



No. 1 of 2026

REPORT OF THE REMUNERATION TRIBUNAL

2025 Review of the Salary of the Governor of South Australia

EXECUTIVE SUMMARY

1. The Remuneration Tribunal (**Tribunal**) has conducted a review of Determination 12 of 2024 which sets the salary payable to Her Excellency the Governor of South Australia (**the Governor**).
2. The Tribunal has determined that from 1 February of each year, the salary of the Governor of South Australia will be increased as necessary to be equal to that of a Puisne Judge of the Supreme Court of South Australia. This will apply from 1 February 2026, based on the Tribunal's most recent Determination of Judicial Salaries. Increases will not be backdated.
3. The Tribunal has issued a Determination which applies from 1 February 2026 and supersedes Determination 12 of 2024.
4. Of its own motion the Tribunal has reviewed the basis of the remuneration of the Governor. The Tribunal has adopted a simplified approach to assessing the Governor's remuneration but generates the same amounts as the approach applied since 2021.

BACKGROUND

5. Section 14 of the *Remuneration Act 1990 (SA)* (**Act**) and section 73 of the *Constitution Act 1934 (SA)* (**Constitution Act**), provide that the Tribunal has jurisdiction to determine the salary payable to the Governor.
6. Consistent with section 8 of the Act, the Tribunal has conducted an annual review of the salary of the Governor.
7. Since 2021 the Tribunal has determined that the Governor of South Australia should be remunerated at a level comparable to that of Governors in other Australian States by adopting the median salary of State Governors excluding the Governor of South Australia (**State Governors**).

THE REVIEW PROCESS

8. On 2 December 2025, in accordance with sections 10(2) and 10(4) of the Act, the Tribunal wrote to and invited submissions by 23 December 2025 in respect of this review from:
 - a. Her Excellency the Governor of South Australia; and
 - 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.

9. The Tribunal also placed a notice on its website from 2 December 2025 inviting submissions from affected persons by 23 December 2025.
10. On 5 December 2025, 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.
11. On 18 December 2025, the Premier's representative confirmed that the Premier did not intend to make a submission.
12. No other submissions were received by the Tribunal in relation to this review.

CONSIDERATION AND CONCLUSION

13. Consistent with the remarks made in 2021, the Tribunal maintains its position that the remuneration of the Governor of South Australia should be comparable to that of Governors in other Australian States. This approach recognises the significant importance of this unique role within the State.
14. The Tribunal is committed to regular reviews which avoid sporadic but very substantial remuneration adjustments in the future.
15. However, the Tribunal is mindful that the reliance on the median of the State Governors could cause confusion. The median salary can vary depending on when the review is conducted, as salary adjustments apply from different dates across jurisdictions.
16. The Tribunal maintains a preference for a remuneration framework that ensures appropriate consistency with other State Governors but avoids complexities arising from reliance on decisions made in other jurisdictions and the timing of those decisions. The Tribunal notes that State publication practices for Governors differ in that some salary adjustments are made public, while others require interpretation or inference from related sources.
17. The Tribunal has again considered the current salaries of Governors in other jurisdictions and has had particular regard to the basis upon which those salaries are established. This information is summarised in the Appendix.
18. In most Australian States, the salary of the Governor is directly linked to the remuneration of members of that state's Supreme Court or has a strong relationship to the remuneration of that state's judiciary as detailed in the Appendix. Notably:
 - The Victorian Governor receives 100% of the salary of a puisne Judge of the Supreme Court of Victoria.
 - The Tasmanian Governor receives 90% of the salary of the Chief Justice of Tasmania, which is 100% of the salary of a puisne Judge of the Supreme Court of Tasmania. The Chief Justice's salary is determined by reference to the average of the salaries of the Chief Justices of South Australia and Western Australia.
 - The Western Australian Governor receives salary increases in line with those applied to puisne Judges of the Western Australian Supreme Court in the preceding 12 months, and their current at salary will be slightly below that of a puisne Judge in that State when their salaries increase on 1 December 2025.
 - The Queensland Governor receives 100% of the salary of the Chief Justice of Queensland, excluding allowances.

19. Whilst the salary of the Governor-General of Australia has not been used previously in calculating the median salary, the Tribunal nevertheless notes that when the Federal Parliament most recently fixed the Governor General's salary, it was done at a rate which was intended to be approximately equivalent to the salary of the Chief Justice of the High Court of Australia over the Governor-General's time in office.
20. The adoption of an approach that is similar to that used in other States, and also ensures appropriate relativities, but is not dependent on the determined salaries of Governors in those jurisdictions. Links between the Governor's salary and judicial salaries were applied in the past in South Australia in various forms.
21. The approach applied in Victoria and Tasmania, and a lesser extent Western Australia would establish the South Australian Governor's salary in line with the current salary payable to a puisne Judge of the South Australian Supreme Court. This would result in a salary of \$530,080. Coincidentally, if the Tribunal applied the method used in recent years namely setting the Governor's salary in line with the median salary of other State Governors the salary of \$530,080 would apply.
22. Linking the Governor's remuneration to that of a puisne Judge of the South Australian Supreme Court is likely to achieve the same objectives as the approach taken since 2021, as the salary should retain a substantial amount of relativity to the salaries of the State Governors because their salaries are largely linked to the salaries of puisne Judges of their own Supreme Courts. However, the Tribunal reserves the discretion to apply other approaches depending on judicial salary movements across the nation.
23. Accordingly, the Tribunal has determined that the salary of the Governor will be equal to that of a puisne Judge of the Supreme Court of South Australia.
24. The Tribunal has noted that the application of judicial salary movements is generally delayed because of the Federal Parliamentary processes. Accordingly, the Tribunal has decided that the Governor's salary will be increased from 1 February following the relevant increase for judicial officers.
25. To ensure the salary of the Governor retains relativity to the State Governors, the Tribunal will continue to review the remuneration yearly.
26. An accompanying Determination has been issued and will take effect from 1 February 2026.



Matthew O'Callaghan

PRESIDENT



Donny Walford

MEMBER



Mark Young

MEMBER

Dated: 19 January 2026

Appendix

Salaries of Governors in Other Jurisdictions					
Jurisdiction*	Governor Salary Per Annum**	Relevant Authority	Details of the base	Linked to the salary of a Judge	Operative Date
QLD	\$553,487	Act of Parliament	The Governor's salary is equal to that of the Chief Justice of Queensland, excluding the Jurisprudential Allowance and other allowances. The Chief Justice's salary is 113.2% of the salary of a Federal Court Judge.	Yes – equal to the salary of Chief Justice of Queensland	1 July 2025
WA	\$524,656	Independent Tribunal	Salary and indexation methodology set by the Remuneration Tribunal on appointment. Then indexed by the Remuneration Tribunal by the increase applied to the puisne Judges of the WA Supreme Court in the preceding 12 months.	Yes – increased annually by the increase applied to the WA Supreme Court	15 July 2025 (the anniversary of the Governor's appointment)
CTH***	\$709,017	Act of Parliament	In 2024 the <i>Governor General Act 1974</i> (Cth) was amended for the salary to be moderately higher than the average of the Chief Justice of the High Court's salary over the Governor General's term.	Yes – legislated to be moderately higher than the Chief Justice over the Term	1 July 2024
TAS	\$525,280	Act of Parliament	s4(1) of the <i>Governor of Tasmania Act 1982</i> states the Governor's salary is to be 90% of the salary of the Chief Justice of Tasmania. Note: the salary the Governor is equal to that of a puisne Judge of the Supreme Court of Tasmania (90% of the CJ of Tasmania) and the Chief Justice's salary is determined by the average of the Chief Justice of WA and SA.	Yes – 90% of the salary of the CJ of Tasmania which is the average of the CJ of WA and SA. It is also 100% of the salary of a puisne Judge of the Tasmanian Supreme Court	1 July 2025
VIC	\$530,080	Act of Parliament	s7(1) of the <i>Constitution Act 1975</i> (1) states that the Governor is entitled to an annual salary equal to the annual salary payable to a judge of the Supreme Court. i.e. 100% of the puisne Judge of the Supreme Court of Victoria.	Yes – 100% of the puisne Judge of the Supreme Court of Victoria	28 October 2025
NSW	\$539,980	Independent Tribunal	The Tribunal applied a 3.5% increase to the salary	No	1 October 2025
SA	\$521,720	Independent Tribunal	Median salary of Governors of Australian States ex SA	No	1 February 2025

Median Salary ex SA	\$530,080
Average Salary ex SA	\$544,009

*NT and ACT have not been included as there is no office of Governor in those jurisdictions.

**Rounded to the nearest dollar.

***The Australian Constitution prevents the salary of the Governor-General from being altered during an incumbent's time in office. For this review, the Governor-General of the Commonwealth of Australia's salary has been excluded from the median calculation.