

7<sup>th</sup> June 2024

Ms Sandra Lambert AM  
Chair  
ACT Remuneration Tribunal  
By email: [remtrib@act.gov.au](mailto:remtrib@act.gov.au)

**Professor Jamie Pittock**  
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Dear Chair,

**Submission: ACT Remuneration Tribunal 2024 Spring Sitting**

I write following your request of 20<sup>th</sup> May for submissions to the ACT Remuneration Tribunal 2024 Spring Sitting regarding the annual review of remuneration, allowances and other entitlements paid to certain office holders.

I draw your attention to paragraph 2.2 and 2.3 of Determination 13 of 2022: Part-time Public Office Holders, which states:

2.2 A public servant who serves as a Part-time Public Office Holder is not entitled to receive remuneration, allowances or entitlements provided in this Determination, unless in exceptional circumstances.

2.3 The Chief Minister, Treasury and Economic Development Directorate will determine these exceptional circumstances.

I am the independent Chair of the ACT Natural Resource Management Advisory Committee (NRMAC). I write concerning the circumstances of one of our committee members, in the expectation that principles in his case are applicable more broadly.

In my view it is inequitable that where an individual's role as an ACT public servant is unrelated to the form and function of an independent advisory board that they are denied remuneration for their board or committee responsibilities.

In the case of the NRMAC, a member has been appointed in their capacity as the volunteer President of a community organisation representing a key group of stakeholders. As a representative of this stakeholder group they provide advice to the NRMAC on behalf of the volunteer organisation, not as an ACT Government employee. While they are employed by the ACT Public Service, their paid employment is unrelated to their volunteer activities and the purpose of their appointment to the NRMAC.

NRMAC meetings are held outside of ACT Government business hours. This member is required to give up his own time to prepare for and participate in the committee's work. His role on the NRMAC is completely unrelated and independent of their ACT Government employment. Consequently, I urge your Tribunal to support appropriate remuneration for him, and others in similar circumstances, consistent with remuneration paid to committee members who are not employees of the ACT Public Service.

I encourage the Tribunal to consider the counterfactual. Denying remuneration to part-time public office holders who are also in the ACT public service may discourage qualified individuals from seeking such positions. This would mean that communities were less well represented, undermining the quality of governance and public services. It also places such representatives at a financial disadvantage compared to fellow committee members not engaged in public service.

Obviously, if an ACT public servant were to be paid for their time on the NRMAC or similar committees then this role would need to be declared and approved as secondary employment.

In my view, there is an advantage for the ACT Public Service in having members serve on boards and committees. This service enhances individuals' experience, skills and networks, attributes that may enhance their work for the ACT Government.

Thank you for considering this submission. Should you require further information, please contact me via my email as provided above.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Jamie Pittock', with a stylized flourish at the end.

Dr Jamie Pittock, FHEA  
Professor, Fenner School of Environment and Society  
Chair of the ACT Natural Resource Management Advisory Committee