GOVERNMENT OF WESTERN AUSTRALIA

Salaries and Allowances Tribunal

2026 Determination

Members of University Governing Councils

No. 1 of 2026

Preamble

Statutory context

1. In accordance with section 6(1)(ea) of the *Salaries and Allowances Act 1975*, the Salaries and Allowances Tribunal is required to inquire into and determine, on an annual basis, the remuneration provided to members of University Governing Councils. These apply only to the four public universities based in Western Australia (namely, Curtin University, Edith Cowan University, Murdoch University and The University of Western Australia).
2. The Tribunal's last Determination was issued on 20 November 2025.

Current inquiry

3. The Tribunal has reviewed the operation of the previous Determination and invited submissions from the respective Universities.
4. The Tribunal engaged in consultation with the Council of Curtin University, Council of Edith Cowan University (ECU), the Senate of Murdoch University and the Senate of the University of Western Australia (UWA).

Conclusion

5. The Tribunal has determined to increase remuneration by 3% across all categories. This decision is based upon salary increases university staff have received under several industrial agreements in 2026.
6. The Tribunal has also decided to support the Senate of UWA's request for equivalent remuneration for student and non-student members of the UWA Senate. Currently UWA does not remunerate student members.
7. The Tribunal acknowledges that, while it has the power to determine the remuneration for University Governing Council members, any remuneration must be met from within existing University budgets and must be for the fulfilment of University strategic objectives.
8. By necessity, any remuneration determined is done in consultation with each University. The Tribunal will continue to liaise with the sector to ensure the fee structure remains relevant for each University.
9. **The Determination will now issue.**

Determination

Part 1: Introductory matters

This part deals with some matters that are relevant to the Determination generally.

1.1. Short Title

This Determination may be cited as the *University Governing Council Determination No. 1 of 2026*.

1.2. Commencement

This Determination comes into effect on 1 January 2027.

1.3. Content and intent

(1) Pursuant to section 6(1)(ea) of the *Salaries and Allowances Act 1975* this Determination provides for the salary, allowances and other benefits to be paid, provided or reimbursed to a person holding any of the following offices:

(a) Member of the Council of Curtin University
(b) Member of the Kalgoorlie Campus Council of Curtin University
(c) Member of the Council of Edith Cowan University
(d) Member of the ECU South West Campus (Bunbury) Advisory Board
(e) Member of the Advisory Board of the Western Australian Academy of Performing Arts (ECU)
(f) Member of the Senate of Murdoch University
(g) Member of the Senate of the University of Western Australia.

(2) This Determination fulfils the Tribunal's obligations under section 8 of the Act with respect to offices identified in section 6(1)(ea).

1.4. References to dates

(1) In this Determination, a reference to "a year" or "per annum" relates to a calendar year.

(2) Where benefits or entitlements are provided with specific reference to "a year" or "per annum", these cease on and from 31 December each year and, unless otherwise specified in this Determination, no unexpended amount can be carried over to later years

1.5. Pro rata payments

The amount of a person's entitlement to remuneration specified in this Determination shall be apportioned on a pro rata basis according to the portion of a year that the person holds office.

1.6. Terms used

In this Determination, unless the contrary intention appears –

Committee Chairperson means Chairperson of a designated committee of a University Governing Council.

Committee Member means a Member of a designated committee of a University Governing Council.

Remuneration means salary, allowances, fees, emoluments and benefits (whether in money or not).

Tribunal means the Salaries and Allowances Tribunal.

Part 2: Remuneration

This part deals with the remuneration payable to Governing Council members

2.1 Eligibility criteria

(1) Members are ineligible to receive any remuneration fees if they are:
- (a) on the public payroll, including all current full time State, Commonwealth and Local Government employees, as well as full time employees of Western Australian statutory authorities, which includes the public universities
- (b) Members of Parliament
- (c) current and retired judicial officers
- (d) a former Member of Parliament and less than 12 months has passed since they ceased to be a Member of Parliament.

(2) Part time employees of State, Commonwealth and Local Government public services, including Western Australian statutory authorities are eligible for remuneration fees only if the member can clearly demonstrate that the work of the Governing Council will happen in their own time.

(3) University Governing Councils may create Committees from within the membership of the Council, such as Audit and Compliance Committees, that are eligible for remuneration at the Committee Chairperson/Member rates described in Part 2.2. In doing so the Governing Council must:
- (a) designate each Committee as being eligible for remuneration at the higher level through the policies and procedures of the University; and
- (b) ensure that each Committee has sufficient scope and workload to justify the higher level of remuneration.

2.2 Remuneration

(1) Members of certain University Governing Councils are eligible to receive remuneration fees specified in Table 1, subject to the eligibility criteria in Part 2.1.

(2) Each member is entitled to the remuneration applicable to one category only, the remuneration levels are not cumulative.

(3) If an eligible member has entered into an arrangement with an employer which provides that the remuneration payments are to be paid to the employer as part of the member's conditions of employment, payment will be made to the employer.

(4) Remuneration payments will be subject to PAYG tax under Australian Taxation Office legislation. Employer superannuation guarantee contributions, levies and payroll tax are additional to the amounts shown below and will be payable by the University.

Table 1: Annual remuneration for University Governing Council members

	Chancellor	Pro Chancellor	Committee Chairperson	Committee Member	Committee Member (Student)	Council Member (Non-student)	Council Member (Student)
Council of Curtin University	$93,131	$46,565	$40,745	$23,282	$11,641	$17,462	$8,731
Senate of Murdoch University	$93,131	$46,565	$40,745	$23,282	$11,641	$17,462	$8,731
Council of ECU	$93,131	$46,565	$40,745	$23,282	$23,282	$17,462	$17,462
Senate of UWA	$93,131	$46,565	$40,745	$23,282	$23,282	$17,462	$17,462
Kalgoorlie Campus Council of Curtin University	$0	$0	$0	$0	$0	$0	$0
ECU South West Campus Advisory Board	$0	$0	$0	$0	$0	$0	$0
Advisory Board of the Western Australian Academy of Performing Arts (ECU)	$0	$0	$0	$0	$0	$0	$0

Part 3: Expenses

This Part deals with the reimbursement of reasonable out of pocket expenses incurred in carrying out approved duties of the office.

3.1 General

(1) All members of a University Governing Council may, upon application to the University, be reimbursed for reasonable out of pocket expenses for which they are not otherwise reimbursed.

(2) The expenses must have been incurred while performing Council-approved duties.

(3) Reimbursements should not be used so that a member receives any personal benefit from the reimbursement.

(4) Each University should develop guidelines on what is considered an approved expense.

(5) Any reimbursements must be approved by the Council or by an appropriate approving authority of the University.

(6) All claims for reimbursement must be supported by documentation such as receipts.

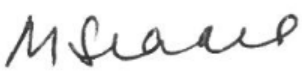
3.2 Reimbursement of expenses

(1) Travel expenses to and from approved University events may be claimed, subject to the approval of the University Governing Council, and shall not exceed the rates outlined in the reimbursement of travel expenses, located on the Public Sector Commission website under "Remuneration of Government Boards and Committees".

(2) A University may approve professional development expenses for members to be covered/reimbursed subject to the approval of the University Governing Council.

(3) Any other reasonable out of pocket expenses may be approved subject to the relevant approvals of the University Governing Council.

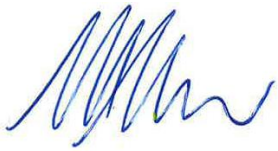
Signed on 19 November 2026



E Prof M Seares AO
Chairperson



Mr O Whittle
Member



Ms M McCracken
Member

Salaries and Allowances Tribunal