



Remuneration Tribunal (Remuneration and Allowances for Holders of Full-time Public Office) Determination (No. 2) 2023

We, the members of the Remuneration Tribunal, make the following determination.

Dated 28 August 2023

John Conde AO
President

Heather Zampatti
Member

Stephen Conry AM
Member

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Part 1—Preliminary

1 Name

This instrument is the *Remuneration Tribunal (Remuneration and Allowances for Holders of Full-time Public Office) Determination (No. 2) 2023*.

2 Commencement

- (1) Each provision of this instrument specified in column 1 of the table commences, or is taken to have commenced, in accordance with column 2 of the table. Any other statement in column 2 has effect according to its terms.

Commencement information		
Column 1	Column 2	Column 3
Provisions	Commencement	Date/Details
1. The whole of this instrument	1 July 2023.	1 July 2023

Note: This table relates only to the provisions of this instrument as originally made. It will not be amended to deal with any later amendments of this instrument.

- (2) Any information in column 3 of the table is not part of this instrument. Information may be inserted in this column, or information in it may be edited, in any published version of this instrument.

3 When this instrument takes effect

This instrument takes effect at the start of 1 July 2023.

4 Authority

This instrument is made under subsections 7(3) and (4) of the *Remuneration Tribunal Act 1973*.

5 Determination supersedes previous determination

This instrument supersedes the *Remuneration Tribunal (Remuneration and Allowances for Holders of Full-time Public Office) Determination (No. 1) 2023*.

6 Schedules

Each instrument that is specified in a Schedule to this instrument is amended or repealed as set out in the applicable items in the Schedule concerned, and any other item in a Schedule to this instrument has effect according to its terms.

7 Definitions

In this instrument:

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agency, of an office holder, means:

- (a) the agency to which the office holder is attached; or
- (b) if the office holder is not attached to an agency—the portfolio Department.

benefit means:

- (a) any non-monetary benefit provided at the employing authority's expense to or for the benefit of an office holder as a personal benefit, including:
 - (i) a vehicle (see section 16); and
 - (ii) vehicle parking (see section 17); and
- (b) any other benefit received by way of remuneration packaging (see section 13).

CSS (short for Commonwealth Superannuation Scheme) has the same meaning as in the *Superannuation Act 1976*.

DFRDB (short for Defence Force Retirement and Death Benefits) means the scheme established by the *Defence Force Retirement and Death Benefits Act 1973*.

employer superannuation contribution for an office holder means:

- (a) if the office holder is a member of the CSS, PSS, DFRDB or MSBS—the value attributed to the employer superannuation contribution under subsection 14(1), (2), (3) or (4); or
- (b) if the office holder is a member of the PSSAP—15.4% of ordinary time earnings (within the meaning of the *Superannuation Guarantee (Administration) Act 1992*) for the office holder; or
- (c) if the office holder is a member of another superannuation fund—the amount worked out under subsection 14(6).

Note 1: An office holder's employer superannuation contribution is part of the office holder's total remuneration (see section 8).

Note 2: Superannuation contributions made as a result of remuneration packaging do not form part of an office holder's employer superannuation contribution (see section 13).

employing authority, in relation to an office holder, means an entity exercising a power or performing a function in relation to the office holder's employment or remuneration.

fringe benefits tax means fringe benefits tax (within the meaning of the *Fringe Benefits Tax Assessment Act 1986* as it applies of its own force or because of the *Fringe Benefits Tax (Application to the Commonwealth) Act 1986*).

MSBS (short for Military Superannuation and Benefits Scheme) has the same meaning as **Scheme** has in the *Military Superannuation and Benefits Act 1991*.

office holder means a person who holds an office in column 1 of Table 2A.

office locality, in relation to an office holder, means the geographic locality of the office holder's usual place of work on official business.

official business, in relation to an office holder, means business pertaining to or required by the duties of the office holder's office.

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official travel determination means the *Remuneration Tribunal (Official Travel) Determination 2022* (or any determination that supersedes that determination).

PSS (short for Public Sector Superannuation Scheme) has the same meaning as **Public Sector Superannuation Scheme** has in the *Superannuation Act 1990*.

PSSAP (short for Public Sector Superannuation Accumulation Plan) has the same meaning as in the *Superannuation Act 2005*.

superannuation salary, for an office holder who is a member of the CSS, PSS, DFRDB or MSBS, is the amount worked out under section 15.

Table 2A means the table of total remuneration in section 10.

Table 2B means the table of special provisions for certain offices in section 11.

Table 3A means the table of superannuation salaries in subsection 15(1).

Table 3B means the table of superannuation salaries for specified office holders in subsection 15(2).

Table 5A means the table of accommodation assistance in subsection 19(6).

Table 5B means the table of reunion fares assistance in subsection 22(4).

total remuneration: see section 8.

8 Meaning of total remuneration

- (1) For the purposes of this instrument, the **total remuneration** of an office holder is the amount, per year, in column 2 of Table 2A.
- (2) The total remuneration of an office holder represents the value, calculated at the total cost to the employing authority of the office holder (including fringe benefits tax), of the following in relation to the office holder:
 - (a) salary, allowances and lump sum payments;
 - (b) benefits;
 - (c) the employer superannuation contribution.
- (3) However, the total remuneration of an office holder does not include the following:
 - (a) the value of facilities provided as business support that are not required to be included in total remuneration under section 18;
 - (b) assistance paid in accordance with Part 5;
 - (c) reimbursement of expenses incurred on geographic relocation following appointment as an office holder, in accordance with agency policies and practices where approved by the employing authority;
 - (d) travel expenses and allowances under the official travel determination;
 - (e) payment in lieu of recreation leave in accordance with the *Remuneration Tribunal (Recreation Leave for Holders of Relevant Offices) Determination 2018* (or any determination that supersedes that determination);

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- (f) compensation for early loss of office in accordance with the *Remuneration Tribunal (Compensation for Loss of Office for Holders of Certain Public Offices) Determination 2018* (or any determination that supersedes that determination).

9 Remuneration and benefits not to be supplemented

The remuneration and benefits provided for in this instrument must not be supplemented.

Part 2—Remuneration

10 Total remuneration

The following table (**Table 2A**) sets out, for the holder of each office in column 1:

- (a) the total remuneration, per year, of the office holder; and
- (b) the special provisions of this instrument that apply to the office holder (if any); and
- (c) the travel tier that applies to the office holder for the purposes of the official travel determination.

Table 2A—Total remuneration			
Column 1 Office	Column 2 Total remuneration (per year)	Column 3 Special provisions	Column 4 Travel tier
Chair, Australian Prudential Regulation Authority	\$947,590		1
Australian Public Service Commissioner	\$879,480		1
Chairperson, Australian Competition and Consumer Commission	\$829,140	Table 2B, item 1	1
Chairperson, Australian Securities and Investments Commission	\$829,140		1
Director-General, Office of the Special Investigator	\$829,140		1
Solicitor-General	\$829,140	Table 2B, item 2	1
Chief Executive Officer, Services Australia	\$799,550		1
Australian Federal Police Commissioner	\$769,920		1
Director-General, Office of National Intelligence	\$769,920		1
Deputy Chair, Australian Prudential Regulation Authority	\$758,060		1
National Anti-Corruption Commissioner	\$758,060		1
Member, Australian Prudential Regulation Authority	\$710,700		1
Director-General of Security, Australian Security Intelligence Organisation	\$710,700		1
Director-General, Australian Signals Directorate	\$710,700		1
Australian Border Force Commissioner	\$687,000		1
Director-General, Australian Submarine Agency	\$687,000		1
Deputy Chairperson, Australian Securities and Investments Commission	\$663,330		1
Vice Chief of the Defence Force	\$651,470		1
Chair, Productivity Commission	\$651,470		1
Deputy Chairperson, Australian Competition and Consumer Commission	\$621,870	Table 2B, item 1	1

Part 2 Remuneration

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Table 2A—Total remuneration			
Column 1 Office	Column 2 Total remuneration (per year)	Column 3 Special provisions	Column 4 Travel tier
Chief of Navy	\$621,870		1
Chief of Army	\$621,870		1
Chief of Air Force	\$621,870		1
Vice President, Fair Work Commission	\$621,870		1
Chief Executive Officer, Austrade	\$592,250		1
Chair, Australian Communications and Media Authority	\$592,250		1
Member, Australian Competition and Consumer Commission	\$592,250	Table 2B, item 1	1
Chief Executive Officer, Australian Criminal Intelligence Commission	\$592,250		1
Chief Executive Officer, Australian Digital Health Agency	\$592,250		1
Australian Electoral Commissioner	\$592,250		1
Chair, Australian Energy Regulator	\$592,250		1
Member, Australian Securities and Investments Commission	\$592,250		1
Chair/Chief Executive Officer, Clean Energy Regulator	\$592,250		1
Chief Executive Officer, Digital Transformation Agency	\$592,250		1
Director of Public Prosecutions	\$592,250		1
National Anti-Corruption Deputy Commissioner	\$592,250		1
Chief Executive Officer, National Disability Insurance Agency	\$592,250	Table 2B, item 13	2
Chief Executive Officer, National Indigenous Australians Agency	\$592,250		1
First Parliamentary Counsel	\$592,250		1
Chief Executive Officer, National Health and Medical Research Council	\$562,640		1
Chief Executive, Australian Financial Security Authority	\$533,040		2
Chief Executive Officer, Australian Transaction Reports and Analysis Centre	\$533,040		2
Director, Bureau of Meteorology	\$533,040		2
Chief Scientist	\$533,040		1
Data Standards Chair	\$533,040		1
Inspector of the National Anti-Corruption Commission	\$533,040		1
Chief Executive Officer, National Housing Finance and Investment Corporation	\$533,040		2
Aged Care Quality and Safety Commissioner	\$503,420		2
Examiner, Australian Criminal Intelligence Commission	\$503,420		1

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Table 2A—Total remuneration			
Column 1 Office	Column 2 Total remuneration (per year)	Column 3 Special provisions	Column 4 Travel tier
Chief Executive Officer, Australian Renewable Energy Agency	\$503,420		2
Chief Executive Officer, Australian Research Council	\$503,420		1
Commonwealth Ombudsman	\$503,420		1
Deputy President, Fair Work Commission	\$503,420		1
Chief Executive Officer, Independent Hospital Pricing Authority	\$503,420		1
Information Commissioner	\$503,420		1
Inspector-General of Intelligence and Security	\$503,420		1
National Disability Insurance Scheme Quality and Safeguards Commissioner	\$503,420	Table 2B, item 11	2
Chair, Net Zero Economy Agency	\$503,420		1
Independent National Security Legislation Monitor	\$495,530		1
Chief Executive Officer, Australian Commission on Safety and Quality in Health Care	\$473,820		1
Chief Executive Officer, Australian Curriculum, Assessment and Reporting Authority	\$473,820		2
President, Australian Human Rights Commission	\$473,820	Table 2B, item 3	1
Chief Commissioner, Australian Transport Safety Bureau	\$473,820		1
Chief Executive Officer, Cancer Australia	\$473,820		2
Fair Work Ombudsman	\$473,820		1
Inspector-General of Taxation	\$473,820		1
Jobs and Skills Australia Director	\$473,820		2
Chief Executive, Murray-Darling Basin Authority	\$473,820		1
Coordinator-General, National Emergency Management Agency	\$473,820	Table 2B, item 4	1
Chief Executive Officer, National Offshore Petroleum Safety and Environmental Management Authority	\$473,820		2
Parliamentary Budget Officer	\$473,820		2
Deputy Chair, Productivity Commission	\$473,820		1
Second Parliamentary Counsel	\$473,820		2
Chief Executive Officer, Sport Integrity Australia	\$473,820		2
Chair, Australian Accounting Standards Board	\$444,210		1
Deputy Chair, Australian Communications and Media Authority	\$444,210		1
Chief Executive Officer, Great Barrier Reef Marine Park Authority	\$444,210		2

Part 2 Remuneration

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Table 2A—Total remuneration			
Column 1 Office	Column 2 Total remuneration (per year)	Column 3 Special provisions	Column 4 Travel tier
Inspector-General Australian Defence Force	\$444,210		2
Member, Australian Energy Regulator	\$444,210		1
Chief Executive Officer, Australian Fisheries Management Authority	\$444,210		1
Chief Executive Officer, Australian Skills Quality Authority	\$444,210		2
Chief Executive Officer, Comcare	\$444,210		2
eSafety Commissioner	\$444,210		2
General Manager, Fair Work Commission	\$444,210		1
Chief Executive Officer, National Anti-Corruption Commission	\$444,210		1
Chief Executive Officer, National Mental Health Commission	\$444,210		2
Chair, Pharmaceutical Benefits Advisory Committee	\$444,210		1
Chief Executive Officer, Safe Work Australia	\$444,210		2
Chair, Auditing and Assurance Standards Board	\$414,580		1
Director, Australian Institute of Criminology	\$414,580		1
Director, Australian Institute of Family Studies	\$414,580		2
Chief Executive Officer, Australian Pesticides and Veterinary Medicines Authority	\$414,580		2
Chief Executive Officer, Australian Radiation Protection and Nuclear Safety Agency	\$414,580		1
Commissioner, Domestic, Family and Sexual Violence Commission	\$414,580		2
Director of Military Prosecutions	\$414,580		2
Director of National Parks	\$414,580		2
Associate Director of Public Prosecutions	\$414,580		1
Commissioner, Fair Work Commission	\$414,580		1
Freedom of Information Commissioner	\$414,580		2
Chief Executive Officer, Infrastructure Australia	\$414,580		1
Director-General, National Archives of Australia	\$414,580		2
General Manager, National Blood Authority	\$414,580		2
Chief Executive Officer, Northern Australia Infrastructure Facility	\$414,580	Table 2B, item 9	1
Privacy Commissioner	\$414,580		2
Commissioner, Productivity Commission	\$414,580		2
Director, Professional Services Review	\$414,580		1
Chief Executive Officer, Australian Centre for International Agriculture Research	\$384,970		2

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Table 2A—Total remuneration			
Column 1 Office	Column 2 Total remuneration (per year)	Column 3 Special provisions	Column 4 Travel tier
Member, Australian Communications and Media Authority	\$384,970		1
Aboriginal and Torres Strait Islander Social Justice Commissioner	\$384,970		2
Age Discrimination Commissioner	\$384,970		2
Disability Discrimination Commissioner	\$384,970		2
Human Rights Commissioner	\$384,970		2
National Children's Commissioner	\$384,970		2
Race Discrimination Commissioner	\$384,970		2
Sex Discrimination Commissioner	\$384,970		2
Chief Executive Officer, Australian National Preventative Health Agency	\$384,970		2
Chief Executive Officer, Australian Organ and Tissue Donation and Transplantation Authority	\$384,970		2
Chief Executive Officer, Australian Radioactive Waste Agency	\$384,970	Table 2B, item 10	1
Australian Small Business and Family Enterprise Ombudsman	\$384,970		2
Chief Executive Officer, Climate Change Authority	\$384,970		2
Chief Executive Officer, Independent Parliamentary Expenses Authority	\$384,970		2
Inspector-General of Water Compliance	\$384,970		2
Chief Executive, National Capital Authority	\$384,970	Table 2B, item 5	2
Administrator of the National Health Funding Pool	\$384,970		2
Chief Executive Officer, National Transport Commission	\$384,970		1
Official Secretary to the Governor-General	\$384,970		2
Director, Old Parliament House	\$384,970		2
Deputy President, Repatriation Commission	\$384,970		1
Chief Executive Officer, Tertiary Education Quality and Standards Agency	\$384,970		2
Principal Member, Veterans' Review Board	\$384,970		1
Chief Executive Officer, Aboriginal Hostels Limited	\$355,370		2
Administrator of the Northern Territory	\$355,370		1
Commissioner, Australian Charities and Not-for-profits Commission	\$355,370		2
Deputy Electoral Commissioner	\$355,370		2
Deputy Commonwealth Ombudsman	\$355,370		2

Part 2 Remuneration

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Table 2A—Total remuneration			
Column 1 Office	Column 2 Total remuneration (per year)	Column 3 Special provisions	Column 4 Travel tier
Chief Executive Officer, Food Standards Australia New Zealand	\$355,370		1
Gene Technology Regulator	\$355,370		2
Chief Executive Officer, High Speed Rail Authority	\$355,370		2
Executive Director, Australian Industrial Chemicals Introduction Scheme	\$355,370		2
National Rural Health Commissioner	\$355,370		2
Registrar of Aboriginal and Torres Strait Islander Corporations	\$325,750		2
Administrator, Christmas and Cocos (Keeling) Islands	\$325,750	Table 2B, item 6	2
Administrator of Norfolk Island	\$325,750		2
Chief Executive Officer, Asbestos Safety and Eradication Agency	\$325,750		2
Director General, Australian Safeguards and Non-Proliferation Office	\$325,750		2
National Data Commissioner	\$325,750	Table 2B, item 12	2
Chief Executive Officer, National Health Funding Body	\$325,750		2
Chief Executive Officer, National Sports Tribunal	\$325,750		2
Head, National Suicide Prevention Office	\$325,750		2
Chief Executive Officer, North Queensland Water Infrastructure Authority	\$325,750		2
Deputy Chair, Pharmaceutical Benefits Advisory Committee	\$325,750		1
Commissioner, Repatriation Commission	\$325,750		2
Administrator, Torres Strait Regional Authority	\$325,750		2
Chairperson, Torres Strait Regional Authority	\$325,750		2
Australian Electoral Officer for New South Wales	\$296,140		2
Australian Electoral Officer for Victoria	\$296,140		2
Chief Executive Officer, Workplace Gender Equality Agency	\$296,140		2
Merit Protection Commissioner	\$296,140		2
Director, Office of Australian War Graves	\$296,140		2
Executive Director of Township Leasing	\$296,140		2
Chief Executive Officer, Torres Strait Regional Authority	\$276,120		2
Australian Electoral Officer for Queensland	\$266,540		2
Director, Classification Board	\$266,540	Table 2B, item 7	2

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Table 2A—Total remuneration

Column 1 Office	Column 2 Total remuneration (per year)	Column 3 Special provisions	Column 4 Travel tier
Associate Commissioner, Productivity Commission	\$266,540		2
Student Identifiers Registrar	\$266,540		2
Director, Tuition Protection Service	\$266,540		2
Senior Member, Veterans' Review Board	\$266,540		2
Australian Electoral Officer for Western Australia	\$236,920		2
Chair (full-time), Central Land Council	\$236,920		2
Chair (full-time), Northern Land Council	\$236,920		2
Australian Electoral Officer for South Australia	\$230,750		2
Australian Electoral Officer for Northern Territory	\$216,870		2
Australian Electoral Officer for Tasmania	\$211,890		2
Chair (full-time), Anindilyakwa Land Council	\$207,310		2
Deputy Director, Classification Board	\$207,310	Table 2B, item 7	2
Classifier, Classification Board	\$148,090	Table 2B, item 8	3
Chair, Tiwi Land Council	\$135,880		2

11 Special provisions for certain offices

The provisions in column 2 of the following table (**Table 2B**) apply to the holders of the offices in column 1.

Table 2B—Special provisions for certain offices

Item	Column 1 Office	Column 2 Special provision
1	Chairperson, Deputy Chairperson and Member of the Australian Competition and Consumer Commission (ACCC)	Despite the official travel determination, the ACCC may put in place arrangements for Members' travel to Canberra that are more cost effective than the travel entitlements they are otherwise entitled to under this determination.
2	Solicitor-General	While Dr Stephen Donaghue KC does not establish his principal place of residence in Canberra, he will be paid an annualised amount of \$34,500 per year instead of the travel allowance provided for by Division 2 of Part 4 of the official travel determination that would otherwise be payable for travel to Canberra.
3	President, Australian Human Rights Commission	Total remuneration for Emeritus Professor Rosalind Croucher is \$495,530 per year, until 29 July 2024.

Part 2 Remuneration

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Table 2B—Special provisions for certain offices

Item	Column 1 Office	Column 2 Special provision
4	Coordinator-General, National Emergency Management Agency	Mr Brendan Moon will receive: (a) an additional fixed loading of \$60,000 per year for the initial term of his appointment, beginning on 6 October 2022 and ending on 5 October 2027; and (b) an additional fixed loading of \$28,460 for the period beginning on 6 October 2022 and ending on 5 October 2023.
5	Chief Executive, National Capital Authority	Ms Sally Barnes will receive an additional fixed loading of \$26,920 per year, until 10 February 2026.
6	Administrator, Christmas and Cocos (Keeling) Islands	Despite the official travel determination, the Administrator and any immediate family members normally resident with the Administrator on Christmas Island are entitled to 2 return economy class fares per year each between their home and work base.
7	Director, Classification Board and Deputy Director, Classification Board	On any occasion when the Deputy Director acts as Director, the Deputy Director is entitled to the remuneration and other conditions determined for the Director.
8	Temporary Classifier	If a person is appointed to the Classification Board as a Temporary Classifier, a daily fee of \$616 is payable to the person, in lieu of other provisions in this Part. The conditions for payment of the daily fee are as set out in Part 4 of the <i>Remuneration Tribunal (Remuneration and Allowances for Holders of Part-time Public Office) Determination (No. 2) 2023</i> . The following do not apply to the person: (a) Part 5 of this instrument; (b) the <i>Remuneration Tribunal (Recreation Leave for Holders of Relevant Offices) Determination 2018</i> (or any determination that supersedes that determination); (c) the <i>Remuneration Tribunal (Compensation for Loss of Office for Holders of Certain Public Offices) Determination 2018</i> (or any determination that supersedes that determination).
9	Chief Executive Officer, Northern Australia Infrastructure Facility	Total remuneration for this office is \$503,420 per year until 30 June 2026.
10	Chief Executive Officer, Australian Radioactive Waste Agency	Total remuneration for Mr Sam Usher is \$528,970 per year, for the initial term of his appointment.
11	National Disability Insurance Scheme Quality and Safeguards Commissioner	Ms Tracy Mackey will receive an additional fixed loading of \$35,091 per year, until 9 January 2025.
12	National Data Commissioner	Total remuneration for Ms Gayle Milnes is \$332,710 per year, until 9 April 2027.

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Table 2B—Special provisions for certain offices

Item	Column 1 Office	Column 2 Special provision
13	Chief Executive Officer, National Disability Insurance Agency	Ms Rebecca Falkingham will receive an additional fixed loading of \$166,260 for the period beginning on 8 December 2022 and ending on 7 December 2023.

12 Part-time work

- (1) If an office holder's employing authority has approved the office holder to perform the duties of the office on a part-time basis, the total remuneration for that office is to be paid on a pro rata basis in accordance with the proportion of full-time hours worked.
- (2) However, if the proposed hours are less than 60% of the full-time hours, prior agreement of the Tribunal is required for the level of remuneration.

13 Remuneration packaging

- (1) Subject to this Part, an office holder may elect to receive the benefit of the total remuneration, other than the employer superannuation contribution, as salary or a combination of salary and benefits if:
 - (a) the election is consistent with relevant taxation laws and rulings or guidelines applicable to salary packaging schemes issued by the Australian Taxation Office; and
 - (b) providing the benefit would not result in a cost to the employing authority (including any fringe benefits tax) that would not be incurred if the office holder received the remuneration in the form of salary.
- (2) To avoid doubt, a superannuation contribution made as a result of an election by an office holder under subsection (1) does not form part of the employer superannuation contribution for the office holder.

Part 3—Superannuation

14 Superannuation

Commonwealth Superannuation Scheme

- (1) For an office holder who is a member of the CSS:
 - (a) the office holder's annual rate of salary for the purposes of the CSS is the office holder's superannuation salary; and
 - (b) for the purposes of paragraph (a) of the definition of **employer superannuation contribution** in section 7, the value attributed to the employer superannuation contribution for the office holder is an amount equal to 15.4% of the office holder's superannuation salary.

Note: For the **superannuation salary** for an office holder who is a member of the CSS, see section 15.

Public Sector Superannuation Scheme

- (2) For an office holder who is a member of the PSS:
 - (a) the office holder's basic salary for the purposes of the PSS is the office holder's superannuation salary; and
 - (b) the amount of the office holder's recognised allowances for the purposes of the PSS is nil; and
 - (c) for the purposes of paragraph (a) of the definition of **employer superannuation contribution** in section 7, the value attributed to the employer superannuation contribution for the office holder is an amount equal to 15.4% of the office holder's superannuation salary.

Note: For the **superannuation salary** for an office holder who is a member of the PSS, see section 15.

Defence Force Retirement and Death Benefits

- (3) For an office holder who is a member of the DFRDB:
 - (a) the office holder's annual rate of salary for the purposes of the DFRDB is the office holder's superannuation salary; and
 - (b) for the purposes of paragraph (a) of the definition of **employer superannuation contribution** in section 7, the value attributed to the employer superannuation contribution for the office holder is an amount equal to 15.4% of the office holder's superannuation salary.

Note: For the **superannuation salary** for an office holder who is a member of the DFRDB, see section 15.

Military Superannuation and Benefits Scheme

- (4) For an office holder who is a member of the MSBS:
 - (a) the office holder's annual rate of salary for the purposes of the MSBS is the office holder's superannuation salary; and
 - (b) for the purposes of paragraph (a) of the definition of **employer superannuation contribution** in section 7, the value attributed to the

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employer superannuation contribution for the office holder is an amount equal to 15.4% of the office holder's superannuation salary.

Note: For the *superannuation salary* for an office holder who is a member of the MSBS, see section 15.

Public Sector Superannuation Accumulation Plan

- (5) For an office holder who is a member of PSSAP, the office holder's superannuation salary for the purposes of the *Superannuation (PSSAP) Trust Deed* is the office holder's ordinary time earnings (within the meaning of the *Superannuation Guarantee (Administration) Act 1992*).

Other superannuation funds

- (6) For an office holder who is a member of any other superannuation fund, the employer superannuation contribution is the minimum contribution that would, under section 23 of the *Superannuation Guarantee (Administration) Act 1992*, reduce the charge percentage for that office holder to nil.

No cash in lieu

- (7) The value attributed to the employer superannuation contribution under this section is referable to a non-salary component of total remuneration and may not be the subject of an election to take an equivalent amount of salary instead.

15 Superannuation salary for the purposes of CSS, PSS, DFRDB and MSBS

- (1) Subject to subsection (2), the *superannuation salary* for an office holder who is a member of the CSS, PSS, DFRDB or MSBS is worked out in accordance with the following table (**Table 3A**).

Table 3A—Superannuation salary—general		
Item	If the office holder's total remuneration is ...	the office holder's superannuation salary is ...
1	\$473,820 or more	70% of the office holder's total remuneration (rounded up to the nearest \$10).
2	less than \$473,820	73% of the office holder's total remuneration (rounded up to the nearest \$10).

- (2) If an office or an office holder is specified in column 1 of the following table (**Table 3B**), the amount in column 2 is the superannuation salary for a holder of that office, or for that office holder.

Table 3B—Superannuation salary for specified office holders		
Item	Column 1 Office or office holder	Column 2 Superannuation salary
1	Mr Michael Burgess, Director-General of Security, Australian Security Intelligence Organisation	\$506,270

Part 3 Superannuation

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Table 3B—Superannuation salary for specified office holders		
Item	Column 1 Office or office holder	Column 2 Superannuation salary
2	Dr Stein Helgeby, Parliamentary Budget Officer	\$412,860
3	Mr Iain Anderson, Commonwealth Ombudsman	\$404,280
4	Ms Sandra Parker, Fair Work Ombudsman	\$393,960
5	Deputy President, Fair Work Commission	\$357,430
6	Mr David de Carvalho, Chief Executive Officer, Australian Curriculum, Assessment and Reporting Authority	\$336,690
7	Ms Cathryn Pope, Deputy President, Repatriation Commission (until 5 August 2025)	\$313,480
8	Mr Brad Archer, Chief Executive Officer, Climate Change Authority	\$287,540
9	Ms Justine Ross, Chief Executive Officer, Asbestos Safety and Eradication Agency	\$242,830
10	Ms Melinda Hatton, Director, Tuition Protection Service	\$221,860
11	Deputy Director, Classification Board	\$178,290
12	Classifier, Classification Board	\$127,360

Part 4—Vehicles and business support

16 Vehicles

- (1) If an office holder:
 - (a) accepts an offer of a vehicle owned or leased by the office holder’s agency for private use; or
 - (b) has access to a vehicle owned or leased by the office holder’s agency for private use;the actual cost of the vehicle to the agency (including fringe benefits tax), less a reasonable amount (if any) reflecting business usage patterns, is taken to be a benefit.
- (2) For the purposes of subsection (1):
 - (a) if the annual business kilometres are less than 5,000—the business usage amount is to be based on the “cents per kilometre” method; or
 - (b) if the annual business kilometres are 5,000 or more:
 - (i) any business usage amount is to be assessed on log book records for at least a 12 week representative period; and
 - (ii) the percentage of business use to total kilometres travelled per year is to be applied to the total cost of the vehicle.

17 Vehicle parking

If an office holder accepts an offer of a car park at Commonwealth expense, the actual cost (including fringe benefits tax) of the car park to the agency is taken to be a benefit.

18 Business support

If an office holder is provided with communications, information technology or other office facilities necessary for the efficient conduct of the office holder’s office, incidental private use of those facilities does not require the value of the facilities to be included in total remuneration.

Section 19

Part 5—Travel and accommodation assistance**19 Accommodation assistance**

- (1) An office holder in column 1 of Table 5A is eligible to be reimbursed for qualifying accommodation costs while the office holder:
- (a) occupies the office in column 2; and
 - (b) has a principal place of residence in a locality (the **PPR locality**) other than the office locality.

Commercial accommodation

- (2) For the purposes of subsection (1), if the office holder is in commercial accommodation in the office locality, the following are **qualifying accommodation costs** up to the amount (per year) in column 3 of Table 5A:
- (a) the costs of the commercial accommodation;
 - (b) settling-in costs (including one-off utility connection costs);
 - (c) if the commercial accommodation does not include cooking facilities—the cost of meals.

Private, non-commercial accommodation

- (3) For the purposes of subsection (1), if the office holder is in private, non-commercial accommodation (such as the home of a family member or friend) in the office locality, the costs of the private, non-commercial accommodation are **qualifying accommodation costs** up to one third of the amount (per year) in column 3 of Table 5A.

Exclusions

- (4) Assistance is not payable under this section while the office holder lives in premises owned by the office holder in the office locality.
- (5) An office holder is not eligible to access travel allowance entitlements under the official travel determination in the PPR locality or the office locality while the office holder remains eligible to receive assistance under this section.

Amounts of accommodation assistance

- (6) Amounts of accommodation assistance are set out in the following table (**Table 5A**).

Table 5A—Accommodation assistance			
Item	Column 1 Office holder	Column 2 Office	Column 3 Assistance (per year)
1	Mr Chin Tan	Race Discrimination Commissioner (until 7 October 2023)	\$40,000

Section 20

Table 5A—Accommodation assistance

Item	Column 1 Office holder	Column 2 Office	Column 3 Assistance (per year)
2	Professor Dorothy Keefe	Chief Executive Officer, Cancer Australia (until 2 July 2025)	\$40,000
3	Mr Graeme Barden	Executive Director, Australian Industrial Chemicals Introduction Scheme (until 30 June 2026)	\$40,000
4	The Hon Mary Wooldridge	Chief Executive Officer, Workplace Gender Equality Agency (until 18 May 2024)	\$40,000
5	Ms Lorraine Finlay	Human Rights Commissioner (until 21 November 2026)	\$40,000
6	Ms June Oscar	Aboriginal and Torres Strait Islander Social Justice Commissioner (until 3 April 2024)	\$34,500
7	Mr David Chalmers	Chief Executive Officer, Aboriginal Hostels Limited (until 9 March 2025)	\$34,500
8	The Hon Dr Christopher Jessup KC	Inspector-General of Intelligence and Security (until 7 February 2026)	\$34,500

20 Accommodation assistance—special provisions*Member of the Classification Board*

- (1) Subject to individual qualification for this allowance, to be decided by the employing authority in accordance with agency guidelines, a member of the Classification Board who has, or had, to relocate to Sydney to take up the appointment is to be paid an accommodation allowance of \$13,500 per year. This allowance does not represent salary for superannuation.

Defence chiefs

- (2) The employing authority may approve housing assistance in accordance with agency policy and practices for the Vice-Chief of the Defence Force, the Chief of Navy, the Chief of Army, the Chief of Air Force, and the Director of Military Prosecutions.

21 Accommodation in official residence

If an office requires the office holder to reside in an official residence, the office holder's total remuneration does not include the value of accommodation in the residence or the running costs of the residence.

22 Reunion travel assistance

- (1) An office holder in column 1 of Table 5B may receive travel costs of up to the amount (per year) in column 3 for travel back to the locality of the office

Part 5 Travel and accommodation assistance

Section 22

holder's principal place of residence (the **PPR locality**) for the purpose of family reunion, while the office holder occupies the office in column 2.

- (2) If the office holder certifies that the workload and responsibilities of the office prevent the office holder from travelling to the PPR locality for reunion purposes, the costs of reunion travel by the office holder's partner, or a child or children of the office holder or of the office holder's partner, who resides at the office holder's principal place of residence, can be funded. Funding paid in accordance with this subsection counts towards the limit in subsection (1).
- (3) Travel by a person other than the office holder funded in accordance with subsection (2) must be at economy class, and only for direct travel between the PPR locality and the office locality.
- (4) Amounts of reunion travel assistance are set out in the following table (**Table 5B**).

Table 5B—Reunion travel assistance			
Item	Column 1 Office holder	Column 2 Office	Column 3 Assistance (per year)
1	Ms June Oscar	Aboriginal and Torres Strait Islander Social Justice Commissioner (until 3 April 2024)	\$30,000
2	Mr David Chalmers	Chief Executive Officer, Aboriginal Hostels Limited (until 9 March 2025)	\$24,400
3	Professor Dorothy Keefe	Chief Executive Officer, Cancer Australia (until 2 July 2025)	\$22,200
4	The Hon Dr Christopher Jessup KC	Inspector-General of Intelligence and Security (until 7 February 2026)	\$21,384
5	The Hon Mary Wooldridge	Chief Executive Officer, Workplace Gender Equality Agency (until 18 May 2024)	\$21,000
6	Mr Chin Tan	Race Discrimination Commissioner (until 7 October 2023)	\$18,500
7	Ms Lorraine Finlay	Human Rights Commissioner (until 21 November 2026)	\$18,000
8	Mr Graeme Barden	Executive Director, Australian Industrial Chemicals Introduction Scheme (until 30 June 2026)	\$5,933

Schedule 1—Repeals

Remuneration Tribunal (Remuneration and Allowances for Holders of Full-time Public Office) Determination (No. 1) 2023

1 The whole of the instrument

Repeal the instrument.



Remuneration Tribunal (Remuneration and Allowances for Holders of Full-time Public Office) Determination 2024

made under subsections 7(3) and (4) of the

Remuneration Tribunal Act 1973

Compilation No. 8

Compilation date: 4 June 2025

Includes amendments: F2025L00645

Prepared by the Office of Parliamentary Counsel, Canberra

About this compilation

This compilation

This is a compilation of the *Remuneration Tribunal (Remuneration and Allowances for Holders of Full-time Public Office) Determination 2024* that shows the text of the law as amended and in force on 4 June 2025 (the **compilation date**).

The notes at the end of this compilation (the **endnotes**) include information about amending laws and the amendment history of provisions of the compiled law.

Uncommenced amendments

The effect of uncommenced amendments is not shown in the text of the compiled law. Any uncommenced amendments affecting the law are accessible on the Register (www.legislation.gov.au). The details of amendments made up to, but not commenced at, the compilation date are underlined in the endnotes. For more information on any uncommenced amendments, see the Register for the compiled law.

Application, saving and transitional provisions for provisions and amendments

If the operation of a provision or amendment of the compiled law is affected by an application, saving or transitional provision that is not included in this compilation, details are included in the endnotes.

Editorial changes

For more information about any editorial changes made in this compilation, see the endnotes.

Modifications

If the compiled law is modified by another law, the compiled law operates as modified but the modification does not amend the text of the law. Accordingly, this compilation does not show the text of the compiled law as modified. For more information on any modifications, see the Register for the compiled law.

Self-repealing provisions

If a provision of the compiled law has been repealed in accordance with a provision of the law, details are included in the endnotes.

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Part 1—Preliminary

1 Name

This instrument is the *Remuneration Tribunal (Remuneration and Allowances for Holders of Full-time Public Office) Determination 2024*.

3 When this instrument takes effect

This instrument takes effect at the start of 1 July 2024.

4 Authority

This instrument is made under subsections 7(3) and (4) of the *Remuneration Tribunal Act 1973*.

5 Determination supersedes previous determination

This instrument supersedes the *Remuneration Tribunal (Remuneration and Allowances for Holders of Full-time Public Office) Determination (No. 2) 2023*.

7 Definitions

In this instrument:

agency, of an office holder, means:

- (a) the agency to which the office holder is attached; or
- (b) if the office holder is not attached to an agency—the portfolio Department.

benefit means:

- (a) any non-monetary benefit provided at the employing authority's expense to or for the benefit of an office holder as a personal benefit, including:
 - (i) a vehicle (see section 16); and
 - (ii) vehicle parking (see section 17); and
- (b) any other benefit received by way of remuneration packaging (see section 13).

CSS (short for Commonwealth Superannuation Scheme) has the same meaning as in the *Superannuation Act 1976*.

DFRDB (short for Defence Force Retirement and Death Benefits) means the scheme established by the *Defence Force Retirement and Death Benefits Act 1973*.

Section 7

employer superannuation contribution for an office holder means:

- (a) if the office holder is a member of the CSS, PSS, DFRDB or MSBS—the value attributed to the employer superannuation contribution under subsection 14(1), (2), (3) or (4); or
- (b) if the office holder is a member of the PSSAP—15.4% of ordinary time earnings (within the meaning of the *Superannuation Guarantee (Administration) Act 1992*) for the office holder; or
- (ba) if the office holder is a member of the defined benefit division of UniSuper—the amount mentioned in paragraph 14(5A)(b); or
- (c) if the office holder is a member of another superannuation fund—the amount worked out under subsection 14(6).

Note 1: An office holder's employer superannuation contribution is part of the office holder's total remuneration (see section 8).

Note 2: Superannuation contributions made as a result of remuneration packaging do not form part of an office holder's employer superannuation contribution (see section 13).

employing authority, in relation to an office holder, means an entity exercising a power or performing a function in relation to the office holder's employment or remuneration.

fringe benefits tax means fringe benefits tax (within the meaning of the *Fringe Benefits Tax Assessment Act 1986* as it applies of its own force or because of the *Fringe Benefits Tax (Application to the Commonwealth) Act 1986*).

MSBS (short for Military Superannuation and Benefits Scheme) has the same meaning as **Scheme** has in the *Military Superannuation and Benefits Act 1991*.

office holder means a person who holds an office in column 1 of Table 2A.

office locality, in relation to an office holder, means the geographic locality of the office holder's usual place of work on official business.

official business, in relation to an office holder, means business pertaining to or required by the duties of the office holder's office.

official travel determination means the *Remuneration Tribunal (Official Travel) Determination 2024* (or any determination that supersedes that determination).

PSS (short for Public Sector Superannuation Scheme) has the same meaning as **Public Sector Superannuation Scheme** has in the *Superannuation Act 1990*.

PSSAP (short for Public Sector Superannuation Accumulation Plan) has the same meaning as in the *Superannuation Act 2005*.

superannuation salary, for an office holder who is a member of the CSS, PSS, DFRDB, MSBS or the defined benefit division of UniSuper, is the amount worked out under section 15.

Table 2A means the table of total remuneration in section 10.

Table 2B means the table of special provisions for certain offices in section 11.

Section 8

Table 3A means the table of superannuation salaries in subsection 15(1).

Table 3B means the table of superannuation salaries for specified office holders in subsection 15(2).

Table 5A means the table of accommodation assistance in subsection 19(6).

Table 5B means the table of reunion fares assistance in subsection 22(4).

Table 6A means the table of application and transitional provisions in section 23.

total remuneration: see section 8.

8 Meaning of *total remuneration*

- (1) For the purposes of this instrument, the **total remuneration** of an office holder is the amount, per year, in column 2 of Table 2A.
- (2) The total remuneration of an office holder represents the value, calculated at the total cost to the employing authority of the office holder (including fringe benefits tax), of the following in relation to the office holder:
 - (a) salary, allowances and lump sum payments;
 - (b) benefits;
 - (c) the employer superannuation contribution.
- (3) However, the total remuneration of an office holder does not include the following:
 - (a) the value of facilities provided as business support that are not required to be included in total remuneration under section 18;
 - (b) assistance paid in accordance with Part 5;
 - (c) reimbursement of expenses incurred on geographic relocation following appointment as an office holder, in accordance with agency policies and practices where approved by the employing authority;
 - (d) travel expenses and allowances under the official travel determination;
 - (e) payment in lieu of recreation leave in accordance with the *Remuneration Tribunal (Recreation Leave for Holders of Relevant Offices) Determination 2018* (or any determination that supersedes that determination);
 - (f) compensation for early loss of office in accordance with the *Remuneration Tribunal (Compensation for Loss of Office for Holders of Certain Public Offices) Determination 2018* (or any determination that supersedes that determination).

9 Remuneration and benefits not to be supplemented

The remuneration and benefits provided for in this instrument must not be supplemented.

Part 2 Remuneration

Section 10

Part 2—Remuneration

10 Total remuneration

The following table (**Table 2A**) sets out, for the holder of each office in column 1:

- (a) the total remuneration, per year, of the office holder; and
- (b) the special provisions of this instrument that apply to the office holder (if any); and
- (c) the travel tier that applies to the office holder for the purposes of the official travel determination.

Table 2A—Total remuneration			
Column 1	Column 2	Column 3	Column 4
Office	Total remuneration (per year)	Special provisions	Travel tier
Chair, Australian Prudential Regulation Authority	\$980,760		1
Australian Public Service Commissioner	\$910,270		1
Chairperson, Australian Competition and Consumer Commission	\$858,160	Table 2B, item 1	1
Chairperson, Australian Securities and Investments Commission	\$858,160		1
Director-General, Office of the Special Investigator	\$858,160		1
Solicitor-General	\$858,160	Table 2B, item 2	1
Chief Executive Officer, Services Australia	\$827,540		1
Australian Federal Police Commissioner	\$796,870		1
Director-General, Office of National Intelligence	\$796,870		1
Deputy Chair, Australian Prudential Regulation Authority	\$784,600		1
National Anti-Corruption Commissioner	\$784,600		1
Member, Australian Prudential Regulation Authority	\$735,580		1
Director-General of Security, Australian Security Intelligence Organisation	\$735,580		1
Director-General, Australian Signals Directorate	\$735,580		1
Director of Public Prosecutions	\$735,580		1
Australian Border Force Commissioner	\$711,050		1
Director-General, Australian Submarine Agency	\$711,050		1
Chief Executive Officer, National Disability Insurance Agency	\$711,050	Table 2B, item 11	1

Section 10

Table 2A—Total remuneration

Column 1 Office	Column 2 Total remuneration (per year)	Column 3 Special provisions	Column 4 Travel tier
Deputy Chairperson, Australian Securities and Investments Commission	\$686,550		1
Vice Chief of the Defence Force	\$674,280		1
Chair, Productivity Commission	\$674,280		1
Deputy Chairperson, Australian Competition and Consumer Commission	\$643,640	Table 2B, item 1	1
Chief of Navy	\$643,640		1
Chief of Army	\$643,640		1
Chief of Air Force	\$643,640		1
Vice President, Fair Work Commission	\$643,640		1
Chief Executive Officer, Austrade	\$612,980		1
Chair, Australian Communications and Media Authority	\$612,980		1
Member, Australian Competition and Consumer Commission	\$612,980	Table 2B, item 1	1
Chief Executive Officer, Australian Criminal Intelligence Commission	\$612,980		1
Chief Executive Officer, Australian Digital Health Agency	\$612,980		1
Australian Electoral Commissioner	\$612,980		1
Chair, Australian Energy Regulator	\$612,980		1
Member, Australian Securities and Investments Commission	\$612,980		1
Chair/Chief Executive Officer, Clean Energy Regulator	\$612,980		1
Chief Executive Officer, Digital Transformation Agency	\$612,980		1
National Anti-Corruption Deputy Commissioner	\$612,980		1
Chief Executive Officer, National Indigenous Australians Agency	\$612,980		1
First Parliamentary Counsel	\$612,980		1
Chief Executive Officer, National Health and Medical Research Council	\$582,340		1
Chief Executive, Australian Financial Security Authority	\$551,700		2
Chief Executive Officer, Australian Transaction Reports and Analysis Centre	\$551,700		2
Director, Bureau of Meteorology	\$551,700		2
Chief Scientist	\$551,700		1
Chief Executive Officer, Housing Australia	\$551,700		2

Part 2 Remuneration

Section 10

Table 2A—Total remuneration

Column 1 Office	Column 2 Total remuneration (per year)	Column 3 Special provisions	Column 4 Travel tier
Chief Executive Officer, Independent Health and Aged Care Pricing Authority	\$551,700		1
Inspector of the National Anti-Corruption Commission	\$551,700		1
Aged Care Quality and Safety Commissioner	\$521,040		2
Examiner, Australian Criminal Intelligence Commission	\$521,040		1
Chief Executive Officer, Australian Renewable Energy Agency	\$521,040		2
Chief Executive Officer, Australian Research Council	\$521,040		1
Commonwealth Ombudsman	\$521,040		1
eSafety Commissioner	\$521,040		2
Deputy President, Fair Work Commission	\$521,040		1
Chief Executive Officer, High Speed Rail Authority	\$521,040	Table 2B, item 12	2
Information Commissioner	\$521,040		1
Inspector-General of Intelligence and Security	\$521,040		1
National Disability Insurance Scheme Quality and Safeguards Commissioner	\$521,040		2
Chief Commissioner, Infrastructure Australia	\$521,040		1
Independent National Security Legislation Monitor	\$512,880		1
Chief Executive Officer, Australian Commission on Safety and Quality in Health Care	\$490,410		1
Chief Executive Officer, Australian Curriculum, Assessment and Reporting Authority	\$490,410		2
President, Australian Human Rights Commission	\$490,410		1
Chief Commissioner, Australian Transport Safety Bureau	\$490,410		1
Chief Executive Officer, Cancer Australia	\$490,410		2
Fair Work Ombudsman	\$490,410		1
Inspector-General of Taxation	\$490,410		1
Jobs and Skills Australia Commissioner	\$490,410		2
Chief Executive, Murray-Darling Basin Authority	\$490,410		1
Coordinator-General, National Emergency Management Agency	\$490,410	Table 2B, item 4	1
Chief Executive Officer, National Offshore Petroleum Safety and Environmental Management Authority	\$490,410		2
Chief Executive Officer, Net Zero Economy Authority	\$490,410	Table 6A, item 1	1
Parliamentary Budget Officer	\$490,410		2

Section 10

Table 2A—Total remuneration

Column 1 Office	Column 2 Total remuneration (per year)	Column 3 Special provisions	Column 4 Travel tier
Deputy Chair, Productivity Commission	\$490,410		1
Second Parliamentary Counsel	\$490,410		2
Chief Executive Officer, Sport Integrity Australia	\$490,410		2
Data Standards Chair	\$475,000		1
Digital ID Data Standards Chair	\$475,000		1
Chair, Australian Accounting Standards Board	\$459,760		1
Deputy Chair, Australian Communications and Media Authority	\$459,760		1
Chief Executive Officer, Great Barrier Reef Marine Park Authority	\$459,760		2
Inspector-General Australian Defence Force	\$459,760		2
Inspector-General of Aged Care	\$459,760		2
Member, Australian Energy Regulator	\$459,760		1
Chief Executive Officer, Australian Fisheries Management Authority	\$459,760		1
Chief Executive Officer, Australian Skills Quality Authority	\$459,760		2
Chief Executive Officer, Comcare	\$459,760		2
General Manager, Fair Work Commission	\$459,760		1
Chief Executive Officer, National Anti-Corruption Commission	\$459,760		1
Chief Executive Officer, Parliamentary Workplace Support Service	\$459,760		2
Chair, Pharmaceutical Benefits Advisory Committee	\$459,760		1
Chief Executive Officer, Safe Work Australia	\$459,760		2
Chair, Auditing and Assurance Standards Board	\$429,100		1
Director, Australian Institute of Criminology	\$429,100		1
Director, Australian Institute of Family Studies	\$429,100		2
Chief Executive Officer, Australian Pesticides and Veterinary Medicines Authority	\$429,100		2
Chief Executive Officer, Australian Radiation Protection and Nuclear Safety Agency	\$429,100		1
Commissioner, Domestic, Family and Sexual Violence Commission	\$429,100		2
Director of Military Prosecutions	\$429,100		2
Director of National Parks	\$429,100		2
Associate Director of Public Prosecutions	\$429,100		1

Part 2 Remuneration

Section 10

Table 2A—Total remuneration

Column 1 Office	Column 2 Total remuneration (per year)	Column 3 Special provisions	Column 4 Travel tier
Commissioner, Fair Work Commission	\$429,100		1
Freedom of Information Commissioner	\$429,100		2
Chief Executive Officer, Infrastructure Australia	\$429,100		1
Director-General, National Archives of Australia	\$429,100		2
General Manager, National Blood Authority	\$429,100		2
Chief Executive Officer, Northern Australia Infrastructure Facility	\$429,100	Table 2B, item 8	1
Privacy Commissioner	\$429,100		2
Commissioner, Productivity Commission	\$429,100		2
Director, Professional Services Review	\$429,100		1
Complaints Commissioner, Aged Care Quality and Safety Commission	\$398,450		2
Chief Executive Officer, Australian Centre for International Agriculture Research	\$398,450		2
Member, Australian Communications and Media Authority	\$398,450		1
Aboriginal and Torres Strait Islander Social Justice Commissioner	\$398,450		2
Age Discrimination Commissioner	\$398,450		2
Australian Anti-Slavery Commissioner	\$398,450		2
Disability Discrimination Commissioner	\$398,450		2
Human Rights Commissioner	\$398,450		2
Illicit Tobacco and E-cigarette Commissioner	\$398,450		2
National Children's Commissioner	\$398,450		2
Race Discrimination Commissioner	\$398,450		2
Sex Discrimination Commissioner	\$398,450		2
Chief Executive Officer, Australian National Preventative Health Agency	\$398,450		2
Chief Executive Officer, Australian Organ and Tissue Donation and Transplantation Authority	\$398,450		2
Chief Executive Officer, Australian Radioactive Waste Agency	\$398,450	Table 2B, item 9	1
Director-General, Australian Safeguards and Non-Proliferation Office	\$398,450		1
Australian Small Business and Family Enterprise Ombudsman	\$398,450		2
Chief Executive Officer, Climate Change Authority	\$398,450		2

Section 10

Table 2A—Total remuneration

Column 1 Office	Column 2 Total remuneration (per year)	Column 3 Special provisions	Column 4 Travel tier
Chair, Emissions Reduction Assurance Committee	\$398,450		2
Chief Executive Officer, Independent Parliamentary Expenses Authority	\$398,450		2
Inspector-General of Water Compliance	\$398,450		2
Chief Executive, National Capital Authority	\$398,450		2
Administrator of the National Health Funding Pool	\$398,450		2
Chief Executive Officer, National Transport Commission	\$398,450		1
Official Secretary to the Governor-General	\$398,450		2
Director, Old Parliament House	\$398,450		2
Deputy President, Repatriation Commission	\$398,450		1
Chief Executive Officer, Tertiary Education Quality and Standards Agency	\$398,450		2
Principal Member, Veterans' Review Board	\$398,450		1
Chief Executive Officer, Aboriginal Hostels Limited	\$367,810		2
Administrator of the Northern Territory	\$367,810		1
Commissioner, Australian Charities and Not-for-profits Commission	\$367,810		2
Deputy Electoral Commissioner	\$367,810		2
Deputy Commonwealth Ombudsman	\$367,810		2
Chief Executive Officer, Food Standards Australia New Zealand	\$367,810		1
Gene Technology Regulator	\$367,810		2
Executive Director, Australian Industrial Chemicals Introduction Scheme	\$367,810		2
National Commissioner for Aboriginal and Torres Strait Islander Children and Young People	\$367,810		2
National Rural Health Commissioner	\$367,810		2
Registrar of Aboriginal and Torres Strait Islander Corporations	\$337,160		2
Administrator, Christmas and Cocos (Keeling) Islands	\$337,160	Table 2B, item 5	2
Administrator, Norfolk Island	\$337,160		2
Chief Executive Officer, Asbestos and Silica Safety and Eradication Agency	\$337,160		2
Jobs and Skills Australia Deputy Commissioner	\$337,160		2
National Data Commissioner	\$337,160	Table 2B, item 10	2

Part 2 Remuneration

Section 10

Table 2A—Total remuneration

Column 1 Office	Column 2 Total remuneration (per year)	Column 3 Special provisions	Column 4 Travel tier
Chief Executive Officer, National Health Funding Body	\$337,160		2
Chief Executive Officer, National Sports Tribunal	\$337,160		2
Deputy Chair, Pharmaceutical Benefits Advisory Committee	\$337,160		1
Associate Director, Professional Services Review	\$337,160		1
Commissioner, Repatriation Commission	\$337,160		2
Administrator, Torres Strait Regional Authority	\$337,160		2
Chairperson, Torres Strait Regional Authority	\$337,160		2
Australian Electoral Officer for New South Wales	\$306,510		2
Australian Electoral Officer for Victoria	\$306,510		2
Chief Executive Officer, Workplace Gender Equality Agency	\$306,510		2
Merit Protection Commissioner	\$306,510	Table 2B, item 13	2
Director, Office of Australian War Graves	\$306,510		2
Executive Director of Township Leasing	\$306,510		2
Chief Executive Officer, Torres Strait Regional Authority	\$285,790		2
Australian Electoral Officer for Queensland	\$275,870		2
Director, Classification Board	\$275,870	Table 2B, item 6	2
Associate Commissioner, Productivity Commission	\$275,870		2
Student Identifiers Registrar	\$275,870		2
Director, Tuition Protection Service	\$275,870		2
Senior Member, Veterans' Review Board	\$275,870		2
Australian Electoral Officer for Western Australia	\$245,220		2
Chair (full-time), Central Land Council	\$245,220		2
Chair (full-time), Northern Land Council	\$245,220		2
Australian Electoral Officer for South Australia	\$238,830		2
Australian Electoral Officer for Northern Territory	\$224,470		2
Australian Electoral Officer for Tasmania	\$219,310		2
Chair (full-time), Anindilyakwa Land Council	\$214,570		2
Deputy Director, Classification Board	\$214,570	Table 2B, item 6	2
Defence Family Advocate, Defence Families of Australia	\$184,230		3
Classifier, Classification Board	\$153,280	Table 2B, item 7	3

Section 11

Table 2A—Total remuneration

Column 1 Office	Column 2 Total remuneration (per year)	Column 3 Special provisions	Column 4 Travel tier
Chair, Tiwi Land Council	\$140,640		2

11 Special provisions for certain offices

The provisions in column 2 of the following table (*Table 2B*) apply to the holders of the offices in column 1.

Table 2B—Special provisions for certain offices

Item	Column 1 Office	Column 2 Special provision
1	Chairperson, Deputy Chairperson and Member of the Australian Competition and Consumer Commission (ACCC)	Despite the official travel determination, the ACCC may put in place arrangements for Members' travel to Canberra that are more cost effective than the travel entitlements they are otherwise entitled to under this determination.
2	Solicitor-General	While Dr Stephen Donaghue KC does not establish his principal place of residence in Canberra, he will be paid an annualised amount of \$34,500 per year instead of the travel allowance provided for by Division 2 of Part 4 of the official travel determination that would otherwise be payable for travel to Canberra.
4	Coordinator-General, National Emergency Management Agency	Mr Brendan Moon will receive an additional fixed loading of \$60,000 per year for the initial term of his appointment, beginning on 6 October 2022 and ending on 5 October 2027.
5	Administrator, Christmas and Cocos (Keeling) Islands	Despite the official travel determination, the Administrator and any immediate family members normally resident with the Administrator on Christmas Island are entitled to 2 return economy class fares per year each between their home and work base.
6	Director, Classification Board and Deputy Director, Classification Board	On any occasion when the Deputy Director acts as Director, the Deputy Director is entitled to the remuneration and other conditions determined for the Director.

Part 2 Remuneration

Section 12

Table 2B—Special provisions for certain offices

Item	Column 1 Office	Column 2 Special provision
7	Temporary Classifier	If a person is appointed to the Classification Board as a Temporary Classifier, a daily fee of \$638 is payable to the person, in lieu of other provisions in this Part. The conditions for payment of the daily fee are as set out in Part 4 of the <i>Remuneration Tribunal (Remuneration and Allowances for Holders of Part-time Public Office) Determination 2024</i>. The following do not apply to the person: (a) Part 5 of this instrument; (b) the <i>Remuneration Tribunal (Recreation Leave for Holders of Relevant Offices) Determination 2018</i> (or any determination that supersedes that determination); (c) the <i>Remuneration Tribunal (Compensation for Loss of Office for Holders of Certain Public Offices) Determination 2018</i> (or any determination that supersedes that determination).
8	Chief Executive Officer, Northern Australia Infrastructure Facility	Total remuneration for this office is \$521,040 per year until 30 June 2026.
9	Chief Executive Officer, Australian Radioactive Waste Agency	Total remuneration for Mr Sam Usher is \$547,490, for the initial term of his appointment.
10	National Data Commissioner	Total remuneration for Ms Gayle Milnes is \$344,360 per year, until 9 April 2027.
11	Chief Executive Officer, National Disability Insurance Agency	Ms Rebecca Falkingham will receive an additional fixed loading of \$71,510 for the period beginning on 8 June 2024 and ending on 17 October 2025.
12	Chief Executive Officer, High Speed Rail Authority	Mr Timothy Parker will receive a personal loading of \$25,875 per year from 1 July 2024.
13	Merit Protection Commissioner	Ms Jamie Lowe will receive an additional fixed loading of \$61,298 per year beginning on 30 September 2024 and ending on 29 September 2029.

12 Part-time work

- (1) If an office holder's employing authority has approved the office holder to perform the duties of the office on a part-time basis, the total remuneration for that office is to be paid on a pro rata basis in accordance with the proportion of full-time hours worked.
- (2) However, if the proposed hours are less than 60% of the full-time hours, prior agreement of the Tribunal is required for the level of remuneration.

13 Remuneration packaging

- (1) Subject to this Part, an office holder may elect to receive the benefit of the total remuneration, other than the employer superannuation contribution, as salary or a combination of salary and benefits if:
 - (a) the election is consistent with relevant taxation laws and rulings or guidelines applicable to salary packaging schemes issued by the Australian Taxation Office; and
 - (b) providing the benefit would not result in a cost to the employing authority (including any fringe benefits tax) that would not be incurred if the office holder received the remuneration in the form of salary.
- (2) To avoid doubt, a superannuation contribution made as a result of an election by an office holder under subsection (1) does not form part of the employer superannuation contribution for the office holder.

Part 3—Superannuation

14 Superannuation

Commonwealth Superannuation Scheme

- (1) For an office holder who is a member of the CSS:
- (a) the office holder's annual rate of salary for the purposes of the CSS is the office holder's superannuation salary; and
 - (b) for the purposes of paragraph (a) of the definition of ***employer superannuation contribution*** in section 7, the value attributed to the employer superannuation contribution for the office holder is an amount equal to 15.4% of the office holder's superannuation salary.

Note: For the ***superannuation salary*** for an office holder who is a member of the CSS, see section 15.

Public Sector Superannuation Scheme

- (2) For an office holder who is a member of the PSS:
- (a) the office holder's basic salary for the purposes of the PSS is the office holder's superannuation salary; and
 - (b) the amount of the office holder's recognised allowances for the purposes of the PSS is nil; and
 - (c) for the purposes of paragraph (a) of the definition of ***employer superannuation contribution*** in section 7, the value attributed to the employer superannuation contribution for the office holder is an amount equal to 15.4% of the office holder's superannuation salary.

Note: For the ***superannuation salary*** for an office holder who is a member of the PSS, see section 15.

Defence Force Retirement and Death Benefits

- (3) For an office holder who is a member of the DFRDB:
- (a) the office holder's annual rate of salary for the purposes of the DFRDB is the office holder's superannuation salary; and
 - (b) for the purposes of paragraph (a) of the definition of ***employer superannuation contribution*** in section 7, the value attributed to the employer superannuation contribution for the office holder is an amount equal to 15.4% of the office holder's superannuation salary.

Note: For the ***superannuation salary*** for an office holder who is a member of the DFRDB, see section 15.

Military Superannuation and Benefits Scheme

- (4) For an office holder who is a member of the MSBS:

Section 14

- (a) the office holder's annual rate of salary for the purposes of the MSBS is the office holder's superannuation salary; and
- (b) for the purposes of paragraph (a) of the definition of **employer superannuation contribution** in section 7, the value attributed to the employer superannuation contribution for the office holder is an amount equal to 15.4% of the office holder's superannuation salary.

Note: For the **superannuation salary** for an office holder who is a member of the MSBS, see section 15.

Public Sector Superannuation Accumulation Plan

- (5) For an office holder who is a member of PSSAP, the office holder's superannuation salary for the purposes of the *Superannuation (PSSAP) Trust Deed* is the office holder's ordinary time earnings (within the meaning of the *Superannuation Guarantee (Administration) Act 1992*).

UniSuper

- (5A) For an office holder who is a member of the defined benefit division of UniSuper:
 - (a) the office holder's annual rate of salary for the purposes of the defined benefit division of UniSuper is the office holder's superannuation salary; and
 - (b) for the purposes of paragraph (ba) of the definition of **employer superannuation contribution** in section 7, the amount is the contribution made by an employer to the defined benefit division of UniSuper in respect of the office holder.

Note 1: For the **superannuation salary** for an office holder who is a member of the defined benefit division of UniSuper, see section 15.

Note 2: Generally, the contribution made by an employer to the defined benefit division of UniSuper in respect of an office holder is either 14% or 17% of the office holder's superannuation salary.

Other superannuation funds

- (6) For an office holder who is a member of any other superannuation fund, the employer superannuation contribution is the minimum contribution that would, under section 23 of the *Superannuation Guarantee (Administration) Act 1992*, reduce the charge percentage for that office holder to nil.

No cash in lieu

- (7) The value attributed to the employer superannuation contribution under this section is referable to a non-salary component of total remuneration and may not be the subject of an election to take an equivalent amount of salary instead.

Part 3 Superannuation

Section 15

15 Superannuation salary for the purposes of CSS, PSS, DFRDB, MSBS and UniSuper

- (1) Subject to subsection (2), the *superannuation salary* for an office holder who is a member of the CSS, PSS, DFRDB, MSBS or the defined benefit division of UniSuper is worked out in accordance with the following table (*Table 3A*).

Table 3A—Superannuation salary—general		
Item	If the office holder's total remuneration is ...	the office holder's superannuation salary is ...
1	\$490,410 or more	70% of the office holder's total remuneration (rounded up to the nearest \$10).
2	less than \$490,410	73% of the office holder's total remuneration (rounded up to the nearest \$10).

- (2) If an office or an office holder is specified in column 1 of the following table (*Table 3B*), the amount in column 2 is the superannuation salary for a holder of that office, or for that office holder.

Table 3B—Superannuation salary for specified office holders		
Item	Column 1 Office or office holder	Column 2 Superannuation salary
1	Mr Michael Burgess, Director-General of Security, Australian Security Intelligence Organisation	\$523,990
3	Mr Iain Anderson, Commonwealth Ombudsman	\$418,430
3AA	Ms Elizabeth Hefren-Webb, Aged Care Quality and Safety Commissioner	\$416,161
3A	Ms Sam Reinhardt, Parliamentary Budget Officer	\$392,864
4	Ms Cathryn Pope, Deputy President, Repatriation Commission (beginning on 6 August 2020, until 5 August 2025)	\$324,460
4A	Mr Gerard Martin, Official Secretary to the Governor-General	\$301,182
5	Mr Brad Archer, Chief Executive Officer, Climate Change Authority	\$297,610
6	Ms Melinda Hatton, Director, Tuition Protection Service	\$229,630
7	Deputy Director, Classification Board	\$184,540
8	Classifier, Classification Board	\$131,820
9	Ms Jamie Lowe, Merit Protection Commissioner	\$302,517

Part 4—Vehicles and business support

16 Vehicles

- (1) If an office holder:
 - (a) accepts an offer of a vehicle owned or leased by the office holder's agency for private use; or
 - (b) has access to a vehicle owned or leased by the office holder's agency for private use;

the actual cost of the vehicle to the agency (including fringe benefits tax), less a reasonable amount (if any) reflecting business usage patterns, is taken to be a benefit.
- (2) For the purposes of subsection (1):
 - (a) if the annual business kilometres are less than 5,000—the business usage amount is to be based on the “cents per kilometre” method; or
 - (b) if the annual business kilometres are 5,000 or more:
 - (i) any business usage amount is to be assessed on log book records for at least a 12 week representative period; and
 - (ii) the percentage of business use to total kilometres travelled per year is to be applied to the total cost of the vehicle.

17 Vehicle parking

If an office holder accepts an offer of a car park at Commonwealth expense, the actual cost (including fringe benefits tax) of the car park to the agency is taken to be a benefit.

18 Business support

If an office holder is provided with communications, information technology or other office facilities necessary for the efficient conduct of the office holder's office, incidental private use of those facilities does not require the value of the facilities to be included in total remuneration.

Section 19

Part 5—Travel and accommodation assistance

19 Accommodation assistance

- (1) An office holder in column 1 of Table 5A is eligible to be reimbursed for qualifying accommodation costs while the office holder:
 - (a) occupies the office in column 2; and
 - (b) has a principal place of residence in a locality (the **PPR locality**) other than the office locality.

Commercial accommodation

- (2) For the purposes of subsection (1), if the office holder is in commercial accommodation in the office locality, the following are **qualifying accommodation costs** up to the amount (per year) in column 3 of Table 5A:
 - (a) the costs of the commercial accommodation;
 - (b) settling-in costs (including one-off utility connection costs);
 - (c) if the commercial accommodation does not include cooking facilities—the cost of meals.

Private, non-commercial accommodation

- (3) For the purposes of subsection (1), if the office holder is in private, non-commercial accommodation (such as the home of a family member or friend) in the office locality, the costs of the private, non-commercial accommodation are **qualifying accommodation costs** up to one third of the amount (per year) in column 3 of Table 5A.

Exclusions

- (4) Assistance is not payable under this section while the office holder lives in premises owned by the office holder in the office locality.
- (5) An office holder is not eligible to access travel allowance entitlements under the official travel determination in the PPR locality or the office locality while the office holder remains eligible to receive assistance under this section.

Amounts of accommodation assistance

- (6) Amounts of accommodation assistance are set out in the following table (**Table 5A**).

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Table 5A—Accommodation assistance

Item	Column 1 Office holder	Column 2 Office	Column 3 Assistance (per year)
1	Professor Dorothy Keefe	Chief Executive Officer, Cancer Australia (until 2 July 2025)	\$40,000
2	Mr Graeme Barden	Executive Director, Australian Industrial Chemicals Introduction Scheme (until 30 June 2026)	\$40,000
3	The Hon Mary Wooldridge	Chief Executive Officer, Workplace Gender Equality Agency (until 18 May 2026)	\$20,000
7	The Hon Dr Christopher Jessup KC	Inspector-General of Intelligence and Security (until 7 February 2026)	\$34,500

20 Accommodation assistance—special provisions*Member of the Classification Board*

- (1) Subject to individual qualification for this allowance, to be decided by the employing authority in accordance with agency guidelines, a member of the Classification Board who has, or had, to relocate to Sydney to take up the appointment is to be paid an accommodation allowance of \$13,500 per year. This allowance does not represent salary for superannuation.

Defence chiefs

- (2) The employing authority may approve housing assistance in accordance with agency policy and practices for the Vice-Chief of the Defence Force, the Chief of Navy, the Chief of Army, the Chief of Air Force, and the Director of Military Prosecutions.

21 Accommodation in official residence

If an office requires the office holder to reside in an official residence, the office holder's total remuneration does not include the value of accommodation in the residence or the running costs of the residence.

22 Reunion travel assistance

- (1) An office holder in column 1 of Table 5B may receive travel costs of up to the amount (per year) in column 3 for travel back to the locality of the office holder's principal place of residence (the **PPR locality**) for the purpose of family reunion, while the office holder occupies the office in column 2.
- (2) If the office holder certifies that the workload and responsibilities of the office prevent the office holder from travelling to the PPR locality for reunion purposes, the costs of reunion travel by the office holder's partner, or a child or

Part 5 Travel and accommodation assistance

Section 22

children of the office holder or of the office holder's partner, who resides at the office holder's principal place of residence, can be funded. Funding paid in accordance with this subsection counts towards the limit in subsection (1).

- (3) Travel by a person other than the office holder funded in accordance with subsection (2) must be at economy class, and only for direct travel between the PPR locality and the office locality.
- (4) Amounts of reunion travel assistance are set out in the following table (**Table 5B**).

Table 5B—Reunion travel assistance			
Item	Column 1 Office holder	Column 2 Office	Column 3 Assistance (per year)
2	Professor Dorothy Keefe	Chief Executive Officer, Cancer Australia (until 2 July 2025)	\$22,200
3	The Hon Dr Christopher Jessup KC	Inspector-General of Intelligence and Security (until 7 February 2026)	\$21,384
4	The Hon Mary Wooldridge	Chief Executive Officer, Workplace Gender Equality Agency (until 18 May 2026)	\$18,000
6	Mr Graeme Barden	Executive Director, Australian Industrial Chemicals Introduction Scheme (until 30 June 2026)	\$5,933
7	Mr Andrew McConville	Chief Executive, Murray-Darling Basin Authority (until 18 June 2026)	\$16,500

Part 6—Application and transitional provisions

23 Application and transitional provisions

The following table (*Table 6A*) sets out application and transitional provisions for the provisions in column 1.

Table 6A—Application and transitional provisions		
Item	Column 1 Provision	Column 2 Application and transitional provisions
1	Table 2A, item dealing with Chief Executive Officer, Net Zero Economy Authority	This item, as inserted by the <i>Remuneration Tribunal Amendment Determination (No. 8) 2024</i> , applies on and after 11 December 2024.
2	Table 2A	This table, as amended by the <i>Remuneration Tribunal Amendment Determination (No. 1) 2025</i> , applies in relation to the Data Standards Chair and Digital ID Data Standards Chair on and after 1 March 2025.
3	Table 3B, item 3AA	This item, as inserted by the <i>Remuneration Tribunal Amendment Determination (No. 1) 2025</i> , applies on and after 20 January 2025.

Endnotes

Endnote 1—About the endnotes

Endnotes

Endnote 1—About the endnotes

The endnotes provide information about this compilation and the compiled law.

The following endnotes are included in every compilation:

Endnote 1—About the endnotes

Endnote 2—Abbreviation key

Endnote 3—Legislation history

Endnote 4—Amendment history

Abbreviation key—Endnote 2

The abbreviation key sets out abbreviations that may be used in the endnotes.

Legislation history and amendment history—Endnotes 3 and 4

Amending laws are annotated in the legislation history and amendment history.

The legislation history in endnote 3 provides information about each law that has amended (or will amend) the compiled law. The information includes commencement details for amending laws and details of any application, saving or transitional provisions that are not included in this compilation.

The amendment history in endnote 4 provides information about amendments at the provision (generally section or equivalent) level. It also includes information about any provision of the compiled law that has been repealed in accordance with a provision of the law.

Editorial changes

The *Legislation Act 2003* authorises First Parliamentary Counsel to make editorial and presentational changes to a compiled law in preparing a compilation of the law for registration. The changes must not change the effect of the law. Editorial changes take effect from the compilation registration date.

If the compilation includes editorial changes, the endnotes include a brief outline of the changes in general terms. Full details of any changes can be obtained from the Office of Parliamentary Counsel.

Misdescribed amendments

A misdescribed amendment is an amendment that does not accurately describe how an amendment is to be made. If, despite the misdescription, the amendment can be given effect as intended, then the misdescribed amendment can be incorporated through an editorial change made under section 15V of the *Legislation Act 2003*.

If a misdescribed amendment cannot be given effect as intended, the amendment is not incorporated and “(md not incorp)” is added to the amendment history.

Endnote 2—Abbreviation key

ad = added or inserted	o = order(s)
am = amended	Ord = Ordinance
amdt = amendment	orig = original
c = clause(s)	par = paragraph(s)/subparagraph(s) /sub-subparagraph(s)
C[x] = Compilation No. x	pres = present
Ch = Chapter(s)	prev = previous
def = definition(s)	(prev...) = previously
Dict = Dictionary	Pt = Part(s)
disallowed = disallowed by Parliament	r = regulation(s)/rule(s)
Div = Division(s)	reloc = relocated
ed = editorial change	renum = renumbered
exp = expires/expired or ceases/ceased to have effect	rep = repealed
F = Federal Register of Legislation	rs = repealed and substituted
gaz = gazette	s = section(s)/subsection(s)
LA = <i>Legislation Act 2003</i>	Sch = Schedule(s)
LIA = <i>Legislative Instruments Act 2003</i>	Sdiv = Subdivision(s)
(md) = misdescribed amendment can be given effect	SLI = Select Legislative Instrument
(md not incorp) = misdescribed amendment cannot be given effect	SR = Statutory Rules
mod = modified/modification	Sub-Ch = Sub-Chapter(s)
No. = Number(s)	SubPt = Subpart(s)
	<u>underlining</u> = whole or part not commenced or to be commenced

Endnotes

Endnote 3—Legislation history

Endnote 3—Legislation history

Name	Registration	Commencement	Application, saving and transitional provisions
Remuneration Tribunal (Remuneration and Allowances for Holders of Full-time Public Office) Determination 2024	28 June 2024 (F2024L00798)	1 July 2024 (s 2(1) item 1)	
Remuneration Tribunal Amendment Determination (No. 4) 2024	15 Aug 2024 (F2024L01001)	Sch 1 (items 4–9, 19): 25 Aug 2024 (s 2(1) item 1)	—
Remuneration Tribunal Amendment Determination (No. 5) 2024	11 Oct 2024 (F2024L01279)	Sch 1 (items 29–33): 12 Oct 2024 (s 2(1) item 3)	—
Remuneration Tribunal Amendment Determination (No. 6) 2024	5 Nov 2024 (F2024L01402)	Sch 1 (items 1–6): 6 Nov 2024 (s 2(1) item 1)	—
Remuneration Tribunal Amendment Determination (No. 7) 2024	17 Dec 2024 (F2024L01701)	Sch 1 (item 3): 18 Dec 2024 (s 2(1) item 1)	—
Remuneration Tribunal Amendment Determination (No. 8) 2024	24 Dec 2024 (F2024L01755)	Sch 1 (items 1–7): 25 Dec 2024 (s 2(1) item 1)	—
Remuneration Tribunal Amendment Determination (No. 1) 2025	24 Feb 2025 (F2025L00175)	Sch 1 (items 3–8): 25 Feb 2025 (s 2(1) item 1)	—
Remuneration Tribunal Amendment Determination (No. 2) 2025	15 Apr 2025 (F2025L00508)	Sch 1 (items 1–4): 16 Apr 2025 (s 2(1) item 1)	—
Remuneration Tribunal Amendment Determination (No. 3) 2025	3 June 2025 (F2025L00645)	Sch 1 (items 1–6): 4 June 2025 (s 2(1) item 1)	—

Endnote 4—Amendment history

Endnote 4—Amendment history

Provision affected	How affected
Part 1	
s 2.....	rep LA s 48D
s 6.....	rep LA s 48C
s 7.....	am F2024L01001; F2024L01755; F2025L00645
Part 2	
s 10.....	am F2024L01001; F2024L01279; F2024L01402; F2024L01755; F2025L00175; F2025L00508; F2025L00645
s 11.....	am F2024L01001; F2024L01279; F2024L01402; F2024L01755
Part 3	
s 14.....	am F2025L00645
s 15.....	am F2024L01001; F2024L01279; F2024L01402; F2024L01701; F2025L00175; F2025L00645
Part 5	
s 19.....	am F2024L01001; F2024L01279; F2025L00175; F2025L00508
s 22.....	am F2024L01001; F2024L01279; F2025L00175; F2025L00508
Part 6	
Part 6.....	ad F2024L01755
s 23.....	ad F2024L01755
	am F2025L00175
Schedule 1.....	rep LA s 48C



Remuneration Tribunal (Remuneration and Allowances for Holders of Full-time Public Office) Determination 2025

made under subsections 7(3) and (4) of the

Remuneration Tribunal Act 1973

Compilation No. 7

Compilation date: 16 April 2026

Includes amendments: F2026L00435

Prepared by the Office of Parliamentary Counsel, Canberra

About this compilation

This compilation

This is a compilation of the *Remuneration Tribunal (Remuneration and Allowances for Holders of Full-time Public Office) Determination 2025* that shows the text of the law as amended and in force on 16 April 2026 (the **compilation date**).

The notes at the end of this compilation (the **endnotes**) include information about amending laws and the amendment history of provisions of the compiled law.

Uncommenced amendments

The effect of uncommenced amendments is not shown in the text of the compiled law. The details of amendments made up to, but not commenced at, the compilation date are underlined in the endnotes. Any uncommenced amendments affecting the law are accessible on the Register (www.legislation.gov.au).

Application, saving and transitional provisions

If the operation of a provision or amendment of the compiled law is affected by an application, saving or transitional provision that is not included in this compilation, details are included in the endnotes.

Editorial changes

For more information about any editorial changes made in this compilation, see the endnotes.

Presentational changes

The *Legislation Act 2003* provides for First Parliamentary Counsel to make presentational changes to a compilation. Presentational changes are applied to give a more consistent look and feel to legislation published on the Register, and enable the user to more easily navigate those documents.

Modifications

If the compiled law is modified by another law, the compiled law operates as modified but the modification does not amend the text of the law. Accordingly, this compilation does not show the text of the compiled law as modified. Any modifications affecting the law are accessible on the Register.

Self-repealing provisions

If a provision of the compiled law has been repealed in accordance with a provision of the law, details are included in the endnotes.

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Part 1—Preliminary

1 Name

This instrument is the *Remuneration Tribunal (Remuneration and Allowances for Holders of Full-time Public Office) Determination 2025*.

3 When this instrument takes effect

This instrument takes effect at the start of 1 July 2025.

4 Authority

This instrument is made under subsections 7(3) and (4) of the *Remuneration Tribunal Act 1973*.

5 Determination supersedes previous determination

This instrument supersedes the *Remuneration Tribunal (Remuneration and Allowances for Holders of Full-time Public Office) Determination 2024*.

7 Definitions

In this instrument:

agency, of an office holder, means:

- (a) the agency to which the office holder is attached; or
- (b) if the office holder is not attached to an agency—the portfolio Department.

benefit means:

- (a) any non-monetary benefit provided at the employing authority's expense to or for the benefit of an office holder as a personal benefit, including:
 - (i) a vehicle (see section 16); and
 - (ii) vehicle parking (see section 17); and
- (b) any other benefit received by way of remuneration packaging (see section 13).

CSS (short for Commonwealth Superannuation Scheme) has the same meaning as in the *Superannuation Act 1976*.

DFRDB (short for Defence Force Retirement and Death Benefits) means the scheme established by the *Defence Force Retirement and Death Benefits Act 1973*.

Section 7

employer superannuation contribution for an office holder means:

- (a) if the office holder is a member of the CSS, PSS, DFRDB or MSBS—the value attributed to the employer superannuation contribution under subsection 14(1), (2), (3) or (4); or
- (b) if the office holder is a member of the PSSAP—15.4% of ordinary time earnings (within the meaning of the *Superannuation Guarantee (Administration) Act 1992*) for the office holder; or
- (c) if the office holder is a member of the defined benefit division of UniSuper—the amount mentioned in paragraph 14(6)(b); or
- (d) if the office holder is a member of another superannuation fund—the amount worked out under subsection 14(7).

Note 1: An office holder's employer superannuation contribution is part of the office holder's total remuneration (see section 8).

Note 2: Superannuation contributions made as a result of remuneration packaging do not form part of an office holder's employer superannuation contribution (see section 13).

employing authority, in relation to an office holder, means an entity exercising a power or performing a function in relation to the office holder's employment or remuneration.

fringe benefits tax means fringe benefits tax (within the meaning of the *Fringe Benefits Tax Assessment Act 1986* as it applies of its own force or because of the *Fringe Benefits Tax (Application to the Commonwealth) Act 1986*).

MSBS (short for Military Superannuation and Benefits Scheme) has the same meaning as **Scheme** has in the *Military Superannuation and Benefits Act 1991*.

office holder means a person who holds an office in column 1 of Table 2A.

office locality, in relation to an office holder, means the geographic locality of the office holder's usual place of work on official business.

official business, in relation to an office holder, means business pertaining to or required by the duties of the office holder's office.

official travel determination means the *Remuneration Tribunal (Official Travel) Determination 2025* (or any determination that supersedes that determination).

PSS (short for Public Sector Superannuation Scheme) has the same meaning as **Public Sector Superannuation Scheme** has in the *Superannuation Act 1990*.

PSSAP (short for Public Sector Superannuation Accumulation Plan) has the same meaning as in the *Superannuation Act 2005*.

superannuation salary, for an office holder who is a member of the CSS, PSS, DFRDB, MSBS or the defined benefit division of UniSuper, is the amount worked out under section 15.

Table 2A means the table of total remuneration in section 10.

Table 2B means the table of special provisions for certain offices in section 11.

Section 8

Table 3A means the table of superannuation salaries in subsection 15(1).

Table 3B means the table of superannuation salaries for specified office holders in subsection 15(2).

Table 5A means the table of accommodation assistance in subsection 19(6).

Table 5B means the table of reunion fares assistance in subsection 22(4).

Table 6A means the table of application and transitional provisions in section 23.

total remuneration: see section 8.

8 Meaning of *total remuneration*

- (1) For the purposes of this instrument, the **total remuneration** of an office holder is the amount, per year, in column 2 of Table 2A.
- (2) The total remuneration of an office holder represents the value, calculated at the total cost to the employing authority of the office holder (including fringe benefits tax), of the following in relation to the office holder:
 - (a) salary, allowances and lump sum payments;
 - (b) benefits;
 - (c) the employer superannuation contribution.
- (3) However, the total remuneration of an office holder does not include the following:
 - (a) the value of facilities provided as business support that are not required to be included in total remuneration under section 18;
 - (b) assistance paid in accordance with Part 5;
 - (c) reimbursement of expenses incurred on geographic relocation following appointment as an office holder, in accordance with agency policies and practices where approved by the employing authority;
 - (d) travel expenses and allowances under the official travel determination;
 - (e) payment in lieu of recreation leave in accordance with the *Remuneration Tribunal (Recreation Leave for Holders of Relevant Offices) Determination 2018* (or any determination that supersedes that determination);
 - (f) compensation for early loss of office in accordance with the *Remuneration Tribunal (Compensation for Loss of Office for Holders of Certain Public Offices) Determination 2018* (or any determination that supersedes that determination).

9 Remuneration and benefits not to be supplemented

The remuneration and benefits provided for in this instrument must not be supplemented.

Part 2 Remuneration

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Part 2—Remuneration

10 Total remuneration

The following table (**Table 2A**) sets out, for the holder of each office in column 1:

- (a) the total remuneration, per year, of the office holder; and
- (b) the special provisions of this instrument that apply to the office holder (if any); and
- (c) the travel tier that applies to the office holder for the purposes of the official travel determination.

Table 2A—Total remuneration			
Column 1	Column 2	Column 3	Column 4
Office	Total remuneration (per year)	Special provisions	Travel tier
Chair, Australian Prudential Regulation Authority	\$1,004,300		1
Australian Public Service Commissioner	\$932,120		1
Chairperson, Australian Competition and Consumer Commission	\$878,760	Table 2B, item 1	1
Chairperson, Australian Securities and Investments Commission	\$878,760		1
Director-General, Office of the Special Investigator	\$878,760		1
Solicitor-General	\$878,760		1
Chief Executive Officer, Services Australia	\$847,410		1
Australian Federal Police Commissioner	\$816,000		1
Director-General, Office of National Intelligence	\$816,000		1
Deputy Chair, Australian Prudential Regulation Authority	\$803,440		1
National Anti-Corruption Commissioner	\$803,440		1
Member, Australian Prudential Regulation Authority	\$753,240		1
Director-General of Security, Australian Security Intelligence Organisation	\$753,240		1
Director-General, Australian Signals Directorate	\$753,240		1
Director of Public Prosecutions	\$753,240		1
Australian Border Force Commissioner	\$728,120		1

Section 10

Table 2A—Total remuneration

Column 1 Office	Column 2 Total remuneration (per year)	Column 3 Special provisions	Column 4 Travel tier
Director-General, Australian Submarine Agency	\$728,120		1
Chief Executive Officer, National Disability Insurance Agency	\$728,120		1
Deputy Chairperson, Australian Securities and Investments Commission	\$703,030		1
Vice Chief of the Defence Force	\$690,470		1
Chair, Productivity Commission	\$690,470		1
Deputy Chairperson, Australian Competition and Consumer Commission	\$659,090	Table 2B, item 1	1
Chief of Navy	\$659,090		1
Chief of Army	\$659,090		1
Chief of Air Force	\$659,090		1
Vice President, Fair Work Commission	\$659,090		1
Chief Executive Officer, Austrade	\$627,700		1
Chair, Australian Communications and Media Authority	\$627,700		1
Member, Australian Competition and Consumer Commission	\$627,700	Table 2B, item 1	1
Chief Executive Officer, Australian Criminal Intelligence Commission	\$627,700		1
Chief Executive Officer, Australian Digital Health Agency	\$627,700		1
Australian Electoral Commissioner	\$627,700		1
Chair, Australian Energy Regulator	\$627,700		1
Member, Australian Securities and Investments Commission	\$627,700		1
Chair/Chief Executive Officer, Clean Energy Regulator	\$627,700		1
Chief Executive Officer, Digital Transformation Agency	\$627,700		1
National Anti-Corruption Deputy Commissioner	\$627,700		1
Chief Executive Officer, National Indigenous Australians Agency	\$627,700		1
First Parliamentary Counsel	\$627,700		1
Chief Executive Officer, National Health and Medical Research Council	\$596,320		1

Part 2 Remuneration

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Table 2A—Total remuneration

Column 1 Office	Column 2 Total remuneration (per year)	Column 3 Special provisions	Column 4 Travel tier
Chief Executive, Australian Financial Security Authority	\$564,950		2
Chief Executive Officer, Australian Transaction Reports and Analysis Centre	\$564,950		2
Director, Bureau of Meteorology	\$564,950		2
Chief Scientist	\$564,950		1
Chief Executive Officer, Housing Australia	\$564,950		2
Chief Executive Officer, Independent Health and Aged Care Pricing Authority	\$564,950		1
Inspector of the National Anti-Corruption Commission	\$564,950		1
Aged Care Quality and Safety Commissioner	\$533,550		2
eSafety Commissioner	\$533,550		2
Examiner, Australian Criminal Intelligence Commission	\$533,550		1
Chief Executive Officer, Australian Renewable Energy Agency	\$533,550		2
Chief Executive Officer, Australian Research Council	\$533,550		1
Commonwealth Ombudsman	\$533,550		1
Deputy President, Fair Work Commission	\$533,550		1
Chief Executive Officer, High Speed Rail Authority	\$533,550	Table 2B, item 11	2
Information Commissioner	\$533,550		1
Inspector-General of Intelligence and Security	\$533,550		1
National Disability Insurance Scheme Quality and Safeguards Commissioner	\$533,550		2
Chief Commissioner, Infrastructure Australia	\$533,550		1
Associate Director of Public Prosecutions	\$525,190		1
Independent National Security Legislation Monitor	\$525,190		1
Director-General, Australian Centre for Disease Control	\$502,180		1
Chief Executive Officer, Australian Commission on Safety and Quality in Health Care	\$502,180		1
Chief Executive Officer, Australian Curriculum, Assessment and Reporting Authority	\$502,180		2

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Table 2A—Total remuneration

Column 1 Office	Column 2 Total remuneration (per year)	Column 3 Special provisions	Column 4 Travel tier
President, Australian Human Rights Commission	\$502,180		1
Director-General, Australian Naval Nuclear Power Safety Regulator	\$502,180		1
Chief Commissioner, Australian Transport Safety Bureau	\$502,180		1
Chief Executive Officer, Cancer Australia	\$502,180		2
Fair Work Ombudsman	\$502,180		1
Inspector-General of Taxation	\$502,180		1
Jobs and Skills Australia Commissioner	\$502,180		2
Chief Executive, Murray-Darling Basin Authority	\$502,180		1
Coordinator-General, National Emergency Management Agency	\$502,180		1
Chief Executive Officer, National Offshore Petroleum Safety and Environmental Management Authority	\$502,180		2
Chief Executive Officer, Net Zero Economy Authority	\$502,180		1
Parliamentary Budget Officer	\$502,180		2
Deputy Chair, Productivity Commission	\$502,180		1
Second Parliamentary Counsel	\$502,180		2
Chief Executive Officer, Sport Integrity Australia	\$502,180		2
Data Standards Chair	\$486,400		1
Defence and Veterans' Services Commissioner	\$486,400		2
Digital ID Data Standards Chair	\$486,400		1
Chair, Australian Accounting Standards Board	\$470,800		1
Deputy Chair, Australian Communications and Media Authority	\$470,800		1
Chief Executive Officer, Great Barrier Reef Marine Park Authority	\$470,800		2
Inspector-General Australian Defence Force	\$470,800		2
Inspector-General of Aged Care	\$470,800		2
Member, Australian Energy Regulator	\$470,800		1
Chief Executive Officer, Australian Fisheries Management Authority	\$470,800		1

Part 2 Remuneration

Section 10

Table 2A—Total remuneration

Column 1 Office	Column 2 Total remuneration (per year)	Column 3 Special provisions	Column 4 Travel tier
Chief Executive Officer, Australian Skills Quality Authority	\$470,800		2
Chief Executive Officer, Comcare	\$470,800		2
General Manager, Fair Work Commission	\$470,800		1
Chief Executive Officer, National Anti-Corruption Commission	\$470,800		1
Chief Executive Officer, Parliamentary Workplace Support Service	\$470,800		2
Chair, Pharmaceutical Benefits Advisory Committee	\$470,800		1
Chief Executive Officer, Safe Work Australia	\$470,800		2
Chair, Auditing and Assurance Standards Board	\$439,400		1
Director, Australian Institute of Criminology	\$439,400		1
Director, Australian Institute of Family Studies	\$439,400		2
Chief Executive Officer, Australian Pesticides and Veterinary Medicines Authority	\$439,400		2
Chief Executive Officer, Australian Radiation Protection and Nuclear Safety Agency	\$439,400		1
Commissioner, Domestic, Family and Sexual Violence Commission	\$439,400		2
Director of Military Prosecutions	\$439,400		2
Director of National Parks	\$439,400		2
Commissioner, Fair Work Commission	\$439,400		1
Freedom of Information Commissioner	\$439,400		2
Chief Executive Officer, Infrastructure Australia	\$439,400		1
Director-General, National Archives of Australia	\$439,400		2
General Manager, National Blood Authority	\$439,400		2
Chief Executive Officer, Northern Australia Infrastructure Facility	\$439,400	Table 2B, item 7	1
Privacy Commissioner	\$439,400		2
Commissioner, Productivity Commission	\$439,400		2
Director, Professional Services Review	\$439,400		1
Deputy Electoral Commissioner	\$424,000		2
Complaints Commissioner, Aged Care Quality and Safety Commission	\$408,020		2

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Table 2A—Total remuneration

Column 1 Office	Column 2 Total remuneration (per year)	Column 3 Special provisions	Column 4 Travel tier
Chief Executive Officer, Australian Centre for International Agriculture Research	\$408,020		2
Member, Australian Communications and Media Authority	\$408,020		1
Aboriginal and Torres Strait Islander Social Justice Commissioner	\$408,020		2
Age Discrimination Commissioner	\$408,020		2
Australian Anti-Slavery Commissioner	\$408,020		2
Disability Discrimination Commissioner	\$408,020		2
Human Rights Commissioner	\$408,020		2
Illicit Tobacco and E-cigarette Commissioner	\$408,020		2
National Children's Commissioner	\$408,020		2
Race Discrimination Commissioner	\$408,020		2
Sex Discrimination Commissioner	\$408,020		2
Chief Executive Officer, Australian National Preventative Health Agency	\$408,020		2
Chief Executive Officer, Australian Organ and Tissue Donation and Transplantation Authority	\$408,020		2
Chief Executive Officer, Australian Radioactive Waste Agency	\$408,020	Table 2B, item 8	1
Director-General, Australian Safeguards and Non-Proliferation Office	\$408,020		1
Australian Small Business and Family Enterprise Ombudsman	\$408,020		2
Chief Executive Officer, Climate Change Authority	\$408,020		2
Chair, Emissions Reduction Assurance Committee	\$408,020		2
Chief Executive Officer, Independent Parliamentary Expenses Authority	\$408,020		2
Inspector-General of Water Compliance	\$408,020		2
Chief Executive, National Capital Authority	\$408,020		2
Administrator of the National Health Funding Pool	\$408,020		2
Chief Executive Officer, National Transport Commission	\$408,020		1
Official Secretary to the Governor-General	\$408,020		2
Director, Old Parliament House	\$408,020		2

Part 2 Remuneration

Section 10

Table 2A—Total remuneration

Column 1 Office	Column 2 Total remuneration (per year)	Column 3 Special provisions	Column 4 Travel tier
Deputy President, Repatriation Commission	\$408,020		1
Chief Executive Officer, Tertiary Education Quality and Standards Agency	\$408,020		2
Principal Member, Veterans' Review Board	\$408,020	Table 6A, item 1	1
Chief Executive Officer, Aboriginal Hostels Limited	\$376,640		2
Administrator of the Northern Territory	\$376,640		1
Commissioner, Australian Charities and Not-for-profits Commission	\$376,640		2
Deputy Director-General, Australian Naval Nuclear Power Safety Regulator	\$376,640		1
Deputy Commonwealth Ombudsman	\$376,640		2
Chief Executive Officer, Food Standards Australia New Zealand	\$376,640		1
Gene Technology Regulator	\$376,640		2
Executive Director, Australian Industrial Chemicals Introduction Scheme	\$376,640		2
National Commissioner for Aboriginal and Torres Strait Islander Children and Young People	\$376,640		2
National Rural Health Commissioner	\$376,640		2
Associate Commissioner, Productivity Commission	\$376,640		2
Registrar of Aboriginal and Torres Strait Islander Corporations	\$345,260		2
Administrator, Christmas and Cocos (Keeling) Islands	\$345,260	Table 2B, item 4	2
Administrator, Norfolk Island	\$345,260		2
Chief Executive Officer, Asbestos and Silica Safety and Eradication Agency	\$345,260		2
Jobs and Skills Australia Deputy Commissioner	\$345,260		2
National Data Commissioner	\$345,260		2
Chief Executive Officer, National Health Funding Body	\$345,260		2
Chief Executive Officer, National Sports Tribunal	\$345,260		2
Deputy Chair, Pharmaceutical Benefits Advisory Committee	\$345,260		1

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Table 2A—Total remuneration

Column 1 Office	Column 2 Total remuneration (per year)	Column 3 Special provisions	Column 4 Travel tier
Associate Director, Professional Services Review	\$345,260		1
Commissioner, Repatriation Commission	\$345,260		2
Administrator, Torres Strait Regional Authority	\$345,260		2
Chairperson, Torres Strait Regional Authority	\$345,260		2
Australian Electoral Officer for New South Wales	\$313,870		2
Australian Electoral Officer for Victoria	\$313,870		2
Chief Executive Officer, Workplace Gender Equality Agency	\$313,870		2
Merit Protection Commissioner	\$313,870	Table 2B, item 12	2
Director, Office of Australian War Graves	\$313,870		2
Executive Director of Township Leasing	\$313,870		2
Chief Executive Officer, Torres Strait Regional Authority	\$292,650		2
Australian Electoral Officer for Queensland	\$282,500		2
Director, Classification Board	\$282,500	Table 2B, item 5	2
Student Identifiers Registrar	\$282,500		2
Director, Tuition Protection Service	\$282,500		2
Senior Member, Veterans' Review Board	\$282,500		2
Australian Electoral Officer for Western Australia	\$251,110		2
Chair (full-time), Central Land Council	\$251,110		2
Chair (full-time), Northern Land Council	\$251,110		2
Australian Electoral Officer for South Australia	\$244,570		2
Australian Electoral Officer for Tasmania	\$224,580		2
Chair (full-time), Anindilyakwa Land Council	\$219,720		2
Deputy Director, Classification Board	\$219,720	Table 2B, item 5	2
Australian Electoral Officer for Northern Territory	\$196,000		2
Defence Family Advocate, Defence Families of Australia	\$188,660		3
Classifier, Classification Board	\$156,960	Table 2B, item 6	3

Part 2 Remuneration

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Table 2A—Total remuneration

Column 1 Office	Column 2 Total remuneration (per year)	Column 3 Special provisions	Column 4 Travel tier
Chair, Tiwi Land Council	\$144,020		2

11 Special provisions for certain offices

The provisions in column 2 of the following table (*Table 2B*) apply to the holders of the offices in column 1.

Table 2B—Special provisions for certain offices

Item	Column 1 Office	Column 2 Special provision
1	Chairperson, Deputy Chairperson and Member of the Australian Competition and Consumer Commission (ACCC)	Despite the official travel determination, the ACCC may put in place arrangements for Members' travel to Canberra that are more cost effective than the travel entitlements they are otherwise entitled to under this determination.
4	Administrator, Christmas and Cocos (Keeling) Islands	Despite the official travel determination, the Administrator and any immediate family members normally resident with the Administrator on Christmas Island are entitled to 2 return economy class fares per year each between their home and work base
5	Director, Classification Board and Deputy Director, Classification Board	On any occasion when the Deputy Director acts as Director, the Deputy Director is entitled to the remuneration and other conditions determined for the Director.
6	Temporary Classifier	If a person is appointed to the Classification Board as a Temporary Classifier, a daily fee of \$654 is payable to the person, in lieu of other provisions in this Part. The conditions for payment of the daily fee are as set out in Part 4 of the <i>Remuneration Tribunal (Remuneration and Allowances for Holders of Part-time Public Office) Determination 2025</i>. The following do not apply to the person: (a) Part 5 of this instrument; (b) the <i>Remuneration Tribunal (Recreation Leave for Holders of Relevant Offices) Determination 2018</i> (or any determination that supersedes that determination); (c) the <i>Remuneration Tribunal (Compensation for Loss of Office for Holders of Certain Public Offices) Determination 2018</i> (or any determination that supersedes that determination).

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Table 2B—Special provisions for certain offices

Item	Column 1 Office	Column 2 Special provision
7	Chief Executive Officer, Northern Australia Infrastructure Facility	Total remuneration for this office is \$533,550 per year until 30 June 2026.
8	Chief Executive Officer, Australian Radioactive Waste Agency	Total remuneration for Mr Sam Usher is \$560,630, for the initial term of his appointment.
11	Chief Executive Officer, High Speed Rail Authority	Mr Timothy Parker will receive a personal loading of \$26,500 per year from 1 July 2024.
12	Merit Protection Commissioner	Ms Jamie Lowe will receive an additional fixed loading of \$61,298 per year beginning on 30 September 2024 and ending on 29 September 2029.

12 Part-time work

- (1) If an office holder's employing authority has approved the office holder to perform the duties of the office on a part-time basis, the total remuneration for that office is to be paid on a pro rata basis in accordance with the proportion of full-time hours worked.
- (2) However, if the proposed hours are less than 60% of the full-time hours, prior agreement of the Tribunal is required for the level of remuneration.

13 Remuneration packaging

- (1) Subject to this Part, an office holder may elect to receive the benefit of the total remuneration, other than the employer superannuation contribution, as salary or a combination of salary and benefits if:
 - (a) the election is consistent with relevant taxation laws and rulings or guidelines applicable to salary packaging schemes issued by the Australian Taxation Office; and
 - (b) providing the benefit would not result in a cost to the employing authority (including any fringe benefits tax) that would not be incurred if the office holder received the remuneration in the form of salary.
- (2) To avoid doubt, a superannuation contribution made as a result of an election by an office holder under subsection (1) does not form part of the employer superannuation contribution for the office holder.

Part 3—Superannuation

14 Superannuation

Commonwealth Superannuation Scheme

- (1) For an office holder who is a member of the CSS:
- (a) the office holder's annual rate of salary for the purposes of the CSS is the office holder's superannuation salary; and
 - (b) for the purposes of paragraph (a) of the definition of **employer superannuation contribution** in section 7, the value attributed to the employer superannuation contribution for the office holder is an amount equal to 15.4% of the office holder's superannuation salary.

Note: For the **superannuation salary** for an office holder who is a member of the CSS, see section 15.

Public Sector Superannuation Scheme

- (2) For an office holder who is a member of the PSS:
- (a) the office holder's basic salary for the purposes of the PSS is the office holder's superannuation salary; and
 - (b) the amount of the office holder's recognised allowances for the purposes of the PSS is nil; and
 - (c) for the purposes of paragraph (a) of the definition of **employer superannuation contribution** in section 7, the value attributed to the employer superannuation contribution for the office holder is an amount equal to 15.4% of the office holder's superannuation salary.

Note: For the **superannuation salary** for an office holder who is a member of the PSS, see section 15.

Defence Force Retirement and Death Benefits

- (3) For an office holder who is a member of the DFRDB:
- (a) the office holder's annual rate of salary for the purposes of the DFRDB is the office holder's superannuation salary; and
 - (b) for the purposes of paragraph (a) of the definition of **employer superannuation contribution** in section 7, the value attributed to the employer superannuation contribution for the office holder is an amount equal to 15.4% of the office holder's superannuation salary.

Note: For the **superannuation salary** for an office holder who is a member of the DFRDB, see section 15.

Military Superannuation and Benefits Scheme

- (4) For an office holder who is a member of the MSBS:

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- (a) the office holder's annual rate of salary for the purposes of the MSBS is the office holder's superannuation salary; and
- (b) for the purposes of paragraph (a) of the definition of **employer superannuation contribution** in section 7, the value attributed to the employer superannuation contribution for the office holder is an amount equal to 15.4% of the office holder's superannuation salary.

Note: For the **superannuation salary** for an office holder who is a member of the MSBS, see section 15.

Public Sector Superannuation Accumulation Plan

- (5) For an office holder who is a member of PSSAP, the office holder's superannuation salary for the purposes of the *Superannuation (PSSAP) Trust Deed* is the office holder's ordinary time earnings (within the meaning of the *Superannuation Guarantee (Administration) Act 1992*).

UniSuper

- (6) For an office holder who is a member of the defined benefit division of UniSuper:
 - (a) the office holder's annual rate of salary for the purposes of the defined benefit division of UniSuper is the office holder's superannuation salary; and
 - (b) for the purposes of paragraph (ba) of the definition of **employer superannuation contribution** in section 7, the amount is the contribution made by an employer to the defined benefit division of UniSuper in respect of the office holder.

Note 1: For the **superannuation salary** for an office holder who is a member of the defined benefit division of UniSuper, see section 15.

Note 2: Generally, the contribution made by an employer to the defined benefit division of UniSuper in respect of an office holder is either 14% or 17% of the office holder's superannuation salary.

Other superannuation funds

- (7) For an office holder who is a member of any other superannuation fund, the employer superannuation contribution is the minimum contribution that would, under section 23 of the *Superannuation Guarantee (Administration) Act 1992*, reduce the charge percentage for that office holder to nil.

No cash in lieu

- (8) The value attributed to the employer superannuation contribution under this section is referable to a non-salary component of total remuneration and may not be the subject of an election to take an equivalent amount of salary instead.

Part 3 Superannuation

Section 15

15 Superannuation salary for the purposes of CSS, PSS, DFRDB, MSBS and UniSuper

- (1) Subject to subsection (2), the *superannuation salary* for an office holder who is a member of the CSS, PSS, DFRDB, MSBS or the defined benefit division of UniSuper is worked out in accordance with the following table (*Table 3A*).

Table 3A—Superannuation salary—general		
Item	If the office holder's total remuneration is ...	the office holder's superannuation salary is ...
1	\$502,180 or more	70% of the office holder's total remuneration (rounded up to the nearest \$10).
2	less than \$502,180	73% of the office holder's total remuneration (rounded up to the nearest \$10).

- (2) If an office or an office holder is specified in column 1 of the following table (*Table 3B*), the amount in column 2 is the superannuation salary for a holder of that office, or for that office holder.

Table 3B—Superannuation salary for specified office holders		
Item	Column 1 Office or office holder	Column 2 Superannuation salary
1	Mr Michael Burgess, Director-General of Security, Australian Security Intelligence Organisation	\$536,570
2	Mr Iain Anderson, Commonwealth Ombudsman	\$428,480
3	Ms Elizabeth Hefren-Webb, Aged Care Quality and Safety Commissioner	\$426,150
4	Ms Sam Reinhardt, Parliamentary Budget Officer	\$402,300
6	Mr Gerard Martin, Official Secretary to the Governor-General	\$308,420
8	Ms Melinda Hatton, Director, Tuition Protection Service	\$235,150
9	Deputy Director, Classification Board	\$188,970
10	Classifier, Classification Board	\$134,990
11	Ms Jamie Lowe, Merit Protection Commissioner	\$323,500
12	Professor Adriana Platona, General Manager, National Blood Authority	\$342,903
13	Ms Kathleen Rowley, Chief Executive Officer, Climate Change Authority	\$307,563

Part 4—Vehicles and business support

16 Vehicles

- (1) If an office holder:
 - (a) accepts an offer of a vehicle owned or leased by the office holder's agency for private use; or
 - (b) has access to a vehicle owned or leased by the office holder's agency for private use;the actual cost of the vehicle to the agency (including fringe benefits tax), less a reasonable amount (if any) reflecting business usage patterns, is taken to be a benefit.
- (2) For the purposes of subsection (1):
 - (a) if the annual business kilometres are less than 5,000—the business usage amount is to be based on the “cents per kilometre” method; or
 - (b) if the annual business kilometres are 5,000 or more:
 - (i) any business usage amount is to be assessed on log book records for at least a 12 week representative period; and
 - (ii) the percentage of business use to total kilometres travelled per year is to be applied to the total cost of the vehicle.

17 Vehicle parking

If an office holder accepts an offer of a car park at Commonwealth expense, the actual cost (including fringe benefits tax) of the car park to the agency is taken to be a benefit.

18 Business support

If an office holder is provided with communications, information technology or other office facilities necessary for the efficient conduct of the office holder's office, incidental private use of those facilities does not require the value of the facilities to be included in total remuneration.

Part 5—Travel and accommodation assistance**19 Accommodation assistance**

- (1) An office holder in column 1 of Table 5A is eligible to be reimbursed for qualifying accommodation costs while the office holder:
 - (a) occupies the office in column 2; and
 - (b) has a principal place of residence in a locality (the **PPR locality**) other than the office locality.

Commercial accommodation

- (2) For the purposes of subsection (1), if the office holder is in commercial accommodation in the office locality, the following are **qualifying accommodation costs** up to the amount (per year) in column 3 of Table 5A:
 - (a) the costs of the commercial accommodation;
 - (b) settling-in costs (including one-off utility connection costs);
 - (c) if the commercial accommodation does not include cooking facilities—the cost of meals.

Private, non-commercial accommodation

- (3) For the purposes of subsection (1), if the office holder is in private, non-commercial accommodation (such as the home of a family member or friend) in the office locality, the costs of the private, non-commercial accommodation are **qualifying accommodation costs** up to one third of the amount (per year) in column 3 of Table 5A.

Exclusions

- (4) Assistance is not payable under this section while the office holder lives in premises owned by the office holder in the office locality.
- (5) An office holder is not eligible to access travel allowance entitlements under the official travel determination in the PPR locality or the office locality while the office holder remains eligible to receive assistance under this section.

Amounts of accommodation assistance

- (6) Amounts of accommodation assistance are set out in the following table (**Table 5A**).

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Table 5A—Accommodation assistance

Item	Column 1 Office holder	Column 2 Office	Column 3 Assistance (per year)
2	Mr Graeme Barden	Executive Director, Australian Industrial Chemicals Introduction Scheme (until 30 June 2026)	\$40,000
2A	Mr Michael Drake	Director-General, Australian Naval Nuclear Power Safety Regulator (beginning on 31 March 2026, until 30 March 2027)	\$34,500
3	The Hon Mary Wooldridge	Chief Executive Officer, Workplace Gender Equality Agency (until 18 May 2026)	\$20,000

20 Accommodation assistance—special provisions*Member of the Classification Board*

- (1) Subject to individual qualification for this allowance, to be decided by the employing authority in accordance with agency guidelines, a member of the Classification Board who has, or had, to relocate to Sydney to take up the appointment is to be paid an accommodation allowance of \$13,500 per year. This allowance does not represent salary for superannuation.

Defence chiefs

- (2) The employing authority may approve housing assistance in accordance with agency policy and practices for the Vice-Chief of the Defence Force, the Chief of Navy, the Chief of Army, the Chief of Air Force, and the Director of Military Prosecutions.

21 Accommodation in official residence

If an office requires the office holder to reside in an official residence, the office holder's total remuneration does not include the value of accommodation in the residence or the running costs of the residence.

22 Reunion travel assistance

- (1) An office holder in column 1 of Table 5B may receive travel costs of up to the amount (per year) in column 3 for travel back to the locality of the office holder's principal place of residence (the **PPR locality**) for the purpose of family reunion, while the office holder occupies the office in column 2.
- (2) If the office holder certifies that the workload and responsibilities of the office prevent the office holder from travelling to the PPR locality for reunion purposes, the costs of reunion travel by the office holder's partner, or a child or children of the office holder or of the office holder's partner, who resides at the

Part 5 Travel and accommodation assistance

Section 22

office holder's principal place of residence, can be funded. Funding paid in accordance with this subsection counts towards the limit in subsection (1).

- (3) Travel by a person other than the office holder funded in accordance with subsection (2) must be at economy class, and only for direct travel between the PPR locality and the office locality.
- (4) Amounts of reunion travel assistance are set out in the following table (***Table 5B***).

Table 5B—Reunion travel assistance			
Item	Column 1 Office holder	Column 2 Office	Column 3 Assistance (per year)
3	The Hon Mary Wooldridge	Chief Executive Officer, Workplace Gender Equality Agency (until 18 May 2026)	\$18,000
4	Mr Graeme Barden	Executive Director, Australian Industrial Chemicals Introduction Scheme (until 30 June 2026)	\$5,933
5	Mr Andrew McConville	Chief Executive, Murray-Darling Basin Authority (until 18 June 2026)	\$16,500

Part 6—Application and transitional provisions

23 Application and transitional provisions

The following table (*Table 6A*) sets out application and transitional provisions for the provisions in column 1.

Table 6A—Application and transitional provisions		
	Column 1	Column 2
Item	Provision	Application and transitional provisions
1	Table 2A, item dealing with Principal Member, Veterans’ Review Board	This item, as amended by the <i>Remuneration Tribunal Amendment Determination (No. 4) 2025</i> , applies on and after 1 July 2025.

Endnotes

Endnote 1—About the endnotes

Endnotes

Endnote 1—About the endnotes

The endnotes provide information about this compilation and the compiled law.

The following endnotes are included in every compilation:

Endnote 1—About the endnotes

Endnote 2—Abbreviation key

Endnote 3—Legislation history

Endnote 4—Amendment history

Abbreviation key—Endnote 2

The abbreviation key sets out abbreviations that may be used in the endnotes.

Legislation history and amendment history—Endnotes 3 and 4

Amending laws are annotated in the legislation history and amendment history.

The legislation history in endnote 3 provides information about each law that has amended (or will amend) the compiled law. The information includes commencement details for amending laws and details of any application, saving or transitional provisions that are not included in this compilation.

The amendment history in endnote 4 provides information about amendments at the provision (generally section or equivalent) level. It also includes information about any provision of the compiled law that has been repealed in accordance with a provision of the law.

Editorial changes

The *Legislation Act 2003* authorises First Parliamentary Counsel to make editorial and presentational changes to a compiled law in preparing a compilation of the law for registration. The changes must not change the effect of the law. Editorial changes take effect from the compilation registration date.

If the compilation includes editorial changes, the endnotes include a brief outline of the changes in general terms. Full details of any changes can be obtained from the Office of Parliamentary Counsel.

Misdescribed amendments

A misdescribed amendment is an amendment that does not accurately describe how an amendment is to be made. If, despite the misdescription, the amendment can be given effect as intended, then the misdescribed amendment can be incorporated through an editorial change made under section 15V of the *Legislation Act 2003*.

If a misdescribed amendment cannot be given effect as intended, the amendment is not incorporated and “(md not incorp)” is added to the amendment history.

Endnote 2—Abbreviation key

ad = added or inserted	orig = original
am = amended	p = page(s)
amdt = amendment	para = paragraph(s)/subparagraph(s) /sub-subparagraph(s)
C[x] = Compilation No. x	pres = present
ch = Chapter(s)	prev = previous
cl = clause(s)	(prev...) = previously
cont. = continued	pt = Part(s)
def = definition(s)	r = regulation(s)/Court rule(s)
Dict = Dictionary	reloc = relocated
disallowed = disallowed by Parliament	renum = renumbered
div = Division(s)	rep = repealed
ed = editorial change	rs = repealed and substituted
exp = expires/expired or ceases/ceased to have effect	s = section(s)/subsection(s) /rule(s)/subrule(s)/order(s)/suborder(s)
gaz = gazette	sch = Schedule(s)
LA = <i>Legislation Act 2003</i>	SLI = Select Legislative Instrument
LIA = <i>Legislative Instruments Act 2003</i>	SR = Statutory Rules
(md) = misdescribed amendment can be given effect	sub ch = Sub-Chapter(s)
(md not incorp) = misdescribed amendment cannot be given effect	sub div = Subdivision(s)
mod = modified/modification	sub pt = Subpart(s)
No. = Number(s)	<u>underlining</u> = whole or part not commenced or to be commenced
Ord = Ordinance	

Endnotes

Endnote 3—Legislation history

Endnote 3—Legislation history

Name	Registration	Commencement	Application, saving and transitional provisions
Remuneration Tribunal (Remuneration and Allowances for Holders of Full-time Public Office) Determination 2025	24 June 2025 (F2025L00719)	1 July 2025 (s 2(1) item 1)	
Remuneration Tribunal Amendment Determination (No. 4) 2025	20 Aug 2025 (F2025L00944)	sch 1 (item 2): 7 Sept 2025 (s 2(1) item 2) sch 1 (items 5-15): 21 Aug 2025 (s 2(1) item 4)	—
Remuneration Tribunal Amendment Determination (No. 5) 2025	2 Oct 2025 (F2025L01224)	sch 1 (items 1, 2): 3 Oct 2025 (s 2(1) item 1)	—
Remuneration Tribunal Amendment Determination (No. 6) 2025	9 Dec 2025 (F2025L01517)	sch 1 (items 1-7): 10 Dec 2025 (s 2(1) item 1)	—
Remuneration Tribunal Amendment Determination (No. 7) 2025	19 Dec 2025 (F2025L01618)	sch 1 (items 1, 2): 20 Dec 2025 (s 2(1) item 1)	—
Remuneration Tribunal Amendment Determination (No. 1) 2026	3 Mar 2026 (F2026L00180)	4 Mar 2026 (s 2(1) item 1)	—
Remuneration Tribunal Amendment Determination (No. 2) 2026	15 Apr 2026 (F2026L00435)	sch 1 (items 1-5): 16 Apr 2026 (s 2(1) item 1)	—

Endnote 4—Amendment history

Endnote 4—Amendment history

Provision affected	How affected
Part 1	
s 2.....	rep LA s 48D
s 6.....	rep LA s 48C
s 7.....	am F2025L00944
Part 2	
s 10.....	am F2025L00944
	ed C1
	am F2025L01224; F2025L01517; F2026L00180; F2026L00435
s 11.....	am F2025L01224; F2025L01517; F2026L00180; F2026L00435
Part 3	
s 15.....	am F2025L00944; F2025L01618
Part 5	
s 19.....	am F2025L00944; F2026L00180; F2026L00435
s 22.....	am F2025L00944; F2026L00180
Part 6	
Part 6.....	ad F2025L00944
s 23.....	ad F2025L00944
Schedule 1.....	rep LA s 48C



Remuneration Tribunal (Remuneration and Allowances for Holders of Full-time Public Office) Determination 2026

We, the members of the Remuneration Tribunal, make the following determination.

Dated 16 June 2026

Holly Kramer
President

Heather Zampatti
Member

Stephen Conry AM
Member

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Part 1—Preliminary

1 Name

This instrument is the *Remuneration Tribunal (Remuneration and Allowances for Holders of Full-time Public Office) Determination 2026*.

2 Commencement

- (1) Each provision of this instrument specified in column 1 of the table commences, or is taken to have commenced, in accordance with column 2 of the table. Any other statement in column 2 has effect according to its terms.

Commencement information		
Column 1	Column 2	Column 3
Provisions	Commencement	Date/Details
1. The whole of this instrument	1 July 2026.	1 July 2026

Note: This table relates only to the provisions of this instrument as originally made. It will not be amended to deal with any later amendments of this instrument.

- (2) Any information in column 3 of the table is not part of this instrument. Information may be inserted in this column, or information in it may be edited, in any published version of this instrument.

3 When this instrument takes effect

This instrument takes effect at the start of 1 July 2026.

4 Authority

This instrument is made under subsections 7(3) and (4) of the *Remuneration Tribunal Act 1973*.

5 Determination supersedes previous determination

This instrument supersedes the *Remuneration Tribunal (Remuneration and Allowances for Holders of Full-time Public Office) Determination 2025*.

6 Schedules

Each instrument that is specified in a Schedule to this instrument is amended or repealed as set out in the applicable items in the Schedule concerned, and any other item in a Schedule to this instrument has effect according to its terms.

7 Definitions

In this instrument:

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agency, of an office holder, means:

- (a) the agency to which the office holder is attached; or
- (b) if the office holder is not attached to an agency—the portfolio Department.

benefit means:

- (a) any non-monetary benefit provided at the employing authority's expense to or for the benefit of an office holder as a personal benefit, including:
 - (i) a vehicle (see section 16); and
 - (ii) vehicle parking (see section 17); and
- (b) any other benefit received by way of remuneration packaging (see section 13).

CSS (short for Commonwealth Superannuation Scheme) has the same meaning as in the *Superannuation Act 1976*.

DFRDB (short for Defence Force Retirement and Death Benefits) means the scheme established by the *Defence Force Retirement and Death Benefits Act 1973*.

employer superannuation contribution for an office holder means:

- (a) if the office holder is a member of the CSS, PSS, DFRDB or MSBS—the value attributed to the employer superannuation contribution under subsection 14(1), (2), (3) or (4); or
- (b) if the office holder is a member of the PSSAP—15.4% of ordinary time earnings (within the meaning of the *Superannuation Guarantee (Administration) Act 1992*) for the office holder; or
- (c) if the office holder is a member of the defined benefit division of UniSuper—the amount mentioned in paragraph 14(6)(b); or
- (d) if the office holder is a member of another superannuation fund—the amount worked out under subsection 14(7).

Note 1: An office holder's employer superannuation contribution is part of the office holder's total remuneration (see section 8).

Note 2: Superannuation contributions made as a result of remuneration packaging do not form part of an office holder's employer superannuation contribution (see section 13).

employing authority, in relation to an office holder, means an entity exercising a power or performing a function in relation to the office holder's employment or remuneration.

fringe benefits tax means fringe benefits tax (within the meaning of the *Fringe Benefits Tax Assessment Act 1986* as it applies of its own force or because of the *Fringe Benefits Tax (Application to the Commonwealth) Act 1986*).

MSBS (short for Military Superannuation and Benefits Scheme) has the same meaning as **Scheme** has in the *Military Superannuation and Benefits Act 1991*.

office holder means a person who holds an office in column 1 of Table 2A.

office locality, in relation to an office holder, means the geographic locality of the office holder's usual place of work on official business.

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official business, in relation to an office holder, means business pertaining to or required by the duties of the office holder's office.

official travel determination means the *Remuneration Tribunal (Official Travel) Determination 2025* (or any determination that supersedes that determination).

PSS (short for Public Sector Superannuation Scheme) has the same meaning as **Public Sector Superannuation Scheme** has in the *Superannuation Act 1990*.

PSSAP (short for Public Sector Superannuation Accumulation Plan) has the same meaning as in the *Superannuation Act 2005*.

superannuation salary, for an office holder who is a member of the CSS, PSS, DFRDB, MSBS or the defined benefit division of UniSuper, is the amount worked out under section 15.

Table 2A means the table of total remuneration in section 10.

Table 2B means the table of special provisions for certain offices in section 11.

Table 3A means the table of superannuation salaries in subsection 15(1).

Table 3B means the table of superannuation salaries for specified office holders in subsection 15(2).

Table 5A means the table of accommodation assistance in subsection 19(6).

Table 5B means the table of reunion fares assistance in subsection 22(4).

total remuneration: see section 8.

8 Meaning of total remuneration

- (1) For the purposes of this instrument, the **total remuneration** of an office holder is the amount, per year, in column 2 of Table 2A.
- (2) The total remuneration of an office holder represents the value, calculated at the total cost to the employing authority of the office holder (including fringe benefits tax), of the following in relation to the office holder:
 - (a) salary, allowances and lump sum payments;
 - (b) benefits;
 - (c) the employer superannuation contribution.
- (3) However, the total remuneration of an office holder does not include the following:
 - (a) the value of facilities provided as business support that are not required to be included in total remuneration under section 18;
 - (b) assistance paid in accordance with Part 5;
 - (c) reimbursement of expenses incurred on geographic relocation following appointment as an office holder, in accordance with agency policies and practices where approved by the employing authority;
 - (d) travel expenses and allowances under the official travel determination;

Section 9

- (e) payment in lieu of recreation leave in accordance with the *Remuneration Tribunal (Recreation Leave for Holders of Relevant Offices) Determination 2018* (or any determination that supersedes that determination);
- (f) compensation for early loss of office in accordance with the *Remuneration Tribunal (Compensation for Loss of Office for Holders of Certain Public Offices) Determination 2018* (or any determination that supersedes that determination).

9 Remuneration and benefits not to be supplemented

The remuneration and benefits provided for in this instrument must not be supplemented.

Part 2—Remuneration

10 Total remuneration

The following table (**Table 2A**) sets out, for the holder of each office in column 1:

- (a) the total remuneration, per year, of the office holder; and
- (b) the special provisions of this instrument that apply to the office holder (if any); and
- (c) the travel tier that applies to the office holder for the purposes of the official travel determination.

Table 2A—Total remuneration			
Column 1 Office	Column 2 Total remuneration (per year)	Column 3 Special provisions	Column 4 Travel tier
Chair, Australian Prudential Regulation Authority	\$1,004,300		1
Australian Public Service Commissioner	\$932,120		1
Chairperson, Australian Competition and Consumer Commission	\$878,760	Table 2B, item 1	1
Chairperson, Australian Securities and Investments Commission	\$878,760		1
Director-General, Office of the Special Investigator	\$878,760		1
Solicitor-General	\$878,760		1
Chief Executive Officer, Services Australia	\$847,410		1
Australian Federal Police Commissioner	\$816,000		1
Director-General, Office of National Intelligence	\$816,000		1
Deputy Chair, Australian Prudential Regulation Authority	\$803,440		1
National Anti-Corruption Commissioner	\$803,440		1
Member, Australian Prudential Regulation Authority	\$753,240		1
Director-General of Security, Australian Security Intelligence Organisation	\$753,240		1
Director-General, Australian Signals Directorate	\$753,240		1
Director of Public Prosecutions	\$753,240		1
Australian Border Force Commissioner	\$728,120		1
Director-General, Australian Submarine Agency	\$728,120		1
Chief Executive Officer, National Disability Insurance Agency	\$728,120		1

Part 2 Remuneration

Section 10

Table 2A—Total remuneration			
Column 1 Office	Column 2 Total remuneration (per year)	Column 3 Special provisions	Column 4 Travel tier
Deputy Chairperson, Australian Securities and Investments Commission	\$703,030		1
Vice Chief of the Defence Force	\$690,470		1
Chair, Productivity Commission	\$690,470		1
Deputy Chairperson, Australian Competition and Consumer Commission	\$659,090	Table 2B, item 1	1
Chief of Navy	\$659,090		1
Chief of Army	\$659,090		1
Chief of Air Force	\$659,090		1
Vice President, Fair Work Commission	\$659,090		1
Chief Executive Officer, Austrade	\$627,700		1
Chair, Australian Communications and Media Authority	\$627,700		1
Member, Australian Competition and Consumer Commission	\$627,700	Table 2B, item 1	1
Chief Executive Officer, Australian Criminal Intelligence Commission	\$627,700		1
Chief Executive Officer, Australian Digital Health Agency	\$627,700		1
Australian Electoral Commissioner	\$627,700		1
Chair, Australian Energy Regulator	\$627,700		1
Member, Australian Securities and Investments Commission	\$627,700		1
Chair/Chief Executive Officer, Clean Energy Regulator	\$627,700		1
Chief Executive Officer, Digital Transformation Agency	\$627,700		1
National Anti-Corruption Deputy Commissioner	\$627,700		1
Chief Executive Officer, National Indigenous Australians Agency	\$627,700		1
First Parliamentary Counsel	\$627,700		1
Chief Executive Officer, National Health and Medical Research Council	\$596,320		1
Chief Executive, Australian Financial Security Authority	\$564,950		2
Chief Executive Officer, Australian Transaction Reports and Analysis Centre	\$564,950		2
Director, Bureau of Meteorology	\$564,950		2
Chief Scientist	\$564,950		1
Chief Executive Officer, Housing Australia	\$564,950		2

Section 10

Table 2A—Total remuneration			
Column 1 Office	Column 2 Total remuneration (per year)	Column 3 Special provisions	Column 4 Travel tier
Chief Executive Officer, Independent Health and Aged Care Pricing Authority	\$564,950		1
Inspector of the National Anti-Corruption Commission	\$564,950		1
Chief Executive Officer, National Environmental Protection Agency	\$550,000		2
Aged Care Quality and Safety Commissioner	\$533,550		2
eSafety Commissioner	\$533,550		2
Examiner, Australian Criminal Intelligence Commission	\$533,550		1
Chief Executive Officer, Australian Renewable Energy Agency	\$533,550		2
Chief Executive Officer, Australian Research Council	\$533,550		1
Commonwealth Ombudsman	\$533,550		1
Deputy President, Fair Work Commission	\$533,550		1
Chief Executive Officer, High Speed Rail Authority	\$533,550	Table 2B, item 6	2
Information Commissioner	\$533,550		1
Inspector-General of Intelligence and Security	\$533,550		1
National Disability Insurance Scheme Quality and Safeguards Commissioner	\$533,550		2
Chief Commissioner, Infrastructure Australia	\$533,550		1
Associate Director of Public Prosecutions	\$525,190		1
Independent National Security Legislation Monitor	\$525,190		1
Director-General, Australian Centre for Disease Control	\$502,180		1
Chief Executive Officer, Australian Commission on Safety and Quality in Health Care	\$502,180		1
Chief Executive Officer, Australian Curriculum, Assessment and Reporting Authority	\$502,180		2
President, Australian Human Rights Commission	\$502,180		1
Director-General, Australian Naval Nuclear Power Safety Regulator	\$502,180		1

Part 2 Remuneration

Section 10

Table 2A—Total remuneration			
Column 1	Column 2	Column 3	Column 4
Office	Total remuneration (per year)	Special provisions	Travel tier
Chief Commissioner, Australian Transport Safety Bureau	\$502,180		1
Chief Executive Officer, Cancer Australia	\$502,180		2
Fair Work Ombudsman	\$502,180		1
Inspector-General of Taxation	\$502,180		1
Jobs and Skills Australia Commissioner	\$502,180		2
Chief Executive, Murray-Darling Basin Authority	\$502,180		1
Coordinator-General, National Emergency Management Agency	\$502,180		1
Chief Executive Officer, National Offshore Petroleum Safety and Environmental Management Authority	\$502,180		2
Chief Executive Officer, Net Zero Economy Authority	\$502,180		1
Parliamentary Budget Officer	\$502,180		2
Deputy Chair, Productivity Commission	\$502,180		1
Second Parliamentary Counsel	\$502,180		2
Chief Executive Officer, Sport Integrity Australia	\$502,180		2
Data Standards Chair	\$486,400		1
Defence and Veterans' Service Commissioner	\$486,400		2
Digital ID Data Standards Chair	\$486,400		1
Chair, Australian Accounting Standards Board	\$470,800		1
Deputy Chair, Australian Communications and Media Authority	\$470,800		1
Chief Executive Officer, Great Barrier Reef Marine Park Authority	\$470,800		2
Inspector-General Australian Defence Force	\$470,800		2
Inspector-General of Aged Care	\$470,800		2
Member, Australian Energy Regulator	\$470,800		1
Chief Executive Officer, Australian Fisheries Management Authority	\$470,800		1
Chief Executive Officer, Australian Skills Quality Authority	\$470,800		2
Chief Executive Officer, Comcare	\$470,800		2
General Manager, Fair Work Commission	\$470,800		1
Chief Executive Officer, National Anti-Corruption Commission	\$470,800		1

Section 10

Table 2A—Total remuneration			
Column 1 Office	Column 2 Total remuneration (per year)	Column 3 Special provisions	Column 4 Travel tier
Chief Executive Officer, Parliamentary Workplace Support Service	\$470,800		2
Chair, Pharmaceutical Benefits Advisory Committee	\$470,800		1
Chief Executive Officer, Safe Work Australia	\$470,800		2
Chair, Auditing and Assurance Standards Board	\$439,400		1
Director, Australian Institute of Criminology	\$439,400		1
Director, Australian Institute of Family Studies	\$439,400		2
Chief Executive Officer, Australian Pesticides and Veterinary Medicines Authority	\$439,400		2
Chief Executive Officer, Australian Radiation Protection and Nuclear Safety Agency	\$439,400		1
Chief Commissioner, Australian Tertiary Education Commission	\$439,400		2
Commissioner, Domestic, Family and Sexual Violence Commission	\$439,400		2
Director of Military Prosecutions	\$439,400		2
Director of National Parks	\$439,400		2
Commissioner, Fair Work Commission	\$439,400		1
Freedom of Information Commissioner	\$439,400		2
Chief Executive Officer, Infrastructure Australia	\$439,400		1
Director-General, National Archives of Australia	\$439,400		2
General Manager, National Blood Authority	\$439,400		2
Chief Executive Officer, Northern Australia Infrastructure Facility	\$439,400	Table 2B, item 8	1
Privacy Commissioner	\$439,400		2
Commissioner, Productivity Commission	\$439,400		2
Director, Professional Services Review	\$439,400		1
Deputy Electoral Commissioner	\$424,000		2
Complaints Commissioner, Aged Care Quality and Safety Commission	\$408,020		2
Chief Executive Officer, Australian Centre for International Agriculture Research	\$408,020		2

Part 2 Remuneration

Section 10

Table 2A—Total remuneration			
Column 1	Column 2	Column 3	Column 4
Office	Total remuneration (per year)	Special provisions	Travel tier
Member, Australian Communications and Media Authority	\$408,020		1
Aboriginal and Torres Strait Islander Social Justice Commissioner	\$408,020		2
Age Discrimination Commissioner	\$408,020		2
Australian Anti-Slavery Commissioner	\$408,020		2
Disability Discrimination Commissioner	\$408,020		2
Human Rights Commissioner	\$408,020		2
Illicit Tobacco and E-cigarette Commissioner	\$408,020		2
National Children's Commissioner	\$408,020		2
Race Discrimination Commissioner	\$408,020		2
Sex Discrimination Commissioner	\$408,020		2
Chief Executive Officer, Australian Organ and Tissue Donation and Transplantation Authority	\$408,020		2
Chief Executive Officer, Australian Radioactive Waste Agency	\$408,020	Table 2B, item 5	1
Director-General, Australian Safeguards and Non-Proliferation Office	\$408,020		1
Australian Small Business and Family Enterprise Ombudsman	\$408,020		2
Chief Executive Officer, Climate Change Authority	\$408,020		2
Chair, Emissions Reduction Assurance Committee	\$408,020		2
Chief Executive Officer, Independent Parliamentary Expenses Authority	\$408,020		2
Inspector-General of Water Compliance	\$408,020		2
Chief Executive, National Capital Authority	\$408,020		2
Administrator of the National Health Funding Pool	\$408,020		2
Chief Executive Officer, National Transport Commission	\$408,020		1
Official Secretary to the Governor-General	\$408,020		2
Director, Old Parliament House	\$408,020		2
Chief Executive Officer, Tertiary Education Quality and Standards Agency	\$408,020		2
Principal Member, Veterans' Review Board	\$408,020		1
Chief Executive Officer, Aboriginal Hostels Limited	\$376,640		2

Section 10

Table 2A—Total remuneration			
Column 1 Office	Column 2 Total remuneration (per year)	Column 3 Special provisions	Column 4 Travel tier
Administrator of the Northern Territory	\$376,640		1
Commissioner, Australian Charities and Not-for-profits Commission	\$376,640		2
Deputy Director-General, Australian Nuclear Power Safety Regulator	\$376,640		1
Deputy Commonwealth Ombudsman	\$376,640		2
Chief Executive Officer, Food Standards Australia New Zealand	\$376,640		1
Gene Technology Regulator	\$376,640		2
Executive Director, Australian Industrial Chemicals Introduction Scheme	\$376,640		2
National Commissioner for Aboriginal and Torres Strait Islander Children and Young People	\$376,640		2
National Rural Health Commissioner	\$376,640		2
Associate Commissioner, Productivity Commission	\$376,640		2
First Nations Commissioner, Australian Tertiary Education Commission	\$345,260		2
Registrar of Aboriginal and Torres Strait Islander Corporations	\$345,260		2
Administrator, Christmas and Cocos (Keeling) Islands	\$345,260	Table 2B, item 2	2
Administrator, Norfolk Island	\$345,260		2
Chief Executive Officer, Asbestos and Silica Safety and Eradication Agency	\$345,260		2
Jobs and Skills Australia Deputy Commissioner	\$345,260		2
National Data Commissioner	\$345,260		2
Chief Executive Officer, National Health Funding Body	\$345,260		2
Chief Executive Officer, National Sports Tribunal	\$345,260		2
Deputy Chair, Pharmaceutical Benefits Advisory Committee	\$345,260		1
Associate Director, Professional Services Review	\$345,260		1
Commissioner, Repatriation Commission	\$345,260		2
Administrator, Torres Strait Regional Authority	\$345,260		2
Chairperson, Torres Strait Regional Authority	\$345,260		2

Part 2 Remuneration

Section 11

Table 2A—Total remuneration			
Column 1 Office	Column 2 Total remuneration (per year)	Column 3 Special provisions	Column 4 Travel tier
Australian Electoral Officer for New South Wales	\$313,870		2
Australian Electoral Officer for Victoria	\$313,870		2
Chief Executive Officer, Workplace Gender Equality Agency	\$313,870		2
Merit Protection Commissioner	\$313,870	Table 2B, item 7	2
Director, Office of Australian War Graves	\$313,870		2
Executive Director of Township Leasing	\$313,870		2
Chief Executive Officer, Torres Strait Regional Authority	\$292,650		2
Australian Electoral Officer for Queensland	\$282,500		2
Director, Classification Board	\$282,500	Table 2B, item 3	2
Student Identifiers Registrar	\$282,500		2
Director, Tuition Protection Service	\$282,500		2
Senior Member, Veterans' Review Board	\$282,500		2
Australian Electoral Officer for Western Australia	\$251,110		2
Chair (full-time), Central Land Council	\$251,110		2
Chair (full-time), Northern Land Council	\$251,110		2
Australian Electoral Officer for South Australia	\$244,570		2
Australian Electoral Officer for Tasmania	\$224,580		2
Chair (full-time), Anindilyakwa Land Council	\$219,720		2
Deputy Director, Classification Board	\$219,720	Table 2B, item 3	2
Australian Electoral Officer for Northern Territory	\$196,000		2
Defence Family Advocate, Defence Families of Australia	\$188,660		3
Classifier, Classification Board	\$156,960	Table 2B, item 4	3
Chair, Tiwi Land Council	\$144,020		2

11 Special provisions for certain offices

The provisions in column 2 of the following table (**Table 2B**) apply to the holders of the offices in column 1.

Section 11

Table 2B—Special provisions for certain offices

Item	Column 1 Office	Column 2 Special provision
1	Chairperson, Deputy Chairperson and Member of the Australian Competition and Consumer Commission (ACCC)	Despite the official travel determination, the ACCC may put in place arrangements for Members' travel to Canberra that are more cost effective than the travel entitlements they are otherwise entitled to under this determination.
2	Administrator, Christmas and Cocos (Keeling) Islands	Despite the official travel determination, the Administrator and any immediate family members normally resident with the Administrator on Christmas Island are entitled to 2 return economy class fares per year each between their home and work base
3	Director, Classification Board and Deputy Director, Classification Board	On any occasion when the Deputy Director acts as Director, the Deputy Director is entitled to the remuneration and other conditions determined for the Director.
4	Temporary Classifier	If a person is appointed to the Classification Board as a Temporary Classifier, a daily fee of \$654 is payable to the person, in lieu of other provisions in this Part. The conditions for payment of the daily fee are as set out in Part 4 of the <i>Remuneration Tribunal (Remuneration and Allowances for Holders of Part-time Public Office) Determination 2026</i>. The following do not apply to the person: (a) Part 5 of this instrument; (b) the <i>Remuneration Tribunal (Recreation Leave for Holders of Relevant Offices) Determination 2018</i> (or any determination that supersedes that determination); (c) the <i>Remuneration Tribunal (Compensation for Loss of Office for Holders of Certain Public Offices) Determination 2018</i> (or any determination that supersedes that determination).
5	Chief Executive Officer, Australian Radioactive Waste Agency	Total remuneration for Mr Sam Usher is \$560,630, for the initial term of his appointment.
6	Chief Executive Officer, High Speed Rail Authority	Mr Timothy Parker will receive a personal loading of \$26,500 per year from 1 July 2024.
7	Merit Protection Commissioner	Ms Jamie Lowe will receive an additional fixed loading of \$61,298 per year beginning on 30 September 2024 and ending on 29 September 2029.
8	Chief Executive Officer, Northern Australia Infrastructure Facility	Total remuneration for this office is \$533,550 per year until 31 December 2026.

Section 12

12 Part-time work

- (1) If an office holder's employing authority has approved the office holder to perform the duties of the office on a part-time basis, the total remuneration for that office is to be paid on a pro rata basis in accordance with the proportion of full-time hours worked.
- (2) However, if the proposed hours are less than 60% of the full-time hours, prior agreement of the Tribunal is required for the level of remuneration.

13 Remuneration packaging

- (1) Subject to this Part, an office holder may elect to receive the benefit of the total remuneration, other than the employer superannuation contribution, as salary or a combination of salary and benefits if:
 - (a) the election is consistent with relevant taxation laws and rulings or guidelines applicable to salary packaging schemes issued by the Australian Taxation Office; and
 - (b) providing the benefit would not result in a cost to the employing authority (including any fringe benefits tax) that would not be incurred if the office holder received the remuneration in the form of salary.
- (2) To avoid doubt, a superannuation contribution made as a result of an election by an office holder under subsection (1) does not form part of the employer superannuation contribution for the office holder.

Part 3—Superannuation

14 Superannuation

Commonwealth Superannuation Scheme

- (1) For an office holder who is a member of the CSS:
 - (a) the office holder's annual rate of salary for the purposes of the CSS is the office holder's superannuation salary; and
 - (b) for the purposes of paragraph (a) of the definition of **employer superannuation contribution** in section 7, the value attributed to the employer superannuation contribution for the office holder is an amount equal to 15.4% of the office holder's superannuation salary.

Note: For the **superannuation salary** for an office holder who is a member of the CSS, see section 15.

Public Sector Superannuation Scheme

- (2) For an office holder who is a member of the PSS:
 - (a) the office holder's basic salary for the purposes of the PSS is the office holder's superannuation salary; and
 - (b) the amount of the office holder's recognised allowances for the purposes of the PSS is nil; and
 - (c) for the purposes of paragraph (a) of the definition of **employer superannuation contribution** in section 7, the value attributed to the employer superannuation contribution for the office holder is an amount equal to 15.4% of the office holder's superannuation salary.

Note: For the **superannuation salary** for an office holder who is a member of the PSS, see section 15.

Defence Force Retirement and Death Benefits

- (3) For an office holder who is a member of the DFRDB:
 - (a) the office holder's annual rate of salary for the purposes of the DFRDB is the office holder's superannuation salary; and
 - (b) for the purposes of paragraph (a) of the definition of **employer superannuation contribution** in section 7, the value attributed to the employer superannuation contribution for the office holder is an amount equal to 15.4% of the office holder's superannuation salary.

Note: For the **superannuation salary** for an office holder who is a member of the DFRDB, see section 15.

Military Superannuation and Benefits Scheme

- (4) For an office holder who is a member of the MSBS:
 - (a) the office holder's annual rate of salary for the purposes of the MSBS is the office holder's superannuation salary; and
 - (b) for the purposes of paragraph (a) of the definition of **employer superannuation contribution** in section 7, the value attributed to the

Part 3 Superannuation

Section 15

employer superannuation contribution for the office holder is an amount equal to 15.4% of the office holder's superannuation salary.

Note: For the *superannuation salary* for an office holder who is a member of the MSBS, see section 15.

Public Sector Superannuation Accumulation Plan

- (5) For an office holder who is a member of PSSAP, the office holder's superannuation salary for the purposes of the *Superannuation (PSSAP) Trust Deed* is the office holder's ordinary time earnings (within the meaning of the *Superannuation Guarantee (Administration) Act 1992*).

UniSuper

- (6) For an office holder who is a member of the defined benefit division of UniSuper:
- (a) the office holder's annual rate of salary for the purposes of the defined benefit division of UniSuper is the office holder's superannuation salary; and
 - (b) for the purposes of paragraph (ba) of the definition of *employer superannuation contribution* in section 7, the amount is the contribution made by an employer to the defined benefit division of UniSuper in respect of the office holder.

Note 1: For the *superannuation salary* for an office holder who is a member of the defined benefit division of UniSuper, see section 15.

Note 2: Generally, the contribution made by an employer to the defined benefit division of UniSuper in respect of an office holder is either 14% or 17% of the office holder's superannuation salary.

Other superannuation funds

- (7) For an office holder who is a member of any other superannuation fund, the employer superannuation contribution is the minimum contribution that would, under section 23 of the *Superannuation Guarantee (Administration) Act 1992*, reduce the charge percentage for that office holder to nil.

No cash in lieu

- (8) The value attributed to the employer superannuation contribution under this section is referable to a non-salary component of total remuneration and may not be the subject of an election to take an equivalent amount of salary instead.

15 Superannuation salary for the purposes of CSS, PSS, DFRDB, MSBS and UniSuper

- (1) Subject to subsection (2), the *superannuation salary* for an office holder who is a member of the CSS, PSS, DFRDB, MSBS or the defined benefit division of UniSuper is worked out in accordance with the following table (*Table 3A*).

Section 15

Table 3A—Superannuation salary—general

Item	If the office holder's total remuneration is ...	the office holder's superannuation salary is ...
1	\$502,180 or more	70% of the office holder's total remuneration (rounded up to the nearest \$10).
2	less than \$502,180	73% of the office holder's total remuneration (rounded up to the nearest \$10).

- (2) If an office or an office holder is specified in column 1 of the following table (**Table 3B**), the amount in column 2 is the superannuation salary for a holder of that office, or for that office holder.

Table 3B—Superannuation salary for specified office holders

Item	Column 1 Office or office holder	Column 2 Superannuation salary
1	Mr Michael Burgess, Director-General of Security, Australian Security Intelligence Organisation	\$536,570
2	Mr Iain Anderson, Commonwealth Ombudsman	\$428,480
3	Ms Elizabeth Hefren-Webb, Aged Care Quality and Safety Commissioner	\$426,150
4	Ms Sam Reinhardt, Parliamentary Budget Officer	\$402,300
5	Mr Gerard Martin, Official Secretary to the Governor-General	\$308,420
6	Deputy Director, Classification Board	\$188,970
7	Classifier, Classification Board	\$134,990
8	Ms Jamie Lowe, Merit Protection Commissioner	\$323,500
9	Professor Adriana Platona, General Manager, National Blood Authority	\$342,903
10	Ms Kathleen Rowley, Chief Executive Officer, Climate Change Authority	\$307,563

Section 16

Part 4—Vehicles and business support**16 Vehicles**

- (1) If an office holder:
 - (a) accepts an offer of a vehicle owned or leased by the office holder's agency for private use; or
 - (b) has access to a vehicle owned or leased by the office holder's agency for private use;
 the actual cost of the vehicle to the agency (including fringe benefits tax), less a reasonable amount (if any) reflecting business usage patterns, is taken to be a benefit.
- (2) For the purposes of subsection (1):
 - (a) if the annual business kilometres are less than 5,000—the business usage amount is to be based on the “cents per kilometre” method; or
 - (b) if the annual business kilometres are 5,000 or more:
 - (i) any business usage amount is to be assessed on log book records for at least a 12 week representative period; and
 - (ii) the percentage of business use to total kilometres travelled per year is to be applied to the total cost of the vehicle.

17 Vehicle parking

If an office holder accepts an offer of a car park at Commonwealth expense, the actual cost (including fringe benefits tax) of the car park to the agency is taken to be a benefit.

18 Business support

If an office holder is provided with communications, information technology or other office facilities necessary for the efficient conduct of the office holder's office, incidental private use of those facilities does not require the value of the facilities to be included in total remuneration.

Part 5—Travel and accommodation assistance

19 Accommodation assistance

- (1) An office holder in column 1 of Table 5A is eligible to be reimbursed for qualifying accommodation costs while the office holder:
- (a) occupies the office in column 2; and
 - (b) has a principal place of residence in a locality (the **PPR locality**) other than the office locality.

Commercial accommodation

- (2) For the purposes of subsection (1), if the office holder is in commercial accommodation in the office locality, the following are **qualifying accommodation costs** up to the amount (per year) in column 3 of Table 5A:
- (a) the costs of the commercial accommodation;
 - (b) settling-in costs (including one-off utility connection costs);
 - (c) if the commercial accommodation does not include cooking facilities—the cost of meals.

Private, non-commercial accommodation

- (3) For the purposes of subsection (1), if the office holder is in private, non-commercial accommodation (such as the home of a family member or friend) in the office locality, the costs of the private, non-commercial accommodation are **qualifying accommodation costs** up to one third of the amount (per year) in column 3 of Table 5A.

Exclusions

- (4) Assistance is not payable under this section while the office holder lives in premises owned by the office holder in the office locality.
- (5) An office holder is not eligible to access travel allowance entitlements under the official travel determination in the PPR locality or the office locality while the office holder remains eligible to receive assistance under this section.

Amounts of accommodation assistance

- (6) Amounts of accommodation assistance are set out in the following table (**Table 5A**).

Table 5A—Accommodation assistance			
Item	Column 1 Office holder	Column 2 Office	Column 3 Assistance (per year)
1	Mr Michael Drake	Director-General, Australian Naval Nuclear Power Safety Regulator (beginning on 31 March 2026, until 30 March 2027)	\$34,500

Section 20

20 Accommodation assistance—special provisions*Member of the Classification Board*

- (1) Subject to individual qualification for this allowance, to be decided by the employing authority in accordance with agency guidelines, a member of the Classification Board who has, or had, to relocate to Sydney to take up the appointment is to be paid an accommodation allowance of \$13,500 per year. This allowance does not represent salary for superannuation.

Defence chiefs

- (2) The employing authority may approve housing assistance in accordance with agency policy and practices for the Vice-Chief of the Defence Force, the Chief of Navy, the Chief of Army, the Chief of Air Force, and the Director of Military Prosecutions.

21 Accommodation in official residence

If an office requires the office holder to reside in an official residence, the office holder's total remuneration does not include the value of accommodation in the residence or the running costs of the residence.

22 Reunion travel assistance

- (1) An office holder in column 1 of Table 5B may receive travel costs of up to the amount (per year) in column 3 for travel back to the locality of the office holder's principal place of residence (the **PPR locality**) for the purpose of family reunion, while the office holder occupies the office in column 2.
- (2) If the office holder certifies that the workload and responsibilities of the office prevent the office holder from travelling to the PPR locality for reunion purposes, the costs of reunion travel by the office holder's partner, or a child or children of the office holder or of the office holder's partner, who resides at the office holder's principal place of residence, can be funded. Funding paid in accordance with this subsection counts towards the limit in subsection (1).
- (3) Travel by a person other than the office holder funded in accordance with subsection (2) must be at economy class, and only for direct travel between the PPR locality and the office locality.
- (4) Amounts of reunion travel assistance are set out in the following table (**Table 5B**).

Table 5B—Reunion travel assistance			
Item	Column 1 Office holder	Column 2 Office	Column 3 Assistance (per year)
1	None	No offices currently specified	

Schedule 1—Repeals

Remuneration Tribunal (Remuneration and Allowances for Holders of Full-time Public Office) Determination 2025

1 The whole of the instrument

Repeal the instrument.

Legal Services Expenditure Report 2022-23

Entity Details

What is this section?

In this section, you will be identifying the entity that is completing this Legal Services Expenditure Report (LSER) template. Some information throughout the Entry form will auto-populate based on this selection, including the ABN, participation in the Whole of Australian Government Legal Services Panel, and comparisons with that entity's 2021-22 LSER.

What if the entity name or ABN is incorrect?

If you cannot find your entity in the list, or if the information that loads is incorrect, please contact the Office of Legal Services Coordination (OLSC) for assistance. We note that the entity names in the list correspond with previous LSER's and have been updated in accordance with changes as reflected in the Finance Flipchart.

What is the name of your entity? (Choose from list)

Australian Human Rights Commission

ABN

47 996 232 602

Check details to proceed

Check

Proceed below

Template Guidance

How to use this template	<i>This template is for completing the 2022-23 LSER and has been approved by OLSC. You must only use this template. All non-corporate and corporate Commonwealth entities must complete the template, unless exempted from doing so.</i> <i>As you fill out the template, you will see more guidance and only be prompted to move to the next section once the current section has been successfully completed. Each section is dedicated to a different type of legal services expenditure. Once each section is completed, you can review your inputs in the Summary sheet and include commentary if required before providing final confirmation to complete the template.</i>	
What is section 1?	<i>In section 1 you are required to report the total value of your entity's internal legal services expenditure for 2022-23.</i>	
What is section 2?	<i>In section 2 you are required to report the details of your entity's briefs to counsel.</i>	
What is section 3?	<i>In section 3 you are required to report total value of your entity's expenditure on disbursements.</i>	
What is section 4?	<i>In section 4 you are required to report information about your entity's use of legal services panels.</i>	
What is section 5?	<i>In section 5 you are required to report on your entity's expenditure on professional fees.</i>	

What is the Summary sheet?	<i>The Summary sheet is only visible once you have confirmed that the Entry form is complete following inclusion of the last domestic legal services provider in Section 5c.</i> <i>In the Summary sheet you are required to review and confirm the summary totals for your entity's 2022-23 Legal Services Expenditure Report based on what you entered in the Entry form sheet.</i> <i>Commentary is required if there has been a significant change in total expenditure from 2021-22. Otherwise, entities may provide optional commentary to OLSC about their report. Commentary will not be made public or shared with other entities.</i>	
How should information be reported?	<i>Information should be reported in accordance with Guidance Note 8 which can be found at <https://www.ag.gov.au/legal-system/office-legal-services-coordination/legal-services-directions-and-guidance-notes>.</i> <i>In particular, expenditure is to be reported on an accruals basis. All figures are to be GST exclusive and rounded to the nearest dollar. Do not leave any input cells blank. For example, if there was no expenditure, enter '0' for a total value of \$0.</i> <i>Entities participating in the Whole of Australian Government Legal Services Panel are welcome to utilise the legal services providers reported expenditure data in the Panel online Portal to inform their LSER.</i>	
How do I submit a completed template?	<i>The completed template is to be returned to OLSC within 60 days after the end of the financial year (29 August 2023). Please email a copy to LSER@ag.gov.au. If your entity is not able to meet this deadline please email LSER@ag.gov.au as early as possible.</i>	
A reminder of further obligations	<i>In addition to completing this template, all non-corporate Commonwealth entities are required to publish their legal services expenditure by 30 October.</i>	
Need further assistance?	<i>If you require further assistance to complete this template please get in touch with OLSC:</i> <i>Phone: (02) 6141 3642</i> <i>Email: LSER@ag.gov.au</i>	
	Please confirm that you have read and understood the Template Guidance	Yes
	Proceed below	

Section 1 Internal Legal Services Expenditure (explainer)		
What is this section?	In this section you are required to report the total value of your entity's internal legal services expenditure for 2022-23.	
What is internal legal services expenditure?	Internal legal services expenditure is the total expenditure within an entity on legal work undertaken by in-house lawyers, either by a dedicated legal unit, or by individual lawyers working within business lines. Information on how to calculate internal legal services expenditure is in Guidance Note 8.	
How is internal legal services expenditure reported?	Only enter whole dollar amount. Figures including cents will not be accepted. If there was no expenditure, enter '0' for a total value of \$0.	
Please confirm that you have read and understood the Internal Legal Services Expenditure explainer		Yes
Proceed below		
Section 1 Internal Legal Services Expenditure		
	Total value of internal legal services expenditure	\$ 1,656,488.00
Check details to proceed		Check
Proceed below		

Section 2		Counsel Briefs (explainer)
What is this section?	<i>In this section you are required to report the details of your entity's briefs to counsel (not including the Solicitor-General) for 2022-23. This section is divided into two subsections: 2a) Briefs to Junior Counsel; 2b) Briefs to Senior Counsel.</i> <i>In each section, you are required to report the number and value of briefs, broken down by gender and how counsel was briefed.</i>	
What is the difference between senior and junior counsel?	<i>'senior' means a barrister of 10+ years experience at the Bar, counsel who has 10 or more years' experience in being briefed as a barrister to advise or appear, or a King's/Senior Counsel. For 2022-23, include counsel called to the bar in 2013.</i> <i>'junior' means all other barristers/counsel.</i>	
What is the difference between direct and indirect briefing?	<i>Indirect briefing is when a legal services provider briefs counsel.</i> <i>Direct briefing is when an entity briefs counsel directly, rather than through a legal services provider.</i>	
How are briefs reported?	<i>Only include details for 2022-23. For example, if counsel was briefed in a previous reporting period, do not include it in the number of briefs (as it was reported in a previous LSER). However, if that counsel undertook work during the reporting period, this expenditure should be reported. Briefing the same counsel in an appeal counts as a new brief.</i> <i>Figures must be reported as whole numbers, GST exclusive. Figures including cents will not be accepted. If there were no briefs or expenditure, you are required to input '0'.</i>	
	Please confirm you have read and understood the counsel briefs explainer	Yes
	Proceed below	

Section 2a		Briefs to Junior Counsel	
Direct Briefs to male junior counsel			
Total number			0
Total value		\$	-
Direct Briefs to female junior counsel			
Total number			0
Total value		\$	-
Direct Briefs to gender X junior counsel			
Total number			0
Total value		\$	-
Check details to proceed		Check	
Proceed below			

Indirect Briefs to male junior counsel		
Total number		0
Total value	\$	-
Indirect Briefs to female junior counsel		
Total number		0
Total value	\$	-
Indirect Briefs to gender X junior counsel		
Total number		0
Total value	\$	-
Check details to proceed		Check
Proceed below		

Section 2b		Briefs to Senior Counsel	
Direct Briefs to male senior counsel			
Total number			2
Total value		\$	5,563.00
Direct Briefs to female senior counsel			
Total number			1
Total value		\$	1,392.00
Direct Briefs to gender X senior counsel			
Total number			0
Total value		\$	-
Check details to proceed		Check	
Proceed below			

Indirect Briefs to male senior counsel		
Total number		0
Total value	\$	-
Indirect Briefs to female senior counsel		
Total number		0
Total value	\$	-
Indirect Briefs to gender X senior counsel		
Total number		0
Total value	\$	-
Check details to proceed		Check
Proceed below		

Section 3 Disbursements (explainer)		
What is this section?	In this section you are required to report the total value of your entity's expenditure on disbursements.	
What are disbursements?	Disbursements are costs incurred for goods and services that are not counsel or professional fees. Disbursements could include fees paid to expert witnesses, court fees, travel and accommodation costs and administrative fees such as binding and copying.	
How are disbursements reported?	The figure must be a whole dollar amount, GST exclusive. Figures including cents will not be accepted. If there were no disbursements, enter '0' for a total value of \$0.	
	Please confirm you have read and understood the Disbursements explainer	Yes
	Proceed below	
Section 3 Disbursements		
	Total value of disbursements	\$ -
	Check details to proceed	Check
	Proceed below	

Section 4 Legal Services Panels (explainer)		
What is this section?	<i>In this section you are required to report information about your entity's use of legal services panels. The Panels are the 'Whole of Australian Government Legal Services Panel', 'Provision of Tax Technical Legal Services Panel', and the 'ACCC/AER Competition and Consumer Law Panel 2019'.</i> <i>Information about your entity's participation and Panel fee (GST exclusive) for the 'Whole of Australian Government Legal Services Panel' will be auto-populated (it is mandatory for non-corporate Commonwealth entities and opt-in for other Commonwealth bodies).</i>	
What expenditure is to be reported?	<i>Entities that participated in the 'Whole of Australian Government Legal Services Panel' at any time during the financial year must report their 2022-23 off-Panel expenditure through use of the 10% off-Panel Allowance and Exemptions (only for that time they were participating in the Panel).</i> <i>Entities must report their total 2022-23 expenditure under the 'Provision of Tax Technical Legal Services Panel', and the 'ACCC/AER Competition and Consumer Law Panel 2019'.</i> <i>These figures will be captured in the total value of professional fees that are reported in Section 5. To prevent double counting, these figures are not added to total legal expenditure.</i>	
How is legal services panel expenditure reported?	<i>The figures must be in whole dollar amounts, GST exclusive. Figures including cents will not be accepted. If there was no expenditure, enter '0' for a value of \$0.</i>	
Please confirm you have read and understood the Legal Services Panels explainer		Yes
Proceed below		

Section 4		Legal Services Panels	
Whole of Australian Government Legal Services Panel			
Does your entity participate in the Whole of Australian Government Legal Services Panel?		No	
Provision of Tax Technical Legal Services Panel			
Total value of professional fee expenditure on Provision of Tax Technical Legal Services Panel for 2022-23		\$	-
ACCC/AER Competition and Consumer Law Panel 2019			
Total value of professional fee expenditure on ACCC/AER Competition and Consumer Panel 2019 for 2022-23		\$	-
Check details to proceed		Check	
Proceed to Section 5			
Panel fee What was your entity's Panel fee for 2022-23? Panel flexibility mechanisms Professional Fees for work done by non-Panel firms as part of 10% off-Panel allowance Professional Fees for work done by non-Panel firms with an Exemption from AGD			
Proceed below			

Section 5	Professional fees (explainer)	
What is this section?	<i>In this section you are required to report on your entity's expenditure on professional fees. Each external legal services provider's professional fees should be entered separately in the reporting template.</i> <i>Professional fees are the fees chargeable for work undertaken by external legal services providers for their professional services; that is, the work done by the provider lawyers. It does not include fees paid to counsel or disbursements.</i> <i>This section is divided into 3 subsections for different types of external providers: 5a) Other government providers; 5b) Overseas providers; 5c) Domestic providers.</i>	
What are other government providers?	<i>Some entities provide billable legal services. Only services that attract a charge should be recorded as a professional fee. Other government providers is limited to the 3 primary government legal services providers (not including the Australian Government Solicitor): Attorney-General's Department; Department of Foreign Affairs and Trade; Office of Parliamentary Counsel.</i>	
What are overseas providers?	<i>Some entities engage external legal services providers that are outside of Australia (i.e. not domestic). OLSC does not require the name of each overseas legal services provider. Instead provide one consolidated value for these professional fees.</i>	
What are domestic providers?	<i>Domestic external legal services providers include solicitors and similar service providers, including government legal services providers such as the Australian Government Solicitor (AGS), that conduct their business in Australia.</i>	
How is expenditure on professional fees reported?	<i>The figures must be whole dollar amounts, GST exclusive. Figures including cents will not be accepted. If there was no expenditure, enter '0' for a value of \$0.</i>	

Additional guidance for domestic providers

The first domestic provider listed in section 5c is AGS. You must report your entity's professional fees with AGS here. If your entity did not engage with AGS during 2021-22, then you must enter '0' for a value of \$0.

Each domestic provider's professional fees must be entered separately. Commonly reported domestic providers have been included in the drop-down list. If a provider is not listed choose "PROVIDER NOT LISTED" to enter the provider name manually. You must only enter the details of domestic providers your entity had professional fees with in 2022-23. You cannot report '0' for any domestic provider other than AGS. You cannot report expenditure on a domestic provider more than once.

Once you have entered details for AGS, and for each subsequent domestic provider, you will be prompted 'Is another domestic provider required?'. To add another domestic provider you must select 'Yes'. If you have finished entering the details of all domestic providers your entity had professional fees expenditure with in 2022-23, you must select 'No'. By selecting 'No', you will be prompted to confirm the details you have entered in order to proceed. Section 5c is the final part of the Entry form. By confirming the details you will complete the Entry Form. You will not be able to proceed to another domestic provider or complete the form unless the details you have entered are correct.

Please confirm that you have read and understood the Professional Fees explainer

Yes

Proceed below

Section 5a		Other Government Legal Services Providers	
Attorney-General's Department (DO NOT INCLUDE PANEL FEE)			
Total value of expenditure		\$	-
Department of Foreign Affairs and Trade			
Total value of expenditure		\$	-
Office of Parliamentary Counsel			
Total value of expenditure		\$	-
Check details to proceed		Check	
Proceed below			
Section 5b		Overseas Legal Services Providers	
Overseas firms (single total figure, individual firm names not required)			
Total value of expenditure		\$	-
Check details to proceed		Check	
Proceed below			

Section 5c

Domestic Legal Services Providers

Australian Government Solicitor

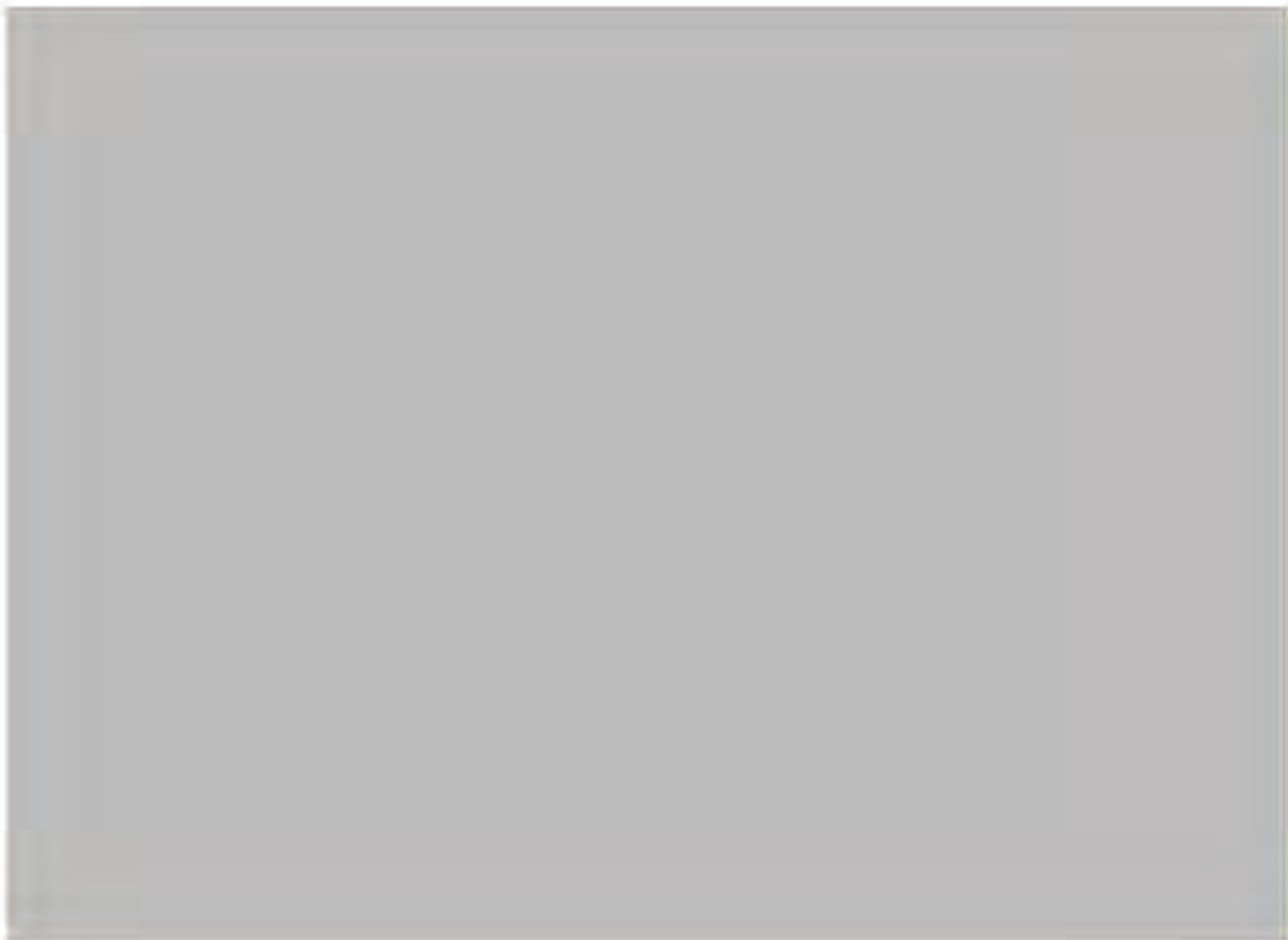
Total value of expenditure	\$	6,863.00
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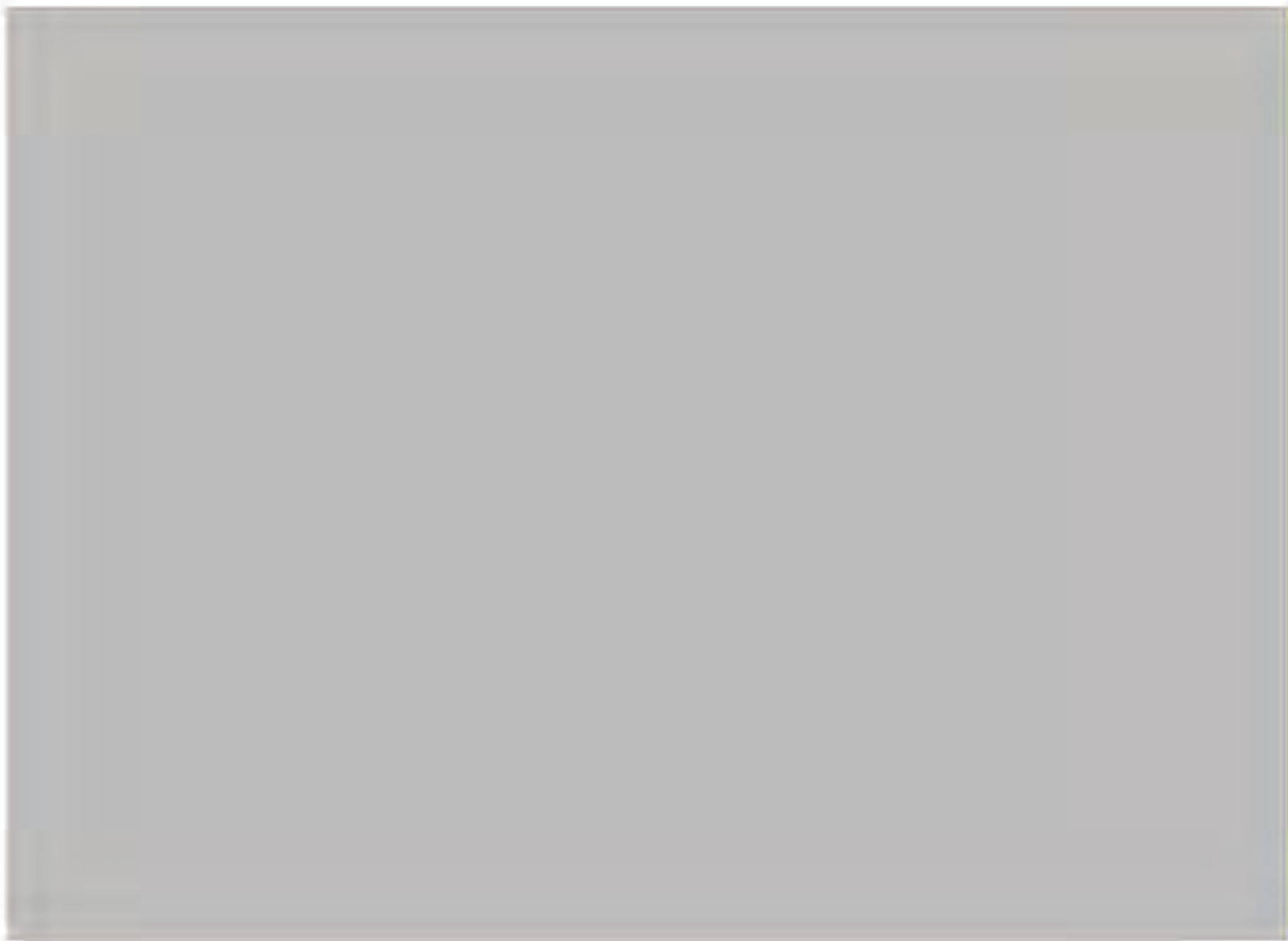
Is another domestic provider required?	No
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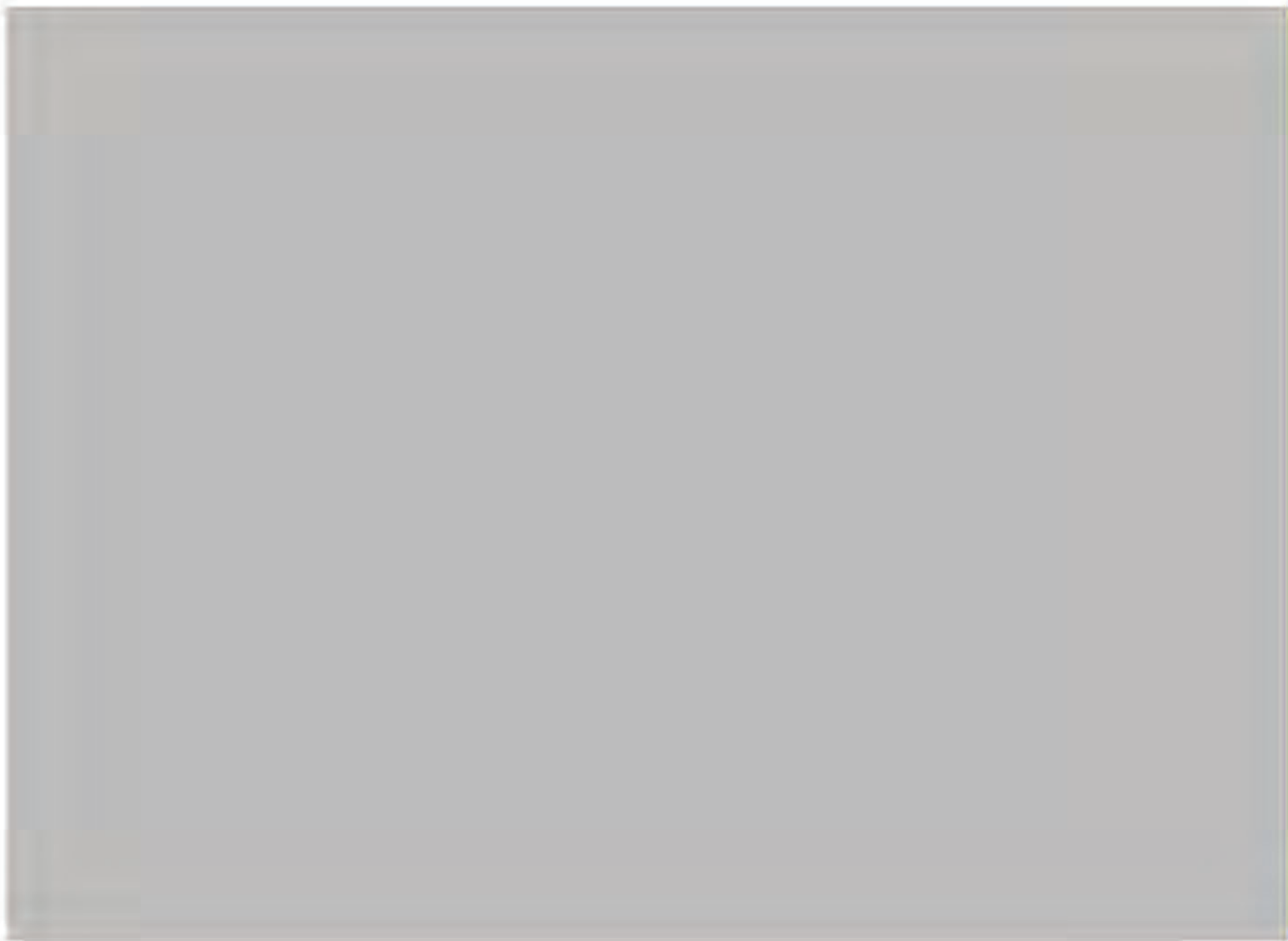
Proceed below to confirm details and complete Entry Form

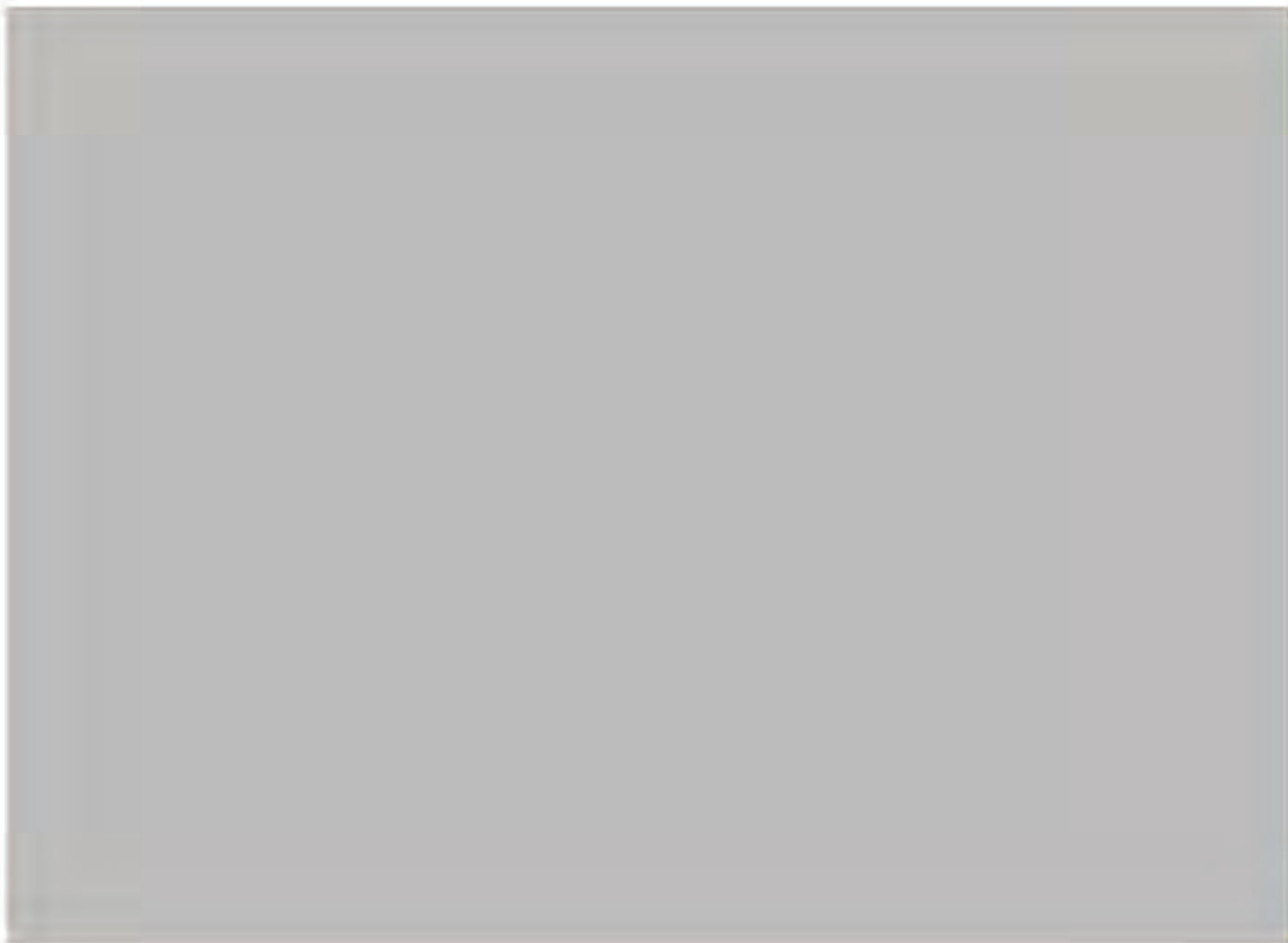
Please confirm that the details entered into the Entry Form are correct	I confirm
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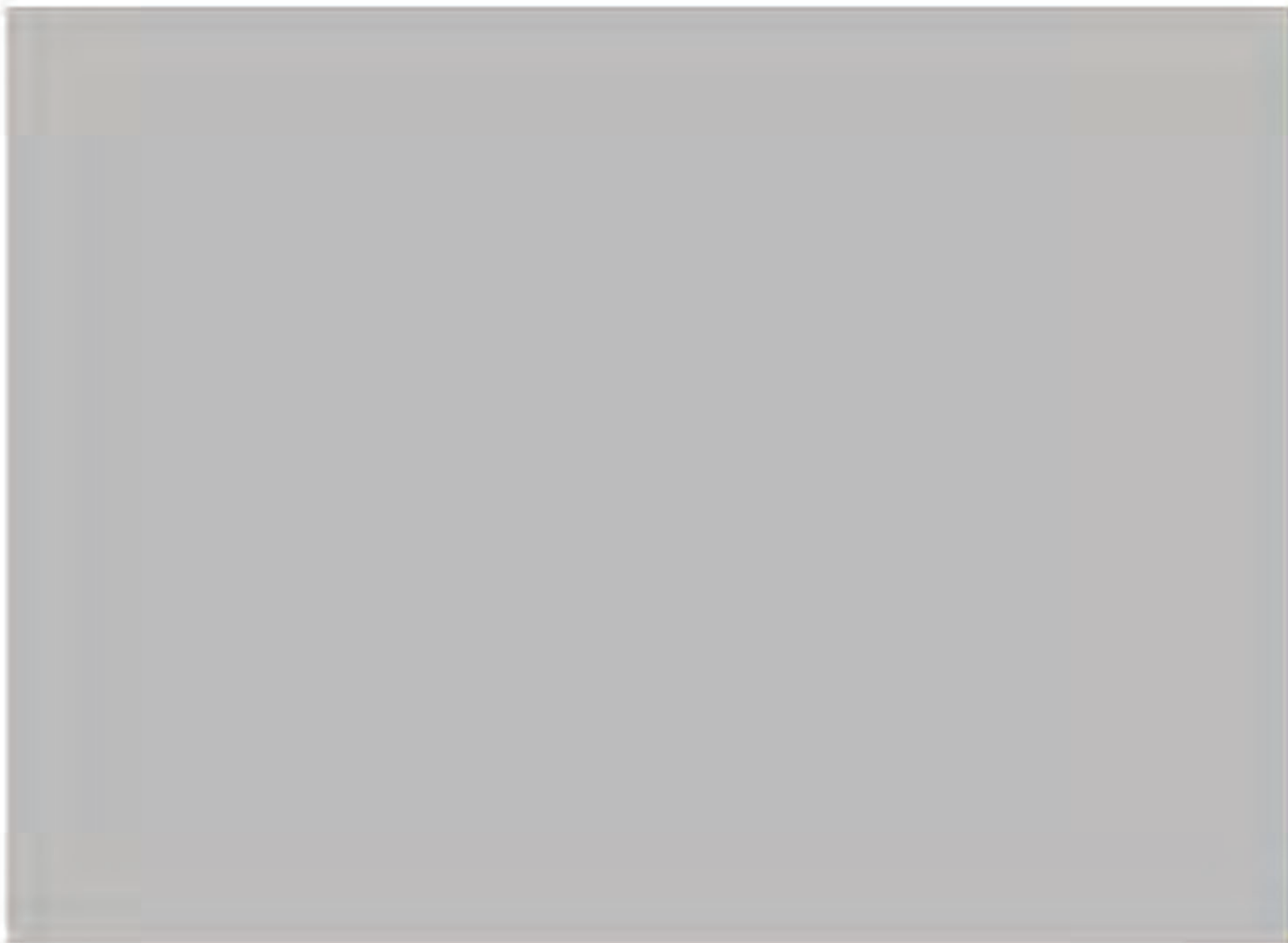
Entry Form complete - proceed to Summary sheet
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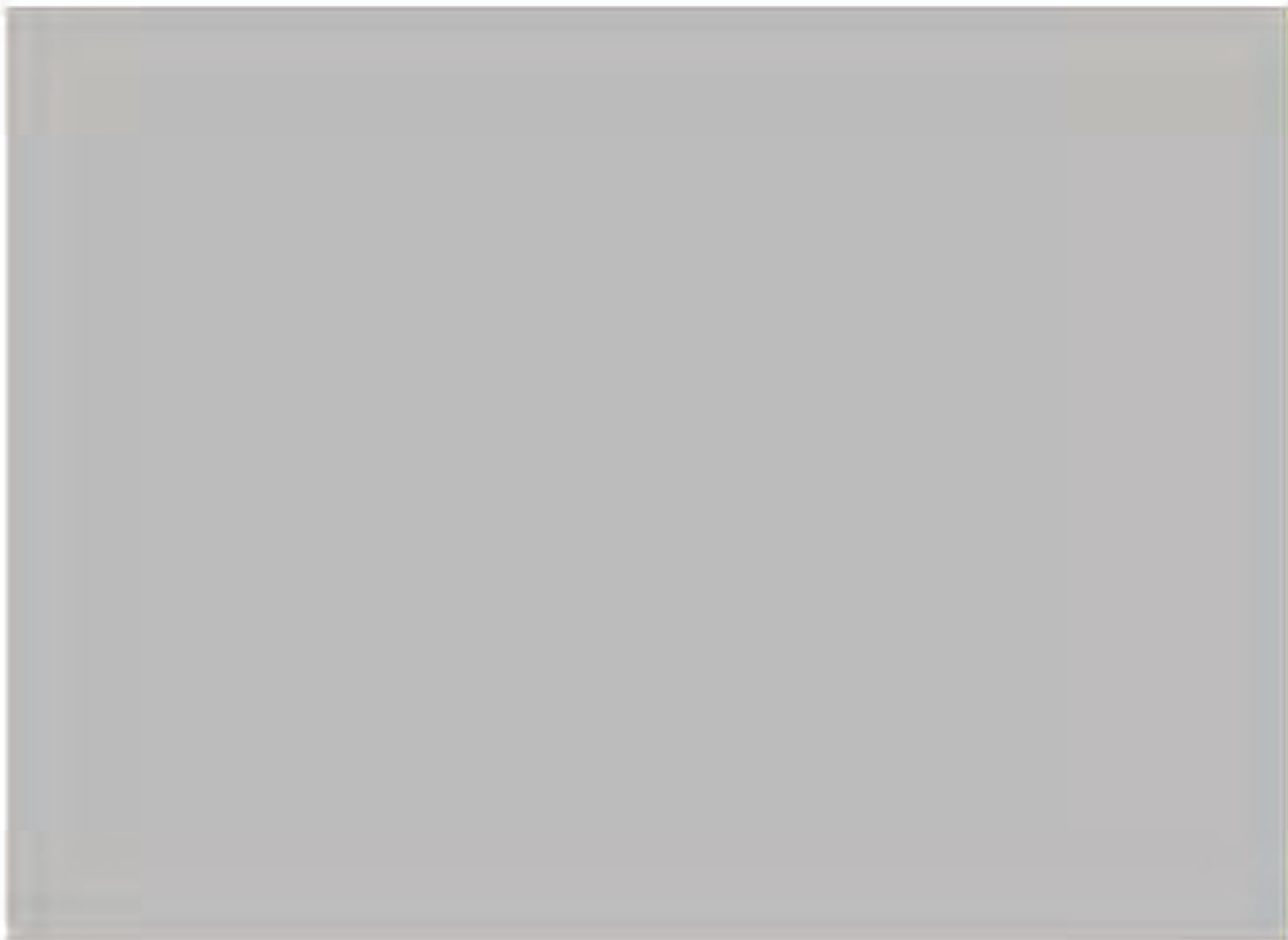


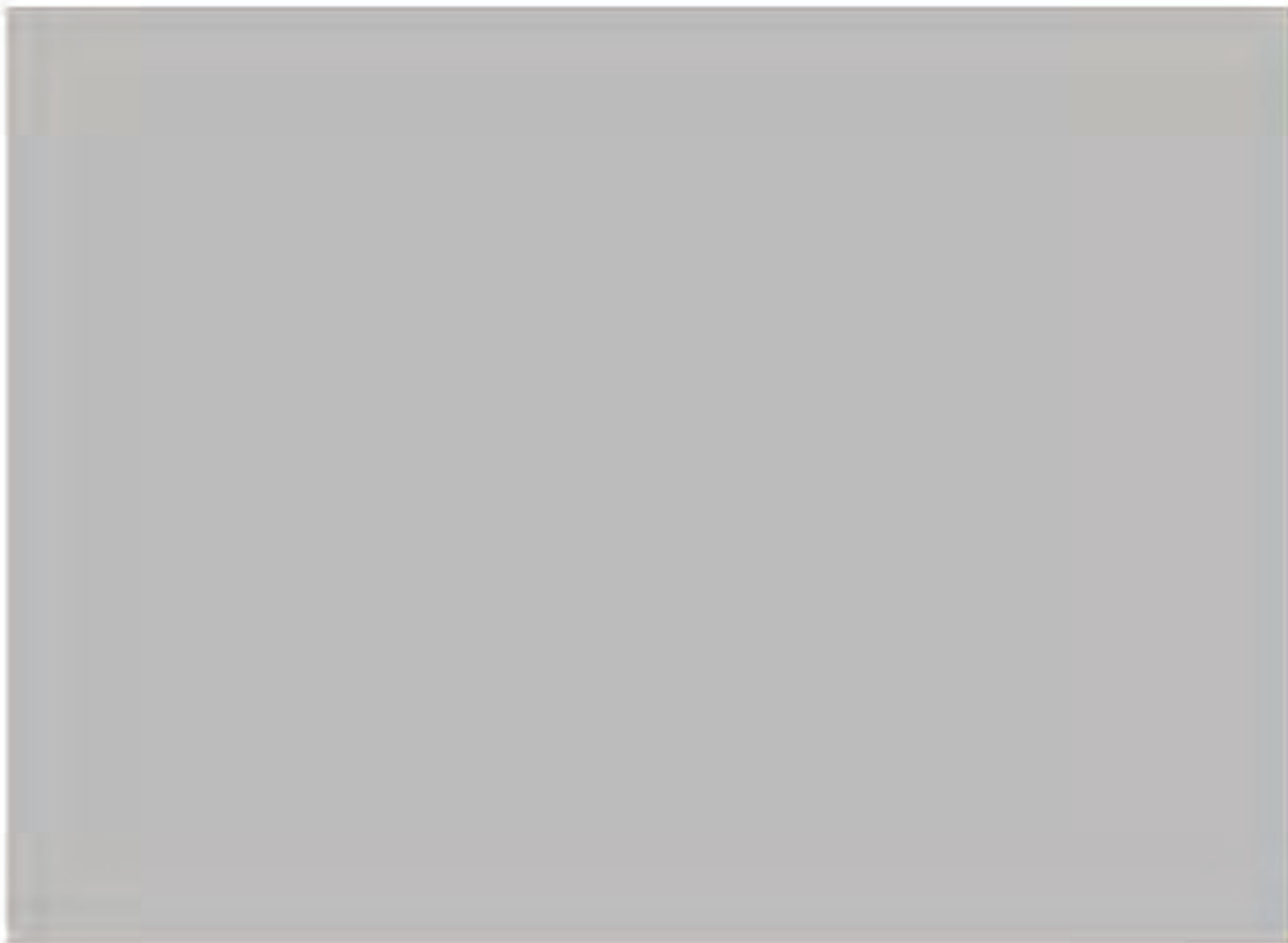


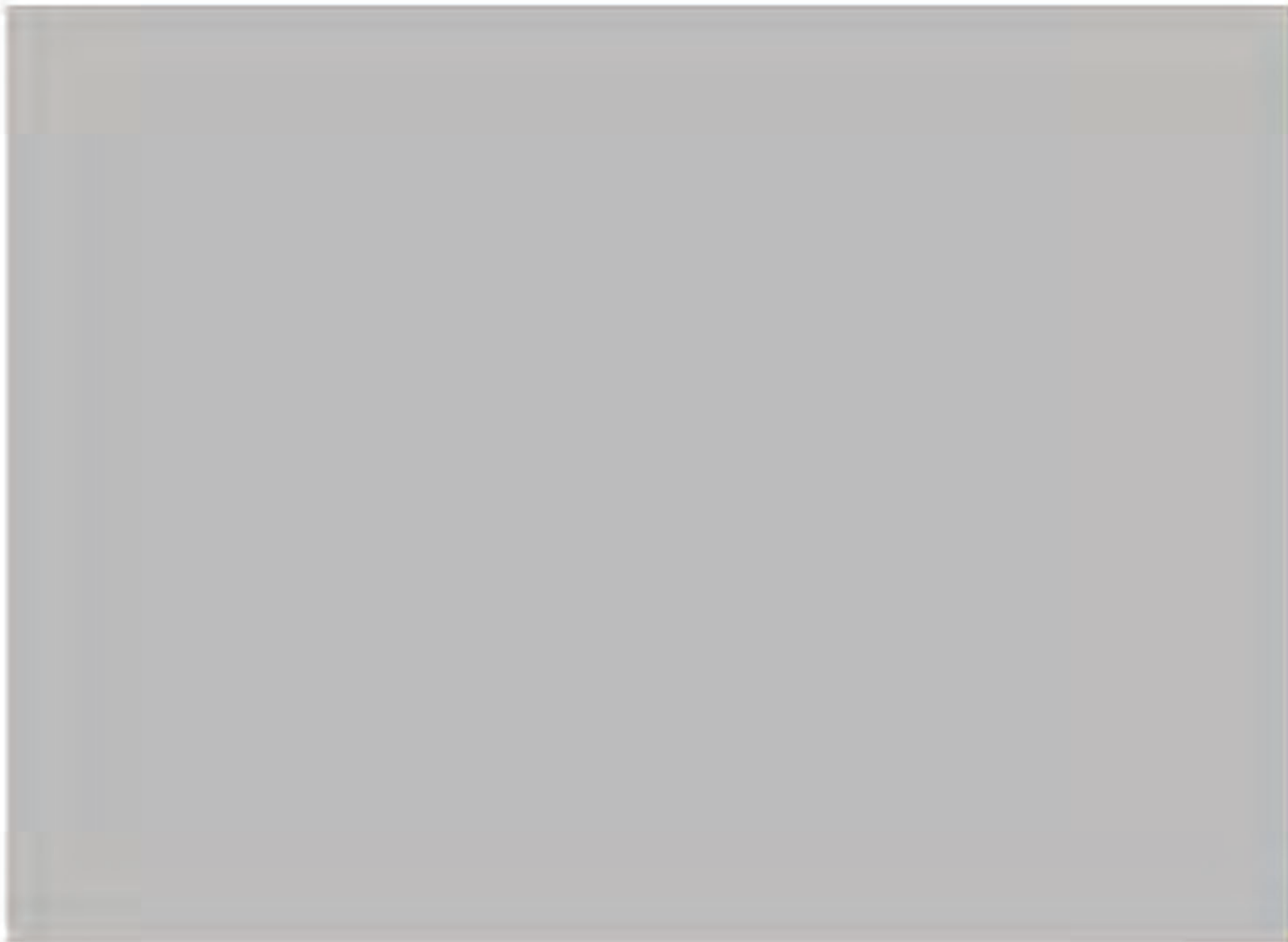












Entry Form complete

Legal Services Expenditure Report 2022-23

The Summary sheet is only visible once you have confirmed that the Entry form is complete following inclusion of the last domestic legal services provider in section 5c.

Australian Human Rights Commission

47 996 232 602

Summary Totals (explainer)

What is this section?

In this section you are required to review and confirm the summary totals for your entity's 2022-23 Legal Services Expenditure Report based on what you entered in the Entry form sheet.

What are the summary totals?

*Total Legal Services Expenditure = Internal + External Legal Services Expenditure
Internal Legal Services Expenditure = Internal Legal Services Expenditure
External Legal Services Expenditure = Counsel Fees + Disbursements + Professional Fees (does not include input from the legal services panels section)*

Expenditure comparison

Your entity's total legal services expenditure for 2021-22 is displayed below (some MoG entities will display 0 expenditure). If there has been a significant change in expenditure in 2022-23 compared to 2021-22, you will be required to provide an explanation of the change in the commentary text box.

Do I need to provide commentary?

Commentary is optional, unless there has been a significant change in total expenditure between last year and this year, in which case it is required. If commentary is required you cannot leave this section blank. Any commentary provided will not be made public or shared with other entities.

Explaining a significant change in expenditure

Only a brief description of the reason or reasons for the increase/decrease is required. It is not necessary to go into the specifics of a matter. Any commentary provided will not be made public or shared with other entities.

Summary Totals		
	Total Legal Services Expenditure	\$ 1,670,306
	Total Internal Legal Services Expenditure	\$ 1,656,488
	Total External Legal Services Expenditure	\$ 13,818
	Total value of briefs to Counsel	\$ 6,955
	Total value of briefs to Male Counsel	\$ 5,563
	Total value of briefs to Female Counsel	\$ 1,392
	Total value of briefs to gender X Counsel	\$ -
	Total value of disbursements (excluding counsel)	\$ -
	Total value of professional fees	\$ 6,863
	Total value of professional fees - 10% off-Panel allowance	\$ -
	Total value of professional fees - Exemption from AGD	\$ -
	Total number of briefs to counsel	3
	Are the Summary Totals correct?	Yes
	Proceed to commentary	

Comparison with 2020-21

Total Legal Services Expenditure (2022-23)	\$	1,670,306
Total Legal Services Expenditure (2021-22)	\$	1,647,967
Total expenditure change	\$	22,339
Internal expenditure change	\$	10,101
External expenditure change	\$	12,238

Commentary OPTIONAL

Do I need to provide commentary?

Commentary is optional, unless there has been a significant change in total expenditure between last year and this year, in which case it is required. If commentary is required you cannot leave this section blank. Any commentary provided will not be made public or shared with other entities.

Explaining a significant change in expenditure

Only a brief description of the reason or reasons for the increase/decrease is required. It is not necessary to go into the specifics of a matter. Any commentary provided will not be made public or shared with other entities.

Please enter commentary below

The Commission's legal team assists the Commission to fulfil its statutory functions. Some of this work includes a combination of legal and non legal work. Disbursements have been included in the total amount for internal legal services expenditure.

Have you finished entering commentary?

Yes

Proceed to final confirmation

Please read below

You have completed all of the required fields in your entity's Legal Services Expenditure Report template for 2022-23. If you are satisfied that the information you have provided is correct, please provide your final confirmation below. Do not confirm unless you are satisfied your entries are correct. You can edit your template by returning to the Entry form sheet and revising your entries.

Once you have provided final confirmation, a final version of your entity's Legal Services Expenditure Report for 2022-23 will appear below. The report is locked for editing, so if you notice incorrect details you will need to revise your entries in the Entry form sheet. If you encounter any issues you may contact OLSC for assistance.

Please provide final confirmation of your entity's legal services expenditure for 2022-23		I confirm
Report complete		

Your 2022-23 Legal Services Expenditure Report is now complete.

Below is your entity's Legal Services Expenditure Report for 2022-23.

Please save this template as a .XLSX file using the following naming convention: OLSC – [Name of Entity] (acronym) – 2022-23 LSER – [date sent to OLSC]

For example: OLSC – Attorney-General's Department (AGD) – 2022-23 LSER – 1 August 2023

Please email this completed template to LSER@ag.gov.au

Legal Services Expenditure Report 2022-23

Entity name	Australian Human Rights Commission
ABN	47 996 232 602

Totals

Total legal services expenditure	\$ 1,670,306
Total internal legal services expenditure	\$ 1,656,488
Total external legal services expenditure	\$ 13,818

Section 1

Internal Legal Services Expenditure

Total value of internal legal services expenditure	\$ 1,656,488
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Section 2		Counsel Briefs	
	Total number of briefs to counsel		3
	Total value of briefs to counsel	\$	6,955
Section 2a			
	Junior Counsel (direct briefs)		
	Total number of direct briefs to male junior counsel		0
	Total value of direct briefs to male junior counsel	\$	-
	Total number of direct briefs to female junior counsel		0
	Total value of direct briefs to female junior counsel	\$	-
	Total number of direct briefs to gender X junior counsel		0
	Total value of direct briefs to gender X junior counsel	\$	-
	Junior Counsel (indirect briefs)		
	Total number of indirect briefs to male junior counsel		0
	Total value of indirect briefs to male junior counsel	\$	-
	Total number of indirect briefs to female junior counsel		0
	Total value of indirect briefs to female junior counsel	\$	-
	Total number of indirect briefs to gender X junior counsel		0
	Total value of indirect briefs to gender X junior counsel	\$	-
	Total number of briefs to junior counsel		0
	Total value of briefs to junior counsel	\$	-

Section 2b		Senior Counsel (direct briefs)	
	Total number of direct briefs to male senior counsel		2
	Total value of direct briefs to male senior counsel	\$	5,563
	Total number of direct briefs to female senior counsel		1
	Total value of direct briefs to female senior counsel	\$	1,392
	Total number of direct briefs to gender X senior counsel		0
	Total value of direct briefs to gender X senior counsel	\$	-
	Senior Counsel (indirect briefs)		
	Total number of indirect briefs to male senior counsel		0
	Total value of indirect briefs to male senior counsel	\$	-
	Total number of indirect briefs to female senior counsel		0
	Total value of indirect briefs to female senior counsel	\$	-
	Total number of indirect briefs to gender X senior counsel		0
	Total value of indirect briefs to gender X senior counsel	\$	-
	Total number of briefs to senior counsel		3
	Total value of briefs to senior counsel	\$	6,955
Section 3		Disbursements	
		Total value of disbursements	\$ -

Section 4		Legal Services Panels	
	Does your entity participate in the Whole of Australian Government Legal Services Panel	No	
		\$	-
		\$	-
	Total value of professional fees expenditure on Provision of Tax Technical Legal Services Panel for 2022-23	\$	-
	Total value of professional fees expenditure on ACCC/AER Competition and Consumer Panel 2019 for 2022-23	\$	-
Section 5		Professional fees	
	Total value of professional fees	\$	6,863
Section 5a		Other Government Providers	
	Attorney-General's Department (DO NOT INCLUDE PANEL FEE)	\$	-
	Department of Foreign Affairs and Trade	\$	-
	Office of Parliamentary Counsel	\$	-
Section 5b		Overseas Legal Services Providers	
	Overseas firms (total figure)	\$	-

Legal Services Expenditure Report 2023-24

Entity Details

What is this section?

In this section, you will be identifying the entity that is completing this Legal Services Expenditure Report (LSER) template. Some information throughout the Entry form will auto-populate based on this selection, including the ABN, participation in the Whole of Australian Government Legal Services Panel, and comparisons with that entity's reported expenditure from the previous financial year.

What if the entity name or ABN is incorrect?

If you cannot find your entity in the list, or if the information that loads is incorrect, please contact the Office of Legal Services Coordination (OLSC) for assistance. We note that the entity names in the list correspond with previous LSER's and have been updated in accordance with changes as reflected in the Finance Flipchart.

What is the name of your entity? (Choose from list)

Australian Human Rights Commission

ABN

47 996 232 602

Check details to proceed

Check

Proceed below

Template Guidance

How to use this template	<i>This template is for completing the 2023-24 LSER and has been approved by OLSC. You must only use this template. All non-corporate and corporate Commonwealth entities must complete the template, unless exempted from doing so.</i> <i>As you fill out the template, you will see more guidance and only be prompted to move to the next section once the current section has been successfully completed. Each section is dedicated to a different type of legal services expenditure. Once each section is completed, you can review your inputs in the Summary sheet and include commentary if required before providing final confirmation to complete the template.</i>	
What is section 1?	<i>In section 1 you are required to report the total value of your entity's internal legal services expenditure.</i>	
What is section 2?	<i>In section 2 you are required to report the details of your entity's briefs to counsel.</i>	
What is section 3?	<i>In section 3 you are required to report total value of your entity's expenditure on disbursements.</i>	
What is section 4?	<i>In section 4 you are required to report information about your entity's use of legal services panels.</i>	
What is section 5?	<i>In section 5 you are required to report on your entity's expenditure on professional fees.</i>	

What is the Summary sheet?	<i>The Summary sheet is only visible once you have confirmed that the Entry form is complete following inclusion of the last domestic legal services provider in Section 5c.</i> <i>In the Summary sheet you are required to review and confirm the summary totals for your entity's 2023-24 Legal Services Expenditure Report based on what you entered in the Entry form sheet.</i> <i>Commentary is required if there has been a significant change in total expenditure from 2022-23. Otherwise, entities may provide optional commentary to OLSC about their report. Commentary will not be made public or shared with other entities, but may be subject to Freedom of Information requests.</i>	
How should information be reported?	<i>Information should be reported in accordance with Guidance Note 8 which can be found at <https://www.ag.gov.au/legal-system/office-legal-services-coordination/legal-services-directions-and-guidance-notes>.</i> <i>In particular, expenditure is to be reported on an accruals basis. All figures are to be GST exclusive and rounded to the nearest dollar. Do not leave any input cells blank. For example, if there was no expenditure, enter '0' for a total value of \$0.</i> <i>Entities participating in the Whole of Australian Government Legal Services Panel are welcome to utilise the legal services providers reported expenditure data in the Panel online Portal to inform their LSER.</i>	
How do I submit a completed template?	<i>The completed template is to be returned to OLSC within 60 days after the end of the financial year (29 August 2024). Please email a copy to LSER@ag.gov.au. If your entity is not able to meet this deadline please email LSER@ag.gov.au as early as possible.</i>	
A reminder of further obligations	<i>In addition to completing this template, all non-corporate Commonwealth entities are required to publish their legal services expenditure by 30 October.</i>	
Need further assistance?	<i>If you require further assistance to complete this template please get in touch with OLSC:</i> <i>Phone: (02) 6141 3642</i> <i>Email: LSER@ag.gov.au</i>	
	Please confirm that you have read and understood the Template Guidance	Yes
	Proceed below	

Section 1 Internal Legal Services Expenditure (explainer)		
What is this section?	In this section you are required to report the total value of your entity's internal legal services expenditure for 2023-24.	
What is internal legal services expenditure?	Internal legal services expenditure is the total expenditure within an entity on legal work undertaken by in-house lawyers, either by a dedicated legal unit, or by individual lawyers working within business lines. Information on how to calculate internal legal services expenditure is in Guidance Note 8.	
How is internal legal services expenditure reported?	Only enter whole dollar amount. Figures including cents will not be accepted. If there was no expenditure, enter '0' for a total value of \$0.	
	Please confirm that you have read and understood the Internal Legal Services Expenditure explainer	Yes
	Proceed below	
Section 1 Internal Legal Services Expenditure		
	Total value of internal legal services expenditure	\$ 2,327,906.00
	Check details to proceed	Check
	Proceed below	

Section 2		Counsel Briefs (explainer)
What is this section?	<i>In this section you are required to report the details of your entity's briefs to counsel (not including the Solicitor-General) for 2023-24. This section is divided into two subsections: 2a) Briefs to Junior Counsel; 2b) Briefs to Senior Counsel.</i> <i>In each section, you are required to report the number and value of briefs, broken down by gender and how counsel was briefed.</i>	
What is the difference between senior and junior counsel?	<i>'senior' means a barrister of 10+ years experience at the Bar, counsel who has 10 or more years' experience in being briefed as a barrister to advise or appear, or a King's/Senior Counsel. For 2023-24, include counsel called to the bar in 2014 or earlier.</i> <i>'junior' means all other barristers/counsel.</i>	
What is the difference between direct and indirect briefing?	<i>Indirect briefing is when a legal services provider briefs counsel.</i> <i>Direct briefing is when an entity briefs counsel directly, rather than through a legal services provider.</i>	
How are briefs reported?	<i>Only include details for 2023-24. For example, if counsel was briefed in a previous reporting period, do not include it in the number of briefs (as it was reported in a previous LSER). However, if that counsel undertook work during the reporting period, this expenditure should be reported. Briefing the same counsel in an appeal counts as a new brief.</i> <i>Figures must be reported as whole numbers, GST exclusive. Figures including cents will not be accepted. If there were no briefs or expenditure, you are required to input '0'.</i>	
	Please confirm you have read and understood the counsel briefs explainer	Yes
	Proceed below	

Section 2a		Briefs to Junior Counsel	
Direct Briefs to male junior counsel			
Total number			0
Total value		\$	-
Direct Briefs to female junior counsel			
Total number			2
Total value		\$	4,545.00
Direct Briefs to gender X junior counsel			
Total number			0
Total value		\$	-
Check details to proceed		Check	
Proceed below			

Indirect Briefs to male junior counsel		
Total number		0
Total value	\$	-
Indirect Briefs to female junior counsel		
Total number		0
Total value	\$	-
Indirect Briefs to gender X junior counsel		
Total number		0
Total value	\$	-
Check details to proceed		Check
Proceed below		

Section 2b		Briefs to Senior Counsel	
Direct Briefs to male senior counsel			
Total number			0
Total value		\$	4,112.00
Direct Briefs to female senior counsel			
Total number			0
Total value		\$	13,589.00
Direct Briefs to gender X senior counsel			
Total number			0
Total value		\$	-
Check details to proceed		Check	
Proceed below			

Indirect Briefs to male senior counsel		
Total number		0
Total value	\$	-
Indirect Briefs to female senior counsel		
Total number		0
Total value	\$	-
Indirect Briefs to gender X senior counsel		
Total number		0
Total value	\$	-
Check details to proceed		Check
Proceed below		

Section 3 Disbursements (explainer)		
What is this section?	<i>In this section you are required to report the total value of your entity's expenditure on disbursements.</i>	
What are disbursements?	<i>Disbursements are costs incurred for goods and services that are not counsel or professional fees.</i>	
	<i>Disbursements could include fees paid to expert witnesses, court fees, travel and accommodation costs and administrative fees such as binding and copying.</i>	
How are disbursements reported?	<i>The figure must be a whole dollar amount, GST exclusive. Figures including cents will not be accepted. If there were no disbursements, enter '0' for a total value of \$0.</i>	
Please confirm you have read and understood the Disbursements explainer		Yes
Proceed below		
Section 3 Disbursements		
	Total value of disbursements	\$ -
Check details to proceed		Check
Proceed below		

Section 4 Legal Services Panels (explainer)		
What is this section?	<i>In this section you are required to report information about your entity's use of legal services panels. The Panels are the 'Whole of Australian Government Legal Services Panel', 'Provision of Tax Technical Legal Services Panel', and the 'ACCC/AER Competition and Consumer Law Panel 2019'.</i> <i>Information about your entity's participation and Panel fee (GST exclusive) for the 'Whole of Australian Government Legal Services Panel' will be auto-populated (it is mandatory for non-corporate Commonwealth entities and opt-in for other Commonwealth bodies).</i>	
What expenditure is to be reported?	<i>Entities that participated in the 'Whole of Australian Government Legal Services Panel' at any time during the financial year must report their 2023-24 off-Panel expenditure through use of the 10% off-Panel Allowance and Exemptions (only for that time they were participating in the Panel).</i> <i>Entities must report their total 2023-24 expenditure under the 'Provision of Tax Technical Legal Services Panel', and the 'ACCC/AER Competition and Consumer Law Panel 2019'.</i> <i>Legal services provider specific figures will be captured in the total value of professional fees that are reported in Section 5. To prevent double counting, the figures in this Section 4 are not added to total legal expenditure.</i>	
How is legal services panel expenditure reported?	<i>The figures must be in whole dollar amounts, GST exclusive. Figures including cents will not be accepted. If there was no expenditure, enter '0' for a value of \$0.</i>	
Please confirm you have read and understood the Legal Services Panels explainer		Yes
Proceed below		

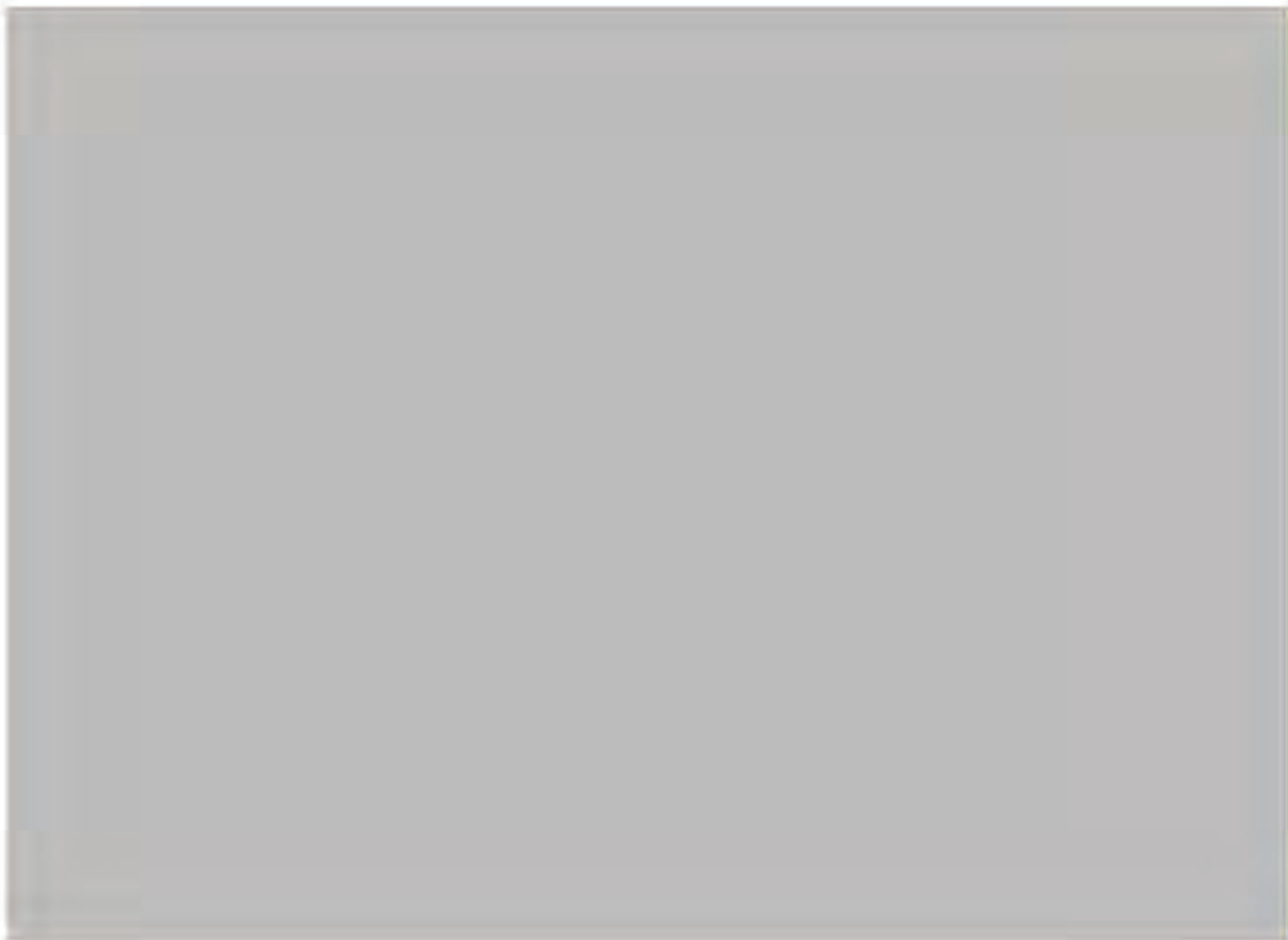
Section 4		Legal Services Panels	
Whole of Australian Government Legal Services Panel			
Did your entity participate in the Whole of Australian Government Legal Services Panel at any time during 2023-24?			No
Provision of Tax Technical Legal Services Panel			
Total value of professional fee expenditure on Provision of Tax Technical Legal Services Panel for 2023-24			\$ -
ACCC/AER Competition and Consumer Law Panel 2019			
Total value of professional fee expenditure on ACCC/AER Competition and Consumer Panel 2019 for 2023-24			\$ -
Check details to proceed			Check
Proceed to Section 5			
Panel fee What was your entity's invoiced Panel fee for 2023-24 (GST exclusive)? Panel flexibility mechanisms Professional Fees for work done by non-Panel firms as part of 10% off-Panel allowance Professional Fees for work done by non-Panel firms with an Exemption from AGD			
Proceed below			

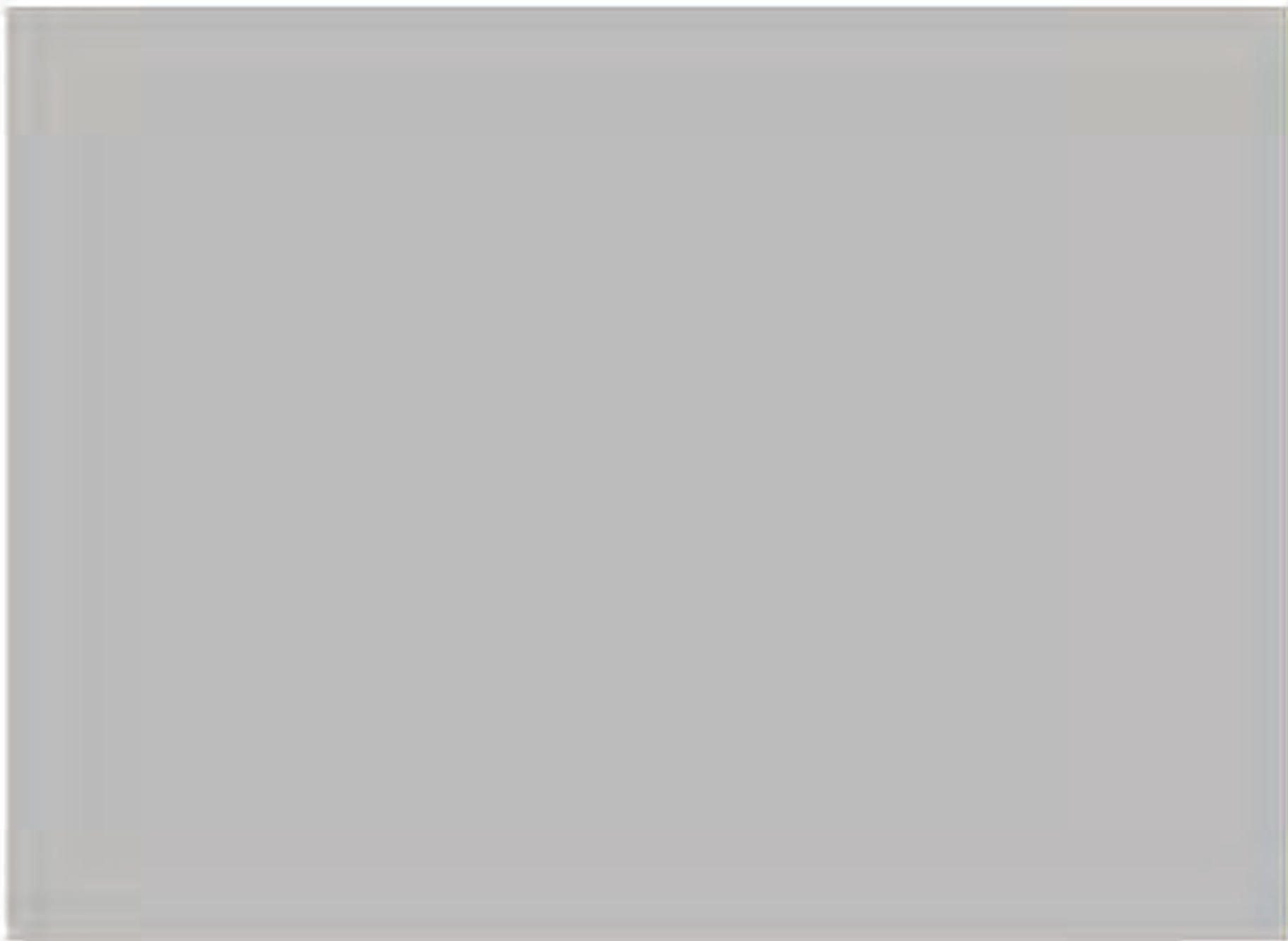
Section 5	Professional fees (explainer)	
What is this section?	<i>In this section you are required to report on your entity's expenditure on professional fees. Each external legal services provider's professional fees should be entered separately in the reporting template.</i> <i>Professional fees are the fees chargeable for work undertaken by external legal services providers for their professional services; that is, the work done by the provider lawyers. It does not include fees paid to counsel or disbursements (e.g. List G Barristers are counsel and should be reported under Section 2).</i> <i>This section is divided into 3 subsections for different types of external providers: 5a) Other government providers; 5b) Overseas providers; 5c) Domestic providers.</i>	
What are other government providers?	<i>Some entities provide billable legal services. Only services that attract a charge should be recorded as a professional fee. Other government providers is limited to the 3 primary government legal services providers (not including the Australian Government Solicitor): Attorney-General's Department; Department of Foreign Affairs and Trade; Office of Parliamentary Counsel.</i>	
What are overseas providers?	<i>Some entities engage external legal services providers that are outside of Australia (i.e. not domestic). OLSC does not require the name of each overseas legal services provider. Instead provide one consolidated value for these professional fees.</i>	
What are domestic providers?	<i>Domestic external legal services providers include solicitors and similar service providers, including government legal services providers such as the Australian Government Solicitor (AGS), that conduct their business in Australia. It does not include counsel.</i>	
How is expenditure on professional fees reported?	<i>The figures must be whole dollar amounts, GST exclusive. Figures including cents will not be accepted. If there was no expenditure, enter '0' for a value of \$0.</i>	

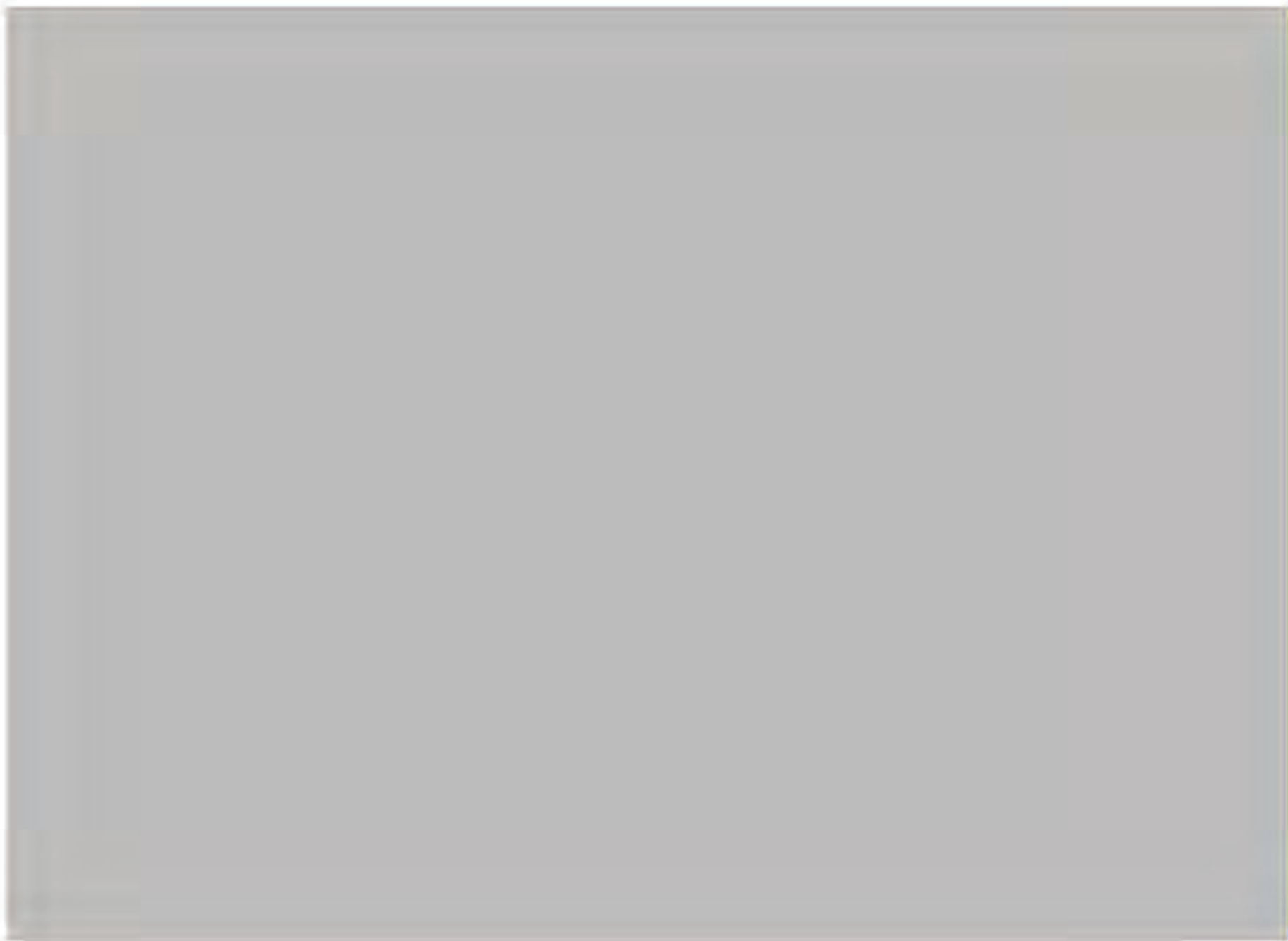
Additional guidance for domestic providers	<i>The first domestic provider listed in section 5c is AGS. You must report your entity's professional fees with AGS here. If your entity did not engage with AGS during 2023-24, then you must enter '0' for a value of \$0.</i> <i>Each domestic provider's professional fees must be entered separately. Each domestic provider used in the previous year and all Whole of Australian Government Legal Services Panel providers have been included in the drop-down list. If a provider is not listed choose "PROVIDER NOT LISTED" to enter the provider name manually. You must only enter the details of domestic providers your entity had professional fees within 2023-24. You cannot report '0' for any domestic provider other than AGS. You cannot report expenditure on a domestic provider more than once.</i> <i>Once you have entered details for AGS, and for each subsequent domestic provider, you will be prompted 'Is another domestic provider required?'. To add another domestic provider you must select 'Yes'. If you have finished entering the details of all domestic providers your entity had professional fees expenditure within 2023-24, you must select 'No'. By selecting 'No', you will be prompted to confirm the details you have entered in order to proceed. Section 5c is the final part of the Entry form. By confirming the details you will complete the Entry Form. You will not be able to proceed to another domestic provider or complete the form unless the details you have entered are correct.</i>	
	Please confirm that you have read and understood the Professional Fees explainer Yes	
	Proceed below	

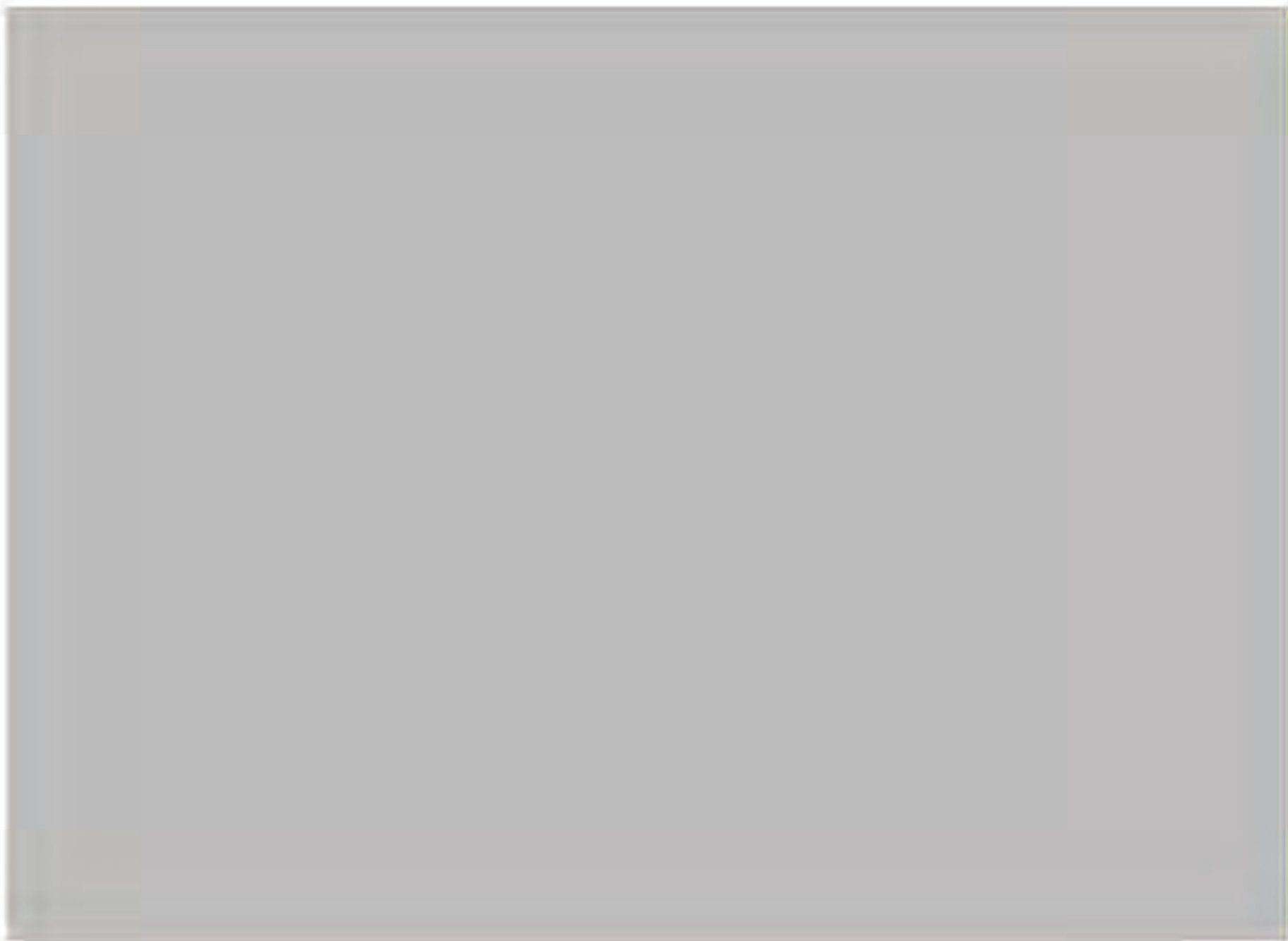
Section 5a		Other Government Legal Services Providers	
Attorney-General's Department (DO NOT INCLUDE PANEL FEE)			
Total value of expenditure		\$	-
Department of Foreign Affairs and Trade			
Total value of expenditure		\$	-
Office of Parliamentary Counsel			
Total value of expenditure		\$	-
Check details to proceed		Check	
Proceed below			
Section 5b		Overseas Legal Services Providers	
Overseas firms (single total figure, individual firm names not required)			
Total value of expenditure		\$	-
Check details to proceed		Check	
Proceed below			

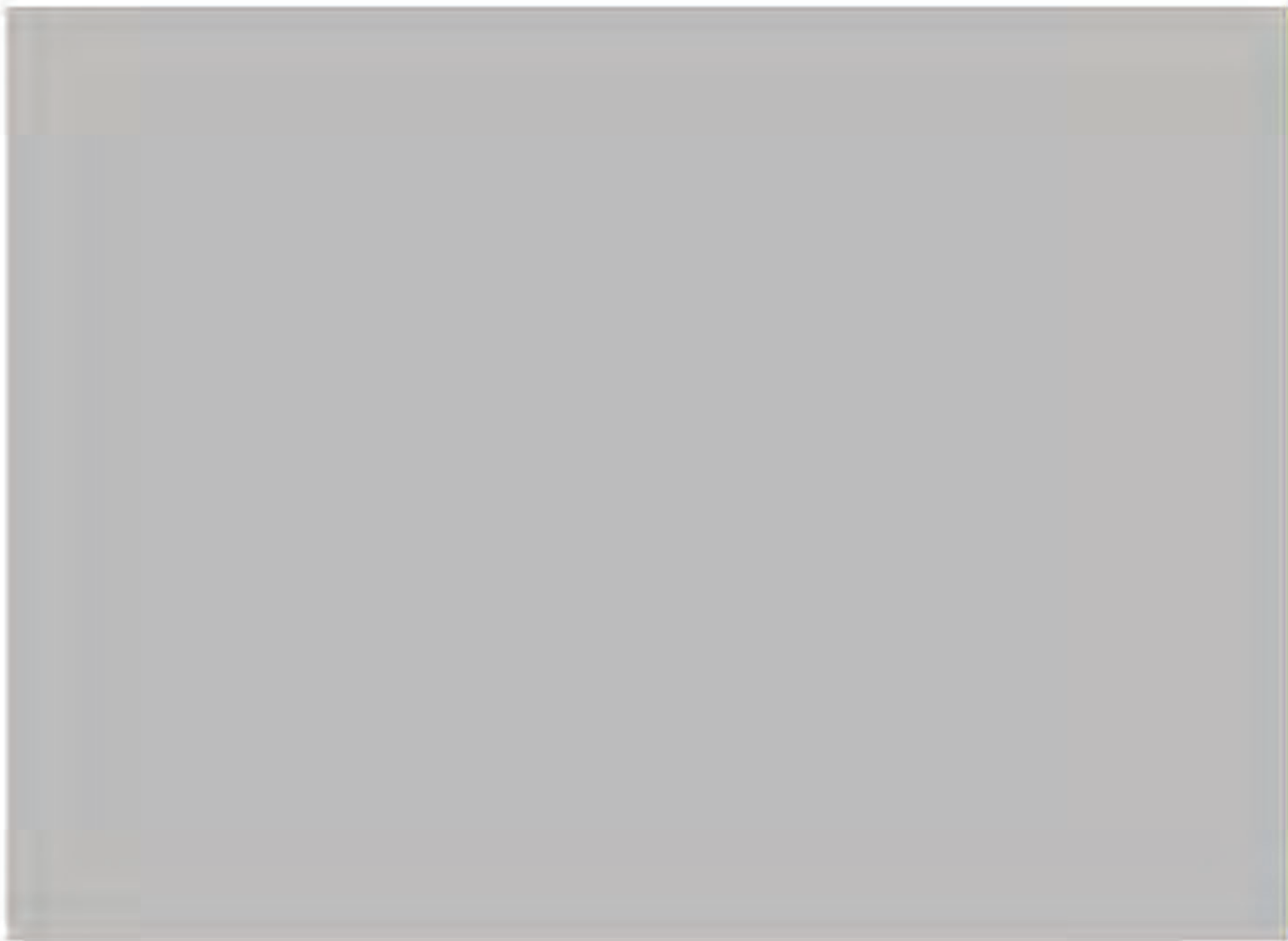
Section 5c		Domestic Legal Services Providers	
Australian Government Solicitor			
Total value of expenditure		\$	15,205.00
Is another domestic provider required?		Yes	
Domestic Provider 2	Choose provider from the list	Clayton Utz	
Total value of expenditure		\$	13,976.00
Is another domestic provider required?		No	
Proceed below to confirm details and complete Entry Form			
Please confirm that the details entered into the Entry Form are correct		I confirm	
Entry Form complete - proceed to Summary sheet			

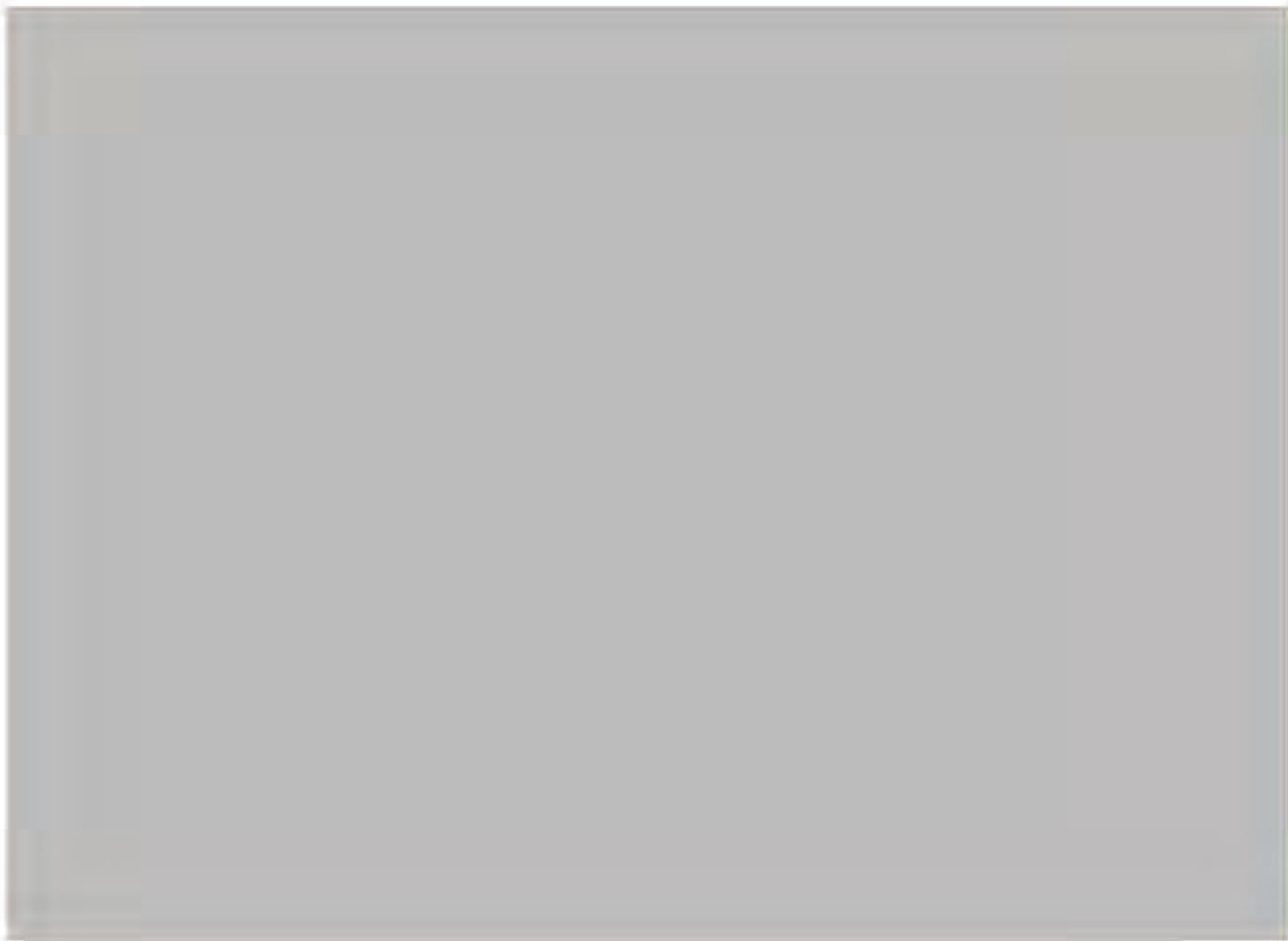


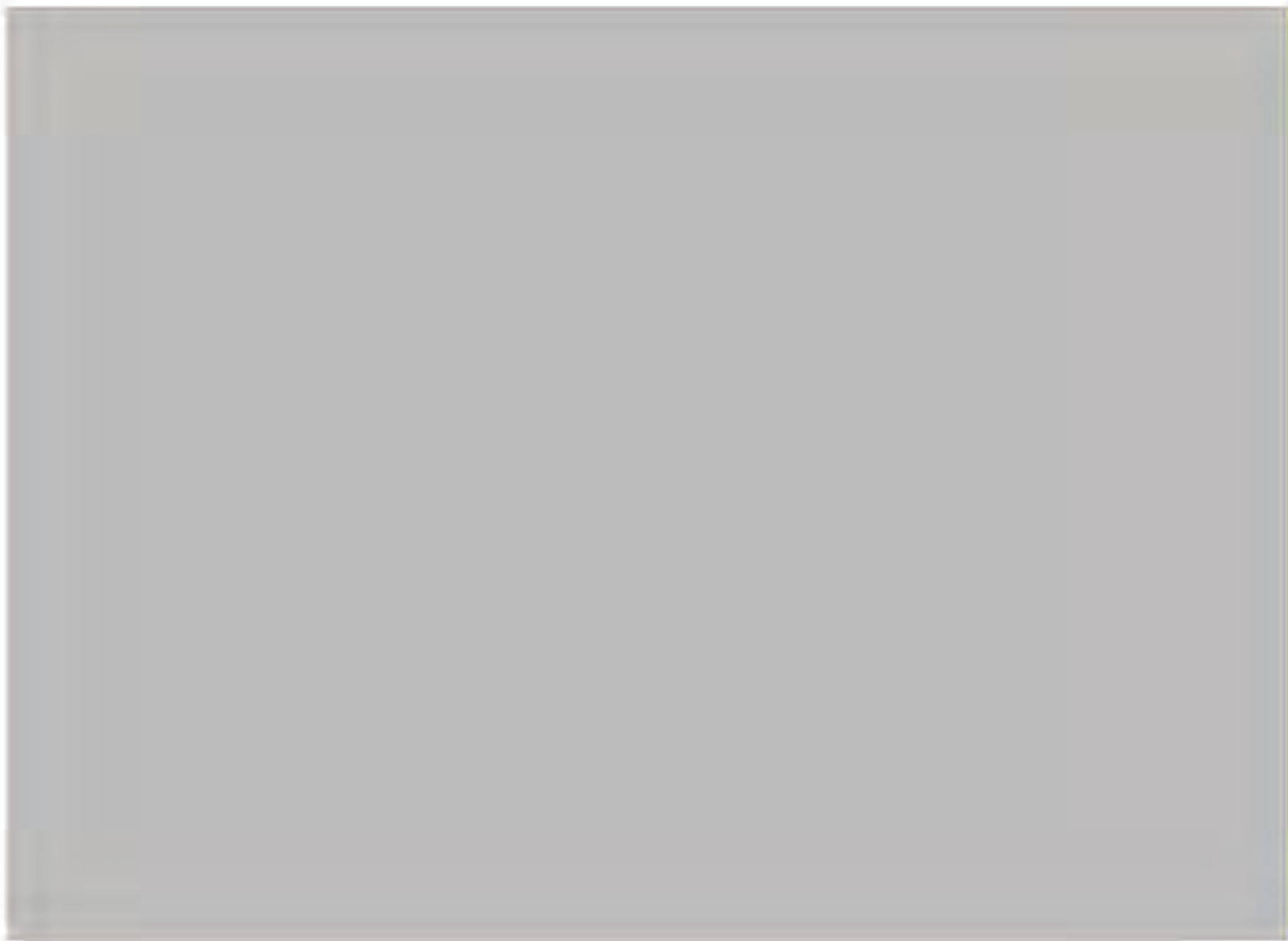


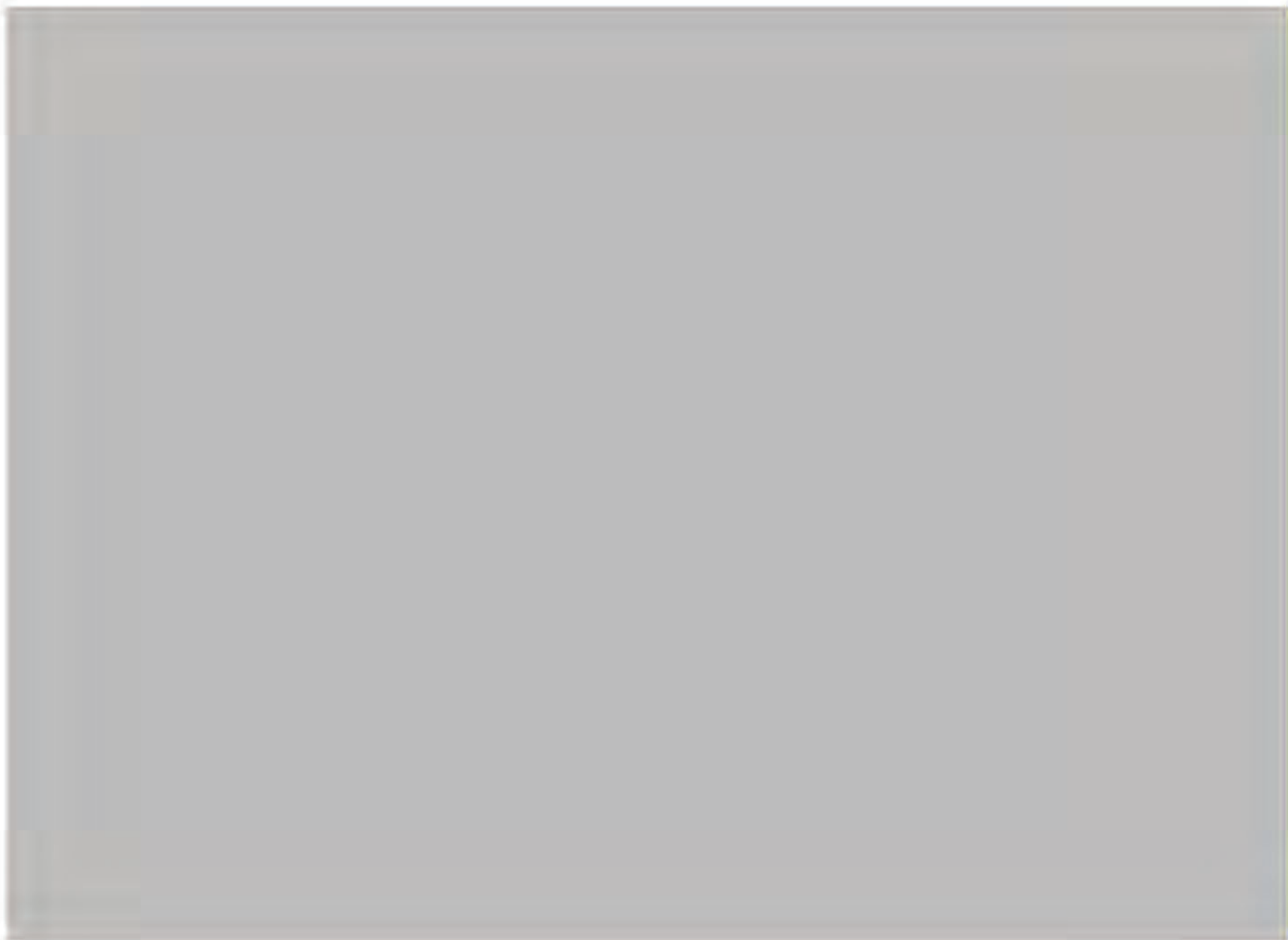












Entry Form complete

Legal Services Expenditure Report 2023-24

The Summary sheet is only visible once you have confirmed that the Entry form is complete following inclusion of the last domestic legal services provider in section 5c.

Australian Human Rights Commission

47 996 232 602

Summary Totals (explainer)

What is this section?

In this section you are required to review and confirm the summary totals for your entity's 2023-24 Legal Services Expenditure Report based on what you entered in the Entry form sheet.

What are the summary totals?

*Total Legal Services Expenditure = Internal + External Legal Services Expenditure
Internal Legal Services Expenditure = Internal Legal Services Expenditure
External Legal Services Expenditure = Counsel Fees + Disbursements + Professional Fees (does not include input from the legal services panels section)*

Expenditure comparison

Your entity's total legal services expenditure for 2023-24 is displayed below (entities that have not reported before - because they are new or been subject of Machinery of Government changes - will display 0 expenditure). If there has been a significant change in expenditure in 2023-24 compared to 2022-23, you will be required to provide an explanation of the change in the commentary text box.

Do I need to provide commentary?

Commentary is optional, unless there has been a significant change in total expenditure between last year and this year, in which case it is required. If commentary is required you cannot leave this section blank. Any commentary provided will not be made public or shared with other entities, but may be subject to Freedom of Information requests.

Explaining a significant change in expenditure

A brief description with appropriate detail of the reason or reasons for the increase/decrease is required. It is not necessary to go into the specifics of a matter. Any commentary provided will not be made public or shared with other entities, but may be subject to Freedom of Information requests.

Summary Totals		
	Total Legal Services Expenditure	\$ 2,379,333
	Total Internal Legal Services Expenditure	\$ 2,327,906
	Total External Legal Services Expenditure	\$ 51,427
	Total value of briefs to Counsel	\$ 22,246
	Total value of briefs to Male Counsel	\$ 4,112
	Total value of briefs to Female Counsel	\$ 18,134
	Total value of briefs to gender X Counsel	\$ -
	Total value of disbursements (excluding counsel)	\$ -
	Total value of professional fees	\$ 29,181
	Total value of professional fees - 10% off-Panel allowance	\$ -
	Total value of professional fees - Exemption from AGD	\$ -
	Total number of briefs to counsel	2
	Are the Summary Totals correct?	Yes
	Proceed to commentary	

Expenditure Comparison

Total Legal Services Expenditure (2023-24)	\$	2,379,333
Total Legal Services Expenditure (2022-23)	\$	1,670,306
Total expenditure change	\$	709,027
Internal expenditure change	\$	671,418
External expenditure change	\$	37,609

Commentary REQUIRED

Do I need to provide commentary?

Commentary is optional, unless there has been a significant change in total expenditure between last year and this year, in which case it is required. If commentary is required you cannot leave this section blank. Any commentary provided will not be made public or shared with other entities, but may be subject to Freedom of Information requests.

Explaining a significant change in expenditure

A brief description with appropriate detail of the reason or reasons for the increase/decrease is required. It is not necessary to go into the specifics of a matter. Any commentary provided will not be made public or shared with other entities, but may be subject to Freedom of Information requests.

Please enter commentary below

The Australian Human Rights Commission was given new regulatory and compliance functions in relation to the positive duty in the Sex Discrimination Act 1984 (Cth). Additional lawyers were retained to perform the legal work associated with these new functions and powers.

It should also be noted that the Commission's legal team assists the Commission to fulfil its statutory functions. Some of this work includes a combination of legal and non legal work. Disbursements have been included in the total amount for internal legal services expenditure.

Have you finished entering commentary?

Yes

Proceed to final confirmation

Please read below

You have completed all of the required fields in your entity's Legal Services Expenditure Report template for 2023-24. If you are satisfied that the information you have provided is correct, please provide your final confirmation below. Do not confirm unless you are satisfied your entries are correct. You can edit your template by returning to the Entry form sheet and revising your entries.

Once you have provided final confirmation, a final version of your entity's Legal Services Expenditure Report for 2023-24 will appear below. The report is locked for editing, so if you notice incorrect details you will need to revise your entries in the Entry form sheet. If you encounter any issues you may contact OLSC for assistance.

Please provide final confirmation of your entity's legal services expenditure		I confirm
Report complete		

Your 2023-24 Legal Services Expenditure Report is now complete.

Below is your entity's Legal Services Expenditure Report for 2023-24.

Please save this template as a .XLSX file using the following naming convention: OLSC – [Name of Entity] (acronym) – 2023-24 LSER – [date sent to OLSC]

For example: OLSC – Attorney-General's Department (AGD) – 2023-24 LSER – 1 August 2024

Please email this completed template to LSER@ag.gov.au

Legal Services Expenditure Report 2023-24

Entity name	Australian Human Rights Commission
ABN	47 996 232 602

Totals

Total legal services expenditure	\$ 2,379,333
Total internal legal services expenditure	\$ 2,327,906
Total external legal services expenditure	\$ 51,427

Section 1

Internal Legal Services Expenditure

Total value of internal legal services expenditure	\$ 2,327,906
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Section 2		Counsel Briefs	
	Total number of briefs to counsel		2
	Total value of briefs to counsel	\$	22,246
Section 2a			
Junior Counsel (direct briefs)			
	Total number of direct briefs to male junior counsel		0
	Total value of direct briefs to male junior counsel	\$	-
	Total number of direct briefs to female junior counsel		2
	Total value of direct briefs to female junior counsel	\$	4,545
	Total number of direct briefs to gender X junior counsel		0
	Total value of direct briefs to gender X junior counsel	\$	-
	Junior Counsel (indirect briefs)		
	Total number of indirect briefs to male junior counsel		0
	Total value of indirect briefs to male junior counsel	\$	-
	Total number of indirect briefs to female junior counsel		0
	Total value of indirect briefs to female junior counsel	\$	-
	Total number of indirect briefs to gender X junior counsel		0
	Total value of indirect briefs to gender X junior counsel	\$	-
	Total number of briefs to junior counsel		2
	Total value of briefs to junior counsel	\$	4,545

Section 2b		Senior Counsel (direct briefs)	
	Total number of direct briefs to male senior counsel		0
	Total value of direct briefs to male senior counsel	\$	4,112
	Total number of direct briefs to female senior counsel		0
	Total value of direct briefs to female senior counsel	\$	13,589
	Total number of direct briefs to gender X senior counsel		0
	Total value of direct briefs to gender X senior counsel	\$	-
	Senior Counsel (indirect briefs)		
	Total number of indirect briefs to male senior counsel		0
	Total value of indirect briefs to male senior counsel	\$	-
	Total number of indirect briefs to female senior counsel		0
	Total value of indirect briefs to female senior counsel	\$	-
	Total number of indirect briefs to gender X senior counsel		0
	Total value of indirect briefs to gender X senior counsel	\$	-
	Total number of briefs to senior counsel		0
	Total value of briefs to senior counsel	\$	17,701
Section 3		Disbursements	
		Total value of disbursements	\$ -

Section 4		Legal Services Panels	
	Does your entity participate in the Whole of Australian Government Legal Services Panel	No	
		\$	-
		\$	-
	Total value of professional fees expenditure on Provision of Tax Technical Legal Services Panel for 2023-24	\$	-
	Total value of professional fees expenditure on ACCC/AER Competition and Consumer Panel 2019 for 2023-24	\$	-
Section 5		Professional fees	
	Total value of professional fees	\$	29,181
Section 5a		Other Government Providers	
	Attorney-General's Department (DO NOT INCLUDE PANEL FEE)	\$	-
	Department of Foreign Affairs and Trade	\$	-
	Office of Parliamentary Counsel	\$	-
Section 5b		Overseas Legal Services Providers	
	Overseas firms (total figure)	\$	-

[illegible]

Australian Government
Attorney-General's Department

Legal Services Expenditure Report 2024-25

Summary	Entity Details		Error log
	In this section, you will identify the entity that is completing this Legal Services Expenditure Report (LSER) template. Some information throughout the Entry Form will auto-populate based on this selection, including the ABN, participation in the Whole of Australian Government Legal Services Panel, and comparisons with that entity's reported expenditure from the previous financial year.		
What if your entity is not listed or is incorrect	If you cannot find your entity in the list, or if the information that loads is incorrect, please contact the Office of Legal Services Coordination (OLSC) for assistance. We note that the entity names in the list correspond with previous LSER's and have been updated in accordance with changes as reflected in the Department of Finance's PGPA Act Flipchart and List.		
	What is the name of your entity? (Choose from list)	Australian Human Rights Commission	
	ABN (Auto-filled)	47 996 232 602	
	Entity Type (Auto-filled)	NCCE	
	Please confirm entity selection is correct	Confirmed	

Table of Contents / Template Guidance			
Using this template	This template is for completing the 2024-25 LSER and has been approved by OLSC. You must only use this template. All non-corporate and corporate Commonwealth entities must complete the template, unless exempted from doing do. There are two sheets in this template to complete: - Entry Form, and - Summary. Each aspect of the template is preceded by an explainer where you will be asked to confirm your understanding before entering the required data. In order to correctly complete the template you must: - complete all aspects of the template - the data inputted is in accordance with Guidance Note 8, and - there are no errors visible in any of the sheets. Below is a brief description of each section of the Entry Form. You can click on the section number to take you directly to that section. This is followed by a description of the Summary Sheet and important information about how to submit your LSER and contact OLSC if required.		
Section 1	Internal legal services expenditure.		
Section 2	Number of government lawyers working in your entity.		
Section 3	Briefs to counsel.		
Section 4	Expenditure on disbursements.		
Section 5	Use of legal services panels.		
Section 6	Expenditure on professional fees.		
Section 7	Review and confirm completion of the Entry Form.		
Summary Sheet	Review details of your entries from the Entry Form and provide commentary before providing final confirmation to complete the template. Note 1: Details in the Summary Sheet will only become visible once the Entry Form has been completed correctly. Note 2: Commentary is mandatory to complete. Additional detail is especially required for the explanation of a significant change in total expenditure from the previous financial year. Commentary should take privacy, legal privilege and other protected information into consideration. Commentary will not be made public or shared with other entities by OLSC, but may be subject to Freedom of Information requests.		
What to report	Information should be reported in accordance with Guidance Note 8 which can be found at: https://www.ag.gov.au/legal-system/office-legal-services-coordination/legal-services-directions-and-guidance-notes. In particular: - only input data for the 2024-25 financial year - expenditure is to be reported on an accruals basis - all figures are to be GST exclusive - all figures are to be whole numbers (round all figures to the nearest dollar) - do not leave any input cells blank (e.g. if you have no expenditure you are required to input '0').		
Submitting the template	The completed template is due back to OLSC by email to LSER@ag.gov.au no later than 29 August 2025. If your entity is not able to meet this deadline please email LSER@ag.gov.au as early as possible.		
A reminder of further obligations	In addition to completing this template, all non-corporate Commonwealth entities are required to publish their legal services expenditure for 2024-25 by 30 October. Failure to publish this information may result in a breach of the <i>Legal Services Directions 2017</i> (Directions). Entities can assist OLSC by contacting LSER@ag.gov.au prior to 30 October and providing a link to the location of the published data.		
OLSC contact information	If you require further assistance to complete this template please contact OLSC: Phone: (02) 6141 3642 Email: LSER@ag.gov.au		

	Please confirm that you have read and understood the Template Guidance	Yes	
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Section 1 Internal Legal Services Expenditure (explainer)				
Summary	In this section you are required to report the total value of your entity's internal legal services expenditure.			
What is internal legal services	Internal legal services expenditure is the total expenditure within an entity on legal work undertaken by in-house lawyers, either by a dedicated legal unit (including practice management teams), or by individual lawyers working within business lines. Information on how to calculate internal legal services expenditure is in Guidance Note 8.			
	Please confirm that you have read and understood the Internal Legal Services Expenditure explainer	Yes		
Section 1 Internal Legal Services Expenditure				
	Total value of internal legal services expenditure	\$ 2,261,299.00		
Section 2 Number of Government Lawyers (explainer)				
Summary	In this section you are required to report on the number of government lawyers working in your entity as at 30 June 2025 . We seek information on the number of people (not FTE or ASL figures) employed either full-time or part-time as an APS or other Commonwealth employee at their substantive level, including those on leave.			
Who is a government lawyer	Entities are to use the definition of a government lawyer adopted by the Australian Government Legal Service (AGLS). In short, a government lawyer is a person who is admitted or is eligible to be admitted to the legal profession, is employed in a non-corporate Commonwealth entity or corporate Commonwealth entity, and provides legal services as a material part of their employment. For the purposes of determining the number of government lawyers, 'legal services' is defined as one or more of the following functions, undertaken as part of a dedicated legal team: - giving legal advice - drafting legal documents, including legislation - conducting or managing litigation, including negotiating settlements and participating in alternative dispute resolution, or - engaging and instructing external legal services providers, including Counsel. The definition includes military or similar personnel even though their engagement is not strictly one of employment.			
Who is not a government lawyer	Seconddees, contractors or labour-hire personnel, who are not employed by the entity are not considered government lawyers for the purposes of the AGLS definition.			
Location of government lawyers	Entities are also asked to provide the number of their government lawyers whose primary workplace is in the capital city or other part of each Australian state and territory (except for the ACT, where it is assumed the primary workplace is in the capital city), or another part of Australia (e.g. an external territory) or overseas. The purpose of seeking this information is to assist OLSC and the AGLS Board to prioritise AGLS initiatives.			
	Please confirm that you have read and understood the Number of Government Lawyers explainer	Yes		
Section 2a Number of Government Lawyers				
	APS Levels 1-6 (Junior Legal Officer / Lawyer <2 years PAE / Lawyers >2 years PAE)	0		
	Executive Legal 1 (Senior Legal Officer / Assistant Director / Associate)	9		
	Executive Level 2 (Principal Legal Officer / Director / Senior Associate / Special Counsel)	3		
	SES Bands 1-3 (General Counsel / Chief Counsel / Partner)	0		
Section 2b Government lawyers primary workplace				
	How many of your entity's government lawyers have their primary workplace in:			
	ACT	0		
	NSW (capital city)	10		
	NSW (other)	0		
	NT (capital city)	0		
	NT (other)	0		
	QLD (capital city)	0		
	QLD (other)	0		
	SA (capital city)	0		
	SA (other)	0		
	Tasmania (capital city)	0		
	Tasmania (other)	0		
	Victoria (capital city)	1		
	Victoria (other)	0		
	WA (capital city)	1		
	WA (other)	0		
	Australia (other – external territories etc)	0		
	Overseas	0		

Section 3 Counsel Briefs (explainer)			
Summary	In this section you are required to report the details of your entity's briefs to counsel (not including the Solicitor-General) for 2024-25 . This section is divided into two subsections: 3a) Briefs to Junior Counsel; 3b) Briefs to Senior Counsel.		
	In each section, you are required to report the number and value of briefs, broken down by gender and how counsel was briefed.		
Senior and junior counsel	'Senior' means a barrister of 10+ years' experience at the Bar, counsel who has 10 or more years' experience in being briefed as a barrister to advise or appear, or a King's/Senior Counsel. For 2024-25 , include counsel called to the bar in 2015 or earlier. 'Junior' means all other barristers/counsel.		
Direct and indirect briefing	Indirect briefing is when a legal services provider briefs counsel.		
	Direct briefing is when an entity briefs counsel directly, rather than through a legal services provider. If counsel was briefed in a previous reporting period, do not include it in the number of briefs (as it was reported in a previous LSER). However, if that counsel undertook work during the reporting period, this expenditure should be reported. Briefing the same counsel in an appeal counts as a new brief.		
	Please confirm you have read and understood the counsel briefs explainer		Yes

Section 3a Junior Counsel			
	Direct Briefs to male junior counsel		
	Total number	0	
	Total value	\$ -	
	Direct Briefs to female junior counsel		
	Total number	2	
	Total value	\$ 9,527.00	
	Direct Briefs to gender X junior counsel		
	Total number	0	
	Total value	\$ -	

	Indirect Briefs to male junior counsel		
	Total number	0	
	Total value	\$ -	
	Indirect Briefs to female junior counsel		
	Total number	0	
	Total value	\$ -	
	Indirect Briefs to gender X junior counsel		
	Total number	0	
	Total value	\$ -	

Section 3b Senior Counsel			
	Direct Briefs to male senior counsel		
	Total number	0	
	Total value	\$ -	
	Direct Briefs to female senior counsel		
	Total number	0	
	Total value	\$ -	
	Direct Briefs to gender X senior counsel		
	Total number	0	
	Total value	\$ -	

	Indirect Briefs to male senior counsel		
	Total number	0	
	Total value	\$ -	
	Indirect Briefs to female senior counsel		
	Total number	0	
	Total value	\$ -	
	Indirect Briefs to gender X senior counsel		
	Total number	0	
	Total value	\$ -	

Section 4 Disbursements (explainer)			
Summary	In this section you are required to report the total value of your entity's expenditure on disbursements.		
Defining disbursements	Disbursements are costs incurred for goods and services that are not counsel or professional fees.		
	Disbursements could include fees paid to expert witnesses, court fees, travel and accommodation costs and administrative fees such as binding and copying.		
	Please confirm you have read and understood the Disbursements explainer	Yes	
Section 4 Disbursements			
	Total value of disbursements	\$ -	

Section 5 Legal Services Panels (explainer)			
Summary	In this section you are required to report information about your entity's use of legal services panels.		
Panel expenditure	All entities that participated in the Whole of Australian Government Legal Services Panel (the Panel) at any time during 2024-25 must complete this section (participation is mandatory for non-corporate Commonwealth entities and opt-in for other Commonwealth bodies). Other entities must confirm their understanding of the explainer, but are otherwise not required to complete this section. For those completing this section, information about your entity's participation in the Panel and invoiced Panel Fee (GST exclusive) will be Auto-filled. You are to report your entity's total professional fee expenditure for 2024-25 under both the old and new Panels. Professional fees are the fees chargeable for work undertaken by external legal services providers for their professional services; that is, the work done by the provider lawyers. It does not include fees paid to counsel or disbursements. Legal services provider specific figures will be captured in Section 6. Information related to the Panel flexibility mechanisms in this section will be Auto-filled based on the data inputted in Section 6. The figures entered in this section are not added to legal expenditure totals, which prevents double counting.		
	Check details to proceed		Yes

Section 5 Legal Services Panels			
	Whole of Australian Government Legal Services Panel		
	Entity participation in the Whole of Australian Government Legal Services Panel during 2024-25 (Auto-filled)	No	
	Proceed to Professional fees (explainer)		
	Panel Fee		
	Invoiced Panel Fee for 2024-25 (GST exclusive) (Auto-filled)		
	Total value of professional fees expenditure under the Whole of Australian Government Legal Services Panel (SON3622041) – Old Panel expired 30 June 2024		
	Total value of professional fees expenditure under the Whole of Australian Government Legal Services Panel (SON4072331) – New Panel commenced 1 July 2024		
	Panel Flexibility Framework		
	Total value of professional fees expenditure – 10% off-Panel allowance (Auto-filled)	\$ -	
	Total value of professional fees expenditure – Exemption from using the Panel granted by AGD (Auto-filled)	\$ -	

Section 6 Professional fees (explainer)			
Summary	In this section you are required to report on your entity's expenditure on professional fees. Each external legal services provider's professional fees should be entered separately in the reporting template sequentially. Professional fees are the fees chargeable for work undertaken by external legal services providers for their professional services; that is, the work done by the provider lawyers. It does not include fees paid to counsel or disbursements (e.g. List G Barristers are counsel and should be reported under Section 3). This section is divided into 3 subsections for different types of external providers: 6a) Other government providers; 6b) Overseas providers; 6c) Domestic providers.		
Other government providers	Some entities provide billable legal services. Only services that attract a charge should be recorded as a professional fee. The Other government providers Section is limited to the 3 primary government legal services providers (not including the Australian Government Solicitor): Attorney-General's Department; Department of Foreign Affairs and Trade; Office of Parliamentary Counsel. If other government providers have billed for their legal services, list these in the domestic provider section.		
Overseas providers	Some entities engage external legal services providers that are outside of Australia (i.e. not domestic). OLSC does not require the name of each overseas legal services provider. Instead provide one consolidated value for these professional fees.		
Domestic providers	Domestic external legal services providers include solicitors and similar service providers, including government legal services providers such as the Australian Government Solicitor (AGS), that conduct their business in Australia. It does not include counsel. The first domestic provider listed is AGS. You must report your entity's professional fees with AGS here. If your entity did not engage with AGS during 2024-25, then you must enter '0'. New domestic providers must be added sequentially. When adding a new domestic provider, the template provides a list of around 150 legal services providers to choose from. Please consult this list first. If a provider is not listed only then select "PROVIDER NOT LISTED" and enter the provider name manually. You cannot report expenditure on a domestic provider more than once. All entities that participated in the Whole of Australian Government Legal Services Panel (the Panel) at any time during 2024-25 must also report Panel flexibility framework expenditure for each provider. This information is then used to calculate the total expenditure for each of the Panel flexibility framework mechanisms. It is Auto-filled into Section 5 and is not added to legal expenditure totals. If your entity did not have expenditure using a flexibility framework mechanism with a domestic provider, then enter '0'.		
	Please confirm that you have read and understood the Professional Fees explainer	Yes	

Section 6a Other Government Legal Services Providers			
	Attorney-General's Department (DO NOT INCLUDE PANEL FEE)		
	Total value of expenditure	\$ -	
	Department of Foreign Affairs and Trade		
	Total value of expenditure	\$ -	
	Office of Parliamentary Counsel		
Section 6b Overseas Legal Services Providers			
	Overseas firms (single total figure, individual firm names not required)		
	Total value of expenditure	\$ -	

Section 6c Domestic Legal Services Providers			
	Australian Government Solicitor		
	Total value of expenditure	\$ 3,068.00	
	Is another domestic provider required?	Yes	
	Choose provider from the list	Clayton Utz	
	OR Type provider name manually		
	Total value of expenditure	\$ 5,926.00	
	If entity participated in the Whole of Australian Government Legal Services Panel:		
	Total value of expenditure – 10% off-Panel allowance		
	Total value of expenditure – Exemption from using the Panel granted by AGD		
	Click to proceed to next section		
	Is another domestic provider required?	No	
	Choose provider from the list		
	OR Type provider name manually		
	Total value of expenditure		
	If entity participated in the Whole of Australian Government Legal Services Panel:		
	Total value of expenditure – 10% off-Panel allowance		
	Total value of expenditure – Exemption from using the Panel granted by AGD		
	Click to proceed to next section		
		Is another domestic provider required?	No
		Choose provider from the list	
		OR Type provider name manually	
Total value of expenditure			
If entity participated in the Whole of Australian Government Legal Services Panel:			
Total value of expenditure – 10% off-Panel allowance			
Total value of expenditure – Exemption from using the Panel granted by AGD			
Click to proceed to next section			
		Is another domestic provider required?	No
		Choose provider from the list	
		OR Type provider name manually	
	Total value of expenditure		
	If entity participated in the Whole of Australian Government Legal Services Panel:		
	Total value of expenditure – 10% off-Panel allowance		
	Total value of expenditure – Exemption from using the Panel granted by AGD		
	Click to proceed to next section		
		Is another domestic provider required?	No
		Choose provider from the list	
		OR Type provider name manually	
Total value of expenditure			
If entity participated in the Whole of Australian Government Legal Services Panel:			
Total value of expenditure – 10% off-Panel allowance			
Total value of expenditure – Exemption from using the Panel granted by AGD			
Click to proceed to next section			
		Is another domestic provider required?	No
		Choose provider from the list	
		OR Type provider name manually	
	Total value of expenditure		
	If entity participated in the Whole of Australian Government Legal Services Panel:		
	Total value of expenditure – 10% off-Panel allowance		
	Total value of expenditure – Exemption from using the Panel granted by AGD		
	Click to proceed to next section		
		Is another domestic provider required?	No
		Choose provider from the list	
		OR Type provider name manually	
Total value of expenditure			
If entity participated in the Whole of Australian Government Legal Services Panel:			
Total value of expenditure – 10% off-Panel allowance			
Total value of expenditure – Exemption from using the Panel granted by AGD			
Click to proceed to next section			
		Is another domestic provider required?	No
		Choose provider from the list	
		OR Type provider name manually	
	Total value of expenditure		
	If entity participated in the Whole of Australian Government Legal Services Panel:		
	Total value of expenditure – 10% off-Panel allowance		
	Total value of expenditure – Exemption from using the Panel granted by AGD		
	Click to proceed to next section		
		Is another domestic provider required?	No
		Choose provider from the list	
		OR Type provider name manually	

	Total value of expenditure		
	If entity participated in the Whole of Australian Government Legal Services Panel:		
	Total value of expenditure – 10% off-Panel allowance		
	Total value of expenditure – Exemption from using the Panel granted by AGD		
	Click to proceed to next section		
	Is another domestic provider required?	No	
	Choose provider from the list		
	OR Type provider name manually		
	Total value of expenditure		
	If entity participated in the Whole of Australian Government Legal Services Panel:		
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	Total value of expenditure – Exemption from using the Panel granted by AGD		
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	OR Type provider name manually		
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	Total value of expenditure – Exemption from using the Panel granted by AGD		
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	Total value of expenditure – Exemption from using the Panel granted by AGD		
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	OR Type provider name manually		
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	Total value of expenditure – Exemption from using the Panel granted by AGD		
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	Total value of expenditure – Exemption from using the Panel granted by AGD		
	Click to proceed to next section		

	Is another domestic provider required?	No	
	Choose provider from the list		
	OR Type provider name manually		
	Total value of expenditure		
	If entity participated in the Whole of Australian Government Legal Services Panel:		
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	Total value of expenditure – Exemption from using the Panel granted by AGD		
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	OR Type provider name manually		
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	Total value of expenditure – Exemption from using the Panel granted by AGD		
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	If entity participated in the Whole of Australian Government Legal Services Panel:		
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	Total value of expenditure – Exemption from using the Panel granted by AGD		
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	OR Type provider name manually		
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	If entity participated in the Whole of Australian Government Legal Services Panel:		
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	Is another domestic provider required?	No	
	Choose provider from the list		
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	If entity participated in the Whole of Australian Government Legal Services Panel:		
	Total value of expenditure – 10% off-Panel allowance		
	Total value of expenditure – Exemption from using the Panel granted by AGD		
Click to proceed to next section			

	Click to proceed to next section		
	Is another domestic provider required?	No	
	Choose provider from the list		
	OR Type provider name manually		
	Total value of expenditure		
	If entity participated in the Whole of Australian Government Legal Services Panel:		
	Total value of expenditure – 10% off-Panel allowance		
	Total value of expenditure – Exemption from using the Panel granted by AGD		
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	OR Type provider name manually		
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	If entity participated in the Whole of Australian Government Legal Services Panel:		
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	Total value of expenditure – Exemption from using the Panel granted by AGD		
	Click to proceed to next section		
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	OR Type provider name manually		
	Total value of expenditure		
	If entity participated in the Whole of Australian Government Legal Services Panel:		
	Total value of expenditure – 10% off-Panel allowance		
	Total value of expenditure – Exemption from using the Panel granted by AGD		
	Click to proceed to next section		
	Is another domestic provider required?	No	
	Choose provider from the list		
	OR Type provider name manually		
	Total value of expenditure		

	If entity participated in the Whole of Australian Government Legal Services Panel:		
	Total value of expenditure – 10% off-Panel allowance		
	Total value of expenditure – Exemption from using the Panel granted by AGD		
Click to proceed to next section			
	Is another domestic provider required?	No	
	Choose provider from the list		
	OR Type provider name manually		
	Total value of expenditure		
	If entity participated in the Whole of Australian Government Legal Services Panel:		
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	Total value of expenditure – Exemption from using the Panel granted by AGD		
Click to proceed to next section			
	Is another domestic provider required?	No	
	Choose provider from the list		
	OR Type provider name manually		
	Total value of expenditure		
	If entity participated in the Whole of Australian Government Legal Services Panel:		
	Total value of expenditure – 10% off-Panel allowance		
	Total value of expenditure – Exemption from using the Panel granted by AGD		
Click to proceed to next section			
	Is another domestic provider required?	No	
	Choose provider from the list		
	OR Type provider name manually		
	Total value of expenditure		
	If entity participated in the Whole of Australian Government Legal Services Panel:		
	Total value of expenditure – 10% off-Panel allowance		
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	Is another domestic provider required?	No	
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	Total value of expenditure – Exemption from using the Panel granted by AGD		
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	Is another domestic provider required?	No	
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	OR Type provider name manually		
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	Total value of expenditure – 10% off-Panel allowance		
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Click to proceed to next section			
	Is another domestic provider required?	No	
	Choose provider from the list		
	OR Type provider name manually		
	Total value of expenditure		
	If entity participated in the Whole of Australian Government Legal Services Panel:		
	Total value of expenditure – 10% off-Panel allowance		
	Total value of expenditure – Exemption from using the Panel granted by AGD		
Click to proceed to next section			
	Is another domestic provider required?	No	

	Choose provider from the list		
	OR Type provider name manually		
	Total value of expenditure		
	If entity participated in the Whole of Australian Government Legal Services Panel:		
	Total value of expenditure – 10% off-Panel allowance		
	Total value of expenditure – Exemption from using the Panel granted by AGD		
	Click to proceed to next section		
	Is another domestic provider required?	No	
	Choose provider from the list		
	OR Type provider name manually		
	Total value of expenditure		
	If entity participated in the Whole of Australian Government Legal Services Panel:		
	Total value of expenditure – 10% off-Panel allowance		
	Total value of expenditure – Exemption from using the Panel granted by AGD		
Click to proceed to next section			
	Is another domestic provider required?	No	
	Choose provider from the list		
	OR Type provider name manually		
	Total value of expenditure		
	If entity participated in the Whole of Australian Government Legal Services Panel:		
	Total value of expenditure – 10% off-Panel allowance		
	Total value of expenditure – Exemption from using the Panel granted by AGD		
Click to proceed to next section			
	Is another domestic provider required?	No	
	Choose provider from the list		
	OR Type provider name manually		
	Total value of expenditure		
	If entity participated in the Whole of Australian Government Legal Services Panel:		
	Total value of expenditure – 10% off-Panel allowance		
	Total value of expenditure – Exemption from using the Panel granted by AGD		
Click to proceed to next section			
	Is another domestic provider required?	No	
	Choose provider from the list		
	OR Type provider name manually		
	Total value of expenditure		
	If entity participated in the Whole of Australian Government Legal Services Panel:		
	Total value of expenditure – 10% off-Panel allowance		
	Total value of expenditure – Exemption from using the Panel granted by AGD		
Click to proceed to next section			
	Is another domestic provider required?	No	
	Choose provider from the list		
	OR Type provider name manually		
	Total value of expenditure		
	If entity participated in the Whole of Australian Government Legal Services Panel:		
	Total value of expenditure – 10% off-Panel allowance		
	Total value of expenditure – Exemption from using the Panel granted by AGD		
Click to proceed to next section			
	Is another domestic provider required?	No	
	Choose provider from the list		
	OR Type provider name manually		
	Total value of expenditure		
	If entity participated in the Whole of Australian Government Legal Services Panel:		
	Total value of expenditure – 10% off-Panel allowance		
	Total value of expenditure – Exemption from using the Panel granted by AGD		
Click to proceed to next section			
	Is another domestic provider required?	No	
	Choose provider from the list		
	OR Type provider name manually		
	Total value of expenditure		
	If entity participated in the Whole of Australian Government Legal Services Panel:		
	Total value of expenditure – 10% off-Panel allowance		
	Total value of expenditure – Exemption from using the Panel granted by AGD		
Click to proceed to next section			

	Click to proceed to next section		
Section 7 Entry Form Completion Review			
Summary	In this section you are asked to confirm completion of the Entry Form. In order to confirm that the Entry Form has been completed correctly the number of errors in the Entry Form must be zero. If there are one or more errors listed please review the Entry Form to find and address the error(s) before confirming that the Entry Form is complete. Once you have confirmed that the Entry Form is complete, please move to the Summary Sheet, which will take you through the process of finalising the template.		
	Number of errors in sheet 0		
	Please check that the number of errors is 0 and the details entered into the Entry Form are correct	I confirm	Entry Form Complete - Proceed to Summary sheet

The Summary Sheet is only visible once you have confirmed that the Entry Form is complete and there are no errors.

NCCE

Y This information allows your entity the chance to ensure that AGD can understand trends and habits of legal expenditure within the Commonwealth to maintain the scope of the Whole of Australian Government Legal Services Panel and provide insights to the needs of the Commonwealth in the future.

Total legal services expenditure	\$ 2,279,820
Total internal legal services expenditure	\$ 2,261,299
Total external legal services expenditure	\$ 18,521
Total number of government lawyers	12
Total number of briefs to counsel	2

	Total value of briefs to counsel	\$	9,527	
	Total value of disbursements (excluding counsel)	\$	-	
	Total number of domestic providers (excluding AGS)		1	
	Total value of professional fees	\$	8,994	
	Total value of professional fees using the Panel flexibility mechanisms	\$	-	
	Are the Summary Totals correct?		Yes	
Expenditure Comparison				
	Total Legal Services Expenditure (2024-25)	\$	2,279,820	
	Total Legal Services Expenditure (2023-24)	\$	2,379,333	
	Total Expenditure Change	-\$	99,513	
	Internal Expenditure Change	-\$	66,607	
	External Expenditure Change	-\$	32,906	
Commentary				
Providing commentary	Commentary is mandatory to complete. You must provide a meaningful description addressing your expenditure. A brief description with appropriate detail of the reason(s) for any increase/decrease is required. It is not necessary to go into the specifics of a matter. Commentary should take privacy, legal privilege and other protected information into consideration. Commentary will not be made public or shared with other entities by OLSC, but may be subject to Freedom of Information requests. Once you confirm that the commentary has been entered correctly the background will turn green and you can then provide your final confirmation to complete the template.			
	Explaining a significant change in expenditure	Additional detail is especially required for the explanation of a significant change in total expenditure from the previous financial year.		
	Please enter commentary below			
	The Commission's legal team assists the Commission to fulfil its statutory functions. Some of this work includes a combination of			
Commentary criteria	NOTE: Your commentary must meet the following criteria: - your response must be at least 25 characters - you must provide a meaningful description addressing your expenditure, it cannot just be N/A. - commentary does not include any person's name, <u>legally privileged</u> or other protected information.			
	Please confirm your commentary meets the above criteria		I confirm	

Final confirmation	You have completed all the required fields in your entity's Legal Services Expenditure Report template.				
	If you are satisfied that the information you have provided is correct, please provide your final confirmation below. Do not confirm unless you are satisfied your entries are correct. You can edit your template by returning to the Entry Form and revising your entries.				
	Once you have provided final confirmation, a final version of your entity's Legal Services Expenditure Report for 2024-25 will appear below. The report is locked for editing, so if you notice incorrect details you will need to revise your entries in the Entry Form. If you encounter any issues you may contact OLSC for assistance.				
Please provide final confirmation of your entity's legal services expenditure					Requires confirmation
Completed LSER	This template is now complete. Below is your entity's Legal Services Expenditure Report for 2024-25 .				
	Please save this template as a .XLSX file using the following naming convention: OLSC – [Name of Entity] (acronym) – 2024-25 LSER – [date submitted to OLSC] e.g.: OLSC – Attorney-General's Department (AGD) – 2024-25 LSER – 1 August 2025				
	Please email this completed template to LSER@ag.gov.au no later than 29 August 2025 .				
Legal Services Expenditure Report 2024-25					
	Entity Name	Australian Human Rights Commission			
	Entity ABN	47 996 232 602			
	Entity Type	NCCE			
	Totals				
	Total legal services expenditure	\$	2,279,820		
	Total internal legal services expenditure	\$	2,261,299		
	Total external legal services expenditure	\$	18,521		
Section 1	Internal Legal Services Expenditure				
	Total value of internal legal services expenditure	\$	2,261,299		
Section 2a	Number of Government Lawyers				
	APS Levels 1-6 (Junior Legal Officer / Lawyer <2 years PAE / Lawyers >2 years PAE)	0			
	Executive Legal 1 (Senior Legal Officer / Assistant Director / Associate)	9			
	Executive Level 2 (Principal Legal Officer / Director / Senior Associate / Special Counsel)	3			
	SES Bands 1-3 (General Counsel / Chief Counsel / Partner)	0			
Section 2b	Government lawyers primary workplace				
	ACT	0			
	NSW (capital city)	10			
	NSW (other)	0			
	NT (capital city)	0			
	NT (other)	0			
	QLD (capital city)	0			
	QLD (other)	0			
	SA (capital city)	0			
	SA (other)	0			
	Tasmania (capital city)	0			
	Tasmania (other)	0			
	Victoria (capital city)	1			
	Victoria (other)	0			
	WA (capital city)	1			
	WA (other)	0			
	Australia (other – external territories etc)	0			
	Overseas	0			

Section 3 Counsel Briefs		
	Total number of briefs to counsel	2
	Total value of briefs to counsel	\$ 9,527
Section 3a Junior Counsel (direct briefs)		
	Total number of direct briefs to male junior counsel	0
	Total value of direct briefs to male junior counsel	\$ -
	Total number of direct briefs to female junior counsel	2
	Total value of direct briefs to female junior counsel	\$ 9,527
	Total number of direct briefs to gender X junior counsel	0
	Total value of direct briefs to gender X junior counsel	\$ -
	Junior Counsel (indirect briefs)	
	Total number of indirect briefs to male junior counsel	0
	Total value of indirect briefs to male junior counsel	\$ -
	Total number of indirect briefs to female junior counsel	0
	Total value of indirect briefs to female junior counsel	\$ -
	Total number of indirect briefs to gender X junior counsel	0
	Total value of indirect briefs to gender X junior counsel	\$ -
	Total number of briefs to junior counsel	2
	Total value of briefs to junior counsel	\$ 9,527
Section 3b Senior counsel (direct briefs)		
	Total number of direct briefs to male senior counsel	0
	Total value of direct briefs to male senior counsel	\$ -
	Total number of direct briefs to female senior counsel	0
	Total value of direct briefs to female senior counsel	\$ -
	Total number of direct briefs to gender X senior counsel	0
	Total value of direct briefs to gender X senior counsel	\$ -
	Senior Counsel (indirect briefs)	
	Total number of indirect briefs to male senior counsel	0
	Total value of indirect briefs to male senior counsel	\$ -
	Total number of indirect briefs to female senior counsel	0
	Total value of indirect briefs to female senior counsel	\$ -
	Total number of indirect briefs to gender X senior counsel	0
	Total value of indirect briefs to gender X senior counsel	\$ -
	Total number of briefs to senior counsel	0
	Total value of briefs to senior counsel	\$ -
Section 4 Disbursements		
	Total value of disbursements	\$ -
Section 5 Legal Services Panels		
	Entity participation in the Whole of Australian Government Legal Services Panel during 2024-25 (Auto-filled)	No
	Invoiced Panel Fee for 2024-25 (GST exclusive) (Auto-filled)	
	Total value of professional fees expenditure under the Whole of Australian Government Legal Services Panel (SON3622041)	
	– Old Panel expired 30 June 2024	\$ -
	Total value of professional fees expenditure under the Whole of Australian Government Legal Services Panel (SON4072331)	
	– New Panel commenced 1 July 2024	\$ -
	Total value of professional fees expenditure – 10% off-Panel allowance	\$ -
	Total value of professional fees expenditure – Exemption from using the Panel granted by AGD	\$ -
Professional Fees		
Section 6	Total value of professional fees	\$ 8,994
Other Government Providers		
Section 6a	Attorney-General's Department (DO NOT INCLUDE PANEL FEE)	\$ -

	Department of Foreign Affairs and Trade	\$	-
	Office of Parliamentary Counsel	\$	-
	Overseas Legal Services Providers		
Section 6b	Overseas firms (total figure)	\$	-
	Domestic Providers		
Section 6c	Australian Government Solicitor	\$	3,068
	Clayton Utz		
	Total value of expenditure	\$	5,926
	Total value of expenditure – 10% off-Panel allowance	\$	-
	Total value of expenditure – Exemption from using the Panel granted by AGD	\$	-

AHRC Management Report

Legal

202412 - 01/06/2024 - 30/06/2024

Code	Text	Annual expenditure budget	YTD Expenditure (\$)	Total unspent funds available
LGL-1	Legal - Operational/Administration (LGL)			
LGL101	LGL - Employee Costs	\$ 1,309,129.00	\$ 1,351,738.49	-42,609.49
LGL112	LGL - Employee Costs (Backlog)	\$ 279,459.00	\$ 250,645.46	28,813.54
LGL113	LGL - Employee Costs (Project Support)	\$ 123,621.00	\$ -	123,621.00
LGL130	LGL - Hearings and Litigation Legal Fees	\$ 20,000.00	\$ 22,828.96	-2,828.96
LGL131	LGL – External Counsel advice and HR Rep	\$ 20,000.00	\$ 22,639.77	-2,639.77

AHRC Management Report

Legal

202512 - 01/06/2025 - 30/06/2025

Code	Text	Annual expenditure budget	YTD Expenditure (\$)	Total unspent funds available
LGL-1	Legal - Operational/Administration (LGL)			
LGL101	LGL - Employee Costs	\$ 1,505,566.00	\$ 1,541,420.77	-35,854.77
LGL112	LGL - Employee Costs (Backlog)	\$ 269,872.00	\$ 149,278.08	120,593.92
LGL130	LGL - Hearings and Litigation Legal Fees	\$ 20,000.00	\$ 13,036.49	6,963.51
LGL131	LGL – External Counsel advice and HR Rep	\$ 15,000.00	\$ 5,926.11	9,073.89

AHRC Management Report

Legal

202611 - 01/05/2026 - 31/05/2026

Code	Text	Annual expenditure budget	YTD Expenditure (\$)	Total unspent funds available
LGL-1	Legal - Operational/Administration (LGL)			
LGL101	LGL - Employee Costs	\$ 1,594,910.00	\$ 1,261,195.38	333,714.62
LGL112	LGL - Employee Costs (Backlog)	\$ -	\$ 841.81	-841.81
LGL130	LGL - Hearings and Litigation Legal Fees	\$ 45,000.00	\$ 47,982.07	-2,982.07
LGL131	LGL – External Counsel advice and HR Rep	\$ 15,000.00	\$ 10,846.10	4,153.90

AHRC Management Report
Sex Discrimination Commissioner
202412 - 01/06/2024 - 30/06/2024

Code	Text	Annual expenditure budget	YTD Expenditure (\$)	Total unspent funds available
SDC-1	Sex Discrimination Commissioner - Operational/Administration (SDC)			
SDC101	SDC - Employee Costs	\$ 276,184.00	\$ 260,934.71	15,249.29

AHRC Management Report
Sex Discrimination Commissioner
202512 - 01/06/2025 - 30/06/2025

Code	Text	Annual expenditure budget	YTD Expenditure (\$)	Total unspent funds available
SDC-1	Sex Discrimination Commissioner - Operational/Administration (SDC)			
SDC101	SDC - Employee Costs	\$ 407,796.00	\$ 318,997.11	88,798.89

AHRC Management Report
Sex Discrimination Commissioner
202611 - 01/05/2026 - 31/05/2026

Code	Text	Annual expenditure budget	YTD Expenditure (\$)	Total unspent funds available
SDC-1	Sex Discrimination Commissioner - Operational/Administration (SDC)			
SDC101	SDC - Employee Costs	\$ 422,297.00	\$ 348,849.85	73,447.15

Accountable authority instructions (AAIs)

Australian Human Rights Commission –

Effective from October 2022

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1.0 Introduction

The President of the Australian Human Rights Commission (Commission) is the Commission's accountable authority and has issued these accountable authority instructions (AAIs) under [section 20A](#) of the [Public Governance, Performance and Accountability Act 2013](#) (PGPA Act).

These AAIs relate to the use of public resources in the Commission's delivery of policies, programs and services while fulfilling its statutory functions, and must be complied with by all officials.

s22

Appendix B – Approved monetary expenditure by officials

The President authorises officials identified in this appendix to commit to spending the Commission’s money up to the value of their monetary limit per transactions, provided there has been compliance with all relevant accountable authority instructions.

Position	Monetary limit per transaction
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s22	
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General Counsel	\$50,000
Deputy General Counsel	\$30,000

s22	
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Accountable authority instructions (AAIs)

Australian Human Rights Commission –

Effective from March 2023

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s22	
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General Counsel	\$50,000
Deputy General Counsel	\$30,000

s22	
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s22

Accountable authority instructions (AAIs)

Australian Human Rights Commission –

Effective from July 2023

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Deputy General Counsel	\$30,000

s22	
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Position	Monetary limit per transaction
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General Counsel	\$50,000
Deputy General Counsel	\$30,000

s22	
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Accountable authority instructions (AAIs)

Australian Human Rights Commission –

Effective from November 2023

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1.0 Introduction

The President of the Australian Human Rights Commission (Commission) is the Commission's accountable authority and has issued these accountable authority instructions (AAIs) under [section 20A](#) of the [Public Governance, Performance and Accountability Act 2013](#) (PGPA Act).

These AAIs relate to the use of public resources in the Commission's delivery of policies, programs and services while fulfilling its statutory functions, and must be complied with by all officials.

s22

Appendix B – Approved monetary expenditure by officials

The President authorises officials identified in this appendix to commit to spending the Commission’s money up to the value of their monetary limit per transactions, provided there has been compliance with all relevant accountable authority instructions.

Position	Monetary limit per transaction
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General Counsel	\$50,000
Deputy General Counsel	\$30,000

s22	
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s22

Accountable authority instructions (AAIs) Australian Human Rights Commission – Effective from February 2026

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1.0 Introduction

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These AAIs relate to the use of public resources in the Commission's delivery of policies, programs and services while fulfilling its statutory functions, and must be complied with by all officials.

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Appendix B – Approved monetary expenditure by officials

The President authorises officials identified in this appendix to commit to spending the Commission's money up to the value of their monetary limit per transactions, provided there has been compliance with all relevant accountable authority instructions.

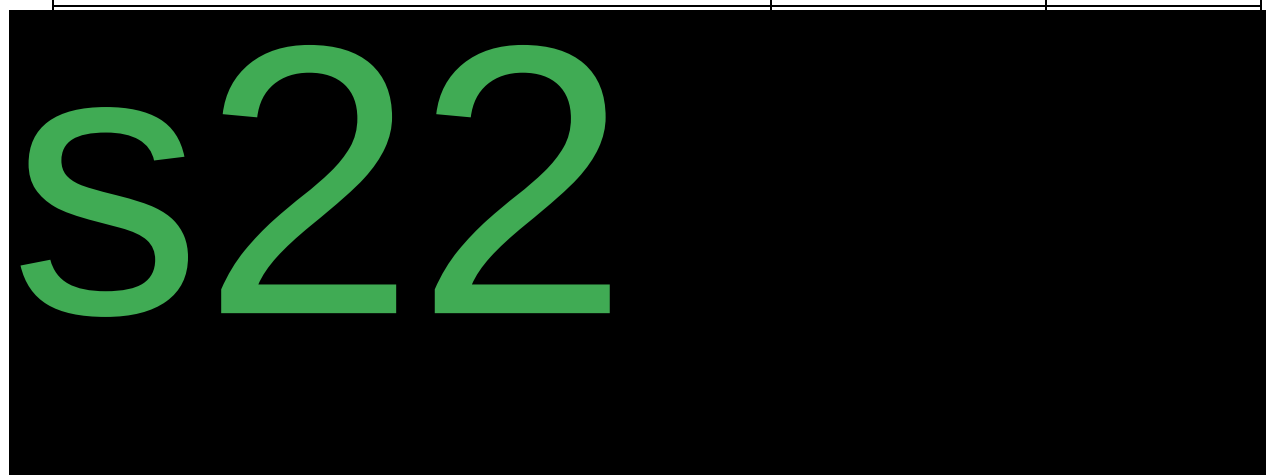
Limitations may apply as set out in the schedule:

- (a) Excluding all international travel expenses.
- (b) Excluding international travel expenses as outlined in the Travel Policy and Procedure.
- (c) Excluding ICT expenses without consultation with the Director, Information Technology.
- (d) Excluding catering and hospitality expenses as outlined in the Catering and Official Hospitality Policy and Procedure.

Position	Monetary limit per transaction	Limitations
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General Counsel	\$50,000	(a), (c), (d)
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Deputy General Counsel	\$30,000	(a), (c), (d)
s22		

s22



Australian
Human Rights
Commission

Legal advice: privileged and confidential

To: s22 [REDACTED], Sex Discrimination Commissioner
From: s22 [REDACTED]
CC: s22 [REDACTED]
Date: 27 March 2023
Re: **Potential amicus curiae**
Roxanne Tickle v Giggle for Girls Pty Ltd
Federal Court proceeding NSD1148/2022

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From: s22
To: [Requests for Approval](#)
Cc: s22
Subject: Tickle v Giggle for Girls Pty Ltd - potential amicus [SEC=OFFICIAL:Sensitive]
Date: Tuesday, 28 March 2023 10:26:00 AM
Attachments: [Memo to SDC re potential amicus application.docx](#)

Dear President and Commissioners,

s42

Kind regards,

s22

Deputy General Counsel

Australian Human Rights Commission
GPO Box 5218, Sydney NSW 2001

s22

| W humanrights.gov.au

Human rights: everyone, everywhere, everyday

We acknowledge the traditional custodians of this land, the Gadigal peoples of the Eora Nation, and pay our respects to their Elders, past, present and future.

From:
To:
Cc:
Subject:
Date:

s22

Re: Tickle v Giggle for Girls Pty Ltd - potential amicus
Tuesday, 4 April 2023 12:28:24 PM

s42

s22

Get [Outlook for iOS](#)

From: s22

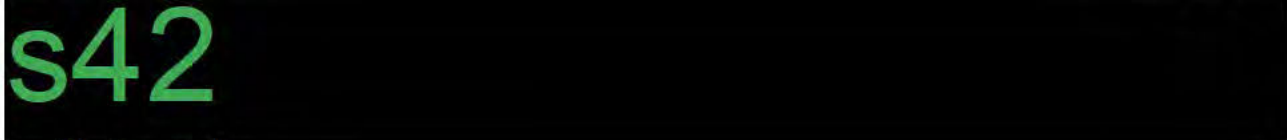
Sent: Monday, April 3, 2023 2:29 pm

s22

Subject: Tickle v Giggle for Girls Pty Ltd - potential amicus

Dear s22

s42

s42

Kind regards,

s22

Deputy General Counsel

Australian Human Rights Commission

GPO Box 5218, Sydney NSW 2001

s22

| W humanrights.gov.au

Human rights: everyone, everywhere, everyday

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From: s22
To:
Cc:
Subject: RE: Tickle v Giggle for Girls Pty Ltd - potential amicus [SEC=OFFICIAL]
Date: Monday, 3 April 2023 2:30:50 PM

s42

s22

From: s22
Sent: Monday, April 3, 2023 2:29 PM
To: s22
[Redacted]
[Redacted]

Subject: Tickle v Giggle for Girls Pty Ltd - potential amicus
Dear s22 and s22

s42

s42

Kind regards,

s22

Deputy General Counsel

Australian Human Rights Commission

GPO Box 5218, Sydney NSW 2001

s22

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We acknowledge the traditional custodians of this land, the Gadigal peoples of the Eora Nation, and pay our respects to their Elders, past, present and future.

From: s22 [REDACTED]
Subject: Re: Giggle for Girls Pty Ltd v Tickle - appeal - s42 [SEC=OFFICIAL]
Date: Saturday, 19 October 2024 4:54:16 PM
Attachments: [image001.jpg](#)
[image002.jpg](#)

s42 [REDACTED]

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From: s22 [REDACTED]
Sent: Saturday, October 19, 2024 11:03:59 AM
To: s22 [REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

Subject: Re: Giggle for Girls Pty Ltd v Tickle - appeal - s42 [REDACTED]
[SEC=OFFICIAL]

s42 [REDACTED]

s22 [REDACTED]
Disability Discrimination Commissioner
[Australian Human Rights Commission](#)
GPO Box 5218, Sydney NSW 2001

s22 [REDACTED] W humanrights.gov.au



We acknowledge the Traditional Custodians of Country throughout Australia, and recognise their continuing connection to land, waters and culture. We pay our respects to their Elders, past, present and future.

From: s22 [REDACTED]
Sent: Friday, October 18, 2024 2:02:26 PM
To: s22 [REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

Subject: Re: Giggle for Girls Pty Ltd v Tickle - appeal - s42 [REDACTED]
[SEC=OFFICIAL]

s42

Thanks

s22

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From: **s22**

Sent: Thursday, October 17, 2024 6:30:01 PM

To: **s22**

Subject: RE: Giggle for Girls Pty Ltd v Tickle - appeal - **s42**

[SEC=OFFICIAL]

s42

From: **s22**

Sent: Thursday, 17 October 2024 5:44 PM

To: **s22**

Subject: RE: Giggle for Girls Pty Ltd v Tickle - appeal - **s42**

[SEC=OFFICIAL]

Hi **s22**

s42**s22**

Age Discrimination Commissioner

Australian Human Rights Commission

GPO Box 5218

Sydney NSW 2001

s22

| [W humanrights.gov.au](https://www.humanrights.gov.au)



We acknowledge the Traditional Custodians of Country throughout Australia, and recognise their continuing connection to land, waters and culture. We pay our respects to their Elders - past, present and future.

The Commission supports flexible working arrangements, and I am sending this message at a time that is convenient to me and my work schedule. It is not my expectation that you read, respond, or follow up on this email outside your hours of work.

From: s22 [REDACTED]
Sent: Thursday, 17 October 2024 3:55 PM
To: Requests for Approval <RequestsforApproval@humanrights.gov.au>
Cc: s22 [REDACTED]
[REDACTED]
Subject: Giggle for Girls Pty Ltd v Tickle - appeal - s42 [REDACTED]
[SEC=OFFICIAL]

Dear President and Commissioners,

s42

s42

Kind regards,

s22

Deputy General Counsel

Australian Human Rights Commission

GPO Box 5218, Sydney NSW 2001

s22

W humanrights.gov.au



We acknowledge the Traditional Custodians of Country throughout Australia, and recognise their continuing connection to land, waters and culture. We pay our respects to their Elders - past, present and future.

From: s22
To: s22
Subject: Re: Giggle for Girls Pty Ltd v Tickle - appeal - s42 [SEC=OFFICIAL]
Date: Monday, 4 November 2024 12:36:17 PM
Attachments: [image001.jpg](#)

Hi s22

s42

Regards

s22

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From: s22
Sent: Monday, November 4, 2024 11:57:15 AM
To: s22
Cc: s22
Subject: RE: Giggle for Girls Pty Ltd v Tickle - appeal - s42 [SEC=OFFICIAL]

Hi s22

s42

Kind regards, s22

From: s22
Sent: Thursday, 31 October 2024 5:37 PM
To: s22
Subject: Re: Giggle for Girls Pty Ltd v Tickle - appeal - s42 [SEC=OFFICIAL]

Hi s22

s42

Thanks

Regards

s22

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From: s22
Sent: Thursday, October 31, 2024 4:52:26 PM
To: s22
Subject: RE: Giggle for Girls Pty Ltd v Tickle - appeal - s42 [SEC=OFFICIAL]

Hi s22

s42

s42

Regards, s22

From: s22

Sent: Thursday, 17 October 2024 3:55 PM

To: Requests for Approval <RequestsforApproval@humanrights.gov.au>

Cc: s22

Subject: Giggle for Girls Pty Ltd v Tickle - appeal - s42

[SEC=OFFICIAL]

Dear President and Commissioners,

s42



30 July 2024

s11C

Feminist Legal Clinic

By email: s11C

Dear Ms Kerr,

2023/8450 Lesbian Action Group and Australian Human Rights Commission

Thank you for your letter dated 29 July 2024 and for your prompt response to our request.

The Attorney-General decided on 12 April 2024 not to intervene in this matter on the basis that the *Hardiman* principle permits the Commission to participate in a merits review proceeding impartially. This matter was handed over from the previous lawyer to me on 13 May 2024 and we apologise that we did not respond to your letter of 19 March 2024 asking to be kept aware of the Attorney-General's position in this matter.

With no other contradictor in this proceeding, the Commission considers its role is to assist the Tribunal to make the correct or preferable decision, in accordance with s 33(1AA) of the AAT Act. To play no active role would leave the Tribunal without a contradictor. This was the position taken by the Commission's lawyer at the directions hearing. We understand that your counsel, Mr Howard, considered s 30(1) of the AAT Act to displace the *Hardiman* principle in merits review before the Tribunal. The Commission seeks to abide by both the *Hardiman* principle and ss 30(1) and 33 of the AAT Act in any case. It has reached the decision that expert evidence should be put on by the Commission for the reasons that follow. The adjournment and extension sought proceeded on the need to give expert witnesses sufficient time to prepare reports.

The Applicant's Statement of Facts, Issues and Contentions (SOFIC) and two statements were filed on 1 July 2024. In our analysis, the SOFIC has changed the basis upon which the exemption is sought – in particular, it is now sought by reference to the terms of the constitution of the Lesbian Action Group Inc. That

Australian Human Rights Commission

constitution did not form part of the initial application. The additional evidence filed by your client also raises new issues. Having reviewed the range of submissions made to the Commission in the exemption process, we have reached the view that it will be important for the Tribunal to have access to expert evidence that responds to the additional evidence filed by your client in order to have a full appreciation of the relevant issues.

The Commission intends to provide the Tribunal with additional material that responds to the Applicant's SOFIC and witness statements so that the Tribunal can be sufficiently informed to come to the correct or preferable decision.

The Commission is currently conferring with potential expert witnesses and will confirm with them whether the Applicant's proposed timeframes are sufficient. The Commission will seek to accommodate their availability with a view to meeting the Applicant's proposed procedural order and keeping the current hearing listed 2 and 3 September 2024. If they require more time, the Commission will approach the Tribunal for guidance on whether the hearing should be adjourned.

Yours faithfully

s11C

Senior Lawyer

T: **s11C**

E: **s11C**

**ADMINISTRATIVE APPEALS TRIBUNAL
GENEREAL ADMINISTRATIVE DIVISION
MELBOURNE REGISTRY**

Matter No: 2023/8450

Lesbian Action Group
Applicant

Australian Human Rights Commission
Respondent

Lesbian Action Group Inc
Other Party

RESPONDENT'S STATEMENT OF FACTS, ISSUES AND CONTENTIONS

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APPLICATION OF THE *HARDIMAN* PRINCIPLE IN THIS MATTER

36. The Commission initially raised the issue of the *Hardiman*¹⁹ principle at the Directions Hearing on 13 March 2024. It indicated that it may not be appropriate for the Commission to play an active role in this application so as not to be seen as defending its original decision or otherwise compromised in making a fresh decision upon remitter. The Commission disclosed that it had asked the Attorney-General's Department what role the Attorney-General wished to play in this proceeding.
37. On 12 April 2024, the Commission was advised that the Attorney-General's Department declined to intervene in the proceedings.
38. The Commission considered that, in its absence, there would be no contradictor in this proceeding. The Commission also considered its obligation under s 33(1AA) of the *Administrative Appeals Tribunal Act 1975* (Cth) (**AAT Act**) to "use [its] best endeavours to assist the Tribunal to make its decision in relation to the proceeding". Moreover, the Commission considered that under s 30(1)(b) it is already a party to the proceeding in a way that no other potential contradictor is. The Commission considered that as Australia's national human rights institution it was well placed and technically capable of assisting the Tribunal to make the correct or preferable decision. This extends to canvassing all relevant matters raised in the application,²⁰ both as to the proper interpretation of the law and the impartial apprehension of all relevant evidence.
39. The Commission has chosen to remain within the spirit of the *Hardiman* principle in carrying out its duty under s 33(1AA) of the AAT Act, by not being a passionate advocate for one decision above another, but by being proactive in proposing the correct interpretation of the SDA, addressing any submissions and evidence from the applicants to the extent that they may lead the Tribunal into error, and putting forward

¹⁹ *R v Australian Broadcasting Tribunal; Ex Parte Hardiman* (1980) 144 CLR 13 (*Hardiman*).

²⁰ *Macedon Ranges Shire Council v Romsey Hotel Pty Ltd* (2008) 19 VR 422 (*Macedon Ranges*) at [27].

all the evidence it considers necessary for the Tribunal to come to the correct or preferable decision. Per *Fagan v Crimes Compensation Tribunal* (1982) 150 CLR 666 at [13], per Brennan J: “But where the proceedings before the tribunal are not inter partes, and where the Attorney-General cannot or does not intervene to represent the public interest... it may be desirable that the tribunal should appear by counsel to make such submissions as it thinks calculated to assist the court and, in an appropriate case, to argue against the applicant’s case”.

40. Where the T-documents provide sufficient explanation as to the law or relevant evidence, the Commission has considered it unnecessary to adduce further submissions or evidence. Where the applicants have put forward fresh submissions and evidence, the Commission responds to them as necessary.
41. In particular, the applicants seek the exercise of the exemption power, but they put their case differently at the Tribunal stage compared to the way they had put it at the Commission stage. New arguments and evidence include:
 - (a) Purposes of the incorporated LAG group, including asserting the biological fact that sex is binary and immutable; a focus on lesbian political advocacy, and the holding of public events in order to accrue political influence: applicants’ “Reasons for the Application: Particulars” (**Particulars**) at [1]-[2], [4]; applicants’ SOFIC at [30]-[31]
 - (b) Common law freedoms of expression, assembly and thought: applicants’ Particulars at [12]; applicants’ SOFIC at [19] and [29], [32]-[33]
 - (c) Complaint about an “impermissible hierarchy of protected attributes that places the protection of gender identity above protection of sex and sexual orientation”: applicants’ Particulars at [11]
 - (d) Reliance on a broad and undefined ‘public interest’: applicants’ Particulars at [12]; applicants’ SOFIC at [22]-[23]
 - (e) An assertion that there would be no “legally recognisable harm” occasioned by the exemption: applicants’ Particulars at [14]; applicants’ SOFIC at [41]
 - (f) Reliance on the position of the Special Rapporteur on Violence Against Women in relation to the definition of ‘sex’: applicants’ SOFIC at [26]
 - (g) Death of lesbian spaces over the past 20 years: applicants’ SOFIC at [34]-[38]
 - (h) Comparison to the Peel Hotel and to Seahorse: applicants’ SOFIC at [39]
 - (i) Fresh evidence, being a witness statement of Carole Ann and an expert report of Professor Sheila Jeffreys.

42. Furthermore, the applicants' new evidence before the Tribunal, the statement of Carole Ann and the expert report of Sheila Jeffreys, place new matters before the Tribunal which merit evidence in reply. These include claims that address the following:
- (a) The development of lesbian feminism in history and how the applicants subscribe to a lesbian feminist critique with a focus on the politics of sex-based rights: Carole Ann's statement at [4]-[7] and [59]-[65], and Professor Sheila Jeffreys' report at [3]-[7] and [15]-[20].
 - (b) The scientific biological reality of sex is that it is binary and immutable, and that the two sexes, male and female, are observable at birth. As men cannot identify into the female sex and are heterosexual if attracted to women, they cannot be lesbian: Carole Ann's statement at [59]-[65] and Professor Sheila Jeffreys' report at [8]-[14].
 - (c) The history of transvestism as a sexual behaviour and the development of 'gender identity' rights as a movement: Professor Sheila Jeffreys' report at [9]-[12] and [69]-[72].
 - (d) The decline in lesbian feminism, including lesbian community activities, events and spaces, due to trans lobbyists: Carole Ann's statement at [21]-[30] and Professor Sheila Jeffreys' report at [21]-[26].
 - (e) That lesbian events must now be organised covertly for fear of litigation and being attacked, invaded or threatened by the trans lobby: Carole Ann's statement at [34]-[38].
 - (f) Lesbians have been subsumed under the LGBTIQ+ umbrella which has undermined lesbians, reduced lesbian visibility and affected resources available to lesbians: Carole Ann's statement at [47]-[58] and Professor Sheila Jeffreys' report [38]-[44].
 - (g) The necessity for the exemption to prevent the physical aggression and sexual predation of trans women, who are actually men who claim to be women: Professor Sheila Jeffreys' report at [45]-[68], [72]-[73] and [78]-[79].
43. The applicants raise extensive new submissions and evidence not addressed by the submissions before the Commission. The Commission has therefore determined that active participation is required before the Tribunal to supplement those new submissions and that fresh evidence with other material that provides appropriate context. To the extent that the Commission participates in these proceedings, it will

not “engage in curial tactics”, but rather be an “active” participant with the “experience, knowledge, and expertise”²¹ to assist the Tribunal with the proper interpretation of the SDA and with all evidence required for the Tribunal to make the correct or preferable decision. A proper understanding of the nature of the Tribunal’s proceedings makes “clear that the role of the decision-maker... is quite different from that in a court” and decision-maker’s role is “not to defend a decision but to assist the Tribunal”.²² It is the “normal and desirable course” in Tribunal proceedings for “the decision-maker to play an active role in examining and cross-examining witnesses and to put substantive arguments”.²³

44. The Commission’s further evidence in this Tribunal therefore constitutes:

- (a) Dr Elena Jeffreys: an overview of lesbian feminism, its history and its different strands; the status of lesbian culture, solidarity and political participation today and over the past 30 years; an overview of lesbian events; the risks to physical, cultural and/or emotional safety at events and potential safety practices.
- (b) Professor Paula Gerber: an overview of the Convention on the Elimination of All Forms of Discrimination Against Women (**CEDAW**), its application in Australia and to the SDA and its application to trans women in the Australian context; the status of lesbian rights and trans rights in an international human rights law context; the impact on trans women of inclusion and exclusion from public spaces.
- (c) Ms Siobhan Patton: her lived experience and involvement in lesbian spaces and lesbian events; the status of lesbian culture, solidarity and political participation today; the impact on trans women of public exclusion from lesbian spaces and lesbian events.
- (d) Lisa Salmon, Margaret Evaline Mayhew and Bumpy Favell: the active lesbian spaces and events in Melbourne and Victoria.

45. Each expert witness was instructed that their evidence must be impartial and that, to the extent that they reach any opinion or conclusion, it must be strictly based on their

²¹ *Macedon Ranges* at [31] and [33]; *Commissioner of Police, New South Wales Police Force v Fine* [2014] NSWCA 327 at [77]-[78] (confirming the correctness of *Macedon Ranges* in the circumstances of that case).

²² *Tascone and Australian Community Pharmacy Authority and Katsavos and Katsavos and Kouzas (Parties Joined)* [2011] AATA 724 at [138].

²³ *Re New Broadcasting Limited and Australian Broadcasting Tribunal and Brian Sydney Treasure (Party Joined)* [1987] AATA 151 at [34]-[35].

experience. They were instructed that, if their experience led to an opinion or conclusion that supported the exemption application, they must state that. In calling expert evidence, the Commission only tests the applicants' evidence and puts forward evidence where the applicants' evidence appears to be incomplete.

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15 August 2024

Dr Daye Gang

s22

Counsel for the Australian Human Rights Commission

s22

Deputy General Counsel for the Australian Human Rights Commission

s22

Senior Solicitor for the Australian Human Rights Commission