

Public Office Holders Group

Annual Determination

Report and Determination under section
13 of the Statutory and Other Offices
Remuneration Act 1975

22 July 2025

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Section 1

Background

Legislative Framework

1. Section 13 of the *Statutory and Other Offices Remuneration Act 1975* (the SOOR Act) requires the Statutory and Other Offices Remuneration Tribunal (the Tribunal) to make an annual determination for the remuneration to be paid to office holders on and from 1 July in that year. Section 10A defines 'remuneration' as salary or allowances paid in money.
2. The Public Office Holders Group comprises those public offices listed in the Schedules of the SOOR Act (except for the Judges and Magistrates Group and the Court and Related Officers Group), which have been grouped together by the Tribunal for remuneration purposes. The remuneration for these office holders is determined as a fixed salary amount. Employer on-costs, such as the Superannuation Guarantee Contribution (SGC), are additional to the salary amount determined.
3. This group also comprises any office holders who, pursuant to s 11A of the SOOR Act, have elected to receive (and for whom the Minister has approved access to) remuneration packaging arrangements that may be provided to Public Service Senior Executives under the *Government Sector Employment Act 2013* (GSE Act).

NSW Government Wages Policy

4. When making determinations under Part 3 of the SOOR Act, the Tribunal is required to give effect to any policy concerning the remuneration of Office Holders as declared by the regulations. Section 6AB of the SOOR Act applies to

the Tribunal's determinations in respect of office holders in the Judges and Magistrates Group, the Court and Related Officers Group and the Public Office Holders Group.

5. *The Statutory and Other Offices Remuneration Amendment Act 2023* commenced on 1 June 2023. It amended the SOOR Act to provide for a temporary freeze in remuneration for office holders under Part 3 and executive office holders and senior executives under Parts 3A and 3B. The temporary freeze expired on 30 June 2025.
6. On 23 August 2024 the *Statutory and Other Offices Remuneration Regulation 2024* (SOOR Regulation) commenced. The SOOR Regulation repealed and replaced the *Statutory and Other Offices Remuneration (Judicial and Other Office Holders) Regulation 2013*, with amendments.
7. In anticipation of the scheduled expiry of provisions relating to the 2 year freeze, the *Statutory and Other Offices Remuneration Amendment Regulation 2024* (Amendment Regulation) was made. It amended the *Statutory and Other Offices Remuneration (Judicial and Other Office Holders) Regulation 2024* by renaming the Regulation to reflect its expanded application; repealed the *Statutory and Other Offices Remuneration (Executive Office Holders and Senior Executives) Regulation 2023*; and importantly; inserted a new provision under clause 6A to ensure that when making a determination, the Tribunal takes into account the NSW Government's fiscal position. It states:

"the Tribunal must have regard to the fiscal position and outlook of the Government, and the likely effect of making the determination on the position and outlook"

2024 Annual Determination

8. The Tribunal was required to give effect to the *Statutory and Other Offices Remuneration (Judicial and Other Office Holders) Regulation 2013* and the prevailing NSW Government Wages Policy which included a legislated temporary remuneration freeze. For this reason, on 15 July 2024, the Tribunal determined that there would be no increase applied to the remuneration packages for Public Office Holders Group on and from 1 July 2024.

2024-2025 Special Determinations

9. The Tribunal has made one Special Determination relating to the Public Officers Group, under s 14(2) of the SOOR Act, since the 2024 Annual Determination. This Determination is published on the NSW Remuneration Tribunals website.¹

¹ NSW Remuneration Tribunal Secretariat, *NSW Remuneration Tribunals*, NSW Government, 2025.

Section 2

2025 Annual Review

10. In January 2025, the Tribunal called for submissions from parties with an interest in the 2025 Annual Review and Determination process.
11. The Tribunal received 7 submissions from office holders in the Public Office Holders Group, and one submission from the NSW Government. A list of all submissions for the Public Office Holders Group is provided in Appendix 1.
12. Parties who made a submission were also offered the opportunity to meet with the Tribunal. The Tribunal met with 6 office holders, and one office holder who was not in the Public Office Holders Group but represented Public Office Holders in their agency. A full list of is provided in Appendix 2.

Office Holder Submissions

General themes

13. There were 2 common themes across most individual submissions from the Judges and Magistrates Group, Court and Related Officers Group and the Public Office Holders Group. First, there was a concern about the longer-term impact of the NSW Government mandated temporary remuneration freeze in 2023 and 2024. While there was a general acceptance that the “missing money” is lost forever, many argued that the base for future calculations should be what the current salaries would have been had the freeze not occurred.
14. The essence of that argument is: *we accept we missed out on pay rises in the last 2 years but don't make that impact permanent by ensuring all future years' salaries are “2 years lower” than they otherwise would have been*. Basically, people were not seeking “backpay” but asking for a “catch up” when calculating the current base.

15. However, while the NSW Government's announcement of the temporary remuneration freeze did not explicitly rule out a future "catch up" amount, it implicitly reset the base for 2025 as being the 2023 figure. The NSW Government submission to the Tribunal argues that any increase determined in 2025 should not exceed 3.5%. This would suggest that the NSW Government does not support any recalibration of future salaries to assume that the freeze did not occur.
16. Secondly, almost all submissions argued for increased compensation because their work is getting harder. Common concerns were that the nature of the work is becoming more difficult; more stressful; the volume of work is increasing; that in some instances it is becoming more dangerous.
17. Several submissions in the Public Office Holders cohort note the impact of remuneration on retention and recruitment for certain groups of officers in the Public Office Holders Group. The President of the Personal Injury Commission (PIC) notes that Members of his Commission are deciding to retire earlier than what might have otherwise been the case, cut back their time they are prepared to offer the Commission, or are seeking recruitment to a peer tribunal.
18. Simultaneously, most submissions note that the erosion of salary conditions for statutory office holders in the Public Office Holders Group is having an adverse impact on recruiting suitable candidates. With the relative decline of salaries in NSW, an appointment in another jurisdiction becomes substantially more attractive. It pays better and it is less susceptible to what many in the profession would regard, perhaps a little unfairly, as "the vagaries of politics" in relation to remuneration.
19. The Tribunal does not doubt though that, for the majority of people covered by its determinations, work is generally becoming harder. But this is a wider societal

problem. The same complaint is frequently raised in other forums by all front-line workers and many in executive positions. These are difficult and complex issues for any Government to address. Efforts to ameliorate these problems might involve things like changes in work practices, better personal and emotional support, improved security, and increased staffing levels. These are matters for the wider Public Service and the NSW Government to address. Because the origins are often complex, there are no simple “silver bullets” to fix these problems and these are matters beyond the Tribunal’s remit.

20. However, the Tribunal believes that salaries alone are **not** the best way to address these important issues. Dollar increases in isolation will not fix the serious underlying problems.

Auditor General of NSW

21. The Auditor General of NSW made a submission for the Tribunal to recognise the additional functions imposed, as auditor of local government, through a reconsideration of their remuneration. The submission contends that additional responsibility of auditor of local government is the largest change to the work of the Auditor General in over 20 years, with the volume of work increasing by 30%.
22. The submission references the 2017 Annual Determination and Report, wherein the Auditor General sought recognition of the additional functions imposed, as auditor of local government. At this time, the Tribunal was required to give effect to clause 6(1) of the *Statutory and Other Offices Remuneration (Judicial and Other Office Holders) Regulation 2013* (SOOR Regulation 2013), which stated:

“Increases in remuneration that increase the officer-related costs for the office holder by more than 2.5% per annum can be awarded, but only if sufficient officer-related cost savings for the office holder have been achieved to fully offset the increased officer-related costs.”

23. In 2017, the then Auditor General provided data as part of their submission identifying that outsourcing the additional functions would provide significant savings compared to the agency's activities if it had not been outsourced. Legal advice sought from the Crown Solicitor and the Solicitor General noted that the identified cost savings provided to the Tribunal did not meet the definition of 'officer-related cost savings' as defined by clause 7(1) of the SOOR Regulation 2013. As a result, the Tribunal was not able to consider the Auditor General's request for an increase in remuneration in excess of 2.5%, at paragraph 16 to 22.
24. However, the Tribunal noted in its 2017 Annual Determination at paragraph 22:
- "the Tribunal is satisfied that the office holder has had a genuine and significant increase in workload and that the office holder has managed the implementation of the change...Had the Tribunal not been required to have regard to the provisions of the SOOR Regulation in considering this matter it is very likely the Tribunal would have found that a case does exist for this office holder to receive an increase in salary of more than 2.5 per cent."*
25. Given the repeal of the SOOR Regulation 2013, there is no longer a requirement for increases in remuneration to be offset by 'officer related savings.' It is on that basis that the Auditor General requests the Tribunal reconsider his remuneration.

Chairperson of the NSW Aboriginal Land Council

26. The Chairperson of the NSW Aboriginal Land Council made a submission to support an increase to the remuneration of the Chairperson, Deputy Chairperson and other Councillors of the Council. The submission notes the impact of the remuneration freeze on the inflationary cost of living pressures. These pressures are noted to disproportionately impact on the most already socio-economically disadvantaged, including the Aboriginal community and family members of Councillors.

27. The submission notes the increasing workload of Councillors. Two specific factors are identified:

- Councillors are meeting the obligations of the partnership with the NSW Government on Closing the Gap arrangements, through primary membership of the Coalition of Aboriginal Peak Organisations. The additional workload impacts the entire organisation, but has been resourced by the NSW Government, save for the increased workload of Councillors
- Inflationary cost of living and the disproportionate impact on local Aboriginal communities has significantly increased the workload demanded of Councillors

Clerk of the Legislative Assembly, Clerk of the Parliaments, and the Executive Manager (Chief Executive) of Parliamentary Services

28. The Clerk of the Legislative Assembly, the then Clerk of the Parliaments and Chief Executive of the Department of Parliamentary Services provided separate, but similar submissions proposing adjustments to their remuneration. The submissions propose that an appropriate salary for all 3 roles would be \$396,848 per annum (exclusive of superannuation). The submission notes the proposed figure excludes any general increase that may be determined by the Tribunal, effective on and from 1 July 2025.
29. All 3 submissions provide supporting information, including a work value assessment, to justify the proposed remuneration. The submission asserts that the current remuneration for all 3 roles was not comparable to other Parliaments in Australia, considering the size and complexity of Parliaments. This analysis reflects the advice the Tribunal provided in the 2023 SOORT Annual Determination, at paragraph 27. Further, it highlights various disparities that exist

with other Public Office Holder salaries and comparable senior executive roles in the NSW Public Sector.

30. The submissions note that the Tribunal must have regard to the fiscal position and outlook of the NSW Government in determining an appropriate increase, however, contend that the increase sought for these roles will be of minimal impact to the fiscal position and outlook of the NSW Government.
31. Further, the submissions outline the adverse impact of the current remuneration levels on recruitment efforts, including recent recruitment activity undertaken for the Clerk of the Parliaments. It was noted the lack of salary parity between the NSW Clerk positions and those in other State jurisdictions impacted the NSW Parliament's capacity to attract qualified external applicants and retain senior officers.
32. The submissions also contend the remuneration freeze has had significant impacts on the relativity of the role's current remuneration on general living expenses. As such, all 3 submissions request for the Tribunal to also consider the CPI increases for the 2022-23 and 2023-24 financial years when determining increases to remuneration for their roles.

Mental Health Commissioner

33. The Mental Health Commissioner made a submission to the Tribunal to consider the remuneration of the Mental Health Commissioner in light of the current Suicide Prevention Bill 2025. The Bill confers responsibilities to the commission that increase's the Commission's remit, and substantially the work program for the 2025-26 and forward years.
34. The Mental Health Commissioner also requests for the removal of the remuneration for the full-time Deputy Mental Health Commissioner from the

SOORT 2025 Annual Determination. The full-time Deputy Mental Health Commissioner was introduced in the 17 December 2015 Special Determination, with the establishment of the first full-time Office of the Deputy Mental Health Commissioner.

35. The submission notes the Mental Health Commission has used a part-time or sessional model for Deputy Commissioners since 2018. The submission contends that the current determination for a full-time Deputy Commissioner salary is redundant and creates expectations that Deputy Commissioners should receive a full-time salary.
36. There is precedent for when the Tribunal has removed office holders from its determination. In 2019, the office of the Full Time Member and Chief Executive Office (CEO) of the Independent Pricing and Regulatory Tribunal was removed from the Public Office Holders Group Determination. The Tribunal noted there were no full-time members, and the role of the CEO was undertaken by a Public Service senior executive.
37. Given the circumstances set out by the Mental Health Commissioner, the Tribunal has determined to remove the office of the full-time Deputy Mental Health Commissioner from the 2025 Annual Determination for the Public Office Holders Group.
38. In the event that an office of full-time Deputy Commissioner is required in the future, a direction to the Tribunal to make a special determination to establish the appropriate salary for the office would be required.

President of the Mental Health Review Tribunal

39. The President of the Mental Health Review Tribunal (MHRT) made a submission in relation to the Presidential roles at the MHRT. The submission proposes the following remuneration increases:
- Full-time President of the MHRT – equivalent to the remuneration for a District Court Judge in the 2025 SOORT determination
 - Full-time Deputy President of the MHRT – equivalent to the remuneration for a Deputy Chief Magistrate in the 2025 SOORT determination
 - Part-time President and Deputy President of the MHRT – daily rates as based on the respective annual equivalents for full-time office holders
40. Key reasons advanced to support the remuneration increase include:
- Increased workload for full-time Presidential Members of the MHRT, due to increased responsibilities conferred by the *Mental Health Cognitive Impairment Forensic Provisions Act 2020*, the *Mental Health and Cognitive Impairment Forensic Provisions Regulation 2021*. The increased workload includes a number of procedural directions or convening of preliminary hearings, as well as issuing additional reasons and orders
 - The need to attract part-time Deputy Presidents of the MHRT, due to the *Mental Health Legislation Amendment Bill 2025* (Formerly the *Mental Health Legislation Amendment Act 2024*). The changes to the Mental Health Act require the MHRT to have an order for supervised or unsupervised leave come from a MHRT panel, which includes a judicial Deputy President of the MHRT. This requirement significantly increases the requirements for judicial officers to be appointed as part time Deputy Presidents of the MHRT

- Difficulties with recruitment of former Judicial Officers to Presidential roles of the MHRT, as required by statutory provisions. The difficulties have been attributed to a lack of remuneration parity and increased judicial retirement age
 - Restoration of the amount of remuneration as recognised in the 2009 SOORT Special Determination for Presidential members of the MHRT
41. The submission also requests for the Tribunal to determine a Conveyance Allowance for the Presidential Members of the MHRT. The President notes that, under clause 5(1) of Schedule 5 of the *Mental Health Act 2007* (Mental Health Act), '*meals and subsistence allowances*' are determined by the Minister, while remuneration is determined by the Tribunal. However, as the Mental Health Act is silent in relation to a Conveyance Allowance, the Tribunal has the authority to award a Conveyance Allowance.
42. The submission provides context to justify the allowance, including the required overnight states in Orange for forensic hearings, and the Presidential members being required to regularly travel across Sydney.
43. In their verbal submission, the President of the MHRT noted additional inequities, in that her predecessors, as District Court Judges had access to their Conveyance Allowance. Conversely, the current Presidential members of the MHRT, as Magistrates, have not received their Conveyance Allowance.
44. Clause 5(1A) of Schedule 5 of the Mental Health Act explains this current inequity. In particular, the clause states the following:

(1A) *However, a President or Deputy President who is a full-time member of the Tribunal and the holder of a judicial office is entitled to be paid the higher of the following –*

(a) *Remuneration and allowances in accordance with subclause (1),*
(referring to the remuneration in accordance with the SOOR Act).

(b) *Remuneration and allowances as the holder of that judicial office.*

45. The total remuneration package of a Magistrate in the 2024 SOORT Annual Determination for the Judges and Magistrates Group (salary per annum + Conveyance Allowance) is \$369,815.² On the other hand, the total remuneration for a President of the MHRT in 2024 is \$422,250 per annum.³ Therefore, the current President of the MHRT is entitled to the remuneration set out in the Annual Determination for Public Office Holders, which does not include the Conveyance Allowance.
46. Furthermore, the Tribunal is not able to award an allowance to Presidential Members of the MHRT, as under s 10A of the SOOR Act, an allowance is only able to be given to roles listed under the *Judicial Officers Act 1986*. Legislative amendment would be required to permit such a request.

President of the Personal Injury Commission

47. The President of the Personal Injury Commission (PIC) provided a submission on behalf of the Public Office Holders within the PIC. This group includes the Deputy President of the PIC, Division Heads of the PIC (Principal members), Principal

² *Statutory and Other Offices Remuneration Tribunal, 2024 Annual Determination Judges and Magistrates Group*, SOORT, 2024

³ *Statutory and Other Offices Remuneration Tribunal, 2024 Annual Determination Public Office Holders Group*, SOORT, 2024

Members of the PIC, Senior Members of the PIC and General Members of the PIC.

48. The submission sought that the Tribunal award the Public Office Holders within the PIC a 5% increase to their remuneration. The submission argued that this pay increase would partially compensate these Office Holders for the “*decrease in members’ remuneration*” that occurred arising from the remuneration freeze in financial years FY21, FY24 and FY 25. It was also contended that the proposed increase would also somewhat bridge the gap between the remuneration offered by the PIC and PIC’s peers.
49. The submission provides additional context to justify an increase in remuneration for members of the PIC. This context includes:
 - The increasing workload for the PIC, due to both the COVID-19 pandemic, as well as a general increase in claims being filed with the PIC, despite the number of decision makers being the same
 - The challenges the President faces with recruitment and retention of members, with other Tribunals attracting higher rates, or with remuneration being a factor in influencing their retirement decision
50. The President further notes the requirement for the Tribunal to ‘... *have regard to the fiscal position and outlook of the Government, and the likely effect of making the determination on the position and outlook*’ is irrelevant to the determination for the PIC members.
51. The submission contends that these increases will have a nil effect on the NSW Government in terms of the requirements outlined under c.6A of the SOOR Regulations on the following basis:

- The PIC is not funded from consolidated revenue for workers compensation and motor accidents work, but rather the respective operational funds, which are made up of premiums collected from motorists and NSW employers. These funds come from the State Insurance Regulatory Authority, who have agreed to fund the increase from PIC's current budgetary allocation
 - The Tribunal notes the new Police work, conferred to them in September 2024 by the *Police Amendment (Police Officer Support Scheme) Act 2024*, which created the Police Officer Support Scheme Division, with its own Division Head. The President's submission notes the Police Commissioner has agreed to fund the work, which draws from consolidated revenue. However, the submission contends that the cost is not likely to be material to the NSW Government's position, as the initial scheme is operating, due to the workload initially not anticipated to be large
52. The President requested the Tribunal consider using a generic title for the PIC Division Heads. There are currently 3 Division Heads, one for each of the Divisions established under the *Personal Injury Commission Act 2020*, being Workers Compensation, Motor Accidents and the Police Officer Support Scheme.
53. The 2024 Annual Determination – Public Office Holders displays the Division Heads as:
- Full-time non-presidential member, Personal Injury Commission: Principal Member (Division Head of the Workers Compensation Division)
 - Full-time non-presidential member, Personal Injury Commission: Principal Member (Division Head of the Motor Accidents Division)
54. The President of the PIC proposed using the title of:

- “Full-time, non-Presidential Member, Personal Injury Commission, Principal Member: Division Head of a Commission Division.”

55. Schedule 2 – Public offices, Part 1 of the SOOR Act lists the office as: *“Full-time non-presidential member of the Personal Injury Commission”*

56. Given the *Personal Injury Commission Act 2020* provides for a range of Non-Presidential Members, the Tribunal is satisfied that the proposed generic title proposed by the President of the PIC is sensible.

57. The Division Head offices will be amended in the 2025 Annual Determination to:

“Full-time, non-Presidential Member, Personal Injury Commission, Principal Member: Division Head of a Commission Division.”

NSW Government Submission

58. In January 2025, the Tribunal invited the Secretary of the Premier’s Department to make a submission on behalf of the NSW Government.

59. The Secretary of the Premier’s Department provided the NSW Government submission to the Tribunal on 4 April 2025. The submission supported an increase of 3.5% consistent with the NSW Government Fair Pay and Bargaining Policy 2024-25.

60. The submission contends that:

“an increase to remuneration which exceeds 3.5 per cent would pose a risk to the NSW’s budget position, current credit ratings and increase the State’s debt burden.”

Superannuation Guarantee Contributions

61. From 1 July 2025, the general Superannuation Guarantee Contribution (SGC) increases from 11.50% to 12.00%.⁴
62. As explained in earlier determinations, the Tribunal's previous approach to superannuation increases in respect to office holders in the Judges and Magistrates Group, was to adjust remuneration for those office holders not entitled to a judicial pension to account for the increased cost of SGC rises. In contrast the Tribunal determined that it was not required to adjust remuneration increases for those office holders that are potentially entitled to a judicial pension on retirement.
63. This was due to both the impact of the NSW Government wages policy at that time, and the *Statutory and Other Offices Remuneration (Judicial and Other Office Holders) Regulation 2013*, which has since been repealed. This regulation required that the Tribunal take into account the cost of SGC increases in determining remuneration.
64. Given that there is a new Regulation and NSW Government wages policy (Fair Pay and Bargaining Policy 2024-25), in place the Tribunal is of the view that it is no longer required to discount remuneration increases, to take into account scheduled statutory SGC increases.
65. It is notable that the remuneration set out in this determination is for salary exclusive on any SGC payments, and that SGC contributions are limited by a maximum contribution base that sits below the level of salary for most judicial

⁴ Australian Taxation Office, [Super guarantee](#), ATO, 2025

officers and other office holders. This limits the overall impact of adjustments to the SGC rate.

66. For this reason, the Tribunal has determined that the remuneration increase will be **in addition** to the SGC increase effective from 1 July 2025.

Section 3

2025 Annual Determination

General Increase

67. The Tribunal thanks those office holders who made a submission, and acknowledges the concerns raised in those submissions. However, having regard to the current economic climate, the Government's submission, and the competing demands for the expenditure of taxpayers' funds, the Tribunal is not able to accede to all requests.
68. After considering submissions received and the provisions of s 6AB of the SOOR Act, the Tribunal finds those office holders the subject of this Determination should receive an increase of **3.5%**. This increase **is in addition** to any SGC increases provided.
69. In making this Annual Determination, the Tribunal consulted with the Secretary of the Premier's Department, in their capacity as Assessor under the SOOR Act. The other assessor role is currently vacant.
70. Pursuant to s 13 of the SOOR Act, the Tribunal determines that the remuneration to be paid to office holders in the Public Office Holders Group on and from 1 July 2025 shall be as specified in **Determination Nos. 1 and 2**.

Section 11A Office Holders

71. The Tribunal has previously determined total remuneration packages (TRP's) that apply to Members of the NSWALC who have elected to receive employment benefits pursuant to s 11A of the Act

72. The 2025 TRP's for these offices are set out in **Determination No. 2**. While the salary for Members not electing a remuneration package are set out in **Determination No 1**.

Statutory and Other Offices Remuneration Tribunal

A handwritten signature in blue ink, appearing to read 'Michael Knight', with a long horizontal flourish extending to the right.

The Hon. Michael Knight AO

Dated: 22 July 2025

Section 4

Determinations

Determination No. 1 – Public Office Holders Group

Annual Determination of the remuneration of the Public Office Holders Group effective on and from 1 July 2025

Table 1

Public Office Holder	Salary per annum
Public Service Commissioner	\$580,490
Chief Commissioner, Law Enforcement Conduct Commission	\$548,490
Auditor General	\$540,000
Ombudsman	\$538,600
Commissioner, NSW Crime Commission	\$534,435
Assistant Commissioner, NSW Crime Commission	\$506,300
Chief Commissioner, NSW Independent Casino Commission	\$465,750
President, Mental Health Review Tribunal	\$437,030
Electoral Commissioner	\$420,325
Full-time Commissioner, Law Enforcement Conduct Commission	\$411,365
Commissioner, Health Care Complaints Commission	\$403,815
Independent Review Officer	\$400,430
Valuer General	\$388,835
Deputy President, Mental Health Review Tribunal	\$382,360
Information Commissioner	\$379,155
Deputy President, Personal Injury Commission	\$374,480
Privacy Commissioner	\$365,890
Mental Health Commissioner	\$351,785
Parliamentary Budget Officer	\$346,735
Full-time non-presidential member, Personal Injury Commission: Principal Member : Division Head of a Commission Division	345,395
Inspector of Custodial Services	\$334,375
Chairperson, Independent Liquor and Gaming Authority	\$331,200
Small Business Commissioner	\$329,425
Deputy Chairperson, Law Reform Commission	\$326,150

Full-time non-presidential member, Personal Injury Commission: Principal Member (legally qualified)	\$310,955
Commissioner, Law Reform Commission	\$310,350
Clerk of the Legislative Assembly	\$304,520
Clerk of the Parliaments	\$304,520
Executive Manager, Parliamentary Services	\$304,520
Full-time non-presidential member, Personal Injury Commission: Principal Member (not legally qualified)	\$286,295
Deputy Chairperson, Independent Liquor and Gaming Authority	\$284,625
Full-time non-presidential member, Personal Injury Commission: Senior Member (legally qualified)	\$282,640
Commissioner, NSW Independent Casino Commission	\$279,450
Member, Independent Liquor and Gaming Authority	\$263,925
Deputy Clerk, Legislative Assembly	\$261,405
Deputy Clerk, Legislative Council	\$261,405
Full-time non-presidential member, Personal Injury Commission: Senior Member (not legally qualified)	\$260,300
Full-time non-presidential member, Personal Injury Commission: General Member (legally qualified)	\$258,415
Registrar, Aboriginal Land Rights Act 1983	\$241,495
Assessor (<i>Local Court Act 2007</i>)	\$231,070
Full-time non-presidential member, Personal Injury Commission: General Member (not legally qualified)	\$224,345
Chairperson, New South Wales Aboriginal Land Council	\$189,900
Deputy Chairperson, New South Wales Aboriginal Land Council	\$181,270
Chairperson, Board of the Aboriginal Housing Office	\$180,305
Part-time Chairperson of a Board of Governors of a Corporation constituted by the <i>Electricity Retained Interest Corporations Act 2015</i>	\$173,205
Member, New South Wales Aboriginal Land Council	\$172,640
Part-time Member of a Board of Governors of a Corporation constituted by the <i>Electricity Retained Interest Corporations Act 2015</i>	\$98,155
Chairperson, Infrastructure NSW	\$92,800

Table 2

Public Office Holder	Daily fee
President, Mental Health Review Tribunal (part time daily rate)	\$1,815
Deputy President, Mental Health Review Tribunal (part time daily rate)	\$1,590
Acting Deputy President, Personal Injury Commission (part time daily rate)	\$1,555
Assessor, <i>Local Court Act 2007</i>	\$960

Leave Loading

An annual leave loading shall be payable on the same terms and conditions as are applicable to officers and employees of the Public Service of New South Wales.

Determination No. 2 – Public Office Holders Group, Section 11A

Annual Determination of the remuneration of Public Office Holders who have elected to be provided with employment benefits pursuant to section 11A of the Act effective on and from 1 July 2025

The Tribunal determines that the remuneration packages per annum for Public Office Holders who have elected to be provided with employment benefits pursuant to section 11A of the Act shall be:

Public Office Holder	Remuneration package per annum
Chairperson, New South Wales Aboriginal Land Council	\$211,995
Deputy Chairperson, New South Wales Aboriginal Land Council	\$202,455
Member, New South Wales Aboriginal Land Council	\$192,920

Statutory and Other Offices Remuneration Tribunal



The Hon. Michael Knight AO

Dated: 22 July 2025

Appendices

Appendix 1: List of written submissions for the Public Office Holders Group

1. Auditor General of NSW
2. Chairperson of the Aboriginal Land Council Submission, on behalf of the NSW Aboriginal Land Council
3. Chief Executive of the Department of Parliamentary Services
4. Clerk of the Legislative Assembly
5. Clerk of the Parliaments
6. Mental Health Commissioner
7. President of the Mental Health Review Tribunal
8. President of the Personal Injury Commission, on behalf of the Presidential and Non-presidential members of the Commission (noting that the President's remuneration is based on the remuneration for a Judge of the Supreme Court of NSW)
9. The NSW Government, via the Secretary of the Premier's Department

Appendix 2: List of office holders in the Public Office Holders Group who met with the Tribunal

1. Chairperson of the Aboriginal Land Council Submission, on behalf of the NSW Aboriginal Land Council
2. Chief Executive of the Department of Parliamentary Services
3. Clerk of the Legislative Assembly
4. Mental Health Commissioner
5. President of the Mental Health Review Tribunal
6. Deputy President of the Mental Health Review Tribunal
7. President of the Personal Injury Commission, on behalf of the Presidential and Non-presidential members of the Commission (noting that the President's remuneration is based on the remuneration for a Judge of the Supreme Court of NSW)