



No. 9 of 2026

REPORT OF THE REMUNERATION TRIBUNAL

2026 Review of Allowances for Members of the Parole Board of South Australia

EXECUTIVE SUMMARY

1. The Remuneration Tribunal (**Tribunal**) has conducted its biennial review of Determination 6 of 2024 which sets allowances for members of the Parole Board of South Australia appointed under the *Correctional Services Act 1982* (SA) (**CS Act**).
2. The Tribunal has determined that the bases for calculating the allowances as set out in Determination 11 of 2021 (**Inaugural Determination**) remain appropriate.
3. The per annum allowances remain directly linked to the salary of a puisne Judge of the Supreme Court of South Australia (**puisne Judge**). The sessional rate allowances also remain calculated on the basis established by the Inaugural Determination. The rate of increase for the sessional rates remains as the percentage increase applicable to the salary of the puisne Judge rounded to the nearest dollar as established by Determination 12 of 2022.
4. For the next review, the Tribunal proposes to simplify the determination and any adjustment process by specifying the annual allowances payable to the Presiding Member, Deputy Presiding Member and Ordinary Members (Excluding Public Sector Employees) as monetary amounts. This will allow any percentage increase applied to the salary of puisne Judge to be applied to those amounts as well as the sessional rate allowances from the same date.
5. The Tribunal has also determined to extend to all members of the Parole Board the Security Installation Reimbursement and Security Allowance provided for by Determination 8 of 2025 (**Judicial Security Allowances**).
6. Unless the Tribunal determines otherwise, any increase in the Judicial Security Allowances under a successor determination applying to members of the Judiciary will also apply to members of the Parole Board from the same operative date.
7. The Tribunal has issued the Determination, which operates from 1 October 2026 and supersedes Determinations 6 of 2024 and 17 of 2024. The financial year cap for the 2025-26 financial year applies from 1 July 2025 and 2026–27 financial year applies from 1 July 2026.

BACKGROUND

8. Section 14 of the *Remuneration Act 1990* (SA) (**Act**) provides that the Tribunal has jurisdiction to determine the remuneration, or a specified part of the remuneration, payable

in respect of certain offices, if such jurisdiction is conferred upon the Tribunal by any other legislation or by the Governor by proclamation.

9. Section 57 of the CS Act confers jurisdiction on the Tribunal to determine the allowances and expenses to be paid to the members of the Parole Board.
10. As required by section 57(4) of the CS Act and regulation 39A of the *Correctional Services Regulations 2016* (SA) (**CS Regulations**) the Tribunal has conducted its biennial review of its current determination with respect to members of the Parole Board.

THE REVIEW PROCESS

11. On 10 September 2026, in accordance with sections 10(2) and 10(4) of the Act, the Tribunal wrote to and invited submissions by 1 October 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 Minister for Correctional Services; and
 - c. The Members of the Parole Board.
12. The Tribunal also placed a notice on its website from 10 September 2026 inviting submissions from affected persons by 1 October 2026.
13. As part of the review, the Tribunal specifically invited submissions on whether the security arrangements applying to members of the Judiciary should also apply to members of the Parole Board.
14. On 30 September 2026, the Premier's representative confirmed that the Premier did not intend to make a submission.
15. On 1 October 2026, the Tribunal received a submission from Ms Frances Nelson KC, the Presiding Member of the Parole Board, which addressed the following issues:
 - a. **Allowances:** The existing link established by the Tribunal between the allowances of Parole Board members and Judicial Officers should be maintained, with any increases for Judicial Officers also applying to Parole Board members. This linkage is appropriate because while the Board's workload is already substantial, it continues to expand, particularly with respect to high-risk offenders. That work represents the most demanding and fastest growing component of the Board's workload; and
 - b. **Security Arrangements:** The Judicial Security Allowances should be extended to members of the Parole Board. The Board noted that, although all members serve part-time, the arrangements for members of the Judiciary provide the full amount of each allowance to part-time office holders.
16. No further submissions were received.

CONSIDERATION AND CONCLUSION

Allowances

17. The Presiding Member's submission provided extensive detail regarding the workload of the Parole Board and the complexity of the work. The submission also canvassed the impact of the *Criminal Law (High Risk Offenders)(Miscellaneous) Amendment Act 2024* (SA) which has increased the interconnection between the Parole Board and the Supreme Court, as well as amendments to section 71 of the CS Act which permit the Parole Board to impose further conditions of parole on offenders where no breach of parole has occurred. Section 71 has given the Board a broader and more active role in managing risk

in the community. The Presiding Member also noted the workload resulting from the review of two Parole Board decisions before the Parole Administrative Review Commissioner (**PARC**), one of which required the Presiding Member to personally seek Judicial Review of the PARC's decision.

18. Although the work of the Parole Board has continued to evolve, the Tribunal is satisfied that the direct link between the annual allowances for Parole Board members and the salary of a puisne Judge remains appropriate.
19. The Inaugural Determination distinguishes between members of the Parole Board who are paid an allowance on a per annum basis and members of the Parole Board who are paid an allowance per session.
20. The Inaugural Determination also established the Presiding Member's per annum allowance as a percentage of the salary of a puisne Judge. It established the per annum allowances of the Deputy Presiding Member and Ordinary Members (Excluding Public Sector Employees) as percentages of the Presiding Member's allowance. This approach created a direct link between the allowances of these Parole Board members and the salary of a puisne Judge, while maintaining the stated relativities between the per annum allowances whenever the judicial salary changes.
21. Subject to any submissions which may be put to it in the next review, the Tribunal anticipates specifying the annual allowances payable to the Presiding Member, Deputy Presiding Member and Ordinary Members (Excluding Public Sector Employees) as monetary amounts, consistent with the expression of the sessional rate allowances. The Tribunal considers that this will improve clarity and consistency. By itself, this approach is not expected to significantly change allowance amounts, although there may be marginal rounding differences.
22. For the purposes of the current review and Determination, the Tribunal has set out below the current annual allowances in both percentage and monetary terms, based on Determination 8 of 2025, the most recent determination concerning the salary of a puisne Judge:

Office Holder (per annum rate)	Annual Allowance (per annum rate)	Allowance Amount (per annum rate)
Presiding Member	An amount equivalent to 45% of the salary payable to a puisne Judge of the Supreme Court of South Australia ¹	\$238,536
Deputy Presiding Member	An amount equivalent to 60% of the allowance payable to the Presiding Member of the Parole Board of South Australia	\$143,122
Ordinary Member (Excluding Public Sector Employees)	An amount equivalent to 30% of the allowance payable to the Presiding Member of the Parole Board of South Australia	\$71,561

¹ As currently provided for by Determination 8 of 2025, or its successor, made by the Remuneration Tribunal of South Australia.

23. The Tribunal intends to request from the Department of Correctional Services confirmation of the annual allowances paid to the Presiding Member, Deputy Presiding Member and any Ordinary Members (Excluding Public Sector Employees) when these allowances are next reviewed, to ensure that there is a consistent approach.
24. The foreshadowed change will mean that all allowance rates applicable to Parole Board members are expressed in monetary terms and can be increased using the same adjustment method as applied to the sessional rate allowances.
25. Determination 12 of 2022 provided that the sessional rate allowances and financial year cap established by the Inaugural Determination would increase by the same percentage applied by the Tribunal to the salary of a puisne Judge from time to time, rounded to the nearest dollar to maintain the relativities between the allowances.
26. The Tribunal has determined that this approach remains appropriate and has updated the sessional rate allowances and financial year cap in the Determination to reflect the most recent percentage increase applied to the salary of a puisne Judge by Determination 8 of 2025.
27. The adjusted allowances and the financial year cap have been rounded up to the nearest dollar. The allowance adjustments take effect from the operative date of the relevant determination concerning the salary of a puisne Judge, being 1 September 2025.
28. However, the adjustment to the financial year cap takes effect from 1 July of 2025.
29. The Tribunal notes that the Determination remains structured to make any increases to the allowances due to changes to the salary of the puisne Judge automatic.

Security Allowances

30. Since 2022 the Tribunal has invited the Parole Board to request that the security arrangements applicable to members of the Judiciary be extended to members of the Parole Board.
31. In her submission, the Presiding Member of the Parole Board requested that the security arrangements be extended to all members of the Parole Board because of the inherent risk posed to them arising from their work, which necessarily includes making decisions directly affecting the liberty of prisoners and offenders.
32. In many instances those subject to the Parole Board's decisions are those convicted of serious violent and sexual offences and are classed as high-risk offenders.
33. While performing their duties, members conduct face to face interviews with these offenders, refuse parole applications, cancel parole, and impose conditions restricting where offenders may live, travel and communicate. Through 2024-25 the Parole Board issued 454 warrants for the arrest of parolees and ISO/ESO offenders.
34. The Tribunal is satisfied that the work of Parole Board members exposes them to risks of intimidation, harassment and targeted retaliation that may extend beyond the workplace to their homes.
35. Accordingly, the Tribunal has determined that the Judicial Security Allowances under Determination 8 of 2025, or any successor determination made by the Tribunal, will apply to members of the Parole Board because the security risks faced by Parole Board members and members of the Judiciary are comparable.

36. For the avoidance of doubt, every member of the Parole Board is eligible for the full Security Installation Reimbursement and Security Allowance, regardless of whether the member receives a per annum or sessional allowance or serves on a part-time or full-time basis.
37. Consistent with its established practice and section 57(5) of the CS Act and regulation 39A of the CS Regulations, the Tribunal has determined that it will not conduct another review of the allowances for two years, unless requested to do so earlier.
38. The Department for Correctional Services and its payroll provider are responsible for administering the adjustments required by the Determination.
39. The Determination has been issued and will operate from 1 September 2025.



Matthew O'Callaghan
PRESIDENT



Donny Walford
MEMBER



Mark Young
MEMBER

Dated: 16 October 2026