



## REMUNERATION TRIBUNAL

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# **Determination 2017/11: Remuneration and Allowances for Holders of Full-Time Public Office**

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**As amended.**

**Made under sub-sections 7(3) and 7(4) of the *Remuneration Tribunal Act 1973***

**Consolidated by the Remuneration Tribunal Secretariat as at 12 February 2018 and incorporating amending determinations up to and including 2018/02 – Remuneration and Allowances for Holders of Public Office**

**Compilation No 13**

**This compilation includes retrospective amendments made by F2018L00158**

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This Determination governs remuneration and allowances for the full-time Public Offices specified in Table 2A.

This Determination specifies the total value an Office Holder is to receive by way of salary and other benefits in respect of carrying out the functions and exercising the powers of his or her office. The salary and benefits provided for in this Determination must not be supplemented.

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PART 1 – GENERAL	

**1.1 Authority:** This Determination is issued pursuant to sub-sections 7(3) and 7(4) of the *Remuneration Tribunal Act 1973*.

**1.2 Effect of this determination:** This Determination commences on 1 July 2017 except where specified otherwise. It revokes and supersedes in full *Determination 2016/19: Remuneration and Allowances for Holders of Full-Time Public Office* (as amended).

**1.3 Definitions:** For the purposes of this Determination, the following definitions apply.

**'Agency'** means the agency to which the Office Holder is attached, or the portfolio department, if the office holder is not attached to an agency.

**'Benefits'** means all non-monetary benefits provided at the employer's expense to or on behalf of an Office Holder as a personal benefit, including a vehicle (where provided – refer Clause 2.6), the value attributed by the Remuneration Tribunal to the Employer Superannuation Contribution (refer Clause 2.5) and any other benefits received by way of remuneration packaging (refer Clause 2.4).

**'Employer'** means the Commonwealth and includes any person authorised to exercise powers, perform acts, grant approvals or give directions for, or on behalf of, the Commonwealth.

**'Employer's Superannuation Contribution'** means:

- (a) in respect of a member of a Commonwealth defined benefit scheme (including the Commonwealth Superannuation Scheme or the Public Sector Superannuation Scheme), the value attributed to the Employer's Superannuation Contribution in accordance with sub-clauses 2.5.2, 2.5.3, 2.5.4 or 2.5.5; or
- (b) in respect of a member of the Public Sector Superannuation Accumulation Plan, 15.4 per cent of ordinary time earnings (OTE) for the office holder; or
- (c) in respect of a member of any other fund, the minimum level of employer superannuation contribution that would reduce to zero the charge percentage for that Office Holder under section 23 of the *Superannuation Guarantee (Administration) Act 1992*.

Contributions made on a salary sacrifice basis do not form part of the Employer's Superannuation Contribution: these are covered by clause 2.4 (Remuneration packaging).

**'Office Holder'** means the holder of an office listed in Column 1 of Table 2A of this Determination.

**'Total Remuneration'** is the amount shown in Clause 2.1 of this Determination. Total Remuneration represents the value, calculated at the total cost to the employer (including Fringe Benefits Tax), of:

- salary, allowances or lump sum payments;
- Benefits; and
- the Employer's Superannuation Contribution

but does not include:

- facilities provided as business support as referred to in Part 2;
- allowances specified in Part 3;
- reimbursement of expenses incurred on geographic relocation following appointment as an Office Holder, in accordance with agency policies and practices where approved by the employer;
- travelling allowances and expenditure referred to in Part 4;
- any payment in lieu of recreation leave in accordance with Part 5; and
- any compensation for early loss of office in accordance with Part 6.

## PART 2 – REMUNERATION AND RELATED MATTERS

**2.1 Total Remuneration:** Office Holders are eligible for the Total Remuneration as set out in Column 2 of Table 2A below, commencing on 1 July 2017, unless otherwise specified.

**TABLE 2A – FULL-TIME OFFICE HOLDERS – TOTAL REMUNERATION AND OTHER BENEFITS**

<u>Column 1</u> Office	<u>Column 2</u> Total Remuneration for office (per annum)	<u>Column 3</u> Additional clauses applying	<u>Column 4</u> Travel Tier
Chair, Australian Prudential Regulation Authority (APRA)	\$852,310		1
Solicitor-General	\$745,770	2.2.1	1
Chairperson, Australian Competition and Consumer Commission (ACCC)	\$745,770		1
Chairperson, Australian Securities and Investments Commission (ASIC)	\$745,770		1
Australian Public Service Commissioner	\$692,500		1
Commissioner, Australian Federal Police	\$692,500		1
Director-General, Office of National Assessments <i>Effective 18 December 2017, refer Det 2017/21</i>	\$692,500		1
Deputy Chair, APRA	\$681,840		1
Member, APRA	\$639,230		1
Director-General of Security, Australian Security Intelligence Organisation	\$639,230		1
Australian Border Force Commissioner	\$617,920		1
Deputy Chairperson, ASIC	\$596,610		1
Chairman, Productivity Commission	\$585,960		1
Vice Chief of the Defence Force	\$585,960		1
Chief of Navy	\$559,330		1
Chief of Army	\$559,330		1
Chief of Air Force	\$559,330		1
Deputy Chairperson, ACCC	\$559,330		1
Vice President, Fair Work Commission	\$559,330		1
Chief Executive Officer, Australian Digital Health Agency	\$532,690		1
Australian Electoral Commissioner	\$532,690		1
Chair, Australian Energy Regulator	\$532,690		1
Chair/Chief Executive Officer, Clean Energy Regulator	\$532,690		1
Chair, Australian Communications and Media Authority (ACMA)	\$532,690		1
Chief Executive Officer, Digital Transformation Agency	\$532,690	2.2.8	1

<b>Column 1</b> <b>Office</b>	<b>Column 2</b> <b>Total Remuneration for office (per annum)</b>	<b>Column 3</b> <b>Additional clauses applying</b>	<b>Column 4</b> <b>Travel Tier</b>
Chief Executive Officer, Austrade	\$532,690		1
Chief Executive Officer, National Disability Insurance Scheme Launch Transition Agency	\$532,690	2.2.11	2
Director of Public Prosecutions	\$532,690		1
Member, ASIC	\$532,690		1
Chief Executive Officer, Australian Crime Commission	\$506,060		1
Chief Executive Officer, National Health and Medical Research Council <i>Effective 2 November 2017, refer Det 2017/20</i>	\$506,060		1
Chief Executive, Australian Financial Security Authority	\$479,430		2
Chief Executive Officer, Australian Transaction Reports and Analysis Centre	\$479,430		2
Chief Scientist	\$479,430		1
Director, Bureau of Meteorology	\$479,430		2
Member, ACCC	\$479,430		1
Deputy President, Fair Work Commission	\$452,790		1
Information Commissioner	\$452,790		1
Chief Executive Officer, Independent Hospital Pricing Authority	\$452,790		1
Commonwealth Ombudsman	\$452,790		1
Examiner, Australian Crime Commission	\$452,790		1
Inspector-General of Intelligence and Security	\$452,790		1
Integrity Commissioner, Australian Commission for Law Enforcement Integrity	\$452,790		1
Australian Building and Construction Commissioner	\$426,160		2
Chief Commissioner, Australian Transport Safety Bureau	\$426,160		1
CEO, National Offshore Petroleum Safety and Environmental Management Authority	\$426,160		2
Chair, Tax Practitioners Board	\$426,160		1
Chief Executive Officer, Australian Commission on Safety and Quality in Health Care (ACSQHC)	\$426,160		1
Chief Executive Officer, Australian Curriculum, Assessment and Reporting Authority (ACARA)	\$426,160		2
Chief Executive, Murray-Darling Basin Authority	\$426,160		1
Deputy Chair, Productivity Commission	\$426,160		1
Fair Work Ombudsman	\$426,160		1
Inspector-General of Taxation	\$426,160		1

<b>Column 1</b> <b>Office</b>	<b>Column 2</b> <b>Total Remuneration for office (per annum)</b>	<b>Column 3</b> <b>Additional clauses applying</b>	<b>Column 4</b> <b>Travel Tier</b>
President, Australian Human Rights Commission	\$426,160	2.2.12	1
Parliamentary Budget Officer	\$426,160		2
Chair, Australian Accounting Standards Board	\$399,520		1
Inspector-General Australian Defence Force	\$399,520		2
Chief Commissioner & Chief Executive Officer, Australian Skills Quality Authority	\$399,520		2
Chief Executive Officer, Australian Fisheries Management Authority	\$399,520		1
Chief Executive Officer, Safe Work Australia	\$399,520		2
General Manager, Fair Work Commission	\$399,520		1
Chief Executive Officer, Comcare	\$399,520		2
Member, Australian Energy Regulator	\$399,520		1
Deputy Chair, ACMA	\$399,520		1
Chief Executive Officer, Innovation and Science Australia	\$399,520	2.2.9	1
Chair, Pharmaceutical Benefits Advisory Committee (PBAC)	\$399,520		1
Auditing and Assurance Standards Board (AUASB), Chair	\$372,890		1
Director of Military Prosecutions	\$372,890		2
Commissioner, Fair Work Commission	\$372,890		1
Associate Director of Public Prosecutions	\$372,890		1
Chief Executive Officer, Australian Aged Care Quality Agency	\$372,890		2
CEO, Australian Pesticides and Veterinary Medicines Authority	\$372,890		2
CEO, Australian Radiation Protection and Nuclear Safety Agency	\$372,890		1
Director, Australian Institute of Criminology	\$372,890		1
Director, Professional Services Review	\$372,890		1
Director-General, National Archives of Australia	\$372,890		2
General Manager, National Blood Authority	\$372,890		2
Freedom of Information Commissioner	\$372,890		2
Chief Executive Officer, Infrastructure and Project Financing Agency <i>Effective 15 September 2017, refer Det 2017/18</i>	\$372,890	2.2.14	1
Privacy Commissioner	\$372,890		2
Chief Executive Officer, Australian Renewable Energy Agency (ARENA)	\$372,890		2

<b>Column 1</b> <b>Office</b>	<b>Column 2</b> <b>Total Remuneration for office (per annum)</b>	<b>Column 3</b> <b>Additional clauses applying</b>	<b>Column 4</b> <b>Travel Tier</b>
Chief Executive Officer, Infrastructure Australia	\$372,890	2.2.15	1
Chief Executive Officer, Northern Australia Infrastructure Facility	\$372,890	2.2.2	1
Commissioner, Productivity Commission	\$372,890		2
Registered Organisations Commissioner	\$372,890		2
Member, ACMA	\$346,250		1
Deputy Chief Commissioner, ASQA	\$346,250		2
Chief Executive Officer, Climate Change Authority <i>Effective 12 February 2018, refer Det 2018/02</i>	\$346,250		2
Director, Old Parliament House <i>Effective 12 February 2018, refer Det 2018/02</i>	\$346,250	2.2.16	2
Chief Executive Officer, National Mental Health Commission (NMHC)	\$346,250		2
Aboriginal and Torres Strait Islander Social Justice Commissioner	\$346,250		2
Age Discrimination Commissioner	\$346,250		2
Aged Care Complaints Commissioner	\$346,250		2
Australian Small Business and Family Enterprise Ombudsman	\$346,250		2
eSafety Commissioner	\$346,250		2
Principal Member, Veterans' Review Board (VRB) <i>Effective 26 October 2017, refer Det 2017/20</i>	\$346,250		1
CEO, National Transport Commission	\$346,250		1
Chief Executive Officer, Australian National Preventative Health Agency (ANPHA)	\$346,250		2
Chief Executive Officer, Australian Sports Anti-Doping Authority (ASADA)	\$346,250		2
Chief Executive Officer, Independent Parliamentary Expenses Authority (IPEA)	\$346,250		2
Disability Discrimination Commissioner	\$346,250		2
Human Rights Commissioner	\$346,250		2
National Children's Commissioner	\$346,250		2
Official Secretary to the Governor-General	\$346,250		2
Race Discrimination Commissioner	\$346,250		2
Sex Discrimination Commissioner	\$346,250		2
Chief Executive Officer, Tertiary Education Quality and Standards Agency (TEQSA)	\$346,250	2.2.7	2
Commissioner, ASQA	\$346,250		2

<b>Column 1</b> <b>Office</b>	<b>Column 2</b> <b>Total Remuneration for office (per annum)</b>	<b>Column 3</b> <b>Additional clauses applying</b>	<b>Column 4</b> <b>Travel Tier</b>
Chief Executive Officer, Australian Organ and Tissue Donation and Transplantation Authority	\$319,620		2
Administrator of the Northern Territory	\$319,620		1
Chief Executive Officer, Aboriginal Hostels Limited (AHL)	\$319,620		2
Chief Executive, National Capital Authority	\$319,620	2.2.13	2
Administrative Appeals Tribunal (AAT) (former Deputy Principal Member, Migration Review Tribunal (MRT))	\$319,620	2.2.5	2
AAT (former Deputy Principal Member, Refugee Review Tribunal (RRT))	\$319,620	2.2.5	2
Deputy Commonwealth Ombudsman	\$319,620		2
Director, National Industrial Chemicals Notification and Assessment Scheme (NICNAS)	\$319,620		2
Gene Technology Regulator	\$319,620		2
National Rural Health Commissioner <i>Effective 1 July 2017, refer Det 2017/14</i>	\$319,620		2
Administrator of the National Health Funding Pool	\$319,620		2
Commissioner, Australian Charities and Not-for-profits Commission	\$319,620		2
Administrator, Christmas and Cocos (Keeling) Islands	\$292,990		2
Administrator of Norfolk Island	\$292,990		2
Administrator, Torres Strait Regional Authority	\$292,990		2
Chairperson, Superannuation Complaints Tribunal (SCT)	\$292,990		2
Chairperson, Torres Strait Regional Authority	\$292,990		2
Deputy Australian Building and Construction Commissioner	\$292,990		2
AAT (former Deputy Principal Member, Social Security Appeals Tribunal (SSAT))	\$292,990	2.2.6	2
Deputy Chair, Pharmaceutical Benefits Advisory Committee (PBAC)	\$292,990		1
Director General, Australian Safeguards and Non-Proliferation Office	\$292,990		2
Member, Tax Practitioners Board	\$292,990		2
Aged Care Pricing Commissioner	\$292,990		2
Chief Executive Officer, Asbestos Safety and Eradication Agency	\$292,990		2
Registrar of Aboriginal and Torres Strait Islander Corporations	\$292,990		2
Merit Protection Commissioner	\$266,350		2
Executive Director of Township Leasing	\$266,350		2

<b>Column 1</b> <b>Office</b>	<b>Column 2</b> <b>Total Remuneration for office (per annum)</b>	<b>Column 3</b> <b>Additional clauses applying</b>	<b>Column 4</b> <b>Travel Tier</b>
Deputy Chairperson, SCT	\$239,720		2
AAT (former Senior Member, MRT)	\$239,720	2.2.5	2
AAT (former Senior Member, RRT)	\$239,720	2.2.5	2
Director, Classification Board	\$239,720	2.2.3	2
Student Identifiers Registrar	\$239,720		2
Senior Member, VRB	\$239,720		2
Director, Tuition Protection Service	\$239,720	2.2.10	2
Chief Executive Officer, National Health Funding Body	\$239,720		2
Chairman (full-time), Central Land Council	\$213,080		3
Chairman (full-time), Northern Land Council	\$213,080		2
AAT (former Member, MRT)	\$213,080	2.2.5	2
AAT (former Member, RRT)	\$213,080	2.2.5	2
AAT (former Senior Member, SSAT)	\$213,080	2.2.6	2
Deputy Director, Classification Board	\$186,450	2.2.3	2
Chair (full-time), Anindilyakwa Land Council	\$186,450		2
AAT (former Member, SSAT)	\$186,450	2.2.6	2
Classifier, Classification Board	\$133,180	2.2.4	3

**2.2 Alternative/Additional Remuneration Provisions:** Where Column 3 of Table 2A contains a reference to this clause in respect of an Office, the provisions of this clause modify Column 2 of Table 2A. Unless otherwise specified, the rates in this clause will apply from 1 July 2017.

**2.2.1 Solicitor-General:** While Dr Stephen Donaghue QC does not establish his principal place of residence in Canberra he will be paid an annualised amount of \$34,500 per year instead of the daily amounts of travel allowance set out in Clauses 3.5 – 3.9 of *Determination 2016/07 – Official Travel by office Holders* (or any determination that supersedes 2016/07) that would otherwise be payable for travel to Canberra, effective from 2 April 2017.

**2.2.2 Northern Australia Infrastructure Facility, Chief Executive Officer:** The Chief Executive Officer will receive Total Remuneration of \$418,790 until 30 June 2021, during the financial assistance phase prescribed under section 8 of the *Northern Australia Infrastructure Facility Act 2016*.

**2.2.3 Classification Board:** On any occasion when the Deputy Director acts as Director, he or she will be entitled to the remuneration and other conditions determined for the Director.

**2.2.4 Temporary Classifier:** Where a person is appointed to the Classification Board as a Temporary Classifier, a daily fee of \$552 is payable, in lieu of other provisions in this Part. The provisions of Part 3 (Allowances), Part 5 (Recreation leave) and Part 6 (Compensation for early loss of office) do not apply. The conditions for payment of the daily fee shall be as set out in the Tribunal's determination in relation to Holders of Part-Time Office, 2017/10 Schedule B.



- 2.2.5 Administrative Appeals Tribunal – Migration Review Tribunal/Refugee Review Tribunal:** This determination applies to a full-time office holder of the AAT who is a former member of the MRT/RRT and is covered by the transitional provisions of Item 5 of Schedule 9 to the *Tribunals Amalgamation Act 2015* (i.e. for the remaining balance of the former MRT/RRT member’s term of appointment that commenced before 1 July 2015).
- 2.2.6 Administrative Appeals Tribunal – Social Security Appeals Tribunal:** This determination applies to a full-time office holder of the AAT who is a former member of the SSAT and is covered by the transitional provisions of Item 5 of Schedule 9 to the *Tribunals Amalgamation Act 2015* (i.e. for the remaining balance of the former SSAT member’s term of appointment that commenced before 1 July 2015).
- 2.2.7 Tertiary Education Quality and Standards Agency (TEQSA), Chief Executive Officer:** Mr Anthony McClaran will receive \$399,520 Total Remuneration for the initial term of his appointment, until 9 October 2020.
- 2.2.8 Digital Transformation Agency:** The Chief Executive Officer, Mr Gavin Slater will receive an additional fixed loading of \$127,000 per annum for the initial term of his appointment, until 30 April 2022.
- 2.2.9 Innovation and Science Australia, Chief Executive Officer:** The Chief Executive Officer, Dr Charlie Day will receive an additional fixed loading of \$50,000 until 25 November 2019.
- 2.2.10 Tuition Protection Service, Director:** Mr Vipin Mahajan will receive \$262,060 Total Remuneration while he occupies the office shown in Column 1 of Table 2A.
- 2.2.11 National Disability Insurance Scheme Launch Transition Agency, Chief Executive Officer:** Mr Roberto De Luca will receive \$696,000 Total Remuneration for the initial term of his appointment, until 27 August 2020.
- 2.2.12 Australian Human Rights Commission, President:** Emeritus Professor Rosalind Croucher will receive \$445,690 Total Remuneration for the initial term of her appointment, until 29 July 2024.
- 2.2.13 National Capital Authority, Chief Executive:** Ms Sally Barnes will receive an additional fixed loading of \$55,380 for the initial term of her appointment, until 10 February 2023.
- 2.2.14 Infrastructure and Project Financing Agency, Chief Executive Officer:** Ms Leilani Frew will receive an additional fixed loading of \$75,000 for the term of her appointment until 9 December 2022.
- 2.2.15 Infrastructure Australia:** Mr Philip Davies will receive an additional fixed loading of \$75,000 for the term of his appointment, until 20 April 2018.
- 2.2.16 Old Parliament House Director:** Ms Daryl Karp will receive Tier 1 Travel for the remainder of her current appointment, until 31 March 2018.
- 2.3 Part-time work:** Where approval is given by the employer for an Office Holder to perform the duties of an Office on a part-time basis, the Total Remuneration contained in Table 2A will be payable on a pro-rata basis in accordance with the proportion of full-time hours worked. Where proposed hours are less than 60 per cent of the full-time rate, prior agreement of the Remuneration Tribunal is required to the remuneration level.
- 2.4 Remuneration packaging:** Subject to this Part, an Office Holder may elect to receive the benefit of the Total Remuneration, other than the value of the Employer’s Superannuation Contribution, in cash as salary or as a combination of salary and

Benefits. Any election must be consistent with relevant taxation laws and rulings or guidelines applicable to salary packaging schemes issued by the Australian Taxation Office. Any election must not result in a cost to the employer (including in relation to any fringe benefits taxation) additional to the cost which would be incurred if all of the Total Remuneration elements able to be taken as salary were taken as salary.

## 2.5 Superannuation

**2.5.1** Tables 2.5A and 2.5B set the Superannuation Salary for certain office holders for the purpose of clauses 2.5.2, 2.5.3, 2.5.4 and 2.5.5. Where no specific amount is listed in Table 2.5A for the specific office or office holder, then Table 2.5B applies.

**TABLE 2.5A - DEFINED BENEFIT SCHEME ARRANGEMENTS - SPECIFIED PROVISIONS**

<b>Specified office and/or office holder</b>	<b>Superannuation Salary</b>
Mr Duncan Lewis, Director-General of Security, Australian Security Intelligence Organisation	\$504,710
Mr Nick Warner, Director-General, Office of National Assessments <i>Effective 18 December 2017, refer Det 2017/21</i>	\$501,352
Director of Public Prosecutions	\$383,540
Ms Jennifer Taylor, Chief Executive Officer, Comcare	\$349,460
Mr Michael Manthorpe, Commonwealth Ombudsman	\$343,340
Mr Phillip Glyde, Chief Executive Officer, Murray-Darling Basin Authority	\$342,400
Deputy President, Fair Work Commission	\$339,600
Mr David Fricker, Director-General, National Archives of Australia	\$288,070
Director of Military Prosecutions	\$283,400
Administrator of the Northern Territory	\$239,720
Mr Vipin Mahajan, Director, Tuition Protection Service	\$194,260
Deputy Director, Classification Board	\$160,350
Classifier, Classification Board	\$114,540

**TABLE 2.5B – DEFINED BENEFIT SCHEME ARRANGEMENTS – OFFICE OR OFFICE HOLDER NOT SPECIFIED IN TABLE 2.5A**

<b>Office Holder's Total Remuneration</b>	<b>Superannuation Salary<sup>#</sup></b>
Equal to or more than \$426,160	70% of the Office holder's Total Remuneration
Less than \$426,160	73% of the Office holder's Total Remuneration
<sup>#</sup> calculated amount is to be rounded up to the nearest \$10.	

**2.5.2** For an Office Holder who is a member of the Commonwealth Superannuation Scheme:

- (a) the Officer Holder's annual rate of salary for the purposes of the scheme is the Superannuation Salary specified in Table 2.5A or calculated in accordance with Table 2.5B as relevant to the Office Holder; and

(b) the value attributed to the Employer's Superannuation Contribution is taken to be 15.4 per cent of the Office Holder's Superannuation Salary.

**2.5.3** For an Office Holder who is a member of the Public Sector Superannuation Scheme:

(a) the Office Holder's basic salary for the purposes of the scheme is the Superannuation Salary specified in Table 2.5A or calculated in accordance with Table 2.5B as relevant to the Office Holder; and

(b) the amount of the Officer Holder's recognised allowances for the purpose of the scheme is zero; and

(c) the value attributed to the Employer's Superannuation Contribution is taken to be 15.4 per cent of the Office Holder's Superannuation Salary.

**2.5.4** For an Office Holder who is a member of the Defence Force Retirement and Death Benefits Scheme:

(a) the Office Holder's annual rate of salary for the purposes of the scheme is the Superannuation Salary specified in Table 2.5A or calculated in accordance with Table 2.5B as relevant to the Office Holder; and

(b) the value attributed to the Employer's Superannuation Contribution is taken to be 15.4 per cent of the Office Holder's Superannuation Salary.

**2.5.5** For an Office Holder who is a member of the Military Superannuation and Benefits Scheme:

(a) the Office Holder's annual rate of salary for the purposes of the scheme is the Superannuation Salary specified in Table 2.5A or calculated in accordance with Table 2.5B as relevant to the Office Holder; and

(b) the value attributed to the Employer's Superannuation Contribution is taken to be 15.4 per cent of the Office Holder's Superannuation Salary.

**2.5.6** For an Office Holder who is a member of the Public Sector Superannuation Accumulation Plan, the Office Holder's superannuation salary for the purposes of the scheme is the Office Holder's ordinary time earnings (OTE).

**2.5.7** For an Office Holder who is a member of any other superannuation fund, the Employer's Superannuation Contribution is the minimum level of employer superannuation contribution that would, under section 23 of the *Superannuation Guarantee (Administration) Act 1992*, reduce the charge percentage in relation to that Office Holder to zero.

**2.5.8 No cash in lieu:** The value attributable by virtue of this clause to the Employer's Superannuation Contribution is referable to a non-salary component of Total Remuneration and may not be the subject of an election to take an equivalent amount of salary instead.

**2.6 Vehicles:** Where an Office Holder accepts an offer of an agency owned or leased vehicle for private use, the Office Holder's Total Remuneration will be reduced by the actual cost of the vehicle to the agency and fringe benefits taxation, less a reasonable amount (if any) reflecting business usage patterns. Where an Office Holder has access to an agency owned or leased vehicle for private use, the Office Holder will be considered to have accepted an offer of a vehicle for the purposes of this provision. Any business usage amount is to be assessed on log book records for at least a 12 week representative period. Where the annual business kilometres are less than 5,000 it will be based on the 'cents per kilometre' method. Where business kilometres are 5,000 kilometres or more, the percentage of business use to total kilometres travelled per annum will be applied to the total cost of the vehicle.

**2.6.1 Vehicle parking:** Where an Office Holder accepts an offer of a car park at Commonwealth expense, the actual cost (including fringe benefits tax) of the car park to the Agency will be a Benefit for Total Remuneration purposes.

**2.7 Business Support:** Where an Office Holder is provided with communications, information technology and other office facilities necessary for the efficient conduct of his or her office, incidental private use of those facilities by the Office Holder does not necessitate the value of the facilities being included in Total Remuneration.

### PART 3 – ALLOWANCES

**3.1 Accommodation Allowance:** The Office Holders listed in Column 1 of Table 3A will be eligible to receive an accommodation allowance (subject to expenditure) as shown in Column 3 of Table 3A whilst they occupy the office shown in Column 2. This amount is to assist the Office Holder in meeting settling-in and commercial rental accommodation costs (including one-off utility connection costs) in the office location:

- (a) while they also continue to have a property other than in the office location, as their principal place of residence; and
- (b) it will not be paid for such periods that they live in premises owned by them at the office location.

An Office Holder will not be eligible to access travel allowance entitlements in the home locality or the office locality whilst they remain eligible to receive the accommodation allowance. However, where in terms of the ongoing arrangement it would clearly be more cost effective for the agency to provide travel allowance entitlements in the office locality, the agency should decide at the earliest practical opportunity to pay travel allowance rather than the accommodation allowance.

Where the commercial accommodation does not include cooking facilities, the cost of meals may form part of the payment, within the accommodation cap set for an Office Holder.

**TABLE 3A – ACCOMMODATION ALLOWANCES**

<b>Column 1 Office Holder</b>	<b>Column 2 Office</b>	<b>Column 3 Allowance (pa)</b>
Ms June Oscar	Aboriginal and Torres Strait Islander Social Justice Commissioner	\$40,000
Mr Nick Ryan	Chief Executive Officer, Australian Aged Care Quality Agency	\$40,000
Ms Kate Jenkins	Sex Discrimination Commissioner, Australian Human Rights Commission	\$40,000
Mr Michael Griffin	Integrity Commissioner, Australian Commission for Law Enforcement Integrity	\$34,500
Mr Gavin Slater	Chief Executive Officer, Digital Transformation Agency	\$34,500
Dr Charlie Day	Chief Executive Officer, Innovation and Science Australia	\$34,500
Dr Alan Finkel	Chief Scientist	\$34,500
The Hon Margaret Stone	Inspector-General of Intelligence and Security	\$34,500
Mr Mark Bielecki	Registered Organisations Commissioner	\$34,500
Mr Tony Usher	Chief Executive Officer, Aboriginal Hostels Limited <i>Effective 17 October 2017, refer Det 2017/20</i>	\$34,500

Dr Chris Parker	Chief Executive Officer, Australian Pesticides and Veterinary Medicines Authority <i>Effective 1 December 2017 until 31 December 2019, refer Det 2017/21</i>	\$32,000
Mr Robert Fitzgerald	Commissioner, Productivity Commission	\$22,000

**3.1.1 Classification Board:** Subject to individual qualification for this allowance, to be decided by the employer in accordance with agency guidelines, Members who have, or had, to relocate to Sydney to take up their appointment will be paid an accommodation allowance of \$13,500 per annum. The allowance does not represent salary for superannuation.

**3.1.2 Defence Chiefs:** The employer may approve housing assistance in accordance with agency policy and practices for the Vice-Chief of the Defence Force, the Chief of Navy, the Chief of Air Force, the Chief of Army and the Director of Military Prosecutions.

**3.1.3 Official residence:** Where residing in an official residence is a requirement of an office, total remuneration does not include the value of accommodation in the official residence, or the running costs of the premises.

**3.1.4 Non-commercial accommodation:** Where an Office Holder listed in Column 1 of Table 3A elects to be accommodated in private, non-commercial accommodation, such as the home of a family member or friend, a rate of one third of the accommodation allowance in Column 3 of Table 3A is payable in lieu of the amount specified in Column 3.

**3.2 Reunion Travel:** The Office Holders shown in Column 1 of Table 3B may receive travel costs of up to the amount shown in Column 3 from their Employer for travel back to their principal place of residence for the purposes of family reunion while they continue to occupy the office shown in Column 2. Where the Agency decides, as provided in Clause 3.1 of this Determination, to pay an office holder travel allowance instead of accommodation allowance, any reunion travel allowance in Table 3B for that Office Holder will cease to apply at the same time.

**3.2.1 Who can use reunion travel?** The allowance provided in Clause 3.2 and specified in Table 3B is intended to facilitate personal travel by the office holders identified in that Table. However, where the office holder certifies that the workload and responsibilities of the office prevents him or her from travelling to the principal place of residence for reunion purposes, reunion travel by the office holder's partner and/or a child or children of the office holder or his or her partner, whose normal place of residence is the office holder's principal place of residence, can be funded within the financial limits of the allowance. Travel by a person other than the office holder must be at economy class, and only for direct travel between the office holder's principal place of residence and office location.

**TABLE 3B – REUNION TRAVEL**

<b>Column 1 Office Holder</b>	<b>Column 2 Office</b>	<b>Column 3 Allowance (pa)</b>
Ms Natasha Griggs	Administrator of Christmas and Cocos (Keeling) Islands <i>Effective 5 October 2017, refer Det 2017/20</i>	\$41,840
Mr Eric Hutchinson	Administrator of Norfolk Island	\$41,400
Ms June Oscar	Aboriginal and Torres Strait Islander Social Justice Commissioner	\$27,000
Mr Tony Usher	Chief Executive Officer, Aboriginal Hostels Limited <i>Effective 17 October 2017, refer Det 2017/20</i>	\$25,224
Mr Gavin Slater	Chief Executive Officer, Digital Transformation Agency	\$19,440
Dr Charlie Day	Chief Executive Officer, Innovation and Science Australia	\$18,500
Ms Kate Jenkins	Sex Discrimination Commissioner, Australian Human Rights Commission	\$18,500
Mr Mark Bielecki	Registered Organisations Commissioner	\$16,824
The Hon Margaret Stone	Inspector-General of Intelligence and Security	\$14,376
Mr Michael Griffin	Integrity Commissioner, Australian Commission for Law Enforcement Integrity	\$13,896
Mr Nick Ryan	Chief Executive Officer, Australian Aged Care Quality Agency	\$12,216
Mr Tim Kelsey	Chief Executive Officer, Australian Digital Health Agency	\$10,000
Mr Robert Fitzgerald	Commissioner, Productivity Commission	\$9,950

**PART 4 – OFFICIAL TRAVEL****General Travel Provisions**

- 4.1** The provisions of Determination 2016/07 – *Official Travel by Office Holders* (or any Determination that supersedes Determination 2016/07) apply to offices covered by this Determination, subject to any exclusions or limitations in this Determination. In establishing entitlements, the Travel Tier identified in this Determination for an office will apply under Determination 2016/07 (or any Determination that supersedes Determination 2016/07).
- 4.1.1** **ACCC:** the ACCC may put in place arrangements for Members’ travel to Canberra that are more cost effective than the travel entitlements they are otherwise entitled to under this Determination.
- 4.1.2** **Administrator, Christmas and Cocos (Keeling) Islands:** The Administrator, and any immediate family members normally resident with him/her on Christmas Island shall be entitled to two return economy class fares per annum each between their home and work base.

## **PART 5 – RECREATION LEAVE**

**5.1 Recreation Leave entitlements:** The provisions of Determination 2012/11 – *Recreation Leave for Full-Time Holders of Relevant Offices* apply to full-time<sup>1</sup> Offices listed in Column 1 of Table 2A in this Determination to the extent specified in that Determination.

**5.1.1 Administrator, Christmas and Cocos (Keeling) Islands:** The Administrator is entitled to seven days recreation leave per annum additional to any entitlement in Clause 5.1.

**5.1.2 Administrator, Norfolk Island:** The Administrator is entitled to three days recreation leave per annum, additional to any entitlement in Clause 5.1.

## **PART 6 – COMPENSATION FOR EARLY LOSS OF OFFICE**

**6.1** Compensation for early loss of office for an Office Holder will be in accordance with the provisions of *Determination 2014/17: Compensation for Loss of Office for Holders of Public Office*.

**6.2** Where an Office Holder serves the full term of appointment, no entitlement to payment under this part arises.

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<sup>1</sup> Note that the Remuneration Tribunal may only determine recreation leave in respect of full-time office holders – refer s7(3AA) of RT Act. Leave (if any) for Part-time Office Holders is determined by the relevant Minister or the Governor-General.

## Notes to Remuneration Tribunal Determination 2017/11: Remuneration and Allowances for Holders of Full-Time Public Office

This determination as shown in this compilation is amended as indicated in the tables below. Under the *Legislation Act 2003*, which came into force on 1 January 2005, it is a requirement for all non-exempt legislative instruments to be registered on the Federal Register of Legislation.

### Table of Instruments

Title	Registration	Date of commencement	Application, saving or transitional provisions
Remuneration and Allowances for Holders of Full-Time Public Office	29/06/2017 F2017L00812	1/07/2017	-
Determination 2017/14: Remuneration and Allowances for Holders of Public Office and Judicial and Related Offices	1/08/2017 F2017L00978	CI 1.2 – 1/07/2017 CI 1.1, 1.3, 1.4, 1.5, 1.6, 1.7, 1.8, 1.9, 1.10 – 2/08/2017	-
Determination 2017/17: Remuneration and Allowances for Holders of Public Office and Judicial and Related Offices	30/08/2017 F2017L01108	CI 1.4, 1.5 – 28/8/2017 CI 1.1, 1.2, 1.3, 1.6, 1.7 – 31/8/2017	-
Determination 2017/18: Remuneration and Allowances for Holders of Public Office and Judicial and Related Offices	4/10/2017 F2017L01321	CI 1.2 – 15/09/2017	
Determination 2017/20: Remuneration and Allowances for Holders of Public Office	1/11/2017 F2017L01410	CI 1.11 – 5/10/2017 CI 1.8, 1.9 – 17/10/2017 CI 1.4, 1.5, 1.6 – 26/10/2017 CI 1.2, 1.13 – 2/11/2017	-
Determination 2017/21: Remuneration and Allowances for Holders of Public Office and Judicial and Related Offices	12/12/2017 F2017L01611	CI 1.2 – 1/12/2017 CI 1.4, 1.5 – 11/12/2017 CI 1.7, 1.8 – 18/12/2017	-
Determination 2018/02: Remuneration and Allowances for Holders of Public Office	27/02/2018 F2018L00158	CI 1.10, 1.11 – 12/12/2017 CI 1.2, 1.3, 1.4, 1.6, 1.7, 1.8, 1.13 – 12/02/2018 CI 1.1, 1.5, 1.9, 1.12, 1.13, 1.14 – 28.2.2018	-



**Notes to Remuneration Tribunal Determination 2017/11:  
Remuneration and Allowances for Holders of Full-Time Public Office**

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**Table of Amendments**

ad = added or inserted   am = amended   LIA = *Legislative Instruments Act 2003*   rep = repealed   rs = repealed and substituted  
ed = editor

<b>Provision affected</b>	<b>How affected</b>
<b>Table 2A</b>	am 2017/14, am 2017/17, am 2017/18, am 2017/20, am 2017/21, ad 2018/02, am 2018/02
Clause 2.2.3	am 2017/14
Clause 2.2.8	am 2018/02
Clause 2.2.11	am 2017/17
Clause 2.2.12	rs 2017/14
Clause 2.2.13	rep 2017/14, am 2017/20, rs 2018/02
Clause 2.2.14	ad 2017/21
Clause 2.2.15	ad 2018/02
Clause 2.2.16	ad 2018/02
<b>Table 2.5A</b>	am 2017/21
<b>Table 3A</b>	am 2017/20, am 2017/21
<b>Table 3B</b>	am 2017/20, ed C6