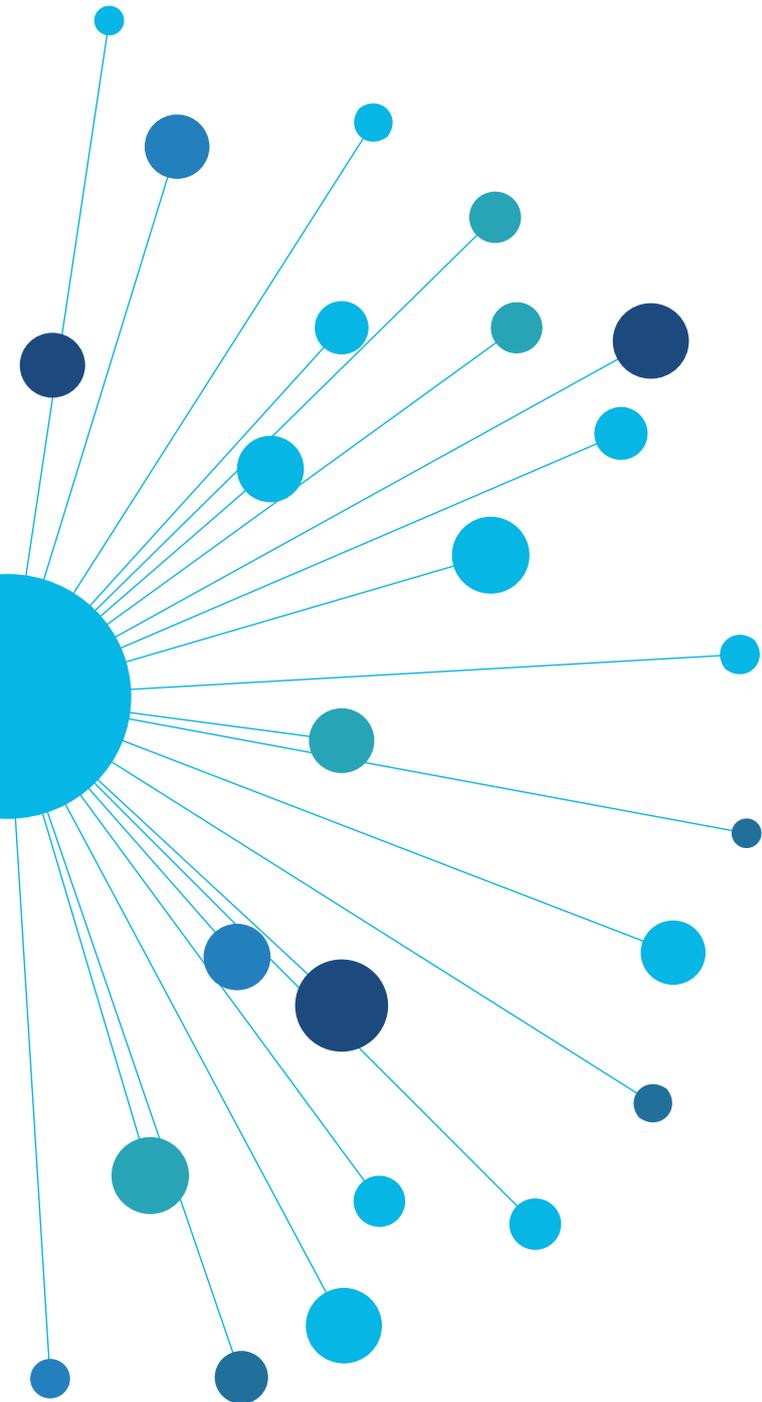


Queensland Independent
Remuneration Tribunal

Annual Report 2017–2018



About the Annual Report

The Queensland Independent Remuneration Tribunal is required under the *Queensland Independent Remuneration Tribunal Act 2013* (the Act) to prepare and give to the Clerk of the Parliament a written report about the operations of the Tribunal during each financial year.

The Annual Report provides information on the Tribunal, the Tribunal's key achievements during 2017–2018, its priorities ahead and a summary of the Tribunal's financial operations.

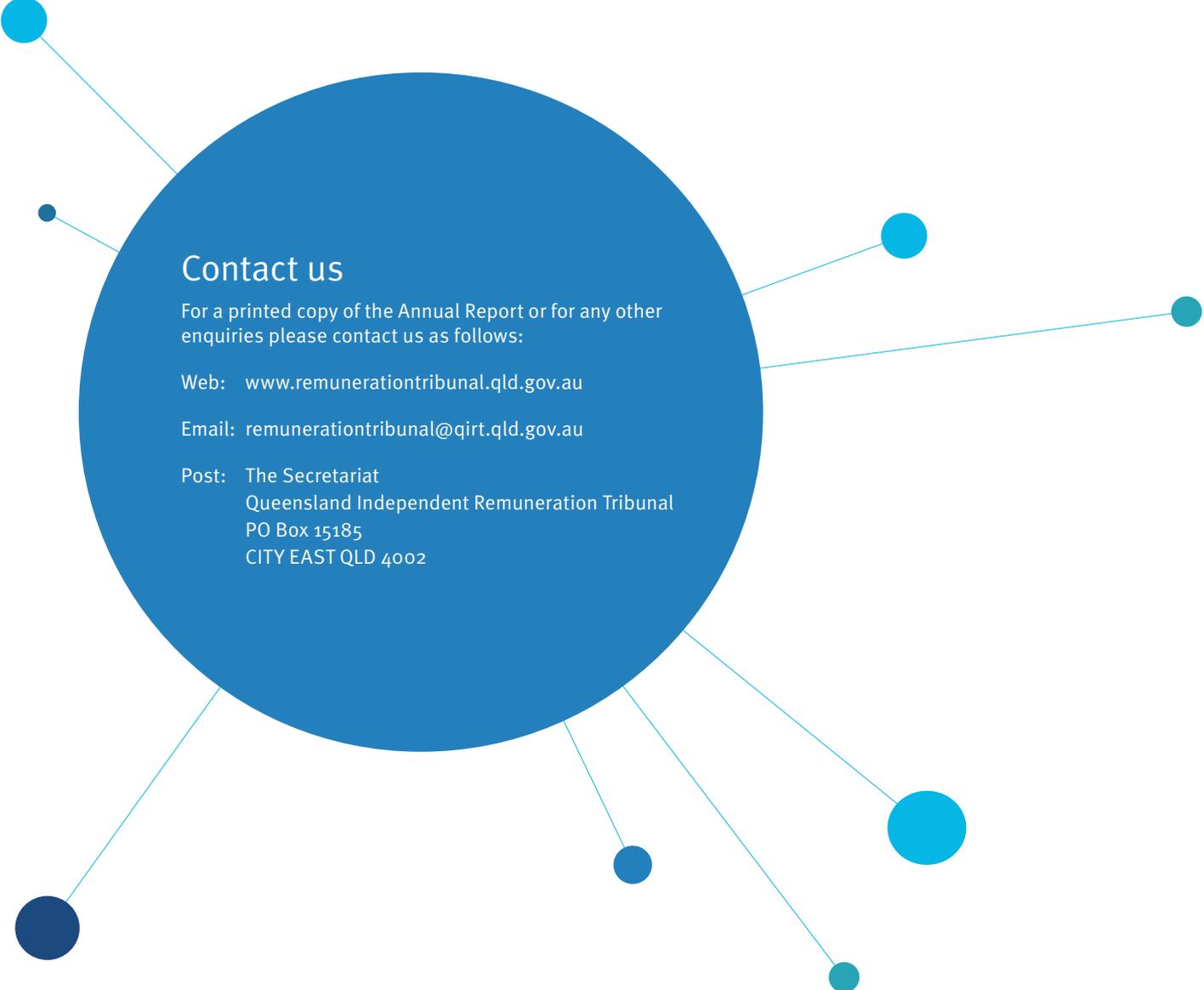
The Annual Report can be accessed online at www.remunerationtribunal.qld.gov.au

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Further information is available at www.remunerationtribunal.qld.gov.au/tools/copyright.aspx



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CITY EAST QLD 4002

Letter of compliance

28 September 2018

Mr Neil Laurie
Clerk of the Parliament
Parliament House
BRISBANE QLD 4000

Dear Mr Laurie

I am pleased to present the Annual Report 2017–2018 for the Queensland Independent Remuneration Tribunal.

This is the fifth report issued under section 26 of the *Queensland Independent Remuneration Tribunal Act 2013* and complies with the provisions of that section.

Yours sincerely



Professor Anne Tiernan
Chair

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Message from the Chair

The Queensland Independent Remuneration Tribunal Annual Report for 2017–2018 summarises a year of reform to the allowances system resulting from the determination of the Queensland Redistribution Commission (QRC) on the redistribution of State electorates.

The QRC's decision adjusted electorate boundaries, renamed electorates and increased the total number of electorates from 89 to 93. The changes to the Queensland electoral boundaries took effect from the date of the State general election held on 25 November 2017. To ensure members had adequate allowances to service their electorate, a significant review of the allowances system was undertaken by the Tribunal and a Determination made with effect from 25 November 2017.

In 2017–2018, the Tribunal issued a second Determination: Determination 17/2018—Minor Amendments to the Allowances System 2018, which took into account recently published changes to the electoral roll in Queensland. Electorates were reallocated into bands based on the updated roll figures to reflect likely spending against allowances.

The Tribunal will continue to undertake its review of allowances following the receipt of 2017–2018 spending data against each allowance to ensure the adequacy of the allowances system. In doing so, we will also seek and consider the views of members and any other matters referred by the Clerk of the Parliament.

During 2017–2018, I attended the Judicial Remuneration Coordination Group Meeting in Sydney. Whilst the Tribunal is not responsible for judicial remuneration, the meeting offered an invaluable opportunity to discuss developments in parliamentary remuneration with the remuneration tribunals across the country.

We will continue to actively monitor any developments in Australian jurisdictions in the coming year, as well as negotiations on any salary increase for core public sector employees.

During the year, we farewelled Mr Michael Noud as a member of the Tribunal and welcomed Mr Wally Tutt. I acknowledge the work of both Mr Noud and Mr Tutt and the ongoing support provided by Ms Karyn Walsh. Thank you, members, for your efforts and support throughout the past year.

On behalf of the Tribunal members, I offer thanks to the Secretariat staff for their support throughout the year. I also acknowledge the ongoing support provided to the Tribunal by the Clerk of the Parliament and the Parliamentary Service in reviewing remuneration matters, developing determinations and subsequently operationalising determinations.

We look forward to the year ahead.



Professor Anne Tiernan
Chair

About the Queensland Independent Remuneration Tribunal

1.1 Establishment

On 13 August 2013, the Queensland Independent Remuneration Tribunal (the Tribunal) was established as an independent statutory authority under the *Queensland Independent Remuneration Tribunal Act 2013* (the Act) to review and decide remuneration in connection with members and former members of the Queensland Legislative Assembly.

1.2 Members

Under the Act, the Tribunal consists of three persons appointed by the Governor in Council as members for a term of three years. One member must also be appointed by the Governor in Council as chair of the Tribunal.

Professor Anne Tiernan (chair), Mr Michael Noud and Ms Karyn Walsh were appointed by the Governor in Council for a term commencing on 16 July 2016 to 15 July 2019. With effect on 1 July 2017, Mr Noud resigned as member of the Tribunal. On 14 September 2017, Mr Wally Tutt was appointed to fill the vacancy left by Mr Noud for a term to 15 July 2019.

1.3 Remuneration of Tribunal members

In accordance with the Act, Tribunal members are appointed on a part-time basis and are paid the remuneration and allowances decided by the Governor in Council.

The remuneration of Tribunal members has been assessed in accordance with the *Remuneration Procedures for Part-Time Chairs and Members of Queensland Government Bodies* (the Remuneration Procedures). The Remuneration Procedures apply to the majority of Queensland Government bodies.

Remuneration for the Tribunal has been set by the Governor in Council at Adjudication and Determination Level 2 of the Remuneration Procedures being meeting fees of \$520 for the Chair and \$400 for members (meeting of four hours or less).

1.4 Roles and functions of the Tribunal

The Tribunal's functions are to review remuneration in connection with members of the Legislative Assembly (members) and former members and make binding decisions, known as 'Determinations', about this remuneration.

For the purposes of the Act, 'remuneration' refers to salary, allowances or entitlements in connection with a member or former member (including associated recipients such as spouses). In 2015, an amendment to the Act capped any salary increases to that received by core public service employees.

In making a Determination, the Tribunal may inquire into and inform itself, of anything in the way it considers appropriate.

The Tribunal must have regard to effective and efficient processes in carrying out its functions.

Under the Act, the Tribunal must:

- consult with and consider the views of the Clerk of the Queensland Parliament (the Clerk)
- ensure any allowances paid to a member reflect the amount of reasonable expenses incurred by a member in servicing their electorate i.e. expenses to assist constituents
- ensure these allowances are not a substitute for other remuneration

- ensure accommodation, services or other entitlements mentioned in section 55 of the Act are not taken into account.

In making a Determination, the Tribunal may consider the following principles:

- the value to the community of a member carrying out their role, functions and responsibilities
- the importance of a member being appropriately remunerated for carrying out their role, functions and responsibilities
- relevant laws that apply to members
- any other matter the Tribunal considers appropriate (e.g. the size of a member's electorate).

In performing its functions, the Tribunal must also act independently, impartially and fairly. When reviewing the remuneration of members, the Tribunal has been independent, impartial and fair.

To ensure the Tribunal operates in a transparent manner, it must include written reasons for its Determinations, provide a copy of the Determination and reasons to the Clerk for tabling in Parliament and make the Determination and reasons publicly available. All Determinations and reasons are available on the Tribunal website www.remunerationtribunal.qld.gov.au.

Section 55 of the Act provides that the Act (and therefore any Tribunal Determination) does not prevent a person from receiving the following:

- accommodation and services provided by the Parliamentary Service at Parliament House
- accommodation and services provided in electorate offices, such as offices, staff, IT infrastructure and other major office equipment
- entitlements a Minister or Assistant Minister receives to perform that role under the *Queensland Ministerial Handbook* <www.premiers.qld.gov.au/publications/categories/policies-and-codes/handbooks/ministerial-handbook.aspx>
- entitlements the Leader of the Opposition receives to perform that role under the *Queensland Opposition Handbook* <www.premiers.qld.gov.au/publications/categories/policies-and-codes/opposition-handbook.aspx>
- entitlements the Speaker of the Legislative Assembly receives under the *Guidelines for the Financial Management of the Office of the Speaker* <www.parliament.qld.gov.au/members/entitlements>

1.5 Code of Conduct

The Tribunal Code of Conduct complies with the *Public Sector Ethics Act 1994* and is consistent with the Code for the Queensland Public Service. In accordance with the *Public Sector Ethics Act 1994*, the Code has been approved by the Premier as Minister administering the Act.

The Code is part of the Tribunal's publication scheme and is available at www.remunerationtribunal.qld.gov.au.

1.6 Secretariat support

In accordance with the Act, the Tribunal receives assistance from the Chief Executive of the department that administers the Act.

The Secretariat consists of three officers from the Department of the Premier and Cabinet who provide support to the Tribunal on a part-time basis as required. The Secretariat assists the Tribunal in preparing meeting documents, drafting meeting minutes, completing action items, drafting research materials, compiling submissions and drafting Determinations and other reports as advised by Tribunal members.

The Secretariat also coordinates support for the Tribunal in relation to the website, design, communications, printing and other resourcing needs. This further support is provided in-kind by relevant sections of the Department of the Premier and Cabinet.

Key activities 2017–2018

2.1 Tribunal Determinations 2017–2018

During 2017–2018, the Tribunal issued two Determinations. An overview of these Determinations is provided below. All Tribunal Determinations include an explanation of the deliberations and analysis undertaken by the Tribunal in making the Determination (the reasons) and are available on the Tribunal’s website at www.remunerationtribunal.qld.gov.au/determinations.aspx.

Determination 16/2017

On 27 November 2017, the Tribunal issued Determination 16/2017, Review of Allowances System 2017, with effect on 25 November 2017.

Determination 16/2017 reviewed the quantum of allowances available to members in the context of the Queensland Redistribution Commission’s (QRC) decision on the final boundaries for the 93 electorates. The QRC’s decision took effect at the State general election held on 25 November 2017.

The bands for the Electorate and Communication Allowance, General Travel Allocation and Motor Vehicle Allowances were amended to reflect the updated boundaries and electorates were allocated to an appropriate band within these allowances.

A cleaning allocation of \$1500 per annum was provided to members who represent electorates that receive a second electorate office and exceed 100,000 square kilometres.

The Tribunal also defined a ‘connected party’ and excluded the use of the Electorate and Communication Allowance to purchase goods or services where the member or a connected party is the provider of the goods or services in question.

Determination 17/2018

On 16 December 2016, the Tribunal issued Determination 13/2016 to make the following minor amendments to the allowances system:

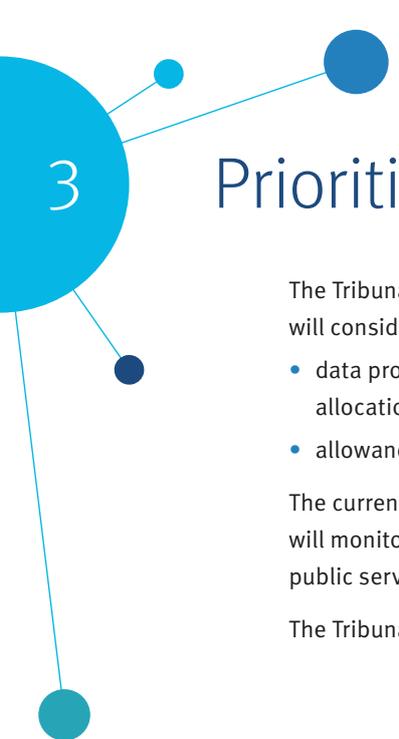
- remove the requirement for the Clerk to produce a bi-annual report on expenditure against the Electorate and Communication Allowance as this report was considered administratively burdensome and unnecessary, given other reporting arrangements that are in place
- provide for a member to be entitled to receive fuel reimbursements under certain circumstances
- transfer the Electorate Office Cleaning allocation and the Electoral Office Equipment Consumables allocation to the Electorate and Communication Allowance, on the basis that there will be no net increase in the amount available to members to expend.

2.2 Tribunal meetings

The Tribunal held meetings on three occasions from 1 July 2017 to 30 June 2018. Meetings were held in person at 1 William Street, Brisbane.

Minutes were produced for each meeting in accordance with the Act.

Tribunal members communicated via telephone and email outside of formal meetings to draft and finalise documentation. Additionally, the Tribunal corresponded with the Clerk as required under the Act and met with other key stakeholders such as the Committee of the Legislative Assembly.



3 Priorities for 2018–2019

The Tribunal commenced its annual review of allowances and related matters on 1 July 2018. This review will consider:

- data provided by the Clerk and tabled in the Legislative Assembly on the use of allowances and allocations to ensure their adequacy
- allowance matters raised by members, the Committee of the Legislative Assembly and/or the Clerk.

The current State Government Entities Certified Agreement 2015 expires on 31 August 2018. The Tribunal will monitor negotiations and ensure it makes a salary Determination for members within 90 days of the public service salary decision as required under the Act.

The Tribunal will also review and update the website and Code of Conduct as necessary.

Financial summary

The Financial Statement for the Queensland Independent Remuneration Tribunal (the Tribunal) has been prepared on an accrual basis in accordance with the prescribed requirements. The Department of the Premier and Cabinet provide secretariat support to the Tribunal. The revenues and expenses recognised for the Tribunal do not include allocations for corporate support and executive management services which are provided in-kind by the Department of the Premier and Cabinet.

Financial Statement for period 1 July 2017 to 30 June 2018¹

	NOTE	2017-2018	2016-2017
	2		
Revenue from ordinary activities		\$	\$
Departmental services revenue		7679	22,868
Other revenue			10
Total revenue from ordinary activities		7679	22,878
Tribunal Member Fees and related costs	3,4	6570	22,280
Expenses from ordinary activities			
Establishment costs			
Salaries and wages and related costs		–	–
Salary-related taxes		–	–
Superannuation		–	–
Total establishment costs		–	–
Supplies and services			
Consultancy and Contractors		–	–
Consumables		504	521
Legal costs		–	–
Parking		185	77
Printing and communication costs		–	–
Telecommunications costs		–	–
Travel costs		420	–
Total supplies and services		1109	598
Total expenses from ordinary activities		7679	22,878
Net Operating Result		–	–

Notes to and forming part of the financial statement

1. This financial statement for the Tribunal and associated notes have not been audited. Full audited statements will be available in the Department of the Premier and Cabinet 2017–2018 Annual Report.
2. Comparative data has been included for the Tribunal for the period ended 30 June 2017. This comparative data was for the Tribunal's fourth year of operation.
3. The table below provides total remuneration for members of the Tribunal. This table includes actual payments made to members, not accruals or other state obligations as at 30 June 2018.
4. This includes an over estimation of an end of year accrual of \$87 and will be adjusted in 2018–19.

2017–2018

REMUNERATION TABLE			
Member	Short Term	Post Employment	Total Remuneration
TIERNAN, Anne-Maree	\$3120	\$296	\$3416
WALSH, Karyn J	\$1600	\$152	\$1752
TUTT, Walter H	\$1200	\$114	\$1314
	\$5920	\$562	\$6482

2016–2017

REMUNERATION TABLE			
Member	Short Term	Post Employment	Total Remuneration
BRAILSFORD, Timothy J	\$4243	\$403	\$4646
HARRISON, David H	\$864	\$82	\$946
JESSOP, Joanne B	\$1400	\$133	\$1533
TIERNAN, Anne-Maree	\$6240	\$593	\$6833
NOUD, Michael J	\$4400	\$418	\$4818
WALSH, Karyn J	\$3200	\$304	\$3504
	\$20,347	\$1933	\$22,280