



No. 15 of 2023

REPORT OF THE REMUNERATION TRIBUNAL
2023 REVIEW OF SALARY OF THE GOVERNOR OF SOUTH AUSTRALIA

INTRODUCTION

1. The Remuneration Tribunal (**Tribunal**) has jurisdiction under section 14 of the *Remuneration Act 1990* (SA) (**Act**) and section 73 of the *Constitution Act 1934* (SA) (**Constitution Act**), to determine the rate of salary payable to Her Excellency the Governor of South Australia (**the Governor**).
2. As explained in this report, the Tribunal has decided to increase the salary payable to the Governor to \$495,754. The Tribunal has issued an accompanying determination, which applies from 1 February 2024.

BACKGROUND

3. In late 2021, the Tribunal undertook a review of the salary of the Governor. As part of that review, it considered it necessary to establish a sustainable basis for the remuneration of the Governor.
4. It noted that it did not consider it appropriate or necessary to undertake a traditional work value assessment of the duties of the Governor, given those functions are enshrined in our constitution and democratic system.
5. Having undertaken an interjurisdictional comparison, the Tribunal observed that the salary at that time was materially lower than the median salary of Governor's in other Australian jurisdictions. It noted that if the anomaly was not addressed, there was the potential to indicate a lessor role for the Governor of South Australia.
6. As such, the Tribunal increased the Governor's salary in two tranches as follows:

Salary	Operative Date
\$408,695 per annum	on and from 1 January 2022
\$463,375 per annum	on and from 1 January 2023

THE REVIEW PROCESS

7. On 8 November 2023, in accordance with section 10(2) and 10(4) of the Act, the Tribunal wrote to and invited submissions by 4 December 2023 in respect of this review from:
 - a. Her Excellency the Governor of South Australia
 - 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

8. The Tribunal also placed a notice on its website from 8 November 2023 inviting submissions from affected persons by 4 December 2023.
9. On 10 November 2023, the Official Secretary to the Governor wrote to the Tribunal advising that the Governor did not intend to make a submission in relation to the Tribunal's review of the Governor's salary, leaving the matter to the discretion of the Tribunal.
10. On 10 November 2023, the Premier's representative confirmed that the Premier did not intend to make a submission.
11. No other submissions were received by the Tribunal in relation to this review.

CONSIDERATION AND CONCLUSION

12. Consistent with the remarks made in 2021, the Tribunal continues to be of the view that the role of Governor of South Australia should be regarded as comparable to that of Governors in other states. This approach recognises the significant importance of this unique role within the State.
13. As such, the Tribunal has considered the below data in relation to the salaries of Governors in other jurisdictions.

Salaries of Governors in Other Jurisdictions		
Jurisdiction*	Governor Salary Per Annum	Relevant Authority
QLD	\$450,126	Act of Parliament
WA	\$485,073	Independent Tribunal
CTH**	\$495,000	Act of Parliament
TAS	\$496,507	Act of Parliament
VIC	\$500,140	Act of Parliament
NSW	\$521,720	Independent Tribunal

Median Salary ex SA	\$495,754
Average Salary ex SA	\$491,428

SA	\$463,375	Independent Tribunal
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*NT and ACT have not been included as there is no office of Governor in those jurisdictions.

**The Australian Constitution prevents the salary of the Governor-General from being altered during an incumbent's time in office.

14. Because of the unique function of the Governor's role, the Tribunal is unable to apply normal work value principles to assess remuneration. There are no South Australian public functions which can be regarded as comparable, or for whom the Governor's remuneration sets a precedent. The Tribunal is concerned that, unless the benchmark approach established in its last review is maintained, the Governor's remuneration level will again fall behind directly comparable rates in other States and thus necessitate a significant adjustment in future years.
15. Accordingly, the Tribunal has decided to increase the salary of the Governor to \$495,754.

16. An accompanying Determination has been issued and will take effect from 1 February 2024.



Matthew O'Callaghan
PRESIDENT



Donny Walford
MEMBER



Mark Young
MEMBER

Dated: 22 January 2024