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PARLIAMENTARY SALARIES AND ALLOWANCES ACT, 1967-72

REPORT

OF THE

PARLIAMENTARY SALARIES TRIBUNAL

1974

The Honourable Sir Reginald Sholl	.....	.....	.....	Chairman
Mr. J. M. Groom, F.C.A., F.A.S.A.	.....	.....	.....	Member
Sir Reginald Rushton, A.C.A., F.A.S.A.	.....	.....	.....	Member

D. G. Doig, A.P.A.A.
Secretary

PARLIAMENTARY SALARIES TRIBUNAL

FIFTH REPORT—1974

GENERAL.

1. The Parliamentary Salaries Tribunal now presents what is in fact the third comprehensive report since the commencement of the Parliamentary Salaries and Allowances Act 1967 but is numbered as the Fifth Report of the Tribunal by reason of the fact that in 1973 and earlier this year it was necessary to make interim reports to deal with incidental matters.

2. In our 1971 Report we referred in general terms in paragraph 1 to the history of the Western Australian legislation and recorded the fact that the State of Tasmania was the first of the Australian States to adopt the system of fixing Parliamentary and Ministerial salaries by means of the determinations of an independent tribunal. This it did in 1962 and South Australia followed suit in 1965. A review of the present legislation and practice throughout the Commonwealth discloses the following situation:—

- (a) *Commonwealth*: To this present time, the Commonwealth Parliament has always by its own enactments fixed the remuneration of its members, Ministers and officers, but now by the Remuneration Tribunal Act 1973 there has been set up a Tribunal which has the function of determining the salaries of members and officers of Parliament and of recommending Ministerial salaries. The Tribunal is obliged to report and determine in regard to these matters at least yearly but Parliament retains the right of rejecting its determinations and recommendations if it so chooses. No determination or recommendation has yet been made by the Tribunal which is expected to act for the first time after the 30th June, 1974.
- (b) *New South Wales*: Up to the present time the remuneration of members, Ministers and officers has been fixed directly by legislation, but the institution of a Tribunal has been foreshadowed by the Government in a recent announcement.
- (c) *Victoria*: Victoria retains the system of direct fixation by Parliamentary enactments at intervals determined by Parliament itself and the present statute is the Parliamentary Salaries and Allowances Act 1973 which came into operation on the 23rd December, 1973. The figures fixed by that enactment appear in Appendix II to this report. Contained in that Appendix is a comprehensive tabulation of Parliamentary salaries and allowances currently in force in the Commonwealth and in the Australian States at the date of this report.
- (d) *Queensland*: By the Constitution Act Amendment Act 1971 this State has adopted a system of adjusting the relevant salaries according to an index, described as "the variation which has occurred during the year ending on the 30th day of June previously in the index published by the Bureau of Census and Statistics for average minimum weekly wage rates for adult males in Queensland." The most recent adjustment, according to information supplied to us by the Premier's Department of that State, was effected as from the 1st July 1973. The resulting changes in salaries and electorate allowances of members, and in the salaries of Ministers and officers of Parliament, are set out in the Queensland Government Gazette No. 38 dated 20th October, 1973. These figures also appear in Appendix II to this report.
- (e) *South Australia*: As mentioned in our 1971 Report, the respective salaries and allowances are fixed in that State by a statutory Tribunal similar to that which operates in Western Australia. The relevant act is the Parliamentary Salaries and Allowances Act 1965-66 under which the Tribunal is obliged to make appropriate determinations at intervals of not more than three years. It is to be noted however that there is no bar to more frequent determinations when necessary.
- (f) *Western Australia*: Under the legislation in force in this State the system is similar to that in operation in South Australia with the important qualification that by virtue of Section 7(5)(b) and (6) no determination can be revoked for three years. This does not of course prevent the making of determinations in the interval to apply to new subject matters, as was done by us in January 1973 after Parliament had added to the officers of Parliament entitled to additional remuneration the Third Party Whips in both Houses. But we have some further observations to make on this topic which appear shortly hereafter.
- (g) *Tasmania*: In that State, by the Parliamentary Salaries and Allowances Act 1973, the Tribunal system, which

Tasmania was the first to use, has been abrogated; and instead there has been adopted a system whereby basic Parliamentary salaries are adjusted according to "the interstate average" of the other five States as determined at the 15th June in each year. This figure having been determined, the salaries of Ministers, the salaries of the officers of Parliament and the electorate allowances of Members are all automatically adjusted according to different percentage additions calculated upon the basic salary. This is an interesting and no doubt experimental development which, however, does not commend itself to us. Nor would we recommend it for adoption in this State, which has indeed in some respects been in the forefront in fixing adequate and appropriate remuneration for those responsible for the government and legislation of Western Australia.

3. As we have mentioned, it became necessary for Parliament to add in 1972 the office of Third Party Whip in each House to the list of officers of Parliament set out in paragraph 4(2) of the Act as officers for whom the Tribunal may fix appropriate salaries. In consequence we made a determination dated 21st January 1973, fixing their remuneration accordingly. Section 14 of the Act was intended to obviate the necessity of a new determination upon a change of electorate boundaries. It provides that when the boundaries of a province or district are altered pursuant to the Electoral Districts Act and whether or not a new name is assigned, the member representing the relevant electorate is to continue to receive the same electorate allowance as before. However when the electoral boundaries were altered in 1973 the resulting changes were in some respects so complicated that some electorates disappeared and new boundaries were created. In the result it proved to be desirable that this Tribunal make an interim determination reallocating electorate allowances to those electorates which were new. This was done by an interim determination dated 30th April 1974, which enabled the paying officers to commence payment of the appropriate allowances to the members affected as from the date after the election of the new Parliament. However, we pointed out in our report accompanying that determination that in our opinion it was possible that the Auditor General might question the validity of this determination, having regard to the provisions of Section 7 which we have already mentioned. We therefore then recommended, and again recommend, that an appropriate opportunity be taken by Parliament to validate that interim determination, so as to cover its operation during the period from the commencement of the present Parliament up to the 16th September, 1974, when the comprehensive determination annexed to this report will come into operation and the interim determination will be revoked.

4. In the last paragraph of our 1971 Report we referred with appreciation to the services rendered to this Tribunal by its original Secretary, Mr. Keith Mann, A.A.S.A., who was responsible for the collection of the principal material used by the Tribunal for the purposes of its 1968 and

1971 hearings. Early this year Mr. Mann was promoted to the post of Chief Inspector, Public Service Board, and we take this opportunity of offering him the Tribunal's congratulations on his appointment to that important post. Mr. Donald G. Doig, A.P.A.A., Industrial Officer, Public Service Board, was appointed Secretary to the Tribunal in his place.

5. From the conspectus of Australian legislation set out in paragraph 2 above it will be seen that this is the only State which imposes a statutory bar to the variation of a determination within a three year period. To some extent we endeavoured to deal with the difficulties occasioned by this situation by including in Part VIII of the 1971 Determination a provision for the adjustment of the basic salary of members and the salaries of Ministers and officers of Parliament according to relevant decisions in the annual National Wage Cases. For reasons which we discuss hereafter this proved in the circumstances of the past three years to be an inadequate index and unfortunately it was not practicable without an amendment of the legislation to revoke that portion of our determination in order to substitute a more effective means of adjustment. Likewise the position regarding electorate allowances, when the boundaries of a number of electorates were changed, emphasised the difficulty created by the three year limitation. We considered whether the provisions of Section 15 of the Act were sufficient to deal with the question of altering the method of adjustment, but in our opinion it was doubtful whether that section authorised a variation of the basic salary of members within the triennium. In these circumstances we have decided to recommend, and we do recommend, that the legislation should be amended by inserting at the commencement of Section 7(5)(b) and of Section 7(6) the words "Unless the Tribunal for special reason, approved by the Governor in Council, otherwise determines". This would enable situations such as we have described to be dealt with expeditiously and would avoid the possibility of hardship to members when economic circumstances not envisaged at the time of a determination require some adjustment before the end of the ordinary three year period.

6. The present sittings of the Tribunal were convened by His Excellency the Governor in Council for 10th June, 1974 and we sat on that date and continuously thereafter for more than a week.

7. Substantially before the date fixed for the commencement of the sittings we called for advertisements to be published in the *Government Gazette*, *The West Australian* newspaper and the *Sunday Times* newspaper, informing the public of the impending inquiry and inviting any person wishing so to do to make submissions to the Tribunal. Only one member of the public responded and made a written submission but we received a submission also from a former member of Parliament. We also wrote to each member of Parliament inviting submissions, and are pleased to report that on this occasion we received a very much fuller response than in the past. This was of particular assistance, inasmuch as many members gave information about their personal expenditure and in some cases actually provided copies of the schedules of expenses which they

had appended to their income tax returns. In one case we were also furnished with the details of a successful objection made by a member to the disallowance by the Commissioner of Taxation of part of his claim for electorate expenses. Other members furnished copies of cheque butt entries covering the whole or parts of their electorate expenditure over the past three years. We trust that this practice of furnishing actual figures will continue and will be adopted by still more members when the next occasion arises for a review of Parliamentary remuneration.

8. As the New Parliament had not yet assembled at the relevant time, neither the President of the Legislative Council nor the Speaker of the Legislative Assembly had been elected, so that we were unable to send any communication direct to these officers as such. We feel, however, that the volume of information obtained from members generally as well as the detailed submissions from the three Parliamentary Parties adequately covered the field and in any event the Hon. A. F. Griffith, M.L.C., after his election as President, attended and gave evidence before us.

9. We also wrote to the Deputy Commonwealth Statistician and Government Statistician (Mr. W. M. Bartlett), and through the Under Secretary of the Premier's Department information was obtained from corresponding officers in each of the other Australian States concerning the current salaries and allowances of Ministers, officers and members; and similar information was also obtained regarding the Federal Parliament. We also requested the Chief Electoral Officer of this State to furnish details of the enrolments in the provinces and districts returning members to Parliament as well as details of the areas of each. We obtained from the Royal Automobile Club of Western Australia (Inc.) its latest cost schedule of car running expenses as at March 1973 and from the Royal Automobile Association of South Australia (Inc.) we received its latest schedules as at March, 1974. We also obtained from the Public Service Board, the University of Western Australia, the Institute of Technology, and the Western Australian Teacher Education Authority details of current salaries payable in what we regarded as relevant corresponding grades.

10. For the same reasons as we explained in paragraph 6 of our 1971 Report, we conducted private sittings. We were, as before, willing to hold a public sitting, had we received a request to that effect from some party with an appropriate interest, but, as in 1971, no such request was made. We continue to feel that our present methods of procedure are best calculated to obtain adequate information within our field of inquiry and particularly to elicit unrestricted information on the private finances of members, Ministers and officers of Parliament.

11. From the Parliamentary Labor Party we received and acceded to a request on behalf of the members of the Party to hear Mr. J. McGinty, Industrial Advocate, supported by Mr. T. J. Burke, M.L.A., the Secretary of the Parliamentary Labor Party. Mr. McGinty produced a number of useful exhibits to support his address. We also received and acceded to a request from the Parliamentary Liberal Party to

hear Mr. R. L. Young, M.L.A. This request was supported by a written submission which was elaborated by him in his address. And we received a written submission also from the Parliamentary Country Party.

12. We received written submissions from the following members of Parliament:

Legislative Council:

Hon. G. W. Berry
Hon. V. J. Ferry, D.F.C.
Hon. C. E. Griffiths
Hon. T. Knight
Hon. J. C. Tozer
Hon. W. R. Withers
Hon. D. J. Wordsworth

Legislative Assembly:

Mr. T. H. Bateman
Mr. T. J. Burke
Mr. J. P. Carr
Mr. P. J. Coyne
Mr. T. D. Evans
Mr. C. J. Jamieson
Mr. T. H. Jones
Hon. A. Mensaros
Mr. J. Sibson
Mr. L. H. Watt

In addition we received a written submission from Mr. W. Cook, former member of the Legislative Assembly for Albany. The member of the public who submitted detailed arguments and figures was Mr. B. Pippett, L.B., of the Parliamentary Counsel's Office. From these submissions we derived much assistance, both in regard to the discussions of principle which they contained and with regard also in the majority of cases to the detailed figures which were appended. We also heard evidence from the Hon. C. E. Griffiths in amplification of his written submission. From him we derived particular assistance in considering the differing roles of members of the Legislative Council and members of the Legislative Assembly respectively in providing service to their electors. And finally (as already mentioned) we heard the Hon. A. F. Griffith, President of the Legislative Council, and until recently Leader of the Opposition in the Council over the life of the last Parliament, who gave us the benefit of observations based on twenty four years in Parliament, including twelve years as a Minister.

13. In addition to the material, both written and oral, to which we have referred, we obtained statistics and other information from the following sources:—

Industrial Commission: Statistics regarding movements in the State Basic Wage for Perth and in the Minimum Weekly Wage rates fixed by the Commission.

Deputy Commonwealth Statistician: Movements of the Consumer Price Index for Perth, the average weekly earnings per employed male unit for Western Australia, the weighted average minimum weekly wage rate for Western Australia, and the periodical survey of weekly earnings and hours for both Western Australia and Australia as a whole.

Education Department: Variations in the salaries of Divisional Directors, Superintendents, and various grades of teachers, including Principals of High Schools, Headmasters and Senior Masters.

Local Government Department: Movements in salaries paid to certain Local Government executive officers.

Department of Tourism: Details of charges made by representative hotels and motels in Eastern States, for comparison with those prevailing in Western Australia.

We were also furnished with details of the numbers of sitting days of Federal Parliament and of all State Parliaments from 1965-1973, which we understand were obtained by the Chief Hansard Reporter (Mr. J. Cox) from records kept by the South Australian Hansard staff.

BASIC SALARY OF MEMBERS.

14. We stated in paragraphs 10 and 11 and in paragraphs 14 and 15 of our 1971 report our views on the general principles applicable to the fixing of Parliamentary remuneration, and we see no reason to vary the way in which we then stated the general outlook of the Tribunal in approaching its task in this respect. We proceeded again on the basis that our function is to fix the various items of remuneration as for persons obliged to give and engaged in giving full time attention to the duties of their respective offices. As we stated in paragraph 19 of our 1971 report, we still consider that the remuneration fixed as the basic salary of members should be kept competitive in relation to the sections of the community from which members have come and may normally be expected to be drawn. We gave as some examples, which we believe are still appropriate, the middle and more junior ranks of the Public Service, school teachers (both senior and junior), Union officials, bank officials, farmers, commercial executives below the top ranks, and municipal officers. It will appear from the examples which we give hereunder of salary movements over the past triennium that we have looked in fact at other fields as well, including those of journalism and engineering—to mention only two. It remains true, as we remarked in 1971, that the movement of what is frequently called “the public service pyramid” in both Commonwealth and State fields has an important, if not vital, influence in bringing about a continuous upward adjustment in salaries in all the comparable occupations at which we have thought it appropriate to look. We pause, however, to remark that one argument put on behalf of the Parliamentary Labor Party did not commend itself to us. Mr. McGinty invited us to look at the salaries paid to officials engaged in and about the business of Parliament, and particularly the Clerk of the Assembly, the Assistant Clerk, the Chief and Deputy Chief of the Hansard staff, and the Hansard Reporters in general. This we considered legitimate for general purposes of comparison, but we found ourselves unable to agree that any principle of comparative wage justice required us to assume that an ordinary member of Parliament would suffer from

feelings of resentment if he found any one or more of these officials in receipt of a salary in excess of his own basic remuneration. In every case it must be a question of how the basic salary of a member of Parliament is to be related to those occupations which require special skills, whether professional or otherwise.

15. In the next place we would wish to reiterate that in our view it is essential that in carrying out our functions we should remain independent and retain a complete flexibility of action; and for this reason we again decline to entertain the motion of tying the basic salary of members of Parliament to any class of public servant or other Government official. Not only (as we have said on another occasion) may it become the function of Parliament, for some important economic reasons, to restrain the growth of public service salaries, but to tie Parliamentary salaries to those of any particular class of officers or other individuals would be in theory at least, to give Parliament a vested interest in advancing the remuneration of such persons. We therefore do not discuss this point further, except to say that we are prepared, as we were in 1971, to adopt an appropriate statistical index as an indicator whereby to procure an annual adjustment of Parliamentary salaries designed to maintain the relative position of Parliamentarians vis-a-vis other sections of the community.

16. It was put to us in a submission by Mr. Leon Watt, M.L.A. for Albany, that in fixing the basic salary of members we should have regard to the effect of income tax. Not only would this be contrary to the practice of other wage fixing authorities as we understand it, but in addition it would raise numerous problems. For example, the effect of income tax would vary according as a member did or did not derive income from other sources; and it would vary also according to the deductions available to him under the tax legislation. We prefer to adhere to the principle that we should fix Parliamentary remuneration according to figures which appear appropriate to us, irrespective of the incidence of taxation, the levying of which depends upon the policies of other authorities.

17. We have, however, thought it proper, in approaching the task of revising the basic salary fixed in 1971, as adjusted to date in accordance with the National Wage Case decisions, to take into account the fact that there has been a very substantial increase in the number of sitting days per annum in both Houses of the Western Australian Parliament; that there has been an increase in the number of electors in each electorate; and that according to the evidence before us there has been an increase also in the extent to which the general public has become conscious of the availability of assistance from their local members. This is perhaps only one manifestation of the increase in public awareness of political realities in the Australian community. The following table illustrates the extent to which sitting hours have increased in the Parliament in this State since our last Determination in 1971, and is of interest also for the information it contains as to the hours of sittings in the Commonwealth and other State Parliaments (excluding Tasmania).

SITTING HOURS OF AUSTRALIAN PARLIAMENTS 1965-1973

	Upper House		Lower House		Total Hours
	Days	Hours	Days	Hours	
1965					
Commonwealth	62	376	73	540	916
New South Wales	31	92	46	256	348
Victoria	42	188	51	246	434
Queensland .....	....	....	74	431	431
South Australia	57	168	68	438	606
Western Australia	44	161	49	242	403
1966					
Commonwealth	47	287	55	397	684
New South Wales	53	167	66	375	542
Victoria	44	196	50	274	470
Queensland .....	....	....	57	295	295
South Australia	69	216	76	436	652
Western Australia	47	177	50	241	418
1967					
Commonwealth	64	439	59	470	909
New South Wales	57	222	64	386	608
Victoria	37	177	43	264	441
Queensland .....	....	....	69	392	392
South Australia	62	223	68	420	643
Western Australia	43	126	50	214	340
1968					
Commonwealth	68	438	67	528	966
New South Wales	48	142	55	327	469
Victoria	44	176	51	273	449
Queensland .....	....	....	66	375	375
South Australia	54	119	61	345	464
Western Australia	38	140	40	196	336
1969					
Commonwealth	53	342	51	402	744
New South Wales	48	149	64	388	537
Victoria	42	187	49	259	446
Queensland .....	....	....	56	304	304
South Australia	66	166	73	416	582
Western Australia	57	181	60	291	472
1970					
Commonwealth	74	529	73	554	1 083
New South Wales	48	167	61	382	549
Victoria	42	191	51	345	536
Queensland .....	....	....	69	408	408
South Australia	55	158	58	342	500
Western Australia	61	196	68	326	522
1971					
Commonwealth	74	518	73	566	1 074
New South Wales	46	176	57	338	514
Victoria	38	177	45	294	471
Queensland .....	....	....	78	484	484
South Australia	74	229	77	472	701
Western Australia	43	159	47	263	422
1972					
Commonwealth	63	506	60	521	1 027
New South Wales	49	155	55	308	463
Victoria	60	201	54	369	570
Queensland .....	....	....	55	303	303
South Australia	67	234	71	452	686
Western Australia	72	296	72	403	699
1973					
Commonwealth	84	649	81	685	1 334
New South Wales	48	147	54	319	466
Victoria	42	189	50	325	514
Queensland .....	....	....	77	442	442
South Australia	52	130	55	335	465
Western Australia	73	340	77	488	828

18. In conjunction with the above figures we have looked at a table furnished to us by the Advocate of the Parliamentary Labor Party, showing the actual cash and percentage increases in basic Parliamentary salaries which have occurred in recent years both in the Commonwealth Parliament and in the Parliaments of the States, beginning in each case with the last fixation of rates prior to 1971. As originally submitted to us, the table was subject to the comment that it showed a cash and a percentage increase over a different period in the case of each Parliament. In some cases the period over which the rise occurred was nearly five years, while in one other case it was less than three years. We have added columns showing a

proportionate conversion of the relevant figures in each case to those appropriate to a three year period, although the table is still open to the obvious criticism that the several three year periods thus hypothetically adopted do not chronologically correspond. Nevertheless, the table does give some indication of the changes which have come about in the economic position of other Parliamentarians in Australia in recent years, and we regard as significant the fact that the mathematical average of the percentage increases, shown as related to an average three year period, is the comparatively high figure of 44.72%. The following is the table referred to with additional calculations added by the Tribunal.

BASIC SALARIES PAYABLE TO ORDINARY MEMBERS IN FEDERAL AND STATE PARLIAMENTS SHOWING MOST RECENT ADJUSTMENT

Parliament	Previous Salary and Date When Fixed	Current Salary and Date When Fixed	Percentage Increase	Period	Percentage Increase Reduced for Pro Rata 3-Year Period
Federal	\$ 9 500 (Dec., 1968)	\$ 14 500* (Apl. 1973)	52.63	4½ yrs.	36.44
New South Wales	8 035 (July, 1969)	14 400 (Jan., 1974)	79.22	4½ yrs.	52.8
Victoria	9 300 (Dec., 1970)	14 000 (Dec., 1973)	50.54	3 yrs.	50.54
Queensland	7 560 (Sept., 1968)	12 180* (July, 1973)	61.11	4¾ yrs.	38.59
South Australia	7 500 (July, 1969)	12 000* (July, 1973)	60.00	4 yrs.	45
Tasmania	7 200 (Oct., 1970)	10 217* (July, 1973)	41.90	2¾ yrs.	45
Average increase	....	....	57.57	....	44.72
Western Australia	10 000 (Sept., 1971)	†10 775 (June, 1974)	7.75		

* Due for adjustment shortly.

† After annual adjustments according to National Wage Case.

19. We have again studied the movement of the various indicators which we selected in 1971, in paragraph 17 of our Report, as demonstrating relevant movements in the remuneration of the community generally over the preceding three year period. We again tabulate these in ascend-

ing order of increase. It is interesting to note that some of the indicators are to be found in today's table in a significantly different position from that occupied in 1971, and that the range is from 20% to 47.59%. The current situation is as follows:—

**MOVEMENTS IN ASCENDING ORDER OF INCREASE TO JUNE 1, 1974
(INCLUDING THE 1974 NATIONAL WAGE INCREASE) FROM FIGURES
GIVEN IN THE CORRESPONDING TABLE IN THE 1971 REPORT**

(i) Supreme Court Judiciary	....	20%-25%
(ii) Consumer price increase for Perth	....	23.8%
(iii) State basic wage	....	26.1%
(iv) Positions in administrative professional and general divisions of the Public Service on Salaries comparable with the salary of an ordinary member in 1971	....	28.1%-29.3%
(v) Town Clerks and Municipal Engineers in broadly comparable salary ranges	....	28.4%-41.5%
(vi) Assistant Under Secretaries	....	28.5%
(vii) Hansard Reporters	....	28.5%-29.3%
(viii) University of W.A. academic salaries	....	28.5%-47.59%
(ix) W.A. Institute of Technology academic salaries	....	28.5%-47.59%
(x) Accountants in major Departments	....	29.3%
(xi) Weighted average minimum weekly wage rate for Western Australia (Australia 41.1%)	....	34%
(xii) Education Department—Divisional Directors, Superintendents, Headmasters and Senior Masters	....	34.1%-38.3%

(xiii) Average weekly earnings per employed male unit Western Australia (Australia 39.3%). This includes overtime and over-award payments	34.2%
(xiv) A-grade Journalist	34.87%
(xv) Parliamentary Officials	35%-36%
(xvi) Permanent Heads including the Under Treasurer and a number of other senior Public Service Directors or Commissioners	42.27%
(xvii) Under Secretaries of major Departments	44.55%

20. Again following the comparisons which we found useful in 1971, we have up-dated the table of wage and salary movements in relevant occupations which we included in paragraph 17 of the 1971 Report, and it will be noted that we have added some additional occupations,

including particularly the Principal of a Senior High School and a group of Parliamentary officials. The highest percentage increase in the particular table referred to is 41.53% and the lowest 27.43%. The table is as follows:—

TABLE OF WAGE AND SALARY MOVEMENTS
IN VARIOUS REPRESENTATIVE OCCUPATIONS—1971-1974

Occupation	Gross Annual Salary or Weekly Wage		Percentage Increase
	1971	1974	
Labourer	\$ 53.10 p.w.	\$ 74.10 p.w.	39.55
(Grade 3, Government Construction—A.W.U. Award)			
Transport Driver	58.80 p.w.	81.75 p.w.	39.03
(25 cwt.-3 ton vehicle—Transport Workers General Award)			
Clerk	66.00 p.w.	85.40 p.w.	29.39
(Age 25 yrs.—Clerks, Wholesale and Retail Award)			
Journalist:			
Class A	7 804 p.a.	10 525 p.a.	34.87
Special A	9 134 p.a.	12 433 p.a.	36.12
Commonwealth Public Service Third Division Clerical Rates—			
Class I (Max.)	4 340 p.a.	5 836 p.a.	34.47
Class II (Max.)	11 579 p.a.	14 904 p.a.	28.72
Local Government—			
Town Treasurer, Town of Canning	9 095 p.a.	12 872 p.a.	41.53
Town Engineer, Town of Canning	12 395 p.a.	16 049 p.a.	29.48
Town Clerk, Town of Canning	12 895 p.a.	16 557 p.a.	28.40
Education Department—			
Principal, Senior High School	10 998 p.a.	14 692 p.a.	33.58
Headmaster, IA Primary School	10 070 p.a.	13 601 p.a.	35.06
Principal, Junior High School	10 558 p.a.	14 141 p.a.	33.94
State Public Service—			
Psychologist Level 2	8 658 p.a.	11 033 p.a.	27.43
Works Manager	9 975 p.a.	12 895 p.a.	29.27
Accountant (Major Department)	10 000 p.a.	12 926 p.a.	29.26
Deputy Public Trustee	10 000 p.a.	12 926 p.a.	29.26
Administrative Officer, Mines Department	10 000 p.a.	12 926 p.a.	29.26
Agricultural Scientist Level 3 (Max.)	10 674 p.a.	13 658 p.a.	27.96
W.A. Institute of Technology—			
Senior Lecturer	9 540- 11 130 p.a.	12 643- 14 724 p.a.	32.53 min. 32.29 max.
University of W.A.—			
Senior Lecturer	9 540- 11 130 p.a.	12 643- 14 724 p.a.	32.53 min. 32.29 max.
Parliamentary Officials—			
Clerk of Assembly	13 700 p.a.	18 643 p.a.	36.00
Assistant Clerk of Assembly	10 500 p.a.	14 181 p.a.	35.00
Chief Hansard Reporter	12 500 p.a.	16 057 p.a.	28.46
Deputy Chief Hansard Reporter	11 000 p.a.	14 181 p.a.	28.92
Hansard Reporters	10 000 p.a.	12 926 p.a.	29.26

21. If we were to look only at the last two tables we should be inclined to think that a percentage increase in the basic remuneration of members in the order of 30-35% upon the 1971 base would be an appropriate means of restoring

their comparative position to that which obtained in 1971. But having regard to the increased work load in sitting hours shown on the table set out in paragraph 17 above, and to the increased number of electors whom a

member is called upon to serve both during and out of session, it is apparent that justification exists for examining proposals put before us by all three Parties for a somewhat greater increase. Both in the verbal submissions made to us and in the written submissions from the Parties and the various members, emphasis was also placed upon the comparative insecurity of Parliamentary tenure when looked at in contradistinction to the security of a profession, a farmer's life on the land, or salaried employment in Public Service or private industry. We are inclined to think that although some allowance should properly be made for this insecurity factor, it ought ultimately to be dealt with by a widening of the limits of the Parliamentary pension scheme or some other form of insurance against the loss of a member's seat. But there is another reason why we consider that at the present time we should go beyond the figure of 30-35% in effecting an increase in the basic salary of members, and that is that although we propose to incorporate a more effective adjustment index in our Determination, we intend, nevertheless, that the figures fixed by this Determination shall come into operation on 16th September next and continue without adjustment until the first anniversary of that date, viz., 16th September, 1975.

22. Having regard to the various matters above referred to, and particularly to the fact that by September, 1975, it is unfortunately likely that inflation will further have eroded Parliamentary salaries, we fix the basic salary in our new Determination at \$14 000 per annum. It will be observed that what we have done is to apply an increase of 40% to the base of \$10 000 fixed in 1971, and to absorb in this increase the increase of 7.75% which was brought about in the intervening three years by the application of National Wage Case adjustments.

23. This basic salary will be subject to adjustment in accordance with the provisions set out in Part VIII of our Determination.

24. We have felt quite unable to accept the submission by the Parliamentary Labor Party that we should fix a basic salary in excess of \$16 000 per annum on the basis of the amounts being paid in the other Australian Parliaments, or that of the Parliamentary Liberal Party that we should go beyond \$14 000. Reference to Appendix II of this Report will show that the figure which we are now fixing and which we have reached by applying an increase of 40% to the basic salary fixed in 1971, is the same as the basic salary presently payable in Victoria under the Victorian Act of 1973 operating from the 23rd December, 1973. It is \$400 per annum less than the basic salary payable to members of the Legislative Assembly in New South Wales as from the 1st January, 1974, and \$500 less than the basic salary payable to members of the Commonwealth Parliament as from the 1st April, 1973. In 1971 we had no hesitation in fixing the basic figure of \$10 000 although in fact it was at that time the highest basic salary in any Australian Parliament. In the present case we do not think that we ought to be

deterred in any way from fixing what we consider the correct figure by reason only that there is likely to be an award by the new Commonwealth Tribunal in July, 1974, and that adjustments are due in Queensland, South Australia and Tasmania. It is to be expected that the basic salary for the Commonwealth Parliament should be somewhat higher than that for this Parliament, having regard to the differences in the nature of the work and in the comparative fields of responsibility. The States of New South Wales and Victoria have very much greater revenues from which to meet Parliamentary salaries and the figures now obtaining in those two States are quite recent. Any adjustment in Queensland, South Australia or Tasmania will take into account no more than a period of some 12 months' change, and we would not expect any of those States to raise the basic salary beyond \$14 000, if indeed any of them goes to so high a figure.

25. We have felt obliged to reject also the argument advanced on behalf of the Parliamentary Liberal Party that we should calculate the appropriate percentage rise from the 1968 base and not from the 1971 base. This submission by implication involved the argument that our 1971 figure was too low, whereas we consider that it was an appropriate figure at the time, although the adjustment index adopted turned out to be inappropriate.

26. We were urged by the Parliamentary Labor Party to allow an additional element in the basic salary now fixed, designed to compensate members for past losses due to the fact that the National Wage Case index operated so as to produce an insufficient adjustment. But in our view there are inherent inequities in this proposal; e.g., the member who lost his seat at the last election would get no such compensation, and a new member would be compensated for a loss which he did not suffer. Furthermore, the National Wage Case index was adopted by this Tribunal at the instance of one Party with the concurrence of both the other Parties, and at that stage it appeared likely to produce an adequate annual adjustment. No one foresaw the extent to which inflation over the ensuing three years would outstrip the effect of the National Wage Case index.

27. In paragraph 19 of our 1971 Report we pointed out that we did not think it appropriate to fix special fees for attendance at Parliamentary committees, although that is done in the case of some other Parliaments. We preferred, and still prefer, that the basic salary with the appropriate electorate allowance should constitute remuneration for all Parliamentary duties apart from the special responsibilities attached to Ministerial or Parliamentary offices. However, Mr. C. J. Jamieson, M.L.A., pointed out to us in his submission that although in paragraph 43 of our 1971 Report we had recommended under Section 7, sub-section (3) (e) that where members not otherwise entitled were required to travel in the course of duty as members of select committees or joint select committees they should be paid travelling allowances on the same scale as Ministers, the particular case of a member (not being a Minister) travelling on an

official Parliamentary delegation to the Constitutional Convention was not covered. We think this and other such cases should be covered, and we deal with them by adding a new paragraph in Part V of our Determination under the heading of Travelling Allowances. We received several requests to institute a new provision for a "sittings allowance", either as a supplement to the basic salary or as a substitute for portion of the electorate allowance. Examples of such an allowance were cited to us from the provisions in force in respect of the Commonwealth Parliament and of the Victorian Parliament. But we still think it desirable to keep the provisions of our Determination as uncomplicated as possible and to avoid instituting a series of allowances which would involve careful differentiation between members according to their place of residence and the like, and considerably increase the accountancy procedures required.

28. Finally, upon the subject of basic salary we believe that both the community generally and members of Parliament in particular recognise that to a considerable extent the disadvantages of being a member of Parliament are deliberately accepted notwithstanding in many cases financial sacrifice and economic insecurity, because in addition to the financial emoluments which membership of Parliament brings there are other rewards which do not sound in terms of money, e.g. the satisfaction of public service, the community status which a member is accorded, the attraction of prestige and power, and the potential opportunities of very much greater status and authority in the future achievement of Ministerial or high Parliamentary office.

ELECTORATE ALLOWANCES.

29. The expenditure which the electorate allowance is intended to cover continues in our opinion substantially to comprehend the same matters as we enumerated in paragraph 24 of our 1971 Report, viz., motor car transport (excluding Ministers and others for whom Government transport is provided), accommodation, donations, entertainment and telephone and telegraphic charges not otherwise covered. There has, in fact, been some erosion of the fields previously covered by the electorate allowance, in that the last Government introduced a system of electorate offices conducted at Government expense and on this topic we have some further observations to make a little later. Furthermore it seems to us that the availability of air travel at Government expense has been somewhat liberalised in the past three years and the provisions for telephone and telegraphic charges which we made in our 1971 Determination have now been added to by a Government ruling that the Government will bear the cost of the telephone in an electorate office and even, as we understand it, of an extension into that office from a member's home telephone. Nevertheless, unfortunately, the figures placed before us demonstrate that the expenditure which still falls to be covered by the electorate allowance has escalated so rapidly that many members have lost money in the three year period, having had to meet out of their basic

Parliamentary salary expenditure intended to be covered by the allowance. Consequently, it is essential that we make substantial adjustments to these allowances at this stage. In so doing, we continue for the present to treat as outside the scope of the electorate allowance air travel provided at Government expense and what may be called "gold pass travel", which is enjoyed free of charge both on the railways and on the railway road services. As a matter of law, we believe that it would be within our competence to take over the control of members' air travel and road and rail travel as being emoluments within the meaning of the Act. But although we will hereafter make some recommendations in regard to these matters, we postpone for the present the incorporation of these subject matters into our Determination, reserving the right to include them in a future Determination if we ultimately come to the conclusion that the present situation, under which they are administered independently by the Premier's Department, is for any reason no longer satisfactory.

30. In the latter part of 1973 the Government then in office introduced the system under which an electorate office and a clerk-typist could be made available upon request to any member of the Legislative Assembly at Government expense. This was done by direct notification to members of the Assembly without reference to this Tribunal, and thus the system so introduced took its place alongside the system of aerial travel and the railway gold pass system among the matters which are in the nature of fringe benefits of Parliamentary membership outside the present ambit of the Tribunal's Determinations. As we have said earlier in this Report, we are of opinion that all these matters might be dealt with by the Tribunal as emoluments within the meaning of the Act and if and when necessary we shall be prepared to deal with them on that basis; however, at the present time the system of electorate offices is still only in partial operation. We were told that 28 offices have already been established, and applications in respect of 9 others are pending. The supply of basic furniture for these offices is dealt with as a Government responsibility, the Government retaining ownership thereof. The Government bears the rent of each office and the cost of cleaning and maintenance, this being done through the Public Works Department. Clerk-typists are nominated by members who are not entitled to have close relatives appointed, and these are paid under Public Service conditions through the Clerk of the Legislative Assembly. Electricity and stationery charges are borne from the Legislative Assembly vote and telephone charges for the office are borne by the Government in full, excluding at present interstate or international calls. According to Mr. T. J. Burke, M.L.A., the original intention of the previous Government was to allow the installation of 51 electorate offices, on the basis that members of the Legislative Council would share the use of one or more of the offices provided for the Assembly members within the relevant electoral province. This, however, if we may say so with respect, appears to us to be an impracticable

proposal, since obviously a Council member, who may be of a different political party from all or some of the representatives of the Assembly districts within his province, would have no say in the selection of any of the clerk-typists, and further difficulties could arise regarding the use of the office telephones. Accordingly we have decided for the present to leave the system of electorate offices outside the scope of our new Determination in order that we may see how it develops and have regard to what effect, if any, it has in relieving members of any expenditure which otherwise would be cast upon the electorate allowance. It is of interest to report that it was submitted to us that the electorate offices were calculated to increase rather than to decrease the expenditure of members within their electorates, since they tend to bring each member into more frequent contact with constituents. Whilst we propose to treat the system as still outside our Determination for the present, we strongly recommend that it should be extended to Legislative Councillors. The evidence before us indicates that those Councillors who carry out their Parliamentary duties effectively are increasingly being brought into closer contact with their electors and are being required to provide a Parliamentary service to those electors in a manner much of the order of that provided by an Assembly member. On the whole we have thought it proper for the present to ignore the provision of electorate offices (whether for the Assembly or the Council) as a factor in calculating revised electorate allowances.

31. Another important matter which was debated before us and emphasized in a number of written submissions was a proposal for the application of some weighting to the electorate allowance in favour of members of the Legislative Council. This was strongly urged upon us by the Hon. C. E. Griffiths, as it was in 1968. Although in the past the Tribunal has not been prepared to allow such weighting we have now come to the conclusion that a proper case has been made for its introduction. To begin with, Western Australia has retained the system of having all its Assembly districts falling within the boundaries of its Legislative Council provinces, so that no Assembly district lies within more than one province. Thus it follows that if a member of the Council provides to his electors any substantial Parliamentary service, he will be required to serve many more persons than any member of the Legislative Assembly within the same province. It is true that in many cases the Assembly member may be required to be in closer or more frequent touch with the electors of his district; yet nowadays a conscientious member of the Legislative Council may increasingly be expected to make himself available to the electors within his province, though not necessarily in relation to matters of particular concern to the Assembly representatives. Again, the Council member, if he attends representative public functions, will be required to attend more functions over a wider area than would an Assembly member; by the same token there will be many more schools, clubs, charities and associations likely to call upon him for support, as opposed to the calls upon an Assembly

member. For example, Mr. Griffiths pointed out to us that within his province there were 69 schools, whereas the province contains five Assembly districts, each of which has an average of only 14 schools or thereabouts. We think it is true to say that a Council member is obliged to travel, and to attend functions and meetings, over a wider area than an Assembly member whose district is within his province, though not necessarily more frequently. Having considered this problem we have concluded that there are two alternative ways in which it may be dealt with. One is to take the case of a Council member and have regard to those elements in his electorate expenditure such as mileage, entertainment, and donations which are likely to be increased because of his wider area of operations, and to load the allowance by a percentage applied to the estimated total of these elements. This is a complicated calculation, likely to vary in each province, and we have thought it better to adopt a second alternative, which is to apply a substantially smaller percentage loading to the total electorate allowance applicable to an Assembly member within the relevant province. In furtherance of this, and after looking carefully at the various figures supplied to us by representative members of both Houses we have decided upon a system whereby we apply to the appropriate Assembly electorate allowance within a province a loading of—

- (a) 10% where there are two Assembly districts in the province,
- (b) 15% where there are three,
- (c) 20% when there are four, and
- (d) 25% when there are five or more.

We have calculated these loadings and they are included in the relevant schedules in Part I, Section 1, of our Determination.

32. We have carefully considered an alternative scheme for the adjustment of electorate allowances submitted by the Parliamentary Liberal Party, which would involve dividing all provinces and districts into a total of three zones. In Zone A (North-West) there would be a basic allowance covering travelling, entertainment, donations etc., totalling \$5 900, and there would be a daily allowance to each member when travelling in his electorate of \$35. In Zone B (Country Areas) there would be a basic allowance of \$3 750, and a daily allowance for members living in their electorates of \$29 when in Perth and for members living in Perth a daily allowance of \$18 when in their electorates. In Zone C (Metropolitan and near-Metropolitan) there would be a basic allowance only of \$2 600 and no daily allowance. This scheme would operate for the Legislative Assembly and there would then be added appropriate loadings in favour of Council members. We think there would be substantial difficulties about this proposal. To begin with it would be necessary to determine where a member's principal residence was located and in the second place there would be some curious anomalies. For instance, as between the Member for Avon living in his electorate and the Member for Mundaring, there would be a startling discrepancy even though their electorates adjoined each other. The Member for Avon would receive \$3 750 per

annum plus \$29 per day for some 70 or 80 sitting days, making a total electorate allowance of about \$6 000; whereas the Member for Mundaring would receive only \$2 600 per annum. For these and other reasons we have not felt able to adopt this scheme, one such additional reason being that we are averse from the adoption of the daily allowance system if it can reasonably be avoided. For the same reason we have not adopted the Country Party's suggestion of a living-away-from-home allowance for all members whose usual residence is outside the Perth metropolitan area. It was suggested that such an allowance should be payable for Parliamentary sittings, Party meetings and meetings of Parliamentary committees. Again, however, we think that this proposal would produce anomalies, as would a system of general attendance allowances similar to that operating in the Federal Parliament.

33. We have decided that we should adhere to a simple zone system, but have reduced the zones or groups to four instead of five. Thus it will be seen on reference to our Determination, Part I, Section 1, that in the case of the Council provinces we have divided these into four groups and have set out in each case the appropriate electorate allowance after calculating the proper loading in accordance with the formula which we have earlier described. Similarly we have set out the Assembly Districts in four zones with the appropriate electorate allowance applicable to each. We have substantially increased the basic electorate allowances over those prevailing at the present time, because we have evidence of very substantial increases in motor car costs, accommodation costs, entertainment costs and the like, and it is evident that in some cases at least the existing allowances have led to members of Parliament resorting to their Parliamentary salaries to make up the deficiencies in their allowances. We have had regard to the very much more adequate figures with which we have been provided, as compared with those available to us in 1971. It is interesting to note that those now provided show considerable diversity in patterns of expenditure within even the same zones. E.g., figures for entertainment expenditure vary in country areas from \$1 500 down to \$400, and in metropolitan areas from \$1 195 down to \$245. Motor car expenditure varies in country areas from estimates of \$3 750 (including depreciation) down to \$929, and in metropolitan areas from \$1 760 down to \$471. Donations and the like vary in country areas from estimates as high as \$2 000 (which we have disregarded) down to \$224, and in metropolitan areas from \$901 down to \$259. On the whole however the figures which we have finally fixed represent an attempt to take account of the varying factors involved in the proper exercise of a member's functions in his electorate, and we believe that they will be found to operate more adequately and more fairly than the previous allowances without being characterised as extravagant.

34. We refer later under the heading of Travelling Allowances to the position in relation to air travel, and the present allowances are fixed on the basis that air travel privileges should be extended in accordance with our recommendations later set out.

35. We have decided however in one respect to remove an allowance which has been in the case of ordinary members the subject of a separate Part of our 1971 Determination. Most members of Parliament who gave us actual figures showed as part of their electorate expenditure their payments for postage and the like. Thus it seems that this is treated as an ordinary electorate expense in many cases. At the present time the postage allowances total \$180 and \$260 per annum, according to the Group in which the member's electorate falls. In view of what we regard as the very substantial increases which we are now making in the electorate allowances we think this charge should be absorbed in such allowance in the case of an ordinary member, and therefore we have excised the postage allowance for ordinary members from Part VI of our Determination.

MINISTERIAL SALARIES

36. Reference to Appendix II of this Report clearly demonstrates in our view that reassessment of Ministerial salaries in Western Australia is necessary. After allowing for the adjustments brought about by the National Wage Cases the position at June 1st, 1974, was that an ordinary Minister in this State was receiving a total of \$17 538, made up of basic salary as a member and Ministerial salary added thereto, whereas in the Commonwealth Parliament the total Ministerial salary was \$25 000, in New South Wales \$27 000, in Victoria \$24 500, in Queensland \$20 010, in South Australia \$18 500, and in Tasmania \$17 369. These figures are stated without reference to expense allowances or electorate allowances.

37. In our 1971 Report, paragraph 17, and the Table set out therein, we showed that a great disparity had developed between the salaries of Ministers in this State and those of the Heads of Departments and other Instrumentalities for which the Ministers concerned bore Parliamentary responsibility. Our 1971 Determination attempted to redress the balance as far as reasonably possible at that time. We then stated that the result of the adjustments made by our Determination would not be to place ordinary Ministerial salaries ahead of the salaries of all the officials referred to in our table, but that it would in general do a great deal to restore a more appropriate relationship. However, very substantial increases over the past three years in the salaries of the higher echelons of the Public Service and related public bodies have produced, notwithstanding our inclusion of an adjustment factor based on the National Wage Cases, as great a disproportion as existed before our 1971 Determination. The following table shows the position at the date of this Report as between the Premier, the Deputy Premier, the Leader of the Government in the Legislative Council and other Ministers, on the one hand, and on the other hand, the Permanent Heads and Heads of other State Instrumentalities for the administration of which the Ministers referred to bear Parliamentary responsibility. We have included in an additional column figures showing the percentage increase since 1971 in the salary attached to the Public Service or other position in all cases where it seemed to us that the duties

of the post remained comparable with those of 1971; in cases where we believe there has been some significant re-organisation of duties we have

refrained from showing a percentage rise for purposes of comparison.

**SALARIES OF MINISTERS OF THE CROWN AND PERMANENT HEADS
OF CERTAIN PUBLIC SERVICE DEPARTMENTS AND INSTRUMENTALITIES
AS AT JUNE 1, 1974**

Ministers	Salary	Permanent Heads	Salary	Per-centage Increase Since 1971
Premier and Treasurer and Minister Co-ordinating Regional and Economical Development	\$ 22 740	Under Secretary, Premier's Department	\$ 22 570	44·55
		Chairman, Public Service Board	25 630	42·27
		Auditor General	24 865	42·77
		Commissioner of State Taxation	22 570	44·55
		Under Treasurer	25 630	42·27
Deputy Premier and Minister for Agriculture	19 879	Director of Agriculture	25 630	42·27
Minister for Works, Water Supplies and Housing	17 538	Under Secretary for Works	22 570	44·55
		General Manager, Met. Water Supply Board	22 570	44·55
		General Manager, State Housing Commission	22 570	44·55
Minister for Justice and Leader of the Government in the Legislative Council	18 838	Under Secretary for Law	22 570	44·55
		Chief Electoral Officer	17 113	30·63
Minister for Transport, Traffic and Police and Traffic Safety	17 538	Director General of Transport (b)	25 630	42·27
		Commissioner of Railways (b)	27 670	41·10
		Commissioner of Main Roads (b)	25 630	
		Commissioner, Transport Commission (b)	20 428	
		Director, Department of Motor Vehicles	17 113	
Commissioner of Police (a)	24 100	48·65		
Minister for Education, Cultural Affairs and Recreation	17 538	Director-General of Education	25 630	42·27
Chief Secretary, Minister for Conservation and Environment and Fisheries & Fauna	17 538	Secretary, Chief Secretary's Department	19 510	
		Director, Department of Corrections		
		Director, Department of Environmental Protection (a)	23 335	43·93
		Director, Department of Fisheries & Fauna	19 510	48·93
Minister for Labour and Industry, Immigration, Consumer Affairs & Tourism	17 538	Under Secretary for Labour (c)	22 570	57·83
		General Manager, State Government Insurance Office	22 570	44·45
		Director of Tourism	17 113	30·63
		Chairman, Workers' Compensation Board (a)	20 928	34·15
Minister for Industrial Development, Mines, Electricity and Fuel & Energy	17 538	Co-ordinator, Department of Industrial Development	25 630	
		Under Secretary for Mines	22 570	44·55
		General Manager, State Electricity Commission (b)	25 630	42·27
		Commissioner for Fuel and Power	25 630	
Minister for Local Government, Urban Development and Town Planning	17 538	Secretary for Local Government	17 113	30·63
		Town Planning Commissioner	23 335	43·93

Ministers	Salary	Permanent Heads	Salary	Percentage Increase Since 1971
	\$		\$	
Minister for Lands, Forests and the North West	17 538	Under Secretary for Lands	22 570	44·55
		Conservator of Forests (a)	25 630	42·27
Minister for Health and Community Welfare	17 538	Commissioner of Public Health	25 630	42·27
		Director of Administration, Medical and Health Services	22 570	
		Director for Community Welfare	24 100	
		Commissioner for Aboriginal Planning	18 643	
		Director, Mental Health Services	25 630	

NOTES

- (a) Permanent Head not appointed under Public Service Act.
 (b) Permanent Head and Department not subject to Public Service Act.
 (c) Position upgraded since 1971.

38. The percentage rises shown on the right-hand side of the above table indicate that over the past triennium these senior officers of the Public Service and related Instrumentalities have enjoyed rises which are generally significantly over 40% and in one case nearly 60%. Compared with the general rises demonstrated over other areas of the community in the tables which we have set out in discussing the basic remuneration of members, these rises must appear remarkable. It seems to us, without denying the responsibilities of their posts or the efficiency of their performance of their duties, that these senior officers have been advanced at the public expense beyond their former comparative position in the community of Western Australia. Doubtless it may be said that their salaries have been adjusted in order to maintain parity with the Public Services of other States and their relation to the corresponding officers of the Commonwealth Public Service, and perhaps to senior executives in private industry, as to whom it is difficult to obtain really reliable data of general application. Nevertheless senior public officials have been advanced at a percentage rate greater than the average rise in incomes of the general public which remunerates them. In our view this trend, which is unfortunately general in Australia, emphasises what we have said on an earlier occasion about the general distortion in scales of remuneration which in this country is continually brought about through adjustments of the "public service pyramid", usually commencing in Canberra.

39. We have in consequence considered very carefully whether we should apply to ministerial salaries a factor of increase amounting to more or less than 40% on the 1971 base, absorbing therein the rises of approximately 4% which have been added to that base by the National Wage Case adjustments. Particularly we have in mind that the Ministerial salaries now fixed are designed to cover the situation up to the 16th September, 1975, when the adjustment provisions contained in Part VIII of our Determination will first operate on the figures set out therein.

40. In fixing such salaries we adhere to the principle which we stated in paragraph 11 of our 1971 Report, viz., that as between Ministers and officers of Parliament on the one hand and ordinary members on the other, it is legitimate to consider that the former class carry varying additional responsibilities of a managerial character which in private industry would as a matter of course be regarded as carrying the right to substantial margins in the way of salary and allowances. Hence we seek to maintain the efficacy of those margins, and therefore would not think it right to apply a factor of less than 40%—the same as we applied to the basic salaries of members.

41. On the other hand, notwithstanding the rises in the salaries of Permanent Heads and Heads of Instrumentalities set out in the above table, we have come to the conclusion that in all the circumstances we should not apply to Ministerial salaries a factor of increase exceeding that of approximately 40% on the 1971 base. The result of applying such a factor (allowing for the period till September 1975, and absorbing the 4% existing margin over the 1971 base), will not unduly distort the position of approximate equality with Departmental and other Heads which we have endeavoured to maintain, particularly when regard is had to the electorate allowances and expense allowances which the relevant Ministers enjoy. If the remuneration of senior public servants is again increased before September 1975, our adjustment presently effected will be again disturbed.

42. In the result, after some rounding off of figures, we have fixed the salaries of the relevant Ministers as follows:

- Premier—\$16 100 (1971 base, \$11 500).
 Deputy Premier—\$12 250 (1971 base, \$8 750).
 Leader of the Government in the Legislative Council—\$10 850 (1971 base, \$7 750).
 Other Ministers—\$9 100 (1971 base, \$6 500).

When one contemplates (despite its harsh deserts) the vast natural resources of this State, and its astonishing transformation in the past twenty years under vigorous public and private leadership, such salaries do not appear an excessive recompense for the directorial management of an area which constitutes the largest single province in the world, and exceeds in size the great majority of independent countries.

43. As previously provided in 1968 and 1971 and as provided originally in clause 1(2) of the Third Schedule of the Parliamentary Salaries and Allowances Act, the carriage of more than one portfolio will still attract only one Ministerial salary. We do not agree in this respect with the submission made by Mr. Pippett, since we think that undesirable anomalies would flow from any attempt to fix increasing margins of Ministerial remuneration according to the number of portfolios held.

44. These Ministerial salaries will all be subject to adjustment in accordance with the new index adopted in Part VIII of our Determination, as from the first anniversary of its operation.

REMUNERATION OF OFFICERS OF PARLIAMENT.

45. Similar considerations to those which we have discussed in relation to Ministerial salaries have led us to revise the remuneration of the Officers of Parliament by applying an increase of approximately 40%, with some rounding of totals. Not only is such an increase required in order that there be maintained the position and status of these officers in relation to the community generally, but also, as in the case of Ministers, it is desirable to maintain as far as reasonably possible the relative status of their remuneration in relation to that of the senior ranks of the Public Service, with many of whom they are in official contact. Furthermore, the table set out in paragraph 17 above, which demonstrates the increase in sitting hours of the Western Australian Parliament, shows at the same time that there has necessarily been a substantial increase in the actual Parliamentary work of the officers now under discussion.

46. The list of officers for whom we are required to fix additional salaries over and above those which they receive as members of Parliament is defined for us by Section 4 (2) of the Act, as amended in 1972 by the addition to the list of the Third Party Whips in each House. It so happens that at the present time no Third Party qualifies under the legislation in either House, as a Party of at least seven members; nevertheless, we are called upon to fix the appropriate salaries which would apply if and when such a Party were to come into existence during the currency of our Determination.

47. Our reasons for using a factor of approximately 40% are similar to those which we have discussed in relation to Ministerial salaries. In addition we have thought that we should preserve the appropriate relation between Ministerial salaries and the remuneration of the

officers of Parliament. In the result we have provided for increased salaries as follows:—

President of the Legislative Council	\$3 780 (formerly fixed in 1971 at \$2 700).
Speaker of the Legislative Assembly	\$3 780 (1971, \$2 700).
Chairman of Committees in either House	\$1 890 (1971, \$1 350).
Leader of the Opposition in the Legislative Council	\$2 240 (1971, \$1 600).
Leader of the Opposition in the Legislative Assembly	\$5 600 (1971, \$4 000).
Deputy Leader of the Opposition in the Legislative Assembly	\$2 240 (1971, \$1 600).
Government Whip in the Legislative Council	\$1 120 (1971, \$800).
Opposition Whip in the Legislative Council	\$1 120 (1971, \$800).
Government Whip in the Legislative Assembly	\$1 610 (1971, \$1 150).
Opposition Whip in the Legislative Assembly	\$1 610 (1971, \$1 150).
Third Party Leader in the Legislative Assembly	\$840 (1971, \$600).
Third Party Whip in either House	\$280 (1973, \$200).

These adjustments will, as in the case of the basic salary of members and also of Ministerial salaries, absorb the small increases which have been effected in the past three years by the operation of the National Wage Case index.

48. In paragraph 32 of our 1971 Report we recorded that we had been asked to provide salaries for various additional officers of Parliament who were not enumerated in Section 4 of the Act. These were the Deputy Leader of the Government in the Legislative Council, the Deputy Leader of the Opposition in the Legislative Council, the Third Party Leader in the Legislative Council, the Deputy Third Party Leader in the Legislative Assembly and the Third Party Whip in either House. We then pointed out that we had no power under the legislation to provide for any of these persons. Of the five officers to which we then referred, the legislature later took steps to add only one, that of Third Party Whip in either House.

49. During our current hearings we were asked by the advocate of the Parliamentary Labor Party to provide salaries, as for officers of Parliament, for the Parliamentary Party Secretary of any recognised Party and for the members of the "Opposition Shadow Cabinet". The answer which we are bound to give to these applications is simply that Parliament has not provided that any of the persons referred to is to be an officer of Parliament. Consequently we have no power to provide for any such individual any salary in that capacity unless and until his office is added to the list in terms of Section 4 (2) of the Act. Nor can we deal with any such application by adding a loading in respect of such an office to the basic salary which the

individual receives as an ordinary member, because Section 15 of the Act specifically provides that no determination shall provide for different rates of basic salary as between members. We may add that, in fact, we do not know of any Parliament in which special additional salaries are provided in respect of any of the functions referred to.

EXPENSE ALLOWANCES FOR CERTAIN MINISTERS AND OFFICERS OF PARLIAMENT.

50. In paragraph 38 of our 1971 Report we discussed the history and significance of these allowances, which have been traditionally provided for the persons set out in Part IV of our Determination in consideration of the fact that they may be expected to incur additional costs in regard to entertainment and otherwise by virtue of their official duties.

51. It is obvious that the adequacy of these allowances has been directly diminished by the inflation of the past three years and it is now necessary to adjust them. This we have done by applying a factor of increase of approximately 35%, with the following result:—

Premier	\$2 160 (1971, \$1 600).
Deputy Premier	\$1 080 (1971, \$800).
Leader of the Government in the Legislative Council	\$1 080 (1971, \$800).
Other Ministers	\$750 (1971, \$550).
Leader of the Opposition in the Legislative Assembly	\$750 (1971, \$550).
President of the Legislative Council	\$540 (1971, \$400).
Speaker of the Legislative Assembly	\$540 (1971, \$400).
Leader of the Opposition in the Legislative Council	\$375 (1971, \$275).
Deputy Leader of the Opposition in the Legislative Assembly	\$375 (1971, \$275).
Third Party Leader in the Legislative Assembly	\$375 (1971, \$275).
Chairman of Committees in either House	\$270 (1971, \$200).

52. These allowances were not made by the 1971 Determination the subject of any automatic adjustment, nor are we making any such provision in our new Determination. As with the case of the electorate allowances, we consider that these should be left for review, as and when it may become necessary. In this connection, if it be that our recommendations as to the amendment of the Act are carried into effect, the Tribunal would be in a position to attend to such review before the expiration of three years.

TRAVELLING ALLOWANCES

53. Part V of our Determination deals with travelling allowances payable to the Premier and other Ministers when travelling on duty, and to the Leader and Deputy Leader of the Opposition in the Legislative Assembly in similar circumstances. In our 1971 Report and Determination

we clarified several points of debate or difficulty which had arisen regarding these allowances, and we repeat in our new Determination the relevant changes in wording which we then adopted. On the evidence before us the travelling allowances fixed as daily amounts in Clause 1 of Part V require to be increased, and this we have done by raising the allowance for the Premier to \$50 per day and that for other Ministers to \$40 per day. The special allowance per day for travel by train or ship is increased from \$10 to \$15.

54. It was submitted to us by the Hon. A. F. Griffith, now President of the Legislative Council, that the provisions of Clause 3 of Part V should be extended to include the Leader of the Opposition in the Legislative Council in addition to the Leader and Deputy Leader of the Opposition in the Legislative Assembly. On consideration of his evidence we agree with this view, and have amended Clause 3 accordingly.

55. It has become necessary to clarify the question as to whether any of these travelling allowances dealt with in Clauses 1, 2 and 3 of Part V should apply to travel outside Australia. We consider that travel on official duties outside Australia by the Premier or other Ministers should be a matter of special decision and of special arrangements by the Government; the same applies to the Leader of the Opposition in either House and to the Deputy Leader of the Opposition in the Legislative Assembly. Accordingly we have inserted the words "within Australia" in the appropriate places in Clauses 1, 2 and 3 of this Part.

56. The Parliamentary Labor Party submitted to us through Mr. T. J. Burke a contention that the Leader of the Opposition should be entitled to unlimited travel to the eastern States at any time. We consider, however, that the existing provision made by Clause 3 of Part V is sufficient and we have not been convinced that any sufficient reason exists for extending it.

57. In paragraph 43 of our 1971 Report we made a recommendation under Section 7(3)(e) of the Act regarding travelling allowances for members of Parliament travelling in the course of duty as members of select committees or joint select committees (not being standing committees), our jurisdiction in that regard being specifically limited to that of recommendation only. We recommended that such members should be paid travelling allowances on the same scale as Ministers and we take it that our recommendation has been adopted, since we have had no further application thereon.

58. Mr. C. J. Jamieson, by a submission made to us at our present sittings, has drawn attention to another case for which we think some provision is necessary. In the case of a Parliamentary delegation (e.g., to the Commonwealth Constitutional Convention), a member who is not a Minister may be required to travel on duty and at the present time is dependent upon whatever arrangement the Premier's Department sees fit to make in such a case. We consider that it is within our jurisdiction (this being a matter outside Section 7(3)(e)) to make specific provision for this and similar cases, i.e., the case of a member, not being a Minister, travelling on duty within Australia as an official member of a Government

or Parliamentary Committee or delegation. We have accordingly included a new Clause 4 in Part V conferring an express right to payment in such a case at Ministerial rates. Mr. Jamieson's criticism of the former rate is met by the increase which we have now provided in the Ministerial rate itself.

59. We have already discussed to some extent, in dealing with electorate allowances, the general matter of air travel and the "Gold Pass" system. We have heard at these sittings, and have also received in writing, a number of submissions regarding increased rights to air travel and the extension of "Gold Pass" rights. As we have already pointed out, these matters are not at present the subject of any part of a Tribunal Determination; but in our opinion it is clearly within the competence of the Tribunal to take them over and to deal with them by conferring rights to allowances or reimbursement in respect thereof, as is the case with the allowances already provided for in Part V. This we do not at present attempt to do, for reasons which we have already explained, but it is nevertheless desirable at this point in our Report to set out what we understand to be the nature of the present systems and the manner in which we suggest improvements and extensions could be made.

(a) *Air Travel:* The present system is administered by the Premier's Department and is summarised in the British publication "Salaries and Allowances of Commonwealth Parliamentarians 1973", at page 48. For our purposes it is better and more fully set out as follows:—

- (i) North West—unlimited air travel to, from and within a member's electorate and four return trips a year to the south for his wife; the Premier's Department pays for these fares.
- (ii) Geraldton and Esperance—eight return trips to, from and within a member's electorate each year, unused trips being accumulated; and in addition, while the House is in session, members are entitled, once each week, to a single trip one way on regular air services between Perth and the town in which they reside.
- (iii) Albany—eight return trips to, from and within a member's electorate each year, unused trips being accumulated.

It was submitted to us that for any electorate served by a regular public scheduled air service, as distinct from mere charter flights, there should be the same right for members to use such a service without limit as in the case of the North-West; e.g., in particular, the services flying to Geraldton, Esperance, Albany and Kalgoorlie. We consider that in a State of the size of Western Australia, at its present stage of development, air travel, especially for Parliamentarians, should be considered just as normal today, as was train travel some 50 years ago. It is very much in the long term interests of the State that Members of Parliament should travel as speedily and effectively as possible about their business. We therefore agree with the submission above recited. For the present we content ourselves with a recommendation to the Government that, through the existing system administered by the Premier's

Department, the rights given to the North-West members as regards travel to, from and within their electorates be extended to all members representing electorates within the State served by a regular public scheduled air service; these rights to be subject only to the limitation that such travel should not include travel between Perth and any point within a hundred miles thereof. It is true that a member's "Gold Pass" will enable him to travel by train or railway bus to most of these electorates but we think that that is insufficient reason for denying to such a member the benefit of air travel. We further consider that the same four return trips per annum as are allowed to the wives of North-West members should be allowed to the wives of members served by a regular public scheduled airline service, subject to the same restriction as to the hundred mile limit. We do not consider that these rights will be likely to be abused for there are only a limited number of electorates involved, and there is little doubt that car travel will still be extensively used for visiting individual centres within electorates. We would add that if these recommendations are not implemented we shall be prepared, after a period of twelve months from the date of this Determination, to entertain an application to add to our Determination provisions on this subject which would transform the present privileges as expended by our Determination into statutory rights under the Act. To such an additional determination the three year limit discussed earlier in this Report would not be a bar, since the adding of such an additional subject matter would not involve any revocation of any part of our Determination. If the Government had any objection to such an addition, no doubt it could and would express it to us at an appropriate hearing.

60. The Parliamentary Labor Party and Mr. Jamieson in his individual submission both put it to us that, as is the case in Queensland, members of Parliament generally should be given the right to visit by air other parts of the State on a limited number of occasions per annum. In Queensland the rights are as described in the publication "Salaries and Allowances of Commonwealth Parliamentarians 1973", at pages 26-7, save that instead of two free return flights three are now allowed, and instead of 10 days' travelling expenses, 12 days travelling expenses are now granted. Such rights are suspended between the issue of an electoral writ and the declaration of the poll. We think that this kind of travel is overdue in this State, which is larger than Queensland and is rivalling that State in rate of growth of population and general increase in prosperity. We recommend that the Government implement a system allowing two such flights per annum per member, or one flight per member with wife, with 10 days' travel allowance for the member at the rates applicable to a Minister. Such rights should be non-cumulative beyond a year. Once again we content ourselves with a recommendation to the Government on this subject, but we intimate that if the recommendation is not implemented we shall be prepared to entertain after 12 months an application to add such provisions also to our Determination and to hear any Government objections to the proposal.

61. It was submitted by the Parliamentary Labor Party through Mr. T. J. Burke that ordin-

ary members should be entitled to one free trip each year to the eastern States, it being pointed out that this privilege of travelling to other States at public expense is given in, for example, Victoria. We do not consider that, on the evidence before us, there is sufficient reason to make such a recommendation to the Government.

(b) "Gold Passes": According to our information a member's "Gold Pass" covers travel by Government Railways and other forms of Government transport such as buses, both for members, and in the case of their wives so far only as relates to travel to Perth from the electorate and back. The "Gold Pass" system confers no right of free travel on metropolitan bus services conducted by the Metropolitan Transport Trust. We think it should cover the last mentioned form of travel and we recommend accordingly. If and when necessary, we should in this case also be prepared to entertain an application to provide specifically in our Determination for such a right as an emolument of members, and to hear any Government objections to the proposal.

POSTAGE ALLOWANCES.

62. For reasons given earlier in this report in the course of dealing with electorate allowances, we have excised the ordinary member's postage allowance and left that head of expenditure to be covered by the very much enlarged electorate allowances which we have provided. The Parliamentary Labor Party requested an increase in the ordinary member's postage allowance to cover 500 stamps per month, which at present rates for ordinary letters would total \$420 per annum. The figures of individual expenditure provided to us do not on the whole justify such a figure, but in any event we consider the more generous electorate allowances contained in our Determination will adequately cover the normal expenditure of a member under this heading.

63. We consider, however, that the present additional allowances for the Officers of Parliament named in Part VI of our Determination should be retained, since these Officers are called upon by the nature of their duties to incur additional postage expenses. The figures fixed in our 1971 Determination were increased under the adjustment clause contained in Part VI when postage rates were increased in October, 1971. We consider that the allowances presently operative should remain at their present figures, subject only to further adjustment if and when necessary by virtue of the adjustment clause, which is retained. The present figures are as follows:

Leader of the Opposition in the Legislative Assembly (unless and until arrangements are made for his mail to be sent free of charge to him in a manner similar to the mail of Ministers) \$300 p.a.

Leader of the Opposition in the Legislative Council \$240 p.a.

Deputy Leader of the Opposition in the Legislative Assembly \$240 p.a.

Third Party Leader \$120 p.a.

TELEPHONE RENTAL AND CHARGES.

64. We discussed this subject at length in paragraphs 50-54 of our 1971 Report and we believe that Part VII of our 1971 Determination has, in the main, operated satisfactorily. Thus a member's home telephone rental and calls are covered by the operation of Part VII, Clause 1, and his calls from Parliament House are covered by Clause 2. Calls which he makes in other circumstances, as for example when travelling in his electorate, are covered by his electorate allowance. We propose to continue the provisions of Clause 1 in our new Determination, but as to calls from Parliament House we think that the extension of the S.T.D. system has meant that most interstate calls are now made S.T.D. and in the circumstances we think we should remove the words "other than interstate calls" from Clause 2. We trust that the good sense of members will prevent any abuse of this extension of a member's privileges, and the amendment should simplify considerably the task of accounting involved in the operation of Clause 2 in its hitherto existing form.

65. With regard to a member's home telephone, the new system of electorate offices, instituted by the previous Government, has to some extent cut across the operation of our Determination. As the electorate office system extends, it may intrude further into that operation, in that provision is made for the telephone at an electoral office to be wholly paid for by the Government and for an extension at Government expense of the same telephone to a member's private residence. At the present time we see no need to make any amendment in our Determination by reason of these facts, but we shall be willing later to look further at the question when there has been a full opportunity to see what developments take place by reason of the operation of such offices.

ADJUSTMENT OF SALARY RATES.

66. In our 1971 Determination we provided for an annual adjustment of salary rates as fixed in Part I, Section 1, Part II and Part III (basic salary, Ministerial salaries, and salaries of Officers of Parliament) according to the changes effected by the annual National Wage Case decisions. As stated earlier in this Report, this index has proved quite inadequate in the maintenance of the comparative position of the salaries concerned, inasmuch as there has been a rise in three years of only 7.75% in the basic salary and of 4% in the other salaries referred to. This is in sharp contrast with the rate of increase of 30-35% which we have found to have occurred over the community generally and the rate of increase of over 40% which we have found to have occurred in the case of the senior Public Service and some other occupations. It is obviously necessary that we should select a more appropriate means of caring for inflation insofar as it affects Parliamentary salaries.

67. Both the principal Parliamentary Parties advocated that we should adopt the quarterly figure showing average weekly earnings per employed male unit in Western Australia, as

published by the Australian Bureau of Statistics. In the relevant triennium that index showed a rise in Western Australia of some 34.2%. The figure takes account of overtime and over award payments, and also contains a weight factor to allow for female earnings converted to an estimated male equivalent. The Parliamentary Liberal Party advocated the use of the December quarter figure, to operate from 1st January in each year; whereas the Parliamentary Labor Party advocated the use of the figure for the September quarter. We consider on the evidence that the September quarter is, of all four quarterly figures, the least affected by season factors, and we have accordingly adopted it. We have, however, decided to take the 1974 September quarter figure as the base, and to provide for adjustment on each anniversary of the commencement of this Determination, with the first anniversary occurring on 16th September, 1975. There will therefore be no adjustment of the figures set out in the new Determination (which is Schedule 1 to this Report) as a result of the September, 1974 quarter change from the June, 1974 quarter index. In other words, this Determination as now expressed will operate unadjusted from 16th September, 1974, to 16th September, 1975.

68. The separate adjustment provision contained in Part VI will continue to apply to those postage allowances which remain.

69. Electorate allowances, expense allowances, travelling allowances and other matters not covered by Part VIII of the Determination will, as we have stated in other parts of this Report, not be subject to automatic adjustment but will be reserved for consideration at special sittings if necessary during the ensuing three years if the Government accedes to our suggestion to amend legislation to enable such sittings to be held.

70. To facilitate the use of the new index where appropriate we have provided that the applicable percentage adjustment is to be made on the certificate of the Under Treasurer.

71. We add that if for any extraordinary and unexpected cause the use of that index should become unsuitable a different method of adjustment could, if the Act is amended as suggested, be made at an appropriate special sitting of the Tribunal.

PAYMENT OF REMUNERATION.

72. We have made no change in the provisions of Part IX of the Determination since its provisions appear to have operated satisfactorily.

COMMENCEMENT OF DETERMINATION.

73. As required by Section 10 (2) of the Act we have specified a date for the commencement of our Determination, but by virtue of Section 7, subsections (4), (5) and (6), we are obliged to specify a date not earlier than three years after the date on which the 1971 Determination came into force. However, as regards our 1973 Determination of the remuneration of Third Party Whips, the amended

Statute expressly provides in Section 7 (7) that such Determination can be revoked together with our 1971 Determination. Both those Determinations will therefore be revoked. As regards the Interim Determination which we made earlier in the present year regarding electorate allowances, we propose to revoke that also, since it would no longer be applicable, and we trust that any validating legislation along the lines which we have earlier suggested in relation to it will ensure that its revocation is also covered.

FRINGE BENEFITS GENERALLY.

74. It will be seen that we have now considered a number of aspects of this matter, and have indicated a view that we can deal ourselves with these topics insofar as they involve emoluments as defined by the Act, i.e., by giving a right either to direct payment to a member or to reimbursement of payments already made by him. Some matters are, as we have pointed out, already provided for by direct Government service or Government subvention. There are other topics which have from time to time been mentioned to us, such as the provision of Government cars, and typing assistance, which we have not found it necessary to discuss further in this Report.

75. We have not heard anything further of a suggestion we made in our 1971 Report of the possibility of providing for annual salary increments according to years of Parliamentary service, which would require an amendment of Section 15 of the Act. We have already referred to the possible extension of superannuation provisions to loss of a member's seat before age 55 and to the possible provision of accident insurance. These topics may merit further attention at an appropriate time.

TOTAL COST OF ADJUSTMENTS.

76. The annual budget for this State for the year 1973/74 was of the order of \$555 million, of which the total cost of Parliament was \$2.203 million, which figure included the staff of Parliament, superannuation, and the maintenance of the buildings. Our Determination (apart from minor matters which cannot be precisely quantified in advance) will in fact add an amount of approximately \$545 225 to the annual cost of Parliament as at 1971—an increase of 0.1 per cent in the budget. This is equivalent to an increase of ten cents in every \$100 of public expenditure.

APPRECIATION.

77. We again record our thanks to the Hon. the Chief Justice for making available to us comfortable and adequate chambers within the Supreme Court building, and to the Acting Master (Mr. Morris) for his consideration of our requirements.

78. We also express our gratitude for and appreciation of the efficient reporting assistance provided for us by the Chief Hansard Reporter, Mr. J. Cox, and the other Hansard Reporters who attended our sittings.

79. Likewise, we record our thanks and appreciation of the efficient and cheerful service provided for us by the Secretary-Stenographers assigned to help us. In particular, we were fortunate to be afforded again the assistance of the same two very experienced ladies (Miss E. Newman and Miss G. Taylor) who handled the preparation of our 1971 Report, and we are grateful to the Chairman of the Public Service Board and the Under Secretary for Lands, respectively, for kindly making their skills available to us.

SECRETARY.

80. We express our grateful appreciation of the work of Mr. Donald G. Doig as Secretary of the Tribunal. We were fortunate to obtain so capable a successor to our former Secretary, Mr. Keith Mann, and we have been much assisted in our task by Mr. Doig's familiarity with the officers as well as the procedures of the Public Service, and by the industry with which he set about obtaining in advance of our sittings information from many quarters on matters which were relevant to our inquiry.

Dated this 21st day of June, 1974.

REGINALD R. SHOLL,
Chairman,
J. M. GROOM,
Member,
R. F. RUSHTON,
Member,
Parliamentary Salaries Tribunal.

APPENDIX I.

Western Australia.

PARLIAMENTARY SALARIES AND ALLOWANCES ACT, 1967-72.

**THE PARLIAMENTARY SALARIES
TRIBUNAL, pursuant to the provisions of the
abovementioned Act, DO TH HEREBY MAKE
the following determination.**

DETERMINATION.

PART I.—REMUNERATION OF MEMBERS GENERALLY.

Section I.—Basic Salary.

There is payable to each member an annual salary calculated at the rate of fourteen thousand dollars (\$14 000) per annum.

Section II.—Electorate Allowances.

In addition to the basic salary payable to him, there is payable to a member, in respect of the expenses of discharging his duties, an electorate allowance at the appropriate rate specified in the second column of the table set forth hereunder opposite the name of the Electoral Province or Electoral District that the member represents in the House of which he is a member, namely:—

ELECTORAL PROVINCES.

<i>First Column</i>		<i>Second Column</i>	
Name of Electoral Province		Rate of Electorate Allowance Per Annum	
Group A	Lower North	\$	7 920
	North		7 920
Group B	South		6 900
	South-East		6 900
	Upper West		6 900
Group C	Central		5 520
	Lower Central		5 520
	Lower West		5 520
	South-West		5 520
	West		5 520
Group D	Metropolitan		4 500
	North Metropolitan		4 500
	North-East Metropolitan		4 320
	South Metropolitan		4 320
	South-East Metropolitan		4 500

ELECTORAL DISTRICTS

<i>First Column</i>								<i>Second Column</i>
Name of Electoral Province								Rate of Electorate Allowance Per Annum
							\$	
Group A	....	....	Gascoyne	....	....	....	7 200
			Kimberley	....	....	....	7 200
			Murchison-Eyre	....	....	....	7 200
			Pilbara	....	....	....	7 200
Group B	....	....	Albany	....	....	....	6 000
			Boulder-Dundas	....	....	....	6 000
			Geraldton	....	....	....	6 000
			Greenough	....	....	....	6 000
			Kalgoorlie	....	....	....	6 000
			Merredin-Yilgarn	....	....	....	6 000
			Moore	....	....	....	6 000
			Roe	....	....	....	6 000
			Stirling	....	....	....	6 000
Group C	....	....	Avon	....	....	....	4 800
			Bunbury	....	....	....	4 800
			Collie	....	....	....	4 800
			Dale	....	....	....	4 800
			Kalamunda	....	....	....	4 800
			Katanning	....	....	....	4 800
			Mount Marshall	....	....	....	4 800
			Mundaring	....	....	....	4 800
			Murray	....	....	....	4 800
			Narrogin	....	....	....	4 800
			Rockingham	....	....	....	4 800
			Toodyay	....	....	....	4 800
			Vasse	....	....	....	4 800
			Warren	....	....	....	4 800
			Wellington	....	....	....	4 800
Group D	....	....	Ascot	....	....	....	3 600
			Balga	....	....	....	3 600
			Canning	....	....	....	3 600
			Clontarf	....	....	....	3 600
			Cockburn	....	....	....	3 600
			Cottesloe	....	....	....	3 600
			East Melville	....	....	....	3 600
			Floreat	....	....	....	3 600
			Fremantle	....	....	....	3 600
			Karrinyup	....	....	....	3 600
			Maylands	....	....	....	3 600
			Melville	....	....	....	3 600
			Morley	....	....	....	3 600
			Mount Hawthorn	....	....	....	3 600
			Mount Lawley	....	....	....	3 600
			Nedlands	....	....	....	3 600
			Perth	....	....	....	3 600
			Scarborough	....	....	....	3 600
			South Perth	....	....	....	3 600
			Subiaco	....	....	....	3 600
		Swan	....	....	....	3 600	
		Victoria Park	....	....	....	3 600	
		Welshpool	....	....	....	3 600	

PART II.—REMUNERATION OF
MINISTERS OF THE CROWN.

1. In addition to the remuneration payable by virtue of Part I of this Determination, there is payable—

- (a) to the person for the time being holding the office of Premier in conjunction with a ministerial office, a salary calculated at the rate of sixteen thousand one hundred dollars (\$16 100) per annum;
- (b) to the person for the time being holding the office of Deputy Premier in conjunction with a ministerial office, a salary calculated at the rate of twelve thousand two hundred and fifty dollars (\$12 250) per annum;
- (c) to the person for the time being holding the office of Leader of the Government in the Legislative Council in conjunction with a ministerial office, a salary calculated at the rate of

ten thousand eight hundred and fifty dollars (\$10 850) per annum;

- (d) to each person, not being a person referred to in subparagraph (a), (b) or (c) of this paragraph, for the time being holding a ministerial office, a salary calculated at the rate of nine thousand one hundred dollars (\$9 100) per annum.

2. If a person holds more ministerial offices than one, he shall be paid a salary under this Part in respect of one only of those offices.

PART III.—REMUNERATION OF
OFFICERS OF PARLIAMENT.

1. In addition to the remuneration payable to him by virtue of Part I of this Determination, there is payable to the person for the time being holding the office specified in the first column of the table hereunder a salary of the amount and at the rate specified in the second column thereof, namely:—

<i>First Column</i> Office	<i>Second Column</i> Salary per Annum
	\$
President of the Legislative Council	3 780
Speaker of the Legislative Assembly	3 780
Chairman of Committees in either House	1 890
Leader of the Opposition in the Legislative Council	2 240
Leader of the Opposition in the Legislative Assembly	5 600
Deputy Leader of the Opposition in the Legislative Assembly	2 240
Government Whip in the Legislative Council	1 120
Opposition Whip in the Legislative Council	1 120
Government Whip in the Legislative Assembly	1 610
Opposition Whip in the Legislative Assembly	1 610
The person who not being a Minister of the Crown is the leader of a party in the Legislative Assembly of at least seven members other than a party whose leader is the Premier or the Leader or Deputy Leader of the Opposition	840
The person who is the Whip in the Legislative Council or the Legislative Assembly of a party of at least seven members other than a party whose leader is the Premier or the Leader of the Opposition, and the first mentioned party in the case of the Whip in the Legislative Council has seven members or more in that House or in the case of the Whip in the Legislative Assembly has seven or more members in that House	280

2. Where the Legislative Assembly is dissolved or expires by effluxion of time, a person who is the holder of the office of:—

- (a) Chairman of Committees in that House;
- (b) Leader of the Opposition in that House;
- (c) Deputy Leader of the Opposition in that House;
- (d) Government Whip in that House;
- (e) Opposition Whip in that House; or
- (f) Third Party Whip in that House,

is entitled notwithstanding the dissolution or expiry of that House to receive the salary payable to him by virtue of paragraph 1 of this

Part and the allowance, if any, payable to him under Part IV of this Determination until the date fixed for the taking of the poll next following the dissolution or expiry of that House.

Provided that the person holding the office of:—

- (a) Leader of the Opposition in that House; or
- (b) Deputy Leader of the Opposition in that House,

shall, if re-elected at such poll, continue to receive the salary payable to him by virtue of paragraph 1 of this Part and the allowance, if any, payable to him under Part IV of this Determination until such time as the Clerk of the Legislative Assembly is notified in writing

that a change has taken place in the holder of such office; or, in the event of a change of Government, as a result of such poll, until such time as the new Government is commissioned to take office.

On the resignation of the Government, as a result of such poll—

- (a) The Leader of that Government; and
- (b) The Deputy Leader of that Government; or
- (c) in the case where that Government was made up of two or more parties the Leader and Deputy Leader of the Party in that Government with the greater number of members,

shall in each case, if himself re-elected at such poll, commence to receive and continue to receive the salary payable to the Leader of the Opposition or the Deputy Leader of the Opposition, as the case may be, under paragraph 1 of this Part and the allowance, if any, payable to him under Part IV, until such time as the Clerk of the Legislative Assembly is notified in writing that a change has taken place in the holder of such office.

PART IV.—EXPENSE ALLOWANCES.

In addition to the remuneration payable under Parts I, II and III of this Determination there shall be payable to the holders for the time being of the following offices the following allowances, namely:—

Office Occupied by the Member of Parliament	Allowance Per Annum
	\$
Premier	2 160
Deputy Premier	1 080
Leader of the Government in the Legislative Council	1 080
Ministers of the Crown (other than the Premier, Deputy Premier, and Leader of the Government in the Legislative Council)	750
Leader of the Opposition in the Legislative Assembly	750
President of the Legislative Council	540
Speaker of the Legislative Assembly	540
Leader of the Opposition in the Legislative Council	375
Deputy Leader of the Opposition in the Legislative Assembly	375
The person who not being a Minister of the Crown is the leader in the Legislative Assembly of a party of at least seven members other than a party whose respective leaders are the Premier and the Leader or Deputy Leader of the Opposition	375
Chairman of Committees in the Legislative Council	270
Chairman of Committees in the Legislative Assembly	270

PART V.—TRAVELLING ALLOWANCES.

1. There shall be payable to the Premier and to a Minister of the Crown when travelling within Australia on Ministerial duty, who actually incurs expense in securing overnight accommodation away from Perth, by way of reimbursement a travelling allowance at the following rate:—

Premier—\$50 per day.

Other Minister—\$40 per day.

Provided that in lieu of the above allowances:—

- (a) When travelling in a Ministerial railway coach, all costs reasonably and properly incurred shall be reimbursed;
- (b) When travelling by train (not in a Ministerial coach) or by ship, the allowance shall be fifteen dollars (\$15) per day.

Provided further that where the costs of such travelling reasonably and properly incurred exceed the above allowances, the actual costs shall be reimbursed.

2. The Deputy Premier when travelling within Australia on duty representing the Premier shall be entitled to the same allowances as the Premier.

3. The Leader of the Opposition in the Legislative Council, and the Leader of the Opposition in the Legislative Assembly, when (in either case) travelling within Australia on duty as such Leader, shall be entitled to the same allowance as a Minister; and so also shall the Deputy Leader of the Opposition in the Legislative Assembly when travelling within Australia on duty whether for and in the place of the Leader, or as such Deputy Leader only.

4. A member (not being a Minister), when travelling on duty within Australia as an official representative of the Government or the Parliament, or as an official member of a Government or Parliamentary committee or delegation, shall be entitled to the same allowance as a Minister.

PART VI.—POSTAGE ALLOWANCES.

There shall be payable to the undermentioned officers of Parliament a postage allowance as follows:—

Leader of the Opposition in the Legislative Assembly, unless and until arrangements are made for his mail to be sent free of charge to him in a manner similar to the mail of Ministers—\$300 per annum.

Leader of the Opposition in the Legislative Council—\$240 per annum.

Deputy Leader of the Opposition in the Legislative Assembly—\$240 per annum.

The person who not being a Minister of the Crown is the Leader of a party in the Legislative Assembly of at least seven members, other than a party whose Leader is the Premier or the Leader or Deputy Leader of the Opposition—\$120 per annum.

Provided that each of the above allowances is to be adjusted proportionately in accordance with any percentage variation in the basic minimum first class letter rate as fixed by the Postmaster General's Department, rounded, however to the nearest upper \$10 per annum; such increase to operate from the date on which such increased postal rates commence.

PART VII.—TELEPHONE RENTAL AND CALLS.

1. Every Member of Parliament (other than Ministers, the President of the Legislative Council, the Speaker of the Legislative Assembly, the Leader of the Opposition in the Legislative Assembly and the Chairmen of Committees, and any others whose private telephone rentals and calls are paid in full from public funds) shall be entitled to receive, as an allowance or emolument, payment to him, by way of reimbursement, of 75 per centum of the rental and all charges for calls incurred by him in respect of a telephone in his private residence, or, where he reasonably maintains more than one residence by reason of his membership of Parliament, in each such residence.

2. Insofar as a member of Parliament pays or is charged with any telephone calls made by him from Parliament House, he shall be entitled to receive, as an allowance or emolument, payment to him by way of reimbursement of all such charges.

3. In this Part, "calls" include all charges (other than international calls or telegrams) as usually included on Postal Department accounts rendered to subscribers.

PART VIII.—ADJUSTMENT OF SALARY RATES.

The salary rates prescribed by Part I, Section I, Part II, and Part III of this Determination shall during the currency of this Determination be varied, as on and from the 16th day of September, 1975, and annually thereafter on the 16th

September, in accordance with any percentage variation in the September quarter Estimate of Average Weekly Earnings per Employed Male Unit in Western Australia (as published by the Australian Bureau of Census and Statistics), treating the September quarter 1974 Estimate as the base. The certificate of the Under Treasurer as to the appropriate variation shall be sufficient evidence thereof.

PART IX.—PAYMENT OF REMUNERATION.

1. The remuneration payable to a member under Parts I, VI and VII of this Determination shall be calculated from the day on which the member is elected as a member and, except as provided by paragraph 2 of this Part, cease to be payable as from the day on which he ceases to be a member.

2. Where a member of the Legislative Assembly ceases to be a member thereof by reason of the dissolution of that House or the expiry thereof by effluxion of time, he is, notwithstanding his cessation of membership, entitled to continue to receive the remuneration provided in Parts I, VI and VII of this Determination until the day fixed for the taking of the poll next following the dissolution or expiry of that House.

3. Remuneration payable under Parts I, II, III, IV and VI or this Determination shall be paid by equal instalments on the last day of each month.

PART X.—REVOCATION OF PREVIOUS DETERMINATIONS AND COMMENCEMENT OF THIS DETERMINATION.

The second Determination made by the Tribunal and dated the 29th day of June, 1971, and the third and fourth Determinations made by it on the 31st day of January, 1973, and the 30th day of April, 1974, respectively, shall be all revoked on and from the 16th day of September, 1974, and this Determination shall come into force on and take effect from that date.

Dated at Perth this 21st day of June, 1974.

REGINALD R. SHOLL,
Chairman,

J. M. GROOM,
Member,

R. F. RUSHTON,
Member,
Parliamentary Salaries Tribunal.

APPENDIX II
PARLIAMENTARY SALARIES AND ALLOWANCES—1974
TABLE OF COMPARISONS

Title	Common-wealth	New South Wales	Victoria	Queens-land	South Australia	Tasmania	Western Australia	
	From 1-4-73 \$	From 1-1-74 \$	From 23-12-73 \$	From 1-7-73 \$	From 1-7-73 \$	From 1-7-73 \$	From 16-9-71 \$	From 16-9-74 \$
Member Legislative Assembly—								
Basic Salary	14 500	14 400	14 000	12 180	12 000	10 217	10 000	14 000
Electorate Allowance	4 100	3 300	3 000	2 010	1 800	1 533	2 000-4 100	3 600-7 200
Member Legislative Council—								
Basic Salary	14 500	5 200	14 000	(2)	12 000	10 217	10 000	14 000
Expense Allowance .....	.....	.....	.....	.....	.....	.....	.....	.....
Electorate Allowance	4 100	.....	3 000-4 300	.....	1 800-3 900	1 124-2 656	2 000-4 100	4 320-7 920
Premier—								
Basic Salary	14 500	32 150	35 000	12 180	12 000	10 217	10 000	14 000
Additional Salary	27 000	.....	.....	13 260	12 000	12 771	11 500	16 100
Expense Allowance	10 900	7 200	6 000	.....	2 050	1 226	1 600	2 160
Special Allowance .....	.....	.....	.....	.....	.....	.....	.....	.....
Electorate Allowance (1) .....	.....	.....	.....	.....	.....	.....	2 000-4 100	3 600-7 200 (13)
Deputy Premier								
Basic Salary	14 500	28 750	28 000	12 180	12 000	10 217	10 000	14 000
Additional Salary	12 500	.....	.....	9 630	7 600	8 684	8 750	12 250
Expense Allowance	5 200	3 600	2 850	.....	1 650	.....	800	1 080
Special Allowance .....	.....	.....	.....	.....	.....	.....	.....	.....
Electorate Allowance (1) .....	.....	.....	.....	.....	(3)	.....	2 000-4 100	3 600-7 200 (13)
Leader of Government in Legislative Council—								
Basic Salary .....	.....	27 000	.....	.....	12 000	10 217	10 000	14 000
Additional Salary .....	.....	2 100	.....	.....	7 300	7 152	7 750	10 850
Expense Allowance	(9)	3 240	(10)	(2)	1 600	.....	800	1 080
Special Allowance .....	.....	.....	.....	.....	.....	.....	.....	.....
Electorate Allowance (1) .....	.....	(4)	.....	.....	.....	(5)	2 000-4 100	4 320-7 920
Other Ministers—								
Basic Salary	14 500	27 000	24 500	12 180	12 000	10 217	10 000	14 000
Additional Salary	10 500	.....	.....	7 830	6 500	7 152	6 500	9 100
Expense Allowance	4 875	3 240	2 500	.....	1 370	.....	550	750
Special Allowance .....	.....	.....	.....	.....	.....	.....	.....	.....
Electorate Allowance (1) .....	.....	.....	.....	.....	.....	.....	2 000-4 100	3 600-7 200
President—Legislative Council—								
Basic Salary	14 500	15 000	24 500	.....	12 000	10 217	10 000	14 000
Additional Salary	10 500	.....	.....	(2)	3 900	3 406	2 700	3 780
Expense Allowance	4 250	3 000	1 500	.....	510	511	400	540
Special Allowance .....	.....	2 400	.....	.....	.....	.....	.....	.....
Electorate Allowance (1) .....	.....	.....	.....	.....	.....	.....	2 000-4 100	4 320-7 920
Speaker—Legislative Assembly—								
Basic Salary	14 500	25 200	24 500	12 180	12 000	10 217	10 000	14 000
Additional Salary	10 500	.....	.....	4 540	3 900	3 406	2 700	3 780
Expense Allowance	4 250	3 240	1 500	.....	510	511	400	540
Special Allowance .....	.....	.....	.....	.....	.....	.....	.....	.....
Electorate Allowance (1) .....	.....	.....	.....	.....	.....	.....	2 000-4 100	3 600-7 200
Chairman of Committees Legislative Council—								
Basic Salary	14 500	9 200	18 500	.....	.....	10 217	10 000	14 000
Additional Salary	4 000	.....	.....	.....	.....	2 043	1 350	1 890
Expense Allowance .....	.....	2 950	500	.....	.....	.....	200	270
Special Allowance .....	.....	620	.....	.....	.....	.....	.....	.....
Electorate Allowance (1) .....	.....	.....	.....	(2)	(10)	.....	2 000-4 100	4 320-7 920
Chairman of Committees Legislative Assembly—								
Basic Salary	14 500	18 100	18 500	12 180	12 000	10 217	10 000	14 000
Additional Salary	4 000	.....	.....	1 460	1 950	2 043	1 350	1 890
Expense Allowance .....	.....	1 800	500	.....	230	.....	200	270
Special Allowance .....	.....	.....	.....	.....	.....	.....	.....	.....
Electorate Allowance (1) .....	.....	.....	.....	.....	.....	.....	2 000-4 100	3 600-7 200
Leader of Opposition Legislative Council—								
Basic Salary	14 500	(6) 10 700	18 500	.....	12 000	.....	10 000	14 000
Additional Salary	7 500	1 235	.....	(2)	1 950	(7)	1 600	2 240
Expense Allowance	4 250	2 950	800	.....	450	.....	275	375
Special Allowance .....	.....	.....	.....	.....	.....	.....	.....	.....
Electorate Allowance (1) .....	.....	.....	.....	.....	.....	.....	2 000-4 100	4 320-7 920

APPENDIX II—continued

PARLIAMENTARY SALARIES AND ALLOWANCES—1974

TABLE OF COMPARISONS

Title	Commonwealth	New South Wales	Victoria	Queensland	South Australia	Tasmania	Western Australia	Australia
	From 1-4-73 \$	From 1-1-74 \$	From 23-12-73 \$	From 1-7-73 \$	From 1-7-73 \$	From 1-7-73 \$	From 16-9-71 \$	From 16-9-74 \$
Leader of Opposition Legislative Assembly—								
Basic Salary	14 500	25 200	24 500	12 180	12 000	10 217	10 000	14 000
Additional Salary	10 500	.....	.....	5 090	4 875	7 152	4 000	5 600
Expense Allowance	4 875	3 240	2 500	.....	1 025	.....	550	750
Special Allowance .....	.....	.....	.....	600 (11)	.....	.....	.....	.....
Electorate Allowance (1) .....	.....	.....	.....	.....	.....	.....	2 000-4 100	3 600-7 200
Deputy Leader of Opposition Legislative Assembly—								
Basic Salary	14 500	18 100	18 500	12 180	12 000	10 217	10 000	14 000
Additional Salary	7 500	.....	.....	1 110	1 430	1 737	1 600	2 240
Expense Allowance	4 250	1 800	800	.....	.....	.....	275	375
Special Allowance .....	.....	.....	.....	.....	.....	.....	.....	.....
Electorate Allowance (1) .....	.....	.....	.....	.....	.....	.....	2 000-4 100	3 600-7 200
Government Whip Legislative Council—								
Basic Salary	14 500	6 100	15 500	.....	.....	.....	10 000	14 000
Additional Salary	2 000	.....	.....	.....	.....	.....	800	1 120
Expense Allowance .....	.....	2 950	.....	(2)	(10)	(10)	.....	.....
Special Allowance .....	.....	620	.....	.....	.....	.....	.....	.....
Electorate Allowance (1) .....	.....	.....	.....	.....	.....	.....	2 000-4 100	4 320-7 920
Opposition Whip Legislative Council—								
Basic Salary	14 500	6 100	15 500	.....	.....	.....	10 000	14 000
Additional Salary	2 000	.....	.....	.....	.....	.....	800	1 120
Expense Allowance .....	.....	2 950	.....	(2)	(10)	(10)	.....	.....
Special Allowance .....	.....	620	.....	.....	.....	.....	.....	.....
Electorate Allowance (1) .....	.....	.....	.....	.....	.....	.....	2 000-4 100	4 320-7 920
Government Whip Legislative Assembly—								
Basic Salary	14 500	16 850	16 500	12 180	12 000	10 217	10 000	14 000
Additional Salary	2 500	.....	.....	740	1 300	613	1 150	1 610
Expense Allowance .....	.....	840	.....	.....	.....	.....	.....	.....
Special Allowance .....	.....	.....	.....	.....	.....	.....	.....	.....
Electorate Allowance (1) .....	.....	.....	.....	.....	.....	.....	2 000-4 100	3 600-7 200
Opposition Whip Legislative Assembly—								
Basic Salary	14 500	16 850	15 500	12 180	12 000	10 217	10 000	14 000
Additional Salary	2 000	.....	.....	740	1 300	613	1 150	1 610
Expense Allowances .....	.....	840	.....	.....	.....	.....	.....	.....
Special Allowances .....	.....	.....	.....	.....	.....	.....	.....	.....
Electorate Allowance (1) .....	.....	.....	.....	.....	.....	.....	2 000-4 100	3 600-7 200
Third Party Whip Legislative Council and Legislative Assembly—								
Basic Salary	14 500	14 400	15 500	.....	.....	.....	10 000	14 000
Additional Salary	2 000	.....	.....	.....	.....	.....	200 (12)	280
Expense Allowance .....	.....	840	.....	(10)	(10)	(10)	.....	.....
Special Allowance .....	.....	.....	.....	.....	.....	.....	.....	.....
Electorate Allowance .....	.....	.....	.....	.....	.....	.....	2 000-4 100	3 600-7 200 (13)
Leadership of Recognised Other Political Party—								
Legislative Assembly—								
Basic Salary	14 500	18 100	16 500	.....	.....	.....	10 000	14 000
Additional Salary	5 000	.....	.....	.....	.....	.....	600	840
Expense Allowance	1 500	1 800	.....	(10)	(10)	(10)	275	375
Special Allowance .....	.....	.....	.....	.....	.....	.....	.....	.....
Electorate Allowance (1) .....	.....	.....	.....	.....	.....	.....	2 000-4 100	3 600-7 200

(1) In the Commonwealth and the States, other than Western Australia varying Electorate Allowances are payable.

(2) No Legislative Council exists.

(3) Minister for Works—South Australia.

(4) Deputy Leader of Government in Legislative Council—New South Wales

Salary	\$27 000 per annum
Special Allowance	\$600 per annum
Expense Allowance	\$3 240 per annum

(5) Deputy Government Leader in Legislative Council—Tasmania

Additional Salary	\$1 124 per annum
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(6) Deputy Leader of Opposition in Legislative Council—New South Wales

Salary	\$6 100 per annum
Special Allowance	\$620 per annum
Expense Allowance	\$2,950 per annum

(7) No additional salary provided.

APPENDIX II—*continued*

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|--|------|------|------|------|---------------------|------|------|--------------------|
| (8) Deputy Leader of Party with 10 or more Members | | | | | { Salary | | | \$14 400 per annum |
| | | | | | { Expense Allowance | | | \$780 per annum |
- (9) Office filled by a Minister. No additional salary or allowance provided.
- (10) Office not Provided For.
- (11) Special Travelling Allowance.
- (12) Additional salary provided from November 20, 1972 being the date on which by Act No. 82 of 1972 the persons referred to became officers of Parliament.
- (13) Electorate Allowance—Legislative Council—\$4 320 to \$7 920 per annum.