



No. 11 of 2025

REPORT OF THE REMUNERATION TRIBUNAL

2025 Review of Salary Sacrifice Arrangements for Judges, Court Officers and Statutory Officers

EXECUTIVE SUMMARY

1. The Remuneration Tribunal (**Tribunal**) has conducted a review of Determination 14 of 2024 which provides for salary sacrifice arrangements for Judges, Court Officers and Statutory Officers covered by the determination.
2. As explained in this report, the Tribunal has determined that Determination 14 of 2024 will continue to apply.

BACKGROUND

3. The *Remuneration Act 1990 (SA)* (**Act**) provides that the Tribunal has jurisdiction to set the remuneration payable to the members of the judiciary and other office holders listed in section 13 of the Act, and the remuneration payable to other office holders as conferred under section 14 of the Act.
4. The Tribunal has used this jurisdiction to provide salary sacrifice arrangements for Judges and Court Officers, as well as the following Statutory Officers:
 - a. The Auditor-General;
 - b. The Electoral Commissioner;
 - c. The Deputy Electoral Commissioner; and
 - a. The Health and Community Services Complaints Commissioner.
5. As required by section 8 of the Act, the Tribunal has conducted an annual review of its current Determination on salary sacrifice arrangements.

THE REVIEW PROCESS

6. On 23 July 2025, in accordance with sections 10(2) and 10(4) of the Act, the Tribunal wrote to and invited submissions by 20 September 2025 in respect of this review from:
 - a. The Honourable Premier of South Australia – as the Minister responsible for the Act who may make submissions or introduce evidence in the public interest;
 - b. The Judicial Remuneration Coordinating Committee (**JRCC**);
 - c. The Auditor-General;
 - d. The Electoral Commissioner; and
 - e. The Interim Health and Community Services Complaints Commissioner.

7. The Tribunal also placed a notice on its website from 24 July 2025 inviting submissions from affected persons by 20 September 2025.
8. On 30 July, the Premier's representative confirmed that the Premier did not intend to make a submission.
9. On 20 August the JRCC provided submissions on behalf of:
 - a. The Chief Justice, the President of the Court of Appeal, Judges of Appeal, Judges and Associates Justices of the Supreme Court;
 - b. The Chief Judge, Judges and Associate Judges of the District Court;
 - c. The Chief Magistrate and the Magistrates of the Magistrates Court;
 - d. The State Coroner and Deputy State Coroners;
 - e. The Senior Judge and Commissioners of the Environment, Resources and Development Court;
 - f. The President and Deputy Presidents of the South Australian Employment Tribunal; and
 - g. The Judge of the Youth Court.
10. The JRCC submitted that the Tribunal should review the determination of the salary sacrifice arrangements in the usual way and otherwise make a determination that reflects the terms of Determination 14 of 2024.
11. On 22 August the Electoral Commissioner confirmed that no submission would be made.
12. No further submissions were received.

CONSIDERATION AND CONCLUSION

13. Determination 14 of 2024 provides that the salary sacrifice arrangements provided in the South Australian Government Salary Sacrifice Arrangement (**SAGSSA**) Principal Agreement apply to the Judges, Court Officers and Statutory Officers covered by the Determination. This Determination was a departure from the previous Determination which set out the arrangements in detail within the Determination. The change however was made as the previous Determination duplicated (with one exception) the arrangements under the SAGSSA Principal Agreement, and this duplication was considered unnecessary.
14. In making the current Determination, the Tribunal invited affected persons to raise any issues or concerns regarding the operation of the Determination with the Tribunal before it commenced on 1 February 2025. No concerns were raised.
15. Further, no concerns have been raised since Determination 14 of 2024 came into effect, nor during this review. Neither has there been any submission advocating for a change to its terms.
16. The Tribunal has accordingly determined that Determination 14 of 2024 will continue to apply.



Matthew O'Callaghan
PRESIDENT



Donny Walford
MEMBER



Mark Young
MEMBER