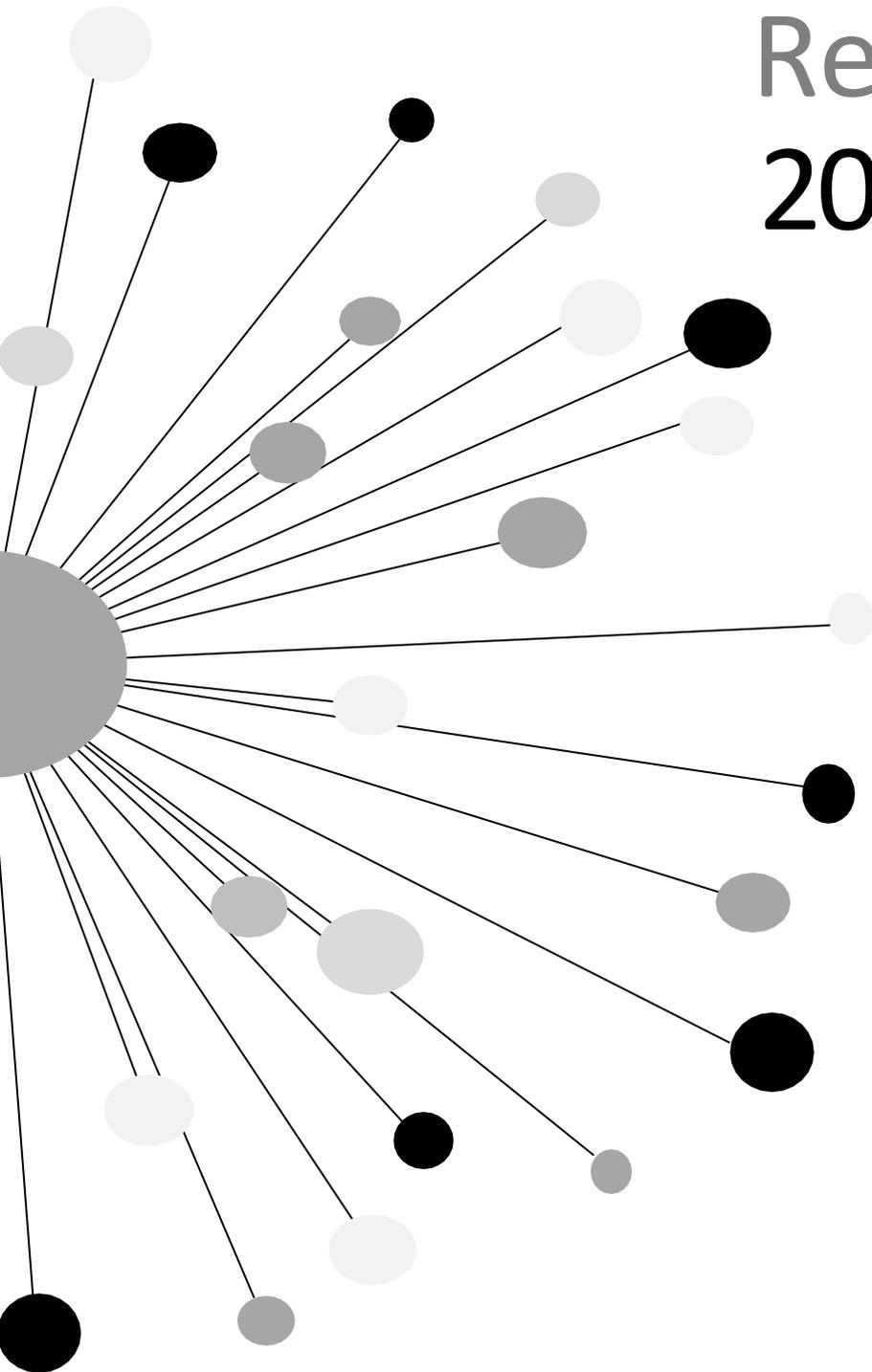


Queensland Independent
Remuneration Tribunal

Annual Report 2019 – 2020



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 2019–2020, 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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Letter of compliance

13 August 2020

Mr Neil Laurie
Clerk of the Parliament
Parliament House
Cnr George and Alice Streets
BRISBANE QLD 4000

Dear Mr Laurie

I am pleased to present the Annual Report 2019–2020 for the Queensland Independent Remuneration Tribunal. This is the seventh report issued under section 26 of the *Queensland Independent Remuneration Tribunal Act 2013* and complies with the provisions of that section.

Yours sincerely


A handwritten signature in black ink, appearing to read 'Walter Tutt', is written over a horizontal line.

Walter Tutt
Chair

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Message from the Chair

On 19 September 2019 new Tribunal members were appointed to the Queensland Independent Remuneration Tribunal (Tribunal). The Tribunal Annual Report for 2019 – 2020 is the first Annual Report issued under this new membership. I thank the previous Chair, Professor Anne Tiernan and my fellow member Ms Karyn Walsh for their invaluable work with the Tribunal in continuing to ensure a robust, transparent, accountable and contemporary remuneration system for Members of the Queensland Legislative Assembly.

I acknowledge the work of my fellow Tribunal members, Ms Jill Lang and Emeritus Professor Patrick Weller in progressing a preliminary review of the allowances system and subsequent determinations in December 2019 and April 2020 and working effectively through the uncertainty of the COVID-19 pandemic. I also acknowledge the Clerk of the Parliament and his staff who continue to provide important expertise and assistance to the Tribunal. I also thank the Secretariat for its industrious and continuing assistance to the Tribunal in its deliberations.

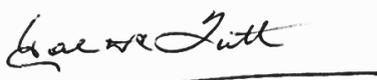
In 2019 – 2020 the Tribunal issued two Determinations:

- Determination 19/2019 – *2019 Review of Allowances*, and
- Determination 20/2020 – *Minor amendment to the Allowances System 2020*

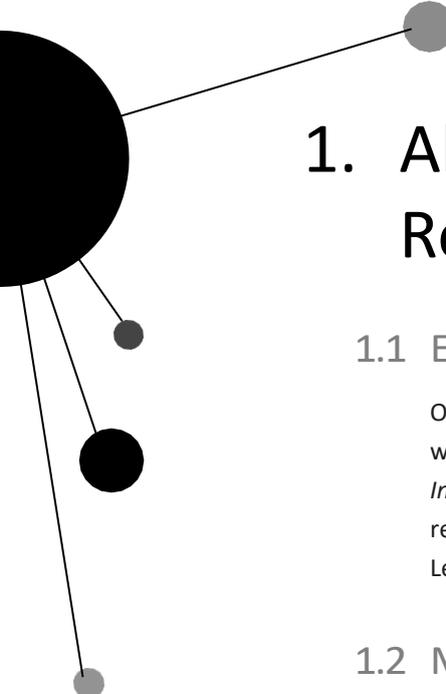
A copy of each determination is available on the Tribunal's website.

In 2020–2021 the Tribunal is required to review the base and additional salary levels for Members for 2019, 2020, 2021 and 2022 following the certification of the *State Government Entities Certified Agreement 2019*. The Tribunal has also committed to reviewing the allowances system based on a full year of data to assess the adequacy of the current arrangements and following the State Election occurring on 31 October 2020, the Tribunal will be required to make an additional staffing determination.

I look forward to working with my colleagues to support members in fulfilling their roles and responsibilities in the year to come.



Walter Tutt
Chair



1. 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 (members).

1.2 Members

Under the Act, the Tribunal consists of three persons appointed by the Governor in Council. The current chair, Mr Walter Tutt and Ms Jill Lang and Emeritus Professor Weller (members) were appointed to the Tribunal for a term commencing on 19 September 2019 and ending on 18 September 2022.

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 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). Any salary increases are limited to that received by core public service employees under a public service salary decision.

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 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 <https://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 <https://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.

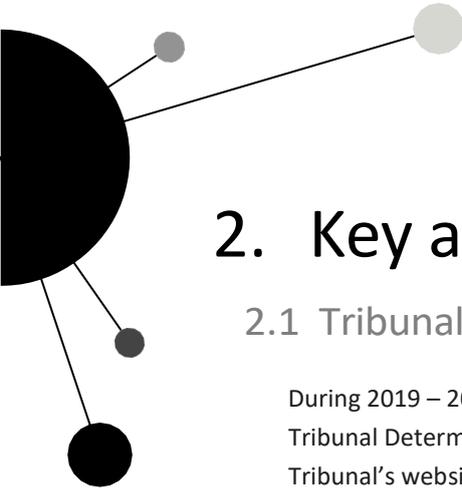
The Code is part of the Tribunal's publication scheme and is available at www.remunerationtribunal.qld.gov.au.

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 Department of the Premier and Cabinet).

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 2019 – 2020

2.1 Tribunal Determinations 2019 – 2020

During 2019 – 2020, the Tribunal issued two Determinations relating to the allowances system. All Tribunal Determinations including the Tribunal’s reasons for the determination are available on the Tribunal’s website at www.remunerationtribunal.qld.gov.au/determinations.aspx.

Determination 19/2019

On 17 December 2019 the Tribunal issued Determination 19/2019, *2019 Review of Allowances*. Determination 19/2019 amended the allowances system for members to enable allowances to be pro-rated in the lead up to the 2020 State General Election.

The Tribunal also committed to reviewing a full year of data following Determination 18/2018 to assess the adequacy of the Electorate and Communication Allowance (ECA) and General Travel Allocation (GTA) and to undertake further consultation with members, the Committee of the Legislative Assembly (CLA) and the Clerk on the quantum of the ECA, Motor Vehicle Allowance and GTA and maintaining mobile offices.

Determination 20/2020

On 21 April 2020 the Tribunal issued Determination 20/2020, *Minor amendment to the Allowances System 2020* which noted the impacts the emergence of COVID-19, subsequent pandemic declaration and social distancing measures had on the ability of Members to use their ECA to undertake functions and activities generally funded by the ECA.

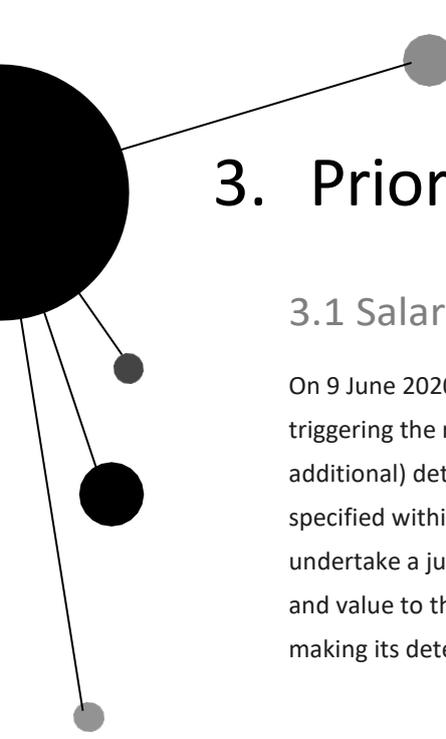
The Tribunal determined to enable Members to retain up to 40 per cent (rather than 10 per cent) of the total ECA paid for the 2019-20 financial year (excluding any reductions or carry-overs from previous years) that is unexpended at 30 June 2020 for use in the period 1 July to 30 October 2020 (prior to the 2020 State Election).

2.2 Tribunal meetings

The Tribunal held meetings on four occasions from 1 July 2019 to 30 June 2020. 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 CLA.



3. Priorities for 2020 – 2021

3.1 Salary Determination

On 9 June 2020 the *State Government Entities Certified Agreement 2019* (Agreement) was certified triggering the requirement under section 31A of the Act for the Tribunal to make a salary (base and additional) determination within 90 days. Any salary increase for members is limited to the increase specified within the Agreement. The Tribunal will review salary, economic and social indices, undertake a jurisdictional analysis and consider the functions, role and responsibilities of members and value to the community of a member performing their functions, role and responsibilities when making its determination.

3.2 Allowances system

The Tribunal will continue to monitor the appropriateness of the ECA and General Travel Entitlement through ongoing consultation with the Clerk and the CLA and consideration of acquittal data and electoral roll figures to ensure the remuneration system is transparent, accountable and contemporary to the needs of members.

3.3 Additional staffing determinations

On 16 July 2020 the Queensland Parliament passed the Ministerial and Other Office Holder Staff and Other Legislation Amendment Bill 2018 giving the Tribunal the new function of making determinations about entitlements of cross bench members to additional staff members to support their parliamentary duties. Additional staffing determinations are required after the new Parliament is summoned following a State Election or if a person becomes, or ceases to be, a cross bench member during the term of the Assembly. As such, the Tribunal will be required to review and make a determination on this entitlement in 2020-2021.

4. 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 2020¹

	NOTE	2019-20	2018-19
	2		
Revenue from ordinary activities		\$	\$
Departmental services revenue		5701	5975
Total revenue from ordinary activities		5701	5975
Tribunal Member Fees and related costs	3,4	5344	5694
Expenses from ordinary activities			
Supplies and services			
Consultancy and Contractors		-	-
Consumables		339	272
Legal costs		-	-
Parking		-	-
Printing and communication costs		-	-
Telecommunications costs		-	-
Travel costs		18	9
Total supplies and services		357	281
Total expenses from ordinary activities		5701	5975
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 2019-20 Annual Report.
2. Comparative data has been included for the Tribunal for the period ended 30 June 2020. 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 2020.

2019-2020

Remuneration Table			
Member	Short Term	Post Employment	Total Remuneration
TIERNAN, Anne-Maree	\$ 520	\$49	\$569
TUTT, Walter H	\$ 1960	\$187	\$2147
LANG, Jill	\$ 1200	\$114	\$1314
WELLER, Patrick M	\$ 1200	\$114	\$1314
	\$ 4880	\$464	\$5344

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