



WESTERN  
AUSTRALIAN  
GOVERNMENT

**Gazette**

3071



PERTH, FRIDAY, 5 JUNE 1998 No. 112

**SPECIAL**

PUBLISHED BY AUTHORITY JOHN A. STRIJK, GOVERNMENT PRINTER AT 3.45 PM

**SALARIES AND ALLOWANCES ACT 1975**

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**DETERMINATIONS OF THE  
SALARIES AND ALLOWANCES  
TRIBUNAL**

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**3 JUNE 1998**



## WESTERN AUSTRALIA

**SALARIES AND ALLOWANCES ACT 1975**DETERMINATIONS  
OF THE  
SALARIES AND ALLOWANCES TRIBUNAL

3 June 1998

## REASONS FOR DETERMINATIONS

## INTRODUCTION

Section 8 of the *Salaries and Allowances Act 1975* requires the Tribunal to make a determination at intervals of not more than one year on the remuneration to be paid or provided to Ministers of the Crown, the Parliamentary Secretary of the Cabinet, Parliamentary Secretaries appointed under S 44A(1) of the *Constitution Amendment Act 1899*, Officers and Members of the Parliament, Clerks and Deputy Clerks of the Legislative Council and Legislative Assembly, Officers of the Public Service holding offices in the Special Division and persons holding statutory offices as prescribed.

The last determination of the Tribunal was made on 10 June 1997.

By advertisement in the general news section in "The West Australian" on the 14 March 1998, the Tribunal invited interested persons and organisations to make submissions on any or all of these matters. Four submissions were received from the public, none from Members of Parliament. Submissions were received from the Registrars of the Supreme and District Courts, the Deputy Clerks of the Parliament and three Chief Executive Officers.

The determinations, which follow, are the result of investigations into the relevant matters placed before the Tribunal and the consideration of all submissions.

## MEMBERS OF PARLIAMENT

## Basic salary

No movement has occurred in the salary of a Member of the Western Australian Parliament since November 1996 when an increase of two per cent was granted. In the 1997 Review undertaken by the Tribunal, Members of Parliament were the only group within our jurisdiction not to be granted an increase.

In undertaking this review, the Tribunal has had regard to the level of remuneration previously determined, and increases generally received by others in the work force. Information has been obtained from private remuneration consultants as to the trend in the workforce for positions of similar work value. The indicative Market Remuneration Levels for positions in the private sector has risen almost four per cent since July 1997, when last examined.

The "Economic Submission to the State Wage Case Hearing" prepared by the Department of the Treasury refers to wages in Western Australia by indicating:

*"Wage pressures are expected to increase in 1998-99 reflecting the sustained strength in labour market conditions. Average Weekly total earnings (AWE) are forecast to grow by 3.25%, slightly stronger than the estimated growth of 2.75% in 1997."*

Included in that submission were figures presented by the Department of Productivity and Labour Relations showing that within Western Australian Industrial Agreements the Average Annual Percentage Increase for 1997 was 4.9%. In addition, Section 41 Industrial Agreements registered in the period 1 July 1997 to 31 March 1998 for the Western Australian Public Sector provided an Average Annual Wage Increase per agreement of 4.16%. A further break down of these figures shows that the Average Annual Wage Increase per employee amounted to 3.15%.

Determinations issued over the past few years have dealt with numerous issues confronting the Tribunal in arriving at appropriate levels of remuneration particularly for Members of Parliament. Award movements providing a general increase are a thing of the past. Workplace and Enterprise Bargaining Agreements are now the norm. Submissions received this year once again included reference to the need for Parliamentarians to abide by the same salary and wage rules that they impose upon others. In this respect it is appropriate to restate previous comment of this Tribunal:

*".....the role of a parliamentarian is unique and it is not possible to apply the Wage Principles in a strict literal sense. Members of Parliament are not employees. They are not covered by awards or agreements which specify such matters as wages, standard hours, annual leave, sick leave, overtime, shift work and a miscellany of other allowances and conditions. They are elected to their positions, not appointed and continuity of employment is in the hands of the electors. There is no right of appeal. Neither they nor the Tribunal have any bargaining powers."*

In 1996 when this Tribunal determined that the basic salary of a Member should be increased to \$81,042 per annum with effect from 1 November 1996, the salary of parliamentarians elsewhere was:

Federal	NSW	VIC	QLD	SA
\$81,856	\$81,356	\$81,356	\$81,356	\$79,856

The salaries in most other jurisdictions are tied by legislation to that applying in the Federal Parliament. From the table it can be seen that New South Wales, Victoria and Queensland remunerate at \$500 per annum less than the Federal MP's, whilst South Australian Members receive \$2,000 less. The salary provided to Members of the Federal Parliament is also tied by legislation. The Remuneration and Allowances Act 1990 provides that "The Members of Parliament annual salary is equal to the minimum SES Band 2 annual salary". This effectively means that Federal MP's receive the same as that payable to the holders of offices in the Senior Executive Service of the Australian Public Service having a classification of Band 2 minimum.

This has provided some benefit to Members in other places as increases in Public Sector Awards do not generate much, if any, publicity. Movements in remuneration have occurred with little or none of the attendant publicity, which tends to attach itself to increases in parliamentary remuneration.

With the change in the industrial arena whereby the Federal Government is moving to Workplace Agreements for employees, there has been no movement in the Australian Public Service Award since 1996. Until a new mechanism is provided parliamentary remuneration in other places will not move.

This has placed the Tribunal in the position of considering whether a case exists for movement in the basic salary of Western Australian Members of Parliament that will effectively place them above their counterparts elsewhere.

The Act does not require the Tribunal to have regard for the salary of Members of Parliament elsewhere. Naturally, over the years, the salary of a Federal Member has been seen as the ceiling. This premise still holds true, provided that the level of remuneration is assessed on a fair and equitable basis.

This Tribunal has recognised that a link, particularly to a level within the public service, may at times be convenient but is not necessarily appropriate. The salary level applying to a grade within the public sector may be comparable at one given point in time, however, the reasons for change after the time of fixation may vary considerably. This is more evident now that increases are being granted in the general workplace based on productivity and a trade off in conditions.

In conducting this year's review, the Tribunal has given serious consideration to this particular issue and can see no merit in restraining Western Australian Members simply due to salary fixation in the Federal sphere.

Having regard to the foregoing, this determination provides a two per cent increase in salary for Members with effect from 1 July 1998.

#### Electorate and other Allowances

Since the last determination, the Remuneration Tribunal in Canberra has undertaken a major review of the use of travelling entitlements. The resultant controls being imposed place Federal Members in a similar position to others in the workforce in terms of accountability for their travel expenditure. The Office of the Auditor General in Western Australia has examined aspects of Members' allowances and benefits and has recently written to the Tribunal suggesting that clarification be provided in a number of areas.

The Tribunal has given due consideration to both the above matters and changes have been made in this determination.

#### Electorate Allowances

The change in the Consumer Price Index (CPI) since the last increase in electorate allowances is insufficient to warrant any adjustment in the allowances at this time.

#### Electorate Motor Vehicle

No change has been made in this area.

#### Air Charter

The determination has been amended slightly to confirm that the use of the provision in servicing the electorate is restricted to travel within Western Australia. If Members wish to travel outside of the State, other travel provisions not determined by this Tribunal should be utilised.

Members will be required to submit their claims or accounts to the appropriate agency for payment within 60 days of the travel being undertaken or fund the expenditure from their electorate allowance.

#### Printing and Stationery Provision

For some years the Tribunal has been voicing its concern as to the extent of the jurisdiction provided by the *Salaries and Allowances Act 1975*. Following discussions held with the Presiding Officers the Tribunal has agreed that the Printing and Stationery Provision previously provided by the Joint House Committee of the Parliament should more properly be incorporated in the Tribunals' determination.

As from 1 July 1998 Members will no longer be entitled to order their printing and stationery requirements from Parliament House.

It is intended that Members of Parliament obtain their printing and stationery requirements, including letterheads and envelopes in accordance with such guidelines approved by the Tribunal, to a determined limit per financial year.

A Member shall not identify any political party affiliation on any printing or stationery purchased under this provision. Similarly, it cannot be used for campaign material, electioneering purposes or for Party promotional purposes.

#### Expense Allowance—Leader of the Opposition

The Tribunal has previously recommended that the expense of office allowance provided to the Leader of the Opposition should be provided as part of the annual budget for the office. Advice has been

received that this will occur as from 1 July 1998. Accordingly the Tribunal will no longer provide the allowance.

#### Expense Allowance—Parliamentary Secretaries

In late 1997 a request was received from the Parliamentary Secretaries, appointed under Section 44A (1) of the *Constitution Act Amendment Act 1899*, seeking recognition of the additional work undertaken by them by way of an additional salary. Information has been provided to the Tribunal detailing the work they are required to perform in addition to their normal role as a Member of Parliament.

Whilst the Tribunal has some sympathy for the Parliamentary Secretaries, Section 44A (4) of the *Constitution Acts Amendment Act 1899*, as amended by the *Acts Amendment (Parliamentary Secretaries) Act 1990* clearly states:

*“If the Premier so approves, a Parliamentary Secretary appointed under this section shall be paid an allowance under subsection (5) but otherwise shall not receive any remuneration in respect of that office.”*

In a Ministerial Statement read by the then Attorney General in the Legislative Council on the 29 May 1990, the Attorney indicated that “The concept of Parliamentary Secretaries is new to this Parliament and the Government will be open to suggestions for improvement to the initial arrangements after reasonable experience of the system in practice.”

Experience over the past eight years should provide the Government with the information necessary to amend the legislation should it be appropriate.

#### Travelling and Accommodation Allowances

Amendments have been made to these allowances clarifying the intent of the Tribunal in the application of the allowances and providing a degree of certainty for Members claiming under these provisions. Advice has been taken from the Office of the Auditor General and from the findings of the Federal Remuneration Tribunal in Canberra.

Travelling Allowances for Office Holders on official business have been brought into line with requirements issued by the Premier in respect to use of Government Corporate Cards. The daily rates now quoted reflect the indicative rate that is considered reasonable by the Tribunal. The payment of a specified daily travelling rate by way of a cash advance should not be made, unless circumstances exist that prevent the use of a Government Corporate Card.

Members travelling within their electorates and obtaining overnight accommodation away from their residence will, at this time, be able to claim a fixed rate, depending on the nature of the accommodation obtained. A reduced rate now applies in the case where a Member stays in non-commercial accommodation, such as with a relation or friends. In any case, certification will be required prior to reimbursement.

In a manner similar to the use of the Charter Provision, Members will be required to submit their accounts for payment to the appropriate agency within 60 days of the date of travel, or meet the costs from the electorate allowance.

#### Postage

An adjustment has been made in this allowance reflecting movements in the standard applied by the Tribunal.

#### Superannuation

In previous determinations, this Tribunal has voiced its opinion regarding the level of benefit provided to Members by way of the existing Parliamentary Superannuation Scheme. Whilst the Tribunal has read the “Report on Parliamentary and Judicial Superannuation Arrangements in Western Australia” as prepared by the Parliamentary and Judicial Superannuation Review Committee, the matter has not formally been referred to the Tribunal for comment or review.

The formal role of this Tribunal in parliamentary superannuation is that it has carriage of a number of sections within the existing Parliamentary Superannuation Act. Prior to the matter being forwarded to the Tribunal, if that is the intention, the Government would need to clearly identify the action it proposes to take in respect to new Members having access to the current scheme.

Having regard to the current status of the Report, the superannuation issue has not been considered in this determination.

#### Clerks and Deputy Clerks of the Parliament

As indicated in the 1997 determination, a review has been undertaken of the duties and responsibilities attaching to the holders of these offices. In undertaking this review, the Tribunal also met with the Presiding Officers of the Parliament.

It is clear from the information presented to the Tribunal that changes in work value have occurred over the years.

This determination provides an adjustment recognising the factors presented to the Tribunal.

In a manner similar to that proposed for the Chief Executive Officers, action will be taken to ascertain whether conditions exist for the provision of a personal merit allowance for these officers.

#### Registrars of the Courts

Registrars of the Supreme and District Courts fall within the jurisdiction of the Tribunal in Section 6(1)(d) as “officers of the Public Service holding offices included in the Special Division of the Public Service”. In a manner similar to that adopted by the Tribunal when considering the remuneration of

senior legal officers within the Ministry of Justice or the office of the Director of Public Prosecutions, regard is given to the various levels in the judiciary. Experience over the years has shown that this is an appropriate link particularly as movement from public sector legal positions to the magistracy and judiciary is not uncommon.

However, the Tribunal cannot overlook the fact that, for the purposes Section 6(1)(d) of the *Salaries and Allowances Act 1975*, the positions are within the Special Division of the Public Service. Movement within this section cannot continue indefinitely as "increases" in jurisdiction are placed with the Registrars. The remuneration provided to Registrars already exceeds that provided to a number of Chief Executive Officers, whose responsibility, arguably, could be greater.

If the Registrars are performing a judicial role, and it is not for this Tribunal to decide the issue, then the positions may be incorrectly placed within the Act.

#### Special Division and Prescribed Office Holders

When considering the level of remuneration to be provided to persons holding offices within Section 6(1)(d) and (e) of the Act, the information placed before the Tribunal in respect to Members of Parliament, concerning Annual Average percentage increases in salaries in Western Australia, and mentioned earlier in this summary, is relevant. Despite the view expressed by some that there has been a compression of relativities between the CEO and second line management, this has not been confirmed to our satisfaction by the Chief Executives. In any event, because of the diverse methods of salary variations throughout the public sector and the different times of variations, there will always be an ebb and flow between different groups.

This determination provides a two per cent increase with effect from 1 July 1998.

In 1996 the Tribunal indicated in its determination that:

*"The Tribunal sees the need for change in the salary structure by a reduction in the number of Groups and the possible appointment to a classification rather than a specific job. This would provide greater flexibility in the movement of officers. The introduction of salary bands is seen as another method of introducing flexibility into the recruitment process and contract negotiations. A performance/bonus type reward scheme is another option worthy of further consideration although there would be problems with its implementation."*

A review undertaken by private consultants for the former Public Sector Management Office and completed in the latter half of 1997 made recommendations that would if implemented, in effect, require the Tribunal to determine "remuneration bands" with the actual remuneration determination within the band made by the employing authority. Legal advice indicates that this would require legislative amendment to the Salaries and Allowances Act. Under the current provisions of the Act the Tribunal must determine the actual remuneration for each position.

Given the current legal impediment, the Tribunal is still keen to proceed as far as practicable in achieving its aim in accord with the 1996 statement.

Whilst a direct broad banding approach may be beyond the powers of the Tribunal under the Act, a modified version may be implemented on an interim basis for the time being. Accordingly, it is proposed to abandon the eight "Special" levels in favour of four "Groups". Each Group will have two salary points, a "Minimum" and a "Maximum", corresponding directly to the pre existing salary scales. Offices will be classified into Groups, with the office holder receiving a minimum or maximum remuneration status.

Eight salary points will still exist.

Movement of existing office holders to the new salary structure will be by way of direct conversion to the relevant salary point.

Advertising of positions will be at the Group level and include the minimum and maximum salary points. Appointment will be made at the minimum of the band with Tribunal approval required if, for recruitment purposes, advice is received from the employing authority, and accepted, that the maximum level is necessary.

#### Personal allowances

The Tribunal has decided to proceed with a "personal merit allowance" for the holders of offices whose salaries are not aligned to members of the judiciary. These allowances will operate from 1 January 1999 subject to the development of satisfactory criteria prior to this date. In undertaking this task, the Tribunal will be seeking the advice and assistance of the employing authority.

It is the intention of the Tribunal that, subject to meeting criteria that demonstrate sustained high performance in the office held, a personal merit allowance up to the next salary point shall be provided to the office holder after a determined period of service at the existing level. This allowance will then be subjected to review on an annual basis and shall be "at risk" depending on the continuing level of performance. The allowance will be restricted to the next salary point in each instance and will not extend beyond after a further period. In the case of the positions classified by the Tribunal at the maximum of the current Special Division range (currently Special 8 – new Group 4 max), the allowance, if payable, will be at a rate up to the percentage difference between the determined "minimum" salary and the "maximum" salary for the Group.

The determinations will now issue.

Dated at Perth this 3rd day of June 1998.

D. G. BLIGHT, Chairman.  
R. H. C. TURNER, Member.  
J. A. S. MEWS, Member.

DETERMINATION  
of the  
SALARIES AND ALLOWANCES TRIBUNAL

PURSUANT TO SECTION 6

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, a Parliamentary Secretary appointed under Section 44A (1) of the Constitution Acts Amendment Act 1899, Officers and Members of the Parliament, as hereunder with effect from 1 July 1998, unless otherwise stated.

PART I—REMUNERATION OF MEMBERS GENERALLY

Section 1—Basic Salary

There is payable to each Member an annual salary calculated at the rate of \$82,663 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 Member's duties, an electorate allowance of \$19,512 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 .....	1,556
Districts—	
Roleystone, Swan Hills and Wanneroo .....	1,556
South West Region .....	8,020
Districts—	
Albany, Bunbury, Dawesville and Mitchell .....	380
Vasse .....	1,973
Collie and Murray-Wellington .....	3,567
Stirling and Warren Blackwood .....	6,754
Agricultural Region .....	11,209
Districts—	
Geraldton .....	380
Avon and Wagin .....	6,754
Greenough, Merredin, Moore and Roe .....	9,944
Mining and Pastoral Region .....	16,587
Districts—	
Kalgoorlie .....	380
Burrup, Eyre, Kimberley, Ningaloo & Pilbara .....	15,323

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 vehicle, shall be entitled to the supply of a private plated motor vehicle for use on Parliamentary, Electorate and Private business within Western Australia.

Members who do not access a vehicle under this entitlement or who are not entitled to do so shall receive an amount of \$6,300 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, and certification that the principal use of the vehicle will be for electorate purposes.

Motor vehicles issued to Members through this provision will be of the Ford Falcon GLi or Futura, Commodore Executive or Acclaim (6 cylinder) class, fitted with an automatic transmission, power steering, cruise control, air conditioning, ABS and driver's airbag, with all running and maintenance costs for up to three years or eighty thousand kilometres met by the State.

Where a Member requires, for operational or personal reasons, a model of vehicle exceeding the standard, all additional costs, including Sales Tax, 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/or electronic animal deterrent devices 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.

#### 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 Member's 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 Salaries and Allowances Tribunal 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 (within Western Australia), but such cost shall not exceed the amounts specified hereunder—

	Per Financial Year
	\$
Group 1	
Electorate Region	
Mining and Pastoral .....	24,200
Electorate Districts	
Burrup, Eyre, Kimberley, Ningaloo and Pilbara .....	16,200
Group 2	
Electorate Region	
Agriculture .....	16,200
Electorate Districts	
Greenough, Merredin, Moore and Roe .....	13,000
Avon and Wagin .....	5,400
Group 3	
Electorate Region	
South West .....	13,000
Electorate Districts	
Stirling and Warren Blackwood .....	5,400

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 a business class fare (or where a business class is not available, then the full economy fare) on a commercial flight and that charged by the air charter company.



3. "Charter transport" includes charter aircraft, drive yourself vehicles, taxis and such other modes of transport as may be approved as appropriate in the circumstances by the Salaries and Allowances Tribunal.

4. Charges shall only be levied against this provision if the Member undertook the travel claimed.

5. Claims for reimbursement or accounts received in respect to travel undertaken using this provision must be submitted within 60 days from the date that the travel is undertaken. In exceptional circumstances, the Tribunal may approve an extension of time to submit a claim. Where a claim is made after 60 days and no extension has been granted, payment against the claim will not be made.

#### Section 5—Printing and Stationery Provision

Upon the cessation of a Printing and Stationery allowance provided to Members at Parliament, every Member of Parliament shall be entitled to obtain printing and stationery requirements, including letterheads and envelopes to a maximum cost of \$4,500 per annum. Members will be expected to claim reimbursement of costs upon production of receipts or an account in the name of the Member presented to the Parliament for payment.

A Member shall not identify any political party affiliation on any printing or stationery purchased under this provision. Similarly, the provision cannot be used for campaign, electioneering or Party promotional purposes.

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

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

- (i) to a person for the time being holding the office of Premier in conjunction with a ministerial office, 132 percent of the basic salary as determined in Part 1, Section 1 of this determination.
- (ii) to a person for the time being holding the office of Deputy Premier in conjunction with a ministerial office, 97 percent of the basic salary as determined in Part 1, Section 1 of this determination.
- (iii) 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, 90 percent of the basic salary as determined in Part 1, Section 1 of this determination.
- (iv) 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, eighty (80) percent of the basic salary as determined in Part 1, Section 1 of this determination.

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	Percentage of Basic Salary %
Leader of the Opposition in the Assembly .....	80
President of the Legislative Council .....	66
Speaker of the Legislative Assembly .....	66
Leader of the Opposition in the Legislative Council .....	45
Deputy Leader of the Opposition in the Legislative Assembly .....	45
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 .....	45
Parliamentary Secretary of the Cabinet .....	45
Chairman of Committees in either House .....	30
Government Whip in the Legislative Assembly .....	18
Opposition Whip in the Legislative Assembly .....	18
Government Whip in the Legislative Council .....	12
Opposition Whip in the Legislative Council .....	12

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
Parliamentary Secretaries .....	\$ 1,822

#### PART V—TRAVELLING AND ACCOMMODATION ALLOWANCES

##### Section 1

##### Office Holders on Official business

The actual costs of accommodation and other associated travelling expenses incurred by the holders of Offices mentioned in this Section should be debited to the Corporate Credit Card provided to the particular Office Holder. The rates contained in this Part are deemed to be indicative of the reasonable travelling costs.

1.1 The indicative daily travelling rate provided to the Premier, a Minister of the Crown, the Parliamentary Secretary of the Cabinet and Parliamentary Secretaries appointed under Section 44A(1) of the *Constitution Acts Amendment Act 1899*, 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, is contained in Section 6 of this Part.

1.2 The Deputy Premier when travelling within Australia on duty representing the Premier shall be entitled to the same indicative allowances, and on the same basis, as the Premier.

1.3 Opposition and Third Party Leaders: The indicative travelling allowance provided to 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 the same, and on the same basis, 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: The indicative travelling allowance for 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, be the same, and on the same basis, as payable to the permanent occupants.

1.5 Members: The indicative travelling allowance for a Member (not being the holder of an office referred to in paragraphs 1.1, 1.2, or 1.3) 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 the same, and on the same basis, as the rate set for a Minister.

##### 1.6 Members Deputising:

- (i) On behalf of the Premier: The indicative travelling allowance for 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 the same rate, and on the same basis, 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): for 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 the same rate, and on the same basis, 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 Member's 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 Member's parliamentary role, a Member, representing an electorate mentioned in (2.1) above, maintains a second residence 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.

2.3 Where a Member representing an electorate mentioned in 2.1 above, has a sole residence in the Metropolitan Regions, that Member shall not be entitled to receive the accommodation allowance contained in this Section.

#### 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 in accordance with either the Commercial or Non-Commercial levels contained in Rate B (Section 6) 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 other residences.

3.2 (i) The maximum number of nights claimable per financial year shall be—

Avon, Collie, Greenough, Merredin, Moore, Murray, Roe, Stirling, Vasse, Wagin, Warren Blackwood and Murray-Wellington .....	30 nights
Burrup, Eyre, Kimberley Ningaloo and Pilbara .....	40 nights
Regions—Mining and Pastoral, Agricultural and Southwest .....	50 nights

(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 in accordance with Section 5 of this Part 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 rate 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 any other residence, to the President of the Legislative Council or the Speaker of the Legislative Assembly as appropriate.

5.2 Claims made for reimbursement of the expenditure incurred must be accompanied by a certification that the expense was incurred on electorate or parliamentary business; and in the case of—

(i) **COMMERCIAL ACCOMMODATION**

Claims must be accompanied by either a receipt or certification that commercial accommodation was utilised and that a receipt can be produced;

OR

(ii) **NON COMMERCIAL ACCOMMODATION**

Claims must be accompanied by a certification that overnight accommodation was utilised in the course of attending to electorate and/or parliamentary business.

(iii) **DEFINITION**

For the purposes of this Part, "Commercial accommodation" means accommodation in a commercial establishment such as a hotel, motel or serviced apartment.

5.3 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.

5.4 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.

5.5 Claims made under 5.3 and 5.4 in respect of the entitlement granted in Section 3 of this Part form part of the annual entitlement.

5.6 A claim for travelling allowances under this Part must be submitted within 60 days from the date the travel is completed. In exceptional circumstances, the Tribunal may approve an extension of time to submit a claim. Where a claim is made after 60 days and no extension has been granted, payment against the claim will not be made.

#### Section 6—Travelling Allowance—Rates of Payment

##### COMMERCIAL ACCOMMODATION

OFFICE	PERTH	WA North of 26th parallel	WA South of 26th parallel	CAPITAL CITY (other than Perth)	OTHER AREAS
PREMIER		\$300	—	\$425	\$300
MINISTER'S etc.	—	\$270	—	\$320	\$195
MEMBERS	Rate A \$160	Rate B As per the rates in the Public Service Award 1992— Schedule I—For towns North of the 26th parallel	Rate B \$135	—	—

##### NON COMMERCIAL ACCOMMODATION

Claims made in respect of non-commercial accommodation shall be paid at forty per cent of the applicable commercial rate contained in the above table.

#### 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 Member's 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 \$6,000 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 .....	9,000
Leader of the Opposition in the Legislative Council .....	6,750
Leader of a recognised Non Government Party .....	6,750
Deputy Leader of the Opposition in the Legislative Assembly .....	4,500

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—
  - (i) 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. The rental charges levied for additional telephone sockets shall be included in the reimbursement of rental.
  - (ii) one additional telephone line for the use of a facsimile machine; and
  - (iii) one additional telephone line for the purposes of computing equipment. Charges for access to computer communications will only be reimbursed where the connection has been made in accordance with contracts provided through the Office of State Administration.
- (iv) Reimbursement for (ii) and (iii) above is restricted to one residence.

2. Electorate Offices, Telephones: 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 two approved telephones in that Member's electorate office.

3. Electorate Offices, Facsimile Machines: Where a Facsimile machine is installed in a Member's electorate office, either utilising the second telephone line in (2) 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.

4. Electorate Offices, Computer Communications: Where a Member has a connection for computer communication access, as approved by the Office of State Administration, 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 connection.

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 \$1800 per annum.
- (b) Members representing the Metropolitan Regions or any District contained therein, reimbursement to a maximum of \$1200 per annum.

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 Chief Executive, Office of State Administration.

## 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 3rd day of June 1998.

D. G. BLIGHT, Chairman.

R. H. C. TURNER, Member.

J. A. S. MEWS, Member.

SALARIES AND ALLOWANCES TRIBUNAL

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, shall be in accordance with the following, with effect from 1 July 1998.

PART 1

Group	Minimum	Maximum
Group 1 .....	\$94,334	\$100,115
Group 2 .....	\$106,145	\$111,982
Group 3 .....	\$121,004	\$132,557
Group 4 .....	\$146,915	\$161,522

Department/Organisation and Office Title	Classification of Office	Salary within Group of current Office Holder
Aboriginal Affairs Department Chief Executive Officer .....	Group 2	Minimum
Alcohol and Drug Authority Director .....	Group 1	Maximum
Agriculture Western Australia Director General .....	Group 3	Maximum
Auditor General—Office of the Auditor General .....	Group 4	Minimum
Central Drug Coordination Office Director .....	Group 1	Maximum
Coastal Shipping Commission—Western Australian General Manager .....	Group 2	Minimum
Commerce and Trade—Department of Chief Executive Officer .....	Group 3	Maximum
Conservation and Land Management—Department of Executive Director .....	Group 3	Maximum
Contract and Management Services—Department of Executive Director .....	Group 3	Minimum
Culture and the Arts—Ministry for Chief Executive Officer .....	Group 2	Maximum
Curriculum Council of Western Australia Chief Executive Officer .....	Group 2	Minimum
Disability Services Commission Chief Executive Officer .....	Group 3	Minimum
Education Department of Western Australia Chief Executive Officer .....	Group 4	Maximum
Education Services—Department of Chief Executive Officer .....	Group 2	Minimum
Electoral Commission—Western Australian Electoral Commissioner .....	Group 1	Maximum
Deputy Electoral Commissioner .....		\$67,000 Note (i)

Department/Organisation and Office Title	Classification of Office	Salary within Group of current Office Holder
Energy—Office of Coordinator .....	Group 2	Maximum
Environmental Protection—Department of Chief Executive Officer .....	Group 1	Maximum
Equal Opportunity Commission Commissioner .....	Group 1	Maximum
Fair Trading—Ministry of Executive Director .....	Group 1	Maximum
Family and Children's Services Director General .....	Group 3	Minimum Note (ii)
Fire and Emergency Services—Department of Chief Executive Officer .....	Group 2	Minimum
Fire Brigades Board—Western Australian Executive Chairman .....	Group 2	Minimum
Fisheries Department Director .....	Group 2	Minimum
Fremantle Hospital Chief Executive Officer .....	Group 2	Maximum
Fremantle Port Authority General Manager .....	Group 3	Minimum
Government Employees Superannuation Board Executive Director .....	Group 2	Maximum
Government Railways Commission—Western Australian Commissioner .....	Group 3	Maximum
Health Department of Western Australia Commissioner .....	Group 4	Maximum
Health Review—Office of Director .....	Group 1	Maximum
Housing Commission—State Executive Director .....	Group 3	Minimum
Industrial Relations Commission—Western Australian Department of the Registrar Chief Executive Officer .....	Group 1	Minimum
Information Commissioner—Office of Commissioner .....	Group 1	Maximum
Justice—Ministry of Director General .....	Group 3	Maximum
King Edward Memorial & Princess Margaret Hospitals Chief Executive Officer .....	Group 3	Minimum
Land Administration—Department of Chief Executive .....	Group 2	Maximum
Land Authority—Western Australian Chief Executive Officer .....	Group 1	Maximum
Library Board of Western Australia State Librarian .....	Group 1	Maximum
Local Government—Department of Executive Director .....	Group 2	Minimum
Lotteries Commission Chief Executive Officer .....	Group 1	Minimum
Main Roads Department Commissioner .....	Group 3	Maximum
Mental Health Review Board President .....	Group 1	Maximum
Metropolitan (Perth) Passenger Transport Trust Chief Executive .....	Group 1	Maximum
Minerals and Energy—Department of Director General .....	Group 3	Maximum
Museum—Western Australian Director .....	Group 1	Minimum

Department/Organisation and Office Title	Classification of Office	Salary within Group of current Office Holder
Parliamentary Commissioner for Administrative Investigations		
Commissioner .....	Group 3	Minimum
Deputy Commissioner .....	Group 1	Minimum
Planning—Ministry for		
Chief Executive .....	Group 3	Minimum
Police Service—Western Australian		
Commissioner .....	Group 4	Minimum Note (iii)
Deputy Commissioners (2)		
Assistant Commissioners (6) .....	Group 2	Minimum
Group 1	Group 1	Minimum
Premier and Cabinet—Ministry of the		
Director General .....	Group 3	Maximum
Productivity and Labour Relations—Department of		
Executive Director .....	Group 2	Minimum
Public Sector Standards Commissioner—Office of the		
Commissioner .....	Group 4	Minimum
Racing, Gaming and Liquor—Office of		
Executive Director .....	Group 2	Minimum Note (iv)
Resources Development—Department of		
Chief Executive Officer .....	Group 4	Minimum
Revenue Department—State		
Commissioner .....	Group 2	Minimum
Rottnest Island Authority		
Chief Executive Officer .....	Group 1	Minimum Note (v)
Royal Perth Hospital		
Chief Executive Officer .....	Group 3	Minimum
Sir Charles Gairdner Hospital		
Chief Executive Officer .....	Group 3	Minimum
Sport and Recreation—Ministry of		
Executive Director .....	Group 1	Maximum
State Revenue Department		
Commissioner .....	Group 2	Minimum
State Supply Commission		
Chief Executive Officer .....	Group 1	Maximum
Totalisator Agency Board		
General Manager .....	Group 1	Maximum
Training—Western Australian Department of		
Chief Executive Officer .....	Group 3	Maximum
Transport—Department of		
Director General .....	Group 3	Maximum
Treasury Corporation—Western Australian		
Chief Executive Officer .....	Group 3	Maximum
Treasury Department		
Under Treasurer .....	Group 4	Maximum
Water Regulation—Office of		
Chief Executive Officer .....	Group 1	Maximum
Water and Rivers Commission		
Chief Executive Officer .....	Group 2	Minimum
Workers' Compensation and Rehabilitation Commission		
Executive Director .....	Group 1	Maximum
Workplace Agreements Commission		
Commissioner .....	Group 1	Maximum
Worksafe Western Australia		
Commissioner .....	Group 2	Maximum

(1) In addition to the foregoing salary rates a contract allowance at the rate of 20 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.
- (2) Note: Specific determinations—
- (i) Electoral Commission—Deputy Electoral Commissioner's determined salary shall be adjusted in accordance with movements in the Electoral Commission's Enterprise or Workplace Agreement.
- (ii) Family and Children's Services—Director General shall receive an allowance of 20 per cent of determined salary whilst also acting as Chief Executive Officer of the Disability Services Commission.
- (iii) Police Service—Commissioner shall receive a retention allowance of 15 per cent of determined salary.
- (iv) Racing, Gaming and Liquor—Executive Director shall receive an allowance of 5 per cent of determined salary whilst a member of the Territory of Christmas Island Casino Surveillance Authority.
- (v) Rottnest Island Authority—Chief Executive Officer shall receive a temporary special allowance to Group 1 Maximum.

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PART 2

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Crown Solicitor .....	\$174,349
Parliamentary Counsel .....	\$174,349
Queen's Counsel .....	\$165,632
Crown Counsel .....	\$156,914
Principal Crown Prosecutor .....	\$156,914
Deputy Crown Solicitor .....	\$148,197
Deputy Parliamentary Counsel .....	\$148,197
Assistant Principal Crown Prosecutor .....	\$131,058
Supreme Court—	
Principal Registrar .....	\$149,764
Registrar .....	\$132,625
District Court—	
Principal Registrar .....	\$139,479
Registrar .....	\$131,058
Deputy Registrar .....	\$117,842

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PART 3

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Director of Public Prosecutions—

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

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Dated at Perth this 3rd day of June 1998.

D. G. BLIGHT, 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 1 July 1998.

Clerk of the Legislative Council .....	\$101,000
Deputy Clerk of the Legislative Council .....	\$76,760
Clerk of the Legislative Assembly .....	\$101,000
Deputy Clerk of the Legislative Assembly .....	\$76,760

Dated at Perth this 3rd day of June 1998.

D. G. BLIGHT, Chairman.  
R. H. C. TURNER, Member.  
J. A. S. MEWS, Member.

## SALARIES AND ALLOWANCES TRIBUNAL

The holders of Offices contained in the Second and Third 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.

## DETERMINATION—FOURTH SCHEDULE

## SALARY PACKAGING

A person holding an office contained in the Second Schedule, Parts 1 and 2 and the Third Schedule of this determination wishing to exercise salary packaging options may, in accordance with the "Guidelines for Salary Packaging in the WA Public Sector", access those benefits contained in Group 1 of the guidelines.

In addition to the salaries determined for persons holding offices included in the Second & Third Schedule of this determination, the following amounts represent the cost to government of the motor vehicles approved by the Tribunal for the respective salaries—

Below Group 1 .....	\$11,300 (Contract item 1006)
Group 1 Min to Group 2 Min .....	\$13,000 (Contract item 1007)
Group 2 Max to Group 4 Max .....	\$14,500 (Contract item 1008)

For the purposes of determining the Total Employment Cost (TEC) of a position the above amounts should be included with the determined salary.

Where an office holder wishes to obtain a motor vehicle that varies from the standard mentioned above, the motor vehicle costs must include the lease cost, plus Sales Tax plus Fringe Benefits Tax and all other operating costs based on a figure of 20,000 kilometres travelled annually.

The formula to be adopted in valuing the motor vehicle shall be—

$$L + S + R + aD + \text{FBT}$$

Where L = ..... Lease payments

S = ..... Sales Tax

R = ..... Registration costs

a = ..... Running cost per kilometre

D = ..... 20,000 kilometres

FBT = ..... Fringe Benefits Tax

FBT is costed at purchase price (inc. Sales Tax) x Statutory fraction x Gross up (1.942) x FBT rate (0.485)

In most instances, the Fleet Manager will provide a total costing for each vehicle.

The vehicle will be available for business use whilst the officer is on duty.

Where an officer chooses not to be provided with a motor vehicle, under no circumstances will the officer be provided with a Government vehicle or cab charge for home to office travel or any other private use.

## Fringe Benefits Tax Exempt Agencies

Where an organisation is exempt from FBT in accordance with Commonwealth Government legislation, a notional amount equal to the standard FBT must be levied to the cost of the benefit.

**OTHER BENEFITS**

Salary packaging in respect to superannuation and Novated Leases can be effected in accordance with the "Guidelines for Salary Packaging in the WA Public Sector" document.

Dated at Perth this 3rd day of June 1998.

D. G. BLIGHT, Chairman.  
R. H. C. TURNER, Member.  
J. A. S. MEWS, Member.

SALARIES AND ALLOWANCES TRIBUNAL

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