



No. 2 of 2026

REPORT OF THE REMUNERATION TRIBUNAL

2025 Review of Remuneration of Auditor-General, Electoral Commissioner, Deputy Electoral Commissioner & Health and Community Services Complaints Commissioner

EXECUTIVE SUMMARY

1. The Remuneration Tribunal (**Tribunal**) has conducted a review of Determination 19 of 2024 which sets salaries payable to the following statutory offices as conferred under section 14 of the *Remuneration Act 1990 (SA)* (**Act**):
 - a. the Auditor-General;
 - b. the Electoral Commissioner;
 - c. the Deputy Electoral Commissioner; and
 - d. the Health and Community Services Complaints Commissioner.
2. As explained in this report, the Tribunal has decided to increase the remuneration amounts for the Auditor-General and Health and Community Services Complaints Commissioner by 4% and to increase the remuneration for the Electoral Commissioner and the Deputy Electoral Commissioner by 11.36%.
3. The Tribunal has also determined not to increase the Communication Allowance.
4. The Tribunal has issued a new Determination, effective 6 February 2026.

BACKGROUND

5. Section 14 of the Act provides that the Tribunal has jurisdiction to set the remuneration payable to office holders as conferred under any other legislation. The Tribunal's jurisdiction to determine the remuneration for the statutory offices considered by this review are as follows:
 - a. the Auditor-General by section 24 of the *Public Finance and Audit Act 1987 (SA)*;
 - b. the Electoral Commissioner by section 7 of the *Electoral Act 1985 (SA)*;
 - c. the Deputy Electoral Commissioner by section 7 of the *Electoral Act 1985 (SA)*; and
 - d. the Health and Community Services Complaints Commissioner by section 7 of the *Health and Community Services Complaints Act 2004 (SA)*.
6. As required by section 8 of the Act, the Tribunal has conducted its annual review of the salaries of these statutory offices.

THE REVIEW PROCESS

7. On 11 November 2025, in accordance with sections 10(2) and 10(4) of the Act, the Tribunal wrote to and invited submissions by 2 December 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 Auditor-General;
 - c. the Electoral Commissioner;
 - d. the Deputy Electoral Commissioner; and
 - e. the Health and Community Services Complaints Commissioner.
8. The Tribunal also placed a notice on its website from 11 November 2025 inviting submissions from affected persons by 2 December 2025.
 9. On 11 November 2025 the Auditor-General confirmed that no submission would be made.
 10. On 1 December 2025 the Premier’s representative confirmed that no submission would be made.
 11. On 1 December 2025 the Tribunal received a submission from the Electoral Commissioner noting that at that time the position of Deputy Electoral Commissioner was vacant and included a request for an opportunity to make oral submissions to the Tribunal to elaborate on the written submissions.
 12. The Electoral Commissioner’s submission focused on the additional work demands resulting from the passage of the *Electoral (Accountability and Integrity) Amendment Bill 2024 (Bill)*. Similar submissions were made to the Tribunal as part of the 2024 Review, when the Tribunal stated:¹

While the Tribunal has recognised the potential for additional work demands arising from the Electoral Integrity Amendment Bill, it has adopted the position that any such additional demands should be more fully reviewed after that system has been implemented.

13. The *Electoral (Accountability and Integrity) Amendment Act 2024 (SA) (Electoral Accountability and Integrity Act)* took effect on 1 July 2025.
14. The Electoral Commissioner submitted that since 1 July 2025 the Electoral Accountability and Integrity Act has resulted in additional work demands for the Electoral Commissioner. The Tribunal has summarised its assessment of the Electoral Commissioner’s submission in the following terms:
 - The introduction of advance payments for General Elections;
 - An increase to the per-vote funding for General and by-elections;
 - An increase to the level of administrative funding;
 - The introduction of policy development funding for non-parliamentary parties;
 - The introduction of a one-off payment to those entities entitled to administrative funding;
 - An increase in the powers and discretion of the Electoral Commissioner, including but not limited to audit powers;
 - The creation of additional offences which are to be investigated and prosecuted by the Electoral Commissioner (both minor and major indictable); and
 - The introduction of an ability for the Electoral Commissioner to recover electoral funding in certain circumstances.

¹ Remuneration Tribunal – Report Relating to Determination 19 of 2024.

15. The Electoral Commissioner advised that these changes have resulted in:
- An increase in the number of funding applications and payments and additional party registration requirements;
 - The creation of the need for regular on-going meetings with political participants to ensure compliance; and
 - An increase of 24% in the number of staff of the Electoral Commission.
16. On 14 January 2026 the Tribunal met with the Electoral Commissioner who provided further insights into the effects of the Electoral Accountability and Integrity Act on his workload and that of the Deputy Electoral Commissioner.
17. On 15 January 2026 the Electoral Commissioner also provided the Tribunal with a copy of the Position Description for the Deputy Electoral Commissioner and the Executive Total Remuneration Package Values for South Australian Public Sector Executives.

CONSIDERATION AND CONCLUSION

18. In assessing these statutory office holder positions, the Tribunal has considered the following economic data:
- a. The Consumer Price Index (All groups Adelaide) shows the following percentage changes from the corresponding quarters of previous years:
 - i. 2.5% for December 2024
 - ii. 2.2% for March 2025
 - iii. 1.8% for June 2025
 - iv. 2.4% for September 2025
 - v. 3.3% for December 2025
 - b. The Australian Bureau of Statistics Wage Price Index (Public Sector in South Australia) shows the following percentage changes from the corresponding quarters of previous years:
 - i. 3.5% September 2024
 - ii. 3.2% December 2024
 - iii. 3.3% March 2025
 - iv. 2.6% June 2025
 - v. 2.7% September 2025
19. The last extensive review of the Auditor-General's role was conducted in 2022 and included a work value assessment of the role. The Tribunal then determined that a substantial market assessment-based increase of remuneration was appropriate.
20. Consistent with past practice, the Tribunal has considered the comparable remuneration rates and increases for Auditor-Generals in other states and has determined that it is appropriate to apply a comparable increase to the Auditor-General's remuneration.
21. While a work value assessment has not been undertaken for the Health and Community Services Complaints Commissioner, the Tribunal has, in line with precedent, determined to apply the same percentage increase to the Health and Community Services Complaints Commissioner.
22. If future submissions propose a significant increase to the Health and Community Services Complaints Commissioner's remuneration, or an increase that differs from that applied to the Auditor-General, the Tribunal will consider conducting a work value assessment of the Commissioner's role.

23. Consistent with its approach to other professional positions, the Tribunal has applied a 4% increase to the remuneration of the Auditor-General and the Health and Community Services Complaints Commissioner. On the information available to the Tribunal, this increase is consistent with remuneration adjustments in other jurisdictions.

The Electoral Commissioner

24. Separate to its consideration of a 4% remuneration increase the Tribunal has assessed the impact on this position of the Electoral Accountability and Integrity Act. The Tribunal has had particular regard to the extent to which this is legislation unique to South Australia, requiring the development of systems and approaches not applied elsewhere. In addition, the new legislation requires the exercise of judgement and discretion in a range of complex and contentious circumstances.

25. Whilst the addition of increased staffing resources will likely assist the Electoral Commissioner, that increase does not detract from the added complexity of the function. The Tribunal has considered the added responsibilities vested in the Electoral Commissioner under this new legislation and has assessed the Electoral Commissioner's role accordingly. This increase in complexity warrants a further increase. The capacity for the Commissioner to delegate tasks within this function is a matter of discretion but does not detract from the responsibilities of the role.

26. The Tribunal has reviewed Electoral Commissioner roles throughout Australia. That comparison is of limited utility as the role requirements vary substantially. The Tribunal has also had regard to remuneration arrangements applicable to Chief Executives of comparably sized public sector agencies, where those Chief Executives are required to have, and exercise specialist knowledge within a given discipline.

27. The Tribunal has concluded that the Electoral Commissioner's remuneration should increase by 11.36% to \$325,000 plus superannuation.

The Deputy Electoral Commissioner

28. In his presentation to the Tribunal on 14 January 2026 the Electoral Commissioner noted that the Deputy Electoral Commissioner's remuneration has historically been linked to that of the Commissioner. He reported that a new Deputy Electoral Commissioner had now been appointed and noted that senior public sector employees reported to her. The Commissioner expressed concern that the remuneration level was inadequate given the demands of the role.

29. Absent more substantial details about the nature of the role, together with the skills and attributes required, the Tribunal is not inclined to alter the existing percentage relativity with the Electoral Commissioner role.

30. It is open to the Electoral Commissioner and/or the Deputy Electoral Commissioner to submit a changed position in the future.

31. However, the Tribunal notes that the Electoral Accountability and Integrity Act will also add to the complexity of the Deputy Electoral Commissioner's role and has determined that it is appropriate for the same percentage increase to be applied to the Deputy Electoral Commissioner.

COMMUNICATION ALLOWANCE

32. The Tribunal is not changing the communication allowance of \$800 per annum for each of the four office holders because there is no information before the Tribunal indicating that a change is necessary.

33. While the amount was last determined in 2013, the allowance is payable for expenditure on mobile and landline telephones, and internet usage connected with the office holder's official duties. It excludes the full costs of mobile telephones for business purposes because it is likely that these office holders receive mobile phones for business purposes from their employer.
34. As the Tribunal has explained in previous reports, if this is not the case, statutory office holders to whom this Determination applies are invited to make an application for an additional annual allowance.²

OTHER DETERMINATIONS

35. The Tribunal notes that all four office holders are covered by other Determinations of the Tribunal which set conveyance allowances, accommodation and meal allowances, and salary sacrifice arrangements for judges, court officers, and statutory officers.
36. The Determination giving effect to this Report will come into effect from 6 February 2026.



Matthew O'Callaghan

PRESIDENT



Donny Walford

MEMBER



Mark Young

MEMBER

Dated: 4 February 2026

² Remuneration Tribunal – Report Relating to Determination No 1 of 2013.