



No. 3 of 2026

REPORT OF THE REMUNERATION TRIBUNAL

2026 Review of Remuneration for Clerks & Deputy Clerks of the South Australian Parliament

EXECUTIVE SUMMARY

1. The Remuneration Tribunal (**Tribunal**) has conducted a review of Determination 5 of 2025 (**Inaugural Determination**) which provides for remuneration payable to the Clerks and Deputy Clerks of the Legislative Council and House of Assembly of the South Australian Parliament (the **Clerks**).
2. As explained in this Report, the Tribunal has determined to increase the salaries of the Clerks of the Legislative Council and the House of Assembly by 4%.
3. The Tribunal has further determined to increase the salaries of the Deputy Clerks by maintaining the current relativities between the Deputy Clerks and the salaries of the Clerks of the Legislative Council and the House of Assembly.
4. The Tribunal has issued an accompanying Determination which applies from 1 July 2026.

BACKGROUND

5. Section 13 of the *Remuneration Act 1990* (SA) (**Act**) provides that the Tribunal has jurisdiction to set the remuneration payable to the Clerks.
6. As required by section 8 of the Act, the Tribunal has conducted an annual review of its current Determination regarding remuneration.

THE REVIEW PROCESS

7. On 27 March 2026, in accordance with sections 10(2) and 10(4) of the Act, the Tribunal wrote to and invited submissions by 24 April 2026 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 President of the Legislative Council;
 - c. The Speaker of the House of Assembly;
 - d. The Clerk & Deputy Clerk of the Legislative Council; and
 - e. The Clerk & Deputy Clerk of the House of Assembly.
8. The Tribunal also placed a notice on its website from 13 April 2026 inviting submissions from affected persons by 24 April 2026.

9. On 22 April 2026, the Premier's representative confirmed that the Premier did not intend to make a submission.
10. On 22 April 2026, the Tribunal received a request from the Clerks to provide an extension of time for submissions to 1 May 2025.
11. On 23 April 2026, the Tribunal provided an extension of time for submissions for Clerks, the President of the Legislative Council and the Speaker of the House of Assembly to 1 May 2026.
12. On 1 May 2026, the Clerks provided a written submission.
13. Whilst no submission was received from the President of the Legislative Council or the Speaker of the House of Assembly, the Tribunal notes that these positions were vacant at the time of the review.
14. On 1 May 2026 the Tribunal received advice from the Executive Director, Legislature-General of the Parliament of Tasmania expressing concern at the publication of the Tasmanian remuneration information in Report 5 of 2025 (**Inaugural Report**) and expressing a different view about comparative observations of the role of the Clerks in Tasmania and South Australia in the Inaugural Report. The Tribunal has confirmed with the Executive Director that current Tasmanian remuneration data can be published and is appreciative of that position.

CONSIDERATION AND CONCLUSION

Matters Considered by the Tribunal

15. The Tribunal issued the Inaugural Determination and Report of the remuneration payable to the Clerks on 11 July 2025.
16. The Tribunal has reviewed the Inaugural Determination to take account of the positions put to it by the Clerks, comparable remuneration arrangements in other jurisdictions and remuneration changes generally and within the South Australian Public Sector.

The Clerks Submissions

17. In their submission the Clerks addressed various concerns in relation to the Inaugural Report. As part of this review of appropriate remuneration arrangements the Tribunal has considered each of these concerns.
18. The Clerks disagreed with the Tribunal's conclusion that the appointment of an Executive Officer was accurately characterised and have advised that this Executive Officer function operates only with respect to the Joint Parliamentary Services and staff employed by the Joint Parliamentary Services and not the staff employed by each of the House of Assembly and the Legislative Council (**Parliamentary Services Roles**). The Tribunal notes this distinction and the extent to which the Clerks have overall strategic direction, managerial, financial and human resource responsibilities over their respective staff and the services they provide. Notwithstanding this the Tribunal notes that the Executive Officer function is intended to support significant functions that were previously undertaken by the Clerks.
19. The Clerks have expressed concern that the Tribunal implies that they are static and not forward looking. The Tribunal's observations in the Inaugural Report acknowledge the significance of these roles and the importance of evolving best practice standards of service to Parliament. For clarity, the Tribunal is not suggesting that the Clerks are static and not forward looking.

20. The Tribunal acknowledges that the Clerks need to continue to be involved in professional development forums and associated activities to undertake their professional leadership roles.
21. The Tribunal acknowledges that the Clerks have very important roles to ensure the effective functioning of the Parliament. The Tribunal also acknowledges that the Clerks have extremely important roles with respect to Parliamentary practices and procedures. The Clerks' reference to the need that they remain abreast of emerging information technologies and new and upgraded business applications in other Parliaments is recognised as an aspect of their roles consistent with the normal expectations of South Australian Public Sector Chief Executives.

Economic and Wage Movement Data

22. In assessing the Clerks remuneration, the Tribunal has considered the following economic data:
 - a. Consumer Price Index (All Groups Adelaide) shows the following percentage changes from the corresponding quarters of the previous year:
 - i. 1.79% for June 2025
 - ii. 2.38% for September 2025
 - iii. 3.31% for December 2025
 - iv. 4.16% for March 2026
 - 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. 2.6% for June 2025
 - ii. 2.7% for September 2025
 - iii. 2.7% for December 2025
 - iv. 2.2% for March 2026

Comparative Data

23. The Tribunal has considered the remuneration payable to Clerks and Deputy Clerks in other jurisdictions. As the Tribunal observed in the Inaugural Report the basis for remuneration arrangements applicable to Clerks and Deputy Clerks throughout Australia is difficult to establish. This is because of uncertainties about specific roles and responsibilities and the criteria relied on to establish their remuneration. As an example, the information provided about the role of the Clerks in Tasmania confirms some potential differences in roles and structures.
24. Notwithstanding this position, the current total remuneration of Clerks and Deputy Clerks across the Commonwealth and States and Territories is set out below:

Jurisdiction	Clerk Salary	Deputy Clerk Salary	Additional Benefits	Date of Effect ¹
Commonwealth Senate	\$435,165 - \$448,375	\$288,287 - \$302,188	If motor vehicle is received, salary is reduced	1 July 2025
Commonwealth House of Representatives	\$351,526 - \$448,375	\$264,467 - \$309,064	If motor vehicle is received, salary is reduced	Clerk: 1 July 2025 Deputy: 14 December 2025
New South Wales	\$304,520	\$261,405	Additional leave loading	1 July 2025
Northern Territory²	\$345,261 - \$378,387	\$277,566 - \$304,973	If motor vehicle is received, salary is reduced	17 November 2025
Australian Capital Territory	\$273,180	Not Available	Additional Motor Vehicle Allowance of \$32,000 Additional car parking or an allowance in lieu thereof.	1 July 2025
Victoria	\$421,962	\$338,972 - Deputy Clerk (Legislative Council) Not Available - Deputy Clerk (Legislative Assembly)	If motor vehicle is received, salary is reduced	1 July 2025
Queensland	\$392,146	\$213,114	Additional Motor Vehicle Allowances: - Clerk: 30,000 - Deputy Clerk: 30,079 Additional mobile & subsidised car park	1 July 2025
Tasmania	\$332,803	\$265,087	Additional motor vehicle (\$20 000)	5 December 2024
Western Australia	\$293,201	\$225,786	Additional supply of a fully maintained vehicle for business & private use	1 July 2025
South Australia³	\$303,290	\$238,240		1 July 2025

25. The Tribunal has reviewed the current total remuneration arrangements in the other jurisdictions. As was the case in 2025, there is very limited information available to explain the rationale for most of the arrangements applicable in the other jurisdictions. However, the Tribunal considers it possible that the requirement to meet Parliamentary working hours may be a contributor to at least some of these arrangements.

26. Whilst noting this comparative information the Tribunal has maintained the position adopted in the Inaugural Report & Determination to the effect that this comparative

¹ Correct on 10 June 2026.

² Total Remuneration Package Value.

³ From 1 July 2025, Remuneration Tribunal – Determination 5 of 2025.

information is a useful guide but does not provide a basis for setting remuneration levels in South Australia.

27. The Tribunal has noted that, after a long delay agreement was reached on the *Staff Employed under the Parliament (Joint Services) Act 1985 Enterprise Agreement 2025*. This agreement established four general wage increases of between 1.75% and 3.75% from August 2024 to August 2026. The Tribunal also regards this as informative only.
28. The Tribunal has continued to consider the role of the Clerks as comparable to South Australian Public Sector remuneration arrangements where the Chief Executive is required to have expert knowledge about a specialised field fundamental to the role of that agency.
29. If requested in the future, the Tribunal is prepared to consider arrangements for access to a vehicle and/or parking arrangements to recognise the requisite working hours associated with these roles.

CONCLUSION

30. The Tribunal remains open to considering whether changes to the work of the Clerks require a more substantive review of annual remuneration. The information currently available to the Tribunal does not demonstrate changes of that nature.
31. The Tribunal is also prepared to consider information that relates to specific working hours requirements. The information currently available to the Tribunal is inadequate in this regard.
32. The Tribunal has determined to apply a 4% increase to the annual remuneration for the Clerks of the Legislative Council and the House of Assembly.
33. The Tribunal has determined that the Deputy Clerks' remuneration will be proportionally increased to reflect the current relativities with the Clerks of the Legislative Council and the House of Assembly.
34. An accompanying Determination has been issued and will operate from 1 July 2026.



Matthew O'Callaghan
PRESIDENT



Donny Walford
MEMBER



Mark Young
MEMBER

Dated: 17 June 2026