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WESTERN AUSTRALIA

SALARIES AND ALLOWANCES ACT 1975

**DETERMINATION
OF THE
SALARIES AND ALLOWANCES TRIBUNAL**

16 DECEMBER 1994

INTRODUCTION

On 3 June 1994 the Tribunal issued its annual Determination as required by Section 8 of the Salaries and Allowances Act 1975.

Because the Commonwealth Remuneration Tribunal was about to issue its report after an extensive review of Members' entitlements and as the Public Sector Management Bill was then before the Parliament, the Tribunal indicated that it would further review remuneration in both areas when these matters were finalised.

The Determinations which will now issue and upon which the following comment is made are the result of that further review.

MEMBERS OF PARLIAMENT

The Commonwealth Remuneration Tribunal made only one important change to Members' entitlements. On 30 June 1994 it approved the payment of a Parliamentary Allowance of \$4767 per annum to all Members from 1 July 1994 and recommended that the Parliament amend the legislation to increase parliamentary salaries by that amount.

The allowance is designed to cover a number of demanding features in the role of a Member which, in the view of outside consultants, are not work value items in the traditional sense but nevertheless should be valued in any assessment of a Member's remuneration.

Although, in 1990, the Commonwealth Tribunal agreed in principle with that view it took no immediate action because of wage restraint. However, in 1992 the Federal Government submitted that an appropriate time to determine the allowance was when performance pay became available for the Senior Executive Service of the Public Service to which Members' salaries are related. That course was followed by the Tribunal.

In its Determination in June 1993 this Tribunal announced its acceptance in principle of the concept but advised that it would await the outcome of the Federal review before deciding the issue.

We consider that the factors which led the Commonwealth Remuneration Tribunal to its conclusion have like application to Members of Parliament in this State. Also, that the amount determined is reasonable compensation after taking into account the fact that persons enter this type of public service without an expectation to be paid for every hour worked and every inconvenience suffered.

Once the recommendation of the Commonwealth Remuneration Tribunal that the allowance form part of the basic salary is acted upon by the Federal Parliament this increase will flow to parliamentarians in all other States as their salaries are related by statute to the remuneration of a Federal Member.

The basic salary of each Member will be increased to \$73,910 per annum.

In June 1994 we said that an upward adjustment may be necessary in the salaries of Ministers of the Crown and Officers of the Parliament. However, we have decided that no action should be taken pending further investigation and review next year.

SPECIAL DIVISION AND PRESCRIBED OFFICE HOLDERS

In its Determination dated 3 June 1994 the Tribunal announced that it would issue a further Determination later in the year when the fate of the Public Sector Management Bill, then before the Parliament, was known.

The Public Sector Management Act 1994 is now law and provides for substantial change in the overall management of the Public Service with the creation of a Commissioner for Public Sector Standards, the repeal of the Public Service Act, the abolition of office of the Public Service Commissioner and the devolution of management authority to Chief Executive Officers.

Many of the innovations are similar to changes which have taken place in the Public Services of other States, particularly in New South Wales and Victoria. The trend towards a Public Service operating, as far as possible, in a private sector mode has influenced the remuneration levels in those States as it is the private sector from which new staff has been recruited and to which existing management can be lost. Problems in this regard are discussed later.

In June 1990 the Tribunal made a positive finding that the remuneration of Special Division officers was substantially below that paid to persons occupying positions of similar work value in the private sector. This followed a work value exercise conducted with the assistance of external consultants well versed in the operations of the private sector and in the duties, responsibilities and remuneration of its senior executives.

The following year, in the context of its decision to award no increases, the Tribunal discussed the Wage Principles of the Federal and State Industrial Relations Commissions and found that a Special Case existed for these officers. It announced its intention to narrow the gap between the two sectors of employment by incremental decision making, commencing in the first half of 1992.

The most significant feature of this exercise was the awarding in two moieties of the 20 per cent allowance to those officers who are contracted for a specific term without any tenure as a permanent public servant.

In any comparison between the two sectors of employment the difference between the contracted private sector senior executive and the securely tenured public servant has always stood out. The Public Sector Management Act 1994 changes that picture completely for those officers who elect not to retain a right of return under Section 58(1) of that Act.

The allowance narrows the salary gap between the two sectors appreciably with the result that at the lower end of the salary structure little adjustment is considered necessary to afford salary justice.

This is not so with respect to positions in the higher levels. Advice tendered to the Tribunal by both its internal and external consultants confirms that the remuneration of senior executives in the private sector who occupy positions of similar work value to chief executives in the top levels of the public sector is well in excess of that awarded by the Tribunal.

Be that as it may the Tribunal is conscious of the fact that, while the Nation's workforce has experienced wage restraint for many years, the salaries of senior management in the private sector have been left largely unregulated. As a consequence they have moved substantially higher than award rates, the consumer price index and average weekly earnings. Accordingly we have heavily discounted those rates when weighing up what constitutes fair and reasonable remuneration for top management in the public sector.

However, while the rates we have determined are considered to be generally fair for the duties and responsibilities of the offices, we acknowledge that they may not overcome a continuing problem which has faced successive governments in recent years.

On occasions it has been found that a person with outstanding qualities for a special office and who was adjudged to be by far the best potential occupant cannot be recruited because the salary offered is considered to be too far below what might reasonably be expected for a similar post in the private sector or in the major standard States.

Consternation has been expressed to the Tribunal that the State could lose the services of a much needed person for the sake of a relatively small sum which would be more than covered by the contribution he or she would make. We understand the problem and wish to assist in its resolution. However, the following points must be made.

When the Public Service Management Bill was before the Parliament much emphasis was placed on the career nature of the Public Service. The Senior Executive Service was said to have been established to furnish high level policy advice, undertake managerial responsibilities and be deployed in such a way so as to promote the efficiency of the public sector.

In that event it could reasonably be expected that top management would emerge from its ranks and that external appointments necessitating higher salaries than those now determined would be few and far between.

However, whenever external recruitment is considered to be essential every effort should be made to appoint at the rates determined by the Tribunal unless an extraordinary reason dictates otherwise. In the interests of the industrial principle of 'a fair go all round' and of a contented top management team it is essential that any personal salary above that set for the office should be paid only for a special and distinguishing reason.

As the rates now set at the higher levels are below the market rates we accept that there should be some flexibility to meet the exceptional case. We emphasise, however, that it is the exception and that the undesirable concept of salary 'leap frogging' must surely follow if governments and the private sector start bidding in a senior management auction.

As Section 6(1)(d) of the Salaries and Allowances Act 1975 authorises the Tribunal to fix the rates for officers holding offices we decide and advise that the Tribunal will consider approving a total personal salary of up to fifteen per cent more than the rate determined for an office in an exceptional case for the purpose of recruitment or retention of an officer subject to:—

1. A substantial case being presented to the Tribunal for consideration.
2. The Tribunal being satisfied that it is in the overall interest of the State for the salary to be awarded.
3. No offer being made to the potential appointee above the rate determined until the matter has been decided by the Tribunal.

The question of salary packaging, which is a common feature in the private sector, is still being examined by the Government. As one important aspect concerns superannuation, which is outside the province of this Tribunal, it is considered desirable to await developments before giving further consideration to the matter.

The matter of salaries for Registrars of the Supreme and District Courts has been given close attention. On the information available to the Tribunal we are satisfied that the increases awarded provide substantial salary justice to those officers of the Special Division at this time. However, we acknowledge that the Chief Justice and the Chief Judge of the District Court consider that further adjustment is necessary to provide fairer relativities within and between offices of the two courts. Because of this the Tribunal intends to examine the whole question *de novo* early next year.

The determination will now issue.

Dated at Perth this 16th day of December 1994

B. J. COLLIER, Chairman.
R. H. C. TURNER, Member.
J. A. S. MEWS, Member.

Salaries and Allowances Tribunal.

DETERMINATION—FIRST 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 Ministers of the Crown, the Parliamentary Secretary of Cabinet, Officers and Members of the Parliament, as hereunder, with effect from 16 December 1994.

PART I—REMUNERATION OF MEMBERS GENERALLY

Section 1—Basic Salary

There is payable to each Member an annual salary calculated at the rate of \$73910 per annum.

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 \$18095 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	1 443
Districts:—	
Armadale, Darling Range, Peel, Roleystone, Swan Hills and Wanneroo	1 443
South West Region	7 438
Districts:—	
Albany, Bunbury and Mitchell	352
Murray, Vasse and Wellington	1 830
Collie	3 308
Stirling and Warren	6 264
Agricultural Region	10 395
Districts:—	
Geraldton	352
Avon and Wagin	6 264
Greenough, Merredin, Moore and Roe	9 222
Mining and Pastoral Region	15 383
Districts:—	
Kalgoorlie	2 528
Ashburton, Eyre, Kimberley Northern Rivers & Pilbara	14 210

Section 2(3)

Every Member of Parliament, with the exception of those Members who, as a result of the Office held, are provided with a government owned vehicle, shall be entitled to the supply of a private plated motor vehicle for use on Parliamentary, Electorate and Private business within Western Australia.

Motor vehicles issued to Members through this provision will be of the Ford Falcon GLi or Commodore Executive (6 cylinder) class, fitted with an automatic transmission, power steering and air conditioning, with all running and maintenance costs met by the State.

Where a Member requires, for operational or personal reasons, a model of vehicle exceeding the standard, all additional costs, including Fringe Benefits Tax and insurance shall be met by the Member.

Members representing the South West, Agricultural or Mining and Pastoral Regions, and any District contained therein are entitled to have 'Roo' Bars and driving lights fitted to the supplied vehicle at no additional cost.

Members representing the Mining and Pastoral Region or any District contained therein, can apply for the issue of an appropriate four wheel drive vehicle in lieu of that mentioned above, provided that the vehicle will be used predominantly in the Region or District to which the Member has been elected. 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 \$5850 per annum in lieu thereof.

A Member who is supplied with a Government owned vehicle as a result of an Office held, may make application to the Tribunal for the issue of an electorate vehicle. The application should detail the reasons why a second vehicle is required.

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.

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 or 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	22 500
Electorate Districts	
Ashburton, Eyre, Kimberley, Northern Rivers and Pilbara	15 000
Group 2	
Electorate Region	
Agriculture	15 000
Electorate Districts	
Greenough, Merredin, Moore and Roe	12 000
Avon and Wagin	5 000
Group 3	
Electorate Region	
South West	12 000
Electorate Districts	
Stirling, Warren	5 000

2. Where a Member uses air charter facilities to travel between two or more towns serviced by commercial air services (regular public transport), and there is no direct service between those towns, the total cost of the charter shall be met from consolidated revenue. However, the provision available to the Member shall only be debited with the difference between the cost of the commercial flight and that charged by the air charter company.

3. "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 \$73513 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 \$55937 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 \$49533 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 \$41545 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	41 545
President of the Legislative Council	31 158
Speaker of the Legislative Assembly	31 158
Leader of the Opposition in the Legislative Council	22 851
Deputy Leader of the Opposition in the Legislative Assembly	22 851
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	22 851
Parliamentary Secretary of the Cabinet	22 851
Chairman of Committees in either House	12 464
Government Whip in the Legislative Assembly	10 386
Opposition Whip in the Legislative Assembly	10 386
Government Whip in the Legislative Council	6 232
Opposition Whip in the Legislative Council	6 232

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

3. 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	22 659
Deputy Premier	4 721
Leader of the Government in the Legislative Council	4 721
Ministers of the Crown (other than the Premier, Deputy Premier, and the Leader of the Government in the Legislative Council)	3 115
Leader of the Opposition in the Legislative Assembly	3 115
President of the Legislative Council	2 494
Speaker of the Legislative Assembly	2 494
*Leader of a Recognised non-Government Party	2 494
Leader of the Opposition in the Legislative Council	2 078
Parliamentary Secretaries	1 661
Deputy Leader of the Opposition in the Legislative Assembly	1 661
Parliamentary Secretary of the Cabinet	1 661
Chairman of Committees in the Legislative Council	1 246
Chairman of Committees in the Legislative Assembly	1 246

*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.

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 Member's 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 & 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.

Members of Parliament who are not members of a Parliamentary political party or those whose Parliamentary party membership is less than five members shall also be entitled to claim the accommodation allowance up to a maximum of 8 nights per financial year for travel to places other than in Perth but within Western Australia on business relating to their Parliamentary duties.

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 as appropriate.

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 8.00am—100 per cent of the daily rate.
- 8.00am or later but prior to 1.00pm—90 per cent of the daily rate.
- 1.00pm or later but prior to 6.00pm—75 per cent of the daily rate.
- 6.00pm or later—50 per cent of the daily rate.

(ii) If arrival back at principal place of residence is:—

- 8.00am or later but prior to 1.00pm—10 per cent of the daily rate.
- 1.00pm or later but prior to 6.00pm—25 per cent of the daily rate.
- 6.00pm or later but prior to 11.00pm—50 per cent of the daily rate.
- 11.00pm 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)	400	300	
Other Areas	275	175	
Perth	—	—	Rate A 134
WA South of 26° Lat	—	—	Rate B 105
WA North of 26° Lat	275	250	Rate B as per the Public Service Award 1992 Schedule I

Provided that where the expenses reasonably and properly incurred exceed the above allowance, the actual costs will 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 \$4730 per annum. This allowance shall be paid monthly.

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	7 681
Leader of the Opposition in the Legislative Council	5 756
Leader of a recognised Non Government Party	5 756
Deputy Leader of the Opposition in the Legislative Assembly	3 841

The allowances provided in this Part shall 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.

PART VII—TELEPHONE RENTAL AND CALLS

1. Private Residence: 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;

(a) 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. Electorate Offices, First Telephone: Every Member of Parliament provided with an electorate office shall receive, as an allowance or emolument, payment to that Member by way of reimbursement, of the rental and all charges for calls incurred by that Member in respect of an approved telephone in that Member's electorate office.

3. Electorate Offices, Second Telephone: Where a Member of Parliament has a second telephone in the electorate office, the Member shall receive as an allowance or emolument, payment to that Member by way of reimbursement, of the rental and all charges for calls incurred by the Member in respect of that second telephone.

4. Electorate Offices, Facsimile Machines: Where a Facsimile machine is installed in a Member's electorate office, either utilising the second telephone line in (3) above or as a third telephone line, the Member shall receive as an allowance or emolument, payment to that Member by way of reimbursement, of the rental and all charges for calls incurred by the Member in respect of that facsimile machine.

5. Mobile Telephones: Where a Member of Parliament has a mobile telephone for Parliamentary and electorate use, the Member shall be entitled to receive, as an allowance or emolument, reimbursement of the access and call costs incurred in accordance with the following.

(a) Members representing the Mining & Pastoral, Agricultural and South West Regions or any District contained therein, reimbursement to a maximum of \$130 per month.

(b) Members representing the Metropolitan Regions or any District contained therein, reimbursement to a maximum of \$80 per month.

6. Reimbursement of Telephone Charges: In so far as a Member of Parliament pays or is charged with any telephone calls made by the Member from Parliament House, that Member shall receive, as an allowance or emolument, payment by way of reimbursement of all such charges.

7. 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 payable to a Member under Parts I, (Section 2), 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.

2. Where a Member of the Legislative Assembly ceases to be a Member thereof by reason of the dissolution of that House or the expiry thereof by effluxion of time, 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.

3. 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 16th day of December 1994.

B. J. COLLIER, Chairman.
R. H. C. TURNER, Member.
J. A. S. MEWS, Member.

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 (S) and the persons holding Prescribed Offices (P), shall be in accordance with the following, with effect from 16 December 1994.

PART 1

Special/Group 1	\$87 605
Special/Group 2	\$92 973
Special/Group 3	\$98 574
Special/Group 4	\$103 993
Special/Group 5	\$112 372
Special/Group 6	\$123 101
Special/Group 7	\$136 435
Special/Group 8	\$150 000

In addition to the foregoing salary rates a contract allowance at the rate of twenty per cent of the determined salary per annum shall be paid to:—

- (a) a person holding a Prescribed Office under Section 6 (1)(e) of the Salaries and Allowances Act and who is appointed on a fixed term contract without any guarantee of continued employment at the expiration of such term.
- (b) an officer who is appointed under the provisions of the Public Sector Management Act 1994 on a fixed term contract without any right of continued employment at the expiration of such term.
- (c) an officer who does not elect to retain a right of return as provided in Section 58 of the Public Sector Management Act 1994.
- (d) a commissioned police officer whose previous commission is revoked upon appointment as Deputy or Assistant Commissioner and who is appointed for a fixed term with no right of return to commissioned rank.

Provided that:

The allowance shall not be paid to a person who is already in receipt of a contract allowance or who is paid, for any reason, a salary in excess of that determined by the Tribunal for the office that is held, or is paid an amount additional to the salary, however described, unless the Tribunal approves in the circumstances of a particular case.

Offices:

- S ALCOHOL AND DRUG AUTHORITY:
Director—(S2)
- S AGRICULTURE—DEPARTMENT OF:
Director General—(S6)
- S ARTS—DEPARTMENT FOR THE:
Executive Director—(S2)
- P AUDITOR GENERAL—OFFICE OF:
Auditor General—(S7)
- S BUILDING MANAGEMENT AUTHORITY:
Executive Director—(S5)
- P COASTAL SHIPPING COMMISSION—(WESTERN AUSTRALIAN):
General Manager—(S3)
- S COMMERCE AND TRADE—DEPARTMENT OF:
Chief Executive Officer—(S6)
- S COMMUNITY DEVELOPMENT—DEPARTMENT FOR:
Director General—(S5)
- P CONSERVATION AND LAND MANAGEMENT—DEPARTMENT OF:
Executive Director—(S5)
- S DISABILITY SERVICES COMMISSION:
Chief Executive Officer—(S5)
- S EDUCATION DEPARTMENT
Chief Executive Officer—(S8)
- S EDUCATION POLICY AND COORDINATION BUREAU:
Chief Executive Officer—(S3)
- P ELECTORAL COMMISSION—(WESTERN AUSTRALIAN):
Electoral Commissioner—(S4)
Deputy Electoral Commissioner—\$71910
- S ENVIRONMENTAL PROTECTION—DEPARTMENT OF:
Chief Executive officer—(S2)
- P EQUAL OPPORTUNITY COMMISSION:
Commissioner—(S1)

- S FAIR TRADING—MINISTRY OF:
Executive Officer—(S2)
- P FIRE BRIGADES BOARD—(WESTERN AUSTRALIAN):
Executive Chairman—(S3)
- S FISHERIES DEPARTMENT:
Director—(S2)
- P FREMANTLE HOSPITAL:
Chief Executive Officer—(S4)
- P FREMANTLE PORT AUTHORITY:
General Manager—(S4)
- S GOVERNMENT EMPLOYEES SUPERANNUATION BOARD:
Executive Director—(S4)
- S GOVERNMENT PROPERTY OFFICE:
Chief Executive—(S1)
- P GOVERNMENT RAILWAYS COMMISSION—(WESTERN AUSTRALIAN):
Commissioner—(S6)
- S HEALTH DEPARTMENT OF WESTERN AUSTRALIA:
Commissioner—(S8)
plus a contract allowance of \$19,986 per annum*
- S HOUSING COMMISSION—(STATE):
Executive Director—(S5)
- S INFORMATION COMMISSIONER—OFFICE:
Commissioner— (S1)
- S JUSTICE—MINISTRY OF:
Director General—(S6)
- S KING EDWARD MEMORIAL HOSPITAL AND PRINCESS MARGARET HOSPITAL:
Chief Executive Officer—(S5)
- S LAND ADMINISTRATION DEPARTMENT OF:
Executive Director (Under Secretary)—(S3)
- S LAND AUTHORITY—WESTERN AUSTRALIAN:
Chief Executive Officer—(S2)
- P LIBRARY BOARD OF WESTERN AUSTRALIA:
State Librarian—(S2)
- S LOCAL GOVERNMENT—DEPARTMENT OF:
Executive Director—(S2)
- P MAIN ROADS DEPARTMENT:
Commissioner—(S6)
- P MEAT COMMISSION—(WESTERN AUSTRALIAN):
Chief Executive Officer—(S2)
- P METROPOLITAN (PERTH) PASSENGER TRANSPORT TRUST:
Chief Executive—(S4)
- S MINES—DEPARTMENT OF:
Director General—(S6)
- P MUSEUM—(WESTERN AUSTRALIAN):
Director—(S1)
- S NON GOVERNMENT EDUCATION—OFFICE OF WESTERN AUSTRALIAN:
Chief Executive Officer—(S2)
- P OCCUPATIONAL HEALTH, SAFETY AND WELFARE—DEPARTMENT OF:
Commissioner—(S4)
- P PARLIAMENTARY COMMISSIONER FOR ADMINISTRATIVE INVESTIGATIONS:
Commissioner—(S5)
- S PLANNING AND URBAN DEVELOPMENT—DEPARTMENT OF:
Chief Executive—(S5)

- P POLICE DEPARTMENT:
Commissioner—(S7)
Deputy Commissioner—(S3)
Assistant Commissioner:
 General & Traffic Operations—(S1)
 Crime Operations—(S1)
 Personnel—(S1)
 Operations Support—(S1)
 Policy Planning & Evaluation (S1)
- S POLICY OFFICE
 Chief Executive—(S4)
 with effect from 20 December 1994
- S PREMIER AND CABINET—MINISTRY OF THE:
 Director-General—(S8)
- S PRODUCTIVITY AND LABOUR RELATIONS:
 Executive Director—(S3)
- S PUBLIC SECTOR MANAGEMENT OFFICE
 Chief Executive—(S3)
 with effect from 20 December 1994
- P PUBLIC SECTOR STANDARDS COMMISSION:
 Commissioner—(S8)*
- S RACING AND GAMING—OFFICE OF:
 Executive Director—(S2)
 plus an allowance of 5% per annum whilst a member of the Territory of Christmas Island
 Casino Surveillance Authority
- S RESOURCES DEVELOPMENT—DEPARTMENT OF:
 Chief Executive Officer—(S7)
- P ROYAL PERTH HOSPITAL:
 Chief Executive Officer—(S5)
- S SECONDARY EDUCATION AUTHORITY:
 Director—(S2)
- 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)
- S STATE ADMINISTRATION—OFFICE OF
 Chief Executive—(S3)
 with effect from 20 December 1994
- P STATE ENERGY COMMISSION OF WESTERN AUSTRALIA:
 Deputy Commissioner—(S4)
 Asst. Commissioner—Electricity Supply—(S3)
 —Gas—(S3)
 —Generation—(S3)
 —Finance & Admin—(S3)
 —Expansion Projects—(S3)
 —Human Resources—(S2)
- S STATE SERVICES—DEPARTMENT OF:
 Chief Executive Officer—(S4)
- S TAXATION DEPARTMENT—(STATE):
 Commissioner—(S3)
- P TOTALISATOR AGENCY BOARD:
 General Manager—(S2)
- P TOURISM COMMISSION—(WESTERN AUSTRALIAN):
 Chairman and Chief Executive Officer—(S2)
- S TRAINING—WESTERN AUSTRALIAN DEPARTMENT OF:
 Chief Executive Officer—(S6)
- S TRANSPORT—DEPARTMENT OF:
 Director General—(S5)

S TREASURY DEPARTMENT:

Under Treasurer—(S8)

P WATER AUTHORITY OF WESTERN AUSTRALIA:

Managing Director—(S6)

S WATERWAYS COMMISSION:

Executive Director—(S1)

S WORKERS' COMPENSATION AND REHABILITATION COMMISSION:

Executive Director—(S2)

P WORKPLACE AGREEMENTS COMMISSION:

Commissioner—(S1)

* Personal to present occupant.

PART 2

Director of Public Prosecutions:

Salary payable from time to time of a Puisne judge of the Supreme Court of Western Australia.

Supreme Court:

Principal Registrar \$123,250

Registrar \$109,000

District Court:

Principal Registrar \$116,000

Registrar \$109,000

Deputy Registrar \$98,000

The holders of Offices contained in Parts 1 and 2 of the Second Schedule shall be entitled to the supply of a fully maintained motor vehicle of a type specified from time to time by the Tribunal, for business and personal use within Western Australia.

Dated at Perth this 16th day of December 1994

B. J. COLLIER, Chairman.

R. H. C. TURNER, Member.

J. A. S. MEWS, Member

DETERMINATION—THIRD 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 holders of offices included in Section 6(1)(c) of the Act, shall be in accordance with the following, with effect from 16 December 1994.

Clerk of the Legislative Council—\$86,986

Deputy Clerk of the Legislative Council—\$66,512

Clerk of the Legislative Assembly—\$86,986

Deputy Clerk of the Legislative Assembly—\$66,512

Dated at Perth this 16th day of December 1994.

B. J. COLLIER, Chairman.

R. H. C. TURNER, Member.

J. A. S. MEWS, Member

Salaries and Allowances Tribunal.



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