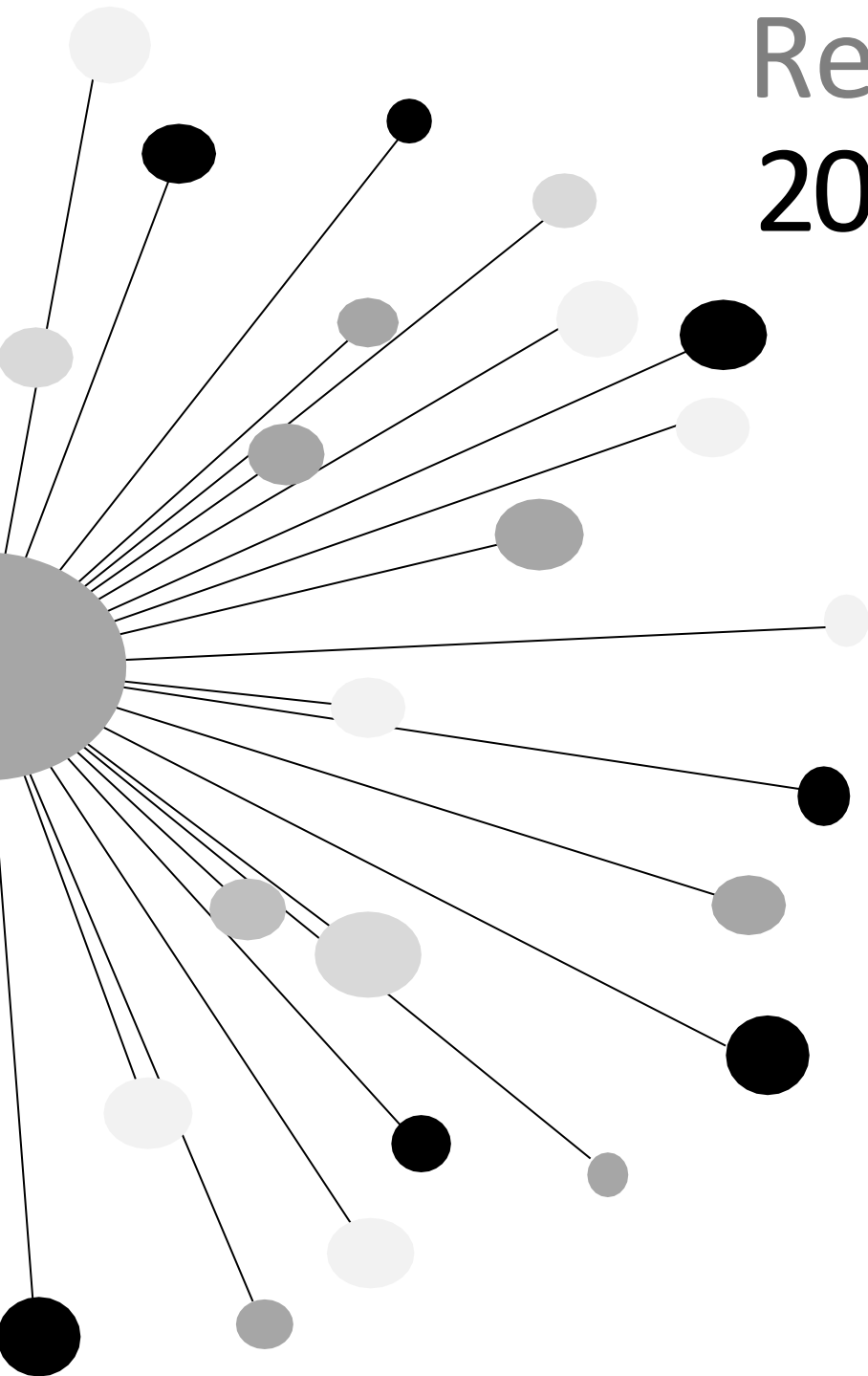


Queensland Independent
Remuneration Tribunal

Annual Report 2021 – 2022



About the Annual Report

The Queensland Independent Remuneration Tribunal is required under the *Queensland Independent Remuneration Tribunal Act 2013* 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 2021–2022, 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

15 September 2022

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 2021-2022 for the Queensland Independent Remuneration Tribunal. This is the ninth 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 'K. Dunstan', with a long horizontal flourish extending to the right.

Keitha Dunstan
Chair

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Message from the Chair

Annual Report for 2021-2022

After the resignation of the previous Chair, Mr Walter Tutt, I was appointed to the Tribunal on 7 July 2022. I thank Mr Walter Tutt for his invaluable work with the Tribunal in ensuring the Members of the Queensland Legislative Assembly have a transparent and contemporary remuneration system.

I acknowledge the diligent work of Mr Tutt and Tribunal members, Ms Jill Lang and Emeritus Professor Patrick Weller, on the review of the allowances system and subsequent determination in March 2022. I also acknowledge the Clerk of the Parliament and his staff who continue to provide invaluable expertise and assistance to the Tribunal.

In 2021-2022, the Tribunal issued one Determination: *Determination 26/2022- 2021 Review of Allowances*. A copy of the determination is available on the Tribunal's website.

In 2022-2023, the Tribunal will continue to monitor the adequacy of allowances and entitlements of members and make other determinations as required under the Act.



Keitha Dunstan
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 Legislative Assembly. On 23 July 2020, the Act was amended to provide the Tribunal with the additional function of deciding the additional staffing entitlement of cross bench members.

1.2 Members

Under the Act, the Tribunal consists of three persons appointed by the Governor in Council. The current chair, Professor Keitha Dunstan, was appointed to the Tribunal following the resignation of the former chair, Mr Walter Tutt. Professor Dunstan's appointment commenced on 7 July 2022. In accordance with section 20 of the Act, Professor Dunstan was appointed for the remainder of Mr Tutt's term of appointment to 18 September 2022. Ms Jill Lang and Emeritus Professor Patrick 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 Category, 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

Under Section 7 of the Act, the Tribunal's functions are to:

- review remuneration in connection with members of the Legislative Assembly (members) and former members (remuneration determinations);
- review the additional staffing entitlement of cross bench members (additional staff member determinations); and
- make binding decisions, known as 'determinations', about these matters.

For the purposes of the Act, 'remuneration' means salary, allowances or entitlements in connection with a member or former member. Any salary increases are limited to those 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;
- may seek and receive written or oral statements from relevant entities;
- must have regard to effective and efficient processes in carrying out its functions; and
- must consult with and consider the views of the Clerk.

In making a remuneration determination the Tribunal must 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;
- these allowances are not a substitute for other remuneration; and
- accommodation, services or other entitlements mentioned in section 59D of the Act are not taken into account.

In making a remuneration determination the Tribunal may consider a range of matters including, but limited to:

- 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).

Section 59D of the Act provides that the Act (and therefore any remuneration 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>;
- 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; and
- entitlements arising out of a national or international arrangement.

In making an additional staff member determination the Tribunal may have regard to the following:

- parliamentary resources provided to cross bench members and other members of the Legislative Assembly;
- the composition of the Legislative Assembly and how the composition affects cross bench members;
- the workload and duties of cross bench members for whom the Tribunal is considering to make the determination;
- whether the cross bench members are members of political parties;

- relevant laws applying to members of the Legislative Assembly; and
- other matters the Tribunal considers appropriate.

In performing its functions, the Tribunal must act independently, impartially and fairly and is not subject to direction or control by any entity, including any Minister.

To ensure the Tribunal operates in a transparent manner, it must include written reasons for its determinations, provide a copy of determinations 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 at www.remunerationtribunal.qld.gov.au.

1.5 Code of Conduct

The Tribunal's Code of Conduct complies with the *Public Sector Ethics Act 1994* and is consistent with the Code of Conduct for the Queensland Public Service. In accordance with the *Public Sector Ethics Act 1994*, the Tribunal's Code of Conduct 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 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 material, 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 2021 - 2022

2.1 Tribunal Determinations 2021 - 2022

In 2021 - 2022, the Tribunal issued one remuneration determination. All Tribunal determinations, including the reasons for the determination, are available on the Tribunal's website at www.remunerationtribunal.qld.gov.au/determinations.aspx.

Determination 26/2022

On 30 March 2022, the Tribunal issued Determination 26/2022 entitled *2021 Review of Allowances* to make amendments to the allowances system following its annual review of allowances and to modify the allocation of additional staff to cross-bench members.

The Tribunal amended the allocation of electorates in the bands of the Electorate and Communication Allowance (ECA). Twelve electorates moved up bands to reflect increased registrations on the electoral roll based on the 29 October 2021 electoral roll data. This took effect from 1 July 2021.

In addition, the Tribunal determined that Members are to receive a high enrolment supplement in Electorate and Communication Allowance (ECA) of \$2,500 per financial year if:

- the electorate is in ECA Band 4; and
- the number of electors is 25% or more above the quota, over a period of six consecutive months, determined in accordance with the Electoral Commission Queensland enrolment data (the high enrolment supplement criteria).

The Tribunal also increased the quantum of the Motor Vehicle Allowance by 2.9% rounded up to the nearest \$100, with effect from 1 July 2022.

The staffing allocation for cross bench members increased from the current allocation of 0.5 full time equivalent (FTE) for a Parliamentary Policy Officer position to one (1.0) FTE position, to be employed under the same conditions as detailed in Determination 23/2021.

2.2 Tribunal meetings

The Tribunal held meetings on two occasions from 1 July 2021 to 30 June 2022. Minutes were produced for each meeting in accordance with the Act.

From 1 July 2021 to 30 June 2022, the Tribunal also met with the Committee of the Legislative Assembly and the Clerk of Parliament.

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.



3. Priorities for 2022 - 2023

The next determination of the Tribunal is due by no later than 30 March 2023. The Tribunal will consider any other issues relevant to salaries, allowances and entitlements, and the entitlement of cross bench members to additional staff members that arise in 2022 – 2023 in accordance with its functions and requirements under the Act.

The Tribunal will continue to monitor the appropriateness of the quantum of the Electorate and Communication Allowance and General Travel Entitlement through ongoing consultation with the Clerk and consideration of acquittal data and electoral roll figures to ensure the remuneration system is transparent, accountable, and practically assists members in supporting their constituents.

Furthermore, the Tribunal has committed to reviewing electoral data annually to ensure the allocation of electorates to bands of the Electorate and Communication Allowance is accurate and up to date.

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 revenue 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 2022¹

	NOTE	2021-22	2020-21
Revenue from ordinary activities	2	\$	\$
Departmental services revenue		5,483	12,396
Total revenue from ordinary activities		5,483	12,396
Tribunal Member Fees and related costs	3	4,928	11,563
Expenses from ordinary activities			
Supplies and services			
Consultancy and Contractors		-	-
Consumables		349	343
Legal costs		-	-
Parking		0	213
Printing and communication costs		-	-
Telecommunications costs		-	-
Travel costs		206	277
Total supplies and services		555	833
Total expenses from ordinary activities		5,483	12,396
Net Operating Result		-	-

Notes to and forming part of the financial statement

1. This financial statement for the Tribunal and associated notes has not been audited. Full audited statements will be available in the Department of the Premier and Cabinet 2021-22 Annual Report.
2. Comparative data has been included for the Tribunal for the period ended 30 June 2021. This comparative data was for the Tribunal's eighth 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 2022.

2021-2022

Remuneration Table			
Member	Short Term	Post Employment	Total Remuneration
TUTT, Walter H	\$2,080	\$208	\$2,288
LANG, Jill	\$1,200	\$120	\$1,320
WELLER, Patrick M	\$1,200	\$120	\$1,320
	\$4,480	\$448	\$4,928