



No. 7 of 2025

REPORT OF THE REMUNERATION TRIBUNAL

2025 Review of Remuneration for Official Visitors of Correctional Institutions

INTRODUCTION

1. The Remuneration Tribunal (**Tribunal**) has conducted a review of Determination 2 of 2024 which sets remuneration (including travel allowances and reimbursements) for Official Visitors of correctional institutions of South Australia appointed under the *Correctional Services Act 1982* (SA).
2. As explained in this report, the Tribunal has decided to increase the hourly rate by 3% (before applying the additional amounts to account for the lack of superannuation and workers compensation). A further increase has also been made to reflect the increase in superannuation from 11.5% to 12%. Increases to applicable allowances have also been made to generally reflect cost of living adjustments. The Tribunal has issued an accompanying determination, which applies from 1 October 2025.

BACKGROUND

3. Section 14 of the *Remuneration Act 1990* (SA) (**Act**) provides that the Tribunal has jurisdiction to determine the remuneration, or a specified part of the remuneration, payable in respect of certain offices, if such jurisdiction is conferred upon the Tribunal by any other Act or by the Governor by proclamation.
4. Section 20B of the *Correctional Services Act 1982* (SA) (**CS Act**) confers jurisdiction on the Tribunal to make determinations of remuneration, allowances and expenses for Official Visitors of correctional institutions (**Official Visitors**).
5. In 2021, the Tribunal made its inaugural Determination, by setting a half-day rate (\$258) and a full-day rate (\$483) with the operative date set as the commencement date of section 9 of the *Correctional Services (Accountability and Other Measures) Amendment Act 2021* (SA). That Act came into operation on 19 January 2022.

6. In 2022, the Tribunal decided to defer any consideration of an increase to Official Visitors remuneration until 2023, as this would enable appropriate wage movements to be more accurately assessed.
7. There were extensive delays to the 2023 review for reasons outside of the Tribunal's control.
8. In 2024, the Tribunal determined that the half and full-day rates would be abolished, with a new hourly rate implemented with reference to the wage rate for the LEC4 Legal Officer function in the South Australian Public Sector.
9. The Tribunal also considered superannuation and workers compensation, as the Tribunal was informed that normal superannuation and workers compensation arrangements did not apply to Official Visitors.

THE REVIEW PROCESS

10. By letters dated 14 July 2025, in accordance with section 10(2) and 10(4) of the Act, the Tribunal wrote to and invited submissions by 4 August 2025 in respect of this review from:
 - a. Official Visitors of Correctional Institutions.
 - b. The Honourable Premier of South Australia – as the Minister responsible for the Act who may make submissions or introduce evidence in the public interest.
 - c. The Minister for Emergency Services and Correctional Services.
 - d. The Department for Correctional Services.
11. The Tribunal also placed a notice on its website from 18 July 2025 inviting submissions from affected persons by 4 August 2025.
12. On 15 July 2025, the Premier's representative confirmed that the Premier did not intend on making a submission in relation to the review.
13. On 27 August 2025 the Minister for Emergency Services and Correctional Services also confirmed that no submission would be made.
14. No other submissions were received.

CONSIDERATION AND CONCLUSION

Remuneration

15. No position advocating a change to the Tribunal's 2024 link between the remuneration for an Official Visitor and the LEC4 Legal Officer function in the South Australian Public Sector has been put to the Tribunal. On the information available to it, the Tribunal remains satisfied that the LEC4 Legal Officer rate is an appropriate classification on which to base the Official Visitor rate.
16. The LEC4 Legal Officer rate is currently set under the *South Australian Public Sector Enterprise Agreement: Salaried 2021*. That agreement has nominally expired (with the final salary increase applying from 1 August 2024), and the agreement is in the process of being renegotiated through enterprise bargaining. The Tribunal has been advised that a conclusion date for this bargaining process is not currently known.
17. Accordingly, the Tribunal has, until now, deferred consideration of a 2025 increase for the Official Visitors pending finalisation of that bargaining process. As a date for the conclusion of the bargaining process remains unclear, the Tribunal has concluded that it is appropriate that a 3% increase be applied to the Official Visitor rate on the basis that the Tribunal will review the quantum of that increase in 2026, depending on the amount finally determined for the LEC4

Legal Officer classification. This 3% increase has been applied to the hourly rate exclusive of the additional amounts which account for the lack of superannuation and workers compensation (as that is the raw figure derived directly from the current LEC4 rate). The Tribunal intends to re-establish the relativity to the LEC4 classification in 2026.

18. If the increase ultimately agreed for the LEC4 classification is significantly higher than 3%, and a request is made to the Tribunal to review this position in advance of the normal annual review, this will be considered.
19. The hourly rate for Official Visitors includes recognition of compulsory superannuation payments generally available to employees. This is because the Government has advised that it does not recognise superannuation payment requirements for the Official Visitors. Since the 2024 Determination, the compulsory employer superannuation contribution has increased from 11.5% to 12%. The Tribunal considers that 0.5% increase should also be reflected in the Official Visitors' hourly rate.
20. Consistent with its previous position, the Tribunal anticipates that, if the Government determined to pay superannuation in the future, a corresponding adjustment to this hourly rate will be made.
21. In Report 2 of 2024 the Tribunal also noted that the hourly rate recognised that workers compensation coverage for Official Visitors does not apply. Consistent with that 2024 position, the Tribunal has retained a loading to reflect that position.

Allowances and Expenses

22. In Report 2 of 2024 the Tribunal adjusted the Official Visitors' allowances by the following to reflect the increase in the cost of living:
 - a. Meal allowances were increased to the rates provided by the Australian Taxation Office Determination on reasonable meal expenses in force at the time.
 - b. The incidentals allowance and accommodation allowances were increased by Adelaide's CPI (percentage change from corresponding quarter to June 2024).
23. The motor vehicle allowance remained unchanged.
24. Consistent with its previous determinations, the Tribunal has adjusted the allowances applicable to Official Visitors to reflect cost of living increases. Accordingly, allowances have been adjusted as follows:
 - a. Meal allowances are increased to the rate reflected in the Australian Taxation Determination (TD 2025/4) concerning reasonable meal expenses.
 - b. The incidentals allowance and accommodation allowances are increased by Adelaide's CPI (percentage change from corresponding quarter to June 2025).
25. In further recognition of the cost of living increases, the Tribunal has determined to raise the motor vehicle allowance by changing the reference point for the motor vehicle allowance. The allowance will now reflect the rates provided in the *South Australian Public Sector Employees Interim Award (SAPSE Interim Award)*. The Tribunal is of the view that the rates provided in the SAPSE Interim Award are now better reflections of the real costs incurred by Official Visitors when using their private vehicles for Official Visitor work.
26. The Tribunal has made minor modifications in the Determination to clarify the application of meal allowances and the incidentals allowance. The modifications do not change the eligibility of Official Visitors to receive these allowances.

27. The Determination giving effect to this Report will come into effect on 1 October 2025.



Matthew O'Callaghan
PRESIDENT



Donny Walford
MEMBER



Mark Young
MEMBER

Dated: 14 October 2025