



TASMANIA

Inquiry into Parliamentary Salaries and Allowances

by

The Full Bench of the Tasmanian Industrial Commission

REPORT AND DETERMINATION

Members

David Barclay (President)

Neroli Ellis (Deputy President)

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May 2025

**Inquiry into Parliamentary Salaries and Allowances by the Full Bench of the Tasmanian
Industrial Commission**

REPORT AND DETERMINATION

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Preamble

This Report into Parliamentary Salaries and Allowances has been undertaken by the Full Bench of the Tasmanian Industrial Commission (the Commission) under Part 3 of the *Parliamentary Salaries, Superannuation and Allowances Act 2012* (the 2012 Act).

In accordance with sections 3C and 3E of the 2012 Act, the Commission has conducted an Inquiry into the basic salary payable to each member of Parliament, the kinds of, and amounts of, any additional salary payable to members of Parliament holding specified offices, and the kinds of, and amounts of, allowances and benefits payable to each member of Parliament.

Section 3D of the 2012 Act provides that the Commission must, after conducting an Inquiry, prepare a Report.

As required by the 2012 Act, this Report includes:

- (a) The information that the Commission thinks fit in respect of its Inquiry;
- (b) The Commission's recommendations in relation to the matters it is required to inquire into, which for the purpose of this Inquiry under section 3E(3) of the 2012 Act includes the 2016 report ; and
- (c) The Commission's Determination in relation to the matters it is required to determine.

The 2012 Act also requires the Commission to inquire into any matter specified in a written notice by the Minister responsible for the 2012 Act (the Premier), with such notice required to be tabled in both Houses of Parliament. In relation to this Inquiry no notice was received from the Minister.

This Determination relates to the period 1 July 2018 to 30 June 2025. As a result, the increases which are recommended may seem large. However, they are based on the Wage Price Index or the Consumer Price Index, which track inflation and real movements in salary.

The increases are calculated on 30 June in each year are payable from 1 July of that calendar year, based on the WPI or CPI calculated on 1 December in the previous year.

In respect to the salary component of the Determination, the sum of the annual increases over the relevant time (2018 to 2025) is a total of 20.5%. This is comparable with the increases provided by the Public Sector Wages Agreements. For the period 2018 to 2024 the Public Sector increases were 15.55%¹ or 2.59% average over the 5 years. The increase recommended in this Determination for the same period is 16.6%.

The recommended average annualised percentage increase from 2018 to 2025 is 2.92%.

It will be apparent that the salary increase from \$140 185 to \$171 527.50 is 22.36%. That is because the increases have been compounded from year to year by adding the increased amount to the previous year, which has increases from previous years already added to it.

The recommended increase for members of parliament is comparable, though slightly more than, increases in the public sector wages agreements for a similar period. In our view that increase is modest and appropriate taking into account all the circumstances.

The Report does not deal with the question of backpay. Rather the determination calculates increases year by year. The Determination states that the increase commences from 1 July 2025. That is because the 2012 Act refers to inquiries into salaries and allowances to be paid to "each member of parliament". The members of parliament to whom the Determination applies are those in parliament at the time of

¹ This figure is obtained by adding together increases in simple interest. It is not possible to identify a comparable salary in the State Service Award to enable a comparative compounding figure to be calculated.

the Determination. For the avoidance of doubt, this recommendation does not provide for the payment of back pay or retrospective payment of the recommended increases.

In respect to the next review, the Commission has determined that it will hold Hearings. Those hearings will commence in June 2026 with a view to publishing a determination by March 2027.

This review was somewhat hindered by the absence of substantive submissions received after the Issues Papers were released. Hearings will ensure that adequate evidence is placed before the Commission to enable a review of salary and all allowances. In particular, it will review the electoral allowance to establish legitimate uses of such an allowance and, of course, the proper amount of the allowance. Additionally, the Commission will undertake a review of the work value of parliamentarians as a result of the increased size of Parliament. The quantum of additional salaries payable to the President of the Legislative Council and the Speaker of House of Assembly will also be a focus.

Glossary of Frequently Used Terms

ABS: Australian Bureau of Statistics

ANMF (Tas): Australian Nursing and Midwifery Federation (Tasmanian Branch)

AWE: Average Weekly Earnings

AWOTE: Average Weekly Ordinary Time Earnings, Full Time Adults, Tasmania

Commonwealth 2011 Report: *Review of the Remuneration of Members of Parliament*, Commonwealth Remuneration Tribunal, December 2011

CPI: Consumer Price Index, All Groups, Hobart

Commission: A Full Bench of the Tasmanian Industrial Commission comprising Barclay D, Ellis N and Lee T.

Egan Report: *The Attributes, Role and Reward of a Backbencher in the Federal Parliament*, Egan Associates, November 2011

Gazette: The Tasmanian Government Gazette published under the authority of the Government of Tasmania

MP: Member of the Tasmanian Parliament

Queensland Determination 1/2013: *Building a New Remuneration Structure for Members of the Queensland Parliament*, Queensland Independent Remuneration Tribunal, 15 October 2013

SES: Senior Executive Service of the Tasmanian State Service

APS: Australian Public Service

TSSA: Tasmanian State Service Award

WPI: Wage Price Index, Tasmania

1997 Report: *Report of the Full Bench of the Tasmanian Industrial Commission Established to Determine the Basic Salary and Additional Salaries Payable to Members of the Tasmanian Parliament*, Westwood P, Johnson DP, Watling C, 14 May 1997

2006 Report: *Report of the Second Committee of Review Inquiring into Allowances and Benefits Provided to Members of the Tasmanian Parliament*, Leary P, Abey T, McAlpine J, 21 August 2006

2012 Act: *Parliamentary Salaries, Superannuation and Allowances Act 2012*

2013 Issues Paper: *Review of Parliamentary Salaries and Allowances Issues Paper*, October 2013, to facilitate submissions to the Tribunal

2014 Report: *Report of the Parliamentary Salaries and Allowances Tribunal Inquiring into Basic Salary, Allowances and Benefits provided to Members of the Tasmanian Parliament*, Abey T, Wells N and Deegan B, 30 May 2014

2015 Act: *Parliamentary Salaries, Superannuation and Allowances Amendment Act 2015*

2015 Issues Paper: *Inquiry into Parliamentary Salaries and Allowances by the Full Bench of the Tasmanian Industrial Commission Issues Paper*, September 2015, to facilitate submissions to the Commission

2016 Report: *Report into Parliamentary Salaries and Allowances including a Determination by The Full Bench of the Tasmanian Industrial Commission under Part 3 of the Parliamentary Salaries, Superannuation and Allowances Act 2012*, Abey T, Wells N and Deegan B, February 2016

2018 Interim Report: *Parliamentary Salaries Interim Report*, Barclay D, Ellis N and Lee T, May 2018

2019 Issues Paper: *Inquiry into Parliamentary Salaries and Allowances by the Full Bench of the Tasmanian Industrial Commission Issues Paper*, March 2019



TASMANIA

Determination

This Determination is made in accordance with section 3D(1)(d) of the *Parliamentary Salaries, Superannuation and Allowances Act 2012* (the 2012 Act).

As the Commission we determine the following:

1 Basic Salary

1.1 Basic Salary (refer to clause 5 of Part 1 of Schedule 1 to the 2012 Act)

- (1) From 1 July 2025 the amount of the basic salary to be paid to each member of Parliament is calculated according to the basic salary contained in the following table (Table A).

Table A – Basic salary for each financial year from 2018/19 to 2024/25

Financial year	Basic salary	WPI Tasmania for the 12 months to December 31 ² (public sector or combined as available)	Previous year's basic salary multiplied by WPI Tasmania	Adjusted basic salary
1 July 2018 – 30 June 2019	140 185.00	2.0%	2 803.70	142 988.70
1 July 2019 – 30 June 2020	142 988.70	2.2%	3 145.75	146 134.45
1 July 2020 – 30 June 2021	146 134.45	1.9%	2 776.55	148911.00

² Source ABS Website Wage Price Index, Australia.

Financial year	Basic salary	WPI Tasmania for the 12 months to December 31 ² (public sector or combined as available)	Previous year's basic salary multiplied by WPI Tasmania	Adjusted basic salary
1 July 2021 – 30 June 2022	148911.00.	2.6%	3 871.69	152 782.69
1 July 2022 - 30 June 2023	152 782.69	3.6%	5 500.18	158 282.87
1 July 2023 – 30 June 2024	158282.87	4.3%	6 806.16	165 089.03
1 July 2024 – 30 June 2025	165 089.03	3.9%	6 438.47	171 527.50

(2) From 1 July 2025 to 30 June 2026, the amount of the basic salary to be paid to each member of Parliament on 1 July 2026 is to be \$171 527.50 pa plus:

- (a) an amount equal to \$171 527.50 multiplied by the increase in the Wage Price Index, Tasmania (public sector or combined as available) for the twelve months to 31 December 2025.

2 Additional Salary

2.1 Additional Salary (refer clause 3 of Part 2 of Schedule 1 to the 2012 Act)

- (1) From 1 July 2025, the amount of the additional salary to be paid to the Premier, Deputy Premier, Ministers of the Crown, Secretary to Cabinet and Certain Officers of the Parliament is the percentage of basic salary specified opposite the office in the following table (Table B).

Table B - Additional Salary as at 1 July 2025 for MPs who are holders of offices specified in Table 1 of Part 2 of Schedule 1 to the 2012 Act 3

³ For the period of this Determination or until the date when the next Determination takes effect, whichever is later, Table A applies in lieu of Schedule 4 to the 2012 Act (albeit the amounts of additional salary are unchanged).

Office	Additional Salary (percentage of basic salary)
Premier	115
Deputy Premier	82
Minister	70
Secretary to Cabinet	30
Legislative Council	
President	35
Leader for the Government	70
Chair of Committees	20
Deputy Leader for the Government	35
House of Assembly	
Speaker	35
Chair of Committees	20
Leader of the Opposition	70
Deputy Leader of the Opposition	35
Government Whip	6
Opposition Whip	6

2.2 Additional Salary (refer clause 5 of Part 2 of Schedule 1 to the 2012 Act)

- (1) From 1 July 2025 the amount of the additional salary to be paid to the holder of an office specified in Table 2 of Part 2 of Schedule 1 to the 2012 Act is the percentage of basic salary specified opposite the office in the following table (Table C).

Table C – Additional Salary as at 1 July 2025 for MPs who are the holder of an office specified in Table 2 of Part 2 of Schedule 1 to the 2012 Act⁴

Office	Additional Salary (percentage of basic salary)
Leader of a recognised non-government party, other than the Opposition	35

⁴ For the period of this Determination or until the date when the next Determination takes effect, whichever is later, Table B applies in lieu of Schedule 5 to the 2012 Act (albeit the amount of additional salary is unchanged).

3 Allowances⁵
(refer clause 1(3) of Schedule 2 to the 2012 Act)

3.1 Motor Vehicle Allowance

- (1) From 1 July 2025, the amount of the Motor Vehicle Allowance is \$20 124.44 calculated in accordance with the following table (Table D). The amount payable is the amount appearing in the column titled "1 July 2025".

Table D –Motor Vehicle Allowance calculations for period 1 July 2019 to 30 June 2025

Year	Allowance
1-Jul-2019	\$16 473.82
1-Jul-2020	\$16 918.61
1-Jul-2021	\$17 053.96
1-Jul-2022	\$17 821.39
1-Jul-2023	\$19 193.64
1-Jul-2024	\$19 827.03
1-Jul-2025	\$20 124.44

- (2) From 1 July 2025 to 30 June 2026

the amount of the Motor Vehicle Allowance payable 1 July 2026 is \$20 124.44 pa plus:

- (a) an amount equal to \$20 124.44 multiplied by the increase in the Consumer Price Index, All Groups, Hobart for the twelve months preceding the December 2025 quarter.

3.2 Electorate Allowance

- (1) From 1 July 2025, the amount of the Electorate Allowance to be paid to a member of Parliament is the amount calculated in accordance with the following table (Table E) specified opposite the electorate to which that member is elected. The amount payable is the amount appearing in the column titled "1 July 2025".

Table E –Electorate Allowance calculations

	Electorate(s)	1-Jul-19	1-Jul-20	1-Jul-21	1-Jul-22	1-Jul-23	1-Jul-24	1-Jul-25
Legislative Council								
Group 1	Apsley (McIntyre)	\$52 830.76	\$54 257.19	\$54 691.25	\$57 152.35	\$63 584.34	\$65 682.62	\$66 667.86

⁵ For the period of this Determination or until the date when the next Determination takes effect, whichever is later, the allowances defined in paragraphs 3.1 to 3.7 of the Determination apply instead of clauses 1 to 8 of Schedule 6 to the 2012 Act.

Group 2	Murchison, Western Tiers (Prosser)	\$48 657.2 0	\$49 970.9 4	\$50 370.7 1	\$52 637.3 9	\$58 561.2 6	\$60 493.7 8	\$61 401.1 9
Group 3	Derwent, Huon	\$41 705.7 3	\$42 831.7 8	\$43 174.4 4	\$45 117.2 9	\$50 194.8 3	\$51 851.2 6	\$52 629.0 3
Group 4	Montgomery, Rumney	\$38 926.7 9	\$39 977.8 1	\$40 297.6 4	\$42 111.0 3	\$46 850.2 5	\$48 496.3 1	\$49 122.2 5
Group 5	Mersey, Rosevears, Windermere, Elwick, Nelson, Launceston, Pembroke, Hobart	\$32 165.8 7	\$33 034.3 5	\$33 298.6 2	\$34 797.0 6	\$38 713.1 6	\$39 990.6 9	\$40 590.5 5
House of Assembly								
	Bass	\$45 878.2 6	\$47 116.9 7	\$47 493.9 1	\$49 631.1 3	\$55 216.6 7	\$57 038.8 2	\$57 894.4 0
	Braddon	\$50 048.7 3	\$51 400.0 5	\$51 811.2 5	\$54 142.7 5	\$60 236.0 3	\$62 223.8 2	\$63 157.1 8
	Denison (Clark)	\$33 365.8 2	\$34 266.7 0	\$34 540.8 3	\$36 095.1 7	\$40 157.3 5	\$41 482.5 4	\$42 104.7 8
	Franklin	\$40 317.2 9	\$41 405.8 6	\$41 737.1 0	\$43 615.2 7	\$48 523.7 8	\$50 125.0 6	\$50 876.9 4
	Lyons	\$55 611.7 6	\$57 113.2 8	\$57 570.1 8	\$60 160.8 4	\$66 931.4 0	\$69 140.1 4	\$70 177.2 4

- (2) From 1 July 2025 to 30 June 2026, the amount of the Electorate Allowance to be paid to a member of Parliament is the amount in column “1 July 2025” of Table E specified opposite the electorate to which that member is elected plus:

- (a) an amount equal to that amount multiplied by the increase in the Consumer Price Index, All Groups, Hobart for the twelve months preceding the December 2024 quarter.

3.3 Committee Sitting Fees

From 1 July 2025, there is payable to the Chair of a Committee, for each day on which the Chair attends a summoned meeting of that Committee at which a quorum is present, a sitting fee calculated on a daily basis, irrespective of the number of meetings, at the rate of 0.12% of the annual amount of the basic salary for the time being.

3.4 Telecommunications Allowance

From 1 July 2025:

- (1) There is payable to each member of Parliament a Telecommunications Allowance.
- (2) The Telecommunications Allowance is to be paid by way of reimbursement of 90% of all charges for a mobile phone, except as outlined in subclause (3).
- (3) The Telecommunications Allowance in respect of a mobile telephone for the holder of the offices of the President of the Legislative Council, Speaker of the House of Assembly, Leader of the Opposition and Leader of a recognised non-government party, is to be paid by way of reimbursement of 100% of all charges for a mobile phone.

3.5 Entertainment Allowance

- (1) From 1 July 2025, there is payable to a person holding an office specified in the first column of Table F an Entertainment Allowance of an amount equivalent to the percentage of the basic salary as specified in the second column.

Table F – Entertainment Allowance

Column 1 Office	Column 2 (% of basic salary)
Premier	12
President of the Legislative Council	6
Speaker of the House of Assembly	6

3.6 Away from Home Travelling Allowance

From 1 July 2025:

- (1) There is payable to a member of Parliament an Away From Home Travelling Allowance for expenses incurred while travelling on official parliamentary business.
- (2) The rate of and the circumstances under which the allowance is payable shall be in accordance with the Travel Allowance and Meal Allowance components prescribed from time to time by the Tasmanian State Service Award of the Commission.
- (3) Where a member of Parliament exceeds the allowance to which he or she is entitled, the member may, subject to any guidelines issued from time to time by the Government, claim an allowance by way of reimbursement of expenses, at the rate equivalent to the actual expenses incurred, on submission of documentary evidence of those expenses.
- (4) The allowances referred to in subclauses (2) and (3) are mutually exclusive and a member must claim either the allowance referred to in subclause (2) or the reimbursement of actual expenses referred to in subclause (3).

3.7 Bass Strait Islands Travelling Allowance

From 1 July 2025:

- (1) There is payable to any member of Parliament travelling to the Bass Strait Islands on official parliamentary business a Bass Strait Islands Travelling Allowance.
- (2) The Bass Strait Islands Travelling Allowance is payable by way of reimbursement of expenses incurred by members of Parliament.

4 Date of Effect

The date on which this Determination takes effect is 1 July 2025.

5 Date of Ceasing to have Effect

The date on which this Determination ceases to have effect is 30 June 2027 or until a further Determination is made.

6 Date of Next Inquiry and Report

The date by which a report is to be provided to the Clerk of each House of Parliament in relation to a further inquiry by the Commission in accordance with section 3C(1) of the 2012 Act is 31 March 2027.

David Barclay
(President)

Neroli Ellis
(Deputy President)

Tim Lee
(Commissioner)

29 May 2025

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Information and Recommendations

1 Introduction

The *Parliamentary Salaries, Superannuation and Allowances Act 2012* (the 2012 Act) provides for the basic salary of MPs.

It also provides for additional salary payable to some MPs for the various offices to which they are appointed (e.g. President of the Legislative Council, Speaker of the House of Assembly, Minister of the Crown, etc). These are specified in Part 2 of Schedule 1 to the 2012 Act.

Further, there is a range of allowances and benefits specified in Schedule 2 to the 2012 Act to which MPs may be entitled.

An Amendment Act (the 2015 Act) was passed by the Parliament and received Royal Assent on 13 July 2015.

The amendments provided for by the 2015 Act set the basic salary of an MP and established that a Full Bench of the Tasmanian Industrial Commission (the Commission) must from then on periodically inquire into, report on and make determinations about the salaries and allowances to which MPs are entitled.

Any future amounts of the basic salary, additional salaries and allowances of MPs are to be determined by the Commission.

Unlike the recommendations of the Parliamentary Salaries and Allowances Tribunal, a determination of the Commission under the 2012 Act will be implemented automatically unless, within 10 sitting-days of the determination being tabled in the Parliament (or within a longer period if a House so resolves), both Houses pass a resolution requesting that the determination be disallowed (and so not be implemented).

If a determination is not disallowed, the Commission will gazette a notice setting out the determination which will specify the amounts of the basic salary, additional salary payable to the Premier, Deputy Premier, Ministers of the Crown, Secretary to Cabinet and Certain Officers of the Parliament, and the allowances and benefits to which MPs are entitled.

If a determination does not come into effect when it is due to, because it has not been made, or the disallowance period has not expired, or it has been disallowed, the basic salary, additional salary, and the allowances and benefits to which MPs are entitled, immediately before the determination was due to take effect, continue until a new determination is made.

If a determination is disallowed, the Commission has 12 months from the date of disallowance to make a new determination.

The members of the Commission for the purpose of conducting this inquiry, preparing the report and making the first determination are David Barclay (President of the Commission), Neroli Ellis (Deputy President of the Commission) and Tim Lee (Commissioner).

2 Matters to be Determined

The 2012 Act, as amended by the 2015 Act, provides for the Commission to:

- (a) Review and determine the amount of basic salary payable to an MP;
- (b) Review and determine the amount of any additional salary payable to the Premier, Deputy Premier, Ministers of the Crown, Secretary to Cabinet and Certain Officers of the Parliament provided for in Part 2 of Schedule 1 of the 2012 Act;
- (c) Consider if there are any other offices of the Parliament not currently provided for in Part 2 of Schedule 1 of the 2012 Act that the Commission may decide are required to be paid additional salary and determine the amounts of any additional salary payable for such offices;
- (d) Review the entitlements of and benefits to MPs provided for in Schedule 2 of the 2012 Act (i.e. Motor Vehicle Allowance; Committee Sitting Fees; Telecommunications Allowance; Entertainment Allowance; Away From Home Travelling Allowance; Bass Strait Islands travelling Allowance and Taxi Allowance) including whether they remain appropriate to the needs of MPs, and determine if the amounts of those allowances and benefits are still considered appropriate; and
- (e) Consider whether there are any new entitlements, allowances or benefits considered appropriate to the current needs of MPs and determine the amount of such entitlements, allowances and benefits.

In addition, the Commission will consider recommendations listed in the 2016 Report and the 2018 Interim Report, namely;

- (a) The quantum of additional salary in relation to the offices of President of the Legislative Council and Speaker of the House of Assembly be considered in particular (page 29 of the 2016 Determination);
- (b) The objective, legitimate uses and administration of the Electorate Allowance be considered as related matters (in the sense of section 3C of the 2012 Act) (page 34 of 2016 Determination);
- (c) The proposed reassignment of groups of the Electorate name changes and boundary adjustments (2018 Determination);
- (d) Review and consider the role of the MP, focusing on whether any changes to the role impact on the salaries and allowances that should be paid to MPs.

3 Previous Reports

The 2016 Report and the 2018 Interim Report are available at www.tic.tas.gov.au.

Basic Salary

The basic salary was determined to be \$133 560 pa from 1 July 2016 to 30 June 2017 in the 2016 Report.

The 2018 Interim Report did not determine an additional basic salary, but stated that the salaries be increased based on the annual increase in WPI for the financial year 2017-18. The increase commenced from 1 July 2018 and continued until 30 June 2019. The increase was based on the indices for Hobart. Therefore, from 1 July 2017 to 30 June 2018, the amount of the basic salary to be paid to each MP was determined at \$136 765 pa. On 1 July 2018 the Interim Report of the Commission recommended a further increase based on the WPI increasing the base salary to \$140 185.

Motor Vehicle Allowance

The Motor Vehicle Allowance was determined to be \$15 613 pa. The existing arrangements concerning the provision of a fully maintained motor vehicle, or the payment of an allowance, was to continue, but with the allowance to be adjusted in line with the movements in the CPI, rather than the basic salary.

Telecommunication Allowances

The previous existing arrangements for telecommunication allowances included:

- i. In relation to the provision of equipment and reimbursement of 80 per cent of mobile telephone charges changed to 90 per cent; and
- ii. The holder of the offices of the President of the Legislative Council, Speaker of the House of Assembly, Leader of the Opposition and Leader of a recognised non-government party, was to be paid by way of reimbursement of 100 per cent of all charges for a mobile phone.

Committee Sitting Fees

Sitting fees for Committee Chairs continued but included the Chairs of all Standing and Select Committees.

Away From Home Travelling Allowances

Apart from a minor change to ensure consistency with the State Service provision, the existing arrangements continued.

Bass Strait Travelling Allowance

This allowance remained unchanged.

Entertainment Allowance

This allowance remained unchanged.

Electorate Allowance

Existing allowances were to be adjusted in line with the CPI.

4 Process and Methodology

The Commission published the 2019 Issues Paper which outlined the recent history of salary determinations for MPs, discussed the issues under consideration, restated some of the research material and discussion from, and the recommendations of, the 2016 Report/2018 Interim Report and invited submissions from individuals and organisations.

The 2019 Issues Paper was placed on the Commission's website and was mailed to various employer and employee organisations and all members of the Tasmanian Parliament.

Public notices were placed in the three daily newspapers on 16 March 2019 drawing attention to the Inquiry, the 2019 Issues Paper and the capacity to lodge a submission. A similar notice appeared in the Gazette on 20 March 2019.

Submissions were directed to be made in writing. The closing date for written submissions was 12 April 2019. This Issues Paper was re-issued in November 2020 and submissions were extended until 4 December 2020. The Commission did not receive any further submissions.

The default position was that submissions would be public (i.e. published on the website), unless the individual or organisation lodging the submission requested confidentiality. All submissions were made available on the website.

A total of 10 written submissions were received⁶ (See Appendix 1).

5 The Basic Salary

5.1 Information

The basic salary is provided for in the 2012 Act⁷ and is the base-level salary paid to all MPs excluding any additional payments such as ministerial loadings, superannuation, and electorate or other allowances.

The history of changes to the basic salary is shown at Appendix 2.

The 2016 Report determined a basic salary of \$133 560 pa effective from 1 July 2016. In reaching this conclusion, the Tribunal took into account a range of issues including:

- (i) The role of an MP,
- (ii) Salary relativity with other State and Territory Parliaments,
- (iii) Salary movements for Tasmanian MPs compared with CPI and WPI,
- (iv) Salary comparison with selected State Service positions,
- (v) Population demographics and budget outlays, and
- (vi) Activity indicators.

As is required by the 2012 Act, the Commission is required to revisit the 2016 Report⁸, and the 2018 Interim Report, and that will include testing the factors listed above against the circumstances prevailing today. It is to be noted that any salary increase granted will not operate prior to 1 July 2019 retrospectively.

All submissions received by the Commission considered an appropriate approach to the determination of the basic salary. There was a range of views.

Almost all of the submissions recognised the fact that Tasmanian MPs have a lower basic salary compared to other jurisdictions across Australia.

Unions Tasmania and ANMF (Tas) agreed that the base salary should be maintained at a rate commensurate with living costs, with ANMF (Tas) noting:

“...it is appropriate for politicians to receive a pay rise that ensures that their relative salary does not decrease to the cost of living and that any mechanism used should take this into account.

However, ANMF also submits that consideration should be given to a situation where a government's wages policy does not afford their employees equal pay for equal responsibility than that of their interstate counterparts, or provide yearly increases that ensure that relative salary remains equal to costs of living.”

⁶ As an aside, this compares with a total of 10 written submissions received by the Tribunal in relation to its inquiry which led to the 2016 Report.

⁷ See Part 1 of Schedule 1 to the 2012 Act.

⁸ See section 3E(2) of the 2012 Act.

John Hagan submitted that the CPI should be the basis for the increase of salary, and that any salary rise afforded to MPs should be no higher than the CPI.

5.1.1 Role of an MP

The recent Determinations have all considered the role of an MP. Relevant sections from these documents are reproduced at Appendix 3.

The 2014 Report found that the role of an MP was broadly similar to that of other State and Territory Parliaments, but less similar to the Commonwealth.

The 2014 Report made the following observations about the role of a member of Parliament⁹:

“Unlike the public and private sectors, there is no specific job description attached to the role of an MP. Not surprisingly, MPs come from a range of backgrounds and have differing skills experience and qualifications.

The role of an MP has been discussed in a number of publications including the Egan Report¹⁰ and more recently the Queensland Independent Remuneration Tribunal Determination (Queensland Determination No 1/2013).¹¹ The work can be categorised into three components:

- *Parliamentary work,*
- *Electorate representation, and*
- *Engagement with a political party (if a member).”*

The then State Government also made a submission to the Tribunal about the role of an MP.

Taking account of that submission, and the Egan Report and Queensland Determination 1/2013 (referenced in the 2014 Report), the role of an MP can be described as:

- (i) A representative of the people in their electorate who must play an active role in their community - listening and providing advice and assistance to, and advocating for, individual constituents,
- (ii) Providing a direct link between their electorate and the Parliament,
- (iii) Advocating on behalf of their constituency as a whole,
- (iv) Contacting and supporting the communities within their electorate and acting as a lobbyist for local interest groups,
- (v) Performing parliamentary functions as a member of the House of Assembly or Legislative Council, such as debating legislation and participating in general debates, scrutinising the actions of the executive government through asking questions on notice or without notice and making speeches, particularly on topics that affect their constituency,
- (vi) Serving on parliamentary committees, as required, to examine specific issues and legislation that comes before the Parliament,
- (vii) Participating in internal party processes and meetings, and being a communicator for their party's policies, where applicable, and
- (viii) Promoting Tasmania and advocating on behalf of the State.

⁹ See paragraphs 4.2.1 and 4.2.2 of the 2014 Report.

¹⁰ *The Attributes, Role and Reward of a Backbencher in the Federal Parliament*, Egan Associates, November 2011.

In terms of the desired skill set the then State Government observed:

“Given the variety of activities that a Member of Parliament is expected to undertake, he or she needs to possess a broad set of skills. These include:

- *Leadership skills;*
- *Community representation skills;*
- *Interpersonal skills;*
- *Negotiation and influencing skills;*
- *Debating skills;*
- *Speaking in public;*
- *Research and analytical skills;*
- *IT-related skills;*
- *Chairing skills; and*
- *Knowledge of the way government works.*

To be fully proficient as a Member of Parliament it would be usual for members to have a post-secondary or tertiary education or the equivalent experience in business or a profession prior to entering parliament.”

The 2016 Report stated that the Full Bench was not provided with any compelling evidence to demonstrate that the role of an MP has changed from that described in the 2014 Report.

For this current Report, the Full Bench had again sought submissions regarding whether there has been a material change in the role of an MP:

ANMF (Tas) and Unions Tasmania both submitted that there has not been a change in the role of an MP, and noted that remuneration for responsibilities (e.g. sitting on parliamentary committees) should be included into the base salary of MPs rather than creating an additional allowance.

Sue Hickey (the then Presiding Officer of the House of Assembly) provided submissions as to why additional salary should be paid for MPs who are officeholders, stating that:

“The President and I, as Presiding Officers have the same functions as a Minister, and given our role continues even after Parliament has risen, is clearly now relatively poorly remunerated when compared to our colleagues elsewhere in Australia.”

Despite these submissions, we remain satisfied that since the 2014 Report there has been no material change in the role of an MP, its work value or the consistency of that role with the work of members of other State and Territory parliaments. At this stage we are unable to determine whether the increase to the size of parliament will have any effect on the role. This will be a matter for consideration for the next Determination.

We conclude that the Tribunal findings in the 2014 Report (restated into the 2016 Report) in relation to the role of an MP remain valid.

5.1.2 Salary Relativity with other State and Territory Parliaments

Previous reports have found that, while the basic salary in Tasmania has historically been lower than the other State and Territory jurisdictions, since mid-2015 the year-average growth in Tasmanian wage rates has been higher than the national growth rate¹².

The following table (Table 1) identifies the current basic salary of members of Australian parliaments, and summarises the means by which that salary is determined. However, as all Australian jurisdictions have been fiscally challenged due to the impacts of COVID-19, there was a notable ‘freeze’ on the increase of Members’ basic salary. As an example, the NT Remuneration Tribunal noted “there is a growing community expectation that Members of Parliament have a leading role in ensuring that financial restraint is exercised when considering their Remuneration.”¹³

Table 1 Comparison of current basic salary of members of Australian parliaments

Jurisdiction	Basis of current determination	Basic salary Current \$pa
Commonwealth	The <i>Remuneration and Other Legislation Amendment Act 2011</i> (Cth) requires the Remuneration (Members of Parliament) Tribunal to determine the base salary for members of Parliament. The Tribunal issued the latest Determination for 2024 which sets the base salary for MPs and Senators at \$233 660.	233 660
Australian Capital Territory	Determined by the ACT Remuneration Tribunal under the <i>Remuneration Tribunal Act 1995</i> (ACT). The current Determination is number 4 of 2025 dated 31 March 2025. It is noted that there was a 2% increase in base remuneration in 2025.	192 574
New South Wales	The <i>Parliamentary Remuneration Act 1989</i> (NSW) establishes the Parliamentary Remuneration Tribunal. The Tribunal determines salaries up to the amount prescribed in the government’s wages policy. The most recent Determination is contained in the 2024 Annual Determination dated 24 May 2024. It is noted that there was no increase in the basic salary in 2024.	172 576
Northern Territory	The basic salary of Assembly members is determined by the NT Remuneration Tribunal under the <i>Assembly Members and Statutory Officers (Remuneration and Other Entitlements) Act 2009</i> (NT). Current determination - No 3 of 2024. It is noted that there was an increase in the basic salary in the most recent determination.	175 000
Queensland	The <i>Parliament of Queensland and Other Acts Amendment Act 2015</i> changed the power of the Queensland Independent Remuneration Tribunal established under the <i>Queensland Independent Remuneration Tribunal Act 2013</i> to determine the basic salary. As provided in Determination 29/2023 published on 8 December 2023, the 2023 annual base salary increased by an additional 4% from the previous year of \$170 105. The Tribunal determined that a further 4% increase would apply from 1 July 2024. ¹⁴	183 985

¹² Wage Price Index, Latest Quarter: September Quarter 2021, Department of Treasury and Finance, last accessed 21 February 2022.

¹³ Northern Territory of Australia Remuneration Tribunal, Report and Determination No. 3 of 2021, Entitlements of Assembly Members, p 5, para 10.

¹⁴ These figures have been calculated for the current basic salary

Jurisdiction	Basis of current determination	Basic salary Current \$pa
South Australia	<p>The <i>Parliamentary Remuneration Act 1990</i> (SA) describes the linkage with federal base salary and establishes the SA Remuneration Tribunal which determines other entitlements. The <i>Parliamentary Remuneration (Determination of Remuneration) Amendment Act 2015</i> (SA), provides that the SA MPs basic salary will be \$42 000 less than federal base salary plus a common allowance determined each year by the SA Remuneration Tribunal.</p> <p>Report no. 7 of 2024 determined the common allowance effective from 1 December 2024 to be \$35 537 (This comprises \$20 503 to compensate for loss of travel allowance and \$15 034 for service on parliamentary committees.</p>	227 197 (212 163) ¹⁵
Tasmania	<p>The <i>Parliamentary Salaries, Superannuation and Allowances Act 2012</i> (Tas) as amended in 2015 sets the basic salary from 1 July 2015 at \$120 835.</p> <p>The Act provides for the future determinations of basic salary (and other salaries and allowances) to be undertaken by a full bench of the Tasmanian Industrial Commission. Determinations are subject to disallowance if both Houses of Parliament so decide.</p> <p>The 2018 Interim Report determined that the basic salary would be increased based on the annual increase in Wage Price Index.</p>	140 185
Victoria	<p>The Victorian Independent Remuneration Tribunal is established by the <i>Victorian Independent Remuneration Tribunal and Improving Parliamentary Standards Act 2019</i> (Vic).</p> <p>Members of Parliament (Victoria) Annual Adjustment Determination 2024 determined the base salary as effective from 1 July 2024, to be \$205 798.</p>	205 798
Western Australia	<p>The WA Salaries and Allowances Tribunal, as established by the <i>Salaries and Allowances Act 1975</i> (WA) determined the base remuneration in the Salaries and Allowances Tribunal Statement, effective from 1 July 2024, to be \$173 393.</p>	173 393

Table 2 shows the change in the basic salary levels for members of the various Australian parliaments since 1996¹⁶.

Table 2 Comparison of basic salary for each Australian Parliament 1996, 2015 and current

Jurisdiction	Basic salary as at 30 June 1996 \$pa	Basic salary as at 1 July 2015 \$pa	Basic salary current \$pa	% increase 1996 to current	% increase 2015 to current
Commonwealth	80 251	199 040	233 660	191.16%	17.39 %
ACT	58 264	136 758	192 574	230.525	47.45%
NSW	79 751	153 280	172 576	116.39%	12.59%
Northern Territory	77 251	153 312	175 000		32.81%
Queensland	79 751	151 425	183 985	130.70%	21.50%

¹⁵ The actual SA basic salary is \$227 197 pa. However, this includes \$20 503 to compensate for loss of travel allowance – given that the Tasmanian basic salary would not include such compensation it has been excluded for the purpose of comparison. The portion of the common allowance that remunerates committee work has been included, as one of the Commission's recommendations in this Report is that committee work be considered as part of the role of an MP for which they are paid the basic salary (see section 10.2). If the common allowance was excluded, the basic salary in SA would be \$191 660 pa.

¹⁶ With a comparison to 2015 being the last full determination and report into Parliamentary Salaries and Allowances in Tasmania.

Jurisdiction	Basic salary as at 30 June 1996 \$pa	Basic salary as at 1 July 2015 \$pa	Basic salary current \$pa	% increase 1996 to current	% increase 2015 to current
South Australia	78 251	170 210	227 197 ¹⁷	190.34%	33.48%
Victoria	79 751	145 277	205 798	158.05%	41.66%
Western Australia	79 453	154 223	173 393	118.23%	12.43%
Tasmania	68 372	120 835	140 185	105.03%	16.01%
Average of all Parliaments excluding Tasmania	76 590	150 169	192 993.80	151.98%	28.52%
% differential from Tasmania	12.0%	26.8%	37.67%		
Average of all State and Territory Parliaments excluding Tasmania	76 067	143 746	187 184.30	145.94%	30.15%
% differential from Tasmania	11.3%	21.3%	33.46%		

In their respective submissions, Unions Tasmania, and the ANMF (Tas) support a determination of a basic salary that keeps pace with cost of living.

Unions Tasmania submitted:

“Unions Tasmania submits that all workers deserve to have their salary maintained in real terms. When a worker’s pay does not rise at a rate commensurate with living costs, then this is an effective pay cut.

Unions Tasmania would, however, like to point out that politicians in Tasmania have been fortuitous in recent years. Their pay packets have not been subject to the same prolonged wage suppression as that of other workers in the Tasmanian State Service.

They received the same 2% wage capped increases as public sector workers when inflation was running below 2% which means they received real wage rises. They then missed out on a wage increase in one year and then received a 10.53% ‘catch up’ increase in the next year. No other public sector workers received such a catch up. Following this, their wage increases were linked to WPI so that as inflation rose, they continued to get increases above inflation. Other public servants’ wages were capped at 2%, sending their pay backwards.

By way of comparison, between 2015 and 2018 the salary package (base salary, loading, electorate and vehicle allowances) paid to the Treasurer Peter Gutwein rose from \$262,819 to \$299,090 – a rise over 3 years of \$36,271 or more than 12%. Over the same period the wages paid to public sector workers, who are on far less generous salaries, rose by just over 6%.

Unions Tasmania also submits that politicians are fortuitous in that the only performance appraisal they receive is at the ballot box where popularity does not necessarily equal competence. While most workers in the private and public sectors have had to justify ‘productivity gains’ or other savings in order to win sometimes meagre wage raises, no such trade off occurs with MP salaries.

¹⁷ See previous footnote.

For example, the Treasurer Peter Gutwein released a budget in June 2018 that forecast surpluses in excess of \$620m over the forward estimates. Only six months later he released a Revised Estimates Report that downgraded that surplus forecast by almost 80%. A public sector worker whose work performance was this poor would have been subject to performance review and if, like the Treasurer, had exhibited similar failures in the past, would have been subject to sanction up to and including termination.

Unions Tasmania supports a mechanism to maintain the real value of the salaries of politicians. We submit that the mechanism should have some reference to the increases the government considers fair for other public sector workers.”

ANMF (Tas) further submitted:

“However, ANMF also submits that consideration should be given to a situation where a government’s wages policy does not afford their employees equal pay for equal responsibility than that of their interstate counterparts, or provide yearly increases that ensure that relative salary remains equal to costs of living.”

In terms of comparison with other jurisdictions, we consider that the State and Territory parliaments are more relevant than the Commonwealth Parliament.

5.1.3 Other Statistical Measures

This relative position of Tasmania in the national context is not, however, unique to MPs. As the following table (Table 3) shows, average weekly earnings (AWE) in Tasmania have invariably been below the national position.

Table 3 Average Weekly Ordinary Time Earnings Full-time Adults, Trend, Australia and Tasmania 1996 – 2023¹⁸

Date	Australia	Tasmania	% differential ¹⁹
May 1996	\$673.80	\$633.50	6.4%
May 2005	\$993.80	\$836.60	18.8%
May 2010	\$1 250.10	\$1 087.50	15.0%
May 2015	\$1 483.10	\$1 289.00	15.1%
May 2020	\$1 713.90	\$1 488.10	15.2%
May 2021	\$1 737.10	\$1 520.70	14.2%
May 2022	\$1 769.80	\$1 568.50	12.8%
May 2023	\$1 836.60	\$1 619.30	13.4%
May 2024	\$1 923.40	\$1 710.80	12.4%

Table 4 shows changes in the basic salary compared to movements in the CPI and relevant wage indices applicable to the Tasmanian workforce generally.

¹⁸ Source ABS Website *Average Weekly Earnings, Australia*.

¹⁹ Difference between AWOTE Australia and Tasmania compared to Tasmania.

Table 4 Comparison between increases in basic salary, CPI, AWOTE and WPI in Tasmania

Date	MP Basic salary \$pa	CPI All groups Hobart ²⁰	AWOTE Full Time Adults (Tasmania) \$pw ²¹	WPI Tasmania ²²
1 July 2005	90 957	83.5	836.60	86.2
1 July 2010	111 633	95.8	1 087.50	104.9
1 July 2015	120 835	105.1	1 289.00	120.9
1 July 2018	140 185	119.8	1 520.70	138.4
% change since July 2005	54.1%	65.6%	129.9%	71.6%
% change since July 2010	25.5%	44.4%	76.9%	41.0%
% change since July 2015	16.0%	31.6%	49.2%	22.3%
% change since July 2018	0.0%	15.4%	26.5%	6.9%

5.1.4 Comparison between Basic Salary and Representative Public Service Positions

Table 5 shows a comparison between basic salary and representative public service salaries.

²⁰ Source ABS Website Consumer Price Index, Australia.

²¹ Source ABS Website *Average Weekly Earnings, Trend, Australia*.

²² Source ABS Website Wage Price Index, Australia.

Table 5 Comparison between basic salary and Representative Public Service Positions

Date	Basic Salary	TSSA Band 8 R1-2	Police Commander L1
1 July 2005	90 957	76 658	89 183
1 July 2010	111 633	95 630	114 776
1 July 2015	120 835	105 509	143 024
1 July 2022	140 185	127 141	166 421
1 July 2024	140 185	136 605	177 413
% change since 1 July 2005	32.8%	65.9%	93.1%
% change since 1 July 2010	25.6	33.0%	50.1%
% change since 1 July 2015	16.0%	7.4%	6.6%
% change since 1 July 2022	0.0%	7.4%	6.6%

5.1.5 Demographics and Budget Outlays

The 2016 Report referred to an analysis of demographics and budget outlays across the various jurisdictions. These indicators have been updated in Table 6.

Table 6 compares population demographics and general government sector revenue for each of the Australian jurisdictions.

Table 6 Analysis of Demographics, Budget Outlays, Australian Parliaments – 2023-24

Jurisdiction	Number of Members (Lower/Single Houses)	Number of Members (Total Parliament)	Population (million)²³	Population per Member (Lower/Single House)	Population per Member (Total Parliament)	General Government Revenue (\$ billion)²⁴	Revenue per Member (Lower/Single House) (\$ million)	Revenue per Member (Total Parliament) (\$ million)	Index²⁵ (Lower/Single House)	Index (Total Parliament)
Commonwealth	151	227	26.967	178 589	118 797	580.5 ²⁶	3 844	2 557	686.5	303.8
ACT	25	25	0.470	18 800	18 800	7.7	308	308	5.79	5.79
NSW	93	135	8.435	90 699	62 481	110.8	1 191	821	108.0	51.30
Northern Territory	25	25	0.254	10 160	10 160	8.2	328	328	3.33	3.33
Queensland	93	93	5.528	59 441	59 441	89.1	958	958	56.95	56.95
South Australia	47	69	1.866	39 702	27 043	27.5	585	399	23.23	10.80
Tasmania	25	40	0.575	23 000	14 375	8.4	336	210	7.73	3.02
Victoria	88	128	6.906	78 477	53 953	96.1	1 092	751	85.70	40.52
Western Australia	59	95	2.928	49 627	30 821	43.2	732	455	36.33	14.02

jurisdictions.

²³ ABS Website *National, state and territory population* – December 2023.

²⁴ Various State, Territory and Commonwealth Budget Papers

²⁵ Index formula: Population/member x Budget Revenue/member divided by 1 000 000

²⁶ Projected

In the 2014 Report, the Tribunal observed:²⁷

“Our own view is that these factors cannot be ignored. Whilst at the core all MPs are legislators and have electoral responsibilities which appear similar in nature, the ‘size’ of the role must be a consideration. Whilst there are many facets to the role of an MP, the number of electors and the size of the relevant budget are the factors most readily comparable.

This approach has been adopted, apparently with broad approval, in Tasmanian Local Government. Whilst elected councillors essentially perform the same role, municipalities are categorised by a formula based on number of voters and total council revenue. The actual allowances paid to the elected members are structured accordingly.

The relationship is certainly not linear. That is, double the budget does not equate with double the salary, but in our view, above a common base, the ‘size’ of the role is a consideration.

On this basis the Parliament which most closely compares with Tasmania is that of the ACT. Certainly Tasmanian MPs would have a broader legislative responsibility, but this is probably balanced by the local government responsibility which attaches to the ACT MPs.

We emphasise however that this is a conclusion based on limited criteria and is indicative rather than definitive in nature.”

We are of the view that the demographics referred to in Table 6 have not changed materially since the 2014 Report, and the comments of the Tribunal remain valid and we support them.

5.1.6 Activity Indicators

The 2014 Report provided information comparing the sitting days in various Australian parliaments for 2008-13. In relation to the Tasmanian Parliament, the Tribunal noted²⁸ that:

“It would appear that sitting days in the House of Assembly have consistently exceeded the average of the other State and Territory Parliaments over the period. (49 days compared with an average of all parliaments of 43.3 per annum.) In the Legislative Council, sitting days on average (41.5 days) have generally been below the national average. (46.5 days).”

Previous submissions had sought to link productivity with sitting days such that fewer sitting days necessarily implied lower productivity. There is no material before us which assists us in relation to this implied proposition one way or the other.

The following table (Table 7) summarises sitting days²⁹ across Australian parliaments for 2023 and 2024.

²⁷ See paragraphs 4.8.4 to 4.8.8 of the 2014 Report.

²⁸ See paragraph 4.9.7 of the 2014 Report.

²⁹ The information in Table 7 has been sourced from data available on parliamentary web sites. The information should be viewed as indicative only as there may be inconsistency in the manner in which each parliament counts sitting days (i.e. each actual day of sitting or when some sittings may involve more than one day) or deals with Committees such as Estimate Committees.

Table 7 Comparison of Sitting Days, Australian Parliaments 2023, 2024 and 2025

Year	House	ACT	NSW	NT	Qld	SA	Tas ³⁰	Vic	WA	Average for State and Territory Parliaments	Cmwth
2023	Lower	38	39	31	40	42	51	48	60	43.63	59
	Upper		39			42	51	48	64	48.80	70
2024	Lower	24	52	25	34	48	34	48	58	40.38	47
	Upper		47			48	34	48	64	48.20	57
2025 ³¹	Lower	39	48	31	40	51	45	48	44	43.25	55
	Upper		54			51	45	48	47	49.00	55

In our view, the use of ‘sitting days’ as a measure of productivity and/or work value is problematic. It presupposes that other roles such as electorate work are of lesser work value than actually sitting in Parliament.

That said, sitting days within the Tasmanian Parliament over the past two years remain close to the average of the State and Territory Parliaments, as was also noted for the previous six years in the 2014 Report. The fewer sitting days in Tasmania in 2024 reflects the impact of the State Election in March that year. Certainly, there is nothing that would support either a discount or a premium on the assessment of the basic salary due to the number of sitting days.

5.1.7 Conclusion as to Basic Salary

The 2014 Report concluded that, into the future, salaries for MPs should be adjusted in line with wage movements for the wider community, which includes the public sector. However, to achieve this position, the Tribunal found that it is essential to establish an appropriate base, as to do otherwise would serve to perpetuate an inequity and unfairness, and simply delay public cynicism and rancour to another day.³²

The Tribunal’s view, with which we concur, was that the correct approach is succinctly captured by the following observations made in the Commonwealth 2011 Report.³³

- (i) “Parliamentary remuneration should be sufficient to allow representation from various members of society with a diverse range of skills, including those in the middle of their careers and those with responsibility for supporting others.
- (ii) Parliamentary remuneration should be sufficient so that the highest standards of integrity are maintained; it should not, however, be so high that the remuneration itself becomes the overriding attraction with no regard to the concept of public service.”

As such, it will be necessary to set a basic salary. We have determined to do so for 1 July 2025. For the period between 1 July 2019 and 1 July 2025 we have calculated increases to salary on a year-by-year basis, having regard to movements in WPI. We have elected to do so as this will be consistent

³⁰ For Tasmania, Estimate Committee and GBE/SoC Scrutiny Committee hearings and three quorum call days for the Legislative Council in each of the two years are not included.

³¹ Source: sitting calendars for each respective parliament

³² See paragraph 4.14.2 of the 2014 Report.

³³ See paragraph 2.11 of the Commonwealth 2011 Report.

with movements in salaries for State Service employees and employees in the private sector more generally. Such an approach will also reflect the limited movements in salary during and after COVID.

The following table shows the WPI for Tasmania from 2019 to 2024.

Table 8 Tasmania Annual WPI³⁴

	Tasmania -public sector	Tasmania – combined (public and private sector)
12 months to 31 December 2018	2.0%	
12 months to 31 December 2019	2.2%	
12 months to 31 December 2020	1.9%	NA
12 months to 31 December 2021	2.6%	NA
12 months to 31 December 2022	NA	3.6%
12 months to 31 December 2023	NA	4.3%
12 months to 31 December 2024	NA	3.9%

The following tables 9 and 10 show the increases pursuant to the Public Sector Unions Wage Agreement 2019 and 2022.

Table 9 Salary increases under the Public Sector Unions Wage Agreement 2019

Effective date	% increase
1 December 2019	2.3%
1 December 2020	2.3%
1 December 2021	2.35%

Table 10 Salary increases under the Public Sector Unions Wage Agreement 2022

³⁴ Source ABS Website Wage Price Index, Australia.

Effective date	% increase
1 December 2022	3.5%
1 December 2023	3%
1 December 2024	3%

Applying the WPI to the current salary of \$140,185 the salary increase is calculated as follows:

Table 11 Basic Salary With WPI (Public Sector or Combined as Available) Applied

Financial year	Basic salary	WPI Tasmania for the 12 months to December 31 ³⁵ (public sector or combined as available)	Previous year's basic salary multiplied by WPI Tasmania	Adjusted basic salary
1 July 2018 – 30 June 2019	140 185.00	2.0%	2 803.70	142 988.70
1 July 2019 – 30 June 2020	142 988.70	2.2%	3 145.75	146 134.45
1 July 2020 – 30 June 2021	146 134.45	1.9%	2 776.55	148 911.00
1 July 2021 – 30 June 2022	148 911.00.	2.6%	3 871.69	152 782.69
1 July 2022 - 30 June 2023	152 782.69	3.6%	5 500.18	158 282.84
1 July 2023 – 30 June 2024	158 282.84	4.3%	6 806.16	165 089.03

³⁵ Source ABS Website Wage Price Index, Australia.

Financial year	Basic salary	WPI Tasmania for the 12 months to December 31 ³⁵ (public sector or combined as available)	Previous year's basic salary multiplied by WPI Tasmania	Adjusted basic salary
1 July 2024 – 30 June 2025	165 089.03	3.9%	6 438.47	171 527.50

In considering an appropriate basic salary for MPs from 1 July 2025 we note:

- (i) Since the 2014 Report there has been no material change in the role of an MP or its work value. There has however been an increase in the number of parliamentarians in the House of Assembly. Whether this has any effect on the role of MPs will be a matter for consideration at the next review.
- (ii) The role of an MP is similar to that of the members of other State and Territory parliaments.
- (iii) The basic salary of an MP has historically been lower than the average of the basic salaries of members of Parliament in other jurisdictions and is currently 25.8% below the average, and likely to fall further behind.
- (iv) The differential in average weekly earnings (AWE) between Tasmania and the whole of Australia of 12.4% as at May 2024 is much lower than the current 35.6% salary differential between MPs and their interstate parliamentary colleagues.
- (v) Salary increases for MPs have lagged behind those applicable to the wider workforce over time and have been approximately half the rate of increase over the past five years.
- (vi) Increases in the basic salary for MPs have not been adjusted for inflation over the past five years.

As a consequence, in determining a basic salary to apply from 1 July 2025 we:

- (i) Have assumed the 2014 recommendation represented an appropriate base;
- (ii) Accept the increase until 1 July 2018 resulting in the salary at 1 July 2018 of \$140,185 was appropriate; and
- (iii) Apply the Wage Price Index (WPI) in accordance with Table 8;

5.2 Recommendation

We recommend that:

- (1) The basic salary as at 1 July 2025 be determined to be \$171 527.50 per annum.**

5.3 Observation

We note that this salary is:

- (i) Lower than all other state and territories; noting that the Northern Territory has the next lowest basic salary at \$175 000; and
- (ii) About 88% of the average basic salary of the members of the State and Territory parliaments (which is \$190 073.43).³⁶

5.4 Flow-on Implications

We note that, in establishing this appropriate base, there is a significant 'catch up' element, of which salary movements in the State Service have been a consideration. Accordingly, there can be no legitimate basis for any expectation of flow on implications for the State Service.

6 Mechanism for the Future Adjustment of Salary

6.1 Information

This subject was discussed in some detail in the 2014 Report. The current Issues Paper also address the issue seeking input as to the appropriate method of adjustment.

We note that if a determination is to apply for more than one year it is likely that an adjustment mechanism for the intervening years will be required.

Only submissions from ANMF (Tas) and Unions Tasmania addressed the issue. Both suggested that wages should keep track with real increases in cost of living. The methods by which that can be achieved is by linking increases to relevant ABS indexes – notably the Wages Price Index (which we note we have used to set the Base Salary).

The 2016 Report contained the following;

“ 6.1.3 *Linkage with a Relevant ABS Earnings Index*

The 2014 report discussed the two options for consideration. For completeness, these options are summarised below.

Average Weekly Earnings (AWE)

The AWE survey is designed to measure the level of average earnings at a point in time. AWE statistics represent average gross earnings of employees and do not relate to average award rates or to the earnings of the “average person”. AWE estimates are derived by dividing estimates of weekly total earnings by estimates of the number of employees. Changes in the averages may be affected not only by changes in the level of earnings of employees but also by changes in the overall composition of the wage and salary earner segment of the workforce.

There are several factors which can contribute to compositional changes, including variations over time in the proportion of full-time, part-time, casual and junior employees variations in occupational distribution and variations in the distribution of employment between industries. Such effects may apply differently within different states and territories, and over time. There are three indices in this series:

- (i) Earnings, Persons, Full-Time, Total Earnings,
- (ii) Earnings, Persons, Full-Time, Ordinary Time Earnings (this excludes overtime),

³⁶ Note: the figure used for South Australia excluded compensation for abolition of the annual travel allowance but included remuneration for service as ordinary members on parliamentary committees (see Table 1).

- (iii) Earnings, Persons, Total Earnings (this includes part-time, casual and junior employees).

In Victoria, the full-time adult average weekly earnings of employees in that state has been adopted in the relevant legislation³⁷ for the determination of the basic salary to apply from 1 July 2015 to members of the Victorian Parliament.

Wage Price Index (WPI)

The WPI is a price index designed to measure the change over time in the price of wages and salaries. It does this by pricing specific jobs in terms of wage and salary payments to employees occupying those jobs. It is unaffected by changes in the quality and quantity of labour services purchased by employers, changes in hours worked or changes in the composition of the employee workforce.

The WPI is a better measure of changes in wage and salary movements for specific jobs, as distinct from changes in average earnings. For example, an apprentice moving to a tradesperson role might impact on AWE, but not the WPI, which measures the rate (price) for apprentices and tradespersons as separate entities.

As seen from Table 4 above the WPI has increased at a slightly lesser rate than AWE over the past ten years, although both indices are ahead of changes in the CPI.

6.1.4 Periodic Reviews

As an alternative to a formal linking mechanism, the basic salary could be subject to review on an annual basis.

Under such a mechanism the factors referred to in this report might all be 'in the mix' with none being binding in absolute terms. This is the position which applies in the Australian Capital Territory, New South Wales, the Northern Territory and Western Australia, where a remuneration tribunal makes periodic determinations"

This approach would ensure that all relevant factors are taken into account. However, such a process has its own complexities and is time consuming for both the tribunal and individuals and organisations with an interest in the process. Given that external changes of an unpredictable nature are unlikely to be of such moment as to create a significant inequity in such a short time frame, we conclude that full reviews on an annual basis are not justified. We note that, in any event, the Minister may at any time require the Commission to inquire into a matter specified in a written notice³⁸ should a new review be deemed necessary.

Having established a basic salary to apply from 1 July 2025, we consider it is appropriate that between Inquiries of the Commission the basic salary be adjusted by the change in the ABS Wage Price Index, Tasmania for the twelve months preceding the December quarter in each relevant financial year. Such adjustment is to take effect from 1 July next occurring.

We anticipate that, when this revised system of salary adjustment is bedded down and fully established, a full review of all relevant considerations by an Inquiry under the 2012 Act need only occur at three-yearly intervals.

6.2 Recommendation

However, given that this proposal is a new system of salary and allowance adjustment, we recommend that our determination this time be that:

³⁷ See section 3 of the *Parliamentary Salaries and Superannuation Act 1968* (Vic).

³⁸ See section 3C(3) of the 2012 Act.

- (2) From 1 July 2025, the basic salary be adjusted by the change in the ABS Wage Price Index, Tasmania for December in each relevant financial year.**
- (3) The next Inquiry under the 2012 Act by the Commission take place in 2026-27, with any change to take effect from 1 July 2027. This will allow for an earlier consideration of any unanticipated external factors that would otherwise have occurred under the proposed three yearly reviews and will allow for consideration of the effects of the enlarged House of Assembly.**

7 Additional Salary for Certain Office Holders

7.1 Information

The 2012 Act prescribes the additional salary payable to the Premier, Deputy Premier, Ministers of the Crown, Secretary to Cabinet and Certain Officers of the Parliament. The additional salary is specified as a percentage of the basic salary.³⁹

The current entitlements to additional salary for MPs who are holders of certain offices are shown in Table 12. It also shows the value of those entitlements currently as well as for our recommended basic salary from 1 July 2025.

Table 12 Proposed Additional Salary for MPs who are Office Holders

Office	Additional Salary (percentage of basic salary)	Additional Salary \$pa (based on 1 July 2025 salary)	Total Salary, Inclusive of Additional Salary for Office Holders \$pa
<i>Government</i>			
Premier	115	197 256.63	368 784.13
Deputy Premier	82	140 652.55	312 180.05
Minister	70	120 069.25	291 596.75
Secretary to Cabinet	30	51 458.25	222 985.75
<i>Legislative Council</i>			
President	35	60 034.63	231 562.13
Leader for the Government	70	120 069.25	291 596.75
Chair of Committees	20	34 305.50	205 833.00
Deputy Leader for the Government	35	60 034.63	231 562.13
<i>House of Assembly</i>			
Speaker	35	60 034.63	231 562.13
Chair of Committees	20	34 305.50	205 833.00
Leader of the Opposition	70	120 069.25	291 596.75
Deputy Leader of the Opposition	35	60 034.63	231 562.13
Government Whip	6	10 291.65	181 819.15
Opposition Whip	6	10 291.65	181 819.15
Leader of a recognised non-government party, other than the Opposition	35	60 034.63	231 562.13

³⁹ See Part 2 of Schedule 1 to the 2012 Act.

Table 13 provides a comparison of the additional salaries paid to various office holders in the different Australian jurisdictions.

Table 13 Comparison by Parliamentary Jurisdiction of Additional Salary Entitlements (expressed as a percentage of basic salary) for Selected Offices

Office	Cmwlt ⁴⁰	ACT ⁴¹	NSW ⁴²		NT ⁴³	Qld ⁴⁴	SA ⁴⁵	Tas ⁴⁶		Victoria ⁴⁷		WA ⁴⁸
	additional salary	additional salary	additional salary	expenses of office	additional salary	additional salary	additional salary	additional salary	expenses of office ⁴⁹	additional salary	expenses of office	additional salary
First Minister ⁵⁰	160	110	95	45 ⁵¹	100	151.4	100	115	12	111.6	30.4	126.4
Dep First Minister	105	80	76	27	80	121.1	85	82		94.4	11.6	92.9
Ministers	72.5 57.5	70	67 57	26	65	110.0	75 41	70		84.1	8.9	76.6
President	75		57	26			75	35	6	73.4	3.6	63.2
Speaker	75	55	57	26	65	90.8	75	35	6	73.4	3.6	63.2
Leader of Opposition	85	70	57	26	65	110.0	75	70		84.1	8.9	76.6
Most Senior Govt Whip	26	10	13	7	15	53.0	18	6		18		17.2
Most Senior Opp Whip	23	10	13	7	15	22.7	18	6		11		17.2

⁴⁰ Remuneration Tribunal (Members of Parliament) Determination 2024.

⁴¹ ACT Remuneration Tribunal Determination 5 of 2024.

⁴² Parliamentary Remuneration Act 1989 (NSW), Schedule 1.

⁴³ Northern Territory of Australia Remuneration Tribunal Report and Determination No 2 of 2024, Schedule 1.

⁴⁴ Queensland Independent Remuneration Tribunal Determination 29/2023.

⁴⁵ Schedule of Parliamentary Remuneration Act 1990 (SA).

⁴⁶ Parliamentary Salaries, Superannuation and Allowances Act 2012 (Tas), Schedules 4 and 6.

⁴⁷ Victorian Independent Remuneration Tribunal Members of Parliament Determination No. 1/2023.

⁴⁸ Salaries and Allowances Tribunal (WA) remuneration of Members of Parliament – Determination No 1 of 2024, section 2.3.

⁴⁹ Entertainment Allowance.

⁵⁰ Prime Minister, Premier or Chief Minister as appropriate.

⁵¹ Definition is 55% less such percentage as is necessary to reduce the allowance by \$15 000 – so actual allowance is equivalent to 45.2% of current basic salary.

As can be seen from Table 13, some jurisdictions provide for a specific expenses of office allowance as well as the defined amount of additional salary.

Some jurisdictions have a range of additional salary points for Ministers depending on seniority or the attachment of additional responsibility, such as Leader for or Manager of Government Business in a House.

Submissions were sought as to whether or not the existing additional salary amounts in Tasmania are appropriate.

Only two submissions were received which dealt with the matter in any substance, from Unions Tasmania and Ms Hickey. The submission from Unions Tasmania was to the effect that there should be no increase in the amount of additional salary. Other matters relating the additional salary where not addressed. Ms Hickey submitted there should be an increase in the Speaker's allowance.

We accept that it is appropriate to continue with additional salary as presently provided. However, at the next review increases to any allowances can be ventilated. As it currently stands, the increase to the base salary will consequentially increase these allowances.

7.2 Recommendation

We recommend that:

- (4) The current amounts of additional salary, defined as percentages of the basic salary which are specified in the 2012 Act, continue and be unchanged.**
- (5) As part of the 2025-26 Inquiry by the Commission, the quantum of additional salary paid in relation to the offices of President of the Legislative Council and Speaker of the House of Assembly be considered in particular.**

8 Motor Vehicle Allowance

8.1 Information

Under the 2012 Act, each MP is entitled to be paid a Motor Vehicle Allowance of \$15 994.00 pa.⁵²

However, MPs may elect, in lieu of the Allowance, to be provided with a fully maintained private-plated vehicle for parliamentary, electorate and private use, but not for commercial purposes. The standard of vehicle is that which is generally available to State Servants at SES Level 1. Members are responsible for the running costs of the vehicle when used outside Tasmania.

Prior to the amendments made by the 2015 Act, the amount of the Motor Vehicle Allowance was specified to increase at the same time and by the same percentage amount that the basic salary increases.

The 2016 Report recommended that future variations to the Motor Vehicle Allowance should be linked to CPI rather than the basic salary.

As part of the current Issues Paper, the Commission sought submissions as to the adequacy or otherwise of the Motor Vehicle Allowance. The submissions received were in favour of a motor vehicle allowance but did not specifically address the mechanism by which any allowance should be calculated. It was Unions Tasmania's position that members should access a vehicle rather than take an allowance.

We are informed that in almost every case MPs are choosing to take the vehicle rather than the allowance.

⁵² See clause 1 of Schedule 6 to the 2012 Act and the 2016 Report where allowance was \$15 613.00 plus CPI (of 2.44% for 2018), totalling \$15 994.00.

Nothing has been put which persuades us to move from the recommendation in the 2016 Report. The allowance is in the nature of an expense reimbursement rather than salary. Hence the appropriate index linkage is CPI rather than an earnings-related index.

The movements in CPI since 2019 are as follows:

Table 14 Hobart all groups CPI, index numbers and percentage changes⁵³

Year	Percentage change
12 months to 31 December 2018	3.0
12 months to 31 December 2019	2.7
12 months to 31 December 2020	0.8
12 months to 31 December 2021	4.5
12 months to 31 December 2022	7.7
12 months to 31 December 2023	3.3
12 months to 31 December 2024	1.5

The allowance should be increased by the relevant increase in CPI for each year a member was in receipt of an allowance as shown in the above table 14.

Table 15 shows the calculation for each year resulting in an allowance of \$20 124.44.

Table 15 Recommended motor vehicle allowance

Year	Allowance
1-Jul-2019	\$16 473.82
1-Jul-2020	\$16 918.61
1-Jul-2021	\$17 053.96
1-Jul-2022	\$17 821.39
1-Jul-2023	\$19 193.64
1-Jul-2024	\$19 827.03
1-Jul-2025	\$20 124.44

8.2 Recommendation

We recommend that:

⁵³ Source ABS Website Consumer Price Index, Australia.

- (6) The Motor Vehicle Allowance is to be adjusted for the change in the Hobart all groups CPI, index numbers and percentage changes as per Table 15 resulting in the amount of \$20 124.44 and paid from 1 July 2025.
- (7) Thereafter the Motor Vehicle Allowance is adjusted by the change in the relevant CPI index for the 12 months preceding the December quarter in each financial year and will apply from 1 July next occurring.

9 Electorate Allowance

9.1 Information

The amounts of the existing electorate allowances are specified in clause 2 of Schedule 6 to the 2012 Act and updated in the 2016 Report These are shown in the following table (Table 16).

Table 16 Current Electorate Allowances for Tasmanian MPs

	Electorate(s)	Allowance (per annum)
Legislative Council		
Group 1	Apsley (McIntyre)	\$51 292
Group 2	Murchison, Western Tiers (Prosser)	\$47 240
Group 3	Derwent, Huon	\$40 491
Group 4	Montgomery, Rumney	\$37 793
Group 5	Mersey, Rosevears, Windermere, Elwick, Nelson, Launceston, Pembroke, Hobart	\$32 394
House of Assembly		
	Bass	\$44 542
	Braddon	\$48 591
	Denison (Clark)	\$32 394
	Franklin	\$39 143
	Lyons	\$53 992

This entitlement and the basis for the calculation of the current amounts were subject to an in-depth review by the Committee of Review established in 2006.

The amounts of the Allowance were significantly increased at that time and a number of other allowances were eliminated.

Generally speaking, the purpose of the Electorate Allowance is to cover expenses incurred by MPs in servicing the electorate, other than those expenses specifically covered by other allowances. The Report of the 2006 Committee of Review identified the following expense items that might appropriately fall within the purview of the Electorate Allowance. This is not necessarily an exhaustive list.

- (i) Accommodation expenses when travelling within the electorate,
- (ii) Postage, including newsletters,
- (iii) Pamphlet drops,
- (iv) Professional development in all its forms,
- (v) Communication with the electorate, surveys, focus groups etc,
- (vi) Upgrading to a non-standard vehicle, eg. 4WD,

- (vii) Commissioning research projects,
- (viii) Entertainment,
- (ix) Attendance at community, business, education and sporting functions,
- (x) Subscriptions and donations to charitable, sporting and social organisations within the electorate,
- (xi) Advertisements of the Member's parliamentary activities within the electorate,
- (xii) Home office expenses,
- (xiii) Internet access fees, and
- (xiv) Taxi fares.

The Electorate Allowance was not designed to cover every expense which might be considered desirable or justifiable. Rather, it was designed to provide for flexibility and to allow MPs to make informed choices as to where their priorities might lie within the constraint of the available funds. For example, an MP might choose to fund an electorate survey rather than overseas study conference or electorate newsletter.

The 2016 Report noted that the restructured allowance has worked satisfactorily, particularly in terms of administrative efficiency. Each MP must justify to the Australian Taxation Office the legitimacy of expenditure from the Electorate Allowance.

The 2016 Report also noted in passing that controversy which has been evident in a number of Australian Parliaments concerning expenses charged to the taxpayer has been notably absent from the Tasmanian Parliament.

The submissions received were to the effect that the make up of the allowance and its use should be more transparent. However, no submissions suggested a method by which those aims could be achieved.

The submissions also noted that home office expenses, internet access fees and using the allowance to upgrade to a non-standard car (such as a four wheel drive) were problematic. In respect to the home office and internet access it was noted that expenses such as those are tax deductible and that eliminating those components of the allowance would eliminate the risk of double dipping.

It was also noted that four wheel drive vehicles are available under the scheme for provision of motor vehicles to parliamentarians and a such no part of the electoral allowance need be used for upgrading vehicle.

No submissions asserted that otherwise the allowances were too high.

The 2016 Report noted that there was merit in tightening up the purpose and legitimate use of the electorate allowance. However, it noted that there were insufficient submissions received to make a determination on those matters. Likewise, we have received no submissions which grappled with the way this may be done. As referred to above the submissions rather picked out some specific elements of the allowance for comment but went no further.

We are therefore unable to make a determination directed at the purpose and legitimate use of the allowance.

The 2014 Report recommended that existing allowances be increased in line with the change in the CPI effective from 1 July 2014. The 2016 Report concluded that recommendation was soundly based.

We also conclude that the recommendations of the 2014 and 2016 Reports were soundly based.

We note that the recommendation of the 2016 Report was to increase the allowance by CPI moving forward each year from the July next occurring. We are advised, that for whatever reason, the allowance has not been increased by CPI since 1 July 2018.

The following table (Table 17) sets out the increases which ought have been made had the recommendation in the 2016 Report been implemented:

Table 17 Electorate Allowances for Tasmanian MPs as Recommended in the 2016 Report

	Electorate(s)	1-Jul-16	1-Jul-17	1-Jul-18
Legislative Council				
Group 1	Apsley (McIntyre)	\$49 447	\$50 090	\$51 292
Group 2	Murchison, Western Tiers (Prosser)	\$45 541	\$46 133	\$47 240
Group 3	Derwent, Huon	\$39 035	\$39 542	\$40 491
Group 4	Montgomery, Rumney	\$36 434	\$36 908	\$37 793
Group 5	Mersey, Rosevears, Windermere, Elwick, Nelson, Launceston, Pembroke, Hobart	\$31 229	\$31 635	\$32 394
House of Assembly				
	Bass	\$42 940	\$43 498	\$44 542
	Braddon	\$46 843	\$47 452	\$48 591
	Denison (Clark)	\$31,229	\$31,635	\$32 394
	Franklin	\$37,735	\$38,226	\$39 143
	Lyons	\$52,050	\$52,727	\$53 992

Table 18 Calculation of Electorate Allowances for Tasmanian MPs

	Electorate(s)	1-Jul-19	1-Jul-20	1-Jul-21	1-Jul-22	1-Jul-23	1-Jul-24	1-Jul-25
Legislative Council								
Group 1	Apsley (McIntyre)	\$52 830.76	\$54 257.19	\$54 691.25	\$57 152.35	\$63 584.34	\$65 682.62	\$66 667.86
Group 2	Murchison, Western Tiers (Prosser)	\$48 657.20	\$49 970.94	\$50 370.71	\$52 637.39	\$58 561.26	\$60 493.78	\$61 401.19
Group 3	Derwent, Huon	\$41 705.73	\$42 831.78	\$43 174.44	\$45 117.29	\$50 194.83	\$51 851.26	\$52 629.03
Group 4	Montgomery, Rumney	\$38 926.79	\$39 977.81	\$40 297.64	\$42 111.03	\$46 850.25	\$48 496.31	\$49 122.25
Group 5	Mersey, Rosevears, Windermere, Elwick, Nelson, Launceston, Pembroke, Hobart	\$32 165.87	\$33 034.35	\$33 298.62	\$34 797.06	\$38 713.16	\$39 990.69	\$40 590.55

House of Assembly								
	Bass	\$45 878.26	\$47 116.97	\$47 493.91	\$49 631.13	\$55 216.67	\$57 038.82	\$57 894.40
	Braddon	\$50 048.73	\$51 400.05	\$51 811.25	\$54 142.75	\$60 236.03	\$62 223.82	\$63 157.18
	Denison (Clark)	\$33 365.82	\$34 266.70	\$34 540.83	\$36 095.17	\$40 157.35	\$41 482.54	\$42 104.78
	Franklin	\$40 317.29	\$41 405.86	\$41 737.10	\$43 615.27	\$48 523.78	\$50 125.06	\$50 876.94
	Lyons	\$55 611.76	\$57 113.28	\$57 570.18	\$60 160.84	\$66 931.40	\$69 140.14	\$70 177.24

9.2 Recommendation

We recommend that:

- (8) **The Electorate Allowance is adjusted for the change in the Hobart all groups CPI, index numbers and percentage changes, in accordance with table 18. The amount of allowance payable as at 1 July 2025 is set out in the column titled “1 Jul 2025”.**
- (9) **Thereafter the Electorate Allowance is adjusted by the change in the relevant CPI index for the 12 months preceding the December quarter in each financial year, to apply from 1 July next occurring. Such automatic increases will of course be subject to further reviews by the Commission.**

10 Committee Sitting Fees

10.1 Information

The 2012 Act⁵⁴ provides for Committee sitting fees on the following basis:

“A member of a Standing Committee is paid a daily sitting fee for each day on which a member attends a summoned meeting of the Committee, according to the following scale:

- (i) In the case of a Chair of a Committee, at the rate of 0.12% of the annual basic salary (currently equivalent to \$145 per day).
- (ii) In the case of any other member, at the rate of 0.10% of the annual basic salary (currently equivalent to \$121 per day).”

The 2014 Report noted that:

- (i) “The sitting fee is paid on a daily basis irrespective of the time occupied by the meeting. From the information available to the Tribunal, the time occupied for each meeting ranges from 15 minutes (sometimes by teleconference) to up to five or more hours. Typically a committee meeting would be in the range of 45 minutes to two hours.
- (ii) Sitting fees are only payable to members and Chairs of Standing Committees as distinct from Select Committees. There did not appear to be a logical explanation for this distinction, other than an historical basis.
- (iii) Committee work is very much part of the core role of an MP in the same manner as is participating in parliamentary debates, attending briefings etc. However, the role of a Committee Chair can be an onerous one and is something over and above that expected

⁵⁴ See Clause 3 of Schedule 6 to the 2012 Act.

of a Committee member. This is recognised by all Parliaments of Australia in one form or another.”

The sitting fee rates payable for Committee Chairs in Tasmania were significantly less than those applicable in any other parliamentary jurisdictions in Australia. A comparison of current committee fees/additional salary is shown in Table 19.

We note that, in relation to Committee members, sitting fees or additional salary are payable only in Queensland, Western Australia, the Public Accounts Committee in New South Wales and scrutiny committees in the Northern Territory.

Table 19 Committee Fees/Additional Salary – Australian Parliaments

Parliament	Chair ⁵⁵	Member
Commonwealth ⁵⁶	\$6 512 (3%) - \$34 730 (16%)	NA
ACT ⁵⁷	\$18 880 (10%) public affairs committee	NA
NSW ⁵⁸	\$220 per day (but not if remunerated as an office holder)	\$5 085 Public Accounts only
Northern Territory ⁵⁹	\$33 353 (20%) scrutiny committee ⁶⁰	\$16 570 (10%) scrutiny committee
Queensland ⁶¹	\$64 364	\$25 746
South Australia ⁶²	\$26 506 (14%) - \$32 186 (17%)	\$18 933 (10%) – 22 719 (12%)
Tasmania ⁶³	\$145/day (0.12%) Standing Committees	\$121/day (0.1%) Standing Committees
Victoria ⁶⁴	\$9 942 - \$39 768	NA
Western Australia ⁶⁵	\$15 967 Standing Committee	\$11 178 Standing Committee

The 2014 and 2016 Reports recommended that:

- (i) The daily sitting fee for a member of a Standing Committee be abolished; and
- (ii) The Chair of a Standing or Select Committee be paid a daily sitting fee equivalent to 0.12% of the annual basic salary for each day on which the Chair attends a summoned meeting of the Committee.

The Commission sought submissions about whether there is reason to review sitting fees.

ANMF (Tas) and Unions Tasmania submitted that sitting fees should be abolished. Parliamentarians who made submissions submitted the fees should be retained, noting that if they were abolished that may result in a reluctance of members to sit.

⁵⁵ Note: Commonwealth, South Australia and Victoria have additional salary for Deputy Chairs.

⁵⁶ *Remuneration Tribunal (Members of Parliament) Determination 2024* Schedule A.

⁵⁷ *ACT Remuneration Tribunal Determination 5 of 2024*, section 3.

⁵⁸ *Parliamentary Remuneration Tribunal Annual Determination*, 15 June 2023 section 5.4.

⁵⁹ *Northern Territory of Australia Remuneration Tribunal Report and Determination No 2 of 2024*, Schedule 1.

⁶⁰ Excludes House, Privileges, Standing Orders and Members' Interests.

⁶¹ *Queensland Independent Remuneration Tribunal Determination 29/2023*.

⁶² *Parliamentary Remuneration Act 1990* (SA) – Schedule.

⁶³ *Parliamentary Salaries, Superannuation and Allowances Act 2012* (Tas), clause 3 of Schedule 6.

⁶⁴ *Victorian Independent Remuneration Tribunal Members of Parliament Determination No. 1/2023*.

⁶⁵ *Salaries and Allowances Tribunal (WA) Remuneration of Members of Parliament – Determination no. 1 of 2024*.

The 2016 report noted that:

“activity data provided to us by the Clerks suggests the pattern of committee work described at the time of the 2014 Report has continued. The average length of committee meetings varies considerably from 15 minutes (possibly just a telephone conference) up to several hours but typically in the range of one to three hours. Where applicable, the sitting fee is paid on a per day basis, irrespective of the time occupied in the meeting.

Again, no persuasive argument was advanced as to why sitting fees are payable to members of Standing Committees but not Select Committees.

Based on the information provided in the 2014 Report⁶⁶, the average annual cost of sitting fees paid for the years 2006-07 to 2012-13 was \$15 047 in the Legislative Council and \$15 952 in the House of Assembly.

From the information we were provided for 2014-15 as part of this Inquiry, the costs were higher than those averages - Legislative Council \$18 876 and House of Assembly \$27 360.

On the basis that Ministers and the Presiding Officers generally do not sit on committees, the fee paid on average per member appears to be in the order of \$1 594 pa.

We think it is also worth clarifying in this Report the difference between the additional salary loading paid to the Chair of Committees and the sitting fee paid to a chair of a committee. Some submissions that we received appeared to confuse these two different entitlements.

The Chair of Committees is an office of the Parliament. There is one in each House. An MP is elected to that role after the President or the Speaker (as the case may be) is decided. The role is sometimes referred to as Deputy President or Deputy Speaker, as one of the main functions is to take over as Chair (ie preside over the proceedings and enforce the Standing Orders and Rules) when required to do so by the President or Speaker. The other specific function is during debates of legislation. If a motion is carried to endorse a bill in principle after the second reading, and then the bill proceeds to what is known as the Committee stage, the President or Speaker leaves the Chair. The Chair of Committees then presides as the bill is considered clause by clause and amended where necessary. The chamber may be referred to as a ‘Committee of the Whole’ during this period. At the end of that process the chair reports back to the President or Speaker who resumes as the presiding officer and the third reading takes place. The Chair of Committees may also become Acting President or Acting Speaker, as the case may be, during any lengthy absences of the relevant Presiding Officer, for example due to extended illness. In this case the Chair of Committees would also be undertaking those parts of the role of the Presiding Officer not associated with the Chamber or the House sitting – ie administrative functions, appointments, representing the Chamber or House etc.

As an office holder of the Parliament the Chair of Committees in each House receives an additional salary of 20 per cent of the basic salary.

The role described above is different from that of a chair of a parliamentary committee. Parliamentary committees are established for different purposes and by different methods. Some are established by statute (ie the Integrity, Public Works, Public Accounts and Subordinate Legislation Committees) and others are set up in response to a motion approved by one or both Houses. Some committees are made up of members of both Houses, whereas others comprise members of one House. There are standing committees (ie always established by each Parliament) and select committees (established when necessary) which regulate some of the functions of the Parliament (eg the Joint House and Library, Standing Orders, Privileges and Printing Committees).

From time to time MPs may see the need to appoint a select committee to inquire into a specific matter (eg to conduct an inquiry into a sector of the economy) and report back to it. These

⁶⁶ See 2014 Report, Table 10, page 46.

committees can be select committees of one House only or joint select committees made up of members of both Houses.

In all cases each committee established will comprise a chair and other designated or elected MPs. It is the appointed chairs of these committees (who may be any of the MPs) who are entitled to receive the sitting fee provide by clause 3 of Schedule 6 to the 2012 Act, and the matter under review in this part of the Report.

The 2014 Report concluded that committee work is very much part of the core role of an MP in the same manner as participating in parliamentary debates, attending briefings etc. The Report recommended that sitting fees for members of Standing Committees be abolished.”

We received no material of substance other than the submissions referred to. We agree with the conclusion of the 2016 Report.

There remains a strong case for continuing the allowance for committee Chairs. We are advised that, while administrative support is provided through the staff of the Parliament, the role of the Chair is certainly over and above that of a committee member. The Chair is responsible for managing the evidentiary process and importantly, finalising the draft report prior to consideration by the committee as a whole.

10.2 Recommendation

We recommend that:

- (10) The sitting fees for members of Standing Committees be abolished with effect from 1 July 2025.**
- (11) The Chair of a Standing or Select Committee be paid a daily sitting fee equivalent to 0.12% of the annual basic salary for each day on which the Chair attends a summoned meeting of the Committee with effect 1 July 2025.**

11 Telecommunications Allowance

11.1 Information

The 2012 Act provides that there is payable to each MP a Telecommunications Allowance as follows:⁶⁷

- “(2) The Allowance is to be paid by way of reimbursement of –
 - (a) service and equipment charges for one telephone service installed in the member of Parliament’s home, and 80% of all call charges applicable to that fixed line; and
 - (b) 80% of all charges for a mobile telephone – except as outlined in subclause (3).
- (3) The Allowance in respect of a mobile telephone for the holder of the offices of the President of the Legislative Council, Speaker of the House of Assembly, Leader of the Opposition and Leader of a recognised non-government party, is to be unlimited.”

In addition to this allowance, each MP has access to a Members’ Resource Allowance (MRA) of \$7 500 per annum. This allowance is provided under a policy decision of the Government through a budget allocation. It is not provided as a legislated provision under the 2012 Act.

The MRA has been used for the purpose of purchasing hardware items, such as a smart phone, tablet, laptop computer and docking station. The 2013 Tribunal was also informed that the MRA may also be used to fund the data component of these devices. The MRA is not paid directly to the member but is administered on a “draw down” basis. If the allowance is not fully expended in any year, the unspent balance reverts to consolidated revenue. From the information available to the Tribunal, the Resources Allowance is considered adequate for the purpose for which it is intended.

⁶⁷ See Clause 4 of Schedule 6 to the 2012 Act.

The 2014 Report noted that mobile phones are administered on the basis of a “whole of parliament” contract. Members are sent an account on a regular basis for 20% of the data and call charges applicable to that phone. In 2013 there appeared to be widespread satisfaction with this arrangement. No submissions were received to the effect that this is no longer the case.

In relation to home landline services, the advent of ‘bundled’ accounts has made it very difficult to identify “service and equipment” charges for a home telephone and often people have dispensed with a traditional landline altogether.

In 2013, fewer than half of MPs appeared to submit claims for reimbursement for the costs of a home telephone service. By 2016 only 25% of members were submitting claims for reimbursement for home phone expenses. The 2016 Report recommended the abolition of allowances for home landline services.

The 2016 Report recommended that:

- “(13) The existing rate of reimbursement of mobile phone charges be increased from 80% to 90%.
- (14) The entitlement to reimbursement of service and equipment charges for one telephone service installed in an MP’s home and 80% of all call charges applicable to that fixed line cease.
- (15) These revised provisions apply from 1 July 2016.
- (16) The arrangement in relation to the reimbursement of mobile phone charges for office holders designated in clause 4(3) of Schedule 6 to the 2012 Act continue.”

Unions Tasmania submitted:

“Unions Tasmania submits that the Telecommunications Allowance be abolished and instead MPs should be given the required telecommunications and IT equipment necessary to perform their role. This should include the provision of a mobile telephone and potentially a laptop or tablet device. The costs of these expenses should be paid for by the taxpayer.

The purchasing power of the Government, along with the options in the market to purchase mobile phones and other IT at a competitive price, should be harnessed to reduce telecommunications costs for MPs. Unions Tasmania notes now that many mobile phone plans include large amounts of internet data and unlimited calls that should more than meet an MPs needs.

MPs should be contactable by a mobile as supplied and therefore should not need to be compensated for the provision of a home landline telephone service.”

ANMF (Tas) made a similar submission.

The MRA appears adequate. No submissions were received to the effect that it is inadequate. Accordingly, the telecommunications allowance should be limited to the payment for mobile phone expenses.

11.2 Recommendation

We recommend that:

- (12) The existing rate of reimbursement of mobile phone charges be increased from 80% to 90%.**
- (13) The entitlement to reimbursement of service and equipment charges for one telephone service installed in an MP’s home and 80% of all call charges applicable to that fixed line cease.**
- (14) These revised provisions apply from 1 July 2025.**

- (15) The arrangement in relation to the reimbursement of mobile phone charges for office holders designated in clause 4(3) of Schedule 6 to the 2012 Act continue.**

12 Entertainment Allowance

12.1 Information

The Premier, President of the Legislative Council and the Speaker of the House of Assembly are entitled to an Entertainment Allowance⁶⁸, which is specified as a percentage of the basic salary (Table 20).

Table 20 Entertainment Allowance, Tasmanian Office Holders

Office	Allowance (% of basic salary)
Premier	12%
President of the Legislative Council	6%
Speaker of the House of Assembly	6%

The Commission invited submissions as to whether there are any reasons to depart from the recommendation of the 2016 Report that there be no change to the allowance.

There is a recognition that the designated office holders are required to entertain on behalf of the State and that such costs, within reason, should be met by the Crown.

Unions Tasmania and ANMF (Tas) support the intention of this benefit but call for greater transparency and clarity in the purpose. ANMF (Tas) expresses a preference for retention of receipts and invoices to ensure greater transparency. Unions Tasmania submitted that there be guidelines around the use of the allowance.

There is some merit in these suggestions. However, there is no evidence that this allowance has in any way been misused, and in such circumstances, there is no reason to propose that it not continue as is.

12.2 Recommendation

We recommend that:

- (16) The existing Entertainment Allowance for the Premier, President of the Legislative Council and Speaker of the House of Assembly continue without change.**

13 Away from Home Travelling Allowance

13.1 Information

In the 2012 Act, the Away from Home Travelling Allowance is expressed in the following terms:⁶⁹

- “(1) There is payable to a member of Parliament an Away From Home Travelling Allowance for expenses incurred while travelling on official parliamentary business.*
- (2) The rate of the Allowance is to be calculated in accordance with the Travel Allowance and Meal Allowance components prescribed from time to time by the Tasmanian State Service Award of the Commission.*

⁶⁸ See Clause 5 of Schedule 6 to the 2012 Act.

⁶⁹ See clause 6 Schedule 6 to the 2012 Act.

- (3) *Where a member of Parliament exceeds the Allowance to which he or she is entitled, the member may, subject to any guidelines issued from time to time by the Government, claim an allowance by way of reimbursement of expenses, at the rate equivalent to the actual expenses incurred, on submission of documentary evidence of those expenses.*
- (4) *The Allowances referred to in subclauses (2) and (3) are mutually exclusive and a member must claim either the Travelling Allowance referred to in subclause (2) or the reimbursement of actual expenses referred to in subclause (3)."*

Unions Tasmania further notes that currently MPs are entitled to meal allowances for day travel. It submits that:

"There should be a consistent approach to the provision of meal allowances, generally workers are not entitled to meal allowances on day travel unless they start before their normal start time or finish after their normal finish time. Usually day travel does not provide for the payment of a lunch allowance. This approach should also apply to politicians."

The Travelling Allowance is payable for eligible travel connected with parliamentary business, which, we are advised, includes:

- (i) Parliamentary sittings,
- (ii) Party meetings,
- (iii) Committee meetings, and
- (iv) Any other parliamentary business approved by the President of the Legislative Council or the Speaker of the House of Assembly as appropriate.

Unlike most other parliaments, the allowance is not payable for travel on other electorate business, the costs of which must be met by the MP, presumably out of the Electorate Allowance.

The 2016 Report recommendation was that:

- "(18) The Away from Home Travelling Allowance remain unchanged apart from amending subclause 2 of the definition of the allowance so that it reads
 "The rate of and the circumstances under which the allowance is payable shall be in accordance with the Travel Allowance and Meal Allowance components prescribed from time to time by the Tasmanian State Service Award of the Commission."
- (19) This revised provision apply from 1 July 2016."

A review of the legislation notes that her proposed amendment was not made. However, Unions Tasmania and ANMF (Tas) were both comfortable with the way in which the allowance is currently administered.

We see no need to depart from the recommendation in the 2016 Report.

13.2 Recommendation

We recommend that

- (17) The Away from Home Travelling Allowance remain unchanged apart from amending subclause 2 of the definition of the allowance so that it reads:
 "The rate of and the circumstances under which the allowance is payable shall be in accordance with the Travel Allowance and Meal Allowance components prescribed from time to time by the TSSA of the Commission."**
- (18) This revised provision apply from 1 July 2025.**

14 Bass Strait Islands Travelling Allowance

14.1 Information

The Bass Strait Islands Travelling Allowance⁷⁰ provides that an MP travelling to the Bass Strait Islands on official parliamentary business is entitled to an allowance equivalent to the reimbursement of expenses incurred.

The few submissions received supported the continuation of the allowance.

14.2 Recommendation

We recommend that:

(19) The existing Bass Strait Islands Travelling Allowance continue without change.

16 Resettlement Allowance

16.1 Information

When an MP loses his or her seat in Parliament, payment of salary and other benefits such as the use of a car and mobile phone, cease immediately. MPs have no entitlement to a redundancy payment, nor do they have accrued leave to fall back on. It is understandable that the sudden loss of a seat will often give rise to a financial shock, which, under existing arrangements, is not in any way cushioned.

The concept of a 'Resettlement Allowance' is now a feature of all Australian parliaments other than New South Wales and Tasmania. In essence the allowance is designed to assist former MPs to move from political life to private life. The determination of the West Australian Salaries and Allowances Tribunal of 10 August 2012 (as varied on 25 January 2013) provides a summary of reasoning for a Resettlement Allowance:⁷¹

"This allowance is to facilitate a Member's transition from public office to private life. This allowance will assist a Member to access resettlement advice and services including financial counselling, re-employment counselling, out-placement services, educational and training costs and any other costs a member deems necessary. The Resettlement Entitlement is not intended to apply at a time a Member resigns in order to nominate for a position in another House of Parliament and is subsequently appointed as a Member of the other House."

Table 21 provides information about the Resettlement Allowances provided by Australian parliaments. Currently Tasmanian MPs do not have an entitlement to a Resettlement Allowance.

Table 21 - Resettlement Allowance in Australian Parliaments

Jurisdiction	Arrangements
Commonwealth ⁷²	3 months' basic salary plus an additional 3 months for a member who has served more than a full term (or 3 years in the case of a senator for a state). Eligible if defeated at an election or loses party endorsement
ACT ⁷³	2 weeks of basic salary for each year of service, capped at 12 weeks. All retiring and/or defeated MPs eligible
NSW	Nil
Northern Territory ⁷⁴	1 month of salary after one term as a Member of the Assembly, plus one month for each subsequent year served as a Member with a minimum of four months and a maximum of 12 months

⁷⁰ See clause 7 of Schedule 6 to the 2012 Act.

⁷¹ See *Salaries and Allowances Act 1975 Determination Variation of the Western Australian Salaries and Allowances Tribunal*, 25 January 2013 Clause 1.2 of Part 8.

⁷² *Remuneration Tribunal (Members of Parliament) Determination 2024*.

⁷³ *ACT Remuneration Tribunal Determination 5 of 2024*.

⁷⁴ *Northern Territory of Australia Remuneration Tribunal Report and Determination No 2 of 2024*.

Jurisdiction	Arrangements
Queensland ⁷⁵	Members elected on or after 1 October 2014 - 12 weeks of basic salary Members elected before 1 October 2014 – equivalent to Commonwealth resettlement allowance
South Australia ⁷⁶	12 weeks of basic salary
Tasmania	Nil
Victoria ⁷⁷	3 months' salary at the basic rate plus an additional 3 months' salary if member has served in two or more consecutive parliaments. Members that have served in more than 1 but less than 2 full terms receive a pro-rata payment of the additional 3 months' salary. Eligible if defeated at an election or loses party endorsement.
Western Australia ⁷⁸	3 months' of basic salary for MPs serving one term. 6 months' of basic salary for MPs serving more than one term but less than three. 9 months' of basic salary for MPs serving three terms or more.

We acknowledge that individuals stand for Parliament with their eyes open and that there is an argument that being an MP is akin to a fixed term contract for which there should not be additional recompense when the contract comes to an end.

However, sitting MPs generally do not approach an election with the intention or expectation they will be defeated. If this does occur, the sudden loss of income will likely be exacerbated by a substantial financial outlay on what turned out to be an unsuccessful election campaign.

In the 2016 Report, the Commission considered there to be a persuasive case for a Resettlement Allowance in Tasmania and saw no reason to depart from the 2014 recommendation that an allowance be made.

The 2012 Act does not currently provide for a Resettlement Allowance. The Commission took legal advice for the 2016 Report as to whether the Commission may include such an allowance in a determination. That advice was to the effect that the current Act does not allow for such an allowance. However, the Commission is given the power to inquire into other matters that are, or are considered *to be, related to* (emphasis added) the kinds and amounts of allowances and benefits to be paid to a member.⁷⁹ Its report may include those other matters into which it has inquired.⁸⁰

Consequently, we see no reason why the Commission should not consider whether a Resettlement Allowance might be appropriate under the Act and include a recommendation about that in this report.

The Parliament can then consider, in response to an appropriate amendment proposed by the Government or a private member, whether or not the 2012 Act should be amended to specifically provide for such an allowance.

Submissions were divided into two camps. The first to the effect that most employees who lose their employment do not have the benefit of the payment of an allowance on cessation of their employment and that therefore nor should parliamentarians, who run for office understanding that they face re-election every four years.

⁷⁵ *Legislative Assembly of Queensland - Members Remuneration Handbook*, July 2023.

⁷⁶ *Parliamentary Remuneration Act 1990* (SA), section 5A.

⁷⁷ *Parliamentary Salaries and Superannuation Act 1968* (Vic), section 7E.

⁷⁸ *Salaries and Allowances Tribunal* (WA) *Remuneration of Members of Parliament - Determination No 1 of 2024*, Part 7.

⁷⁹ See section 3C(2) of the 2012 Act.

⁸⁰ See section 3D(1)(e) of the 2012 Act.

The other camp (supported by ANMF (Tas) and Unions Tasmania) was that an allowance of 8 weeks should be payable so long as a member has served at least three terms.

In Tasmania three terms (if they ran the full term) would be 12 years. The allowance would effectively be a long service allowance and does not reflect the purposes for which such an allowance would be payable.

We agree with the previous reports that an allowance should be payable. We think that 12 weeks is adequate to meet the purposes of the allowance. The allowance need not increase even where a member serves more than one term as the needs sought to be addressed by the allowance do not increase over time.

16.2 Recommendation

We recommend that:

- (20) The 2012 Act be amended so that from 1 July 2025, MPs shall be entitled to a Resettlement Allowance equivalent to 12 weeks of basic salary subject to meeting the following criteria:**

- (i) Members have served at least one full term immediately prior to an election; and**
- (ii) Members are defeated at a subsequent election.**

Provided that:

- (iii) Members elected at a by-election or a recount will not be eligible until they have served at least one full term.**
- (iv) Members who choose to resign from one House or electorate and nominate for another House or electorate (other than as a consequence of electoral reform) and are subsequently defeated are not eligible for the Resettlement Allowance.**

- (21) The Resettlement Allowance apply to any person who is a member of Parliament on 1 July 2025 or elected after that date, who meets the criteria.**

18 Publication of Information

18.1 Information

As a Commission we consider that it is essential that information about the current salaries and allowances payable to MPs is readily available.

As at 1 July 2015, all that information was set out in the 2012 Act. However, as a result of the effluxion of time and subsequent determinations, that information has or will become out of date. Up-to-date information on the applicable amounts of salaries and allowances may be hard to find.

For example, we have recommended that the basic salary for MPs be adjusted by the change in Wage Price Index, Tasmania published by the ABS for the twelve months preceding the December quarter in each relevant financial year. Such adjustment is to take effect from 1 July next occurring. Similarly, in relation to the motor vehicle allowance, we recommend that it be adjusted by the change in the relevant CPI index for the 12 months preceding the December quarter in each financial year, and is to take effect from 1 July next occurring.

It may not be easy for a person unfamiliar with the ABS data sets to source and calculate what the respective salary and allowance is at a particular point in time.

There is also the possibility for variances to occur in the calculation of these adjustments if there are different approaches to rounding or the application of composite increases over a number of years.

We note that under section 31 of the 2012 Act, if a determination is not disallowed, the President of the Commission is to ensure that there is published in the Gazette a notice setting out the determination. However, where a determination covers more than one year and adjustment mechanisms for some items are included for those years, the actual amount of a salary or allowance as adjusted may be unclear.

Prior to the 2012 Act, it was a duty of the Auditor-General to calculate and publish (via a notice in the Gazette) the details of the amounts of the basic salary and those allowances that were adjusted in line with the basic salary.

Under the current arrangements, the Commission is a more appropriate authority to calculate adjustments to salaries and allowances, based on the mechanisms we have recommended. However, we think that most people seeking information about the salaries, allowances and benefits applicable to MPs are likely to be drawn to the Parliament for that information.

18.2 Recommendation

We recommend that:

- (22) Each time a salary or allowance is adjusted by the respective determined adjustment mechanism, the Commission calculate the amount of the salary or allowance due to that adjustment and provide that information to the Clerk of each House of Parliament, on or before the date such adjustments take effect.**
- (23) The Parliament of Tasmania maintain a suitable area on its website to publish the current amounts of salary and allowance amounts applicable to MPs.**
- (24) The President of the Commission and the Clerks of the Houses of Parliament work together to determine a suitable form for that information.**

19 Summary of Recommendations

Basic Salary

- (1) The basic salary as 1 July 2025 be determined to be \$171 527.50 per annum.

Mechanism for the Future Adjustment of Salary

- (2) From 1 July 2026, the basic salary be adjusted by the change in the ABS Wage Price Index, Tasmania for the twelve months to 31 December 2025.
- (3) The next Inquiry under the 2012 Act by the Commission take place in 2026-27, with any change to take effect from 1 July 2027. This will allow for an earlier consideration of any unanticipated external factors that would otherwise have occurred under the proposed three yearly reviews.

Additional Salary for Certain Office Holders

- (4) The current amounts of additional salary, defined as percentages of the basic salary which are specified in the 2012 Act, continue and be unchanged.
- (5) As part of the 2026-27 Inquiry by the Commission, the quantum of additional salary paid in relation to the offices of President of the Legislative Council and Speaker of the House of Assembly be considered in particular.

Motor Vehicle Allowance

- (6) The Motor Vehicle Allowance is adjusted for the change in the Hobart all groups CPI, index numbers and percentage changes as per Table 12. The allowance of \$20 144.24 is payable from 1 July 2025.

- (7) Thereafter the Motor Vehicle Allowance is adjusted by the change in the relevant CPI index for the 12 months preceding the December quarter in each financial year, and will apply from 1 July next occurring.

Electorate Allowance

- (8) The Electorate Allowance is adjusted for the change in the Hobart all groups CPI, index numbers and percentage changes, in accordance with Table 18.
- (9) Thereafter the Electorate Allowance is adjusted by the change in the relevant CPI index for the 12 months preceding the December quarter in each financial year, to apply from 1 July next occurring.

Committee Sitting Fees

- (10) The sitting fees for members of Standing Committees be abolished with effect from 1 July 2025
- (11) The Chair of a Standing or Select Committee be paid a daily sitting fee equivalent to 0.12% of the annual basic salary for each day on which the Chair attends a summoned meeting of the Committee.

Telecommunications Allowance

- (12) The existing rate of reimbursement of mobile phone charges be increased from 80% to 90%.
- (13) The entitlement to reimbursement of service and equipment charges for one telephone service installed in an MP's home and 80% of all call charges applicable to that fixed line cease.
- (14) These revised provisions apply from 1 July 2025.
- (15) The arrangement in relation to the reimbursement of mobile phone charges for office holders designated in clause 4(3) of Schedule 6 to the 2012 Act continue.

Entertainment Allowance

- (16) The existing Entertainment Allowance for the Premier, President of the Legislative Council and Speaker of the House of Assembly continue without change.

Away from Home Travelling Allowance

- (17) The Away from Home Travelling Allowance remain unchanged apart from amending subclause 2 of the definition of the allowance so that it reads:
"The rate of and the circumstances under which the allowance is payable shall be in accordance with the Travel Allowance and Meal Allowance components prescribed from time to time by the TSSA of the Commission."
- (18) This revised provision apply from 1 July 2025

Bass Strait Islands Travelling Allowance

- (19) The existing Bass Strait Islands Travelling Allowance continue without change.

Resettlement Allowance

- (20) The 2012 Act be amended so that MPs shall be entitled to a Resettlement Allowance equivalent to 12 weeks of basic salary subject to meeting the following criteria:
- (i) Members have served at least one full term immediately prior to an election; and
 - (ii) Members are defeated at a subsequent election.

Provided that:

- (iii) Members elected at a by-election or a recount will not be eligible until they have served at least one full term.
 - (iv) Members who choose to resign from one House or electorate and nominate for another House or electorate (other than as a consequence of electoral reform) and are subsequently defeated are not eligible for the Resettlement Allowance.
- (21) The Resettlement Allowance apply to any person who is a member of Parliament on 1 July 2025 or elected after that date, who meets the criteria.

Publication of Information

- (22) Each time a salary or allowance is adjusted by the respective determined adjustment mechanism, the Commission calculate the amount of the salary or allowance due to that adjustment and provide that information to the Clerk of each House of Parliament, on or before the date such adjustments take effect.
- (23) The Parliament of Tasmania maintain a suitable area on its website to publish the current amounts of salary and allowance amounts applicable to MPs.
- (24) The President of the Commission and the Clerks of the Houses of Parliament work together to determine a suitable form for that information.

David Barclay
(President)

Neroli Ellis
(Deputy President)

Tim Lee
(Commissioner)

29 May 2025

Appendix 1 - List of Submissions

Written submissions were received from the follow individuals and organisations:

1. ANMF (Tas);
2. Sue Hickey;
3. Ivan Dean;
4. Neil White;
5. Tania Rattray;
6. John Hagan;
7. Graeme Lindsay;
8. Shane Donnelly;
9. Will Hodgman; and
10. Unions Tasmania.

The submissions are below.

ANMF (Tas) Submissions



AUSTRALIAN NURSING & MIDWIFERY
FEDERATION (TASMANIAN BRANCH)
SUBMISSION

**Inquiry into
Parliamentary Salaries
and Allowances by The
Full Bench of the
Tasmanian Industrial
Commission
Issues Paper**

29 April 2019

Australian Nursing & Midwifery Federation (Tasmanian Branch)

Organisation Overview

The Australian Nursing and Midwifery Federation (ANMF) is both the largest nursing and midwifery union and the largest professional body for the nursing and midwifery teams in Tasmania. We operate as the State Branch of the federally registered Australian Nursing and Midwifery Federation. The Tasmanian Branch represents around 8000 members and in total the ANMF across Australia represents over 280,000 nurses, midwives and care staff. ANMF members are employed in a wide range of workplaces (private and public, urban and remote) such as health and community services, aged care facilities, universities, the armed forces, statutory authorities, local government, offshore territories and more.

The core business of the ANMF is the industrial and professional representation of nurses, midwives and the broader nursing team, through the activities of a national office and branches in every state and territory. The role of the ANMF is to provide a high standard of leadership, industrial, educational and professional representation and service to members. This includes concentrating on topics such as education, policy and practice, industrial issues such as wages and professional matters and broader issues which affect health such as policy, funding and care delivery. ANMF also actively advocates for the community where decisions and policy is perceived to be detrimental to good, safe patient care.

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Introduction

This submission has been constructed following the release of an Issues Paper relating to the Inquiry into Parliamentary Salaries and Allowances by the Full Bench of the Tasmanian Industrial Commission. The Issues Paper released in March 2019 welcomed submissions from interested individuals and organisations.

The Issues Paper provides submissions on the matters which need to be determined and provides options for the future consideration of parliamentary salaries and allowances.

It is noted that the first inquiry by the commission resulted in the *Report into Parliamentary Salaries and Allowances including a determination (February 2016)* the basic salary was determined to be \$133 560 pa, and that any future amounts of the basic salary, additional salaries and allowances for MPs after 30 June 2016 are to be determined by the Commission.

Executive Summary

1. ANMF submits that where possible all allowances provided to MPs should provide transparency and clarity as to the expenditure of the allowance, and how this expenditure benefits their electorate.
2. Where possible MPs should be provided with the required resources to carry out their role out of an operations budget, and not as a form of allowance to top up salary.
3. While 20% loading for the chair of a parliamentary enquiry is supported, involvement in parliamentary committees has been identified as a role of the MP, hence sitting fees should be considered in the base salary of all MPs.
4. A close review of the electorate allowance needs to be undertaken to ensure that the electorate is provided transparency of expenditure.

Role of an MP

4.1 *The Commission is interested in any submission about this issue with a particular focus on whether any changes to the role impact on the salaries and allowances that should be paid to MPs.*

1. The Australian Nursing and Midwifery Federation accepts that the role of an MP in Tasmania is broadly similar to that of other states and given the eclectic skills of those who are elected to parliament the creation of a job description for this role is undesirable.
2. Given that the commission has identified the role of an MP as outlined in Appendix 2 of the *Inquiry into Parliamentary Salaries and Allowances Issues Paper March 2019* the identified descriptors should be accepted a requirement of the role of any MP and as such remuneration should be afforded for these responsibilities.
3. ANMF submits that Renumeration for responsibilities such as sitting on parliamentary committees should be included into the base salary of MPs, rather than base salaries being topped up with allowances that may at times not be transparent to the public as to why they are paid.

Mechanism for the Future Adjustment of Salary

6.1 *The Commission seeks submissions about whether there should be an annual salary adjustment, and if so, whether this should be based on the annual increase in WPI or some other method.*

1. The ANMF has strong view that the premise of equal pay for equal responsibility should be afforded to any individual undertaking similar work of equal responsibility.
2. It has been noted in the 2014 report into parliamentary salaries that the role of an MP is broadly like this of other States and Territories Parliaments, but less similar to the commonwealth. This has been considered when looking to adjusting parliamentary salaries in line with their interstate counterparts.
3. ANMF submits that it is appropriate for politicians to receive a pay rise that ensures that their relative salary does not decrease to the cost of living and that any mechanism used should take this into account.
4. However, ANMF also submits that consideration should be given to a situation where a government's wages policy does not afford their employees equal pay for equal responsibility than that of their interstate counterparts, or provide yearly increases that ensure that relative salary remains equal to costs of living.

Additional Salary for Certain Office Holders

- 7.1** *Whether the existing additional salary amounts in Tasmania are appropriate;*
7.2 *Whether there are offices in Tasmania for which the payment of an additional salary amount may be appropriate, but for which additional salary is not currently provided; and*
7.3 *The quantum of additional salary paid in relation to the offices of President of the Legislative Council and Speaker of the House of Assembly.*

ANMF has no submission under **7.1, 7.2 or 7.3**

Motor Vehicle Allowance

8.1 *The Commission invites submissions as to the adequacy or otherwise of this allowance.*

1. The ANMF supports the ability for each MP to be afforded motor vehicle allowances or a motor vehicle (as per category one or two) those entitlements afforded to SES 1 employees.

Electorate Allowances

9.1 *As proposed by the 2016 Report, a detailed review of the allowance will be undertaken in the upcoming 2019 Inquiry. The Commission seeks submissions about*

the objective, legitimate uses and administration of the Electorate Allowance as related matters (in the sense of section 3C(2) of the 2012 Act).

9.2 *Additionally, the Commission invites submissions as to the way in which the Electorate Allowance is currently being used, and whether some of the expenses met out of the allowance can be met from other existing allowances or benefits and whether this should occur?*

9.3 *The Commission also seeks submissions as to whether, having regard to the legitimate purposes and use of the Electoral Allowance, that allowance should be adjusted so as to identify the specific purposes for which the allowance is to be used, and to establish other specific allowances or benefits for other purposes which currently (but ought not) fall within the electoral allowance; for example whether there should be a specific allowance for home offices and the electoral allowance adjusted accordingly.*

1. ANMF submits that the objective of the detailed review into the electorate allowance should be to ensure that there is transparency for those in the MPs electorate that the allowance provided is in some way benefiting those people of the electorate.
2. Members of an MPs electorate expect their MP to engage with them on a number of different levels, this includes via digital media, post media and face to face. Currently the way the electorate allowance is set out with particulars such as professional development, entertainment, internet access fees and Taxi fares it does not provide transparency to the electorate as to how this allowance is providing benefit.
3. ANMF submits that home office expenses and internet access fees are expenditure that are tax deductible at the end of any financial year. Eliminating these purposes from the electorate allowance would decrease the risk of inadvertent double dipping. It is also noted that the MPs have the ability to upgrade to a 4WD vehicle under the SES 1 motor vehicle provisions.
4. Eliminating these purposes from the electorate allowance will help the constituents of an MPs electorate understand how why this allowance is afforded to their elected MP and understand the how this expenditure benefits them.
5. ANMF also submits that the electorates Murchinson, McIntyre, Bass, and Braddon Electorate Allowance is adjusted to attribute to Bass Strait Islands Travel, and this stand-alone allowance is abolished.

Legislative Councils Electoral Boundaries Redistribution

10.1 *Submissions are sought on the proposed reassignment of groupings for the Legislative Council Electorate Allowance.*

1. ANMF supports the proposed changes to groupings for the Legislative Council Electorate Allowance.

Committee Sitting Fees

11.1 *It should be noted that Chairs of a Committee already receive an additional salary of 20% as prescribed by the PSSAA, see Table 6. In light of this, the Commission seeks submissions about whether committee fees should be re-considered as part of this Inquiry*

1. ANMF submits that committee fees should be re-considered as part of this enquiry.
2. ANMF submits that 20% additional salary is sufficient for the extra workload attributed to chairing a committee.
3. As sitting on a parliamentary committee as required is a part of the role of an MP, as per Appendix 2 of the issues paper. ANMF submits that a case by case review for sitting allowances should be considered.

Telecommunications Allowance

12.1 *Telecommunications and technology are changing rapidly and therefore the Commission seeks submissions from MPs and interested parties about what technology should be included in future Telecommunications Allowances.*

12.2 *The Commission also seeks submissions relating to the specific legitimate uses of the Telecommunications Allowance.*

1. ANMF submit the Telecommunications allowance should be abolished. The technology required to undertake the day to day requirements of the MP role should be supplied by the parliament and paid for by the Tax payer.
2. The technology supplied to MPs should include a mobile telephone, Laptop computer and necessary accessories (e.g. computer mouse, external monitor & keyboard for desktop use), a tablet computer and possible external mobile data device.

Entertainment Allowance

13.1 *The Commission invites submissions as to whether there are any reasons to depart from the recommendation of the 2016 Tribunal.*

1. ANMF accepts that it is a requirement of the named roles to entertain as part of their parliamentary duties. However, it is submitted that the costs of these duties should be included in an operating budget and not allocated to an individual.
2. A system should be in place whereby receipts and invoices for entertainment activities undertaken by the individuals should be provided to allow for transparency in relation to the spending of tax-payer money on such activities.

Away from Home Travelling Allowance

14.1 *The Commission invites submissions as to the adequacy or otherwise of this entitlement.*

1. ANMF supports the current arrangement for Away from Home Travelling Allowance as per the PSSAA.

Bass Strait Islands Travelling Allowance

15.1 *The Commission invites submissions as to the continuation of the Bass Strait Islands Travelling Allowance.*

1. ANMF submits that this allowance should be abolished and the Electorate allowance for Murchison, McIntyre, Bass, and Braddon adjusted to take this expense into account.

Resettlement Allowance

16.1 *The Commission invites submissions as to whether a resettlement allowance should be adopted (within the meaning of section 3C(2) of the PSSAA) and if so, what the qualifying period (the number of terms) should be and the appropriate quantum.*

1. ANMF supports the Unions Tas position of:
 1. A period of 8 weeks at base salary be provided as a resettlement allowance in the event that a sitting member is defeated at election, following the completion of at least one full term.
 2. That where a member has served at least 3 terms, that member not be eligible.
 3. Members who choose to retire are not eligible for the resettlement amount.

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Sue Hickey Submissions



HOUSE OF ASSEMBLY

*Speaker's Rooms
Hobart*

Mr. David Barclay
President Tasmanian Industrial Commission
GPO Box 1108 Hobart TAS 7001



Dear Mr President,

I thank you for your kind forbearance of this late submission to assist your enquiry into parliamentary salaries and allowances.

I have recently returned from visiting the Parliaments of Westminster, Scotland, Northern Ireland, and Dublin in the Irish Free State.

There are of course substantial differences in the way these Parliaments are run, but and hopefully from our learnings, we can make some positive changes to the Tasmanian Parliament to increase efficiency.

As the Presiding Officer of the House of Assembly it is my task to be concerned about the welfare of the members of the house, about the standard and conditions of office space and support staff space, on the basis of equity, as well as a myriad of other requirements including a raft of policy needs to support the democracy.

One of the things I found since becoming Speaker, is that although the Parliament is a place of tradition, it needs to work in the modern world with computers, electronics and indeed television.

To this end it is the challenge for the Speaker and the President, to lead the Parliament in making the necessary changes.

Thus the role of Speaker is not a static ceremonial role at all.

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My submission follows your format as requested by Alison, and commences with:

1. Additional salary for MPs who are officeholders

The officeholders in this Parliament are myself, the President of the Legislative Council, the Chairman of Committees of the Legislative Council, and the Chairman of Committees in the House of Assembly.

The President and I, as Presiding Officers have the same functions as a Minister, and given our role continues even after Parliament has risen, is clearly now relatively poorly remunerated when compared to our colleagues elsewhere in Australia.

My role is also both formal ceremonial, in that I am required as part of the government program, for example, to host formal dinners for ambassadors and dignitaries, to host parliamentary receptions for many organisations and to formally support a range of "Parliamentary friends" to particular organisations. One example is the Parliamentary friends of Diabetes.

This function to promote Tasmania to promote community health and wellbeing and to enhance our reputation for clean Green and quality products, is crucial to the welfare of our people.

I note your report from 2016, indicates that the alignment of our salary loadings is the poorest in Australia, whereas comparative states have similar loadings to Ministers.

However in the final analysis, I think an equivalent loading the same as Victoria being additional salary of 65% and an expenses of office allowance of 12% is fair.

For the coming financial years such an increase would be a relatively small addition to the overall cost of operating the Parliament.

I now expand upon my comments in relation to the need to increase the expenses of office allowance, as this extends to the provision of hospitality that is not normally provided by the Parliament.

Such hospitality extended to meetings with constituents and Parliament house which consist primarily of morning or afternoon tea, and also to others who do not fit within the defined hospitality arrangements. It is a constant cost.

It is also my view that the chair of committees of both Houses of Parliament should be paid a loading a 35% in addition to their normal member salary, as they are in the main equally as busy as the president and myself are.

They provide not only support to us, but take part in more committee work than we are able to do, given our supervisory roles.

2. Electorate allowances

One of the principal areas of expenditure of electoral allowances I have found, is for donations to the needy being blankets, assistance with clothing, and sometimes food.

School children and sporting groups are also consistently requesting donations to be able to participate in activities many of them National titles.

At the present time across Tasmania there are more and more homeless people as I'm sure you are well aware of from the media reports, and we have substantial increases in presentations to the electoral office for assistance in many forms.

Some of those forms of assistance are for essentials such as food and a blanket, which I am sure in the past have not been thought of as a component of any electoral allowance.

I therefore would recommend to you given the fact that these allowances are not very large anyway that an increase to the same level as other electorates in the North of the State, would not be out of order, and will enhance the capacity of the members to respond to the community.

In my electorate of Clark, there are large numbers of people with disabilities, disadvantage, poor literacy, obesity, smoking or drug related issues, and mental Health, living at or below the poverty line, and there are now substantial demands upon church organisations and other NGOs for basics such as food.

Therefore the original formulation base of the electorate allowance based on enrolment figures and the electorate's area, now bears very little resemblance to the original construct, or the present demands upon it.

Clark presently has about 74,000 electors but this is compressed into a very small area compared to other electorates in the state, and thus the socio-economic problems, are much greater.

Thus to generate the allowance based on area and electors and not density is no longer an equitable formula.

Whereas one member in a larger electorate with an equivalent number of voters such as the electorate of Lyons would have, must clearly do a lot more travelling and thus have accommodation expenses throughout the electorate.

This I understand, but the donations to charitable organisations and certainly support for the hungry and the cold, is a different environment in my electorate of Clark.

I therefore think that given the costs of providing support that the electoral allowances should be more even and that the allowances for Clark should be in the order of \$42,000 per annum. It has proven impossible for me not to have to top up my electorate allowance every month to meet expenditure needs of the electorate.

I have discussed the issue of the adequacy of the electorate allowance for Clark with the other members, namely the Honourable Scott Bacon, the Honourable Cassie O'Connor and the Honourable Ella Haddad, all of whom advise that they also, given the demands of the electorate, are having to top up their electorate allowances every month from salary.

I was in at the allowance be increased to \$42,000 per annum as this is midway between the other three northern electorate allowances, and I also consider that Franklin although larger than Clark should be an equivalent to Clark in respect of the electorate allowance.

To conclude Mr President, my submission is focused on equity and the need to change the allowances for myself and the President of the Legislative Council, as these organisations are no longer static, and tradition based, but more open electronically (i.e., social media and emails) and we are much more accessible than our predecessors used to be, corresponding with a huge increase in workload.

Indeed we have more people visiting Parliament house and our electorate offices now than we ever have had in the past.

I think if you consideration in allowing my submission.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Sue Hickey', with a long, sweeping underline.

The Honourable Sue Hickey MHA
Speaker of the House of Assembly

Ivan Dean Submissions



Ivan Dean MLC

Independent Member for
Windermere
Legislative Council

18 March 2019

Mr. David Barclay
President Tasmanian Industrial Commission
GPO Box 1108
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tic@justice.tas.gov.au

Submission – Parliamentary Salaries, Allowances and Entitlements.

Dear Sir,

Please find attached submission in my name, Ivan Dean, Independent Member for Windermere, for an increased Electoral Allowance and changes in Committee sitting allowances. This submission is the identical submission as I sent in last year, as the issues are still relevant, and I believe that decisions will be made as a result of this year's review.

Electorate Allowance

In the amended alignment of electoral boundaries, the Windermere electorate was increased in geographical size to include the township of Lilydale and surrounds, in the North, and Nunamara and surrounds in the East. Prior to the adjustment Windermere occupied an area of 816.36 sq.km, and with the recent change it is now 2047.45 sq.km.

It is noted that the electorate of Montgomery is now 2456.53 sq.km and the electorate of Rumney is 433.93 sq.km, both of which were previously in Group 4.

I also note that the increased change to Windermere is referred to in the "Issues" paper of March 2018 and the Interim Report of May 2018, for consideration, i.e. Moved from Group 5 to Group 4.

The geographical area of Windermere, and when compared to other electorates in Group 4, is entitled to receive the similar Electorate Allowance, in my opinion.

It is my submission, having regard to the facts as referred, that Windermere now move into Group 4 for electoral allowances.

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It is appreciated that any increase would be made on an interim basis.

Committee Sitting Fees

I am of the strong opinion that committee sitting fees be re-considered and that allowances applying prior to the previous Parliamentary Salaries, Allowances & Entitlements adjustment, be reinstated.

The amendment made was to delete sitting fees to members other than Chairs. This has created concern for some members and a reluctance to fill committee positions. It is my opinion it has also impacted negatively on attendance by members.

There is an extra workload on committee members in attending meetings and the work required outside the sitting periods.

It is of little surprise that some members have no interest in seeking positions on joint house committees in particular.

The extra work commitment should be recognised and I strongly recommend these sitting fees be reconsidered.

Yours sincerely



Ivan Dean APM, MLC

Independent Member for Windermere

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Neil White Submissions

**Submission Into Salaries & Allowances of Members
of the Tasmanian Parliament**

by Neil White
611 West Tamar Rd Riverside

1. Members remuneration should continue to be reviewed annually.
2. Current income levels could reasonable be considered as satisfactory.
3. Members salaries should be linked to increases granted by The fair Work Australia to the minimum wage.

Reason: From the information available parliamentary salaries while fluctuating a little to be trending up in relation to the minimum wage.

In 1997 it was 373% (rounded) above the minimum

2010	376%	"	"	"	"
2017	389%	"	"	"	"

This making a 17% increase above relevant standards.

4. Resettlement Allowance: Few who find themselves unemployed for whatever reason are entitled to gratuitous payments on termination of employment. Persons employed in the private sector may leave with some holiday pay, and are not entitled to claim social security, as I understand it, until any wage entitlements are used up, effectively meaning a zero payment. As parliamentary wages substantially exceed that of most members of the public, it is not an unreasonable expectancy that the said member should make provision for themselves during the tenure of that employment. Members should not consider themselves above the realities faced by the general public. Ex members are entitled to claim social security just like anybody else. Any support for this proposal by the public service union will ultimately be used to effect a flow on to workers in the public sector. Sauce of the goose is sauce of the gander. In times of financial constraint such things should not be granted.



Tania Rattray Submissions

TANIA RATTRAY MLC
INDEPENDENT MEMBER FOR McINTYRE

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Legislative Council

1st April 2019

Mr David Barclay
President
Tasmanian Industrial Commission
GPO Box 1108
HOBART TAS 7001

Dear Mr Barclay

Thank you for your correspondence dated 14th March 2019 in relation to the Parliamentary Salaries, Allowances and Entitlements Issues Paper seeking input.

I would like to make a submission to address a number of the areas to be covered under the Inquiry process.

- **11. Committee Sitting Fees** – The Committee work of the Parliament is extremely important and it is my view that as a small Parliament with Members from both Houses required to be part of the Committee process which can often be significant additional work to the work required for Parliament and one's electorate commitments that all Members including the Chair should be entitled to a Committee Sitting Fee.
- **15. Bass Strait Islands Travelling Allowance** – As the elected Member for McIntyre formally Apsley representing the Furneaux group I would like to support the existing provision of the current arrangements which in my time as the Member is used to visit the Islands on a semi-regular basis to attend events and support the Island community as necessary.
- **16. Resettlement Allowance** – It is my view that a Tasmanian MP should be entitled to a resettlement allowance following the loss of public office. In many cases MPs have relinquished positions to stand for election and subsequently take up a role and returning to previous employment is not always possible and a resettlement allowance would assist with that transitioning period that I expect is very challenging. I note from the information provided that the South Australian arrangements provide 12 weeks of basic salary and I believe that given that Tasmania and South Australia are compared in various instances the South Australian model would be the most appropriate for Tasmania.

Thank you for the opportunity to make a submission and I would be willing to speak to my submission should the Commission deem necessary.

Yours sincerely

Handwritten signature of Tania Rattray in black ink.
Tania Rattray MLC

John Hagan Submissions

**SUBMISSION TO THE TASMANIAN INDUSTRIAL
COMMISSION: PARLIAMENTARY SALARIES AND
ALLOWANCES.**

**JOHN HAGAN
49 BALMORAL ROAD
KINGSTON BEACH 7050**

In the 'Introduction', the Issues Paper states:

*The Tasmanian Industrial Commission (the Commission) is tasked, from time to time, with inquiring into the amount of salary to be paid to parliamentarians, **the amount of additional salary** for holders of particular positions in parliament----*

Why is this so? I maintain at the outset that this is an inherently biased premise, giving rise to the mindset that parliamentarians are worth 'additional salary'. I would contend, and hope to demonstrate, that our parliamentarians may not be worth an 'additional salary'. The argument arises as to why these salaries/allowances should be reduced, instead of assuming that they should increase.

CONSIDERATION 4.1

Data proffered in the Issues Paper clearly demonstrate why it is erroneous and misleading to compare the basic Tasmanian parliamentary salaries to of other jurisdictions in Australia.

As Table 3 (Population amount per Member in each State/Territory) clearly demonstrates, Tasmanian MLC's and Senators represent, on average, a mere 13200 constituents, the lowest number of constituents (with the exception of the Northern Territory) in Australia. This Tasmanian representation palls when compared with the likes of NSW and Victoria. It might be argued that, arising from the discrepancy between Tasmania parliamentary salaries and those in other jurisdictions, that Tasmanian parliamentarians have less responsibility and have to work less assiduously, than their national counterparts. On these criteria alone, Tasmanian parliamentary salaries should be reduced not increased.

CONSIDERATION 6.1

As parliamentarians are part of our community, I would contend that any salary rise afforded to them should be no higher than the CPI. This is the benchmark stated by the Hodgman Government which is applicable to all members of the public service. By any standards of equity, this CPI figure should also be the basis for any proposed parliamentary salaries.

CONSIDERATIONS 7.1 – 7.3

It is puzzling as to why the Tasmanian First Minister should receive a 115% increase on basic salary. This is the highest increase of all Australian State and Territory First Ministers (Table 7). It is not clear on what this increase is based. On the data provided, there would seem to be no logical reason as to why the stipend of the Tasmanian First Minister should be so enhanced. If the First Minister is to receive any increase in salary, it should be in line with the Tasmanian CPI.

CONSIDERATION 8.1

There is absolutely no need for any SES officer, or any Tasmanian parliamentarian, to be furnished with a 4WD vehicle. Modern vehicles are able to cope with all but the very dire off road experience. Early motorized mail deliveries along the Birdsville Track, when it was little more than a droving trail, did not require a 4WD vehicle, so why should a 4WD be needed on Tasmanian roads? To apportion a 4WD vehicle to an SES officer or parliamentarian is wasteful, both in the capital cost of such a vehicle and also in the running expenses. Given the emerging spectre of 'global warming', why are not electric vehicles being considered? 4WD vehicles are 'dirty' and polluting and will enhance the warmth of our planet. Given the context, surely the Tasmanian Government should be setting an example by purchasing electric vehicles? I would like to hear a cogent argument as to why 4WD vehicles are even considered for Tasmanian SES staff or Tasmanian parliamentarians. I fully recognize that professional staff in Parks or Mining should have access to a 4WD.

CONSIDERATIONS 9.1 – 9.3

It is interesting to note that the Issues Paper does not provide any comparative data between Tasmania and other States/Territories in respect of enrolment figures or the size of electorates. As there have been comparisons between Tasmania and other parliamentary jurisdictions (as per Considerations above), why not in this case? Because these data have not been provided, it is impossible to make any meaningful comment on these considerations. However, the size and scale of Tasmanian parliamentary allowances should be based on such factors as, number of electors, size of electorates etc. It is likely, on a comparative basis, the figures applying to Tasmanian electorates are probably smaller than those of other jurisdictions, particularly those in Western Australia, Queensland and the Northern Territory. On the basis of electorate size, Tasmanian parliamentarians are likely to travel lesser distances, and are so are likely to require additional travel expenses (MVA).

CONSIDERATIONS 12.1 – 12.2

All telecommunications allowances should be covered in the Electoral Allowances (Section 9) so there is no need for any further taxpayer funding to be expended here.

CONSIDERATION 14

Any expenses required in 'Away from home travel' require to be published (or available for public perusal) and reasons given for the need to travel. If the travel is to attend a conference a report should be made. This report should be available for public perusal.

Graeme Lindsay Submissions

**Submission to Tasmanian Industrial Commission
Parliamentary Salaries and Allowances**

Graeme Lindsay

**P O Box 170
Deloraine 7304**

Whips – There should be no additional payment made to Whips. This is for 2 reasons.

Firstly, the definition of ‘whip’ as it pertains to Parliament in the Oxford Dictionary (1998) is as follows;

an official of a political party appointed to maintain parliamentary discipline amongst its members, especially as to ensure attendance and voting in debates.

As a party whip works for the benefit of his or her party, any additional remuneration should be paid by the political party with no cost incurred by the taxpayer.

Secondly, while a historic position brought from England (its lower house has 650 members) the current size of the House of Assembly (25 members) with the Liberal party holding 13 seats does not justify the position of a whip or any additional salary. With the opposition having smaller numbers in the House, this is even more applicable.

If a political party consisting of nine ministers, one Speaker, one Parliamentary Secretary, one backbencher and, currently, a government whip cannot organise attendance and voting at ‘debates’ without a whip, then one would have to question their abilities. This applies to the Opposition whip as well, although I would suggest that this position does not act for all members who are not part of the dominant party.

Secretary to Cabinet

There are two questions relating to this position, unnecessary in the current parliament.

1. What is the role and duties of this position?
2. What is the relationship between this position and the Premier, Cabinet Office and Office of the Secretary of the Department of Premier and Cabinet?

Currently no member of parliament is recognised as the Secretary to Cabinet in the Tasmanian Parliament website. There is no member of Parliament listed as the secretary to cabinet in the Tasmanian Government’s Cabinet website. Given the propensity of all members of parliament to tell the world about themselves, it can be concluded that some other person is in the role of secretary to cabinet.

The Cabinet Handbook footnote reads, as follows;

The Cabinet Secretary may be a person appointed to that role under the Constitution Act 1934, a Parliamentary Secretary to Cabinet appointed by the Premier, a member of Cabinet nominated by the Premier, or the Secretary of the Department of Premier and Cabinet or their delegate. In this Handbook the term "Cabinet Secretary" is used to refer to any of these positions.

[The appointment of *the Secretary of the Department of Premier and Cabinet or their delegate* appears to disagree with the Constitution Act 1934 which states that:

8F Appointment of Secretary to Cabinet

(1) The Governor may, from time to time, appoint a Member of the Council or the Assembly to hold office as Secretary to Cabinet.

(2) A person shall not be appointed to hold office as Secretary to Cabinet if he is a Minister of the Crown.

(3) A person shall not be appointed as a Minister of the Crown if he is holding office as Secretary to Cabinet.]

Based on the Cabinet Handbook, if no member of Parliament is acting as the secretary to cabinet, does the person in this position receive an additional salary in excess of \$42,000? If a member of parliament is appointed secretary to cabinet, does the salary of the Secretary of the Department of Premier and Cabinet decrease by the same amount? A similar question could be asked of the Secretary of the Department of Premier and Cabinet where his or her delegate acts as the secretary to cabinet – what proportion of the \$42000 plus does the Secretary of the Department of Premier and Cabinet or his or her delegate receive?

If the current non-member of Parliament secretary to cabinet is capable of undertaking this work without additional remuneration, is not a parliamentary member of the ‘ruling’ political party as capable?

Alternatively, given that the appointment of the secretary to cabinet is an appointment by the premier, the role of secretary to cabinet is not part of the employment of the Secretary of the Department of Premier and Cabinet. Does this mean that the position of secretary to cabinet, when a member is appointed to this role, costs the taxpayer over \$84,000.

Overall the information provided for additional salary does not provide adequate justification. This information should include the arguments why the salary regime relating to an additional ‘position’ held by a member of parliament should be substantially different from the same position held by a non member when undertaking the same function.

Leader and Deputy Leader for the Government

I question the additional salary paid to the Leader and Deputy Leader for the Government. It is assumed that these positions would be held by members of the political party that has formed government. This is the existing case with the two Liberal members holding these positions.

It is assumed that both Liberal members would:

1. support the actions of the Liberal government; and
2. exhibit and illustrate their loyalty to their sponsoring political party.

If these assumptions are valid, then it would mean prosecuting the government’s agenda in the council irrespective of any additional salary.

An additional question is the function of the President of the Council. Given that one of the principal purposes of the Council is to review any legislation referred to it by the Assembly, this

‘government business’ must feature as a strong consideration in setting the council’s agenda and work timetable.

There are no boundaries given to this position. Is this all government business (negotiations surrounding teacher and nurse pay levels) or is it just the legislation passed by the Assembly’s dominant political party?

As with the position of ‘whip’, these are political party appointments and additional salaries should be paid by the political party.

It would be interesting for the Commission to discuss governance issues relating to the Legislative Council if the house’s dominant political party did not have one of its members on the council. If the positions of leader and deputy leader of government business are required, how would the Council function if no member of the Assembly’s dominant political party was elected to the Council?

This is possible given the strong history of independents. If this did occur, how and at what monetary cost would the government of the day have its legislation addressed by the Council?

Base Salary

The issues paper provides as an appendix what it considers to be the roles of a member of parliament. However there is little information as to whether or not the current members are fulfilling these.

These roles are listed as:

- (i) A representative of the people in their electorate who must play an active role in their community - listening and providing advice and assistance to, and advocating for, individual constituents,*
- (ii) Providing a direct link between their electorate and the Parliament,*
- (iii) Advocating on behalf of their constituency as a whole,*
- (iv) Contacting and supporting the communities within their electorate and acting as a lobbyist for local interest groups,*
- (v) Performing parliamentary functions as a member of the House of Assembly or Legislative Council, such as debating legislation and participating in general debates, scrutinising the actions of the executive government through asking questions on notice or without notice and making speeches, particularly on topics that affect their constituency,*
- (vi) Serving on parliamentary committees, as required, to examine specific issues and legislation that comes before the Parliament,*
- (vii) Participating in internal party processes and meetings, and being a communicator for their party’s policies, where applicable, and*
- (viii) Promoting Tasmania and advocating on behalf of the State.*

It can be argued that the most dominant factor in the work of a member is membership of his or her sponsoring political party. This means that the seventh role in the list above dominates.

Given the electoral system in Tasmania, questions arising include:

- How often do the five members from one electorate get together to discuss the problems facing their electorate?

- Have they all lobbied for an agreed or similar solution to such a problem and/or provided combined voice in parliament?
- How often have the five members of an electorate voted as a block on an issue which is contentious for political parties?

Such questions lead to wondering about the basis upon which the Commission determines the base salary.

From the information provided, the general argument appears to be the position of Tasmanian politicians (equally described as committee members as each house is a committee) amongst public officials of the state and their relative ranking amongst other Australian 'committees'.

The criteria and method for determining the salary or wage of any group of people should be the same for all people. It should not matter whether they are politicians, plumbers, nurses or kitchen hands.

Electoral Allowances

Legislative Council

Table 8 illustrates the differences between electorates. Currently there is a difference of \$18898 (1 July 1918) between the highest and lowest allowances. It is assumed that each electorate would have a set of core purposes on which this allowance can be spent.

Currently the allowance of Group 5 electorates (\$32394) meets the needs of this core. Any amounts above this are provided for specific and documented reasons and any use of funds in excess of the lowest allowance should be restricted to these specific purposes. This would mean that monies for airfares to Flinders and King Islands can't be used to pay for postage.

House of Assembly

Similar points apply to the house although the amounts differ. Again, any additional funds are provided above the lowest electoral allowance, the reasons for these additional funds must be identified, the spending of such funds must be restricted to these purposes and relevant details documented.

Generally for both houses, some restrictions should be placed on 'saving' up an electoral allowance for use in an election campaign, be a state or federal election. Unspent electoral allowances should not be carried over to the following year.

Specific expenses

The actual items that can be claimed as an electoral expense should meet the requirements of the Australian Tax Office.

There should be a requirement for each member to provide a report on how they have spent their electoral allowance. The information in these reports would be publicly available as are *Register of Interests of Members* statements. As it can be assumed that each member keeps detailed records of his or her electoral allowance, this is not a great ask. Also it allows greater transparency in how members are spending the taxpayers' dollars.

Home office expenses

These should be treated separately as any 'improvements' (desk, book shelves, etc.) would remain with the member after he or she leaves office. It is suggested that the basic needs and requirements of a home office be identified and any additions above these are at the member's expense. These expenses could then be claimed as a tax deduction.

Committee Fees

The additional salary to the Chair of a Committee is adequate. Providing an allowance above this should not be provided, especially as serving on parliamentary committees is identified as one of the basic roles of a member. In addition, the Chairs of these committees should be adequately resourced and this support should also be considered when considering sitting fees for committee chairs.

Taxi Fares

Given that members are provided with a vehicle or support for a private vehicle, taxi fares should not be part of the electoral allowance. It can be argued that using a taxi can be more efficient and effective but this use is the choice of the member. The costs incurred can be included as an expense on his or her tax return.

Away from Home Travelling Allowance.

While this allowance should be paid, there are three points which need to be clarified to allow transparency in its use.

- What is the definition of 'official parliamentary business'?
- When does 'official parliamentary business' occur eg sitting days only? and
- Who determines 'official parliamentary business' – speaker, president, clerk of the house, etc.?

Where a member exceeds this allowance, any excess should be considered as a personal expense.

Bass Strait Islands Travelling Allowance

This should continue on condition that the additional expense of having these islands within an electorate is not part of a higher electoral allowance.

Resettlement Allowance

Members voluntarily and knowingly enter into a contract for one election cycle which they know may or may not be renewed at election time. Thus all should be well aware that their financial circumstances may change at election time. Any 'financial shock' reflects on a member's opinion of his or her opinion of themselves and/or poor management of his or her personal finance, a skill or lack thereof he or she would have brought to the parliament.

There is a substantial number of people on contracts of varying lengths of time with an assortment of conditions that receive no resettlement or similar allowance. The history of treatment of sub-contractors is an example of the many other people who receive a far greater

‘financial shock’ when a contract is terminated.

If a resettlement allowance is to be provided, it should kept to a minimum and instead of reflecting that provided to members of other parliaments, the allowance should reflect the equivalent paid to Tasmania’s public servants.

Finally, the Tribunal should consider possible changes to the Tasmanian Electoral Act which is under review.

Shane Donnelly Submissions



*Parliament House,
Hobart*

11 April 2019

Mr David Barclay
President
Tasmanian Industrial Commission
2/144 Macquarie Street
HOBART TAS 7000

Dear Mr President,

Parliamentary Salaries and Allowances Inquiry

Thank you for your correspondence of 15 March last concerning the Inquiry of a Full Bench of the Industrial Commission into salary, allowances and entitlements applicable to Members of the Tasmanian Parliament which was accompanied by an *Issues Paper*.

Given the quite political character of the issue of Parliamentary salaries and allowances, I have not felt able to prepare a written submission to the inquiry. I would of course be pleased to appear before the Full Bench, if it was of a view that that would assist. I would request that any such appearance be conducted *in camera*.

Yours sincerely,


Shane Donnelly
CLERK OF THE HOUSE

House of Assembly, Parliament House, Hobart 7000
Telephone (03) 6212 2374
Email: shane.donnelly@parliament.tas.gov.au

Will Hodgman Submissions



PREMIER OF TASMANIA

16 APR 2019

Mr David Barclay
President
Tasmanian Industrial Commission
GPO Box 1108
HOBART TAS 7001

Dear Mr Barclay

Parliamentary Salaries, Allowances and Entitlements

Thank you for your letter of 14 March 2019 inviting comment on the Issues Paper prepared by the Tasmanian Industrial Commission in relation to its Inquiry into the basic salary, allowances and other entitlements applicable to Members of the Tasmanian Parliament.

The Tasmanian Government does not wish to make a detailed submission in relation to the matters addressed by the Issues Paper. However, I note from the Issues Paper that Tasmanian Members of Parliament receive a basic annual parliamentary salary that is the lowest of all Australian states and territories. While that may be the case, any arrangements to increase current salaries for Tasmanian Members of Parliament must be both fair and affordable, within the context of the need to maintain the sustainability of the State Budget.

In this context, the Government's view is that parliamentary salaries should increase in line with the Government's announced wages policy.

Thank you for the opportunity to comment.

Yours sincerely

Will Hodgman MP
Premier

Unions Tasmania Submissions



Submission to the Tasmanian Industrial Commission (TIC):

Parliamentary Salaries, Allowances and Entitlements Inquiry

April 2019

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1. Introduction

Unions Tasmania is the peak body for trade unions in Tasmania. With 26 affiliate unions in Tasmania, we represent approximately 50,000 union members across industry, in both the public and private sector. Unions Tasmania is also the local branch of the Australian Council of Trade Unions (ACTU).

The Tasmanian trade union movement works everyday towards building a better society for everyone. We do this by ensuring that workers have, at a minimum, fair pay, secure jobs and a safe workplace. We advocate for worker's pay rises at bargaining tables in the public and private sector, in industrial tribunals and in the Parliament where legislation directly impacts wage outcomes for workers. It is for these reasons that we make this submission in this Inquiry by the Tasmanian Industrial Commission (TIC).

We are pleased to submit the following points addressing the considerations set out in the *Inquiry into Parliamentary Salaries by The Full Bench of the Tasmanian Industrial Commission: Issues Paper* (March 2019) - "Issues Paper".

2. Matters to be Determined

Role of an MP

4.1 The Commission is interested in any submissions about this issue with a particular focus on whether any changes to the role impact on the salaries and allowances that should be paid to MPs.

Unions Tasmania submits that there has been no fundamental change to the role of an MP in Tasmania. While other large groups of workers in the private and public sector have had to deal with technological change, digital disruption and globalisation changing their jobs, the same cannot be said for MPs.

The role of an MP continues to predominately involve parliamentary attendance and electorate representation. Many do this as a member of a political party. This has not substantially changed.

Parliamentarians must continue to engage with the constituents of their electorate in a variety of ways and represent their interests in the public domain and in the Parliament. For these reasons, Unions Tasmania submits that this review need not consider in depth the role of an MP.

Mechanism for the Future Adjustment of Salary

6.1 The Commission seeks submissions about whether there should be an annual salary adjustment, and if so, whether this should be based on the annual increase in WPI or some other method.

Unions Tasmania submits that all workers deserve to have their salary maintained in real terms. When a worker's pay does not rise at a rate commensurate with living costs, then this is an effective pay cut.

Unions Tasmania would, however, like to point out that politicians in Tasmania have been fortuitous in recent years. Their pay packets have not been subject to the same prolonged wage suppression as that of other workers in the Tasmanian State Service.

They received the same 2% wage capped increases as public sector workers when inflation was running below 2% which means they received real wage rises. They then missed out on a wage increase in one year and then received a 10.53% 'catch up' increase in the next year. No other public sector workers received such a catch up. Following this, their wage increases were linked to WPI so that as inflation rose, they continued to get increases above inflation. Other public servants' wages were capped at 2%, sending their pay backwards.

By way of comparison, between 2015 and 2018 the salary package (base salary, loading, electorate and vehicle allowances) paid to the Treasurer Peter Gutwein rose from \$262,819 to \$299,090 – a rise over 3 years of \$36,271 or more than 12%. Over the same period the wages paid to public sector workers, who are on far less generous salaries, rose by just over 6%.

Unions Tasmania also submits that politicians are fortuitous in that the only performance appraisal they receive is at the ballot box where popularity does not necessarily equal competence. While most workers in the private and public sectors have had to justify 'productivity gains' or other savings in order to win sometimes meagre wage raises, no such trade off occurs with MP salaries.

For example, the Treasurer Peter Gutwein released a budget in June 2018 that forecast surpluses in excess of \$620m over the forward estimates. Only six months later he released a Revised Estimates Report that downgraded that surplus forecast by almost 80%. A public sector worker whose work performance was this poor would have been subject to performance review and if, like the Treasurer, had exhibited similar failures in the past, would have been subject to sanction up to and including termination.

Unions Tasmania supports a mechanism to maintain the real value of the salaries of politicians. We submit that the mechanism should have some reference to the increases the government considers fair for other public sector workers.

Additional Salary for Certain Office Holders

7.1 Whether the existing additional salary amounts in Tasmania are appropriate;

7.2 Whether there are offices in Tasmania for which the payment of an additional salary amount may be appropriate, but for which additional salary is not currently provided; and

7.3 The quantum of additional salary paid in relation to the offices of President of the Legislative Council and Speaker of the House of Assembly.

Unions Tasmania submits that there be no increase to the additional salary amounts currently in operation. We do not support extending these payments to any additional office bearers including the President of the Legislative Council or the Speaker of the House of Assembly.

We note that the Premier receives an allowance of double the base salary for an MP while other office bearers receive significant additional salary amounts of between 35% and 82% depending on the role, with the exception of less senior office holders such as Whips and Committee Chairs who, appropriately, receive much less.

Unions Tasmania submits that a number of our members would already find these additional salary amounts to be in excess of community expectations and any increases would not be viewed favourably.

Motor Vehicle Allowance

8.1 The Commission invites submissions as to the adequacy or otherwise of this allowance.

Regarding allowances broadly, it is worth noting that allowances are not meant to supplement the income of politicians. Allowances are provided to cover legitimate expenses incurred in connection with carrying out a role. Their formulation should therefore be considered in that light.

Unions Tasmania recognises that an MP should be undertaking travel across their electorate and, if in a Ministerial position, across Tasmania. It is reasonable, therefore, to provide a standard vehicle for work-related travel. We support the provision of a motor vehicle as opposed to an allowance. We further support the documentation of the usage of that vehicle and clear guidelines around whether it can be used for private purposes.

Electorate Allowance

9.1 As proposed by the 2016 Report, a detailed review of the allowance will be undertaken in the upcoming 2019 Inquiry. The Commission seeks submissions about the objective, legitimate uses and administration of the Electorate Allowance as related matters (in the sense of section 3C (2) of the 2012 Act).

9.2 Additionally, the Commission invites submissions as to the way in which the Electorate Allowance is currently being used, and whether some of the expenses met out of the allowance can be met from other existing allowances or benefits and whether this should occur?

9.3 The Commission also seeks submissions as to whether, having regard to the legitimate purposes and use of the Electoral Allowance, that allowance should be adjusted so as to identify the specific purposes for which the allowance is to be used, and to establish other specific allowances or benefits for other purposes which currently (but ought not) fall within the electoral allowance; for example whether there should be a specific allowance for home offices and the electoral allowance adjusted accordingly.

Unions Tasmania believes it is important that MPs communicate with their constituents and would encourage more elected members to be proactive in their engagement with their electorate. We would encourage them to do this in face rather than via semi-regular newsletters, though we acknowledge that this forms a part of their communications. We also note that some MPs utilise this allowance in meaningful ways such as supporting local organisations within their electorate to run events and activities.

We do, however, contend that there is a lack of clarity around the purposes of this allowance. We submit that broadly, costs that are incurred by all MPs should be funded through Ministerial and Parliamentary budgets, not an allowance.

Unions Tasmania questions why taxi fares are included when MPs are provided with either a motor vehicle or a significant allowance in lieu of a vehicle. We also question whether it is appropriate the allowance is used for home office and internet fees. We submit that our members would question whether it was appropriate that the allowance could be utilised to upgrade a vehicle to a four-wheel drive. We would encourage the Commission to consider whether these items in particular should be included in this allowance.

Legislative Council Electoral Boundaries Redistribution

10.1 Submissions are sought on the proposed reassignment of groupings for the Legislative Council Electorate Allowance.

Unions Tasmania notes the boundary redistributions and supports the proposed reassignment of groupings for the Legislative Council Electorate Allowance.

Committee Sitting Fees

11.1 It should be noted that Chairs of a Committee already receive an additional salary of 20% as prescribed by the PSSAA, see Table 6. In light of this, the Commission seeks submissions about whether committee fees should be re-considered as part of this Inquiry.

Unions Tasmania submits that sitting fees should be scrapped. While we understand that a Chair of the Committee has an additional workload, we submit that the 20% additional salary is adequate to recognise this additional effort.

Telecommunications Allowance

12.1 Telecommunications and technology are changing rapidly and therefore the Commission seeks submissions from MPs and interested parties about what technology should be included in future Telecommunications Allowances.

12.2 The Commission also seeks submissions relating to the specific legitimate uses of the Telecommunications Allowance.

Unions Tasmania submits that the Telecommunications Allowance be abolished and instead MPs should be given the required telecommunications and IT equipment necessary to perform their role. This should include the provision of a mobile telephone and potentially a laptop or tablet device. The costs of these expenses should be paid for by the taxpayer.

The purchasing power of the Government, along with the options in the market to purchase mobile phones and other IT at a competitive price, should be harnessed to reduce telecommunications costs for MPs. Unions Tasmania notes now that many mobile phone plans include large amounts of internet data and unlimited calls that should more than meet an MPs needs.

MPs should be contactable by a mobile as supplied and therefore should not need to be compensated for the provision of a home landline telephone service.

Entertainment Allowance

13.1 The Commission invites submissions as to whether there are any reasons to depart from the recommendation of the 2016 Tribunal.

Unions Tasmania recognises that certain office holders such as the Premier will be required to engage with constituents and stakeholders as part of their roles. We submit that there be no increase to these allowances and note that, at 12% of salary, the Premier's entertainment allowance equates to \$17,000 per year, which is not insignificant.

We further submit that there should be additional guidelines around the use of this allowance to ensure that it meets community expectations.

Unions Tasmania also submits that it is important these allowances are considered relevant to the treatment of other allowances in the public service. By comparison, Premier Hodgman has recently refused to increase the Health Care Procedures Allowance that is paid to Teacher Assistants in Tasmania's public schools. This allowance is paid for undertaking procedures to students at school that include catheterisation, rectal delivery of certain medications, resuscitation, stoma care and blood and urine testing to name just a few procedures.

For administering these medical procedures, teacher assistants, who generally work part time, earn around \$25,000 per annum and are stood down without pay over school holidays, receive an allowance of around \$12.50 per week. In comparison, the Premier's entertaining allowance seems quite generous.

Away from Home Travelling Allowance

14.1 The Commission invites submissions as to the adequacy or otherwise of this entitlement.

Unions Tasmania supports the current treatment of the Away from Home Travelling Allowance.

Bass Strait Islands Travelling Allowance

15.1 The Commission invites submissions as to the continuation of the Bass Strait Islands Travelling Allowance.

Unions Tasmania supports the continuation of the Bass Strait Islands Travelling Allowance as it currently applies.

Resettlement Allowance

16.1 The Commission invites submissions as to whether a resettlement allowance should be adopted (within the meaning of section 3C(2) of the PSSAA) and if so, what the qualifying period (the number of terms) should be and the appropriate quantum.

Unions Tasmania supports the adoption of a Resettlement Allowance as follows:

1. A period of 8 weeks at base salary be provided as a resettlement allowance in the event that a sitting member is defeated at election, following the completion of at least one full term.
2. That where a member has served at least 3 terms, that member not be eligible.
3. Members who choose to retire are not eligible for the resettlement amount.

4. Conclusion

In conclusion, Unions Tasmania offers the following additional points that we have made in previous submissions regarding development, training and transparency.

A mechanism should be established to ensure that newly elected MPs are provided with an induction process and the opportunity to undertake skill development.

Further consideration should be given to establishing a minimum set of conditions applicable to MPs, for example paid parental leave, domestic violence leave, and personal leave.

Finally, a transparent and fair system of remuneration for MPs should not allow Parliament to veto increases awarded through any independent external statutory mechanism. Legislation which enables political interference with recommendations arising from annual reviews of salaries must be disallowed. In extraordinary circumstances, when it is the view of Parliament that the decision of the Commission should not be implemented, then those arguments should be put before the Commission.

Appendix 2 - History of Salaries in the Tasmanian Parliament⁸¹

1. Chronology of Significant Changes to MPs' Pay
2. History of Parliamentary Salaries
3. Significant Changes to MPs' Pay

⁸¹ Source: Parliamentary Research Service – updated.

1 Chronology of Significant Changes to MPs' Pay

- 1870 September: A motion to investigate the reimbursement of members is considered at the instigation of Hon. J.D. Balfe, but is withdrawn. Instead the Victorian Royal Commission Report on Payment of Members is tabled as PP79/1870 - no action is taken.
- 1872 Dec: A similar motion is moved by Hon. J. Millar. It too is withdrawn.
- 1873 October: A suggestion to pay MPs one pound (£1) per sitting day is moved by Hon. A. Clerke, but it too fails.
- 1874 Hon. J.R. Scott successfully moves a motion on 13 August to establish a Select Committee of the House of Assembly to investigate the *liquidation* of members' expenses. The report, after three meetings of the committee, is tabled as PP69/1874 on 19 August. However, its main finding is to reiterate the report of the 1870 Victorian Royal Commission.
- 1890 Bill No. 67 *Payment of Members* is introduced on 22 October and becomes 'Reimbursement of Members of Parliament Act, 54 Victoria No. 20, 1891'. The aim is to recoup expenses in 'relation to attendance in the discharge of Parliamentary duties'. Half the money is paid in two separate payments.
- 1891 Payment scheme commences from first day of session, namely, 7th July.
- 1908 14 August: A seven-member Select Committee of the House of Assembly, chaired by Hon. J. Earle is established. It meets on four occasions and reports on 25 September 1908 as PP48/1908. Its main finding is for an increase from £100 per annum to £200 per annum to take account of 'larger electoral districts' with concomitant 'greater expenditure and loss of time on the part of Members'.
- 1927 17 August: Joint Committee appointed to inquire into proposed salary increases to members and office holders. Reported 30 August (PP23/1927).
- 1942 Cost of living allowance as used by Public Service is introduced at a rate of 4 shillings per fortnight.
- 1948 11 October: A Committee of Inquiry on Salaries of Members is established, chaired by John Harris. Its report is tabled in November 1948 as PP42/1948. Its main finding is to set a basic pay of £800 for Legislative Councillors, with larger amounts for different electorates up to £1 050, and a basic pay for House of Assembly of £850 (Bass) ranging up to £1 050 (Darwin, now Braddon). Ministers to receive £1 750 and Premier £2 000: plus an entertainment allowance.
- 1951 October: the Premier, Hon. R. Cosgrove, appoints a Committee of Inquiry chaired by T. Hytten. Its report dated 16 November, is made PP63/1951. Its main findings are to take account of cost of living increases since 1948, and to adjust them quarterly, if this is used as a model in the Public Service.
- 1953 The cost of living adjustments are pegged at £382 per annum.
- 1955 An Order-in-Council dated 29 March establishes another Committee of Inquiry into Salaries, Allowances and Retiring Allowances of MPs, chaired by J.L. Walker. The report is signed on 18 April and becomes PP13/1955. Its main findings include a view that a '... conscientious Member cannot adhere to normal working hours and days'. It also believes that a salary differential between the two Houses is 'justified', but the Legislative Council also gains an electorate allowance ranging from £250 to £350.
- 1955 Subsequent to the report, Legislative Councillors refuse to accept other than comparable rates of pay with MHAs. Thus MHAs basic pay is reduced by £100 per annum whilst their allowances are raised by £100 per annum.

- 1960 15 July: A Board of Inquiry chaired by W.F. Webb is established. It reports, after having met on a dozen occasions, on 5 August as PP34/1960. Its main finding is for a basic pay of £1 850 that would apply to both Houses without any differential; allowances for Legislative Council would range from £250 to £575 per annum and for House of Assembly from £750 to £875 per annum. The Premier's pay should be £2 200 pounds plus £350 for entertainment. It also recommends an independent board for salaries of MPs be established.
- 1964-73 7 July 1964: A Parliamentary Salaries Tribunal is established by virtue of the Parliamentary Salaries and Allowances Act. It issues three reports (PP44/1964, PP36/1967 and PP33/1970) before it is abolished in 1973.
- 1982 The incoming Gray Liberal Government legislates (Act No. 14/1982) to freeze members' pay for a two-year period. Thus the 1981 basic pay remains effective until 15 June 1983.
- 1984 By virtue of Act No. 30/1984 the Auditor-General is authorised to assess whether or not a Public Service salary increase should automatically apply to MPs also. This would then be gazetted as the new "basic salary". The act also establishes a three-person Salary Review Committee to assess the basic salary level as at 1 May 1987.
- 1984 23 October: By an order-in-council a three-person Advisory Committee on Electoral Allowances is established with Mr R. Mather as Chair. Its report becomes PP19/1985. Its main recommendation is to increase all such allowances to take account of increases in the number of electors and length of roads per electorate between 30 June 1973 and 31 December 1984.
- 1986 By virtue of Act No. 74/1986 the Government gives effect to a promise to reduce MPs salaries. Thus a series of reductions is made as follows: 3% for salaries up to \$30 000 but less than \$40 000, then 4% reduction up to \$50 000 after which a 5% reduction would apply. (See House of Assembly *Hansard* 22 July 1986).
- 1987 Salary Review Committee chaired by L. Koerbin (June-July) resolves that 'no pay rise' is warranted. By Statutory Rule No. 227/1987 the temporary reductions in salary are lifted as of 15 November 1987.
- 1988 By virtue of Act 30/1984 the Auditor-General advises the Government that MPs could not expect a flow-on of 4% given to public servants under the second-tier wage agreement because no productivity offsets applied.
- Act No. 22/1988 removes doubts concerning the above by abolishing the Salaries Review Committee and provides a three-part package to MPs:
1. Basic pay of \$40 102, i.e. 4% back-dated to 1 April 1988 plus permanent equivalence to public service salaries to be determined and gazetted by the Auditor-General.
 2. Full telephone rental allowance (at home) and quarterly payment of any one telephone account.
 3. Postal expenses for costs incurred for the discharge of parliamentary duties, paid quarterly.
- State Industrial Commission rules in favour of 3% wage rise effective from 15 September 1988 and \$10 per week in March 1988. Statutory Rule No 209/1988, notified in the Gazette 23 of November 1988, provides that a Member of Parliament receive an allowance of \$300 per quarter for postal expenses, effective 1 April 1988.
- 1989 31 May: Gazette announces two back-dated basic salary increases including the \$10 p.w. national wages rise.
- 1989 6 December: Gazette sets basic salary at first 3% instalment of 6% national wage decision.
- 1990 29 August: Gazette announces basic salary as second 3% increase.

State Budget 1990-91 sees \$120,000 provided for Legislative Councillors' support staff and \$353,000 provided for Green Independents' support staff and facilities. Following a Managers Conference an Independent Assessor is established to review all MPs' support staff by 1 February 1991.

- 1991 29 August: Premier Field (ALP) suggests the re-establishment of a Parliamentary Salaries Remuneration Tribunal (to include e.g. Judges Salaries) and indicates Cornish Review/Remuneration Tribunal implementation to be staggered.
- 1991 25 September: Auditor-General details his concerns over claims for travel and other allowances for Members of Parliament and makes a list of recommendations. Premier Field agrees that a review would be appropriate - his Government already plans a Parliamentary Provisions Act (which does not eventuate).
- 1992 2 June: Premier Groom (Lib) introduces bill to phase out superannuation scheme and replace it with 16% superannuation support allowance on top of basic salary for members to obtain their own benefits; however the bill lapses.
- 1993 18 November: Premier Groom (Lib) introduces a bill to link Tasmanian MPs' pay to that of Commonwealth MPs (95%) and to restructure the various loadings payable to office bearers on top of their basic pay. Effective date to be 1 January 1994. In addition \$5 000 is provided to each MHA for equipment purchases (equipment remaining property of Parliament).
- 1994 1 July: Premier Groom (Lib) declares that a new allowance payable to Federal MPs (\$5 000 p.a.) is not a portion of the basic pay and thus Tasmanian MPs would not receive 95% of this sum. He later says legislation would confirm this if necessary but no legislation is forthcoming.
- 1995 28 March: Premier Groom (Lib) announces a three-person panel to review the 95% nexus with Federal MPs' salary. 21 April: Bruce Collier (Chair), Keith Marshall and Sir Geoffrey Foot named as review panel, with terms of reference to review 'appropriate proportion' of Federal salary to form the basic salary of Tasmanian MPs.

8 June: Collier Report is handed in. It accepts the 40% pay rise as justifiable and recommends a new phased-in nexus of 97%. But Premier Groom rejects this and legislates for a nexus of 88.9% instead by the Parliamentary Salaries and Allowances Amendment Act 1995, which receives royal assent on 13 July although deemed to be effective from 30 June 1995.
- 1996 14 May: Parliament passes the Parliamentary Salaries and Allowances Amendment Act (14/1996) which provides for a review of the basic salary and loadings of all members and office holders. The review by the Full Bench of the Tasmanian Industrial Commission (F. D. Westwood Chair) would set the percentage link with the Commonwealth MPs rate of pay as at 30 June 1996, such review being unquashable. Thereafter, the Auditor-General would cause a notice of determination to be published in the Gazette, which is to have effect from 1 July in each subsequent year.
- 1997 15 May: Industrial Commission publishes its determination, setting Tasmanian MPs' salaries at 85.19% of that of a Federal member. It also publishes its determination of additional salaries and allowances. This includes an allowance for the Leader of a party with four or more members, other than the Government or the Opposition, for the first time in Tasmania.
- 1997 15 August: Parliament passes the Parliamentary (Disclosure of Interests) Act (22/1996) which establishes a register of pecuniary interests for Tasmanian MPs. With these steps taken the disbandment is announced of the Extremely Greedy 40% Extra Party, which was established after the MPs 40% pay rise.
- 1997 October: After revelations regarding spending of MPs' allowances Premier Rundle (Lib) and the Leader of the Tasmanian Greens agree to send them to a committee of review. On 10 October a separate review commences, although it is composed of the Tasmanian Industrial Commission and is to report at the same time as the salary review.

- 1998 On 17 February, Minister for Finance (Ron Cornish) appoints Dr Vince Fitzgerald (of Allen Consulting Group Pty Ltd) to review the superannuation entitlements of future parliamentarians, judges and *masters* of Supreme Court.(Report issued April 1998)
- In June 1998, the Tasmanian Industrial Commission is appointed to report by September, i.e. to make a determination on the Fitzgerald Report “on the percentage of basic salary that should be payable as a retirement income allowance”.
- In July 1998, Auditor-General determined that because Federal MPs had received no increase then due to the nexus a flow-on to Tas. MPs was available.
- Federal Members of Parliament agree a pay rise of 10% in two stages: 5% 1/7/00 and 5% 1/7/01. Because Tasmanian MPs’ salary has a 85.19% nexus with Federal MPs’ pay rise calculated by Audit Office. It comes to 4.45% as of 1/7/00.
- 1999 On 1 July 1999, Premier Jim Bacon announces that the Government will implement recommendations of Full Bench of Tasmanian Industrial Commission, (F D Westwood-Chair). *Report of the Committee of Review inquiring into entitlements of MPs regarding retirement income allowances and re-establishment allowances* (June 1999).
- Report of the tribunal appointed to determine Electorate Allowances payable to all members of the Legislative Council released (15 September, see allowances tabulation).
- Continuing Professional Development Allowance of \$3 000 applied from 1998-2006: reports of the travel undertaken were lodged with the Parliamentary Library.
- 2006 Second Committee of Review reports (August 2006) and recommended e.g. motor vehicle allowance or a car per Member. It also abolished the Continuing Professional Development Allowances (used for travel from 1998).
- 2011 Legislation passed to fix rise in MPs’ salaries for 2011/12 to 2% in line with the Government’s wages policy.
- 2012 Legislation passed to fix rise in MPs salaries for 2012/13 and 2013/14 to 2% in line with governments wages policy.
- 2013 June 2013: Order-in-Council appoints Timothy John Abey (who shall chair the Tribunal), Nicole Mary Wells and Barbara Deegan to be a tribunal to inquire into the basic salary for Members of the Tasmanian Parliament as required by the *Parliamentary Salaries, Superannuation and Allowances Act 2012*.
- 2013 October 2013: Tribunal released issues paper and called for public submissions.
- 2014 May 2014, Report of the Parliamentary Salaries and Allowances Tribunal Inquiring into Basic Salary, Allowances and Benefits provided to Members of the Tasmanian Parliament.
- 2015 Legislation passed to fix MPs salaries as at 1 July 2015, and require Full Bench of the Industrial Commission to determine salaries in future, with first determination required by 1 March 2016.
- September 2015: Full Bench of Commission comprising Timothy John Abey (President), Nicole Mary Wells (Deputy President) and Michael Roberts (Commissioner) releases issues paper and calls for public submissions.
- 2016 February 2016: Full Bench of the Commission produces first Report and Determination. This was not disallowed.
- 2018 As the 2016 Report recommendations applied until 30 June 2018, a new review was required which was intended to apply on and from that date. The Commission determined that only an

interim review would be conducted pending a detailed review of salaries and allowances to be completed by March 2019.

2019 March 2019: The Commission released issues paper and called for public submissions.

2020 November 2020: The Commission re-issued the 2019 Issues Paper and called for public submissions.

2 History of Parliamentary Salaries

Year	Title	Act No.
1882	Responsible Ministers' Salaries Act	46 Vict. No. 9
1890	Reimbursement of Members of Parliament Act	54 Vict. No. 20
1891	Reimbursement of Members of Parliament Act	55 Vict. No. 29
1892	Responsible Ministers' Salaries, Reduction Act	56 Vict. No. 9
1894	Reduction of Salaries fixed by Law Act	58 Vict. No. 42
1895	Reduction of Salaries fixed by Law Act	59 Vict. No. 41
1896	Reduction of Salaries fixed by Law Act	60 Vict. No. 41
1898	Reduction of Salaries fixed by Law Act	62 Vict. No. 55
1900	Payment of Members Act	63 Vict. No. 51
1901	Alteration of Salaries fixed by Law Act	1 Ed. VII No. 35
1902	Alteration of Salaries fixed by Law Act	2 Ed. VII No. 44
1903	Alteration of Salaries fixed by Law Act	3 Ed. VII No. 30
1904	Alteration of Salaries fixed by Law Act	4 Ed. VII No. 26
1905	Alteration of Salaries fixed by Law Act	5 Ed. VII No. 41
1906	Alteration of Salaries fixed by Law Act	6 Ed. VII No. 4
1906	Officers' Salaries Act	6 Ed. VII No. 38
1907	Alteration of Salaries fixed by Law Act	7 Ed. VII No. 43
1908	Alteration of Salaries fixed by Law Act	8 Ed. VII No. 43
1909	Alteration of Salaries fixed by Law Act	9 Ed. VII No. 17
1910	Ministers' Salaries Act	1 Geo. V. No. 38
1910	Payment of Members Act	1 Geo. V. No. 53
1913	Payment of Members Act	4 Geo. V. No. 49
1918	Payment of Members Amendment Act	9 Geo. V. No. 64
1919	Payment of Members Act	10 Geo. V. No. 3
1923	Ministers of the Crown Act	14 Geo. V. No. 2
1927	Ministers of the Crown Act	18 Geo. V. No. 14
1927	Payment of Members Act	18 Geo. V. No. 15
1931	Official Salaries Reduction Act	22 Geo. V. No. 2
1931	Official Salaries Reduction Act (No. 2)	22 Geo. V. No. 45
1934	Payment of Members Act	25 Geo. V. No. 4

Year	Title	Act No.
1934	Ministers of the Crown Act	25 Geo. V. No. 5
1934	Payment of Members Act (No. 2)	25 Geo. V. No. 14
1934	Ministers of the Crown Act (No. 2)	25 Geo. V. No. 15
1936	Official Salaries Reduction Repeal Act	1 Ed. VII No. 25
1943	Ministers of the Crown Act	7 Geo. VI No. 36
1943	Payment of Members (Allowances to Arthur James Tyler) Act	7 & 8 Geo. VI No. 83
1946	Payment of Members Act	9 & 10 Geo. VI No. 50
1946	Ministers of the Crown Act	9 & 10 Geo. VI No. 51
1947	Ministers of the Crown Act	11 Geo. V. No. 51
1948	Parliamentary Salaries and Allowances Act	59/1948
1951	Parliamentary Salaries and Allowances (Adjustment) Act	73/1951
1953	Parliamentary Salaries and Allowances (Adjustment) Act	87/1953
1955	Parliamentary Salaries and Allowances Act	11/1955
1955	Parliamentary Retiring Allowances Act	59/1955
1958	Parliamentary Retiring Allowances Act	32/1958
1959	Parliamentary Retiring Allowances Act	67/1959
1961	Parliamentary Retiring Allowances Act	46/1961
1962	Parliamentary Salaries and Allowances Act	10/1962
1964	Parliamentary Retiring Allowances Act	42/1964
1968	Parliamentary Retiring Allowances Act	40/1968
1972	Parliamentary Retiring Allowances Act	11/1972
1972	Parliamentary Retiring Allowances Act (No. 2)	32/1972
1973	Parliamentary Salaries and Allowances Act	27/1973
1973	Parliamentary Superannuation Act	28/1973
1973	Parliamentary Superannuation Act (No. 2)	70/1973
1974	Parliamentary Superannuation Amendment Act	67/1974
1975	Parliamentary Salaries and Allowances Amendment Act	10/1975
1976	Parliamentary Superannuation Amendment Act	41/1976
1977	Constitution (Ministers of the Crown) Act	82/1977
1979	Parliamentary Salaries and Allowances Amendment Act	86/1979
1979	Parliamentary Superannuation Amendment Act	88/1979

Year	Title	Act No.
1982	Parliamentary Salaries and Allowances Amendment Act	14/1982
1982	Parliamentary Superannuation Amendment Act	15/1982
1982	Constitution Amendment Act	16/1982
1983	Parliamentary Salaries and Allowances Amendment Act	21/1983
1983	Parliamentary Superannuation (Special Provision) Act	62/1983
1984	Parliamentary Salaries and Allowances Act	13/1984
1984	Parliamentary Salaries and Allowances Act (No. 2)	30/1984
1985	Parliamentary Superannuation (Special Provision) Act	41/1985
1985	Parliamentary Superannuation Amendment Act	105/1985
1986	Parliamentary Superannuation Amendment Act	1/1986
1986	Parliamentary Salaries and Allowances Amendment Act	37/1986
1986	Reduction of Salaries (Members of Parliament and Judges) Act	74/1986
1988	Parliamentary Salaries and Allowances (Doubts Removal and Amendments) Act	22/1988
1988	Parliamentary Superannuation Amendment Act	57/1988
1989	Parliamentary Superannuation Amendment Act	42/1989
1990	Parliamentary Benefits (Superannuation and Retiring Benefits Legislation) Amendment Act	33/1990
1993	Parliamentary Salaries and Allowances Amendment Act	91/1993
1995	Parliamentary Salaries and Allowances Amendment Act	15/1995
1996	Parliamentary Salaries and Allowances Amendment Act	14/1996
2006	Parliamentary Salaries, Superannuation and Allowances Amendment Act	4/2006
2011	Parliamentary Salaries, Superannuation and Allowances Amendment Act	24/2011
2012	Parliamentary Salaries, Superannuation and Allowances Act	18/2012
2015	Parliamentary Salaries, Superannuation and Allowances Amendment Act	24/2015

3 Significant Changes to MPs' Pay

Year/Date	Basic Salary	Implemented by	Increase	Comments
1890	100 pounds			
1908	200 pounds			
1918	300 pounds			
1927	Basic pay plus allowances principle introduced.			
1948	800 pounds (Legislative Council)			
	880 pounds (House of Assembly)			
1955	1,382 pounds			
1962	1,850 pounds			
1967	\$4,600			
1970	\$7,200			
1973	\$10,125		40%	
1974	\$12,671		23%	
1975	\$16,582		30%	
1976	\$18,975		14.4%	
1977	\$20,625		8.6%	
1978	\$22,464		8.9%	
1979	\$24,106		7.3%	
1980	\$25,949		7.65%	
1981	\$28,621		10.1%	
1982				(Frozen at 1981 level as government policy)
1983				(Frozen at 1981 level as government policy)
1984	\$34,630		21%	
16 April 1985	\$35,530		2.5%	
17 November 1985	\$36,880		3.8%	
10 September 1986	\$37,782	Reduction of Salaries (Members of Parliament and Judges) Act	2.4%	

Year/Date	Basic Salary	Implemented by	Increase	Comments
16 March 1987	\$38,248	National Wage Case	\$10 p.w.	
15 November 1987	\$38,248	'Reinstated' by Statutory Rule 227/1987		
16 February 1988	\$38,560	National Wage Case (Gazette 13 April 1988)	\$6 p.w.	
1 April 1988	\$40,102	(See Chronology)	4%	
15 September 1988	\$41,305	National Wage Case (Gazette 12 October 1988)	3%	
1 January 1989	\$42,544	(Gazette 31 May 1989)	-	
15 March 1989	\$43,064	National Wage Case (Gazette 31 May 1989)	\$10 p.w.	
23 November 1989	\$44,356	(Gazette 6 December 1989)	3%	
19 July 1990	\$45,687	(Gazette 29 August 1990)	3%	
16 August 1991	\$46,829	(Gazette 2 October 1991)	2.5%	
1 January 1994	\$65,230	Parliamentary Salaries and Allowances Amendment Act 1993 (Gazette January 1994)	40%	
1 July 1994	\$66,208	(Gazette 29 June 1994)	1.5%	
30 June 1995	\$67,519	(Gazette 2 August 1995)	2%	
1996	\$67,519	(See Chronology)	-	
15 May 1997	\$68,372	(Gazette 15 May 1997)	1.26%	1997 Report sets basic salary at 85.19% of Commonwealth basic salary
1 July 1997	\$69, 733	(Gazette 1 July 1997)	-	Commonwealth nexus
1 July 2000	\$72,837	(Gazette 12 July 2000)	4.45%	5% increase in Commonwealth rate
1 July 2001	\$78,375	(Gazette 11 July 2001)	7.6%	Commonwealth nexus
1 July 2002	\$81,442	(Gazette 1 July 2002)	3.9%	Commonwealth nexus
1 July 2003	\$84,168	(Gazette 1 July 2003)	3.3%	Commonwealth nexus
1 July 2004	\$87,541	(Gazette 1 July 2004)	4%	Commonwealth nexus
1 July 2005	\$90,957	(Gazette 6 July 2005)	4%	Commonwealth nexus
1 July 2006	\$94,689	(Gazette 5 July 2006)	4%	Commonwealth nexus
1 July 2007	\$101,334	(Gazette 1 July 2007)	7%	Commonwealth nexus

Year/Date	Basic Salary	Implemented by	Increase	Comments
1 July 2008	\$108,242	(Gazette 1 July 2008)	6%	Commonwealth nexus
1 July 2009	\$108,242	(Gazette 1 July 2009)	-	
1 July 2010	\$111,633	(Gazette 7 July 2010)	3%	Commonwealth nexus
1 July 2011	\$113,866	(Gazette 14 July 2011)	2%	Linkage with Commonwealth broken after Remuneration Tribunal awards 31% increase. 2% consistent with State wages policy
1 July 2012	\$116,143	(Gazette 4 July 2012)	2%	2012 Act reflecting State wages policy
1 July 2013	\$118,466	(Gazette 3 July 2013)	2%	2012 Act reflecting State wages policy
1 July 2014	\$118,466			
1 July 2015	\$120,835	2012 Act as amended by the 2015 Act reflecting State wages policy	2%	

Appendix 3 – The Role of an MP (extracts from previous documents)

1 Extract from 2013 Issues Paper – section 8

Parliamentarians are not employees and hence comparisons with the wider workforce must be placed in proper perspective. There are not designated hours of work. Normal workforce entitlements such as annual and long service leave do not accrue so as to be available on termination. We do however understand that MPs may take leave during the parliamentary term as opportunity offers. Similarly, there is no equivalent of a redundancy payment in the event that an MP loses party endorsement and/or fails to be re-elected. Note: Federal MPs are entitled to a *Resettlement Allowance* equivalent to three months' salary in such circumstances.

The 1997 Report, in identifying 'significant issues', noted:

" The submissions and observations of members of the Tasmanian Parliament and the Tasmanian Government show general unanimity regarding both their comparability with Federal Parliamentarians and their duties and responsibilities. In particular, concerning the latter and without being exhaustive, the submissions and comments emphasise the unrelenting nature of constituent demands; pressure and stress associated with Parliamentary and Ministerial functions; loss of privacy and disruption to family life; the seven days a week nature of the job, irrespective of whether or not Parliament is sitting; lack of job security; and costs associated with elections and servicing electorates."

In relation to Federal parliamentarians, the Remuneration Tribunal Report 2011 observed:

" The role of a parliamentarian is an unusual one, with a high level of complexity and difficulty. They have in effect two jobs, at least. One role is as a member of a legislature which sits for approximately 20 weeks a year in what is to most parliamentarians a city a long way from home. In this role they have to process large amounts of information over long working days and make decisions on a variety of issues. For instance, Parliament passed 159 Acts in 2008, 136 in 2009 and 150 in 2010. A member of the Parliament for those three years thus had to consider, and vote on, some 445 different pieces of legislation on a wide variety of subjects, not taking into account those that were withdrawn or did not pass through the Parliament. As well, it is almost universal that members have a significant role as holders of additional offices and/or as members of various parliamentary committees.

The second role of the parliamentarian is as the representative of all the residents of his or her electorate, however they vote. In the case of a senator, they represent the state or territory from which they were elected. This is also a challenging task, which fills the 32 weeks when they are not in Canberra, as well as a significant portion of the weeks when they are."

The report went on to identify a number of principles relevant to the determination of salary and allowances. They are:

" The Tribunal in considering both personal remuneration of the individuals who serve in Parliament, and how best their parliamentary and electorate business should be supported by public funding, has relied on a number of principles. These include:

- parliamentary remuneration (like other remuneration determined by the Tribunal) should be set based on the role and responsibilities of a parliamentarian;*
- parliamentary remuneration should be sufficient to allow representation from various members of society with a diverse range of skills, including those who are in the middle of their careers and those with responsibility for supporting others;*
- parliamentary remuneration should be sufficient so that the highest standards of integrity are maintained; it should not, however, be so high that the remuneration itself becomes the overriding attraction with no regard for the concept of public service;*

- *parliamentary remuneration should be clearly expressed - there should not be any hidden benefits;*
- *funding for the business expenses of parliamentarians should be sufficient so that parliamentarians can fulfill their functions adequately without having to fund their parliamentary and electorate expenses from their own pockets;*
- *available funding should be clear and easy to understand for parliamentarians, those administering the funding, and the public at large; and*
- *in setting funding levels the Australian experience, that parliamentarians from different electorates across the country have vastly different challenges in servicing their electorates, must be taken into account."*

In a similar vein the Western Australian Salaries and Allowances Tribunal in its August 2013 report observed:

"In exercising its statutory responsibilities, the Tribunal applies broad principles upon which levels of remuneration are determined for all categories of offices and positions within the scope of the SAA Act. These principles, particularized to Members of Parliament, have been applied by the Tribunal to make judgments with respect to the remuneration in this determination. These principles are:

- *the value of a parliamentary position to the State under our democratic system of government;*
- *measures of the 'work value' of Members of Parliament and various offices held by Members in the Parliament; and*
- *the level of remuneration of Members within the context of the environment of wage and salary rates applying generally in the community.*

The Tribunal is conscious of the position of Parliamentarians in our democratic system and that the remuneration of Members should not preclude people from all walks of life from aspiring to enter Parliament."

The Remuneration Tribunal Report 2011 was based on a comprehensive work-value assessment of a Federal backbench MP. Key findings include:

- The majority of members have post-secondary or tertiary education, with a significant number having experience in business, in agriculture or a profession prior to entering Parliament.
- MPs on average work 70 hours per week.
- A Backbencher needs computing skills and a capacity to prepare correspondence and respond to constituents, who send on average, over 1 000 emails each week.
- A Backbencher is responsible and accountable for at least four staff and an Electorate Office budget of between \$500 000 and \$1m.
- The role of a Backbench MP remains broadly similar to that described in the 1988 study, though subsequent to that time the demands on members from 24/7 media and the level and speed of communication sponsored by the new electronic age has placed significant new demands on all Backbench Parliamentarians.
- House of Representatives members represent Electorates with between 85 000 and 130 000 electors.
- The careers of MPs are becoming shorter, generally lasting no more than 12 years. From

Federation through to the 1980s the average length of an MP's service was in the range of 16 to 17 years.

- Federal MPs share a collective responsibility for a Commonwealth budget of approx. \$400b.
- The work value of a Backbench MP was found to be equivalent to a substantive Level 1 Senior Executive Service (SES) position in the Australian Public Service (APS). This is equivalent to a role in the APS of a key executive or specialist advisor in a major Department.

A further consideration is the relevance of size (constituency, budget etc) to salary determination for MPs. For example, is the number of constituents in a Member's Electorate a relevant consideration in 'work value' terms? On the one hand it might be argued that if an MP is working full-time, it makes no difference whether there are 20 000 or 120 000 constituents in the Electorate. The work is the same. On the other, it could be argued that the greater the number of constituents, the greater the level of responsibility, complexity and accountability. A similar argument might be mounted in terms of the size of the shared budget responsibility.

An example of this latter approach is found in Tasmanian Local Government Municipalities are categorised based on a formula involving the number of voters and total revenue. Allowances paid to elected councillors are scaled on the basis of this categorisation. That is, the 'larger' the Council, the higher the allowance paid.

It is of course accepted that the role of an MP is not limited to Parliamentary sittings and Committee work. Constituency-based work when parliament is not sitting is an integral part of an MP's role. However is the balance between Parliamentary sittings and constituency work relevant to a work value consideration? Put another way, if parliamentary sitting days reduce (or increase), does this impact on the level of responsibility and accountability for an MP?

2 Extract from 2014 Report - section 4.2

Unlike the public and private sectors, there is no specific job description attached to the role of an MP. Not surprisingly, MPs come from a range of backgrounds and have differing skills experience and qualifications.

The role of an MP has been discussed in a number of publications including the *Egan Report*⁸² and more recently the *Queensland Independent Remuneration Tribunal Determination* (Queensland Determination No 1/2013).⁸³ The work can be categorised into three components:

- Parliamentary work;
- Electorate representation; and
- Engagement with a political party (if a member).

Queensland Determination 1/2013 described these roles as follows:

“An MP's role within their electorate involves engaging with and representing their constituents in a variety of forums such as community organisations, public committees and parliament itself. MPs also have an electorate office, supported by electorate staff, which is used as a key contact point for all constituents within their electorate. MPs generally receive and are required to respond to correspondence from constituents covering a broad range of issues, and will often use print and social media to communicate directly with their constituents on issues that affect them. They are also often called upon to investigate and to mediate disputes between organisations and members within their electorate and are looked to as a leader within the communities they represent.”

⁸² *The Attributes, Role and Reward of a Backbencher in the Federal Parliament*, Egan Associates, November 2011

In relation to parliament, an MP's role principally involves debating public policy and legislation that comes before parliament and its committees. Many MPs also undertake other formal roles either within parliament or within the executive (e.g. Committee Member, Whips, Leader of the House, Speaker, Minister or Assistant Minister, Leader of the Opposition and Premier). MPs are expected to attend parliament on all sittings days unless excused from attendance and are often required to work late into the evening, or early morning to debate policy and legislation.

For MPs who are members of a political party, their role also covers involvement in branch meetings, state conferences and parliamentary party meetings to debate and agree upon party policy. The role of an MP may be described as:

- a representative of the people in their electorate who must play an active role in their community; listening and providing advice to, and advocating for their constituents*
- providing a direct link between their electorate and parliament*
- advocating on behalf of their constituency*
- contacting and supporting the communities within their electorate*
- performing parliamentary functions as a member of the Legislative Assembly, such as debating legislation, scrutinising the actions of the executive government through asking questions on notice or without notice and making speeches, particularly on topics that affect their constituency*
- serving on parliamentary committees, as required, to examine specific issues and legislation that comes before parliament*
- participating in internal party processes where applicable."*

Allowing for nomenclature differences, we believe the above adequately describes the role of the Tasmanian MP, with the added dimension of promoting Tasmania and advocating on behalf of the State.

The then State Government submission noted that, in relation to electorate work, constituents have an expectation that MPs with whom they interact, in addition to being fully aware of matters before the Tasmanian Parliament, also have an understanding of the principal activities of the Australian Government and the operational role of local government within their electorate.

In many, perhaps most respects, the fundamental role of an MP has not changed significantly since the 1997 Report although the 24/7 media cycle has increased the pace of the analysis and examination of parliamentary activity and the work of MPs. The then State Government submission noted:

"In common with many other public figures throughout Australia, Members are subject to increasing public scrutiny – sometimes of their private as well as their public lives. Modern communications encourages and facilitates immediate public scrutiny of parliamentary and party discussions and decisions. Members can be expected to be available to comment on issues as they are evolving often without any time to reflect on questions. The ability and constant requirement to deal with the media, mainstream and social, is a developing competency that is another factor in determining an appropriate level of remuneration."

As an example, we were told that previously the public expectation for a response to correspondence was in the region of two weeks. With the widespread advent of email, that expectation had reduced to 'same day'.

Whilst the electronic age, 24/7 media cycle and social media have affected most aspects of working life, we accept that the impact on MPs has been adversely disproportionate compared to the mainstream workforce.

In terms of the desired skill set, the then State Government observed:

“ Given the variety of activities that a Member of Parliament is expected to undertake, he or she needs to possess a broad set of skills. These include:

- *Leadership skills;*
- *Community representation skills;*
- *Interpersonal skills;*
- *Negotiation and influencing skills;*
- *Debating skills;*
- *Speaking in public;*
- *Research and analytical skills;*
- *IT related skills;*
- *Chairing skills; and*
- *Knowledge of the way government works.*

To be fully proficient as a Member of Parliament it would be usual for members to have a post-secondary or tertiary education or the equivalent experience in business or a profession prior to entering parliament.”

The submission also noted that “the role of a Member of the Tasmanian Parliament is broadly similar to that of members of other Australian Parliaments”. On the material available to the Tribunal, we concur with this observation.