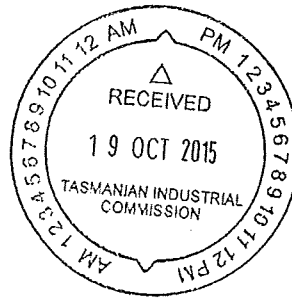


14 October 2015.

Dear Commissioners,



While I appreciate the opportunity to make a submission on the Inquiry into Parliamentary Salaries and Allowances, I am of the opinion that the Tasmanian Industrial Commission has lost an opportunity to adequately inform, even educate the broader Tasmanian community on the role and processes of the Commission and the democratic system of Tasmania.

The Commission as I understand it no longer makes recommendations to each house of parliament and is now the determining body for the salaries and allowances of members of the House of Assembly (house) and Legislative Council (council). Thus I would have expected the Commission to outline its principles and methodology and state that this methodology is current best practice. I assume that the Commission applies this best practice in its determinations relating to other occupations. If not I would expect the Commission to explain its reason for using a different methodology for determining salaries and allowances for the occupation of 'politician'.

I recommend that the Commission include in its determination the principles applied, a detailed methodology (including any assumptions), a statement that methodology is best practice and these matters are applicable and used for determinations of salaries and allowances for other occupations. If the methodology is not used for other occupations, the Commission should provide its reasons for the difference.

It is my opinion that this inquiry needs to base its determination on a description of the principal duties and responsibilities of members of the house and council. I will restrict my comments to members of the House (members) but many apply to members of the Legislative Council. All members should have the same basic set of principal duties and responsibilities; the 'core business' of membership carried out irrespective of location, experience, education, electorate or party affiliation.

It is obvious from television media coverage that attending the Commonwealth's House of Representatives when in session is neither a principal duty nor a principal responsibility of members of that house. Can I assume that attending the House of Assembly when it is in session is not a principal duty or a principal responsibility of members?

I suggest a short exercise for each member of the Commission. Please spend two or three minutes to write down the 6 principal duties and 6 principal responsibilities of a member of the House.

An alternative for consideration is that if the Commission considers that different members have different sets of principal duties and responsibilities when acting as members, these differences should be clearly identified and documented in its determination.

Currently all members are paid the same base salary on the untested presumption that each are doing the same 'work'. I suggest that members would argue against having a base set of principal duties and responsibilities but they would agree that all members receive the same base salary. If members are strong on having this variability in the basic 'work' of members, this, in itself, provides an argument for a differential salary structure where members undertaking different 'basic work' are paid a different base salary. I do not believe that members should have the same base salary, different sets of principal duties and responsibilities and I might add the same allowances – they shouldn't have their cake and eat it too.

The issues paper provides no evidence or discussion on this topic. It relies on a general somewhat nebulous description of the roles of members from outside Tasmania. Again there is the presumption that the work of members and various positions in Tasmania's houses of parliament and executive government are the same as those in the national, State and Territory houses of parliament. The issues paper provides little to no information or evidence that these comparisons are valid or of worth. I also note that the 1932 Tasmanian Constitution Act, often referred to as the Tasmanian Constitution does not have (or I cannot find) any provisions that address the remuneration of members. This leads to the question on what is the legal basis for members' remuneration and exclusion from many workplace requirements and entitlements found in other occupations.

I will not comment in detail on the many matters included in the issues paper (my submission would be many, many pages long) but provide an example that illustrates the need to clearly define the principal duties and responsibilities of members and those in various positions.

What are the duties and responsibilities of the deputy premier outside those of his or her ministry(ies) and those of any other member? Are these duties and responsibilities undertaken on a day-to-day basis or just undertaken when acting as premier when the premier is otherwise engaged? What does he or she do to 'earn' an additional \$99,085 per year? If this additional salary is for carrying out duties and responsibilities of the premier on some occasions when the premier is 'unavailable', are these occasional activities worth \$99,085? This leads to the question of whether or not the deputy premier in fulfilling the duties and responsibilities of the premier should be paid additional salary on a *pro rata* basis instead of a fixed amount per year. Again, the issues paper fails to provide adequate information to allow a monetary value to be placed on the unspecified additional duties and responsibilities which may be undertaken a few times a year.

I could make many additional comments but as I consider that the issues paper is somewhat inadequate and unclear as to the limits of the Commission's deliberations and determination. Some of my concerns may fall outside the Commission's view of its remit but are such that I consider them important. For example my comments on the additional salaries paid to whips are as follows.

One definition is 'A **whip** is an official in a political party whose primary purpose is to ensure party discipline in a legislature'. While information about the duties and responsibilities of whips in the British parliament can be found, none are found on the Australian parliament house website, most duties and responsibilities relate to supporting party activities rather than governance of a house of parliament.

Why should whips receive additional salary when their work is for the benefit of a political party rather than the House *per se*? I can understand the role of whips in the past, especially in the development of parliamentary democracy in England and the early decades after Australia's

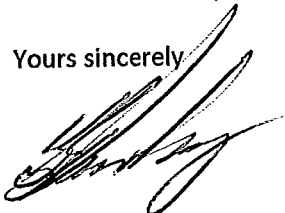
federation when most members were 'part time'. They had activities outside parliament ranging from managing businesses to running estates.

In this day and age of reasonably well paid, full time career politicians, members of a relatively small 'committee', who should be able to and capable of carrying out the 'core business' of membership in a responsible manner, why are such positions needed? If they are important to the day-to-day running the house, what are their principal duties and responsibilities and their relationship to the speaker? What are their principal duties and responsibilities when the house is not in session?

I wonder when these positions were last independently reviewed and assessed. Maybe their continuation is an artefact as the evolution of the house progressed, reflecting past administrative arrangements designed to benefit parties rather than reflecting modern administrative practices. The 'need' for these positions also brings into question the commitment by some members of their own behaviour in the efficient and effective functioning of the house.

Overall, I consider the process, including the issues paper to be of poor quality and hope that this is not a proper reflection of the Commission's work in regard to the remuneration, allowances, etc. of other occupations.

Yours sincerely

A handwritten signature in black ink, appearing to read 'Graeme Lindsay', written in a cursive style.

Graeme Lindsay