2025

THE LEGISLATIVE ASSEMBLY FOR THE

AUSTRALIAN CAPITAL TERRITORY

ELEVENTH ASSEMBLY

Remuneration Tribunal Determination 9 of 2025 – Part-time Statutory Office Holders – Integrity Commissioner

Presented by
Andrew Barr MLA
Chief Minister
September 2025

Australian Capital Territory Remuneration Tribunal

Determination 9 of 2025

Part-time Statutory Office Holder:

Integrity Commissioner

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) must inquire into and determine the remuneration, allowances and other entitlements for certain full-time public offices, including the ACT Integrity Commissioner appointed under the *Integrity Commission Act 2018*.

Considerations

In August 2025, 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 31 May 2025. The Tribunal also wrote to the relevant office-holders inviting submissions.

At its meeting in August 2025, 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 full-time and part-time public office holders, and Directorate officials.

The ACT Government briefing provided an overview of the local economy and a summary of the Machinery of Government changes, implemented in July 2025, designed to deliver improved standards of service to the Canberra community. The ACT Government noted that current Enterprise Agreements are expiring in 2026 and confirmed that bargaining had commenced with a continued focus on the lowest paid public service employees.

The briefing provided to the Tribunal by ACT Treasury confirmed that the ACT economy remains strong. The ACT recorded Wage Price Index (WPI) growth of 3.6 per cent over the year (June 2024 – June 2025)[1], and the labour market continues to be robust with high participation rates and low unemployment relative to other jurisdictions.

The Australian Bureau of Statistics released the Consumer Price Index (CPI) for the June 2025 Quarter, which included an increase of 0.3 per cent for the ACT during the quarter[2], and a 1.6 per cent increase over the year (June 2024 to June 2025).[3] The national annual CPI inflation was 2.1 per cent over the year, with trimmed mean inflation trending down from 2.9 percent in the March 2025 quarter to 2.7 percent in the June 2025 quarter.[4] While inflation has moderated, cost of living pressures persist. In this context the Tribunal remains alert to the future compounding effect of not providing increases in remuneration.

The ACT Government indicated that while there is a positive outlook for the economy, the ACT budget faces fiscal pressures. Therefore, the Tribunal sought to balance considerations around the strength in the labour market, community expectations and the Territory's fiscal circumstances, which impact on the affordability of pay increases.

Decision

The Tribunal determines to increase the remuneration for the Integrity Commissioner consistent with existing judicial relativities. The Integrity Commissioner is entitled to be paid remuneration calculated at the daily rate of 1/230 of $530,080.

The changes to the remuneration, allowances and other entitlements made in this determination will be taken to have commenced on 1 November 2025.

1 September 2025

[1] Australian Bureau of Statistics Release 13 August 2025

[2] Australian Bureau of Statistics Release 30 July 2025

[3] ACT Treasury, 30 July 2025, CPI – June Quarter 2025

[4] Australian Bureau of Statistics Release 30 July 2025

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1 Commencement

This instrument is taken to have commenced on 1 November 2025.

2 Remuneration

2.1 The Integrity Commissioner is entitled to be paid remuneration calculated at the following rate:

Table 2.1

Column 1 **Office**	Column 2 **Base Remuneration**	Column 3[5] **Total Remuneration**
Integrity Commissioner	Daily rate of 1/230 of $530,080	Daily rate of 1/230 of $563,080

[5] 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.*

2.2 In any 12-month period, the remuneration paid to the Integrity Commissioner must not exceed $563,080.

2.3 Where the Integrity Commissioner has an employer-provided vehicle, remuneration listed in column 2 of Table 2.1 is the total remuneration payable, and the remuneration paid to the Integrity Commissioner must not exceed $530,080 in any 12-month period.

3 Salary Packaging

3.1 A person appointed to an office mentioned in clause 2.1 of this Determination may elect to take the remuneration outlined in Clause 3, 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 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 Employer provided benefits

4.1 A person, appointed to an office mentioned in clause 2.1 of this Determination, is entitled to either the employer provided benefits mentioned below or the relevant cash payment in lieu of the benefit mentioned below.

4.2 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.

4.3 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.

5 Vehicle parking space

A person appointed to an office mentioned in clause 2.1 is entitled to a parking space in accordance with the *Public Sector Management Standards 2016.*

6 Employer's superannuation contribution

6.1 A person, appointed to an office mentioned in clause 2.1 of this Determination, is only eligible for the employer's superannuation contribution if their superannuation entitlements are not provided elsewhere.

6.2 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.

6.3 The value of the employer's superannuation contribution must not be paid in cash to a person appointed to an office mentioned in clause 2.1 of this Determination.

7 Relocation allowance

7.1 In this clause, ***ACT*** means the Australian Capital Territory and its surrounding district, including Queanbeyan.

7.2 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 the ACT Integrity Commissioner.

7.3 The person appointed to the office mentioned in clause 2.1 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 specific 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 approval of the Tribunal, any other reasonable expenses necessarily incurred in relocating to the ACT.

7.4 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.

7.5 If a person, appointed to an office mentioned in clause 2.1, 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) their expenses incurred; and

d) their expected total relocation expenses; and

e) the level of assistance the person considers should be provided; and

f) any other relevant information.

7.6 If the person appointed to an office mentioned in clause 2.1 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 terminated employment within six months from the date of their appointment – 100% of the amount reimbursed under clause 8.3;

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 8.3.

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

8 Other entitlements

For the avoidance of doubt, under section 115 of the *Public Sector Management Standards 2016*, Part 9.4 (statutory office-holder financial entitlements), or its replacement, of the *Public Sector Management Standards 2006 (repealed)* continue to apply in relation to a person appointed to an mentioned office in clause 2.1 of this Determination.

9 Travelling arrangements

9.1 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, appointed to an office mentioned in clause 2.1 of this Determination, who is travelling away from their home base for official purposes.

9.2 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 Determinations[6] 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.

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

9.4 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.

9.5 The 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.

9.6 Commercially provided travel should be selected on the basis of:

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

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

9.8 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.

9.9 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;
c) for international flights — business class.

[6] Australian Taxation Office – Taxation Determination 2024/3 Income tax: what are the reasonable travel and overtime meal allowance expense amounts for the 2024-25 income year?

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

10 Accommodation

10.1 It is standard practice that where an executive traveller must stay overnight while on official travel, the employer will pay the commercial accommodation to the following standard:

a) for domestic accommodation — 4.5 stars;
b) for international accommodation — 4.5 stars.

10.2 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 the office holder who is traveling with the Speaker or a Minister to stay in the same commercial accommodation as the Speaker/Minister, if the Minister is entitled to a higher standard of accommodation.

11 Meals

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.

12 Incidental expenses

The employer will reimburse all reasonable expenses and legitimate expenses directly related to official travel, including up to the amounts set out in the relevant Australian Taxation Office Determinations:

a) taxi, ridesharing (such as uber) or bus fares to or from an airport; and
b) taxi, ridesharing (such as uber) and public transport costs at a temporary location; and
c) airport taxes or charges.

13 Frequent Flyer points

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.

14 Incidental travel in conjunction with official travel

14.1 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.

14.2 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.

14.3 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.

15 Travel insurance

15.1 Travel insurance decisions should be based on risk management principles and include factors such as the nature and destination of the trip.

15.2 International travel will normally require travel insurance.

15.3 If necessary, the cost of travel insurance will be met as a reasonable work related expense by the Territory.

15.4 All legitimate and reasonable work related claims will be covered by the Territory.

16 Definitions

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.

Senior Executive Service (SES) Member includes a member of the service in the senior executive service under the *Public Sector Management Act 1994* and *Public Sector Management Standards*. A person, appointed to an office in clause 2.1 of this Determination, has a number of the same entitlements as an SES Member.

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

17 Revocation of previous determination

Determination 11 of 2024 is revoked.

Ms Sandra Lambert AM
Chair

Ms Pam Davoren PSM
Member

Mr Michael Manthorpe PSM FIPAA
Member

1 September 2025