

SALARIES AND ALLOWANCES ACT 1975

DETERMINATION VARIATION

PREAMBLE

Under Section 8H of the *Christmas Island Act 1958 (Cth)*, Section 8H of the *Cocos (Keeling) Islands Act 1995 (Cth)* and the *Indian Oceans Territories (Administration of Laws) Act 1992 (WA)* the Commonwealth and State Governments have entered an agreement, with effect from 1 July 2016, such that the Salaries and Allowances Tribunal has the power to determine the remuneration of local government CEOs and the fees, expenses and allowances for local government elected members of the Shires of Christmas Island and Cocos (Keeling) Islands.

The Tribunal has completed its inquiry into the Indian Ocean Territories which included meeting the Chief Executive Officers, Presidents, representatives from the respective councils, the Administrator of the Australian Indian Ocean Territories and members of the community.

One Tribunal member and one staff member also travelled to both Christmas and Cocos (Keeling) Islands to gain a greater understanding of the unique difficulties in serving the local governments and to experience the types of isolation that cannot be fully understood from the metropolitan area.

In completing its inquiry, the Tribunal has determined that the Shire of Christmas Island and the Shire of Cocos (Keeling) Islands can be accommodated within the existing banding framework for Western Australian local governments which has been developed to accommodate the wide range of situations and localities throughout the state.

The Tribunal has recognised the severe isolation issues associated with life on the islands which includes, but not restricted to, limited schooling options, limited professional development/opportunities including for spouses, high costs of return services to visit extended family or friends on the mainland, limited food/retail options and difficulties associated with irregular shipping supplies for all essentials to the islands.

While the Regional/Isolation Allowance provided to the Indian Ocean Territories is higher than any provided to local governments in Western Australia, it must be noted that this allowance is discretionary and local governments have the flexibility to determine an appropriate payment not exceeding the maximum annual figure stated. As noted in the 2016 determination on local governments, most local governments do not use the full amount when providing this allowance.

DETERMINATION

The determination of the Salaries and Allowances Tribunal issued on 12 April 2016 under section 7A and 7B(2) of the *Salaries and Allowances Act 1975*, as amended from time to time, is hereby varied by a further determination set out below.

Include in Schedule 1: Local Government Band Allocations

Local Government	Band
Christmas Island Shire	3
Cocos (Keeling) Island Shire	4

Include in Part 3, Table 3: Regional/Isolation Allowance

Local Government	Maximum Regional/Isolation Allowance Per Annum
Christmas Island Shire	\$80,000
Cocos (Keeling) Island Shire	\$80,000

Dated at Perth this 27th day of September 2016.

W S Coleman AM
CHAIRMAN

C A Broadbent
MEMBER

B J Moore
MEMBER

SALARIES AND ALLOWANCES TRIBUNAL