

Statutory and Other Offices Remuneration Tribunal

REPORT AND DETERMINATION PURSUANT TO SECTION 14(2) OF THE *STATUTORY AND OTHER OFFICES REMUNERATION ACT 1975* – FULL-TIME PRESIDENT OF THE ANTI-DISCRIMINATION BOARD

Premier's Direction

1. On 13 November 2025, the Statutory and Other Offices Remuneration Tribunal (**the Tribunal**) received a direction from the Premier, the Hon Chris Minns MP, pursuant to section 14(2) of the *Statutory and Other Offices Remuneration Act 1975* (**SOOR Act**) requesting for a special determination regarding the remuneration for the office of the full-time President of the Anti-Discrimination Board.
2. In his letter, the Premier recommended that the remuneration of the full-time President of the Anti-Discrimination Board sit at approximately \$335,000, based on information prepared by the Department of Communities and Justice.

President of the Anti-Discrimination Board

3. The President of the Anti-Discrimination Board is the statutory officer constituted under section 72 of the *Anti-Discrimination Act 1977* (**Anti-Discrimination Act**).
4. The President is responsible for administering key functions under the Anti-Discrimination Act and the civil complaints scheme under the *Conversion Practices Ban Act 2024*. They act as the authoritative and pro-active source of guidance to support the Government and community in relation to anti-discrimination matters. The President is also the chair of the Anti-Discrimination Board of NSW.
5. The President is the strategic head of Anti-Discrimination NSW. This includes being the public representative of Anti-Discrimination NSW in promoting and advocating for anti-discrimination and equal opportunity principles and policies across the state. The President also provides the vision, leadership and strategic direction of Anti-Discrimination NSW to ensure delivery of its legislative responsibilities.
6. In determining the remuneration for the full-time President of the Anti-Discrimination Board, the Tribunal has had regard to the roles and responsibilities of the President of the Anti-Discrimination Board; the provided job evaluation; salary relativities with other relevant NSW public office holders; the remuneration of comparable roles to the President of the Anti-Discrimination Board; and other supporting information provided to the Tribunal.

7. The Tribunal undertook an extensive assessment process that required additional supporting documentation to be provided. This resulted in a short but necessary delay in making a decision on the appropriate remuneration.
8. The Tribunal determines that the annual salary of the full-time President of the Anti-Discrimination Board be set at \$350,000 per annum, effective from the date of gazettal of the determination.

Determination

This determination amends the SOORT 2025 Annual Determination – Public Office Holders dated 22 July 2025.

Pursuant to section 14(2) of the SOOR Act, the Tribunal determines the annual salary for the office of the 'Full-time President of the Anti-Discrimination Board' shall be \$350,000, effective from date of the determination's gazettal, 19 December 2025.

Office	Recommended remuneration
Full-time President of the Anti-Discrimination Board	\$350,000

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The Hon. Michael Knight AO

Date: 16 December 2025