the avoidance of doubt, under section 113 and 115 of the *Public Sector Management Standards 2016*, the following provisions of the *Public Sector Management Standards 2006 (repealed)* continue to apply to executives:
- 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 9.6 (executive employee and statutory office-holder leave and other entitlements).
- 9.2 Leave entitlements, salary sacrifice arrangements and vacation childcare subsidy are provided to executives under Division 5.6 of the *Public Sector Management Standards 2016*, as amended from time to time.

10 Definitions

- 10.1 In this Determination:

Public Benevolent Institution means a charity whose main purpose is to relieve poverty, sickness, suffering or disability.

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

executive means the Head of Service, a Director-General or an ACTPS Executive.

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

11 Revocation of previous Determination

11.1 Determination 1 of 2025 is revoked.



Ms Sandra Lambert AM
Chair



Ms Pam Davoren PSM
Member



Mr Michael Manthorpe PSM FIPAA
Member

7 May 2026