

WESTERN AUSTRALIA
SALARIES AND ALLOWANCES ACT 1975
DETERMINATION OF THE
SALARIES AND ALLOWANCES TRIBUNAL

FOR CLERKS AND DEPUTY CLERKS OF THE PARLIAMENT
PUBLIC SERVICE OFFICE HOLDERS INCLUDED IN THE SPECIAL DIVISION
OF THE PUBLIC SERVICE
AND PERSONS HOLDING OFFICES PRESCRIBED IN
SALARIES AND ALLOWANCES REGULATION NUMBER 3

Pursuant to Sections 6(1) (c) (d) and (e)

December 2013

PREAMBLE

BACKGROUND

1. In accordance with Section 6 of the *Salaries and Allowances Act 1975* (“the Act”), the Salaries and Allowances Tribunal (“the Tribunal”), is required to “inquire into and determine, the remuneration to be paid or provided to –
 - c) the Clerk of the Legislative Council or Clerk of the Legislative Assembly or the Deputy Clerk of either House;
 - d) officers of the Public Service holding offices including in the Special Division of the Public Service; and
 - e) a person holding any other office of a full-time nature, created or established under a law of the State, that is prescribed for the purposes of this section, but not being an office the remuneration for which is determined by or under any industrial award or agreement made or in force under any other law of the State.”
2. The Tribunal issued a General Remuneration Adjustment Determination on 27 June 2013 providing a 2.6 per cent salary increase with effect from 1 July 2013 for Members and office holders of the Parliament, Clerks and Deputy Clerks of the Parliament, holders of offices in the Special Division of the Public Service and holders of offices Prescribed for the purposes of section 6(1)(e) of the Act.

3. At the same time, the Tribunal issued a report under Section 7 of the Act recommending a 2.6 per cent increase to the salaries to be paid to Judges of the Supreme and District Courts, Masters of the Supreme Court, Magistrates and the Parliamentary Inspector of the Corruption and Crime Commission with effect from 1 July 2013.

CURRENT INQUIRY

4. In discharging its statutory requirements with respect to the remuneration for Clerks of the Parliament and holders of offices in the Special Division of the Public Service and Prescribed offices, the Tribunal's approach has been to -
 - Advertise for public submissions;
 - Write to all office holders;
 - Request advice from the Statutory Advisor; and
 - Consider relevant labour market and economic data including the:
 - Public Sector Wages Policy Statement 2014;
 - Government Financial Strategy Statement; and
 - Government Financial Projections Statement.
5. This process provides an opportunity for members of the public, the Government, the office holders or any other interested party to make a submission. It also helps to inform the Tribunal of changes which might have taken place in the roles or responsibilities over the past year and other remuneration issues.

PUBLIC SUBMISSIONS

6. An advertisement calling for public submissions to the Tribunal's inquiry was placed in *The West Australian* newspaper on Thursday, 13 June 2013 with a closing date of Friday, 21 June 2013. The advertisement was also placed on the Tribunal's website at <http://www.sat.wa.gov.au/LatestNews/Pages/Default.aspx>

INVITATION TO OFFICE HOLDERS

7. The Tribunal wrote to all Office Holders inviting submissions to its inquiry.

ADVICE FROM STATUTORY ADVISOR

8. The Tribunal requested advice from its Statutory Advisor; a person appointed by the Premier under section 11(4) of the Act to assist the Tribunal in an inquiry related to the remuneration of persons appointed to offices in the Special Division of the Public Service and Prescribed Offices. The Statutory Advisor provided information and advice regarding submissions to the Tribunal, machinery of government changes and a range of other relevant issues.

LABOUR MARKET AND ECONOMIC DATA

9. Relevant labour market and economic data were considered in the context of the general remuneration determination of June 2013 which resulted in a 2.6 per cent adjustment being applied to various office holders under the Tribunal's jurisdiction. The same increase was recommended in the judicial recommendation report for members of the judiciary. This data is considered relevant to the current inquiry.
10. Since then, the Government has issued the Public Sector Wages Policy Statement 2014. This Policy essentially requires that all industrial agreements expiring after 1 November 2013 be capped at the projected growth in the Perth Consumer Price Index, as published from time to time by the Department of Treasury. The Government Financial Strategy Statement and Financial Projection Statement were also considered during the Tribunal's inquiry.

SUBMISSIONS

11. Ten submissions were received from holders of offices in the Special Division of the Public Service and Prescribed Offices. Most submissions sought either an increase in classification or an increase in remuneration within their current classification. The main issues raised in submissions referred to changes in responsibilities and/or work value that had occurred in the roles of the office holders. The Tribunal considered all the submissions received.

Senior Legal Officers

12. The Tribunal is mindful of the salary pressures being exerted at the lower classification levels of senior legal officers within the Special Division of the Public Service by rates under the *Public Service and Government Officers General Agreement 2011* which apply to legal officers in the Senior Executive Service. It is noted that salaries of officers pursuant to that agreement were increased by 4.25 per cent with effect from 12 April 2013.
13. As the Tribunal's review of the classifications and remuneration of Senior Legal Officers is ongoing, the Tribunal have resolved that no changes or changes to relativities would occur at this point in time. The Tribunal considers that any changes should be determined as a result of the review, which is scheduled to be concluded in 2014.

Office of the Director of Public Prosecutions

14. The remuneration relativities for the positions of Director of Public Prosecutions and the Deputy Director of Public Prosecutions have been determined with reference to the issues identified under paragraphs 12 and 13 above and remain unchanged.

Court Registrars

15. The Tribunal has continued to consider the salary of Court Registrars at the same time as it has reported on judicial salaries. This determination reflects the decision made in relation to the judiciary in the Tribunal's report of 22 November 2013 with effect from 1 January 2014.

Clerks and Deputy Clerks of the Parliament

16. The submission from the Clerks and Deputy Clerks of the Parliament referred to their previous submission from September 2012 regarding the salary relativities of the Clerks and Deputy Clerks with the position of Clerks Assistant. This submission was considered and dealt with by the Tribunal in its determination of 18 December 2012. The Tribunal again reviewed the remuneration of the Clerks and Deputy Clerks of the Parliament earlier this year and determined an increase of 2.6 per cent with effect from 1 July 2013. No further adjustment has been made to the remuneration of the Clerks and Deputy Clerks in this determination.

Solicitor General

17. An adjustment to the remuneration of the Solicitor General was determined by the Tribunal in December 2012 taking into account the limitations on that right to private practice. The Solicitor General received the 2.6 per cent increase determined with effect from 1 July 2013. No further adjustment has been made to the Solicitor General's remuneration in this determination.

CONSIDERATIONS

18. In exercising its statutory responsibilities, the Tribunal applies broad principles upon which levels of remuneration are determined for all categories of offices and positions coming within the scope of the Act. These principles, particularised to the Clerks of the Parliament, Special Division and Prescribed Office holders, have been applied by the Tribunal to make judgments with respect to the remuneration and entitlements in this determination. These principles are:
 - the value of the offices to the State and our democratic system of government;
 - measures of the "work value" of the offices; and
 - the level of remuneration of the offices within the context of wage and salary rates applying generally in the community.
19. There is an expectation that senior executives within the Public Service and other statutory office holders will have to meet the challenges of changing roles and responsibilities arising from policy initiatives, changing priorities and the demands of the community. To warrant an increase in classification and/or remuneration the changes in the work value of the position must be significant. They must result in a fundamental change in the character of the office above the demands that an effective senior executive must meet on an ongoing basis.
20. There have been no issues identified in submissions, economic and labour market data reviewed, state government policy and financial strategies which would indicate the need for an additional increase in remuneration for Clerks of the Parliament, Special Division and Prescribed Office holders. Therefore the Tribunal has concluded that there shall be no salary increase at this time.

Director General, Department of Planning

21. In past determinations, the Tribunal had indicated that it would undertake a review of the office of Director General, Department of Planning, when it was vacant. On 17 September 2013 the Minister for Planning announced the resignation of Mr Eric Lumsden from this office with effect from 5 November 2013. Following this announcement, the Tribunal undertook a review of the position.
22. The review examined the impact of the 2009 Machinery of Government changes which split the Department, transferring the transport functions to the newly created Department of Transport, and transferring the lands functions to the Department of Regional Development and Lands. The Department of Planning was established to focus primarily on strategic planning policy.
23. These changes to the functions of the Department of Planning have had an impact on the work value of the Director General's office and the Tribunal has now determined that the office will be classified in Band 2.

Motor vehicle benefits

24. The motor vehicle benefits have been reviewed during the inquiry. A submission received from a Special Division office holder situated in a regional location detailed the operational requirements for a four wheel drive motor vehicle which was valued over and above the motor vehicle benefit currently provided under this determination. In considering this matter, the Tribunal has noted that the motor vehicle benefits for officers of the Special Division and Prescribed office holders specified in the First Schedule of this determination are provided for "private use". Indeed the motor vehicle benefits are based on an allowance which can be taken as cash with salary. The value of the motor vehicle allowance also has superannuation implications for the office holder, depending on the superannuation scheme in which they participate.
25. The Tribunal acknowledges that office holders from time to time may require motor vehicles for operational reasons and this may include office holders based in the metropolitan area as well as those based in the regions. Access to a four wheel drive vehicle may be an occupational safety requirement or simply a practical necessity. Such decisions are generally considered to be operational matters for an employer. There are a variety of means by which specialised transport needs might be met by an employer. For example, an office holder may have access to a departmental four wheel drive vehicle or may hire such a vehicle for the duration of a particular need. In general terms, the Tribunal does not regard these as matters in which it should be involved.
26. Nevertheless, the Tribunal also acknowledges that the employment relationships of certain office holders are not always clear cut. For example, the employment relationships of some statutory office holders, judicial officers and Members of Parliament are complicated by their methods of appointment. However, for the vast majority of Special Division and Prescribed

Officers for whom a motor vehicle has been provided for private use, the Tribunal has concluded that there is a readily identifiable employing authority or agency within which the officer is based, to provide for operational transport needs. Specialised motor vehicles can be provided for office holders on an *ad hoc* basis by their agencies to meet short term needs. Where there is an ongoing need for an office holder to drive a four wheel drive motor vehicle, it may be open to an agency to pay the difference between the motor vehicle benefit determined by the Tribunal and the lease cost of an appropriate four wheel drive.

27. The role of the Tribunal is primarily that of providing a comprehensive remuneration package for office holders. Employers on the other hand, have a range of responsibilities including those related to occupational health and safety and a duty of care to employees which may be associated with operational transport arrangements.
28. Where a four wheel drive vehicle is approved by the employing authority, the Tribunal considers that the aspect of private use can be accommodated within the provision of a four wheel drive vehicle up to the standard of a Toyota Prado GXL Automatic 3.0 litre Turbo Diesel.

District, travel, housing and utilities subsidies and allowances

29. The district and travel allowances applicable to office holders based in regional locations have been examined during the inquiry. It was found that there had been no change in the District and Travel Allowances available to officers in the General Division of the Public Service since the last determination. The Tribunal has decided to maintain the existing rates determined for district and travel allowances in this determination.
30. The Tribunal has considered the housing and utilities subsidies and noted that none of the office holders eligible for housing and utilities subsidies have advised of any rental increases since the last determination. The Tribunal also considered updated data from the Department of Housing and the Public Utilities Office in the Department of Finance regarding rental subsidies, and utilities tariffs and usage. Taking these and other factors into account, no change has been made to the rates of subsidy in this determination.

Superannuation

31. This determination has not varied the superannuation entitlements contained in Part 6 of the First Schedule. However, it is noted that under the *Superannuation Guarantee (Administration) Act 1992* (Cth) the minimum superannuation rate was increased to 9.25 per cent which has led to a small net remuneration increase for those office holders who previously had been receiving 9 per cent State contributions to their superannuation. This increase has no effect on those office holders currently receiving superannuation under a defined benefit scheme such as the Gold State Superannuation Scheme.

CONCLUSIONS

32. The Tribunal has examined the remuneration provided to the Clerks of the Parliament and Special Division and Prescribed Office holders based upon the principles of remuneration set out above and within the framework of salaries for these office holders generally. It is the Tribunal's decision that the current remuneration for Members is set at an appropriate rate.

The determination will now issue.

Signed this 18th day of December 2013.

W S Coleman AM
CHAIRMAN

C A Broadbent
MEMBER

B J Moore
MEMBER

SALARIES AND ALLOWANCES TRIBUNAL

**FOR CLERKS AND DEPUTY CLERKS OF THE PARLIAMENT
PUBLIC SERVICE OFFICE HOLDERS INCLUDED IN THE SPECIAL DIVISION
OF THE PUBLIC SERVICE
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Pursuant to Sections 6(1) (c) (d) and (e)**

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PART 1: INTRODUCTORY MATTERS

This Part deals with some matters that are relevant to the determination generally.

1.1 Short title

This determination may be cited as the *Special Division and Prescribed Office holders Determination No. 1 of 2013*.

1.2 Commencement

This determination comes into operation on 1 January 2014.

1.3 Content and intent

- (1) This determination provides for the salary, allowances and other benefits to be paid, provided or reimbursed to officers of the Special Division of the Public Service and the holders of offices prescribed for the purposes of section 6(1)(e) of the *Salaries and Allowances Act 1975* ('the SA Act').

1.4 Terms used

In this determination, unless the contrary intention appears -

remuneration means salary, allowances, fees, emoluments and benefits (whether in money or not);

salary means the portion of remuneration which is paid as money;

Special Division officer means the holder of an office which has been included in the Special Division of the Public Service pursuant to section 38 of the *Public Sector Management Act 1994* and for the purposes of section 6(1)(d) of the SA Act;

Prescribed Officer means the holder of an office which has been created or established under a law of the State, that is prescribed for the purposes of section 6(1)(e) of the SA Act.

1.5 Conditions of service

- (1) Unless the conditions of service of a Special Division officer or Prescribed officer are determined pursuant to a law of the State other than the SA Act, the conditions of service specified in this determination will apply.
- (2) To the extent that terms and conditions of employment affect remuneration (e.g. paid leave), office holders listed in this Schedule are entitled to the same terms and conditions as contained in the *Public Service Award 1992* as at the date of this determination and the *Public Service and Government Officers General Agreement 2011*.

- (3) Where there is any inconsistency between this determination and the terms and conditions of the *Public Service Award 1992* and the *Government Officers General Agreement 2011*, the conditions of service specified in this determination shall prevail to the extent of any inconsistency.

1.6 Salary Packaging

An Office holder identified in this determination is entitled to participate in salary packaging arrangements for superannuation and novated leases in accordance with the “Guidelines for Salary Packaging in the WA Public Sector” document, which can be accessed at -

http://www.commerce.wa.gov.au/LabourRelations/PDF/Circulars/2012_004.pdf

FIRST SCHEDULE

SPECIAL DIVISION AND PRESCRIBED OFFICE HOLDERS

PART 1: SALARY

This Part deals with the salary payable to a Special Division officer or a Prescribed officer listed below.

1.1 General

The amount of a person's entitlement to an annual salary shall be calculated on a pro rata basis in accordance with the proportion of full-time hours worked by an office holder.

1.2 Offices and salaries

- (1) The annual salaries specified in the Tables of this Part apply to the holders of the corresponding offices identified in each Table.
- (2) The salaries are inclusive of annual leave loading.
- (3) A person holding more than one Special Division or Prescribed Office, shall receive remuneration for one such office only, being the office classified or remunerated at the highest level.

Table: 1 Special Division CEOs

SPECIAL DIVISION CEOs				
Office	Department or Agency	Band	Office Holder	Salary
Director General	Aboriginal Affairs	3	C Weeks	\$227,760
Director General	Agriculture and Food	2	R Delane	\$294,182
Chief Executive Officer	Alcohol and Drug Authority	4	N Guard	\$224,465
Director General	Attorney General	2	C Gwilliam	\$308,261
Chief Executive Officer	Botanic Gardens and Parks Authority	4	M Webb	\$211,330
Managing Director	Central Institute of Technology	4	N Fernandes	\$211,330
Managing Director	Challenger Institute of Technology	4	E Harris	\$201,425
Chief Executive Officer	ChemCentre	4	P Millington	\$211,330
Director General	Child Protection	2	T Murphy	\$356,171
Director General	Commerce	2	B Bradley	\$308,261
Commissioner	Corrective Services	2	J McMahon	\$356,171
Director General	Culture and the Arts	3	Vacant	\$-

SPECIAL DIVISION CEOs				
Office	Department or Agency	Band	Office Holder	Salary
Managing Director	CY O'Connor Institute	4	J Scott	\$194,162
Director General	Disability Services Commission	2	R Chalmers	\$334,249
Managing Director	Durack Institute of Technology	4	B Beevers	\$194,162
Director General	Education	1	S O'Neill	\$429,409
Chief Executive Officer	Education Services	3	R Strickland	\$252,803
Director General	Finance	1	A Nolan	\$390,869
Chief Executive Officer	Fisheries	2	S Smith	\$308,261
Director	Gascoyne Development Commission	4	S Webster	\$206,573
Director	Goldfields-Esperance Development Commission	4	R Hicks	\$194,162
Managing Director	Goldfields Institute of Technology	4	K Doig	\$194,162
Chief Executive Officer	Government Employees Superannuation Board	2	H Rosario	\$331,045
Director	Great Southern Development Commission	4	B Manning	\$194,162
Managing Director	Great Southern Institute of Technology	4	L Rozlapa	\$194,162
Director General	Housing	1 (Review when vacant)	G Searle	\$390,869
Managing Director	Insurance Commission of Western Australia	2	R Whithear	\$308,425
Director	Kimberley Development Commission	4	J Gooding	\$194,162
Managing Director	Kimberley Training Institute	4	K Dickinson	\$194,162
Commissioner	Mental Health Commission	3	E Bartnik	\$264,900
Chief Executive Officer	Metropolitan Cemeteries Board	4	P Deague	\$211,330
Chief Executive Officer	Metropolitan Redevelopment Authority	3	K Kinsella	\$252,803
Director	Mid-West Development Commission	4	G Treasure	\$195,754

SPECIAL DIVISION CEOs				
Office	Department or Agency	Band	Office Holder	Salary
Director General	Mines and Petroleum	2	R Sellers	\$334,249
General Manager	Office of the Environmental Protection Authority	3	K Taylor	\$259,540
Director General	Parks and Wildlife	2	Vacant	\$-
Director	Peel Development Commission	4	M Teede	\$194,162
General Manager	Perth Theatre Trust	4	A Ferris	\$195,979
Director	Pilbara Development Commission	4	K King	\$200,070
Managing Director	Pilbara Institute	4	Vacant	\$-
Director General	Planning	2	Vacant	\$-
Managing Director	Polytechnic West	4	J Jamieson	\$194,162
Director General	Premier and Cabinet	1	P Conran	\$429,409
Chief Executive Officer	Public Transport Authority	2	R Waldock	See Director General, Department of Transport
Director General	Racing, Gaming and Liquor	3	B Sargeant	\$279,117
Director General	Regional Development	3 (Review when vacant)	P Rosair	\$264,900
Chief Executive Officer	Rottnest Island Authority	4	P Amaranti	\$211,330
Chief Executive Officer	School Curriculum and Standards Authority	3	A Blagaich	\$252,803
Small Business Commissioner	Small Business Development Corporation	4	D Eaton	\$222,462
Director	South West Development Commission	4	D Punch	\$194,162
Managing Director	South West Institute of Technology	4	D Anderson	\$194,162
Director General	Sport and Recreation	3	R Alexander	\$279,117
Director General	State Development	1	S Wood	\$390,869
Chief Executive Officer	State Supply Commission	4	Vacant	\$-

SPECIAL DIVISION CEOs				
Office	Department or Agency	Band	Office Holder	Salary
Director General	Training and Workforce Development	2	R Shean	\$356,171
Director General	Transport	1	R Waldock	\$390,869
Under Treasurer	Treasury	1	T Marney	\$429,409
Director General	Water	3	M De Lacy	\$242,822
Managing Director	West Coast Institute of Training	4	M Hoad	\$194,162
Chief Executive	Western Australian Land Information Authority	3	M Bradford	\$264,900
Registrar	Department of the Registrar, Western Australian Industrial Relations Commission	4	Vacant	\$-
Director	Wheatbelt Development Commission	4	W Newman	\$194,162
Chief Executive Officer	WorkCover Western Australia Authority	4	M Reynolds	\$226,584
Chief Executive Officer	Zoological Parks Authority	4	S Hunt	\$226,584

Table: 2 Prescribed Office Holders

PRESCRIBED OFFICE HOLDERS			
Office	Department or Agency	Office Holder	Salary
Commissioner for Equal Opportunity	Equal Opportunity Commissioner	Vacant	\$226,584
Commissioner	Fire and Emergency Services	W Gregson	\$356,170
General Manager	Forest Products Commission	D Hartley	\$224,275
Director	Health and Disability Services Complaints Office	A Donaldson	\$226,584
State Librarian	Library Board of Western Australia	M Allen	\$226,584
Commissioner of Main Roads	Main Roads	R Waldock	See Director General, Department of Transport
President	Mental Health Review Board	M Hawkins	\$233,056

PRESCRIBED OFFICE HOLDERS			
Office	Department or Agency	Office Holder	Salary
Auditor General	Office of the Auditor General	C Murphy	\$390,869
Commissioner for Children and Young People	Office of the Commissioner for Children and Young People	Vacant	\$226,584
Director of Public Prosecutions	Office of the Director of Public Prosecutions	-	See Fourth Schedule
Deputy Director of Public Prosecutions	Office of the Director of Public Prosecutions	-	See Fourth Schedule
Information Commissioner	Office of the Information Commissioner	S Bluemmel	\$226,584
Inspector of Custodial Services	Office of the Inspector of Custodial Services	N Morgan	\$226,584
Solicitor General	Office of the Solicitor General	-	See Sixth Schedule
Commissioner	Parliamentary Commissioner for Administrative Investigations	C Field	\$356,171
Deputy Commissioner	Parliamentary Commissioner for Administrative Investigations	P Wilkins	\$192,044
Public Sector Commissioner	Public Sector Commission	M Wauchope	\$429,409
Electoral Commissioner	Western Australian Electoral Commission	Vacant	\$-
Deputy Electoral Commissioner	Western Australian Electoral Commission	C Avent	\$158,462
Director of the Museum	Western Australian Museum	A Coles	\$221,500
Commissioner of Police	Western Australian Police Service	K O'Callaghan	\$429,409
Deputy Commissioner Operations	Western Australian Police Service	C Dawson	\$271,510
Deputy Commissioner Specialist Services	Western Australian Police Service	S Brown	\$271,510

PRESCRIBED OFFICE HOLDERS			
Office	Department or Agency	Office Holder	Salary
Assistant Commissioner Traffic & Emergency Response	Western Australian Police Service	N Anticich	\$203,725
Assistant Commissioner Metropolitan Region	Western Australian Police Service	G Budge	\$203,725
Assistant Commissioner (Business Technology) - Chief Information Officer	Western Australian Police Service	K Properjohn	\$203,725
Assistant Commissioner Intelligence & Communications	Western Australian Police Service	D Bell	\$203,725
Assistant Commissioner State Crime	Western Australian Police Service	C Ward	\$203,725
Assistant Commissioner Professional Development	Western Australian Police Service	M Fyfe	\$203,725
Assistant Commissioner Judicial Services	Western Australian Police Service	P Zanetti	\$203,725
Assistant Commissioner Professional Standards	Western Australian Police Service	D Staltari	\$203,725
Assistant Commissioner Regional WA	Western Australian Police Service	G Dreibergs	\$203,725
Chief Executive Officer	Western Australian Tourism Commission	S Buckland	\$296,320

Table: 3 Special Division Non-CEOs

SPECIAL DIVISION NON-CEOs				
Office	Department or Agency	Band	Office Holder	Salary
Executive Director, Courts and Tribunal Services	Attorney General	4	R Warnes	\$203,725
Public Trustee	Attorney General	4	B Roche	\$218,978
Deputy Auditor General	Office of the Auditor General	3	G Clarke	\$218,978
Executive Director Consumer Protection / Commissioner for Consumer Protection	Commerce	3	A Driscoll	\$218,978
Executive Director, WorkSafe / WorkSafe Western Australia Commissioner	Commerce	4	L McCulloch	\$203,725
Executive Director, Building Commission / Building Commissioner	Commerce	4	P Gow	\$203,725
Executive Director, Labour Relations	Commerce	4	R Horstman	\$203,725
Deputy Commissioner, Community and Youth Justice	Corrective Services	4	I Giles	\$218,978
Deputy Commissioner, Adult Custodial	Corrective Services	4	H Harker	\$218,978
Deputy Director General, Finance and Administration	Education	2	J Leaf	\$271,511
Deputy Director General, Schools	Education	3	D Axworthy	\$237,335
Deputy Director General, Environment	Environment Regulation	3	Vacant	\$-
Deputy Director General, Public Utilities Office	Finance	2	R Challen	\$320,573

SPECIAL DIVISION NON-CEOs				
Office	Department or Agency	Band	Office Holder	Salary
Deputy Director General, Building Management and Works	Finance	2	Vacant	\$-
Executive Director, Government Procurement	Finance	3	R Alderton	\$218,978
Commissioner of State Revenue	Finance	3	W Sullivan	\$218,978
Executive Director, Shared Services	Finance	4	Vacant	\$-
Deputy Commissioner, Operations	Fire and Emergency Services	4	L Bailey	\$218,978
Deputy Commissioner, Support and Capability	Fire and Emergency Services	4	S Fewster	\$218,979
Executive Director, Resource Strategy	Health	2	W Salvage	\$271,511
Executive Director, System Policy and Planning	Health	2	P Bagnall	\$271,511
Managing Director	Main Roads WA	2	S Troughton	\$320,573
Deputy Director General, Approvals	Mines and Petroleum	3	T Griffin	\$218,978
Deputy Director General, Strategic Policy	Mines and Petroleum	3	M Andrews	\$218,978
Deputy Director General, Parks and Conservation	Parks and Wildlife	3	J Sharpe	\$218,978
Deputy Director General, Economic and Deregulation	Premier and Cabinet	2	D Smith	\$297,286
Deputy Director General, Community and Health Services	Premier and Cabinet	2	R Brown	\$297,286
Assistant Director General, State Security and Emergency Coordination	Premier and Cabinet	4	G Hay	\$218,978

SPECIAL DIVISION NON-CEOs				
Office	Department or Agency	Band	Office Holder	Salary
Executive Director, Cabinet and Policy Division	Premier and Cabinet	4	R May	\$218,978
Executive Director, Cabinet and Policy Division	Premier and Cabinet	4	J Catlin	\$218,978
Executive Director, Cabinet and Policy Division	Premier and Cabinet	4	L Genoni	\$218,978
Executive Director, Cabinet and Policy Division	Premier and Cabinet	4	T Leeming	\$218,978
Executive Director, Cabinet and Policy Division	Premier and Cabinet	4	A Rutherford	\$218,978
Deputy Commissioner, Accountability, Policy and Performance	Public Sector Commission	3	F Roche	\$218,978
Deputy Commissioner, Agency Support	Public Sector Commission	3	D Volaric	\$218,978
Managing Director	Public Transport Authority	2	M Burgess	\$271,511
Deputy Director General, State Initiatives	State Development	3	G McGowan	\$235,494
Deputy Director General, Policy, Planning and Investment	Transport	2	S McCarrey	\$271,511
Managing Director, Transport Services	Transport	2	N Lyhne	\$271,511
Deputy Under Treasurer	Treasury	2	M Barnes	\$271,511
Executive Director, Strategic Policy and Evaluation	Treasury	4	Vacant	\$-
Executive Director, Infrastructure and Finance	Treasury	4	Vacant	\$-
Executive Director, Economic	Treasury	4	M Court	\$218,978
Executive Director	Western Australian Police Service	3	A Kannis	\$271,510

PART 2: CLASSIFICATION FRAMEWORK FOR SPECIAL DIVISION OFFICES

This Part deals with the classification framework applicable to Special Division offices listed in Part 2 of this schedule.

2.1 General

- (1) Special Division offices listed in this Schedule have been assigned by the Tribunal to one of four classifications designated Band 1 to Band 4.
- (2) Each classification (Band 1 to Band 4) has a commensurate indicative annual salary as specified in this Section. The salary is inclusive of annual leave loading and no additional leave loading should be paid. The salary is exclusive of other benefits described further below in Parts 3, 4, 5 and 6.
- (3) Chief Executive Officers (CEOs) have been designated a higher salary range within each Band in recognition of the distinction between CEOs with end of line responsibility and non-CEOs in subordinate positions.
- (4) The Tribunal will review the classification of an office when that office becomes vacant and prior to a new appointment being made.

Table: 4 Indicative annual salary (inclusive of annual leave loading) range for the classification of Chief Executive Officers in the Special Division of the Public Service

Special Division Chief Executive Officers		
Band	Annual Salary Range	
Band 1	\$356,171	\$503,189
Band 2	\$294,182	\$356,171
Band 3	\$226,584	\$294,182
Band 4	\$194,162	\$226,584

Table: 5 Indicative annual salary (inclusive of annual leave loading) range for the classification of non-Chief Executive Officers in the Special Division of the Public Service

Special Division non-Chief Executive Officers		
Band	Annual Salary Range	
Band 1	Not applicable	Not applicable
Band 2	\$271,511	\$320,573
Band 3	\$218,978	\$271,511
Band 4	\$182,483	\$218,978

PART 3: MOTOR VEHICLE BENEFITS

This Part deals with the motor vehicle benefits paid or provided to Office holders listed in this Schedule.

3.1 General

- (1) In addition to the salary determined for the office holders listed in Part 1 of this Schedule, those office holders have an entitlement to an allowance which may be taken as cash with salary or may be utilised to access a motor vehicle for private use leased through State Fleet.
- (2) The vehicle (being part of the Government-owned State Fleet) should be managed in accordance with the policies and conditions established and amended from time to time by the Department of Finance (the effective owner of the State Fleet). Applicable terms and conditions are currently set out in the document “State Fleet – Agency General Agreement”.
- (3) A person holding more than one Special Division or Prescribed Office, shall be entitled to a motor vehicle or cash in lieu of a motor vehicle for one such office only, being the office classified or remunerated at the highest level.
- (4) An individual accessing a vehicle under this Part shall take due care of the condition and security of the vehicle. This includes responsibility for ensuring the vehicle is regularly serviced and maintained at government expense according to the manufacturer’s recommended specifications, and making arrangements for off-street parking at home, whenever practicable, with appropriate security precautions taken at all times. Any theft or damage should be reported to the Fleet Manager.
- (5) Motor vehicles leased for office holders under this determination or a previous determination of the Tribunal shall not be changed or cash in lieu taken prior to the expiration of the lease.
- (6) While the vehicle may be used anywhere in Western Australia at no cost to the individual, if the vehicle is driven interstate, the individual is liable for the cost of fuel and oil while interstate. Furthermore, if used outside of Western Australia, the custodian must be in the vehicle at all times that it is being used.
- (7) Should the officer choose not to use the vehicle, supplied through State Fleet, for business, or for travelling to and from work, but allows and authorises the vehicle to be used for private use during business hours by another family member or person, he/she is not entitled to access another government vehicle for his/her private use, including transport to and from work.
- (8) Should the officer choose to take cash in lieu of a motor vehicle supplied through State Fleet, it is not the Tribunal’s intent that this should result in additional

government expense or an increase in the government fleet to provide transport for the office holder during business hours. The office holder is not entitled to claim a mileage allowance for use of their private vehicle for work purposes. Neither is he or she entitled to access another government vehicle for their personal use including transport to and from work.

3.2 Notional value of the lease and the cost to the Office Holder

- (1) The notional value of the lease (and all associated costs) per annum shall be

Table: 6 Notional Value of a Motor Vehicle

Salary of Office holder	Notional value of the lease
Below \$246,397 p.a.	\$20,300 p.a.
Equal to or above \$246,397 p.a.	\$22,650 p.a.

- (2) The notional value of the lease shall be calculated on a pro rata basis in accordance with the proportion of full-time hours worked by an office holder.
- (3) Office holders located in non-metropolitan locations that require a four wheel drive vehicle for operational reasons, can apply to the employing authority for the issue of a four wheel drive vehicle in lieu of the entitlement mentioned in this Section. Four wheel drive vehicles shall be of a standard, the cost of which does not exceed the Toyota Prado GXL Automatic 3.0 litre Turbo Diesel.
- (4) The total lease cost of the chosen vehicle and accessories determined in this section, must be borne by the office holder. This includes the purchase cost of any accessories and the installation cost and removal costs if required, before disposal of the vehicle. No additional costs shall be incurred by the office holder as a result of fluctuations in lease costs during the specified term of the lease.
- (5) Where the total lease and associated costs of a vehicle and accessories in accordance with this determination is less than the relevant motor vehicle benefit determined in this section, the difference in the cost to Government is to be paid fortnightly as part of the office holder's remuneration.
- (6) The method of determining whether an additional contribution must be made by the office holder or the surplus is to be paid to the office holder, shall be based on the notional lease cost to the Government of the vehicle sought (using the formula detailed below), compared with the relevant notional lease value determined for the benefit in this section. The cost at the time of entering into the lease is applicable.
- (7) The notional value of the vehicle benefit must include the lease cost, Fringe Benefits Tax (FBT) and all other operating costs based on the relevant figure of nominated

kilometres to be travelled annually. The formula to be adopted in valuing the motor vehicle is outlined in Table 7 below.

Table: 7 Value of a Motor Vehicle Formula

Value of a Motor Vehicle =

$L + R + aD + \text{FBT} + I + \text{LCT}$, where

L	=	Lease payments
R	=	Registration costs
a	=	Running cost per kilometre
D	=	nominated annual kilometres
FBT	=	Fringe Benefits Tax
I	=	Insurance
LCT	=	Luxury Car Tax

- (8) FBT is costed at applicable Australian Taxation Office rates. FBT is costed at purchase price (including GST) x Statutory fraction x Gross up (2.0647) x FBT rate (0.465).

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 added to the cost of the benefit.

- (9) Each lease should be tailored to achieve the most cost-effective arrangement based on individual usage patterns.

3.3 Choice of motor vehicle

- (1) Where an office holder elects to access a leased vehicle under State Fleet arrangements, he/she may choose any vehicle and accessories in the relevant Western Australian Government Common Use Contract or an “off contract” vehicle and accessories available under Government leasing arrangements in accordance with the following criteria.
- (2) Vehicles with V8 engines are not included. Supercharged and turbo-charged engines with a capacity greater than 3.0 litres are not included.
- (3) Office holders unable to lease their choice of vehicle within the scope of the arrangements set out in this determination should elect to make their own arrangements to meet their personal transport needs.

3.4 Cash value of the motor vehicle benefit

- (1) Where a person elects not to be provided with a motor vehicle through State Fleet he/she is entitled to the cash value being paid fortnightly as additional remuneration. The relevant cash value is to be determined in accordance with the following criteria:

Table: 8 Cash Value of a Motor Vehicle

Salary of Office Holder	Cash Value
Below \$246,397 p.a.	\$20,300 p.a.
Equal to or above \$246,397 p.a.	\$22,650 p.a.

- (2) The cash value of a motor vehicle shall be calculated on a pro rata basis in accordance with the proportion of full-time hours worked by an office holder.

PART 4: DISTRICT AND TRAVEL ALLOWANCES

This Part deals with the district and travel allowances paid or provided to Office holders listed in this Part.

4.1 District Allowances

- (1) Officer holders listed in this Section shall be entitled to applicable district allowances in accordance with the *District Allowance (Government Officers) General Agreement 2010* and relevant provisions of the *Public Service Award 1992* as at the date of this determination. Applicable FBT shall be payable by the relevant department or agency.
- (2) For the purposes of calculating the standard rate, dependant rate or partial dependant rate applicable under the *District Allowance (Government Officers) General Agreement 2010*, the standard rates set out in Table 6 below shall form the basis of the calculations unless and until determined otherwise by the Tribunal.

Table: 9 District Allowances

Office	Department or Agency	Office Holder	Annual District Allowance (Standard Rate)
Managing Director	Durack Institute of Technology	B Beevers	\$857
Director	Gascoyne Development Commission	S Webster	\$3,356
Director	Goldfields-Esperance Development Commission	R Hicks	\$3,164
Managing Director	Goldfields Institute of Technology	K Doig	\$3,164
Director	Kimberley Development Commission	J Gooding	\$11,227
Managing Director	Kimberley TAFE	K Dickinson	\$7,484
Director	Mid West Development Commission	G Treasure	\$857
Director	Pilbara Development Commission	K King	\$16,537

4.2 Travel Allowances – Annual Leave Travel Concessions

(1) Office holders listed in this Section are entitled to travel allowances in accordance with the *Public Service Award 1992* (as at the date of this determination) and described in clause 23(10) of that Award as “Annual Leave Travel Concessions”.

Table: 10 Travel Allowances – Annual Leave Travel Concessions

Office	Department or Agency	Office Holder
Director	Gascoyne Development Commission	S Webster
Director	Goldfields-Esperance Development Commission	R Hicks
Managing Director	Goldfields Institute of Technology	K Doig
Director	Kimberley Development Commission	J Gooding
Managing Director	Kimberley TAFE	K Dickinson
Director	Pilbara Development Commission	K King

PART 5: HOUSING AND UTILITIES

This Part deals with the housing and utilities subsidies paid or provided to Office holders listed in this Part.

5.1 Rental subsidies

- (1) Office holders identified in this section shall be entitled to applicable Government Regional Officers Housing (GROH) rental subsidies which are aligned generally to Department of Housing policies including the *Tenant Rent Setting Framework Policy (August 2006)*.
- (2) The rental subsidy shall be payable to GROH for the benefit of the office holders up to the specified value in Table 11, based on rates calculated using the Department of Housing 2013-2014 on-line rent calculator which can be accessed at: http://www.housing.wa.gov.au/currenttenants/governmentemployeehousing/rentcalculation/Pages/groh_rent_calc.aspx.
- (3) Applicable FBT shall be paid by the office holder's department or agency.
- (4) Where the office holder's tenancy is for a portion of the year, the maximum annual rental subsidy shall apply on a pro rata basis.
- (5) Office holders are to advise the Tribunal of GROH rent adjustments as soon as practicable after they occur. The Tribunal will ordinarily take these rent adjustments into account when conducting the annual review of remuneration for Special Division and Prescribed Office holders and when a new office holder is appointed.

Table: 11 Rental Subsidies

Office	Department or Agency	Office Holder	Maximum Annual Rental Subsidy
Director	Gascoyne Regional Development Commission	S Webster	\$13,000
Managing Director	Goldfields Institute of Technology	K Doig	\$13,300
Director	Mid West Development Commission	G Treasure	\$15,100
Director	Pilbara Development Commission	K King	\$13,600

5.2 Home ownership subsidies

- (1) Office holders identified in this section shall be entitled to applicable Government home loan subsidies which are aligned generally to the Department of Housing's *Home Ownership Subsidy Scheme for Government Employees in Regional Western Australia (November 2001)*.
- (2) The home ownership subsidy shall be payable for the benefit of the office holder up to the maximum specified in Table 12 below.
- (3) The subsidy shall be paid in accordance with and for the period specified in the relevant Home Loan Subsidy Agreement between the office holder and their Department or agency identified in Table 12 below.
- (4) Applicable FBT shall be paid by the office holder's department or agency.

Table: 12 Home Ownership Subsidies

Office	Department or Agency	Office Holder	Maximum Annual Home Ownership Subsidy
Director	Kimberley Development Commission	J Gooding	\$9,100 (\$175 per week)

5.3 Electricity subsidies

- (1) Office holders listed in this Section shall be entitled to claim electricity subsidies as specified in Table 13 below. These electricity subsidies are based generally on the air conditioning subsidies applicable under the Department of Housing's *Government Housing Air Conditioning Policy (October 2001)*.
- (2) Claims made under this Section must be accompanied by a tax invoice for electricity utilised at the residence ordinarily occupied by the office holder within the relevant Development Commission region where the office holder's department or agency is located.
- (3) A claim for an electricity subsidy made under this Section must be submitted within 90 days of the due payment date of the tax invoice. In the case of exceptional circumstances, the administering authority may approve an extension of time to submit a claim. Any application made to the administering authority seeking an extension of time to submit a claim under this Section, should be in writing and explain the exceptional circumstances leading to the need for extra time to submit a claim. Exceptional circumstances for which an extension will be approved, will only be where the office holder has demonstrated that the claim submission has been delayed for reasons outside the office holder's control or in circumstances where ill health or bereavement has prevented a claim being made on time. Where delays in

submitting a claim have been due to administrative oversight or negligence, the Tribunal does not regard these as circumstances appropriate to grant an extension of time to submit a claim. Where a claim is made after 90 days and no extension has been granted, payment against the claim will not be made.

- (4) Applicable FBT shall be paid by the office holder's department or agency.

Table: 13 Electricity Subsidies

Office	Department or Agency	Office Holder	Maximum Annual Electricity Subsidy
Director	Gascoyne Development Commission	S Webster	\$1,771
Managing Director	Goldfields Institute of Technology	K Doig	\$1,665
Director	Kimberley Development Commission	J Gooding	\$2,896
Managing Director	Kimberley TAFE	K Dickinson	\$1,554
Director	Pilbara Development Commission	K King	\$3,000

PART 6: SUPERANNUATION ENTITLEMENTS

This Part deals with the superannuation entitlements paid or provided to Office holders listed in this Schedule.

6.1 General

- (1) Employer superannuation contributions are payable in accordance with the obligations applicable under the *Superannuation Guarantee (Administration) Act 1992* (Cth), the *State Superannuation Act 2000* and the *State Superannuation Regulations 2001* or the *Fire and Emergency Services Regulations 1986*, as the case may be, unless determined otherwise in this Schedule.
- (2) Superannuation contributions to the Gold State Super scheme are based on the concept of remuneration set out in Regulation 5 of the *State Superannuation Regulations 2001*. Contributions to an accumulation scheme, whether a GESB accumulation scheme or a scheme of choice, are determined by the concept of Ordinary Time Earnings (OTE) defined in the *Superannuation Guarantee (Administration) Act 1992* (Cth) and ‘over OTE items’ as defined in the *State Superannuation Regulations 2001*. The Department of Treasury document titled *Ordinary Time Earnings and the Treatment of Allowances and Payments for Superannuation Remuneration Purposes – General Principles* provides useful guidance on this matter. The document can be found on the Department of Treasury web site at:

[http://www.treasury.wa.gov.au/cms/uploadedFiles/ Treasury/State finances/ote treatment allowances payments superannuation remuneration general principles.pdf?n=1655](http://www.treasury.wa.gov.au/cms/uploadedFiles/Treasury/State%20finances/ote_treatment_allowances_payments_superannuation_remuneration_general_principles.pdf?n=1655).
- (3) Superannuation contributions to the Fire and Emergency Services Superannuation Fund are governed by the *Superannuation Guarantee (Administration) Act 1992* (Cth) and the *Fire and Emergency Services Regulations 1986*.
- (4) The position of Inspector of Custodial Services, while held by Mr N Morgan shall be paid superannuation in accordance with the *UniSuper*.
- (5) The position of CEO, Metropolitan Cemeteries Board, while held by Mr P Deague shall be paid superannuation in accordance with the *WA Local Government Superannuation Plan*.
- (6) In accordance with a determination of the Treasurer dated 14 October 1998 pursuant to section 4(4) of the *Government Employees Superannuation Act 1987*, the value of the motor vehicle allowance is not included in the office holder’s remuneration for Gold State superannuation purposes.

Signed this 18th day of December 2013.

W S Coleman AM
CHAIRMAN

C A Broadbent
MEMBER

B J Moore
MEMBER

SALARIES AND ALLOWANCES TRIBUNAL

SECOND SCHEDULE

SENIOR LEGAL OFFICES

Pursuant to section 6(1)(d) of the *Salaries and Allowances Act 1975* the Salaries and Allowances Tribunal determines the remuneration to be paid per annum to the holders of the offices listed below and is as follows.

PART 1 - SALARY

This part deals with the salary payable to the holders of the offices listed below

1.1 General

The amount of a person's entitlement to an annual salary shall be calculated on a pro rata basis in accordance with the proportion of full-time hours worked by an office holder.

1.2 Offices and salaries

- (1) The salary is inclusive of annual leave loading.
- (2) A person holding more than one Special Division or Prescribed Office, shall receive remuneration for one such office only, being the office classified or remunerated at the highest level.

Table: 14 Remuneration and Offices

OFFICE	DEPARTMENT OR AGENCY	BAND	OFFICE HOLDER	ANNUAL SALARY
State Solicitor	Attorney General	1	P Evans	\$429,170
Parliamentary Counsel	Attorney General	1	W Munyard	\$429,170
State Counsel – Queen's/Senior Counsel	Attorney General	2	G Tannin SC	\$386,414
State Counsel	Attorney General	2	Vacant	\$-
Deputy State Solicitor – Queen's/Senior Counsel	Attorney General	2	R Mitchell SC	\$375,524
Deputy State Solicitor	Attorney General	2	J Young	\$364,791
Deputy State Solicitor – Commercial	Attorney General	2	N Egan	\$364,791
Deputy Parliamentary Counsel	Attorney General	2	A Harvey	\$364,791
Deputy Parliamentary Counsel	Attorney General	2	G Jamieson	\$364,791
Senior Parliamentary Counsel	Attorney General	3	G Lawn	\$322,608
Senior Parliamentary Counsel	Attorney General	3	P Tremlett	\$322,608
Senior Adviser, State Solicitor's Office	Attorney General	3	J O'Halloran	\$343,337

OFFICE	DEPARTMENT OR AGENCY	BAND	OFFICE HOLDER	ANNUAL SALARY
Senior Adviser, State Solicitor's Office	Attorney General	3	K Glancy	\$266,760
Senior Assistant Parliamentary Counsel	Attorney General	4	Vacant	\$-
Adviser, State Solicitor's Office	Attorney General	4	A Sefton	\$253,935
Adviser, State Solicitor's Office	Attorney General	4	A Komninos	\$220,460
Adviser, State Solicitor's Office	Attorney General	4	I Petersen	\$220,460
Director Legal Services	Office of the Director of Public Prosecutions	3	M Bugg	\$322,608
Consultant State Prosecutor – Queen's/Senior Counsel	Office of the Director of Public Prosecutions	3	Vacant	\$-
Consultant State Prosecutor	Office of the Director of Public Prosecutions	3	C Barbagallo	\$322,608
Consultant State Prosecutor	Office of the Director of Public Prosecutions	3	A Forrester	\$322,608
Consultant State Prosecutor	Office of the Director of Public Prosecutions	3	L Petrusa	\$322,608
Consultant State Prosecutor	Office of the Director of Public Prosecutions	3	J Scholz	\$322,608
Consultant State Prosecutor	Office of the Director of Public Prosecutions	3	B Meertens	\$268,841

1.3 Salary Packaging

The entitlement to salary packaging arrangements set out in Part 1 Section 1.6 of this determination apply to office holders listed in this Schedule.

PART 2: CLASSIFICATION FRAMEWORK

This part deals with the classification framework applicable to the holders of Senior Legal Offices listed in Part 1 of this Schedule.

3.1 General

- (1) Offices listed in this Schedule have been assigned by the Tribunal to one of four classifications designated Band 1 to Band 4.

- (2) Each classification (Band 1 to Band 4) has a commensurate indicative annual salary as specified in this Section. The salary is inclusive of annual leave loading and no additional leave loading should be paid. The salary is exclusive of other benefits described further below in Part 3 of this Schedule.
- (3) The Tribunal will review the classification of an office when that office becomes vacant and prior to a new appointment being made.

Table: 15 Indicative annual salary (inclusive of annual leave loading) range for the classification of Senior Legal Offices

SENIOR LEGAL OFFICES		
Band	Salary Range	
Band 1	\$400,140	\$461,700
Band 2	\$328,320	\$400,140
Band 3	\$266,760	\$328,320
Band 4	\$215,460	\$266,760

PART 3 - MOTOR VEHICLE BENEFITS

This Part deals with the motor vehicle benefits paid or provided to Office holders listed in this schedule.

3.1 General

The holders of the offices listed in this Schedule have an entitlement to the provision of a fully maintained leased motor vehicle for private use to the notional value of \$22,650 per annum. In all other respects, the motor vehicle entitlements set out in Part 3 of the First Schedule of this determination apply to office holders listed in this Schedule.

Signed this 18th day of December 2013.

W S Coleman AM

C A Broadbent

B J Moore

CHAIRMAN

MEMBER

MEMBER

SALARIES AND ALLOWANCES TRIBUNAL

THIRD SCHEDULE

COURT REGISTRARS

Pursuant to section 6(1)(d) of the *Salaries and Allowances Act 1975* the Salaries and Allowances Tribunal determines the remuneration to be paid to the holders of the offices listed.

PART 1 - SALARY

This part deals with the salary payable to the holders of the offices listed below

1.1 General

The amount of a person's entitlement to an annual salary shall be calculated on a pro rata basis in accordance with the proportion of full-time hours worked by an office holder.

1.2 Offices and salaries

- (1) The salary is inclusive of annual leave loading.
- (2) A person holding more than one Special Division or Prescribed Office, shall receive remuneration for one such office only, being the office classified or remunerated at the highest level.

Table: 16 Annual salary (inclusive of annual leave loading) for Court Registrars

OFFICE	ANNUAL SALARY
Supreme Court	
Principal Registrar	\$326,780
Registrar	\$289,385
District Court	
Principal Registrar	\$304,339
Registrar	\$285,964
Deputy Registrar	\$277,384

1.3 Salary Packaging

The entitlement to salary packaging arrangements set out in Part 1 Section 1.6 of this determination apply to office holders listed in this Schedule.

PART 2 - MOTOR VEHICLE BENEFITS

This Part deals with the motor vehicle benefits paid or provided to Office holders listed in this schedule.

2.1 General

The holders of the offices listed in this Schedule have an entitlement to the provision of a fully maintained leased motor vehicle for private use to the notional value of \$22,650 per annum. In all other respects, the motor vehicle entitlements set out in Part 3 of the First Schedule of this determination apply to office holders listed in this Schedule.

Signed this 18th day of December 2013.

W S Coleman AM

C A Broadbent

B J Moore

CHAIRMAN

MEMBER

MEMBER

SALARIES AND ALLOWANCES TRIBUNAL

FOURTH SCHEDULE

DIRECTOR OF PUBLIC PROSECUTIONS AND

DEPUTY DIRECTOR OF PUBLIC PROSECUTIONS

Pursuant to section 6(1)(e) of the *Salaries and Allowances Act 1975* the Salaries and Allowances Tribunal determines the remuneration to be paid or provided to the holder of the offices of the Director of Public Prosecutions and the Deputy Director of Public Prosecutions.

PART 1 – SALARY AND ALLOWANCES

This Part deals with the salary and allowances payable to the Director of Public Prosecutions and the Deputy Director of Public Prosecutions.

1.1 General

The salaries determined in this Part are inclusive of annual leave loading.

1.2 Director of Public Prosecutions

- (1) The holder of the office of Director of Public Prosecutions is to be paid a salary of \$473,853 per annum.
- (2) All other allowances payable from time to time are the same as provided to a Puisne Judge of the Supreme Court of Western Australia.
- (3) Pursuant to clause 2(a) of the *Director of Public Prosecutions Act 1991* the Director of Public Prosecutions has the same annual leave, sick leave and long service leave entitlements as an officer of the public service.

1.3 Deputy Director of Public Prosecutions

- (1) The holder of the office of Deputy Director of Public Prosecutions is to be paid a salary of \$381,345 per annum.
- (2) All other allowances payable from time to time are the same as provided to a District Court Judge of Western Australia.

1.4 Salary Packaging

The entitlement to salary packaging arrangements set out in Part 1, Section 1.6 of this determination applies to the Director of Public Prosecutions and the Deputy Director of Public Prosecutions.

PART 2 - MOTOR VEHICLE BENEFITS

This Part deals with the motor vehicle benefits paid or provided to the Director of Public Prosecutions and the Deputy Director of Public Prosecutions.

2.1 General

The Director of Public Prosecutions and the Deputy Director of Public Prosecutions each have an entitlement to the provision of a fully maintained leased motor vehicle for private use to the notional value of \$26,900 per annum. In all other respects, the motor vehicle entitlements set out in Part 3 of the First Schedule of this determination apply to these office holders.

Signed this 18th day of December 2013.

W S Coleman AM

C A Broadbent

B J Moore

CHAIRMAN

MEMBER

MEMBER

SALARIES AND ALLOWANCES TRIBUNAL

FIFTH SCHEDULE

CLERKS AND DEPUTY CLERKS OF THE PARLIAMENT

Pursuant to section 6(1)(c) of the *Salaries and Allowances Act 1975* the Salaries and Allowances Tribunal determines the remuneration to be paid or provided to Clerk of the Legislative Council or Clerk of the Legislative Assembly or the Deputy Clerk of either House.

PART 1 - SALARY

This part deals with the salary payable to the holders of the offices listed below.

1.1 General

The amount of a person's entitlement to an annual salary shall be calculated on a pro rata basis in accordance with the proportion of full-time hours worked by an office holder.

1.2 Offices and salaries

- (1) The salary is inclusive of annual leave loading.
- (2) A person holding more than one Special Division or Prescribed Office, shall receive remuneration for one such office only, being the office classified or remunerated at the highest level.

Table: 17 Annual salary (inclusive of annual leave loading) for the Clerks and Deputy Clerks of the Parliament

OFFICE	ANNUAL SALARY
Clerk of the Legislative Council	\$210,664
Deputy Clerk of the Legislative Council	\$160,742
Clerk of the Legislative Assembly	\$210,664
Deputy Clerk of the Legislative Assembly	\$160,742

1.3 Salary Packaging

The entitlement to salary packaging arrangements set out in Part 1 Section 1.6 of this determination apply to office holders listed in this Schedule.

PART 2 - MOTOR VEHICLE BENEFITS

This Part deals with the motor vehicle benefits paid or provided to Office holders listed in this Schedule.

2.1 General

The holders of the offices listed in this Schedule have an entitlement to the supply of a fully maintained motor vehicle for business and private use.

Signed this 18th day of December 2013.

W S Coleman AM

C A Broadbent

B J Moore

CHAIRMAN

MEMBER

MEMBER

SALARIES AND ALLOWANCES TRIBUNAL

SIXTH SCHEDULE

SOLICITOR-GENERAL

Pursuant to section 4 of the *Solicitor-General Act 1969* the Salaries and Allowances Tribunal determines the remuneration to be paid or provided to the holder of the office of the Solicitor-General.

PART 1 - REMUNERATION

This Part deals with the remuneration payable to the holder of the office listed below

1.1 Remuneration

The holder of the office of Solicitor-General is entitled to remuneration of \$580,875 per annum inclusive of salary, motor vehicle entitlement and superannuation.

1.2 Salary Packaging

For the purpose of superannuation the notional value of the motor vehicle entitlements is \$26,900 per annum. In all other respects, the motor vehicle entitlements set out in Part 3 of the First Schedule of this determination apply to the Solicitor-General.

1.3 Motor Vehicle benefits

The entitlement to salary packaging arrangements set out in Part 1 Section 1.6 of this determination applies to the Solicitor-General.

Signed this 18th day of December 2013.

W S Coleman AM

C A Broadbent

B J Moore

CHAIRMAN

MEMBER

MEMBER

SALARIES AND ALLOWANCES TRIBUNAL