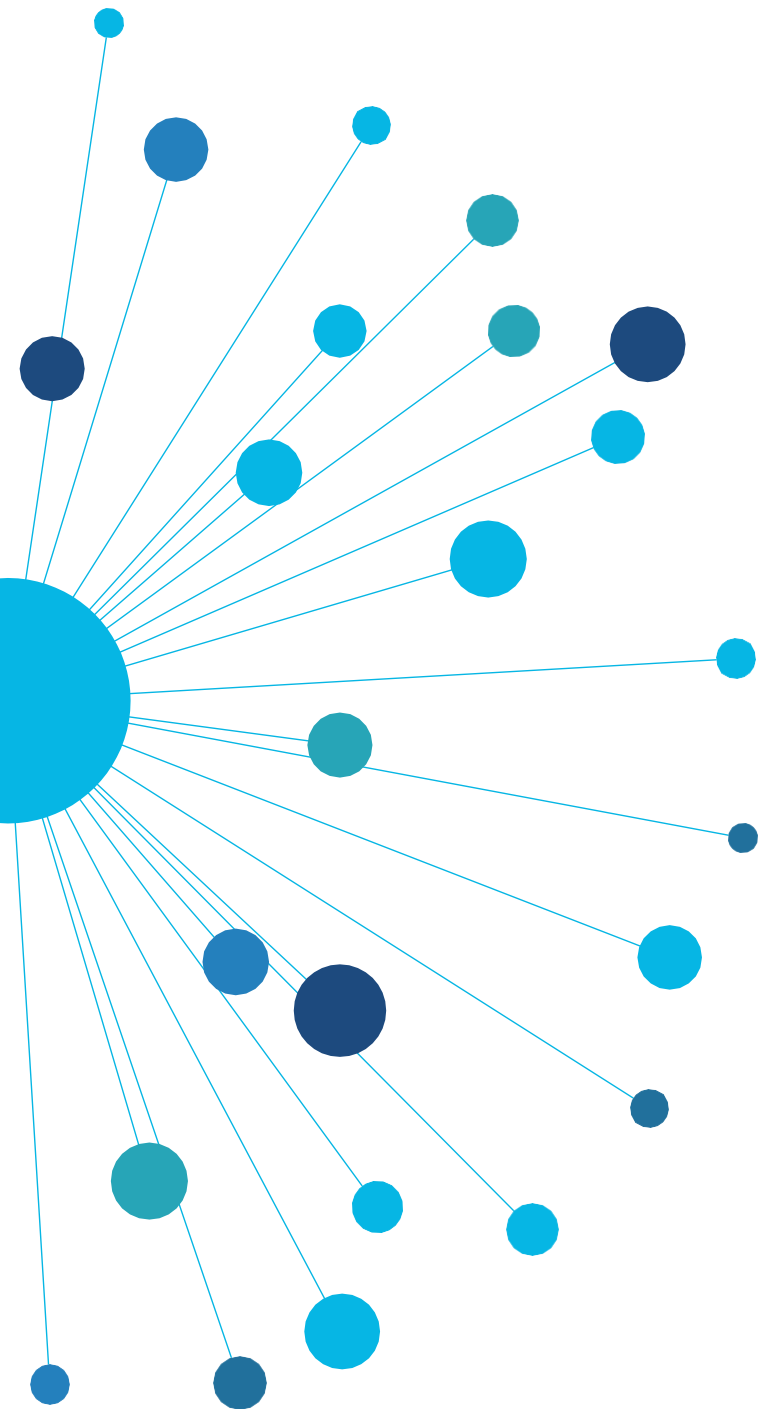


Queensland Independent  
Remuneration Tribunal

# Annual Report 2024–2025



# About the Annual Report

The Queensland Independent Remuneration Tribunal is required under the *Queensland Independent Remuneration Tribunal Act 2013* (the Act) to prepare and give to the Clerk of the Parliament a written report about the operations of the Tribunal during each financial year.

The Annual Report provides information on the Tribunal, the Tribunal's key achievements during 2024–2025, its priorities ahead and a summary of the Tribunal's financial operations.

The Annual Report can be accessed online at [www.remunerationtribunal.qld.gov.au](http://www.remunerationtribunal.qld.gov.au)

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## Contact us

For a printed copy of the Annual Report or for any other enquiries please contact us as follows:

Web: [www.remunerationtribunal.qld.gov.au](http://www.remunerationtribunal.qld.gov.au)

Email: [remunerationtribunal@qirt.qld.gov.au](mailto:remunerationtribunal@qirt.qld.gov.au)

Post: The Secretariat  
Queensland Independent  
Remuneration Tribunal  
PO Box 15185  
CITY EAST QLD 4002

# Letter of compliance

22 September 2025

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

Dear Mr Laurie

I am pleased to present the Annual Report 2024-2025 for the Queensland Independent Remuneration Tribunal. This is the twelfth report issued under section 26 of the *Queensland Independent Remuneration Tribunal Act 2013* and complies with the provisions of that section.

Yours sincerely

A handwritten signature in dark ink, appearing to read 'K. Dunstan', with a stylized, flowing script.

**Professor Keitha Dunstan**  
Chair

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# Message from the Chair

The 2024-25 financial year was a volatile period with high inflation and increasing costs of living. During this period, there has also been increased migration to Queensland and growth in some electorates. These impacts have been reflected in the matters considered by the Tribunal this year.

Last financial year, on 8 December 2023, the Tribunal set annual, and additional salary increases for Members of the Legislative Assembly, and the additional salary increases for office holders in Determination 29/2023. The increases aligned with public service salary increases under the State Government Entities Certified Agreement 2023. The salary increases have effect on and from 1 July 2023, 1 July 2024 and 1 July 2025.

Increases in electorates' average electoral roll enrolments over the previous 12-month period led to a consideration of where electorates sit within the Electorate and Communication Allowance Bands, and movement of electorates between the bands.

The Tribunal considered the impact of inflationary pressures and cost of living increases on the allowances and entitlements of Members of the Queensland Legislative Assembly (members) and members' ability to effectively service their electorate. Determination 35/2025, made on 7 May 2025, increased the allowances and entitlements paid to members with effect from 1 January 2025.

In response to submissions, and in consultation with the Clerk of the Parliament, the Tribunal also determined a new allowance, the Home Security Allowance, is to be available to eligible members to implement recommended home security measures.

Once again, I appreciate the contributions and support of my fellow Tribunal members in undertaking the Tribunal's functions over the past year. I also thank the Clerk of the Parliament, on behalf of the Tribunal members, for his advice and insights provided through the consultation process.

**Professor Keitha Dunstan**  
Chair

# About the Queensland Independent Remuneration Tribunal

## 1.1 Establishment

On 13 August 2013, the Queensland Independent Remuneration Tribunal (the Tribunal) was established as an independent statutory authority under the *Queensland Independent Remuneration Tribunal Act 2013* (the Act) to review and decide remuneration in connection with members and former members of the Queensland Legislative Assembly.

## 1.2 Members

Under the Act, the Tribunal consists of three people appointed by the Governor in Council. The current chair, Professor Keitha Dunstan, Mr James (Jim) Varghese and Emeritus Professor Patrick Weller were appointed as members of the Tribunal for a term of three years commencing on 8 December 2022.

## 1.3 Remuneration of Tribunal members

In accordance with the Act, Tribunal members are appointed on a part-time basis and are paid the remuneration and allowances decided by the Governor in Council.

The remuneration of Tribunal members has been assessed in accordance with the *Remuneration Procedures for Part-Time Chairs and Members of Queensland Government Bodies* (the Remuneration Procedures) and set by the Governor in Council at Adjudication and Determination Level 2 of the Remuneration Procedures, being meeting fees of \$520 for the Chair and \$400 for members (meeting of four hours or less).

## 1.4 Roles and functions of the Tribunal

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

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

For the purposes of the Act, 'remuneration' means salary, allowances or entitlements in connection with a member or former member, other than accommodation, services or other entitlements mentioned in section 59D'. Any salary increases are limited to those received by core public service employees under a public service salary decision (see section 31A of the Act).

In making a determination, the Tribunal:

- may inquire into and inform itself, of anything in the way it considers appropriate;
- may seek and receive written or oral statements from relevant entities;

- must have regard to effective and efficient processes in carrying out its functions; and
- must consult with and consider the view of the Clerk.

In making a remuneration determination, the Tribunal must ensure:

- any allowances paid to a member reflect the amount of reasonable expenses incurred by a member in servicing their electorate i.e. expenses to assist constituents;
- the allowances are not a substitute for other remuneration; and
- accommodation, services or other entitlements mentioned in section 59D of the Act are not taken into account.

The Tribunal may consider a range of matters when making a remuneration determination including, but not limited to:

- the value to the community of a member carrying out their role, functions and responsibilities;
- the importance of a member being appropriately remunerated for carrying out their role, functions and responsibilities;
- relevant laws that apply to members; and
- any other matter the Tribunal considers appropriate (e.g. the size of a member's electorate).

Section 59D of the Act provides that the Act (and therefore any remuneration determination) does not prevent a person from receiving the following:

- accommodation and services provided by the Parliamentary Service at Parliament House;
- accommodation and services provided in electorate offices, such as offices, staff, IT infrastructure and other major office equipment;
- entitlements a Minister or Assistant Minister receives to perform that role under *The Queensland Ministerial Handbook*  
<https://www.premiers.qld.gov.au/publications/categories/policies-and-codes/handbooks/ministerial-handbook.aspx>;
- entitlements the Leader of the Opposition receives to perform that role under *The Queensland Opposition Handbook*  
<https://www.premiers.qld.gov.au/publications/categories/policies-and-codes/opposition-handbook.aspx>;
- entitlements the Speaker of the Legislative Assembly receives under the *Guidelines for the Financial Management of the Office of the Speaker*  
<https://www.parliament.qld.gov.au/members/entitlements>; and
- entitlements arising out of a national or international arrangement.

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

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

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

To ensure the Tribunal operates in a transparent manner, it must include written reasons for its determinations, provide a copy of determinations and reasons to the Clerk for tabling in Parliament and make the determination and reasons publicly available. All determinations and reasons are available on the Tribunal website at [www.remunerationtribunal.qld.gov.au](http://www.remunerationtribunal.qld.gov.au).

## 1.5 Code of Conduct

The Tribunal's Code of Conduct (Code) complies with the *Public Sector Ethics Act 1994* and is consistent with the Code of Conduct for the Queensland Public Service. In accordance with the *Public Sector Ethics Act 1994*, the Code has been approved by the Premier as Minister administering the Act.

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

## 1.6 Secretariat support

In accordance with the Act, the Tribunal receives assistance from the Chief Executive of the department that administers the Act (the Department of the Premier and Cabinet (DPC)).

The Secretariat consists of officers from DPC who provide support to the Tribunal on a part-time basis as required. The Secretariat assists the Tribunal in preparing meeting documents, drafting meeting minutes, completing action items, drafting research materials, compiling submissions and drafting determinations and other reports as advised by Tribunal members.

The Secretariat also coordinates support for the Tribunal in relation to the website design, communications, printing and other resourcing needs. This further support is provided in-kind by relevant sections of DPC.



# Key activities 2024 – 2025

## 2.1 Tribunal Determinations 2024 – 2025

During 2024 – 2025, the Tribunal issued four determinations.

All Tribunal determinations including the reasons for the determination are available on the Tribunal's website at

<https://www.remunerationtribunal.qld.gov.au/determinations.aspx>.

### Determination 32/2024

On 30 September 2024, the Tribunal determined to adjust the Electorate and Communication Allowance (ECA) Bands with effect from 1 July 2024, where electorates are allocated to the relevant ECA band based on application of a formula using average of a quarterly electoral roll data over a 12-month period for 2023-24.

Electorates are grouped into four bands based on the formula, which recognises the impact on both the number of electors and electorate land area.

The Tribunal has previously determined to annually review the allocation of electorates to ECA bands, based on changes in electoral enrolments, using an average of quarterly electoral roll data over a 12-month period to allocate electorates to ECA bands.

Based on electoral roll data, the total number of voters enrolled in Queensland increased by 1.5% from 30 June 2023 to 30 June 2024. The application of average quarterly enrolment over 2023-24 for each electorate to the ECA band ranges results in the majority of electorates at this stage remaining in ECA Bands 1 and 2.

In making the determination, the Tribunal noted it was likely the number of voters registered on the Queensland electoral roll will continue to increase in the lead up to the 2024 State General Election. The Tribunal noted that it was expected to result in electorates continuing to move up ECA bands, eventually resulting in the majority of electorates falling within Bands 3 and 4.

The Tribunal determined it is not necessary to reset the ECA bands at this time.

The changes are set out in Determination 32/2025.

### Determination 33/2025

On 14 February 2025, the Tribunal determined a new allowance, the Home Security Allowance, to reimburse eligible members for expenses incurred in implementing home security measures recommended by any security assessment of an eligible member's home undertaken by the Queensland Police Service or other appropriately qualified person approved by the Clerk (a security adviser).

The Tribunal determined the amount of the home security allowance is up to \$6,500 per eligible member, other than Ministers, the Leader of the Opposition and the

Speaker, per term of Parliament.

The Tribunal also determined the home security allowance will be available for eligible members of the current (58<sup>th</sup>) Parliament.

The Tribunal concluded home security measures would minimise the potential safety and security risks associated with members carrying out their role, functions and responsibilities in and for their electorate. The Tribunal considers that an allowance to assist with the cost of installing or upgrading home security measures is a reasonable expense incurred by a member in servicing their electorate, and will not be a substitute for other remuneration

Details of the home security allowance are set out in Determination 33/2024.

## Determination 34/2025

On 26 February 2025, the Tribunal made a determination about entitlements of cross bench members to additional staff members in accordance with section 31G(2)(a) of the Act.

The Tribunal determined that the additional staff entitlement and employment conditions under the previous (57<sup>th</sup>) Parliament remained appropriate for cross bench members to effectively undertake their parliamentary duties, including as a member of a Parliamentary Committee, in the 58<sup>th</sup> Parliament.

The Tribunal concluded that the limitation preventing a Parliamentary Policy Officer from supporting a cross bench member in their electorate office or at political party functions is appropriate and should be retained, to decrease the risk of the distinction between electorate, political party and policy work becoming blurred.

## Determination 35/2025

On 7 May 2025, the Tribunal issued Determination 35/2025 – *2023-24 Review of Allowances*.

This annual review of allowances resulted in increases to the Electorate and Communication Allowance, High Enrolment Supplement, the Motor Vehicle Allowance, and the General Travel Allocation by 4.1%, with effect from 1 January 2025.

The Tribunal determined to increase the Daily Travel Allocation to:

- \$444 per day for State and Territory capital cities within Australia as well as Wellington (New Zealand) and Port Moresby (Papua New Guinea); and
- \$405 per day for all other destinations.

The Tribunal also determined to increase the Parliamentary Business Overnight Rate to:

- \$148 per day for Members provided with overnight accommodation in the Parliamentary Annexe;
- \$148 per day for Members representing Brisbane based electorates not provided with overnight accommodation in the Parliamentary Annexe who stay

- in commercial accommodation facilities for an overnight stay; and
- \$444 per day for other Members not provided with overnight accommodation in the Parliamentary Annexe who stay in commercial accommodation facilities for an overnight stay.

The Tribunal reviewed members' expenditure of allowances and considered a range of economic indices and reports, previous decisions of the Tribunal, and allowances for members in other jurisdictions.

## 2.2 Tribunal meetings

The Tribunal held meetings on six occasions between 1 July 2024 to 30 June 2025. Meetings were usually held in person at 1 William Street, Brisbane, however, when required, members also attended via video conferencing.

Minutes were produced for each meeting, in accordance with the Act.

Tribunal members communicated via telephone and email outside of formal meetings to consider issues, draft and finalise documentation.

The Tribunal also met with the Committee of the Legislative Assembly together with the Clerk of the Parliament once during the financial year.

## 2.3 Judicial Remuneration Coordination Group

On 14 May 2025, a member of the Tribunal attended the meeting of the Commonwealth, State and Territory Remuneration Tribunals Judicial Remuneration Coordination Group at which the remuneration of members of Parliament across Australian jurisdictions was discussed.

## Priorities for 2025 – 2026

In 2025-2026, the Tribunal will undertake its annual review of allowances and entitlements to ensure the quantum of the allowances is adequate to enable members to service their electorates and support their constituents. The Tribunal will also consider electoral roll figures and their impact on the allowances as part of this review.

The next annual review of allowances, entitlements and allocations determination is due to be made by 7 May 2026, however, it is expected that the review will be undertaken before that date.

It is also expected that a remuneration decision will be required during 2025-26 as the current core public service certified agreement has a nominal expiry date of 30 June 2026, and certification of the new enterprise bargaining agreement will trigger the requirement for a determination on members' salary.

## Financial summary

The Financial Statement for the Tribunal has been prepared on an accrual basis in accordance with the prescribed requirements. DPC provides secretariat support to the Tribunal. The revenues and expenses recognised for the Tribunal do not include allocations for corporate support and executive management services which are provided in-kind by DPC.

### Financial Statement for the year ended 30 June 2025<sup>1</sup>

	NOTE	2024-25	2023-24
	2		
<b>Revenue from ordinary activities</b>			
Departmental services revenue		9,251	8,185
<b>Total revenue from ordinary activities</b>		<b>9,251</b>	<b>8,185</b>
<b>Tribunal Member Fees and related costs</b>	3	<b>4,415</b>	<b>7,793</b>
<b>Expenses from ordinary activities</b>			
<b>Supplies and services</b>			
Subscriptions		348	307
MV allowance		67	-
Travel costs		376	-
Legal expenses		3,980	-
Other consumables		65	85
<b>Total supplies and services</b>		<b>4,836</b>	<b>392</b>
<b>Total expenses from ordinary activities</b>		<b>9,251</b>	<b>8,185</b>
<b>Net Operating Result</b>		<b>-</b>	<b>-</b>

### Notes to and forming part of the financial statement:

1. This financial statement for the Tribunal and associated notes has not been audited. Full audited statements will be available in the DPC 2024-25 Annual Report.
2. Comparative data has been included for the Tribunal for the period ended 30 June 2024. This comparative data was for the Tribunal's eleventh year of operation.
3. The table below provides total remuneration for members of the Tribunal. The table includes actual payments made to members, not accruals or other state obligations as at 30 June 2025.

## 2024-2025

Remuneration Table			
Member	Short Term	Post Employment	Total Remuneration
DUNSTAN, Keitha L <sup>1</sup>	\$1,627	\$179	\$1,806
VARGHESE, James C N <sup>1</sup>	\$1,200	\$138	\$1,338
WELLER, Patrick M <sup>1</sup>	\$1,200	\$138	\$1,338
	\$4,027	<b>\$455</b>	<b>\$4,482</b>

1. Includes fees for meeting attended during 2023-24 financial year.