



Australian Government



Ref: RIC 25-29

Senate Finance and Public Administration Legislation Committee  
Parliament House  
Canberra ACT 2600

26 March 2025

Dear Committee members

**Remuneration Tribunal Amendment (There for Public Service, Not Profit) Bill 2025**

I write in response to your invitation to make a submission on the above Bill which is currently before your Committee for inquiry.

Following review of the available material, the proposed amendment appears to apply to our RIC CEO position and, if the Bill was passed, there would be a direct impact on the salary of the current incumbent.

It is not clear within the proposed amendment whether the intent is for current incumbents to have grandfathered arrangements or whether there would be an expectation to reduce the current salary of anyone currently over the proposed cap, and the potential industrial implications of this.

The proposed amendment would also appear to directly impact the Board's ability to provide performance-based progression within the set range, as well as our ability to attract a suitable candidate should the position become vacant in the future given the limited and non-market-competitive salary range.

The current Remuneration Tribunal process considers the size, complexity and nature of the position and agency. Imposing a cap reduces the ability to fully account for these diverse factors, and undermines the mandate of the Remuneration Tribunal.

Thank you for the opportunity to comment on the proposal.

Yours sincerely

Karen Smith-Pomeroy  
Chair