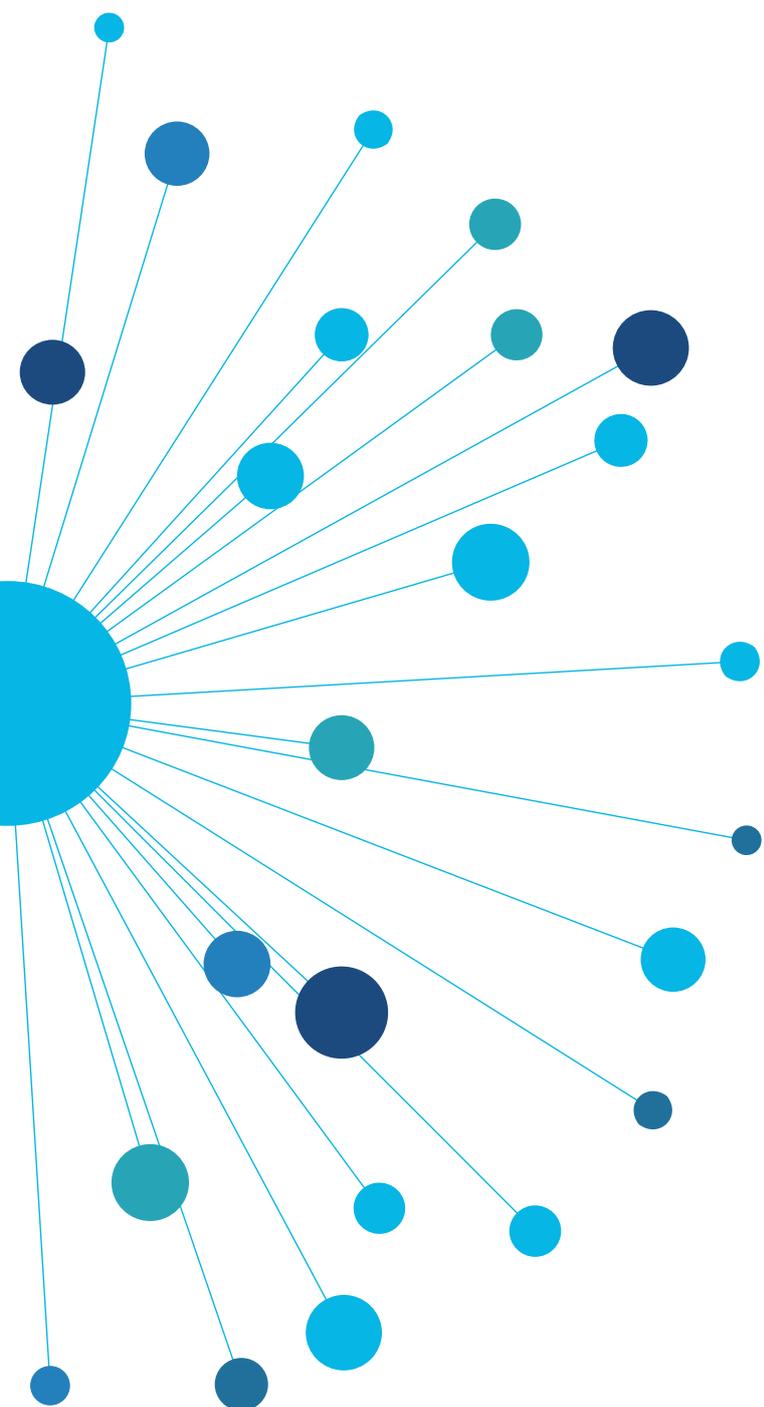


Queensland Independent
Remuneration Tribunal

Annual Report 2018–2019



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 2018–2019, its priorities ahead and a summary of the Tribunal's financial operations.

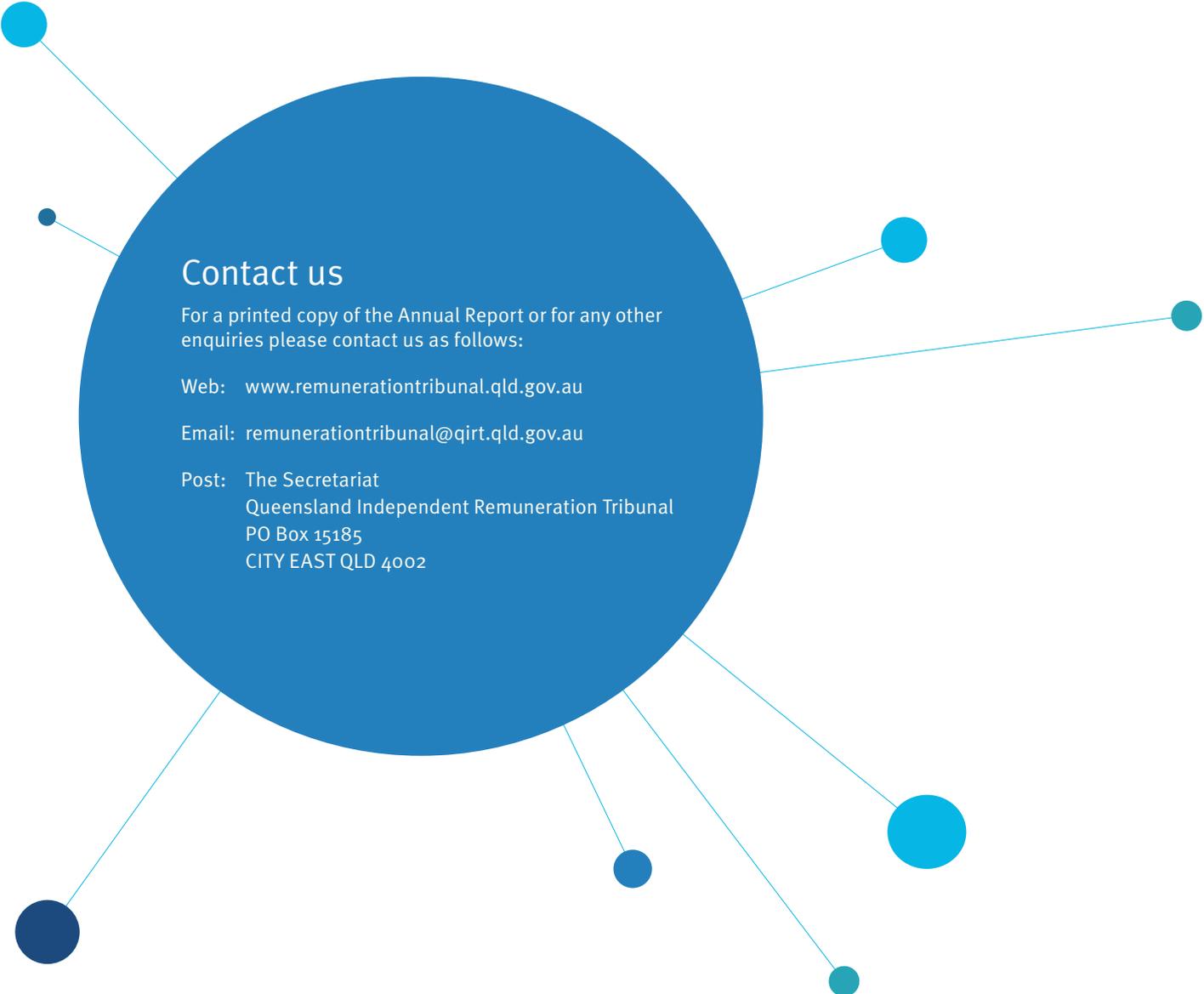
The Annual Report can be accessed online at www.remunerationtribunal.qld.gov.au

ISSN: 2203-9341

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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

15 July 2019

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

Dear Mr Laurie

I am pleased to present the Annual Report 2018–2019 for the Queensland Independent Remuneration Tribunal. This is the sixth 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

Table of Contents

| | | |
|---|--|---|
| | Message from the Chair | 1 |
| 1 | About the Queensland Independent Remuneration Tribunal | 2 |
| | 1.1 Establishment..... | 2 |
| | 1.2 Members..... | 2 |
| | 1.3 Remuneration of Tribunal members | 2 |
| | 1.4 Roles and functions of the Tribunal | 2 |
| | 1.5 Code of Conduct..... | 3 |
| | 1.6 Secretariat support | 3 |
| 2 | Key activities 2018–2019 | 4 |
| | 2.1 Tribunal Determinations 2018–2019..... | 4 |
| | Determination 18/2018 | 4 |
| | 2.2 Tribunal meetings | 4 |
| 3 | Priorities for 2019–2020 | 5 |
| 4 | Financial summary | 6 |

Message from the Chair

The tabling of the Queensland Independent Remuneration Tribunal Annual Report for 2018–2019 coincides with the end of the current Tribunal members' three-year term of appointment.

Over the past three years, I believe the Tribunal has continued to build upon the strong foundations laid by the former Tribunal members and placed the incoming Tribunal members in good stead.

Over the past twelve months, the Tribunal completed a comprehensive body of work to review the allowances system. Consistent with past determinations, we maintained a focus on ensuring our decisions are evidence-based and data-driven. *Determination 18/2018*, which took effect on 1 January 2019, made minor amendments to the allowances system and provided increases, where warranted, to ensure members had adequate allowances to service their electorate.

Throughout my time as Chair of the Tribunal, we have attempted to strike a balance between public accountability and members' utilising the acquittal system without fear of misreporting or confusion. I believe that *Determination 18/2018* exemplified this intention.

On behalf of the Tribunal members, I offer my sincere thanks to the Clerk of the Parliament and his staff in the Parliamentary Service for their advice and support. I would also like to thank the secretariat staff for their support throughout the last three years.

Finally, thank you to my fellow members, Ms Karyn Walsh, Mr Walter Tutt and former member Mr Michael Noud for your efforts and support during our term of appointment. It has been a rewarding experience and a pleasure to work alongside you – we all should be proud of the Tribunal's achievements.



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. The current chair, Professor Anne Tiernan and members Ms Karyn Walsh and Mr Walter Tutt were appointed to the Tribunal for a term ending on 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).

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). Due to a 2015 amendment to the Act, any salary increases are limited 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; and
- 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; and
- 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; and
- 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.



2 Key activities 2018–2019

2.1 Tribunal Determinations 2018–2019

During 2018–2019, the Tribunal issued one Determination. The Determination related to a review of the operations of the reformed allowances system. All Tribunal Determinations include an explanation of the deliberations and analysis undertaken by the Tribunal in making the Determination and are available on the Tribunal's website at www.remunerationtribunal.qld.gov.au/determinations.aspx.

Determination 18/2018

On 18 December 2018, the Tribunal issued Determination 18/2018, 2018 Review of Allowances. Determination 18/2018 amended the allowances system for members following the Tribunal's annual review of the allowances system and took effect on 1 January 2019.

The annual review of allowances and analysis of expenditure data resulted in changes to the Electorate and Communication Allowance, General Travel Allocation, Motor Vehicle Allowance and Air Warrants. The Determination also made changes to the reporting requirements for the Electorate and Communication Allowance and General Travel Allocation for expenditure exceeding 100% of the allocation or allowance.

Following consideration of economic indicators, developments across Australian jurisdictions, member's expenditure and acquittal data and increased costs associated with servicing a member's electorate, the Tribunal determined to:

- increase the quantum of the Electorate and Communication Allowance by 2.60%;
- move three additional electorates into Band 4 of the Electorate and Communication Allowance;
- increase the quantum of Band 4 of the General Travel Allocation by 2.60%;
- amend eligibility for the full daily travel allowance for overnight stays in Brisbane city;
- increase the quantum of the Motor Vehicle Allowance by 3.00%; and
- allow members entitled to receive air warrants to claim travel by private vehicle using a kilometric payment up to the value of the lowest commercial flight cost for travel between the member's electorate and Brisbane.

To avoid confusion and misreporting, the Tribunal also determined to rename the travel allowance for overnight stays in Brisbane city to the *Parliamentary Business Overnight Rate (Brisbane)*. Determination 18/2018 also amended annual reporting requirements for the Electorate and Communication Allowance and General Travel Allocation expenditure.

2.2 Tribunal meetings

The Tribunal held meetings on four occasions from 1 July 2018 to 30 June 2019. Meetings were usually held 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 2019–2020

In 2019–20, the Tribunal will again commence its annual review of allowances and related matters.

It is hoped that the incoming Tribunal members will continue to monitor the important issue of childcare for members as part of that review.

It is anticipated that the dynamic rates of population in Queensland will continue to give the Tribunal cause to monitor electoral roll figures on an annual basis and following elections or ballots.

Separate to members' allowances and allocations is the upcoming work related to members' base salary. The State Government Entities Certified Agreement 2015 expired in late 2018. The Tribunal understands that negotiations between interested parties are ongoing and the matter is listed for a mention before the Queensland Industrial Relations Commission on 13 September 2019. Once an agreement is reached and an agreement certified, the Tribunal is required to make a decision within 90 days in respect of the base salary for members of parliament.

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 the year ended 30 June 2019¹

| | NOTE | 2018–2019 | 2017–2018 |
|--|------|-------------|-------------|
| | 2 | | |
| Revenue from ordinary activities | | \$ | \$ |
| Departmental services revenue | | 5975 | 7679 |
| Total revenue from ordinary activities | | 5975 | 7679 |
| Tribunal Member Fees and related costs | 3,4 | 5694 | 6570 |
| 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 | | 272 | 504 |
| Legal costs | | – | – |
| Parking | | – | 185 |
| Printing and communication costs | | – | – |
| Telecommunications costs | | – | – |
| Travel costs | | 9 | 420 |
| Total supplies and services | | 281 | 1109 |
| Total expenses from ordinary activities | | 5975 | 7679 |
| 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 2018–19 Annual Report.
2. Comparative data has been included for the Tribunal for the period ended 30 June 2019. This comparative data was for the Tribunal's fifth 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 2019.
4. This includes previous year adjustment of \$88.

2018–2019

| REMUNERATION TABLE | | | |
|---------------------|----------------|-----------------|--------------------|
| Member | Short Term | Post Employment | Total Remuneration |
| TIERNAN, Anne-Maree | \$ 2080 | \$ 198 | \$ 2278 |
| WALSH, Karyn J | \$ 1600 | \$ 152 | \$ 1752 |
| TUTT, Walter H | \$ 1600 | \$ 152 | \$ 1752 |
| | \$ 5280 | \$ 502 | \$ 5782 |

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 |