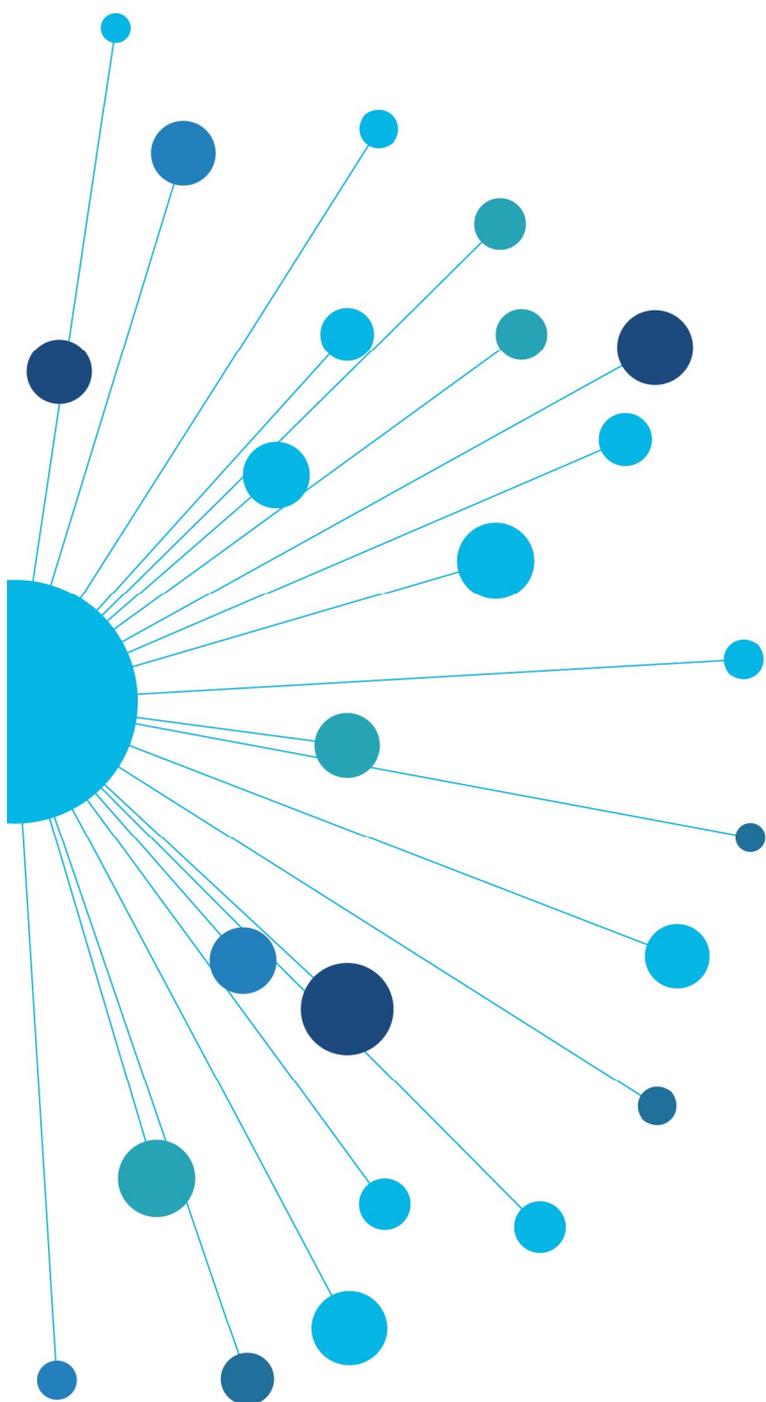


Queensland Independent
Remuneration Tribunal

Remuneration Determination

*Review of Base
and Additional
Salary Rates and
the Allowances
System 2020*

Determination 21/2020
13 AUGUST 2020



Determination 21/2020

Background and Reasons

Tribunal roles and responsibilities

The *Queensland Independent Remuneration Tribunal Act 2013* (the Act) provides for the Queensland Independent Remuneration Tribunal (the Tribunal) to:

- review and determine remuneration (annual and additional salaries, allowances and entitlements) in connection with members and former members of the Queensland Legislative Assembly (Remuneration Determination), and
- review and determine entitlements of cross bench members to additional staff members (Additional Staff Member Determination).

For a Remuneration Determination the Tribunal may have regard to the value to the community of a member carrying out their role, functions and responsibilities and the importance of a member being appropriately remunerated for carrying out their role. The Tribunal may also consider relevant laws and any other matters the Tribunal considers appropriate including, for example, the size of an electorate (section 29 of the Act). Before making a Determination, the Tribunal must consult with and consider the views of the Clerk of the Parliament (the Clerk).

The Tribunal is required to make a Remuneration Determination on base and additional salary within 90 days after a public service salary decision is made. The determination is capped at the rate of increase to the salary or wage of a departmental employee under the public service salary decision and must take effect on the same day the increases take effect for the public service employee under the public service salary decision (section 31A of the Act).

The Tribunal must ensure any allowances paid to a member reflect the amount of reasonable expenses incurred by a member in servicing their electorate; ensure these allowances are not a substitute for other remuneration; and ensure accommodation services or other entitlements provided for in section 55 of the Act are not taken into account, such as electorate offices, staffing support and major items of office equipment (section 30 of the Act).

Submissions and consultation

As part of the review process the Tribunal considered submissions received from the Committee of the Legislative Assembly (CLA), the Premier, the Clerk, and the Manager of Opposition Business on salary and allowances issues and attended a CLA meeting.

1. Salary

Salary for members

Members are entitled to an annual base salary (section 41 of the Act) and an annual additional salary for holding an 'office' (section 42 of the Act). A member who holds an office is entitled to one additional salary on top of their annual base salary. Additional salary rates for various officeholders are grouped into bands with reference to the additional salary rate of the Premier.

The current base and additional salary rates are provided below and are effective on and from 1 September 2017:

Member/Office Holder	Annual base salary (\$)	Annual Additional Salary (\$)	Relativity to Premier's additional salary	Annual Aggregate Salary (\$)
Band 1 Premier	\$159,122	\$240,833	100%	\$399,955
Band 2 Deputy Premier	\$159,122	\$192,666	80%	\$351,788
Band 3 Minister and Leader of the House	\$159,122	\$174,604	72.5%	\$333,726
Band 4 - Minister - Leader of the Opposition	\$159,122	\$168,583	70%	\$327,705
Band 5 - Speaker - Assistant Minister and Leader of the House	\$159,122	\$144,500	60%	\$303,622
Band 6 Leader of the House	\$159,122	\$120,417	50%	\$279,539
Band 7 Deputy Leader of the Opposition	\$159,122	\$96,333	40%	\$255,455
Band 8 - Deputy Speaker - Assistant Minister - Manager of Opposition Business - Chief Government Whip	\$159,122	\$84,292	35%	\$243,414
Band 9 - Opposition Spokesperson - Leader of a Recognised Political Party - Chairperson of a Committee (including a select committee)	\$159,122	\$60,208	25%	\$219,330
Band 10 - Senior Government Whip - Opposition Whip	\$159,122	\$36,125	15%	\$195,247

Member/Office Holder	Annual base salary (\$)	Annual Additional Salary (\$)	Relativity to Premier's additional salary	Annual Aggregate Salary (\$)
Band 11 - Government Deputy Whip - Deputy Opposition Whip	\$159,122	\$30,104	12.5%	\$189,226
Band 12 Member of a Committee (including a select committee)	\$159,122	\$24,083	10%	\$183,205

A summary of the salary increases for members and office holders in Queensland since the establishment of the Tribunal in 2013 is below:

Date	Base Salary increase	Additional salary increase
1 July 2013	3.02%	3.02%
1 September 2015	2.25%	1.5%
1 September 2016	2.25%	1.5%
1 September 2017	2.25%	1.5%

Background to the current determination

On 9 June 2020, the *State Government Entities Certified Agreement 2019* (Certified Agreement) was certified by the Queensland Industrial Relations Commission (QIRC) triggering the requirement for the Tribunal to make a salary determination within 90 days after the public service salary decision was made (section 31A of the Act).

Part 2.1 'New Wage Rates' of the Certified Agreement provides that 'subject to more beneficial rates being applied... the minimum wage increases to apply are 2.5% per annum on the last agreement rates as contained in the State Government Entities Certified Agreement 2015 and will apply as follows:

- 1 September 2019
- 1 September 2020
- 1 September 2021
- 1 September 2022.

Section 31A of the Act provides that if the determination increases a member's salary entitlement, the determination must provide for the increase to take effect, or to have taken effect, on the same day the increase to the salary of a departmental employee takes effect, or took effect under the public service salary decision.

Accordingly, in making its determination the Tribunal considered the rate of any increase to the salary levels of members for each of the dates in the Certified Agreement, taking into account relevant benchmarks and factors to inform its decision.

Public Service Salary considerations

There are a range of public service salary matters relevant to the Tribunal's consideration of any salary increase for members.

Following the certification of the Certified Agreement, legislative amendments were made to the *Industrial Relations Act 2016* to defer salary increases to public service employees for 2020 and 2021.¹ The effect of the amendments is to defer the 1 September 2020 increase of 2.5% by one year from the day the increase would have taken effect and defer the 1 September 2021 wage increase of 2.5% by six months from the day the wage increase would have taken effect.

Consistent with these amendments, the Premier wrote to the Tribunal requesting that any salary increase for members be put on hold for the duration of the COVID-19 pandemic. During the parliamentary debate on the amendments, the Opposition stated that the salary of members should be frozen.

The Tribunal is also cognisant of the Queensland Industrial Relations Commission's decisions in the State Wage Cases to amend modern awards for the wages or salaries for full-time adult employees in all modern awards, including public service employees to provide for a 3.5% increase from 1 September 2018 and a 3% increase from 1 September 2019. The Tribunal notes therefore, that the last salary increase for public service employees was effective from 1 September 2019.

The Fair Work Commission recently released its *Annual Wage Review 2019-20 Decision*, which sets the modern award minimum wages. The Commission increased minimum wages by 1.75%, noting that the review was occurring during a global pandemic and that the resulting changes to how work and society is conducted have resulted in 'substantial economic consequences'.² The Commission also noted that unemployment and underemployment have increased and wages growth has declined.³ In deciding to provide an increase the Commission noted that granting no increase would have reduced the living standards of low-paid award-reliant employees and impact gender pay equity.⁴

The Tribunal notes that the base salary of members is in a higher wages bracket than average salary rates and that while there is a need to attract qualified members to the role, members' salaries should also reflect the public service component of the role and the value to the community of a member performing their role, functions and responsibilities. The Tribunal noted the wage deferral for public service employees, the provisions of the Certified Agreement and the considerations of the Fair Work Commission in reaching its decision on the salary levels of members.

Economic considerations

The COVID-19 pandemic has had an unprecedented impact on the economy and economic forecasts. The Minutes of the Monetary Policy Meeting of the Reserve Bank Board on 2 June 2020 note that the Australian economy is experiencing the biggest economic contraction since the 1930s

¹ *Community Services Industry (Portable Long Service Leave) Act 2019*.

² Paragraph 2: <https://www.fwc.gov.au/documents/wage-reviews/2019-20/decisions/2020fwcfb3501.pdf>

³ Paragraph 14: <https://www.fwc.gov.au/documents/wage-reviews/2019-20/decisions/2020fwcfb3501.pdf>

⁴ Para 28, 29 and 31 of <https://www.fwc.gov.au/documents/wage-reviews/2019-20/decisions/2020fwcfb3501.pdf>

with spending contraction, significant job losses and under-employment (total hours worked fell by 9% in April).⁵

The Tribunal has also considered the following indices and their annual changes from 2000-2019:

- the base salary of members
- Average Weekly Earnings in the public and private sectors
- the Queensland core public service
- the Queensland Senior Executive Service.

The following available economic indices have also been considered:

- the Consumer Price Index
- the Wage Price Index (public and private sectors)
- Queensland's projected economic growth
- the Queensland Government indexation rates for fees and charges and community funding/grants.

* See Appendix A for details on the economic and salary indices.

Projected economic and wage indicator growth forecasts are unavailable due to the unfolding COVID-19 crisis. The Queensland Government Statistician has advised that previously released forecasts are not valid, and forecasts will be updated in September 2020.

The Tribunal has noted economic and forecast data in the context of the significant economic contraction and unemployment resulting from measures to limit the spread of COVID-19. The Tribunal is aware of the limitations of economic forecast and projection data given the current social and economic uncertainty.

Jurisdictional considerations

In 2020 there have been no salary increases provided to members in other jurisdictions.

Since 2013 when the base salary of members was set at \$144,485 following a comprehensive work value assessment, Queensland members' base and additional salary rates have fallen below the rates of comparable jurisdictions. A comparison of the base salaries of Queensland members and other jurisdictions is below:

Jurisdiction	Base Salary 2013	Base Salary 2019	Total % change	Average annual % change
Queensland	144,485	159,122	10.1%	1.6%
New South Wales	146,251	169,192	15.7%	2.5%
South Australia	153,130	169,250	10.5%	1.7%
Western Australia	148,638	156,536	5.3%	0.9%
Northern Territory	143,122	162,696	13.7%	2.2%
Victoria	140,973	182,413	29.4%	4.4%
Australian Capital Territory	125,259	168,492	34.5%	5.1%
Tasmania	118,466	140,184	18.3%	2.8%

⁵ <https://www.rba.gov.au/monetary-policy/rba-board-minutes/2020/2020-06-02.html>

Additional salaries are set relative to the additional salary of the Premier. A comparison of the salary of the Queensland Premier compared with the Premier/Chief Minister in other jurisdictions is below:

Jurisdiction	Base and Additional Salary 2014	Base and Additional Salary 2019	Total % change	Average annual % change
Queensland	379,160	399,955	5.5%	1.1%
New South Wales	350,628	407,980	16.4%	3.1%
South Australia	306,260	338,500	10.5%	2.0%
Western Australia	344,840	355,681	3.1%	0.6%
Northern Territory	272,000	325,392	19.6%	3.6%
Victoria	341,155	441,439	29.4%	5.3%
Australian Capital Territory	263,044	353,833	34.5%	6.1%
Tasmania	268,918	301,396	12.1%	2.3%

Views of the Tribunal on salary levels

Members' view

In reaching their decision, all members considered the following:

- the recent decisions of the Queensland Industrial Relations Commission and the Fair Work Commission and the bases upon which those decisions were made
- the significant contraction of the economy as detailed under the heading 'Economic considerations' and in Appendix A to this determination
- increasing unemployment and under-employment resulting from the COVID-19 pandemic and actions to limit the spread of COVID-19
- community expectations and the value to the community of a member performing their role, functions and responsibilities during the COVID-19 pandemic
- the views of the Premier and Opposition that members' salaries should be put on hold for the duration of the COVID-19 pandemic
- the requirements in the Act for a determination to be made for each year a salary increase is provided under the Certified Agreement, meaning that a decision is required to be made with effect from 1 September 2019 to 1 September 2022, inclusive, without contemporary data and information being available for the later years.

The Tribunal members (by majority with dissent from the chair) have reached a decision on the salary rates of members and have decided to provide a 0% increase to the base and additional salary levels of members commencing on each of the dates below:

- 1 September 2019
- 1 September 2020
- 1 September 2021
- 1 September 2022.

The Tribunal members are of the view that it is difficult to assess adequately the long-term impacts of COVID-19 on the economy in advance of 2021 and 2022, particularly as economic forecast data and projections for these years is unavailable. As such, the Tribunal resolved to write to the Premier seeking that the Act be amended to remove the limitation requiring the determination to

cover the term of the Certified Agreement. This would enable the Tribunal to re-visit the salary rates of members for 2021 and 2022 when more current information is available to inform a Tribunal decision.

Dissenting view (Tribunal Chair)

The Tribunal chair is of the view that despite the current unique circumstances, it is unreasonable to impose a salary 'freeze' on members for a period of at least five years based upon the following facts:

- members have not had a salary increase since 1 September 2017 and by the majority decision, without legislative change, any salary increase for members would not be considered until after 1 September 2022
- salary rates for Queensland members are falling behind that of other jurisdictions and members in the majority of other jurisdictions have received an increase in salary rate since 2017
- the public service employees are receiving salary increases, albeit deferred, during this period
- all of the factors referred to under the headings 'Public service salary considerations' and 'Economic considerations' set out herein, with particular reference to the Queensland Industrial Relations Commission and the recent Fair Work Commission decisions, which had available to them a myriad of economic considerations including the likely impact of the COVID-19 pandemic, but notwithstanding such indications, chose to allow salary increases.

The Tribunal chair would have determined salary increases as follows:

- a 0% increase to the base and additional salary rates of members commencing from 1 September 2019
- a 0% increase to the base and additional salary rates of members commencing from 1 September 2020
- a 2.5% increase to the base and additional salary rates of members from 1 September 2021
- a 2.5% increase to the base and additional salary rates of members from 1 September 2022.

However, in accordance with the decision of the majority of the members of the Tribunal, a 0% increase (a salary freeze) will apply to the base and additional salary rates of members from 1 September of each year from 2019 to 2022. The rates for 2021 and 2022 could be revisited but this would require a legislative amendment.

Alternative view (Tribunal member)

In reaching the decision of the majority, a member of the Tribunal took a different view. Factors that provided the background to this view included the COVID-19 impact, both present and potentially in the future, on the state's economy; the looming cuts to Jobkeeper and Jobseeker; the increasing number of people who are losing their jobs; the threats of future lockdowns; extensive difficulties for small businesses; the decisions of senior executives of public and private institutions to forego part of their salary; the preparedness in some institutions for staff to take salary cuts to save the jobs of others; and indeed the widespread insecurity and anxiety. These are not the circumstances where members can or should be quarantined from the stresses of those

whom they govern. Both the Premier and the Leader of the Opposition have recognised these factors in asking that pay be frozen.

It seems reasonable that members, already well paid, should make a contribution, however symbolic the sacrifice, to the pain felt widely in their communities, particularly by those out of work or facing a future without a job. Therefore, the intent of the member was to propose a **temporary** reduction of the pay of members, by around 10 per cent, to be reviewed at regular intervals and restored when the economic conditions are better for all the community. There was no intent to establish a lower rate of pay; just to allow members to be with their electors in a difficult time.

The Act under which the Tribunal is established does not, however, allow for a **temporary** reduction in the salary of members, or for the restoration of such a reduction. In those circumstances no action could be taken, and the Tribunal member joined in the majority determination of the Tribunal.

2. Allowances – Electorate and Communication Allowance

Electorate and Communication Allowance

The Electorate and Communication Allowance (ECA) is provided to cover a range of expenditure associated with:

- providing constituent assistance and service for the electorate
- obtaining and disseminating information to constituents that is relevant to fulfilling parliamentary and constituency responsibilities
- meeting incidental costs relating to the operation of a member’s electorate office.

The ECA may not be used to meet expenditure for:

- private or commercial purposes or to purchase goods and services where the member, or a connected party is the provider of the goods and services
- political party activity
- electioneering and campaigning purposes.

ECA bands and electoral roll data

Electorates are grouped into four bands based on a formula of (60c per person registered on the electoral roll) + (1.5c per square kilometre of electorate) in recognition of the impact of population and area on usage of the ECA. The current bands are:

Band	Quantum of ECA for each band ⁶
1	\$69,600
2	\$72,200
3	\$73,900
4	\$76,400

¹ **Notes:** a) Determination 18/2018 provided that given the geographic challenges identified for Callide, Burdekin and Southern Downs, these electorates are in band 4, despite the formula.

b) Electoral districts greater than 100,000sq km, which are provided with a second electorate office receive an additional \$1500 per annum to supplement the ECA and address electorate office cleaning costs.

The Tribunal considers electoral roll data to be a current and accurate source for setting the ECA bands as electors have a role in 'assessing' the performance of a member and ensuring members are accountable to their electorate.

In previous determinations the Tribunal has committed to reviewing electoral roll data and making any necessary adjustments to the allocation of electorates to bands. Review of electoral roll data as at 30 June 2020 reveals that there has been a significant upward trend in voter registrations. An additional 129,865 voters have been added to the State electoral roll since electoral roll data was previously considered by the Tribunal in November 2017.

Applying the new electoral roll figures to the ECA formula and ensuring that members of certain electorates are not disadvantaged⁷ would result in the following:

Band	Quantum of ECA	No. of electorates at Nov 2017	No. of electorates at 30 June 2020
1	\$69,600	10	4
2	\$72,200	36	18
3	\$73,900	23	28
4	\$76,400	24	43

The Tribunal reiterates its view that ECA bands should be differentiated based on both electoral roll figures and area of electorate (km²); that is, electorates with larger population and larger area should be in higher bands with higher ECA amounts and electorates with smaller population and smaller area in lower bands with smaller ECA amounts.

With voter registration figures continuing to increase the Tribunal notes that at some point there will be few electorates in bands 1 and 2 and the majority of electorates in bands 3 and 4. The Tribunal is of the view that the majority of electorates in higher bands of the ECA negates the impact of both population and area on the relevant band and ECA amount and does not reflect the reasonable expenses incurred by a member in servicing their electorate.

Accordingly, the Tribunal has decided to re-set the ECA bands to ensure there is a more balanced distribution of electorates across the bands and that no members are disadvantaged in terms of the amount of the allowance. To achieve this, the Tribunal has decided to merge bands 1 and 2 into a new band 1 at the band 2 rate of the ECA and add a new band 4.

To determine the amount of the ECA for the new band 4, the Tribunal has considered the amounts of the ECA for the existing bands and the impact of higher electoral roll figures and electorate area on expenditure from the ECA and decided that the new band 4 amount will be set at \$78,200.

The proposed band adjustments result in the following:

Band	Amount of ECA for each band	No. of Electorates in each band as at November 2017	No. of Electorates in each band as at 30 June 2020 with band adjustment
1 (existing Bands 1 and 2 combined)	\$72,200	10 band 1 36 band 2	22
2 (existing Band 3)	\$73,900	23	28
3 (existing Band 4)	\$76,400	24	31
4 (new Band 4)	\$78,200	NA	12

⁷ Determination 18/2018 provided that given the geographic challenges identified for Callide, Burdekin and Southern Downs, these electorates are in band 4, despite the formula.

ECA Quantum

Calendar year data for 2019 shows that the most significant proportion of expenditure in the ECA is on the category of 'Production, Publication and Distribution Services' followed by 'Support for Constituents and Organisations'.

Advice from the Committee of the Legislative Assembly (CLA) and the Clerk is that members are seeking an increase in the quantum of the ECA to facilitate greater communication with constituents in their electorates. The CLA has provided advice that the 'desirable' amount of postage is greater than the 'actual' expenditure on postage. The Tribunal notes advice that stamp prices have increased from 70c in 2014 to \$1.10 in 2020 and that the Commonwealth provides a postage allocation equivalent to the cost of one stamp per constituent per year.

In Determination 1/2013, the rate of the former Information and Communication Allowance was determined by reference to a direct mail out via Australia Post to all electorate household's costing approximately \$11,000 in postage and \$3000 in design and printing (total \$14,000). An amount of \$34,000 was provided for information and communication providing for approximately:

- two direct mail outs to all households per annum, and
- an additional \$6000 for other communication costs.

In Determination 9/2015, the former Information and Communication Allowance was combined with the former Electorate Allowance and renamed the 'Electorate and Communication Allowance'.

Consideration of household data from the 2016 Census shows that on average there are 17,815 households in each electorate. Using a rate of \$1.10 (cost of a postage stamp) and the average number of households, it would cost approximately \$19,500 to post a letter to each household in an electorate. As such, it would cost approximately \$39,000 per annum in postage for two direct mail outs to each household within an electorate (an increase of \$17,000 since the figure provided in 2013).

The following table compares the direct mail out costs per annum as a proportion of the total ECA:

	2013	2020	Total increase
Cost of two direct mail outs	\$22,000 per annum	\$39,000 per annum	\$17,000
Proportion of ECA⁸ on two direct mail outs	32% – 36%	51% - 56%	20% per band (\$13,920 to \$15,280)

The Tribunal notes that postage costs to facilitate communication with the electorate have increased significantly since 2013 with only minor adjustments to the quantum of the ECA. The Tribunal is of the view that the current quantum of the ECA does not reflect the amount of reasonable expenses incurred by a member in servicing their electorate.

⁸ Note: the figures for 2013 reflect the total of the combined former Information and Communication Allowance and Electorate Allowance amounts.

Accordingly, with effect from 1 November 2020 (following the State Election and the provision for up to 40% carry over of the ECA)⁹ the ECA bands will be set as follows:

Band	Amount	Electorates in each band
1	\$89,200	Alger, Bonney, Broadwater, Gaven, Gladstone, Glass House, Hinchinbrook, Ipswich, Lockyer, Mansfield, Mirani, Moggill, Mundingburra, Nicklin, Oodgeroo, Southport, Stretton, Surfers Paradise, Toohay, Townsville, Waterford, Whitsunday
2	\$90,900	Bancroft, Buderim, Bundaberg, Burleigh, Burnett, Cairns, Capalaba, Chatsworth, Currumbin, Ferny Grove, Inala, Ipswich West, Kawana, Keppel, Kurwongbah, Macalister, Maroochydore, Mermaid Beach, Miller, Morayfield, Mount Ommaney, Mulgrave, Noosa, Rockhampton, Springwood, Theodore, Thuringowa, Woodridge
3	\$93,400	Aspley, Barron River, Bundamba, Burdekin, Callide, Caloundra, Condamine, Cooper, Everton, Greenslopes, Hill, Jordan, Logan, Lytton, Mackay, Maiwar, Maryborough, Mudgeeraba, Nanango, Ninderry, Nudgee, Pine Rivers, Pumicestone, Redcliffe, Redlands, Sandgate, Scenic Rim, South Brisbane, Southern Downs, Toowoomba North, Toowoomba South
4	\$95,200	Bulimba, Clayfield, Cook, Coomera, Gregory, Gympie, Hervey Bay, McConnel, Murrumba, Stafford, Traeger, Warrego

The current acquittal and reporting requirements for the ECA are maintained. The Tribunal reiterates its view that a transparent and accountable allowances system is essential to ensure public confidence in members and to ensure that allowances are not a substitute for salary.

2. Allowances – General Travel Entitlement

General Travel Entitlement

The General Travel Entitlement consists of three components:

- the Motor Vehicle Allowance to cover expenditure incurred in acquiring and maintaining a member's vehicle
- the General Travel Allocation (GTA) to cover a range of travel expenses incurred by members when required to travel for the primary purpose of conducting parliamentary business
- Air Warrant travel to facilitate travel from certain regional electorates to/from Brisbane to conduct parliamentary business.

The Parliamentary Business Overnight Rate (Brisbane) can also be claimed outside of the GTA for members representing certain electorates for overnight stays in Brisbane.

Daily Travel Allowance within the GTA and the Parliamentary Business Overnight Rate (Brisbane)

There are two forms of Daily Travel Allowance (DTA):

- the DTA claimable under the GTA, and
- the Parliamentary Business Overnight Rate (PBOR).

⁹ Determination 20/2020.

DTA claimable under the GTA

The GTA covers a range of travel expenses. For overnight expenses members are able to claim a DTA, rather than seek reimbursement for individual expenses. When travel necessitates an overnight absence from their normal place of residence and associated overnight expenses are incurred, then the DTA may be claimed. The DTA may be claimed for a variety of expenses including:

- Accommodation
- Meals/beverages
- Hotel telephone/data costs
- Dry cleaning
- Incidentals
- Portage.

Members may claim the DTA for each day of 24 hours or part of a day in excess of 12 hours which includes an overnight absence. The current rate of the DTA is provided below:

Location of Overnight stay	Amount
State and Territory capital cities within Australia as well as Wellington (New Zealand) and Port Moresby (Papua New Guinea)	\$315.00 per day
All other destinations	\$270.00 per day
Overseas	\$333.00 per day

Notes:

1. Where a Member is provided with complimentary accommodation (including overnight rail travel at Legislative Assembly expense), or stays with relatives or friends, a reduced rate of DTA applies (equivalent to 1/3rd of the above-mentioned full rates).
2. Any associated travel expenses incurred including taxis, hire cars, etc. may be met from the Member's GTA.

Parliamentary Business Overnight Rate (PBOR)

When a member travels for the primary purpose of conducting Parliamentary Business in Brisbane city, the PBOR may be claimed as follows:

Circumstance	Amount
Members provided with overnight accommodation in the Parliamentary Annexe	\$105.00 per day (1/3 rd of the current capital city rate)
Members representing Brisbane based electorates not provided with overnight accommodation in the Parliamentary Annexe who stay in commercial accommodation facilities for an overnight stay (e.g. hotel)	\$105.00 per day (1/3 rd of the current capital city rate)
Other members not provided with overnight accommodation in the Parliamentary Annexe who stay in commercial accommodation facilities for an overnight stay (e.g. hotel)	\$315.00 per day.

The DTA rates have not been amended since Determination 2/2013 and do not reflect the current Australian Taxation Office (ATO) allowances detailed in Taxation Determination 2019/11.¹⁰ The Taxation Determination provides for capital city daily rates ranging from \$359.30 to \$456.30 and daily rates for other domestic centres ranging from \$275.65 to \$293.65.

¹⁰ <https://www.ato.gov.au/law/view/pdf/pbr/td2019-011.pdf>

Accordingly, the Tribunal has decided to set the DTA rates as follows:

Location of Overnight stay	Amount
State and Territory capital cities within Australia as well as Wellington (New Zealand) and Port Moresby (Papua New Guinea)	\$399.00 per day
All other destinations	\$284.00 per day
Overseas	\$333.00 per day

The PBOR for conducting Parliamentary Business in Brisbane city will be as follows:

Circumstance	Amount
Members provided with overnight accommodation in the Parliamentary Annexe	\$133.00 per day (1/3 rd of the current capital city rate)
Members representing Brisbane based electorates not provided with overnight accommodation in the Parliamentary Annexe who stay in commercial accommodation facilities for an overnight stay (e.g. hotel)	\$133.00 per day (1/3 rd of the current capital city rate)
Other members not provided with overnight accommodation in the Parliamentary Annexe who stay in commercial accommodation facilities for an overnight stay (e.g. hotel)	\$399.00 per day.

The current administrative arrangements and circumstances for claiming the full or 1/3rd DTA within the GTA and PBOR are retained. The Tribunal will continue to monitor expenditure of the GTA to ensure the quantum remains sufficient to enable members to travel to conduct parliamentary business, noting the increased DTA amount.

Travel for Opposition Spokespersons and leaders of minor parties

The Tribunal has received submissions in relation to travel for Opposition Spokespersons providing that:

- Ministers receive Ministerial travel through the ministerial budget
- the Opposition Leaders and office receive a travel allocation, but that this allocation does not extend to Opposition Spokespersons
- members receive the GTA without reference to any office held
- Opposition Spokespersons receive no specific travel allocation.

The *Queensland Opposition Handbook* (Opposition Handbook) provides a budget for the Office of the Leader of the Opposition as set in the appropriations of the Department of the Premier and Cabinet. The Premier approves the level of Opposition resourcing and the amount of budget available for the Opposition Office during the budget process. From this budget, travel for the Leaders of the Opposition (Leader and Deputy Leader of the Opposition) may be claimed, but the Opposition Handbook expressly excludes Opposition Spokespersons from claiming expenses (including travel) from the budget for the Office of the Leader of the Opposition.

Each Ministerial office is provided with an allocation for ministerial travel which is determined by the government and administered through Ministerial Services in accordance with the *Queensland Ministerial Handbook*.

The Tribunal notes that Opposition Spokespersons are required to undertake additional travel by virtue of their office and that this is currently claimable from the GTA. It is the Tribunal's view that Opposition Spokespersons should receive an amount outside of the GTA to facilitate travel for the primary purpose performing portfolio related parliamentary business. The Tribunal's preference is that arrangements for Opposition Spokespersons be consistent with administrative and budget arrangements for Ministers and the Leaders of the Opposition. As such, the Tribunal has resolved to write to the Premier recommending amendment to the Opposition Handbook to enable Opposition Spokespersons to claim travel expenses from the budget for the Office of the Leader of the Opposition and an appropriate increase to the opposition budget to facilitate this additional cost. The Tribunal will revisit the matter of travel for Opposition Spokespersons following a response from the Premier.

Determination 21/2020

Any inconsistencies between earlier Tribunal Determinations and Determination 21/2020 are resolved in favour of Determination 21/2020. Matters in earlier Determinations not addressed in this Determination are confirmed by the Tribunal and not amended.

Salary

- The Tribunal determines by majority that a 0% increase will apply to the annual base and additional salary rates of Members of the Legislative Assembly on:
 - 1 September 2019
 - 1 September 2020
 - 1 September 2021
 - 1 September 2022.

Electorate and Communication Allowance

- The Tribunal determines that the Electorate and Communication Allowance bands, band amounts and allocation of electorates in each band will be set as follows from 1 November 2020:

Band	Amount	Electorates in each Band
1	\$89,200	Algeria, Bonney, Broadwater, Gaven, Gladstone, Glass House, Hinchinbrook, Ipswich, Lockyer, Mansfield, Mirani, Moggill, Mundingburra, Nicklin, Oodgeroo, Southport, Stretton, Surfers Paradise, Toohey, Townsville, Waterford, Whitsunday
2	\$90,900	Bancroft, Buderim, Bundaberg, Burleigh, Burnett, Cairns, Capalaba, Chatsworth, Currumbin, Ferny Grove, Inala, Ipswich West, Kawana, Keppel, Kurwongbah, Macalister, Maroochydore, Mermaid Beach, Miller, Morayfield, Mount Ommaney, Mulgrave, Noosa, Rockhampton, Springwood, Theodore, Thuringowa, Woodridge
3	\$93,400	Aspley, Barron River, Bundamba, Burdekin, Callide, Caloundra, Condamine, Cooper, Everton, Greenslopes, Hill, Jordan, Logan, Lytton, Mackay, Maiwar, Maryborough, Mudgeeraba, Nanango, Ninderry, Nudgee, Pine Rivers, Pumicestone, Redcliffe, Redlands, Sandgate, Scenic Rim, South Brisbane, Southern Downs, Toowoomba North, Toowoomba South
4	\$95,200	Bulimba, Clayfield, Cook, Coomera, Gregory, Gympie, Hervey Bay, McConnel, Murrumba, Stafford, Traeger, Warrego

Daily Travel Allowance

- The Tribunal determines that from 1 November 2020 the following Daily Travel Allowance rates apply:

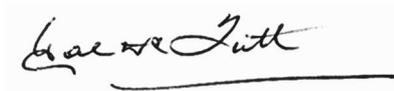
Location of Overnight stay	Amount
State and Territory capital cities within Australia as well as Wellington (New Zealand) and Port Moresby (Papua New Guinea)	\$399.00 per day
All other destinations	\$284.00 per day
Overseas	\$333.00 per day

4. For the Parliamentary Business Overnight Rate, the following rates will apply:

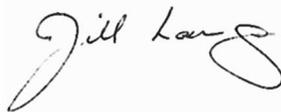
Circumstance	Amount
Members provided with overnight accommodation in the Parliamentary Annexe	\$133.00 per day (1/3 rd of the current capital city rate)
Members representing Brisbane based electorates not provided with overnight accommodation in the Parliamentary Annexe who stay in commercial accommodation facilities for an overnight stay (e.g. hotel)	\$133.00 per day (1/3 rd of the current capital city rate)
Other members not provided with overnight accommodation in the Parliamentary Annexe who stay in commercial accommodation facilities for an overnight stay (e.g. hotel)	\$399.00 per day.

5. The administrative arrangements for the Daily Travel Allowance and Parliamentary Business Overnight Rate are confirmed and not amended.

Date of Determination: 13 AUGUST 2020
Effective Date: Various



Mr Walter Tutt
Chairperson



Ms Jill Lang AM
Member



Emeritus Professor
Patrick Weller AO, FASSA
Member

Appendix A – Economic Indicators

Annual changes in MP base salary and other salary indices 2000–2020¹¹

Year	MP Base Salary	Average Weekly Earnings, Public Sector	Average Weekly Earnings, Private and Public Sector	Consumer Price Index (CPI)	Qld Core Public Service	Senior Executive Service (SES)
2000-01	3.93%	6.97%	6.70%	6.15%		3.14%
2001-02	3.37%	4.18%	3.79%	3.03%		3.13%
2002-03	4.03%	3.19%	5.22%	2.68%		3.97%
2003-04	3.92%	4.44%	4.95%	3.13%	3.80%	3.96%
2004-05	4.12%	4.61%	7.41%	2.53%	3.80%	0.00%
2005-06	7.05%	5.42%	2.25%	4.19%	4.00%	3.95%
2006-07	6.85%	4.54%	5.65%	2.60%	4.00%	8.16%
2007-08	0.00%	3.99%	5.57%	5.07%	4.00%	4.00%
2008-09	0.00%	4.96%	6.16%	1.98%	4.50%	2.50%
2009-10	3.14%	5.17%	6.05%	3.23%	4.00%	2.50%
2010-11	2.50%	5.12%	4.23%	3.86%	4.00%	2.50%
2011-12	2.50%	4.15%	3.77%	0.90%	0.00%	2.20%
2012-13	5.35%	3.80%	7.65%	1.99%	0.00%	2.20%
2013-14	3.02%	2.43%	1.07%	3.22%	2.20%	2.20%
2014-15	0.00%	1.56%	0.15%	1.51%	2.20%	2.20%
2015-16	2.25%	3.54%	1.35%	1.49%	2.50%	2.50%
2016-17	2.25%	2.82%	2.45%	1.83%	2.50%	2.50%
2017-18	2.25%	3.69%	3.06%	1.71%	2.50%	2.50%
2018-19	0.00%	4.15%	2.29%	1.68%	0.00%	0.00%
2019-20	0.00%	NA ¹²	NA	NA	2.50%	0.00%
5-year ave to 2018-19	1.34%	3.15%	1.85%	1.65%	1.94%	1.94%
10-year ave to 2018-19	2.32%	3.64%	3.18%	2.14%	1.98%	2.13%

	MP Base Salary	Average Weekly Earnings, Public Sector	Average Weekly Earnings, Private and Public Sector	CPI	Qld Core Public Service	SES
\$1,000 indexed since 2004-05 to 2018-19	\$1,497	\$1,799	\$1,779	\$1,451	\$1,484	\$1,479

DATA	SOURCE
MP Base Salary	MP Base Salary increase from 1 July in financial year
Average Weekly Earnings, Public Sector	ABS 6302.0 - Average Weekly Ordinary Time Earnings - Qld ; Persons ; Full Time ; Adult ; Public Sector
Average Weekly Earnings, Private and Public Sector	ABS 6302.0 - Average Weekly Ordinary Time Earnings - Qld ; Persons ; Full Time ; Adult ; Total (Public and Private Sector)
CPI	ABS 6401.0 - Consumer Price Index - All groups CPI; Brisbane
QLD Core Public Service	Wage increases of 'core' government departments and agencies, State Government Entities Certified Agreement (2003, 2006, 2009, 2013,2015,2019) ¹
SES Remuneration	Based on SES Remuneration Scale provided by the Public Service Commission

¹¹ Data provided by the Queensland Government's Statistician's Office.

¹² Data to June 2020 for AWOTE is not available until 13 August and CPI is not available until 29 July. As such the 5 and 10 year average annual growth and \$1000 indexation calculations are to 2018-19 only.

Queensland Independent Remuneration Tribunal

Determination 21/2020

Indicator ¹³	Annual rate 2018-2019	Annual rate 2019-2020	Projected growth ¹⁴
Average Weekly Ordinary Time Earnings (a)			
- Australia	2.29	3.29	NA
- Queensland	3.02	2.24	NA
Consumer Price Index (b)	1.68	-1.05	NA
Wage Price Index (c)			
- Private Sector	2.28	2.00	NA
- Public Sector	2.44	2.23	NA
Queensland's projected economic growth (d)			
- 2020 - 2021	NA	NA	NA
- 2021 - 2022			NA
Queensland Government indexation rates			
- Fees and charges (e)	2.5	2.25	1.8
- Community funding/grants	2.625	2.8125	NA
Average	2.4	1.97	NA

¹³ Notes:

- (a) ABS 6302.0 Average Weekly Ordinary Time Earnings, Full-time Adults, Persons, annual % change 6 months to December 2018 on 6 months to December 2017, and 6 months to December 2019 on 6 Months to December 2018, original terms
- (b) ABS 6401.0, Consumer Price Index, Brisbane, All Groups, annual % change June quarter 2019 on June quarter 2018 and June quarter 2020 on June quarter 2019
- (c) ABS 6345.0, Wage Price Index – Total Hourly Rate (excluding bonuses), annual % change March quarter 2019 on March quarter 2018 and March quarter 2020 on March quarter 2019.
- (d) Economic growth forecasts will be updated in September 2020.
- (e) The Queensland Treasurer announced the annual indexation of fees and charges for 2020-21 on 12 June 2020 <http://statements.qld.gov.au/Statement/2020/6/12/lowest-fees-and-charges-rise-for-more-than-a-decade>

¹⁴ There currently aren't any wage indicator or economic growth forecasts available due the unfolding impact of COVID-19. Previously released forecasts are not valid. The Government will provide updated forecasts in the statement announced for release in September 2020