

REMUNERATION TRIBUNAL - REPORT RELATING TO DETERMINATION NO. 7 OF 2011

1. INTRODUCTION

- 1.1 The Remuneration Tribunal ('the Tribunal') is responsible for determining the remuneration payable to the following Statutory Office Holders:
- 1.1.1 the Auditor General;
 - 1.1.2 the Electoral Commissioner and the Deputy Electoral Commissioner;
 - 1.1.3 the Employee Ombudsman; and
 - 1.1.4 the Health and Community Services Complaints Commissioner ('HCSCC').

2. ANNUAL REVIEW

- 2.1 In accordance with the provisions of the *Remuneration Act 1990* (SA) the Tribunal by letters dated 19 October 2011, invited the office holders of the statutory positions of Auditor-General, Electoral Commissioner, Deputy Electoral Commissioner, Employee Ombudsman and the HCSCC to make submissions in relation to the remuneration of those offices, for the purposes of its annual review of remuneration.
- 2.2 The Tribunal, by letter dated 19 October 2011, also invited the Premier (as the Minister responsible for the *Remuneration Act 1990*) to make a submission in the public interest.
- 2.3 The Tribunal also sought written submissions from "interested persons, organisations and associations" by an advertisement placed in *The Advertiser* on Wednesday, 19 October 2011.
- 2.4 The Tribunal received submissions from the Auditor-General, the HCSCC, the Electoral Commissioner and the Premier. No submissions were received from members of the public.
- 2.5 A hearing was convened on 1 December 2011 to hear oral submissions.

Auditor-General

- 2.6 The Auditor-General submitted that he was "*still of the view of the need for continuation of the exercise of constraint*", noting his submissions in previous years have submitted that "*the adverse effects of the global financial crisis on the South Australian public sector and its workforce require constraint to be exercised and this has been reinforced through the 2010-11 and 2011-12 budgets*". The Auditor-General concluded therefore that in the circumstances there should be no alteration to his present remuneration.

Health and Community Services Complaints Commissioner

- 2.7 The HCSCC provided written and oral submissions to the Tribunal, and highlighted a number factors for the Tribunal's consideration in relation to the remuneration of the HCSCC role:
- 2.7.1 The budget of the HCSCC office has been reduced as a result of state budget savings initiatives; and

- 2.7.2 The HCSCC complaints workload has increased by 13.5% from last year, and the workload will continue to increase as a result of an expansion in the scope of the *Health and Community Services Complaints Act 2004* (SA) and the anticipated introduction of a Code of Conduct for unregistered health practitioners and the associated enforcement powers.

Electoral Commissioner

- 2.8 The Electoral Commissioner provided detail about the statutory functions of the role, and changes to the *Local Government (Elections) Act* in 2009 that increased the responsibilities associated with the 2010 periodic local government elections.
- 2.9 The Electoral Commissioner noted that the 2011 Public Service Executive Remuneration Review provided a 2.5% per annum increase in relevant total remuneration package values for South Australian Public Service Executives. It was submitted that the Tribunal should give consideration to general salary movements of the other Statutory Officers and to a submission from the Premier made during a previous remuneration review that salary increases should be generally consistent with movements in the Public Sector Executive remuneration and the public sector.
- 2.10 The Electoral Commissioner submitted that the Tribunal should also have regard to the economic indicia published by the Australian Bureau of Statistics such as the Labour Price Index, the Average Weekly Earnings and the Consumer Price Index.

Premier

- 2.11 The Premier submitted that the Tribunal should have regard to the following economic factors in its review of remuneration:
- 2.11.1 The economic indicia published by the Australian Bureau of Statistics for the end of the 2010/2011 financial year regarding the Labour Price Index and the Consumer Price Index;
 - 2.11.2 The Underlying Inflation rate for June 2011 published by the Department of Treasury and Finance Revenue and Economics Branch¹;
 - 2.11.3 The national and global economic climate of uncertainty and its impact on South Australia's finances;
 - 2.11.4 Enterprise bargaining salary increases provided in the current public sector enterprise agreements in 2010 and 2011 were generally 2.5% per annum;
 - 2.11.5 The 2.5% general salary increase for 2011 for public sector executives, and that public sector executives received salary increases of 2.5% in both 2009 and 2010; and
 - 2.11.6 The significant increases in remuneration provided by the Tribunal based on work value factors following the 2010 Mercer Work Value Review.
- 2.12 The Premier submitted that it is in the public interest that the increases in salaries for the relevant Statutory Office holders have regard to, and not significantly differ from increases applicable to other public sector positions.

¹ The average of the two statistical measures of underlying inflation used by the Reserve Bank of Australia: 'trimmed mean' and 'weighted median' as a measure to assess inflationary trends.

3. CONCLUSION

- 3.1 After reviewing previous Tribunal Determinations, comments and submissions from Statutory Office holders and the Premier, the Tribunal has determined that salary increases are appropriate.
- 3.2 The Tribunal has determined that the salary for the Auditor-General will be \$287,920 per annum.
- 3.3 The Tribunal has determined that the salary for the Office of the Electoral Commissioner will be \$180,400 per annum.
- 3.4 The Tribunal has determined that the salary for the Office of Deputy Electoral Commissioner will be \$131,200 per annum.
- 3.5 The Tribunal has determined that the salary for the Office of the Employee Ombudsman will be \$135,810 per annum.
- 3.6 The Tribunal has determined that the salary for the Office of the HCSCC will be \$212,180 per annum.
- 3.7 The Tribunal has determined that the telephone rental and calls allowance for all the above offices will remain as currently determined and be unaffected by this Determination.

4. OPERATIVE DATE

- 4.1 Salaries determined herein will operate from 1 July 2011.



Deane R Prior
PRESIDENT

20 December 2011

