



AUSTRALIAN CAPITAL TERRITORY REMUNERATION TRIBUNAL

Mr Ed Cocks MLA
Chair
Standing Committee on the Integrity Commission and Statutory Office Holders
196 London Circuit
CANBERRA ACT 2601
Email: LACommitteeIntegrity@parliament.act.gov.au

Dear Mr Cocks

Thank you for your letter dated 17 February 2026 regarding matters relating to the Standing Committee's inquiry into the effectiveness of transparency arrangements for members of the Legislative Assembly.

The Remuneration Tribunal has considered your questions, and provides the following information to the Committee:

1. The New South Wales (NSW) Parliamentary Remuneration Tribunal, the Queensland (QLD) Independent Remuneration Tribunal and the Northern Territory (NT) Remuneration Tribunal have partial responsibility for determining Members' staffing allocations in their respective jurisdictions. To the best of our knowledge, this is not inclusive of staffing for Ministerial offices.

NSW Parliamentary Remuneration Tribunal (PRT)

The PRT, as a distinct specialist entity established to determine solely matters pertaining to the NSW Parliament, has the ability to determine the number of Electorate staff able to be employed by a Member under s10(3)(b) of the *Parliamentary Remuneration Act 1989*. However, this power is not inclusive of Political Office Holders, such as the leader of a political party, Special Office Holders and Ministerial offices. It is also unclear to the Tribunal as to whether the application of this power is inclusive of parliamentary staff members, or is limited to staff for electorate offices, which Members of the Legislative Assembly currently do not have.

QLD Independent Remuneration Tribunal (QRT)

Under s31D of the *Queensland Independent Remuneration Tribunal Act 2013*, the QRT has the power to determine additional staff members for crossbench Members, and in doing so must consult with, and consider the views of, the Clerk. As noted in the

Legislative Assembly of Queensland Members' Remuneration Handbook, electorate staffing arrangements are currently determined by the Speaker and parliamentary staffing arrangements are determined by the Clerk.

Northern Territory Remuneration Tribunal (NRT)

The NRT may determine an entitlement for establishing or maintaining offices for an Assembly Member, including the provision of staff for those offices under s 4(1B) of the *Assembly Members and Statutory Officers (Remuneration and Other Entitlements) Act 2006*. However, our understanding is that the Tribunal is yet to exercise that power, and in practice staffing arrangements are managed by the Department of the Legislative Assembly on behalf of the Chief Minister.

2. The Remuneration Tribunal currently does not have responsibility for determining Members staffing allocations under the *Remuneration Tribunal Act 1995*. We are unable to comment on the necessary expertise and resources required to undertake such a function without first understanding the proposed remit of the Tribunal in determining allocations. We note that this Tribunal currently has no insight or background into the factors taken into consideration when determining staffing allocations within the Legislative Assembly.
3. Similar to the above, without knowing the potential remit of the Tribunal in determining staffing arrangements, we are unable to provide clarity on the information required to make a determination. Our current process includes consideration of submissions provided to the Tribunal. All submissions made to the Tribunal are publicly available on the Remuneration Tribunal Website. In the event that the Tribunal is considered to be the appropriate body to determine Members' staffing allocation, we would welcome further opportunity to be consulted on the detail of the proposal.
4. The Tribunal is not aware of any other body in the ACT which would be well placed to take on this responsibility. The Standing Committee may wish to consider the role of the Clerk in advising on staffing allocations, noting that the Office of the Legislative Assembly currently provides operational support to Member's offices. Similarly, in some jurisdictions such as Queensland, the Clerk has partial responsibility for determining staffing allocations.
5. Current practice for determining staffing arrangements for Members Offices in the Legislative Assembly is consistent with most other jurisdictions, including Victoria, South Australia, Western Australia, Tasmania and the Commonwealth. We note in jurisdictions where the Remuneration Tribunal or equivalent has the power to determine staffing allocations, these powers have been established with limitations under statute.

Thank you again for taking the time to write to us and providing the opportunity to comment. We hope the above information is helpful in the Committee's deliberations and we would welcome further engagement on this matter.

Yours sincerely

Ms Sandra Lambert AM
Chair, ACT Remuneration Tribunal

Ms Pam Davoren PSM
Member, ACT Remuneration Tribunal

Mr Michael Manthorpe PSM FIPA
Member, ACT Remuneration Tribunal

23 March 2026