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WESTERN AUSTRALIA

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SALARIES AND ALLOWANCES ACT 1975

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DETERMINATIONS  
OF THE  
SALARIES AND ALLOWANCES  
TRIBUNAL

(28 JUNE 1990)

Mr M. F. Beeson: Chairman  
Mr R. H. C. Turner: Member



WESTERN AUSTRALIA  
DETERMINATIONS

of the

SALARIES AND ALLOWANCES TRIBUNAL

Pursuant to

SECTION 6 (1)  
SECTION 6 B  
SECTION 6 A

of the

SALARIES AND ALLOWANCES ACT 1975

28 June 1990

M. F. BEESON, Chairman.

R. H. C. TURNER, Member.

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WESTERN AUSTRALIA  
SALARIES AND ALLOWANCES ACT 1975 (As Amended)

DETERMINATION  
of the  
SALARIES AND ALLOWANCES TRIBUNAL  
28 JUNE 1990

PRELIMINARY STATEMENT

The Salaries and Allowances Act 1975 requires that the Tribunal shall from time to time inquire into and determine the remuneration to be paid to

- (i) Ministers of the Crown and the Parliamentary Secretary of the Cabinet;
- (ii) officers and Members of the Parliament including additional remuneration to be paid to members of Select Committees of a House or Joint Select Committees of Houses, not being in either case Standing Committees;
- (iii) officers of the Public Service holding offices included in the Special Division of the Public Service; and
- (iv) a person holding any other office of a full-time nature, created or established under a law of the State, that is prescribed for the purposes of the Act, but not being an office the remuneration for which is determined by or under any industrial award or agreement made or in force under any other law of the State.

In the performance of the functions of the Tribunal—

- (a) the Tribunal may inform itself in such manner as it thinks fit;
- (b) the Tribunal may receive written or oral statements;
- (c) the Tribunal is not required to conduct any proceeding in a formal manner; and
- (d) the Tribunal is not bound by the rules of evidence.

For the purposes of the exercise and performance of its powers and functions under this Act, the Tribunal has all the powers, rights and privileges that are specified in the Royal Commissions Act 1968, as appertaining to a Royal Commission and the provisions of that Act have effect as if they were enacted in this Act and in terms made applicable to the Tribunal.

In 1989, the Tribunal considered it necessary to obtain the services of a consultancy firm to perform a work value review of all positions within its jurisdiction. This decision was brought about due to a number of factors associated with remuneration practices occurring elsewhere but impinging upon the Tribunal's jurisdiction. These factors included the Commonwealth Remuneration Tribunal's 1988 Review which contained recommendations for increases in Federal Parliamentarians salaries, and information from the Public Service Commissioner indicating that current remuneration levels determined by the Tribunal were insufficient to attract and retain Chief Executives, particularly those from the private sector. Coupled with this information, the Tribunal was also aware that a number of positions had been removed from its jurisdiction in order that significantly higher salaries could be offered in areas that competed directly with the private sector.

Advertisements were placed in selected newspapers throughout Australia seeking expressions of interest from organisations for the conduct of the review. A total of sixteen applications were received, from which the Tribunal engaged the services of Noble Lowndes Cullen Egan Dell, a human resources organisation and benefits consulting company, to—

- review and recommend levels of remuneration for Members and Office Holders of the Western Australian Parliament and to provide advice on appropriate criteria for establishing reward levels including the nexus with Federal Parliamentarians;
- review and provide advice and recommendations regarding relative work value, levels of remuneration, remuneration package structuring and Total Employment Cost of positions within the Special Division of the Public Service and Prescribed Offices.

In undertaking the study the Consultants were constantly aware of three key areas of concern for the Tribunal; ie

- that levels of reward are fair and equitable within the Western Australian Parliament, the Western Australian Government Public Employment sector and are related to the complexities, demands and accountabilities of positions;

- that levels of reward are fair and equitable in the context of valid comparators in the wider Australian community; and
- that external pay linkages/relativities are soundly based.

The following represents a summary of the information considered relevant to the Tribunal in arriving at the decisions contained in the attached determination.

#### MEMBERS OF PARLIAMENT

The work value review conducted for the Commonwealth Remuneration Tribunal in 1988 established the value of a Federal Parliamentarian by community pay standards. The result of that review indicated that the Members should be remunerated at a rate of \$67,000 per annum.

Subsequent actions by the Federal Government have resulted in the figure being reduced. The formal assessment undertaken in respect of Federal Members has been analysed and the findings used to review present methods adopted by this Tribunal in determining the salaries of Western Australian Members.

In 1981/82 the Tribunal assessed the salary of a member to be correctly fixed at 90 per cent of the amount payable to a Federal Member. This assessment was not achieved through a formal work value review, and has not been applied consistently since that time, due mainly to the intervention of the Federal Government into the recommendations and determinations of the Commonwealth Remuneration Tribunal.

The following comments extracted from the Noble Lowndes Cullen Egan Dell review are considered to be particularly relevant in respect of the Parliamentarians' role.

##### The Concept of Work Value

A fundamental objective of this study is to advise the Tribunal on equitable remuneration arrangements for those positions under the jurisdiction of the Tribunal. To achieve pay equity we need a mechanism for comparing jobs in terms of the demands, complexities and responsibilities of the work undertaken. When all appropriate job factors are measured we typically refer to the sum of those job factor requirements as the work value or job worth of the position. Where a common set of factors is applied comparison of job worth can be made across positions and indeed across organisations. Thus work value can provide a sound basis for comparing the remuneration equity of Parliamentarians against wider community standards.

The Commonwealth Remuneration Tribunal also adopted the concept of work value measurement for Members of Parliament in its 1988 review of salaries payable to Parliamentarians. In doing so, the Tribunal noted that practice in the community was not to set salaries by guesswork: that salary setting principles based on job analysis, job evaluation and remuneration comparisons on a work value basis were well established in Australia and elsewhere.

In constructing its terms of reference for this study, the Tribunal acknowledged the need to establish work value relativity.

Following this approach, the work value of the various roles embraced by this review was assessed using the Cullen Egan Dell Job Evaluation Methodology which enjoys wide acceptance in both government and private sectors throughout Australia, as a means of determining the relative importance of work value of positions.

The Cullen Egan Dell system is a points factor evaluation system that enables the worth of a position to be expressed in numerical terms, arrived at by an examination of a number of factors which, through research in the Australian environment, are known to be reliable bases for ascertaining differences in job worth or work value.

The evaluation of all positions in the present review was undertaken by Cullen Egan Dell consultants, using information derived from job analysis interviews.

After initial evaluations were completed for all groups, fine-tuning was undertaken to ensure consistency of application of the methodology across all positions.

##### Work Value Findings

Before discussing our findings regarding work value, it is important to highlight that a number of demanding features of the role of a Member are not taken into consideration in the assessment of work value. These features are—

- the time commitment required;
- the extent of dislocation to normal life; and
- the lack of security in the position.

The three streams of a Member's role (Parliament, Constituency and Party) create inordinate time demands. The most obvious demands are—

- long sitting hours;
- travel between Parliament and the Constituency (particularly for country members); and
- the pressure to be available to the Constituency during weekends.

Personal dislocation to family and working life arises on a number of fronts, and is at a level uncommon in the wider community. Attendance at Parliament can for many Members mean separation from spouse and children for long periods. Such absences can have financial consequences such as the need for home help. For Country Members, additional overnight

absences from home can be that demanding that a Member has difficulty attending to normal everyday personal business and social issues (eg, banking, shopping, maintaining contact with friends).

Lack of security is also a feature of Parliamentary life as evidenced by the rate at which Members secure second and third terms. Often Members have given up other careers to enter Parliament and can find that, on return to their former career, their time in Parliament is a disadvantage rather than an advantage. Nevertheless, private sector employees also do not enjoy tenure of appointment.

These features of the Member's role have been raised because we believe they should have an impact on the employment conditions and/or allowances provided to Members. They do not, however, constitute, work value items.

As indicated in the previous Chapter, our assessment of work value does address demands associated with the Member's role in the House, the Constituency, the Party and in Ministerial or Office Holder appointment. The assessment examines the knowledge and judgement exercised in fulfilling the role as well as the degree to which the Member accepts accountability in the areas outlined. Our discussions with Members and Office Holders led us to the view that it is common for Office Holders to have a reduced involvement in that part of the Member's role which focuses on the Constituency.

In forming a view about the role of a Member in the three areas highlighted in the previous paragraph, we have not taken into account the specific qualifications, experience or background of any Member interviewed. Rather, we have focused on what knowledge, experience or skill we consider the position requires of an incumbent.

Key features of the work value of a Member of Parliament are outlined below.

#### **COGNITION (KNOWLEDGE)**

In our judgement, the position of Member of Parliament requires considerable experience and understanding of the workings of the community, and an appreciation of the impact the bureaucracy has upon the lives of people in the community. The Member must also be cognisant of the importance of government legislation and regulation in making the State more prosperous while protecting the interests of the community.

In addition to representing the broader issues in the constituency, Members are required to have a thorough knowledge and appreciation of, for example—

- social welfare, child care, health and housing;
- industry and commerce;
- industrial relations, employment, education and training;
- public transport, public utilities;
- law, public order and constitutional affairs;
- trade, finance and tax;
- regional development and local government; and
- primary industry and the mining sector.

Members need to have a thorough appreciation of party policy, as well as the working brief of the parliamentary committees in which they participate. They need to be familiar with parliamentary procedures, and have a knowledge of how to participate effectively in either support or opposition to proposals before the Parliament, as well as the party, the committees on which they serve, and their own constituency. They need to distill a diverse amount of input across the total spectrum of government activity and, as appropriate, draw upon this information in their dealings with Ministers, the bureaucracy at State and Federal level, local government, and constituent groups. A Member needs to be well read, both domestically and internationally, in order to converse with those at senior levels in government, industry and the community.

The level of interpersonal skill required by Members is considerable, as they are required to deal effectively with the total spectrum of Western Australia's community, and are required to represent themselves in a number of public forums, as well as with the media.

A Member of Parliament needs to be persuasive in a significant number of settings to secure support or opposition to a wide variety of issues of importance to the party and the constituency. Irrespective of party allegiance, the Member is required to be able to converse effectively on a wide range of economic and social issues which are continually changing.

#### **EDUCATION (JUDGEMENT)**

A Member of Parliament needs to—

- Deal with a diverse range of tasks in the Parliament, parliamentary committees, the constituency, and the party.
- Contribute to the identification and clarity of objectives and the establishment of public policy.
- Manage the interface between the Parliament, the constituent and the government bureaucracy.

Although, after a certain period in the Parliament, the Member will have a clearly established appreciation of the objectives of the position, and the strategies and tactics necessary to accomplish the task, the specific accountabilities of a Member of Parliament are often ill-defined or incomplete, allowing for some flexibility in interpretation and adaptation.

The position clearly embraces a range of activities. On a number of occasions a Member would be required to operate in a complex and specialised environment, particularly as a member of a Parliamentary Committee, where the assignment involves the application of varied techniques or methods, albeit that precedent often exists. A Member requires a thorough understanding of the underlying rationale of Party policies and platforms.

Problem resolution for a Member of Parliament, in each of the arenas where the Member has accountability, necessitates consideration of several influences. Each review entails the analysis of a variety of alternatives before choice can be made, though many problems are well defined and resolution is somewhat structured by established procedures, systems or standards.

Guidance and counsel is usually available to a Member, either through the bureaucracy or the hierarchy in either the party or in government itself. On occasions, as a contributor to major investigatory work of the Parliament, Members do participate in assignments of significant breadth, diversity and intensity that can involve many varied and complex features.

Such participation while not the dominating feature of the Member's role, does require versatility and innovation in adapting or modifying standard approaches, or in the application of new techniques or criteria to resolving matters of public importance, public policy, or legislative direction.

To be effective a Member of Parliament requires considerable breadth of vision and maturity in judgement, having regard to both constituent and political realities.

#### ACCOUNTABILITY.

A Member of Parliament has unique accountability—

- to the constituency: to serve and represent it;
- to the bureaucracy in its widest sense within the political environs;
- to contribute to debate and discussion to influence policy and legislation in a responsive manner, having regard to the constituents' needs.
- to control expenditure, the use of technology and constituent communication through the effective management of electorate needs.

In this context, the Member addresses the widest possible range of issues, both directly through electorate staff, and through access to Members of government. Electorate staff often act on a Member's behalf to provide a service to the constituency that he/she represents. In the Parliament, the Member is contributing to discussion, influencing the direction of public policy. In the party they make similar contributions. In the constituency, the Member is expected to provide authoritative counsel, and play a key role in supporting constituent initiatives. In all instances, however, the level of contribution is relatively significant.

When considering the job family of a Parliamentarian it is to be expected that work value differences will arise across the job family in areas such as—

- the knowledge requirements;
- the diversity of issues being addressed;
- the interpersonal skill demands;
- the complexity of the tasks and the thinking challenges involved;
- the authority of the position; and
- the impact of the position within the Party and within the State.

Our findings support this view and we note considerable differences in work value in moving from the position of Parliamentary Member to that of Premier.

When considering the nexus that the Tribunal had determined in 1981/82, the consultants compared the work value of both the Federal and State member and made the following comment as to the primary differences noted—

#### **“Knowledge**

We believe there to be a marginally greater knowledge level required of a Federal member to effectively understand and contribute to the development of policies on Federal issues.

#### **Diversity**

We consider that a Federal Parliamentarian will be called upon to be knowledgeable about and contribute to the analysis of a more diverse range of issues than a State Parliamentarian.

#### **Task Complexity and Reasoning Demands**

The two positions are considered to have a similar level of complexity in terms of the extent of clarity of the tasks to be performed, however, we consider that the intensity of reasoning and problem solving will be greater for the Federal Member.

#### **Impact and Accountability**

The two positions are considered to have the same level of authority and extent of accountability for the advice and counsel they provide. In short, their expertise is at the same level. However, we judge that a Federal Member has greater scope for impact in the Australian community and we have therefore recorded a higher position impact value.”

The consultants found that there was a demonstrable and perceptible difference in work value that could be assessed in monetary terms.

To assist the Tribunal to establish fair and equitable levels of remuneration for Members, the consultants made work value based remuneration comparisons with the general community. These comparisons revealed that Members were being remunerated at approximately 30 per cent below community pay levels for positions of similar work value.



The consultants made the following points in respect to the implementation of any change in the level of remuneration—

#### **“Remuneration Management**

Generally, there are four key determinants of the remuneration paid to an individual—

- the work value of the position;
- the market rate of pay for a position of similar work value;
- the performance of the individual; and
- the employing organisation’s capacity to pay, its strategic circumstances, and its dependence on its human resources.

In the case of Members of Parliament, it would, in our view, be inappropriate to have any element of reward linked to the performance or productivity of a Member. We note, however, that in the wider community, commitment to working excessive hours is often rewarded through the payment of bonuses or overtime.

In considering the other key determinants, there are three important issues to be addressed by the Tribunal—

- (i) the importance of the nexus framework.
- (ii) the applicability of “general community” pay standards on a work value-based comparison.
- (iii) the establishment of remuneration policy relating to matters such as—
  - the significance of appointments to these positions;
  - the extent to which pay is a factor in attracting appointees; and
  - the relevance and import of community and government concerns regarding the extent of remuneration movement.

#### **Applicable Pay Standards**

With the measure of work value established the Tribunal is in a position to draw valid remuneration comparisons against relevant marketplaces.

Establishing relevant marketplaces and deriving applicable pay standards is not an easy task because of the character of the Parliamentarians role and the absence of an identifiable supply and demand market.

In our view judgements here will rest on “felt fair” comparisons of equity rather than, for example, hard data assessment of the ease of attracting and retaining Parliamentarians.

In this regard we take the view that reference to general community pay standards for jobs of similar work value is a valid and desirable process. It is our view that Parliamentarians should be rewarded for the complexities and demands of their work, and that the level of reward applied should be equitable against general community standards.

We believe that it should be acknowledged that the level of reward applying to Parliamentarians and Office Holders should be sufficient to attract and retain talented Members. The level of reward should also be sufficient to ensure that effective and competent Parliamentarians and Office Holders do not choose to quit Parliament because levels of remuneration provided are significantly below general community standards for jobs of similar work value.

An alternative approach for the Tribunal would be to use the work value measurements to provide a nexus with current State Public Service salary levels. We note, however, that in our view current Public Service salary levels for senior executives are not equitable when measured against community standards.

#### **Other Matters Influencing Tribunal Policy**

In regard to other matters raised that will have a bearing on Tribunal policy decision-making we make the following comments—

- The election of Members of Parliament is of considerable importance to the community. The community is dependent upon its Parliamentarians and the Parliamentary System for ensuring leadership in the management of the Community’s affairs. The dependence of the community on having a choice of good quality parliamentary candidates is a factor in favour of maintaining community competitive remuneration levels. Some may be discouraged from seeking Office given current levels of reward.
- Given that performance-based reward is inappropriate for Parliamentarians, and similar arguments can be made regarding the “packaging” of salary and benefits, greater emphasis should be placed on salary in striving for equitable rates of remuneration in comparison with the community.
- The issue of Government and community concern about the impact of salary movements beyond national wage guidelines is a matter best left to the Tribunal.”

#### **Basic Salary**

The report, the first work value assessment completed in respect of members of the State Parliament, has confirmed that the current rates of remuneration are inappropriate. This view is reinforced when consideration is given to the recent movement in the remuneration levels of the Federal Members and the reasons behind those increases.

The Joint Statement issued on May 31 1990 on behalf of the Australian Government contained the following, in respect of Federal Members—

“The changes proposed reflect the significant increases in the amount and complexity of work by MP’s over the last years.

These include—

- their greater involvement in the enlarged range and functions of the restructured Parliamentary Committee system;
- changes in practices and procedures of Parliamentary business, especially in the amount and complexity of legislation and the way in which it is handled;
- increased technological change; and
- substantially increased demands of constituents and the public for the greater involvement in public business.”

These changes apply equally to Western Australian Parliamentarians.

In considering the action that should be taken to remedy the shortfall in remuneration levels, the Tribunal has had regard for the situation that has developed throughout the majority of States, whereby their Parliamentarians’ salaries are set at an amount slightly less than that applying to the Federal Member.

In Victoria, Queensland and New South Wales, legislation has been enacted to ensure that Members receive five hundred dollars per annum less than the Federal salary. South Australian Parliamentarians will, by 1 July 1991 receive one thousand dollars less per annum than their Federal counterparts.

Whilst this provides a convenient method of establishing salary levels, it does not necessarily provide an equitable solution.

Remuneration should be determined according to work value and not based on a linkage that may be appropriate at a given point in time.

This Tribunal has failed to find any sustainable logic in the five hundred dollar relationship. When introduced in the mid 1970’s in Victoria, the amount represented a 2.5 per cent difference in salaries between the Victorian and the Federal MPs. By July 1991, this will have been reduced to approximately a 0.8 per cent differential.

The Tribunal has also considered the merit in linking a Parliamentarian’s salary to a particular level in the Public Service in a manner similar to that now applying to the Federal Parliamentarians. However, no long term benefit can be seen from such a move. The following points raised by the Commonwealth Remuneration Tribunal in its Report and Determination of May 1990 are considered to be particularly relevant in regard to linkages—

“100. Government’s submission suggests that a proper procedure is to link Members’ salary to Band 1 of the Senior Executive Service (SES). If this be desired, the Tribunal does not reject it in principle. But, to make clear what is being done and why, two things be said—

- provision for future increases in Member’s salary cannot be achieved, and achieved with propriety, by a “simple” linkage to SES levels: to do that would be to attract criticism—and legitimate criticism—every time the salary was adjusted; and
- the law and proper practice require that a linkage to an SES level have the proper qualifications.

101. A “simple” linkage is not appropriate. A “simple” linkage would be of the form—

“The salary of a Member shall be the same as the salary of an officer at the maximum of the SES Band 1 and...shall be increased by the same increase as that given to an officer at the maximum of SES Band 1”.

That form of linkage would not be appropriate, for several reasons—

- it would be wrong in principle;
- it would attract, and properly attract, the kind of public controversy which a linkage procedure seeks to avoid;
- it would be unfair to Members;
- it would be unfair to the SES officers concerned;
- it would not work in practice.

102. A simple linkage is wrong in principle. The salary of Members, like the salary of other employees whose wages are fixed by tribunals, should be fixed according to the proper assessment of what Members have to do. To fix a Member’s salary, or to award an increase of it, because the work assessment of someone else has warranted an increase in salary for that person, would be wrong. And so would a rise in Members’ salary.

103. At present, any rise for an SES officer would ordinarily be justified for one of two reasons—

- because of National Wage increases; and
- because a change in the duties of the office and the assessment of its work value make it appropriate.

It is the latter kind of rise which is in question: National Wage increases are readily passed on. But to pass increases of the latter kind in SES salaries on to Members would be wrong in principle.

104. A "simple" linkage would attract criticism: criticism of a rise given for the wrong reason would properly be raised. And (for the reasons to which reference is to be made), this criticism would not be met by referring to the relationship, in the past, between the salary of Members and of SES officers at this level.

105. A "simple" linkage would be unfair to Members: it would result in their receiving less—and perhaps increasingly less, than they should receive. There are two reasons for this—

- First, on the present work assessment of Members and the SES at Band 1, Members should receive more than such officers. In 1975, the Tribunal assessed the work then carried out by Members. The assessment placed their salary at a level which happened to be between Level 1 and Level 2 on the Second Division of the APS (now the SES). But the nature of the work of Members, and their workload, has increased since 1975.
- And it is likely to increase. This became evident in the 1987-1988 work assessment of Members: they were put significantly above Level 1/Level 2 in the APS. Members were then assessed at \$67,000. Level 1 and Level 2 officers were then \$52,720 and \$57,775. Members' salary and the increase of them, should not be reduced because of the position of SES officers.

106. A "simple" linkage would be unfair to the SES officers. Experience has shown that when the salaries of Members of a legislative body are linked to those of civil servants the result is apt to be not to lift the Members' salary but to keep down the civil servants'. The Government, in its negotiations with the relevant officers and their unions would, in the case of a "simple" linkage, necessarily have in contemplation an increase for those officers which would result in an increase in parliamentary salary and would, of course, be seen publicly to do so. Similar results have been produced by linkage in, amongst other places, the United States of America. The Tribunal, in its consideration of the position of Members, previously discussed this question with officers of the relevant body in the United States. Their conclusion was that in that country "simple" linkage failed. Changes since made in the USA arrangements have confirmed this. The Tribunal would not think it proper or fair to establish "simple" linkage without, at least, affording the opportunity to such officers to consider the position.

107. A "simple" linkage would not work in practice. There are a number of difficulties. First, the law requires or contemplates that there should be in each increase of the relevant kind, a consideration of the matter by the Tribunal. Second, that form of linkage misunderstands the method of fixing salaries within the SES. The structural efficiency arrangements now contemplate that each SES officer may receive, not simply a sum at the top or the bottom of Band 1, but a sum which may be within the Band, depending upon the Secretary's assessment—and the amount of a salary may vary over time. A "simple" linkage to one office would not be appropriate. A linkage at the top of the band would not be appropriate: salary at the top of the band would relate neither to the Member's work assessment nor to the position of any particular office. Third, that form of linkage does not take account of the fact, referred to in Government submissions, that it is envisaged that, after July 1990, the remuneration of SES officers in Band 1 will or may be increased by incentive or performance payments by reference to their individual efficiency."

After consideration of all the facts before it, the Tribunal is satisfied that the salaries of Western Australian Parliamentarians should be increased in accordance with the attached Determination.

#### **Additional Salary**

The work value report on the additional salary payable to Office Holders of the Parliament and the Parliamentary Secretary of the Cabinet revealed that the more responsible positions were receiving significantly less than they would be entitled to if performing a job of similar responsibility in the community.

The consultants considered that, as at December 1989, the position of Premier of Western Australia should be remunerated at a total cash salary of \$188,210 per annum.

The Tribunal has considered the recommendations of the consultants, together with the submission presented to the Commonwealth Remuneration Tribunal by the Australian Government and the resulting decisions that occurred, and has formed the view that any increase at this time should be made exercising a similar degree of restraint.

The attached determination increases the additional salaries payable to Ministers of the Crown, the Parliamentary Secretary of the Cabinet and Officers of the Parliament, by 7 per cent from 1 July 1990, a further 6 per cent from 1 January 1991 and 6 per cent from 1 July 1991.

These amounts shall be adjusted in accordance with and from the same date as movements occur within the Government Officers Salaries, Allowances and Conditions Award 1989, as the result of National Wage Case decisions.

#### **Expense of Office Allowances**

With the reforms in taxation that were introduced in late 1985, this Tribunal adopted an approach whereby the expense of office allowances for other positions within its jurisdiction (Judicial Officers and Chief Executives) were absorbed into salary. This course of action was not taken in respect of Office Holders in the Parliament due to the varying ways that the allowance might be utilised.

The Tribunal, when conducting reviews in recent years has not adjusted the allowance in keeping with CPI movements, and this, together with the changed taxation requirements has significantly reduced the effectiveness of these allowances.

In confirming at this time that the allowance is to remain as a separate payment, it is considered appropriate that the necessary adjustments, in keeping with Consumer Price Index movements, be made to restore the value of the allowance to its original level. Future movements will be made at the same rate as applying to the additional salaries payable to the Office Holders in Parliament.

#### **Electorate Allowances**

The Tribunal conducted a major review of electorate allowances during the 1988/89 financial year due to the changes that had resulted from the redistribution of electoral boundaries. At this time, no change has been made to the allowances, however a review will be conducted in the 1990/91 financial year with particular emphasis being placed on the larger electorates.

#### **Motor Vehicles**

In its determination dated 12 May 1989, the Tribunal introduced a provision enabling Members to be supplied with vehicles primarily for parliamentary and electorate purposes.

Members utilising this provision are required to forego part of their electorate allowance to offset the cost of the vehicles to the Government. In doing so, it is accepted that, where a Member's electorate expenditure exceeds the actual allowance received, the additional expense is incurred by the Member from the salary received.

In view of this, the Tribunal accepts that private use of these vehicles will be made, in much the same manner as that applying to middle and senior levels of management in the private sector.

To reflect this, the attached Determination has been amended to include reference to private use.

Members should be aware, however, that increases in electorate allowances will not be granted as the result of a loss in income through exercising the option to avail themselves of a government supplied vehicle.

A review of the Motor Vehicle provision will be undertaken during the 1990/91 Financial year to determine whether the current system is achieving maximum efficiency in its cost to Government.

#### **OFFICERS IN THE SPECIAL DIVISION OF THE PUBLIC SERVICE AND PRESCRIBED OFFICE HOLDERS**

The necessity to engage consultants to perform a work value review of the Chief Executives within the Tribunal's jurisdiction arose following a number of situations that had caused the Tribunal some concern.

Firstly, a number of positions had, over a period of time, been removed from its jurisdiction with, it is understood, resulting increases in remuneration levels for the positions. These positions include—

- Chairman of Commissioners, Rural and Industries Bank
- Commissioner, State Energy Commission
- Director, Perth Mint
- General Manager, State Government Insurance Office

Other positions had been created with remuneration levels being assessed without reference to the Tribunal. These include—

- Chief Executive, Environmental Protection Authority
- Chief Executive, W.A. Development Corporation

Secondly, the Public Service Commissioner made several representations to the Tribunal, both in person and in writing, advising that the Tribunal determined salaries were not of a sufficient level to attract and retain the most appropriate persons for appointment to vacant positions.

The Commissioner found that to resolve the problems he was encountering, it was necessary to provide external appointees with an attraction/retention allowance in addition to the salary for the position.

Thirdly, the Tribunal became aware that through Government action, a small number of Chief Executives were receiving allowances in addition to their Tribunal determined salary for "additional duties" being performed extraneous to but linked to their prime role as Head of an organisation.

The combination of these factors including a general air of discontent from the Chief Executives brought about the necessity for the review.

The Tribunal accepts that where a government organisation is in direct competition on an equal basis with the private sector, it is appropriate for the remuneration level of the Chief Executive to be both competitive and confidential. The Salaries and Allowances Act, the statute through which this Tribunal operates, does not provide the flexibility to enable this course of action to be taken. However as the body charged with the responsibility for determining the remuneration levels for the majority of Chief Executives in Departments and the larger Statutory Authorities, it should play a role in the salary setting process of such organisations to ensure consistency is achieved.

In performing the review senior consultants from Noble Lowndes Cullen Egan Dell interviewed almost all Chief Executives within the Tribunal's jurisdiction.

Interestingly, their assessment did not dramatically challenge existing work value relativities that had been established over the years. They did consider however that there were a number of anomalies that required attention, mainly in the areas of central agency departments.

Their assessments were made on the basis of the actual requirements of the position, rather than the quality of performance, experience or skills of individual incumbents. The consultants maintained that variation in performance should be taken into account in the development of remuneration policies and procedures in tandem with job evaluation. The latter focusing on the position rather than the incumbent in the position.

This is a matter that will be considered by the Tribunal at a later time.

The following extracts from the review are provided for general information.

#### “Remuneration Levels—Historical Perspective

In line with its State and Federal counterparts the WA Salaries and Allowances Tribunal has adopted a conservative approach to remuneration adjustments for the State's senior public sector executives. Clearly, budget restrictions, concerns of flow-on elsewhere in the public sector, and the issue of setting an example in periods of wage restraint have been influential factors.

The impact of this strategy in terms of deterioration of the relative standing of the remuneration of SD&P Offices is now quite apparent. To demonstrate this, we will take 1975 as a base year and adjust the salary applying then for a Special/Group 3 Officer (\$27 770) by movements in a range of well accepted indices for each year since 1975. The indices applied are—

- Consumer Price Index
- Average Weekly Earnings
- CED's base salary index for award exempt employees
- CED's base salary index for senior management employees

The outcomes are summarised in Table 3.

1975	Base Salary .....	\$27 770
1989	Salary adjusted in accordance with—	
	• Consumer Price movements .....	\$90 975
	• Average Weekly earnings .....	\$98 945
	• Private Sector salary movements .....	\$105 665
	• Private Sector senior management salary movements .....	\$117 384
	• Combined index .....	\$103 249
1989	Actual Salary and Allowances .....	\$81 370

The outcomes of these analyses can be summarised in terms of the percentage differential between actual 1989 salary and the 1975 salary adjusted by the various indices from 1976 to 1989.

	CPI Adjusted %	AWE Adjusted %	Award Exempt Index %	CED Senior Mngmnt Index %
Special/Group 1	-17	-27	-36	-51
Special/Group 3	-12	-22	-30	-44
Special/Group 5	-8	-17	-25	-39

Whilst these findings are indicative of a relative deterioration in remuneration against community standards, some caution should be exercised in interpretation as the picture will differ slightly depending upon the date selected as the base.

#### Market Remuneration Comparisons

Utilising work value as the basis for comparison, the competitiveness of the WA Government's existing remuneration levels has been examined by reference to relevant markets for executive personnel. Comparisons have been drawn against—

- a national private sector market derived from a composite of similarly sized senior management positions across all industry groups; and
- a local WA private sector market derived from a composite of senior management positions in WA.

Comparisons have been drawn at the market median level (the part in the market where 50% of organisations pay at or below) for the following elements of compensation, as at October 1989—

Total Cash: which includes all cash elements of remuneration such as salary, expense of office and other allowances.

Total Remuneration: which represents Total Cash payments as well as the cost of providing all non-cash benefits (eg subsidised loans, motor vehicles and superannuation).

In comparison with the private sector we have also been able to draw comparisons for—

Total Employment Cost: which represents Total Remuneration together with the Fringe Benefits Tax payable on benefits and the cost of the non-deductibility of the FBT.

The results of these remuneration comparisons are summarised in Tables 4, 5 and 6. The Total Cash competitive position is shown graphically in Figure 1.

It should be noted that the market data presented have been adjusted at the Total Remuneration and Employment Cost levels to take account of differences between the public sector and private sector in taxation status. That is, costs incurred by companies due to the non-deductibility of Fringe Benefits Tax and some non-cash expenses and liability for sales tax on the purchase of motor vehicles have been excluded.

The information presented in Tables 4, 5 and 8 records a single remuneration rate for each Band. In practice, private sector organisations adopt a "range" around the midpoint—the midpoint reflecting the level of remuneration paid to a fully competent incumbent. For levels equivalent to Bands 1 to 6 it would be typical to see a range of  $\pm 20\%$  around the midpoint. Thus for Band 1 the range for Total Cash would be—

Minimum	\$67 980
Midpoint	\$84 980
Maximum	\$101 980

The use of ranges provides flexibility on initial appointment and the opportunity to recognise growth towards full competence in a position over the first few years of experience.

Against the National Private Sector, differentials are as follows—

	Total Cash	Total Remuneration
Band 1	-15%	-11%
Band 2	-23%	-19%
Band 3	-34%	-30%
Band 4	-47%	-42%
Band 5	-76%	-72%
Band 6	-79%	-81%

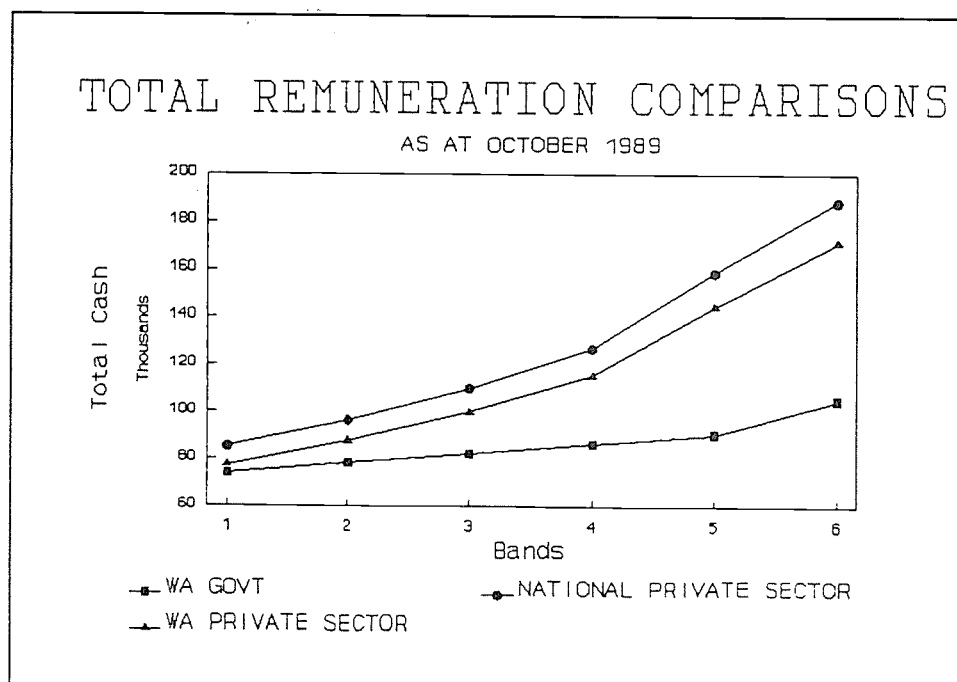


Table 4  
Total Cash Comparisons as at October 1989

	WA Government	National Private Sector	WA Private Sector
Band 1	73 705	84 980	77 330
Band 2	77 999	96 050	87 400
Band 3	81 880	109 580	99 720
Band 4	96 352	126 800	115 390
Band 5	90 226	158 620	144 350
Band 6*	97 290-104 920	188 210	171 270

\*Band 6 considered to equate to Special/Groups 6 & 7.

Table 5  
Total Remuneration Comparisons as at October 1989

	WA Government	National Private Sector	WA Private Sector
Band 1	92 731	102 830	93 570
Band 2	97 540	116 220	105 760
Band 3	101 887	132 590	120 650
Band 4	108 878	154 430	139 620
Band 5	112 126	193 520	176 100
Band 6*	120 037-126 403	229 620	208 950

\*Band 6 considered to equate to Special/Groups 6 & 7.

Table 6  
Employment Cost Comparisons

	WA Government	National Private Sector	WA Private Sector
Band 1	94 710	107 070	97 400
Band 2	99 519	121 020	110 130
Band 3	103 866	138 870	126 370
Band 4	110 472	159 770	145 390
Band 5	114 811	201 450	183 320
Band 6*	122 722-131 208	239 030	217 520

\*Band 6 considered to equate to Special/Groups 6 & 7.

#### Variable Remuneration

To this point we have focused on fixed reward in our comparisons with the marketplace. However, it is characteristic of executive remuneration management practices in Australia, that in addition to salary, allowances and benefits, opportunity exists to secure an additional component of reward in the form of incentive or bonus payments.

Information on market practices in the area of incentives and bonuses is available from Cullen Egan Dell's Top Management Review (September 1989). This survey of 300 major Australian companies indicates 81% have some form of performance-based pay arrangement in place. At the top management level, 95% of executives participate in such a scheme. Typically, for senior executives, the level of incentive payment is between 10% and 20% of salary depending upon the level of achievement against goals. At the Chief Executive level this can rise to 30%.

The Commonwealth has recently moved to introduce performance pay for its SES with an incentive payment opportunity of 15% of salary. The Victorian Government is also altering its scheme and moving to an incentive opportunity of 15% of Total Remuneration. The NSW Government is expected to provide an incentive opportunity of 25% of salary (set at 72.5% of total employment cost).

### ISSUES IN REMUNERATION MANAGEMENT

The data outlined earlier and in Volume 2 clearly indicates that the Tribunal's executive remuneration strategies are uncompetitive in the National Private Sector marketplace. In summary, the Tribunal's remuneration strategies for senior public sector executives suffer the following weaknesses:

- the Tribunal provides significantly less total reward (fixed plus variable) to executives than in the private sector;
- the Tribunal does not cost out the benefits provided to employees to establish a Total Remuneration or Employment Cost figure;
- the Tribunal does not give senior executives any flexibility in the components of their Total Remuneration; and
- the Tribunal does not reward senior public sector executives on the basis of performance.

In the light of these findings a number of policy issues arise that will need to be addressed by the Tribunal.

### Remuneration Management Objectives

The objectives of the Tribunal's policies in regard to public sector executive remuneration should be to—

- attract to the Government executives of a high calibre;
- reward executives fairly in relation to the demands, complexities and challenges of the work they are employed to do;
- retain the loyalty and continued high level of service of executives;
- reward executives in relation to their achievement of the results expected of them;
- obtain the optimal utilisation of human resources in the most cost-effective manner; and
- support the drive to secure high levels of accountability for delegated functions and activities.

The fundamental consideration in achieving these objectives is acknowledgment that the level of executive reward should be influenced by—

- the work value of the job;
- the performance of the individual;
- the level of reward paid in the market for jobs of similar work value; and
- the government's capacity to pay, its political and strategic circumstance, and the strategic importance placed on executive resources.

### The Influence of Work Value

With the adoption of the work value assessments undertaken in this study, the Tribunal can feel confident that a strong foundation has been set for the fair and equitable classification for all SD&P Offices. As a consequence, work value will have an appropriate influence on the reward levels applying to those positions.

### The Influence of Market Comparison

The question of market comparison is a more difficult one for the Tribunal. In this regard the Tribunal must decide which market is the most appropriate for comparison purposes and how competitive the Tribunal should be in that marketplace. There are two possible approaches. First, from a simple supply and demand perspective the Tribunal needs to establish the market in which the government is competing for its most senior executives. That is, the market from which it attracts new staff and the market to which it can lose existing staff. Second, the Tribunal needs to consider those markets which are used by existing executives to make judgements on the equity of their remuneration levels (eg other public services—despite the fact of limited staff movement between the services).

Whilst it has not been addressed in detail it needs to be acknowledged that, in some instances, certain senior public sector executives are competing in specialist markets associated with particular industries (eg banking/finance and insurance/finance) where market premiums apply. Typically, upper limits would apply within the Band structure. For example, engineering premiums might only apply below Band 1, EDP below Band 3 and Finance/Legal below Band 5. However, given the extent of the differential against the general marketplace the requirement for market premiums should be addressed once general community standards have been achieved.

In our view, for positions at the Chief Executive level, reference to the Eastern States' Public Sectors is important, and reference to the National Private Sector is becoming more important on the basis of the increasing mobility between the public and private sectors. It is clear from discussions with the State's most Senior Executives that the State's primary competitors for quality executive resources are the major national private sector companies.



In comparison with the private sector marketplace, it will be important for the Tribunal to consider whether government enterprises differ significantly from private sector organisations, particularly in regard to—

- budget accountability;
- level of competition/risk in the private sector market;
- the degree of competitiveness in recruitment and reward;
- and
- specialist skill as opposed to general management expertise.

Such an examination may assist the Tribunal to consider whether it needs to compete directly at the market medium level in some areas of public sector employment, and whether any “discount” should apply if private market rates are to be followed.

#### The Influence of Individual Performance

The market data outlined earlier in this report indicate that the WA Government will increasingly find that it is competing for executives in an environment where the best performing executives know that they can attract significant additions to base salary in other organisations with performance pay strategies.

Two issues arise in this context. First, the quantum of bonus/incentive payments in the marketplace must be a further factor to be taken into consideration by the Tribunal in setting competitive total reward levels for public sector executives. Second, from the employer perspective, the Government must look to the concepts of performance management and performance-linked pay as a tool to enhance performance, focus effort and ensure the retention of high performance.

We caution the Tribunal, however, to ensure that performance payments are linked to the Chief Executive role in focusing on the long-term health and effectiveness of the organisation. A Chief Executive should not be subject to incentive arrangements which focus on short term (eg annual) objectives.

In considering performance-linked reward it is important to distinguish between the provision of an incentive plan, and the adjustment of basic remuneration according to an individual's performance (merit pay).

In general, an incentive is—

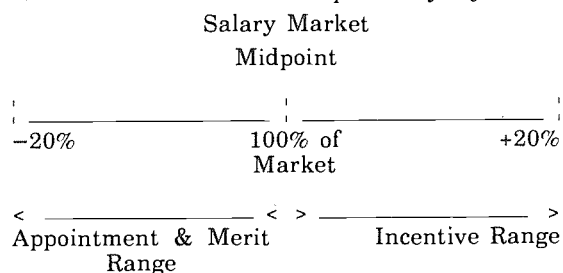
- aimed at performance against specifically designated sections of the position's objectives;
- calculated by measurement (usually in quantitative terms) of achievement of various specific objectives that it is agreed are capable of achievement with the performance period;
- an “at risk” element of remuneration that is likely to vary from year to year;
- designed to motivate individuals to exceed their position's standard requirements; and
- usually paid in lump sum at the end of the performance period or on the achievement of certain agreed targets.

On the other hand, “merit” pay (or more particularly, a merit increase) is—

- aimed at compensating an individual for work performed, and motivating an individual to achieve all the objectives of the position;
- calculated by consideration of achievement of agreed objectives, potential for development and other contributions to the organisation;
- a guaranteed element of remuneration over the budget period (ie the organisation takes the risk);
- designed to motivate individuals to meet and exceed standard position requirements with the implied assurance that exceptional performance will be reflected in a further “merit” increase in the following budget period; and
- paid as part of regular remuneration instalments.

It should be noted that many organisations provide both a system of merit and an incentive scheme.

The provision of a merit range is particularly useful to enable flexibility in reward level on initial appointment, and the opportunity to increase the remuneration of an appointee as he or she becomes more experienced in the position and enhances their contribution to the Government. Our advice to the Tribunal is to make use of a combination of the merit range and an incentive plan. We believe a market competitive yet justifiable approach would be—



Thus the salary range is from -20% to the market midpoint. Appointments can be made anywhere in that range and progressive movements occur up to the midpoint which reflects full competence in the performance of all functions. Incumbents at any point in the range would be eligible for an incentive payment up to 20% of salary.

A more competitive strategy would be to lift the incentive opportunity to between 25% and 30%, or to make it 20% of Total Remuneration or Employment cost rather than salary.

A more conservative strategy would be to extend the remuneration range to  $\pm 20\%$  and reduce the incentive component to 15% of salary.

To introduce performance pay the Tribunal will need to ensure that mechanisms are in place for—

- Performance Planning - the establishment of objectives and goals for the performance period.
- Performance Measurement - the establishment of criteria which will provide the basis for assessing the extent to which goals and objectives have been met during the period.
- Feedback and Coaching - the provision of guidance and help to an incumbent during the performance period.
- Formal Performance Review - the formal assessment at the end of the performance period upon which the performance payment will be based.

In the case of Chief Executives, objectives and goals should be long-term, and relate to—

- shareholder well-being (Government, Community, Employees, Taxpayer);
- "service" effectiveness (ie different strategies for service delivery);
- "service" levels (eg improved client access);
- productivity improvement;
- staff's employment satisfaction (job design, career opportunities, management style); and
- the achievement of change.

A critical issue to be resolved is who will undertake the performance planning and review with each Chief Executive. Whilst this should be the subject of further investigation and discussion, we suggest a tripartite approach involving—

- The Minister;
- The Public Service Commissioner; and
- The Chief Executive.

An alternative approach could involve the appointment of an external person in place of the Public Service Commissioner.

Since the completion of the Review by Noble Lowndes Cullen Egan Dell, the Tribunal has had further consultations with their organisation concerning the recommendation to reduce the remuneration levels from the current seven to six.

The Tribunal considers that due to the wide range of responsibilities that fall within its jurisdiction, six remuneration levels do not reflect the work value differences. The consultants consider that the optimum method of determining remuneration is achieved by adopting a specific value for each position according to the work value of positions. For the Tribunal to adopt this method with equity, it would be necessary to apply market rates, or an equal percentage below the market to all of the positions. Due to the current levels of remuneration and the lack of relativity within the market, the Tribunal considers this inappropriate.

In recognising the inequity that occurs within the Special Division and Prescribed Officer Holders remuneration, particularly at the higher levels, the Tribunal has determined that the positions will be spread over a eight band structure in lieu of the seven previously applying. This will enable some form of recognition to be given to the most senior positions within the Tribunal's jurisdiction. Positions have been classified in the new levels according to the work value assessments that have been completed.

The consultants recommended a remuneration level of between \$120 460 and \$150 570 (based on October 1989 figure) for the most responsible positions within the Tribunal's jurisdiction.

Considering the need for restraint, the Tribunal has determined that the maximum remuneration level applying as the result of this determination shall be marginally less than that approved by the Commonwealth in late May 1990. Whilst this may not resolve the problems encountered by the Public Service Commissioner in filling vacancies from the private sector, it is not appropriate to exceed the Commonwealth remuneration levels at this time.

The tribunal is mindful of two areas that may impact upon the determined salaries—

- Contract Allowances, which are discussed later in this Statement; and
- Performance Agreements.

Commencing with the 1990/91 Financial year, all Chief Executives, with the exception of those reporting directly to Parliament, will be required to enter into Annual Performance Agreements pre-determining the objectives and financial performance of the organisation that they control.

The Tribunal will examine the impact that these agreements have on the Chief Executives and may at a later stage determine a method of recognising performance through remuneration.

**Contract Appointments**

The Tribunal has given consideration to the differing conditions that apply upon the appointment of a person from the private sector to a position of Chief Executive in the Public Service compared with the appointment of a Public Service employee to the same position.

In this regard, the main area of difference is that the former employee has no security of tenure at the end of the contract period whereas the Public Service employee has.

A permanent officer in the Public Service, upon appointment to a Chief Executive position is normally required to enter into a term contract in much the same manner as the private sector appointee enters into a contract, however, at the completion of the term, the Public Service Act provides a form of security for the former employee only.

For example, a permanent officer, upon the expiry of the term of appointment as a Chief Executive, should the term not be extended, is eligible for appointment to another office of Chief Executive, Senior Officer or to an office in the Senior Executive Service generally at the same level of classification/salary as that of the first office. In the case of a non-permanent officer, at the expiry of the contract appointment, if that appointment is not renewed or extended, there is no obligation on the Public Service Commissioner to obtain alternative employment for that person.

As indicated at the commencement of this statement on Special Division and Prescribed Office Holders remuneration, the Public Service Commissioner has found it necessary on occasion to provide an attraction/retention allowance to non-permanent officers upon entering into a contract for appointment as a Chief Executive.

The Tribunal is of the view that the provision of different remuneration levels for one position, unrelated to the performance of the incumbent, is inequitable and considers that given equal circumstances the level of remuneration should remain constant, with the only variants being provided through performance and/or incentive payments.

In this regard, the Tribunal will seek further consultation and advice from the Public Service Commissioner with a view to introducing contracts for permanent officers that enable them to "buy out" of the right of return to a position in the Public Service on the completion of their existing term of appointment in exchange for an additional loading on the determined remuneration level.

**The Total Employment Cost Approach to Remuneration**

Traditionally, vacancies occurring in offices within the jurisdiction of the Tribunal have been advertised displaying the annual cash salary payable for the positions.

This method is not generally applied in the private sector or some States, where the total employment cost of the employee is shown as the remuneration attaching to a position. When calculating Chief Executives total employment cost, factors including Superannuation, Annual Leave Loadings, Motor Vehicles and Telephone rentals must be taken into account. These factors, the cost of which are borne by the employer add significantly to the pure cash benefit cost of the employee.

The total employment cost remuneration level has the added advantage of enabling applicants for positions to be able to compare how vacancies compare with either their own remuneration levels or the market generally.

The Tribunal favours this method of determining the remuneration of positions within its jurisdiction, and will pursue this matter further with the Public Service Commissioner. However, a decision in this regard will not be made pending these discussions and further consideration of a report prepared by our consultants on flexible salary packaging.

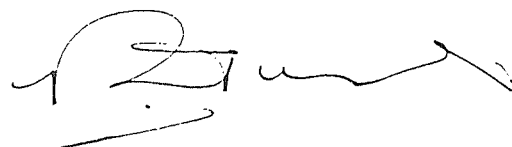
**DETERMINATION**

The attached determination which is in two schedules is to operate from the dates nominated in both schedules.

Dated at Perth this 28th day of June 1990.



M. F. BEESON, Chairman.



R. H. C. TURNER, Member.

Salaries and Allowances Tribunal.

## DETERMINATION—FIRST SCHEDULE

Pursuant to the provisions of the Salaries and Allowances Act (as amended), the Salaries and Allowances Tribunal determines the remuneration to be paid to Ministers of the Crown, the Parliamentary Secretary of Cabinet, Officers and Members of the Parliament, as hereunder, with effect from 1 July 1990 unless otherwise stated.

## PART 1—REMUNERATION OF MEMBERS GENERALLY

## Section 1—Basic Salary

There is payable to each Member an annual salary calculated at the following rates—

\$57 489 with effect from 1 July 1990  
 \$60 938 with effect from 1 January 1991  
 \$64 150 with effect from 1 July 1991

The rates of salary specified herein shall be adjusted effective from the date of and in accordance with any movement occurring in the Government Officers' Salaries Allowances and Conditions Award 1989, as the result of National Wage Case decisions.

## Section 2—Electorate Allowances

## Section 2 (1)

In addition to the basic salary there is payable to a Member, in respect of the expenses of discharging that Members duties, an electorate allowance of \$16 117 per annum, less any expenditure incurred at the request of the Member in seeking a variation to the standard applied in Section 2 (3).

## Section 2 (2)

To recognise the increased expenditure incurred by Members servicing large and/or non metropolitan electorates, the following amounts shall be paid in addition to the basic electorate allowance.

Electorate District or Region	Additional Allowance per annum
	\$
Metropolitan Regions .....	1 285
Districts—	
Armadale, Darling Range, Peel, Roleystone, Swan Hills and Wanneroo .....	1 285
South West Region .....	6 625
Districts—	
Albany, Bunbury and Mitchell .....	314
Murray, Vasse and Wellington .....	1 630
Collie .....	2 947
Stirling and Warren .....	5 580
Agricultural Region .....	9 259
Districts—	
Geraldton .....	314
Avon and Wagin .....	5 580
Greenough, Merredin, Moore and Roe .....	8 214
Mining and Pastoral Region .....	13 702
Districts	
Kalgoorlie .....	2 251
Ashburton .....	12 657
Eyre .....	11 176
Kimberley .....	12 657
Northern Rivers .....	12 657
Pilbara .....	12 657

## Section 2 (3)

Every Member of Parliament shall be entitled to the supply of a private plated motor vehicle for use on Parliamentary, Electorate and Private business.

Motor vehicles issued to Members through this provision will be supplied through operational leasing facilities and will be maintained by the leasing company concerned. The annual leasing cost per Member shall not exceed the cost to Government of a Commodore Executive or Ford Falcon GL automatic sedan with air conditioning.

Should a Member request the supply of a lease vehicle wherein the cost to Government exceeds the cost of the vehicles nominated above by more than twenty per cent, the additional leasing and insurance costs will be debited to the electorate allowance payable in 2 (1).

Members representing the Mining and Pastoral Region or any District contained therein, and who reside within the Region can apply for the issue of an appropriate four wheel drive vehicle in lieu of that mentioned above. Members seeking such a vehicle must contact the office of the Tribunal prior to making their application.

In the case of a Member who elects not to seek the issue of a Government supplied motor vehicle pursuant to this Section, that member shall receive an amount of \$5400 per annum in lieu thereof.

#### Section 2 (4)

Where a Member obtains through Section 2 (3) a Government supplied motor vehicle, an amount of \$1 750 per annum in the case of a Member representing a metropolitan Region or District, and \$2 500 per annum in the case of a Member representing a country Region or District, will be deducted from that allowance applying in Section 2 (1) to cover the cost of fuel and oil. Members fuel purchased through fuel cards or accounts will then be met by the Ministry.

#### Section 3—Motor Vehicle Allowance

1. Where a Member elects not to seek the issue of a government supplied motor vehicle, pursuant to Section 2 (3), and uses a privately owned vehicle to travel between the Member's residence and Perth, the Member shall be paid a motor vehicle allowance at current Public Service rates for the shortest practicable route provided such travel—

(a) is not less than 100 kilometres return, and

(b) is for the purpose of attending—

(i) a sitting of Parliament or a meeting of that Members parliamentary political party, or

(ii) a meeting of a parliamentary select committee of which that Member is a Member, or

(iii) an official government, parliamentary or vice regal function

but such allowance shall be limited to kilometres travelled in excess of 100.

2. Where in the opinion of the President of the Legislative Council or the Speaker of the Legislative Assembly, as the case may require, a scheduled commercial air service could have been used for the travel referred to in paragraph 1, the motor vehicle allowance payable under this section shall not exceed the value of the commercial air fare.

3. Where a Member elects not to seek the issue of a government supplied motor vehicle, pursuant to Section 2 (3), and uses a privately owned vehicle to travel between the Member's residence and the nearest airport, in order to travel to and from Perth by aircraft for the purposes listed in subparagraph (b) of paragraph 1, the Member shall be paid an allowance under this section for the motor vehicle travel in excess of 100 kilometres return.

#### Section 4—Air Charter and Hire

1. Members representing the undermentioned electorates shall, except where scheduled airlines are operating at reasonably convenient times, be entitled at Government cost to use charter transport within and for the service of their electorates, but such cost shall not exceed the amounts specified hereunder—

	Per Financial Year
	\$
Group 1	
Electorate Region	
Mining and Pastoral .....	15 000
Electorate Districts	
Ashburton, Eyre, Kimberley Northern Rivers and Pilbara .....	10 000
Group 2	
Electorate Region	
Agriculture .....	10 000
Electorate Districts	
Greenough, Merredin, Moore and Roe .....	8 000
Group 3	
Electorate Region	
South West .....	8 000

2. "Charter transport" includes charter aircraft, drive yourself vehicles and such other modes of transport as may be approved as appropriate in the circumstances by the President of the Legislative Council or the Speaker of the Legislative Assembly as the case may require.

#### PART II—REMUNERATION OF MINISTERS OF THE CROWN

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

- (a) to a person for the time being holding the office of Premier in conjunction with a ministerial office, a salary calculated at the rate of \$60 702 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 \$46 189 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 \$40 901 per annum.
- (d) to each person, not being a person referred to in sub-paragraph (a), (b) or (c) of this paragraph, for the time being holding a ministerial office a salary calculated at the rate of \$34 305 per annum.

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

#### PART III—REMUNERATION OF OFFICERS OF PARLIAMENT AND THE PARLIAMENTARY SECRETARY OF THE CABINET

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

Office	Salary per annum
	\$
Leader of the Opposition in the Legislative Assembly .....	34 305
President of the Legislative Council .....	25 728
Speaker of the Legislative Assembly .....	25 728
Leader of the Opposition in the Legislative Council .....	18 869
Deputy Leader of the Opposition in the Legislative Assembly .....	18 869
The person who not being a Minister of the Crown is the leader of a party in the Legislative Assembly of at least five Members other than a party whose leader is the Premier or the Leader of the Opposition .....	18 869
Parliamentary Secretary of the Cabinet .....	18 869
Chairman of Committees in either House .....	10 292
Government Whip in the Legislative Assembly .....	8 576
Opposition Whip in the Legislative Assembly .....	8 576
Government Whip in the Legislative Council .....	5 146
Opposition Whip in the Legislative Council .....	5 146

2. Where the Legislative Assembly is dissolved or expires by effluxion of time, a person who is the Parliamentary Secretary of the Cabinet or immediately before the dissolution or expiry by effluxion of time was the Chairman of Committees in the House or is the holder of the office of—

- (a) Leader of the Opposition in that House;
- (b) Leader of a recognised non-Government Party of at least five Members in the Legislative Assembly;
- (c) Deputy Leader of the Opposition in that House;
- (d) Government Whip in that House; or
- (e) Opposition Whip in that House

is entitled to receive the salary payable to that office holder by virtue of paragraph 1 of this Part and the allowance, if any, payable to the office holder under Part IV of this Determination until—

- (i) that person ceases to be a Member by reason of an event other than the dissolution or expiry by effluxion of time of the Legislative Assembly; or
- (ii) another person is elected or appointed to the office held by that person

whichever event shall first occur.

## PART IV—EXPENSE ALLOWANCE

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	Allowance per annum
	\$
Premier .....	19 674
Deputy Premier .....	4 099
Leader of the Government in the Legislative Council .....	4 099
Ministers of the Crown (other than the Premier, Deputy Premier, and the Leader of the Government in the Legislative Council) .....	2 705
Leader of the Opposition in the Legislative Assembly .....	2 705
President of the Legislative Council .....	2 165
Speaker of the Legislative Assembly .....	2 165
*Leader of a Recognised non-Government Party .....	2 165
Leader of the Opposition in the Legislative Council .....	1 804
Deputy Leader of the Opposition in the Legislative Assembly .....	1 442
Parliamentary Secretary of the Cabinet .....	1 442
Chairman of Committees in the Legislative Council .....	1 082
Chairman of Committees in the Legislative Assembly .....	1 082

\*As defined in Part III paragraph 1.

## PART V—TRAVELLING AND ACCOMMODATION ALLOWANCES

## Section 1

## Office Holders on Official business

- 1.1 There shall be payable to the Premier, a Minister of the Crown, an Honorary Minister and the Parliamentary Secretary of the Cabinet, when travelling within Australia on official duty as the holder of that position, who actually incurs expense on overnight accommodation at a place situated outside a radius of 50 kilometres of the Perth GPO, by way of reimbursement travelling allowances at the rate per day set in this Part.
- 1.2 The Deputy Premier when travelling within Australia on duty representing the Premier shall be entitled to the same allowances as the Premier.
- 1.3 Opposition and Third Party Leaders—The Leader of the Opposition in the Legislative Council, the Leader of the Opposition in the Legislative Assembly and the Leader of a Recognised Non-Government Party, when travelling within Australia on duty as such Leader, shall be entitled to the same allowances 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.
- 1.4 Temporary Appointments—A Member who, for the time being, is appointed to act in lieu of the permanent occupant in any of the positions referred to in paragraphs 1.1, 1.2 or 1.3, shall, for the time he or she is acting in that position, receive the same travelling allowance as payable to the permanent occupants.
- 1.5 Members—A Member (not being the holder of an office referred to in paragraphs 1.1, 1.2, or 1.3) who actually incurs expense in securing overnight accommodation when travelling on duty within Australia, as an official representative of the Government or Parliamentary committee or delegation including a Member of a Select Committee of a House or a Joint Select Committee of Houses shall be entitled to travelling allowances at the rate set for a Minister.
- 1.6 Members Deputising—
  - (i) On behalf of the Premier—a Member who, at the written request of the Premier, deputises for the Premier at a function, and who actually incurs expense on overnight accommodation at a place situated outside a radius of 50 kilometres from that Member's principal place of residence or second residence, is entitled to claim allowances under this Part, at the rate prescribed for a Minister.
  - (ii) On behalf of the Leader of the Opposition in the Legislative Assembly, or the Leader of a recognised non government party (as defined in Part III paragraph 1)—A Member who, at the written request of the above mentioned Leaders, deputises for the Leader at a function, and who actually incurs expense on overnight accommodation, at a place situated outside a radius of 50 kilometres from that Member's principal place of residence or second residence is entitled to claim allowances under this Part, at the rate prescribed for a Minister. The maximum number of claims allowed per Party under this section is limited to 24 per financial year.

## Section 2

- 2.1 There shall be payable to a Member who represents the Mining and Pastoral, Agricultural or South West Regions or any District contained within those Regions an amount per financial year based on 80 nights at Rate A for accommodation and associated expenditure incurred for the following purposes—
1. Sittings of that Members House of Parliament
  2. Meetings of Select Committees of which that Member is a member.
  3. Attendance at official government, parliamentary or vice regal functions.
  4. Any other official duties pertaining to parliamentary or electorate matters.
- 2.2 Where by virtue of a Members parliamentary role, a member, representing an electorate mentioned in (2.1) above, maintains a second residence or wholly resides in the Perth Metropolitan area, the allowance shall be paid on the same basis as though that Member resided in the District or Region to which he or she has been elected. This allowance is granted to cover costs associated with the second residence or travel to and from that Members electorate and accommodation costs therein.

## Section 3—Travelling within the Members Electorate

In addition to that applying in Section 2 of this Part—

- 3.1 Members representing the District or Regions listed in 3.2 may claim travelling allowances at Rate B for each overnight stay at a place in or adjacent to their electorate, but not within a radius of 50 kilometres of the Member's principal place of residence or second residence.
- 3.2 (i) The maximum number of nights claimable per financial year shall be—
- 30 nights—Avon, Collie, Greenough, Merredin, Moore, Murray, Roe, Stirling, Vasse, Wagin, Warren and Wellington.
  - 40 nights—Ashburton, Eyre, Pilbara, Kimberley and Northern Rivers.
  - 50 nights—Regions—Mining and Pastoral, Agricultural and Southwest.
- (ii) Where a Member exceeds the number of nights specified in 3.2 (i), a further entitlement equivalent to the original may be claimed, subject to the following additional criteria—
- (a) The principal place of residence of the Member must be in or adjacent to the electorate to which the Member has been elected, provided that the residence is not located in the Metropolitan Regions; and
  - (b) Where overnight accommodation is claimed, the Member must produce evidence that expenditure was incurred. Where a part day is claimed, the Member must certify that the meals claimed were purchased.

## Section 4—Parliamentary Party Meetings

A member attending a meeting of his or her Parliamentary party other than in Perth but within Western Australia shall be entitled to claim the Accommodation allowance up to a maximum of 8 nights per financial year, at the appropriate Members rates contained at the end of this Part.

## Section 5—General Conditions Applying to This Part

- 5.1 For the purpose of this Part, a Member must nominate his or her principal place of residence, and where applicable the address of the second residence, to the President of the Legislative Council or the Speaker of the Legislative Assembly.
- 5.2 Where a Member or office holder claiming under sections 1 and 3 of this Part secures overnight accommodation, either travelling from or to his or her principal place of residence for the purposes outlined in each Section, travels for part of a day, reimbursement will be made in accordance with the following formulae.
- (i) If departure from principal place of residence is—
    - before 8.00 am—100 per cent of the daily rate.
    - 8.00 am or later but prior to 1.00 pm—90 per cent of the daily rate.
    - 1.00 pm or later but prior to 6.00 pm—75 per cent of the daily rate.
    - 6.00 pm or later—50 per cent of the daily rate.
  - (ii) If arrival back at principal place of residence is—
    - 8.00 am or later but prior to 1.00 pm—10 per cent of the daily rate.
    - 1.00 pm or later but prior to 6.00 pm—25 per cent of the daily rate.
    - 6.00 pm or later but prior to 11.00 pm—50 per cent of the daily rate.
    - 11.00 pm or later—100 per cent of the daily rate.
- 5.3 Partial payment of the appropriate daily travelling allowance calculated at the rate of ten per cent for breakfast, fifteen per cent for lunch and twenty five per cent for dinner may be claimed in the following circumstances—
- (i) Where a Member or Office Holder travels in accordance with the provisions of Sections 1 and 3 of this Part, and the travel does not occasion an overnight stay, that Member or Office Holder may claim the partial allowance provided that certification is made that each meal was actually purchased.
  - (ii) Where a Member or Office Holder travels in accordance with the provisions of Sections 1 and 3 of this Part, and utilises accommodation for a period that does not include, an overnight stay, an amount of fifty per cent of the appropriate daily rate may be claimed in addition to the partial allowance.



## Section 6—Travelling Allowance—Rates of Payment

	Premier	Ministers Etc	Members
	\$	\$	\$
Capital City (Excluding Perth) .....	300	250	
Other Areas .....	250	150	
Perth .....	—	—	Rate A 110
WA South of 26° Lat .....	—	—	Rate B 90
WA North of 26° Lat .....	250	220	Rate B as per the Public Service General Conditions of Service and Allowances Award 1989 Schedule A.

Provided that where the expenses reasonably and properly incurred exceed the above allowance, the actual costs should be reimbursed.

## Section 7—Taxi Fares

A Member shall be entitled to claim reimbursement of taxi fares necessarily incurred when travelling to or from any airport, or helipad in the Metropolitan area or the Perth Rail Terminal to Parliament House, or to the Members residence in the Metropolitan area for the purpose of attending a sitting of Parliament, attending party meetings or meetings of Parliamentary Committees.

## PART VI—POSTAGE ALLOWANCES

There shall be payable to every Member of Parliament, for parliamentary or electorate business, but not for party or personal business, a postage and lettergram allowance at the rate of \$4 310 per annum. This allowance shall be paid monthly.

Provided that the above allowance is to be adjusted proportionately in accordance with any percentage variation in the basic minimum first class letter rate as fixed by Australia Post; the said increase to operate from the date on which such increased postal rates commence.

**Office Holders**

The holders of the following offices, in addition to the allowance granted as a Member, shall receive an annual allowance, payable monthly, for the purchase of postal and Lettergram facilities for the Office held. The allowance is not to be used for Electorate, party or personal business.

	Rate Per Annum
	\$
Leader of the Opposition in the Legislative Assembly .....	7 000
Leader of the Opposition in the Legislative Council .....	5 250
Leader of a recognised Non Government Party .....	5 250
Deputy Leader of the Opposition in the Legislative Assembly .....	3 500

The provision granted to the abovementioned Office Holders shall be adjusted from time to time, as the Tribunal deems appropriate.

## PART VII—TELEPHONE RENTAL AND CALLS

1. Private Residence: (a) 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 Chairman of Committees, and any others whose private telephone rentals and calls are paid in full from public funds) shall receive, as an allowance or emolument, payment to that Member by way of reimbursement, of the rental and 85 per centum of all charges for calls incurred by that Member in respect of one standard telephone in that Member's private residence or, where that Member reasonably maintains more than one residence by reasons of membership of Parliament, in each such residence.

(b) The rental charges levied for additional telephone sockets shall be included in the reimbursement of rental in (a) above.

2. Definition: In this Part, "calls" include all charges (other than international telegrams and calls) as usually included on Telecom Australia accounts rendered to subscribers.
- "Standard telephone" and "Approved telephone" refers to the telephones considered appropriate from time to time, by the Director General, Ministry of the Premier and Cabinet.

#### PART VIII—PAYMENT OF REMUNERATION

1. The remuneration provided by Parts II, III and IV of this determination shall be increased from and in accordance with the following—
 

1 January 1991	6 per centum per annum
1 July 1991	6 per centum per annum

Further adjustments shall be made in accordance with and from the same date as movements occur in the salaries payable to Public Sector employees covered by the Government Officers Salaries, Allowances and Conditions Award 1989 as the result of National Wage Case decisions.
2. The remuneration payable to a Member under Parts I (Section 1), 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 3 of this Part, cease to be payable as from the day on which the person ceases to be a Member.
3. 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, the Member is notwithstanding that Member's 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.
4. Remuneration payable under Parts I (Sections 1 & 2), II, III, IV, V (Section 2) and VI of this Determination shall be paid by equal instalments on the last day of each month.

Dated at Perth this 28th day of June 1990.

M. F. BEESON, Chairman.

R. H. C. TURNER, Member.

Salaries and Allowances Tribunal.

#### DETERMINATION—SECOND SCHEDULE

Pursuant to the provisions of the Salaries and Allowances Act 1975 (as amended) the Salaries and Allowances Tribunal determines the remuneration to be paid to the Officers of the Public Service holding offices included in the Special Division of the Public Service and the persons holding Prescribed Offices, on and from the dates specified hereunder.

Offices in the Special Division of the Public Section can be identified by the prefix "S".

Prescribed Offices can be identified by the prefix "P".

Salary rates effective from 1 July 1990—

Special/Group 1	\$ 77 471
Special/Group 2	\$ 82 218
Special/Group 3	\$ 86 325
Special/Group 4	\$ 91 070
Special/Group 5	\$ 96 534
Special/Group 6	\$103 774
Special/Group 7	\$113 114
Special/Group 8	\$119 901

Salary rate effective from 1 January 1991—

Special/Group 8	\$124 991
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The salary rates specified herein shall be adjusted effective from the date of, and in accordance with, any movement occurring in the Government Officers Salaries Allowances and Conditions Award 1989 as the result of National Wage Case decisions.

S ABORIGINAL AFFAIRS PLANNING AUTHORITY—

Commissioner—(S1)

S AGRICULTURE—DEPARTMENT OF—

Director—(S5)

- S ARTS—DEPARTMENT FOR THE—  
Executive Director—(S2)
- P AUDITOR GENERAL—OFFICE OF—  
Auditor General—(S6)
- S AUTHORITY FOR INTELLECTUALLY HANDICAPPED PERSONS—  
Director—(S4)
- S BUILDING MANAGEMENT AUTHORITY—  
Executive Director—(S3)
- P COASTAL SHIPPING COMMISSION—(WESTERN AUSTRALIAN)—  
General Manager—(S3)
- S COMMUNITY SERVICES—DEPARTMENT FOR—  
Director General—(S5)
- P CONSERVATION AND LAND MANAGEMENT—DEPARTMENT OF—  
Executive Director—(S5)
- S CONSUMER AFFAIRS—MINISTRY OF—  
Executive Director—(S1)
- P CORPORATE AFFAIRS DEPARTMENT—  
—Commissioner—(S1)
- S CORRECTIVE SERVICES—DEPARTMENT OF—  
Executive Director—(S5)
- S CROWN LAW DEPARTMENT—  
Under Secretary—(S3)
- S ECONOMIC DEVELOPMENT AND TRADE—MINISTRY OF—  
Co-ordinator General—(S5)
- S EDUCATION—MINISTRY OF—  
Chief Executive Officer—(S8)
- P ELECTORAL COMMISSION—(WESTERN AUSTRALIAN)—  
Electoral Commissioner—(S4)  
Deputy Electoral Commissioner—The salary payable from time to time to the holder of a  
Level 8 office in the Western Australian Public Service.
- S EMPLOYMENT AND TRAINING—DEPARTMENT OF—  
Executive Director—(S2).
- P FIRE BRIGADES BOARD—(WESTERN AUSTRALIAN)—  
Executive Chairman—(S3)
- S FISHERIES DEPARTMENT—  
Director—(S2)
- P FREMANTLE HOSPITAL—  
Chief Executive Officer—(S3)
- P FREMANTLE PORT AUTHORITY—  
General Manager—(S4)
- S GOVERNMENT ACCOMMODATION—OFFICE OF—  
Director—(S1)
- S GOVERNMENT EMPLOYEES SUPERANNUATION BOARD—  
General Manager—(S2)
- P GOVERNMENT RAILWAYS COMMISSION—(WESTERN AUSTRALIAN)—  
Commissioner—(S6)

- S HEALTH DEPARTMENT OF WESTERN AUSTRALIA—  
Commissioner—(S8)
- S HIGHER EDUCATION—OFFICE OF—  
Chief Executive Officer—(S3)  
plus a contract allowance of \$17 250 per annum.
- S HOUSING COMMISSION—(STATE)—  
General Manager—(S4)
- S LAND ADMINISTRATION—DEPARTMENT OF—  
Executive Director (Under Secretary)—(S3)
- P LIBRARY BOARD OF WESTERN AUSTRALIA—  
State Librarian—(S1)
- S LOCAL GOVERNMENT—DEPARTMENT OF—  
Secretary—(S2)
- P MAIN ROADS DEPARTMENT—  
Commissioner—(S6)  
Asst Commissioner—(S3)
- S MARINE AND HARBOURS—DEPARTMENT OF—  
General Manager—(S3)
- P MEAT COMMISSION—(WESTERN AUSTRALIAN)—  
Chief Executive Officer—(S2)
- P METROPOLITAN (PERTH) PASSENGER TRANSPORT TRUST—  
Chairman/Chief Executive—(S4)
- S MINES—DEPARTMENT OF—  
Director General—(S6)
- P MUSEUM—(WESTERN AUSTRALIAN)—  
Director—(S1)
- P OCCUPATIONAL HEALTH, SAFETY AND WELFARE—DEPARTMENT OF—  
Commissioner—(S4)
- P PARLIAMENTARY COMMISSIONER FOR ADMINISTRATIVE INVESTIGATIONS—  
Commissioner—(S4)
- S PLANNING AND URBAN DEVELOPMENT—DEPARTMENT OF—  
Chief Executive—(S3)
- P POLICE DEPARTMENT—  
Commissioner—(S6)  
Deputy Commissioner—(S1)  
Asst Commissioners—The salary payable from time to time to the holder of a Level 9, 2nd  
year office in the Senior Executive Service of the Western Australian Public Service.
- S PREMIER AND CABINET—MINISTRY OF THE—  
Director-General—(S8)  
Department of the Premier  
Chief Executive—(S4)
- P PRINCESS MARGARET HOSPITAL FOR CHILDREN—  
Chief Executive Officer—(S3)
- S PRODUCTIVITY AND LABOUR RELATIONS—  
Executive Director—(S3)
- P PUBLIC SERVICE COMMISSION—  
Commissioner—(S7)
- S RACING AND GAMING—OFFICE OF—  
Executive Director—(S1)

- S REGIONAL DEVELOPMENT AND THE NORTH WEST—DEPARTMENT OF—  
Director—(S2)
- S RESOURCES DEVELOPMENT—DEPARTMENT OF—  
Co-ordinator—(S4)  
plus a contract allowance of \$19 968 per annum.
- P ROYAL PERTH HOSPITAL—  
Chief Executive Officer—(S5)
- S SERVICES—DEPARTMENT OF—  
Executive Director—(S3)
- P SIR CHARLES GAIRDNER HOSPITAL—  
Chief Executive Officer—(S5)
- S SOUTH WEST DEVELOPMENT AUTHORITY—  
Executive Director—(S1)
- S SPORT AND RECREATION—MINISTRY OF—  
Executive Director—(S2)
- P STATE ENERGY COMMISSION OF WESTERN AUSTRALIA—  
Deputy Commissioner—(S4)  
Asst Commissioner—Electricity Supply—(S3)  
—Gas—(S3)  
—Generation—(S3)  
—Finance & Admin—(S3)  
—Expansion Projects—(S2)  
—Human Resources—(S1)
- S TAXATION DEPARTMENT—(STATE)—  
Commissioner—(S2)
- P TOTALISATOR AGENCY BOARD—  
General Manager—(S2)
- P TOURISM COMMISSION—(WESTERN AUSTRALIAN)—  
Chairman and Chief Executive Officer—(S1)
- S TRANSPORT—DEPARTMENT OF—  
Director General—(S4)
- S TREASURY DEPARTMENT—  
Under Treasurer—(S8)
- P WATER AUTHORITY OF WESTERN AUSTRALIA—  
Managing Director—(S6)
- S WORKERS COMPENSATION AND REHABILITATION COMMISSION—  
Executive Director—(S1)

Dated at Perth this 28th day of June 1990.



M. F. BEESON, Chairman.



R. H. C. TURNER, Member.

Salaries and Allowances Tribunal.

WESTERN AUSTRALIA  
SALARIES AND ALLOWANCES ACT 1975 (As Amended)

## DETERMINATION

of the

# SALARIES AND ALLOWANCES TRIBUNAL

Pursuant to SECTION 6B

### ENTITLEMENTS OF FORMER PREMIERS MINISTERS AND MEMBERS OF PARLIAMENT

#### FORMER PREMIERS OF WESTERN AUSTRALIA

The benefits and entitlements granted by virtue of this Determination only apply to former Premiers who have served not less than one year as Premier.

#### 1. Office Accommodation and Secretarial Support

- 1.1 Former Premiers who have held the office of Premier shall upon retirement or resignation as Premier, be entitled to the use of an office located within Western Australia in a Government building or in such other building as approved by the Premier for a period up to 12 months.

Equipment and staff may be supplied, if required, for the period that the office is occupied, in the same manner as applying to a Member of Parliament.

#### 2. Postage Allowance

- 2.1 For a period of 12 months after the retirement of or upon resignation, a former Premier shall be entitled to receive postage stamps to the same value and in the same manner as granted to a serving member of Parliament for the same period.

#### 3. Motor Vehicle

- 3.1 A former Premier shall, upon vacating the Office of Premier, have the option of purchasing the official vehicle which he/she was accustomed to using immediately prior to vacating the office. This option to be exercised within one month of vacating the office. The purchase price shall be such sum as shall be determined by the State Tender Board.
- 3.2 For a period equal to that for which they were Premier, a former Premier, whilst domiciled in the State of Western Australia, shall from the date of vacating the office of Premier, upon request to the Director General, Ministry of the Premier and Cabinet, be entitled to the use of a car and chauffeur.
- 3.3 Where a former Premier, who is domiciled in Western Australia, is required or is invited to attend an official function or on special occasions, a former Premier shall upon request to the Director General, Ministry of the Premier and Cabinet, be entitled to a car and chauffeur from the motor vehicle pool for the purpose of attending the official function or special occasion as the case may be. This entitlement shall continue during the lifetime of the former Premier.
- 3.4 Where a former Premier, who is not domiciled in Western Australia, is required or is invited to attend an official function or on special occasions within Australia, a former Premier shall be entitled to the use of a Private Taxi for the purpose of attending the official function or special occasion, provided that the cost to the State of Western Australia shall not exceed \$1 000 per annum. This entitlement shall continue for the same period of time as the former Premier held the office of Premier.

#### 4. Travel

##### 4.1 Rail Travel

A former Premier shall be entitled to a Life Gold Rail Pass, and the spouse shall likewise be entitled to a Gold Pass but limited to the period of the former Premier's lifetime.

##### 4.2 Other Travel

- 4.2.1 For a period of 12 months after retirement or resignation a former Premier who is required to attend a function within Australia resulting from activities directly arising from that role as Premier, shall be entitled to claim the travelling and accommodation costs necessarily incurred.
- 4.2.2 A former Premier shall be entitled to the use of the Imprest system in the same manner as a serving Member of Parliament for a period equal to the sum of the aggregate service of the former Premier whilst a Member of the Western Australian Parliament.

## 5. Telephones

- 5.1 For 12 months from the date of retirement (in which term is included resignation) as Premier, a former Premier;
- (a) who is domiciled in Western Australia shall be entitled to reimbursement of or to have paid the rental and all calls on one nominated private telephone at a private residence nominated by the former Premier.
  - (b) who is domiciled outside of Western Australia but within Australia shall be entitled to reimbursement of the rental and all calls, on one nominated private telephone at a private residence nominated by the former Premier, to a total value of one thousand five hundred dollars (\$1 500) for the twelve month period.
- 5.2 After the expiration of 12 months from the date of the retirement as Premier, a former Premier;
- (a) who is domiciled in Western Australia, shall be entitled for a period equal to the sum of the aggregate service of the former Premier whilst a Member of the Western Australian Parliament, to be reimbursed or have paid the standard rental charge and 85 per cent of all calls in respect of one nominated private telephone at a private residence nominated by the former Premier.
  - (b) who is domiciled outside of Western Australia but within Australia shall be entitled, for a period equal to that which the former Premier held office as Premier, to be reimbursed to a maximum of one thousand two hundred and seventy five dollars per financial year for the rental and calls in respect of one nominated private telephone at a private residence nominated by the former Premier.
- 5.3 The entitlement expressed in 5.2 above shall, on the death of the former Premier be paid to the surviving spouse. The benefit will cease upon the death of that spouse, or if the spouse remarries.
- 5.4 For the purposes of Sections 5.1 to 5.3 inclusive, "Calls" excludes international calls, international telegrams and Telecard charges.
- 5.5 Where, in 5.1 and 5.2, a former Premier changes his or her place of domicile resulting in a change in benefit from 5 (1) (a) to 5 (1) (b) or from 5 (2) (a) to 5 (2) (b), the total amount under 5 (1) (b) or 5 (2) (b) shall be calculated on a pro rata basis for the 12 months period or financial year whatever the case may be.

## 6. TRANSITIONAL

- 6.1 That former Premiers at the date of this determination who satisfy the recommended qualifications shall be entitled to retain pre existing benefits subject to the conditions applying to those benefits.

## 7. SUSPENSION OF BENEFITS

Subject to a written request made to the Tribunal, the benefits and entitlements hereby recommended may be held in abeyance during any period of not less than one month that the former Premier shall be absent from Australia.

## 8. CONDITIONS

In addition to the conditions imposed upon the various entitlements and benefits, the following shall also apply.

- 8.1 The use of the entitlements and benefits shall only apply for non commercial purposes.

FORMER MINISTERS OF THE CROWN,  
FORMER MEMBERS OF THE LEGISLATIVE ASSEMBLY AND LEGISLATIVE COUNCIL

## 1. Former Members who have a Minimum of Twelve Years Service in Aggregate

- (i) Former members of the Western Australian Parliament who have not less than 12 years nor more than 20 years service in aggregate shall be entitled to a Life Pass enabling free rail travel on Western Australian Railways.
- (ii) The Pass is not transferable and can only be used by the person in whose favour the pass is issued.
- (iii) The Pass entitles the holder to free sleeping berths, when available, but does not cover the cost of any meals.
- (iv) A former member may be accompanied, subject to the same conditions as applying to the holder of the pass, by his or her spouse, de facto or dependent children on one return rail journey per annum within the State.
- (v) Should the holder of a Life Pass be re-elected to Parliament, the Pass must be returned to the Secretary of the Western Australian Government Railways Commission immediately upon taking up office. The Pass will be reissued upon the members termination of service.
- (vi) Application may be made by former members domiciled in Western Australia, to the Department of the Premier for the issue of Rail Travel Warrants enabling the former member and whilst accompanying the former Member, the spouse to undertake one return interstate rail trip per financial year. These warrants will cover the cost of the rail trip, and will not extend to cover the cost of meals and refreshments.
- (vii) Interstate Rail Warrants are not cumulative or transferable.

## 2. Former Ministers, Office Holders and Members

Entitlements under this Part are granted to former Parliamentarians who have held the offices listed for the specified time, or those satisfying the following criteria.

- |  |   |
|--|---|
| (a) Cabinet Ministers  | 3 years   |
| (b) President of the Legislative Council<br>Speaker of the Legislative Assembly  | 3 years   |
| (c) Former member who has served in paragraphs (a) or (b) above  | Aggregate of 3 years  |
| (d) Leader of the Opposition in the Legislative Assembly   | 6 years   |
| (e) Member who has served in capacities listed in paragraphs (a) and (d) above   | Aggregate of 3 years<br>(Note half the period of service as Leader of the Opposition is added to the period of service as a Cabinet Minister) |
| (f) Former members who have a service of not less than 20 years.   |   |
| (g) Former members who have held office included in sections 4 (2) and 6 (1) (a) of the Salaries and Allowances Acts for periods which, when combined with the period performing their normal Parliamentary function totals a period of service of not less than 20 years. |   |

### Rail Travel

Former Members satisfying the criteria under paragraph 2 may make application for the issue of a Parliamentary Design Railway of Australia Life Gold Pass. The Pass entitles holders to unlimited travel and ancillary services, except meals, on all railways of Australia. Former Members utilising this benefit may be accompanied by their spouse on one return interstate rail journey per financial year.

### Other Travel

Former Members satisfying the criteria under paragraph 2 and who are domiciled within Western Australia shall be entitled to draw upon the Ministry of the Premier and Cabinet, for the purpose of obtaining travel of any nature within Australia, an amount not exceeding two thousand two hundred and fifty dollars (\$2 250) per annum. Conditions attaching to this allowance are—

1. The allowance may be used for the purpose of obtaining travel for spouses, de factos and members dependent children only when accompanying the former member.
2. The allowance cannot be converted as a cash benefit.
3. The allowance is to lapse at the end of each financial year, unless extenuating circumstances apply, where upon application may be made to the Director General, Ministry of the Premier and Cabinet for approval to cumulate for a maximum of two years.

### General

Where, in the opinion of the Tribunal, a former member has provided information that warrants special consideration, the Tribunal may, at its discretion provide a benefit or benefits in accordance with that applying in this determination.

For the purposes of this Determination, the following general conditions apply—

1. All travel taken under the entitlements granted in this Determination shall be for non commercial purposes only.
2. Reference to the term "de facto" is made in the context of the definition applying in the Parliamentary Superannuation Act.
3. Dependant children are deemed to be full time students under the age of 18 years at the time of travel.

Dated at Perth this 28th day of June 1990.

  
M. F. BEESON, Chairman.

  
R. H. C. TURNER, Member.

Salaries and Allowances Tribunal.



DETERMINATION  
of the  
SALARIES AND ALLOWANCES TRIBUNAL  
pursuant to Section 6A of the  
Salaries and Allowances Act 1975  
(Parliamentary Superannuation)

28 June 1990

At the time of assuming the jurisdiction for several aspects of the Parliamentary Superannuation Act in 1986, the Tribunal noted that there were anomalies applying in the manner in which the pension for Higher Office was calculated.

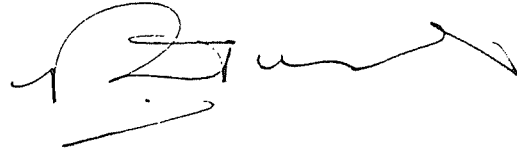
The Tribunal considered, prior to its initial determination, methods that may have remedied the situation. However, these did not result in an equitable solution and consequently no action was taken at that time.

The matter is currently being considered again by the Tribunal and notice is hereby given that should, in the 1990/91 financial year, a satisfactory solution be achieved, the date of adjustment shall be made retrospectively to the 1st day of June 1990.

Dated at Perth this 28th day of June 1990.



M. BEESON, Chairman.



R. H. C. TURNER, Member.

Salaries and Allowances Tribunal.

