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 AND PERSONS HOLDING OFFICES PRESCRIBED IN SALARIES AND ALLOWANCES REGULATION NUMBER 3

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

December 2012

BACKGROUND

1. On 31 March 2011 the Tribunal issued a determination which included variations to the remuneration of office holders included in the Special Division of the Public Service and persons holding Prescribed Offices.[1] In that determination the Tribunal embarked upon a revised salary structure to properly accommodate the levels of responsibility, accountability and work value across the range of CEO and senior officer positions throughout this sector of the public service. This initiative was continued in the determination handed down on 22 February 2012.[2]

2. Prior to the implementation of this structure, salary levels for these office holders could only be ascertained by obtaining additional information particular to each appointee not provided in the determination. This information went to seeing whether the officer held the position under a tenured or non-tenured appointment (the latter attracting a 20 per cent loading). Then it would have been necessary to establish the officer's length of service within the position to discover the salary to which the appointee had progressed but which established a salary point without reference to the classification stated in the determination. Following these steps, it was then necessary to see whether the office came within the definition of a CEO under the *Public Sector Management Act 1994* which attracted an additional loading of $5,000. Under the previous salary structure it was impossible to identify the salary of office holders by reference to the determination alone.

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[1] http://www.sat.wa.gov.au/SpecialDivisionAndPrescribedOfficeHolders/2011March/Pages/Default.aspx

[2] http://www.sat.wa.gov.au/SpecialDivisionAndPrescribedOfficeHolders/Documents/Determination%20Special%20Division,%20Prescribed%20Officers%20and%20Clerks%20of%20the%20Parliament%202012%20Final%20version%202%2028-2-12.pdf

3. The revised salary structure now in place not only allows the Tribunal to more effectively identify the levels of responsibility, accountability and work value of these positions but now provides transparency not previously available. It also provides scope within the new salary band structure to accommodate attraction and retention issues and mobility within the public service.

4. While the transition to the new salary structure has necessitated some adjustments for individual office holders arising from the abolition of the tenured/non-tenured status and the entitlement to progression under the former salary scale, general salary adjustments for office holders have been in line with community wage and salary adjustments.

5. The scope of 'remuneration' under the *Salaries and Allowances Act 1975* requires the identification and determination of all benefits, entitlements and payments (whether in money or not) which devolve to the office holder pursuant to the reward for performance of the duties of the appointment. This lends credence to the notion of implementing the 'total employment cost' model to take into account the provision of motor vehicles, superannuation and allowances and benefits ascribed to remote locations and any special arrangements such as travel and leave which attach to the attraction and retention of particular appointments. Although these generally follow the public service standards, the particular identification of these by the Tribunal is necessary for the employing authority of these offices to authorise the payment or allow access to the benefits.

6. The 'remuneration package' for Special Division and Prescribed Office holders pursuant to this determination is ascertained by reference to:

- Part 3 Salary of the First Schedule where the designated office holder is identified together with the salary determined for the office; plus
- The provision of a motor vehicle or the cash value of the motor vehicle under Part 4 of the First Schedule; plus
- District and Travel Allowances under Part 5 of the First Schedule where the officer is located in remote areas; plus
- Housing and Utilities payments including rental subsidies, home ownership subsidies and electricity subsidies under Part 6 of the First Schedule where the office holder is located in a remote area; and
- Superannuation under Part 7 of the First Schedule in line with contributions pursuant to 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 or as otherwise determined in Part 7 of the First Schedule.

CONDUCT OF THE INQUIRY

7. In discharging the responsibilities given to it by the Parliament, the Tribunal has in the context of its current inquiry adopted the following approach. It has:

- advertised for public submissions;
- written to office holders inviting submissions about their positions;
- undertaken a series of individual reviews of Special Division positions and Prescribed Offices;
- considered relevant labour market and economic data; and
- sought advice from its Statutory Advisor.

Public submissions

8. Submissions to the Tribunal's current inquiry were invited through an advertisement placed in The West Australian on 8 August 2012 and on the Tribunal's web site with a closing date of 5 September 2012.

Invitation to Office Holders

9. The Tribunal wrote to office holders on 23 August 2012 inviting submissions. In so doing, office holders were invited to advise the Tribunal of any significant changes to the work value of their positions and other relevant factors.

Review

10. In line with past practice, the Tribunal, independent of any submissions, has initiated reviews of a number of positions. Mercer (Australia) Pty Ltd ("Mercer"), a leading consultancy organisation with established national expertise in public and private sector remuneration, was engaged to examine a number of Prescribed Offices and to report to the Tribunal. Comparative remuneration data was also sought from Mercer.

Labour Market and Economic Data

11. The Tribunal considered labour market and economic indices including the Wage Price Index (WPI), Average Weekly Earnings, the Consumer Price Index (CPI) and Total Employment Growth. The Tribunal has monitored economic commentaries and forecasts from a range of state, national and international sources. Consideration has also been given to recent increases provided under existing awards and current public sector wage negotiations.

Advice from Statutory Advisor

12. The Tribunal requested advice from its Statutory Advisor on the Special Division and Prescribed Offices, regarding submissions to the Tribunal, machinery of government changes and a range of other relevant issues.

CONSIDERATIONS

13. During the current inquiry, the Tribunal reviewed all positions in the Special Division of the Public Service, Prescribed Offices and the Clerks and Deputy Clerks of the Parliament. The Tribunal considered all submissions received, the state of the labour market and the economy,

as well as remuneration structures for senior public sector offices in other Australian jurisdictions.

14. When determining appropriate classifications for office holders' positions, the Tribunal took into account a variety of factors including work value, market forces, value to the State and government priorities.

Submissions

15. Twenty eight submissions were received from office holders in the Special Division of the Public Service and Prescribed Offices. Submissions were also received from Senior Legal Officers, the Clerks of the Parliament and a submission from the Government.

16. 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.

Government Wages Policy

17. The Tribunal was advised that the Government's wages policy provides for possible wage increases above CPI where work practice reforms or efficiency initiatives are included, with total increases capped at projected growth in the Western Australian WPI (currently 4.5% for 2012/13).

Work Value Assessments

18. The Tribunal commissioned Mercer (Australia) Pty Ltd ('Mercer') to conduct work value assessments on the following 10 offices:

- Auditor General;
- Deputy Auditor General;
- Commissioner for Children and Young People;
- Inspector of Custodial Services;
- Deputy Electoral Commissioner;
- Commissioner for Equal Opportunity;
- Information Commissioner;
- Parliamentary Commissioner for Administrative Investigations (Ombudsman);
- Deputy Parliamentary Commissioner for Administrative Investigations (Deputy Ombudsman); and
- Public Sector Commissioner.

19. These work value assessments measure the nature and complexity of the office within the context of the statutory framework under which the office holder functions and the responsibility, skills and accountability which attach to the discharge of duties of the office..

Labour Market and Economic Data

20. Table 1 shows forecasts for the major economic indicators from the Western Australian Government's 2012/13 Budget – Economic and Fiscal Outlook. Forecasts shown are on an annual average basis.

TABLE 1: WESTERN AUSTRALIAN GOVERNMENT'S 2012/13 BUDGET – ECONOMIC AND FISCAL OUTLOOK

Major Economic Indicators	2010/11 Actual[(a)] %	2011/12 Estimated Actual %	2012/13 Budget Estimate %	2013/14 Forward Estimate %	2014/15 Forward Estimate %
Gross State Product	4.3	4.0	4.75	4.5	4.0
Gross State Income	3.5	5.25	5.75	5.25	3.75
Employment Growth	0.3	3.5	2.5	2.5	2.5
Unemployment Rate	5.0	4.75	4.75	4.5	4.25
Consumer Price Index	2.8	2.2	3.5	3.25	3.25
Wage Price Index Growth	3.3	4.25	4.25	4.5	4.5
Population Growth	5.5	4.5	5.25	5.75	5.75

Source: 2010/11 Western Australian Government *2012-13 Budget – Economic and Fiscal Outlook: Budget Paper No 3*, Page 4

21. Table 2 provides a summary of the quarterly and annual changes in a number of key economic indicators.

TABLE 2: NATIONAL AND WESTERN AUSTRALIAN ECONOMY – QUARTERLY AND ANNUAL AVERAGE INCREASES – SELECTED ECONOMIC INDICATORS 2012

Indicator	Quarterly % Increase	Annual Average % Increase
Perth - Consumer Price Index – Sept 2012 Qtr	1.1%	2.0%
National - Consumer Price Index – Sept 2012 Qtr	1.4%	2.0%
WA - Wage Price Index – Sept 2012 Qtr	1.1%	4.5%
National - Wage Price Index – Sept 2012 Qtr	1.2%	3.7%
WA – Wage Price Index – Sept 2012 Qtr – Private Sector	1.1%	4.6%
National – Wage Price Index – Sept 2012 Qtr – Private Sector	1.2%	3.7%
WA – Wage Price Index – Sept 2012 Qtr – Public Sector	1.3%	4.4%
National – Wage Price Index – Sept 2012 Qtr – Public Sector	1.2%	3.4%
WA – Average Weekly Earnings – May 2012 Qtr	1.5%	5.7%
National - Average Weekly Earnings – May 2012 Qtr	0.7%	3.7%
WA – Average Weekly Earnings (Full-time Adult Ordinary Time Earnings) – May 2012 Qtr	0.0%	2.9%
National - Average Weekly Earnings (Full-time Adult Ordinary Time Earnings) – May 2012 Qtr	0.4%	3.4%
WA Total Employment Growth – Oct 2012	1.5%	5.6%
National Total Employment Growth – Oct 2012	0.2%	0.6%

Sources: CPI ABS Cat 6401.0 WPI ABS Cat 6345.0 AWE ABS Cat 6302.0 EG ABS Cat 6202.0

22. The economic indicators provided in Tables 1 and 2 demonstrate that the Western Australian economy is in a solid, steady period of economic growth. This is supported by statements

from the Department of Treasury and economic advisory bodies such as the Reserve Bank of Australia[3]. However it is recognised by the Tribunal that despite the relatively healthy economic outlook in Western Australia, compared with other states and countries, there remain risks to the Western Australian economy associated with global financial issues and volatile commodity prices.

23. A recent statement by the Premier and Treasurer[4] highlighted some of the economic risks faced by the public sector arising from the volatility in iron ore prices, continuing strength in the Australian dollar and shrinking share of Goods and Services Tax revenue.

CONCLUSIONS

24. The Tribunal's determinations of 31 March 2011 and 22 February 2012 established the new classification and remuneration structure for the Special Division and Prescribed Office holders. The result of this inquiry is to provide for a general economic adjustment for officer holders, recognise those office holders who have undergone substantial changes in their responsibilities or work value and to correct the few anomalies that occurred when translating existing salaries under the old classification and remuneration structure into the new model.

25. At this time, having taken into regard the general economic conditions and wage movements in the public and private sectors, an adjustment in salaries in line with general economic movements is appropriate. Accordingly, salaries shall be increased by 3.25 per cent with effect from 1 January 2013

Work Value Assessments and Remuneration Adjustments

26. After considering work value assessments, submissions from office holders and advice from the Tribunal's statutory advisor, the Tribunal has adjusted the remuneration of the following office holders in recognition of the changes in statutory amendments, accountability to Parliament and/or the community, machinery of government changes and to address anomalies arising out of the transition to the new classification and remuneration framework.

- Parliamentary Commissioner for Administrative Investigations;
- Information Commissioner;
- Inspector of Custodial Services;
- Chief Executive Officer, Department of Education Services;
- Director General, Department of Agriculture and Food;
- Chief Executive Officer, Botanic Gardens and Parks Authority;
- Chief Executive Officer, ChemCentre;
- Chief Executive Officer, Rottnest Island Authority

[3]Reserve Bank of Australia Statement on Monetary Policy November 2012
http://www.rba.gov.au/publications/smp/index.html
[4]Media Statement 26 Sept 2012: Government focused on sound financial outcomes
http://www.mediastatements.wa.gov.au/Lists/Statements/DispForm.aspx?ID=151057

- Deputy Commissioner, Community and Juvenile Justice, Department of Corrective Services;
- Deputy Commissioner, Adult Custodial, Department of Corrective Services;
- Deputy Electoral Commissioner; and
- Executive Director, Office of Government Procurement, Department of Finance.

Motor Vehicle Entitlements

27. The Tribunal received advice from State Fleet that the majority of whole of life lease costs over the range of available vehicles have either remained steady or have decreased in 2012. Taking this into account, the Tribunal has determined no change to the notional whole of life lease value of the motor vehicle entitlement in this Determination.

Senior Legal Officers' Positions

28. The Tribunal is mindful of the salary pressures being exerted at lower classifications 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 under the Senior Executive Service. It is noted that salaries of officers pursuant to that agreement are to be increased by 4.25 per cent with effect from 12 April 2013. The Tribunal will monitor the situation to ensure that salary rates of senior legal officers within the Special Division properly reflect the higher levels of responsibility.

29. In light of the new salary framework that has been implemented and in line with the general principles of responsibility, accountability and work value the Tribunal has adjusted the salaries of several designated senior legal officers to more accurately reflect the value of those positions.

30. In this determination, the Tribunal has provided for an increase of 3.25 per cent in salary for Senior Legal Officers from 1 January 2013.

Court Registrars' Positions

31. The Tribunal has continued to determine the salary of Court Registrars at the same time as it has reported on judicial salaries.

32. This determination reflects the salary awarded to the Court Registrars in the Tribunal's determination of 23 November 2012 which is effective from 1 January 2013.

Director of Public Prosecutions

33. The remuneration of the position of Director of Public Prosecutions has been determined in reference to the issues identified under paragraphs 29 and 30. An increase of 3.25 per cent has been determined by the Tribunal.

Clerks of the Parliament

34. The Clerks of the Parliament requested in their submission a 9 per cent increase in salary. This request was based on the claim that:

- The Clerks and Deputy Clerks have lost salary relativity with the Clerks Assistant salary since 2009; and
- The Clerks and Deputy Clerks have lost salary relativity with the Clerks of other Parliaments throughout Australia since 2007.

35. While the figures submitted by the Clerks were acknowledged, the Tribunal was also cognisant of the fact that despite the small drop in relativities between a Deputy Clerk and a Clerks Assistant since 2009, the Clerks and Deputy Clerks' salary relativities have substantially increased since 2006.

36. Over the same time period the salary of a Clerk has increased substantially compared with a Member of Parliament while a Deputy Clerk, who had previously been paid less than a Member of Parliament, has since 2006 received a higher salary than a Member of Parliament.

37. The Tribunal has determined that no further increase, other than the general increase shall apply to the Clerks and Deputy Clerks of the Parliament.

Solicitor General

38. The Tribunal previously determined the remuneration of the Solicitor General to take into account the right of private practice. The remuneration now determined has been adjusted in light of limitations on that right. The amount determined is expressed as the 'total employment cost' inclusive of superannuation and the value of a motor vehicle.

DETERMINATION

39. In discharging its statutory duties, the Tribunal determines that a salary increase of 3.25 per cent be awarded for office holders in the Special Division of the Public Service, Prescribed Office holders and the Clerks and Deputy Clerks of the Parliament.

40. Remuneration will be paid in accordance with rates and provisions set out in the schedules following which take into account other adjustments related to specific offices and office holders.

41. The determination will now issue.

The determination will now issue.

Signed this 18th day of December 2012.

W S Coleman AM	C A Broadbent	B J Moore
CHAIRMAN	MEMBER	MEMBER

SALARIES AND ALLOWANCES TRIBUNAL

FIRST SCHEDULE

Pursuant to section 6(1)(d) and (e) of the *Salaries and Allowances Act 1975*, the Salaries and Allowances Tribunal ("the Tribunal") determines the remuneration to be paid to offices of the Public Service who hold offices included in the Special Division and those who hold Prescribed Offices, as hereunder follows with effect from 1 January 2013.

PART 1: REMUNERATION

SECTION 1: GENERAL

1.1 The remuneration of holders of offices listed in this Schedule comprises salary, superannuation and other benefits described below.

1.2 The remuneration is inclusive of annual leave loading.

1.3 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.

1.4 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*. Where there is any inconsistency between the this determination and the terms and conditions of the *Public Service Award 1992* and the *Government Officers General Agreement 2011*, the determination in this Schedule shall prevail to the extent of any inconsistency.

1.5 Special Division and Prescribed Office holders are entitled to participate in salary packaging arrangements for superannuation and novated leases. Those arrangements can be effected 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

PART 2: CLASSIFICATION FRAMEWORK FOR SPECIAL DIVISION OFFICES

SECTION 1: GENERAL

1.1 Special Division offices listed in this Schedule have been assigned by the Tribunal to one of four classifications designated Band 1 to Band 4.

1.2 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 4, 5, 6 and 7.

1.3 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.

1.4 The Tribunal will review the classification of an office when that office becomes vacant and prior to a new appointment being made.

Table: 1 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	$347,145	$490,438
Band 2	$286,727	$347,145
Band 3	$220,842	$286,727
Band 4	$189,242	$220,842

Table: 2 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	$264,631	$312,449
Band 3	$213,429	$264,631
Band 4	$170,363	$213,429

PART 3: SALARY

SECTION 1: OFFICES AND OFFICE HOLDERS

1.1 The salaries (inclusive of annual leave loading) specified in this Part are based on the offices being of a full-time nature. Where a part-time appointment is made, the salary shall be payable on a pro rata basis in accordance with the proportion of full-time hours worked subject to the employment being at least half of the full-time rate.

Table: 3 SPECIAL DIVISION CEOs

SPECIAL DIVISION CEOs				
Office	**Department or Agency**	**Band**	**Office Holder**	**Salary**
Director General	Agriculture and Food	2	R Delane	$286,727
Chief Executive Officer	Alcohol and Drug Authority	4	N Guard	$218,777
Director General	Attorney General	2	C Gwilliam	$300,449
Chief Executive Officer	Botanic Gardens and Parks Authority	4	M Webb	$205,975
Managing Director	Central Institute of Technology	4	N Fernandes	$205,975
Managing Director	Challenger Institute of Technology	4	E Harris	$196,321
Chief Executive Officer	ChemCentre	4	P Millington	$205,975
Director General	Child Protection	2	T Murphy	$347,145
Director General	Commerce	2	B Bradley	$300,449
Director General	Communities	3	J Perkins	$246,397
Commissioner	Corrective Services	2	I Johnson	$347,145
Director General	Culture and the Arts	3	A Lucas	$236,669
Managing Director	CY O'Connor College	4	J Scott	$189,242
Director General	Disability Services Commission	2	R Chalmers	$325,779
Managing Director	Durack Institute of Technology	4	B Beevers	$189,242
Director General	Education	1	S O'Neill	$418,527
Chief Executive Officer	Education Services	3	R Strickland	$246,397
Director General	Environment and Conservation	2	K McNamara	$347,145
Director General	Finance	1	A Nolan	$380,964
Chief Executive Officer	Fisheries	2	S Smith	$300,449
Director	Gascoyne Development Commission	4	S Webster	$201,338

SPECIAL DIVISION CEOs				
Office	**Department or Agency**	**Band**	**Office Holder**	**Salary**
Director	Goldfields-Esperance Development Commission	4	R Hicks	$189,242
Managing Director	Goldfields Institute of Technology	4	Vacant	$-
Chief Executive Officer	Government Employees Superannuation Board	2	H Rosario	$322,656
Managing Director	Great Southern Institute of Technology	4	L Rozlapa	$189,242
Director	Great Southern Development Commission	4	B Manning	$189,242
Director General	Housing	1 (To be reviewed when vacant)	G Searle	$380,964
Director General	Indigenous Affairs	3	C Weeks	$221,988
Registrar	Department of the Registrar, Western Australian Industrial Relations Commission	4	Vacant	$-
Managing Director	Insurance Commission of Western Australia	2	R Whithear	$300,609
Director	Kimberley Development Commission	4	J Gooding	$189,242
Managing Director	Kimberley TAFE	4	K Dickinson	$189,242
Chief Executive	Western Australian Land Information Authority	3	M Bradford	$258,187
Director General	Local Government	3	J Mathews	$272,044
Commissioner	Mental Health Commission	3	E Bartnik	$258,187
Chief Executive Officer	Metropolitan Cemeteries Board	4	P Deague	$205,975
Chief Executive Officer	Metropolitan Redevelopment Authority	3	K Kinsella	$246,397
Director	Mid West Development Commission	4	G Treasure	$190,793
Director General	Mines and Petroleum	2	R Sellers	$325,779
General Manager	Office of the Environmental Protection Authority	3	K Taylor	$252,963
Director	Peel Development Commission	4	M Teede	$189,242
General Manager	Perth Theatre Trust	4	A Ferris	$191,013
Managing Director	Pilbara TAFE	4	L Farrell	$190,596

SPECIAL DIVISION CEOs				
Office	**Department or Agency**	**Band**	**Office Holder**	**Salary**
Director General	Planning	1 (To be reviewed when vacant)	E Lumsden	$380,964
Managing Director	Polytechnic West	4	W Collyer	$215,887
Director General	Premier and Cabinet	1	P Conran	$418,527
Chief Executive Officer	Public Transport Authority	2	R Waldock	See Director General, Department of Transport
Director General	Racing, Gaming and Liquor	3	B Sargent	$272,044
Director General	Regional Development and Lands	3	P Rosair	$258,187
Chief Executive Officer	Rottnest Island Authority	4	P Amaranti	$205,975
Chief Executive Officer	School Curriculum and Standards Authority	3	A Blagaich	$246,397
Managing Director	Small Business Development Corporation	4	D Eaton	$216,825
Director	South West Development Commission	4	D Punch	$189,242
Managing Director	South West Regional College	4	W Burns	$189,242
Director General	Sport and Recreation	3	R Alexander	$272,044
Director General	State Development	1	S Wood	$380,964
Chief Executive Officer	State Supply Commission	4	Vacant	$-
Director General	Training and Workforce Development	2	R Shean	$347,145
Director General	Transport	1	R Waldock	$380,964
Under Treasurer	Treasury	1	T Marney	$418,527
Director General	Water	3	M De lacy	$236,669
Managing Director	West Coast Institute of Training	4	Vacant	$-
Director	Wheatbelt Development Commission	4	W Newman	$189,242
Chief Executive Officer	WorkCover Western Australia Authority	4	M Reynolds	$220,842
Chief Executive Officer	Zoological Parks Authority	4	S Hunt	$220,842

Table: 4 PRESCRIBED OFFICE CEOs

PRESCRIBED OFFICES			
Office	**Department or Agency**	**Office Holder**	**Salary**
Auditor General	Office of the Auditor General	C Murphy	$380,964
Commissioner	Office of the Commissioner for Children and Young People	Vacant	$220,842
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
Electoral Commissioner	Western Australian Electoral Commission	W Gately	$236,669
Deputy Electoral Commissioner	Western Australian Electoral Commission	C Avent	$154,446
Commissioner for Equal Opportunity	Equal Opportunity Commissioner	Y Henderson	$220,842
Chief Executive Officer	Fire and Emergency Services	W Gregson	$300,449
General Manager	Forest Products Commission	D Hartley	$218,592
Director	Health and Disability Services Complaints Office	A Donaldson	$220,842
Information Commissioner	Office of the Information Commissioner	S Bluemmel	$220,842
Inspector of Custodial Services	Office of the Inspector of Custodial Services	N Morgan	$220,842
State Librarian	Library Board of Western Australia	M Allen	$220,842
Commissioner of Main Roads	Main Roads	R Waldock	See Director General, Department of Transport
President	Mental Health Review Board	M Hawkins	$227,150
Director of the Museum	Western Australian Museum	A Coles	$215,887
Commissioner	Parliamentary Commissioner for Administrative Investigations	C Field	$347,145
Deputy Commissioner	Parliamentary Commissioner for Administrative Investigations	P Wilkins	$187,177
Commissioner	Western Australian Police Service	K O'Callaghan	$418,527

PRESCRIBED OFFICES			
Office	**Department or Agency**	**Office Holder**	**Salary**
Deputy Commissioner Operations	Western Australian Police Service	C Dawson	$264,630
Deputy Commissioner Specialist Services	Western Australian Police Service	S Brown	$229,256
Assistant Commissioner Traffic & Emergency Response	Western Australian Police Service	N Anticich	$198,562
Assistant Commissioner Metropolitan Region	Western Australian Police Service	G Budge	$198,562
Assistant Commissioner (Business Technology) - Chief Information Officer	Western Australian Police Service	K Properjohn	$198,562
Assistant Commissioner Intelligence & Communications	Western Australian Police Service	Vacant	$198,562
Assistant Commissioner State Crime	Western Australian Police Service	C Ward	$198,562
Assistant Commissioner Professional Development	Western Australian Police Service	M Fyfe	$198,562
Assistant Commissioner Judicial Services	Western Australian Police Service	P Zanetti	$198,562
Assistant Commissioner Professional Standards	Western Australian Police Service	D Staltari	$198,562
Assistant Commissioner Regional WA	Western Australian Police Service	G Dreibergs	$198,562
Commissioner	Public Sector Commission	M Wauchope	$418,527
Solicitor General	Office of the Solicitor General	-	- See Sixth Schedule
Chief Executive Officer	Western Australian Tourism Commission	S Buckland	$288,811

Table: 5 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	$198,562
Public Trustee	Attorney General	4	Vacant	$213,429
Deputy Auditor General	Office of the Auditor General	3	G Clarke	$213,429
Executive Director Consumer Protection/Commissioner for Consumer Protection	Commerce	3	A Driscoll	$213,429
Executive Director, WorkSafe/WorkSafe Western Australia Commissioner	Commerce	4	L McCulloch	$198,562
Executive Director, Building Commission/ Building Commissioner	Commerce	4	Vacant	$-
Executive Director, Labour Relations	Commerce	4	R Horstman	$198,562
Deputy Commissioner, Community & Juvenile Justice	Corrective Services	4	H Harker	$213,429
Deputy Commissioner, Adult Custodial	Corrective Services	4	I Giles	$213,429
Deputy Director General, Finance and Administration	Education	2	J Leaf	$264,631
Deputy Director General, Schools	Education	3	D Axworthy	$231,321

SPECIAL DIVISION NON-CEOs				
Office	**Department or Agency**	**Band**	**Office Holder**	**Salary**
Deputy Director General, Parks and Conservation	Environment and Conservation	3	J Sharpe	$213,429
Deputy Director General, Environment	Environment and Conservation	3	Vacant	$-
Deputy Director General, Public Utilities Office	Finance	2	R Challen	$312,449
Executive Director, Building Management and Works	Finance	2	Vacant	$-
Executive Director, Government Procurement	Finance	3	R Alderton	$213,429
Commissioner State Revenue	Finance	3	W Sullivan	$213,429
Executive Director, Shared Services	Finance	4	S Black	$198,562
Chief Operations Officer, Operations	Fire and Emergency Services	4	L Bailey	$198,562
Chief Operations Officer, Operations Support and Capability	Fire and Emergency Services	4	S Fewster	$198,562
Executive Director, Resource Strategy	Health	2	Vacant	$-
Executive Director, System Policy and Planning	Health	2	Vacant	$-
Deputy Director General, Approvals	Mines and Petroleum	3	T Griffin	$213,429
Deputy Director General, Strategic Policy	Mines and Petroleum	3	M Andrews	$213,429
Executive Director	Western Australian Police Service	3	Vacant	$-

SPECIAL DIVISION NON-CEOs				
Office	**Department or Agency**	**Band**	**Office Holder**	**Salary**
Deputy Director General, Domestic Policy	Premier and Cabinet	2	D Smith	$289,752
Deputy Director General, Strategic Reform and Development	Premier and Cabinet	2	R Brown	$289,752
Assistant Director General, State Security and Emergency Co-ordination	Premier and Cabinet	4	G Hay	$213,429
Executive Director, Cabinet and Policy Division	Premier and Cabinet	4	Vacant	$-
Executive Director, Cabinet and Policy Division	Premier and Cabinet	4	J Catlin	$213,429
Executive Director, Cabinet and Policy Division	Premier and Cabinet	4	L Genoni	$213,429
Executive Director, Cabinet and Policy Division	Premier and Cabinet	4	S Home	$213,429
Executive Director, Cabinet and Policy Division	Premier and Cabinet	4	A Rutherford	$213,429
Deputy Commissioner, Accountability, Policy and Performance	Public Sector Commission	3	F Roche	$213,429
Deputy Commissioner, Agency Support	Public Sector Commission	3	D Volaric	$213,429
Deputy Commissioner, Capability and Development	Public Sector Commission	3	K Schofield	$213,429

SPECIAL DIVISION NON-CEOs				
Office	**Department or Agency**	**Band**	**Office Holder**	**Salary**
Deputy Director General, State Initiatives	State Development	3	G McGowan	$229,526
Deputy Director General, Policy, Planning and Investment	Department of Transport	2	S McCarrey	$264,631
Managing Director, Main Roads Western Australia	Department of Transport	2	Vacant	$-
Managing Director, Public Transport Authority	Department of Transport	2	M Burgess	$264,631
Managing Director, Transport Services	Department of Transport	2	N Lyhne	$264,631
Deputy Under Treasurer	Treasury	2	M Barnes	$264,631
Executive Director, Strategic Policy and Evaluation	Treasury	4	Vacant	$-
Executive Director, Infrastructure and Finance	Treasury	4	A Kannis	$213,429
Executive Director, Economic	Treasury	4	M Court	$213,429

PART 4: MOTOR VEHICLE BENEFITS

SECTION 1: GENERAL

1.1 In addition to the salary determined for the office holders listed in Part 3 of this Schedule, those office holders have an entitlement to a motor vehicle provided through State Fleet. The notional value of the lease (and all associated costs) per annum shall be the relevant value set out in Section 4 of this Part.

1.2 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".

1.3 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.

1.4 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.

1.5 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.

1.6 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.

1.7 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.

1.8 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.

SECTION 2: DETERMINING THE COST OF THE LEASE AND THE COST TO THE OFFICE HOLDER

2.1 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.

2.2 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.

2.3 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.

2.4 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:

Value of Motor Vehicle =
L + R + aD + FBT +I +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

2.5 FBT is costed at applicable Australian Taxation Office rates. For the year ending 31 March 2013, 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.

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

SECTION 3: CHOICE OF MOTOR VEHICLE

3.1 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.

3.2 Vehicles with V8 engines are not included. Supercharged and turbo-charged engines with a capacity greater than 3.0 litres are not included.

3.3 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.

SECTION 4: CASH VALUE OF THE MOTOR VEHICLE BENEFIT

41.1 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:

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.

4.2 The cash value of a motor vehicle and the notional value of the motor vehicle benefit shall be calculated on a pro rata basis in accordance with the proportion of full-time hours worked by an office holder, subject to the employment being at least half of the full-time rate.

PART 5: DISTRICT AND TRAVEL ALLOWANCES

SECTION 1: DISTRICT ALLOWANCES

1.1 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.

1.2 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 4 below shall form the basis of the calculations unless and until determined otherwise by the Tribunal.

Table: 4 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
Director	Kimberley Development Commission	J Gooding	$11,227
Managing Director	Kimberley TAFE	K Dickinson	$7,484
Director	Mid West Development Commission	G Treasure	$857
Managing Director	Pilbara TAFE	L Farrell	$16,537

SECTION 2: TRAVEL ALLOWANCES

1.1 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: 5 TRAVEL ALLOWANCES

Office	Department or Agency	Office Holder
Director	Gascoyne Development Commission	S Webster
Director	Goldfields-Esperance Development Commission	R Hicks
Director	Kimberley Development Commission	J Gooding
Managing Director	Kimberley TAFE	K Dickinson
Managing Director	Pilbara TAFE	L Farrell

PART 6: HOUSING AND UTILITIES

SECTION 1: RENTAL SUBSIDIES

1.1 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).*

1.2 The rental subsidy shall be payable to GROH for the benefit of the office holders up to the specified value in Table 6, based on rates calculated using the Department of Housing 2012-2013 on-line rent calculator which can be accessed at: http://www.housing.wa.gov.au/currenttenants/governmentemployeehousing/rentcalculation/Pages/groh_rent_calc.aspx.

1.3 Applicable FBT shall be paid by the office holder's department or agency.

1.4 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.

1.5 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: 6 RENTAL SUBSIDIES

Office	Department or Agency	Office Holder	Maximum Annual Rental Subsidy
Director	Gascoyne Regional Development Commission	S Webster	$13,000
Director	Mid West Development Commission	G Treasure	$15,100
Managing Director	Pilbara TAFE	L Farrell	$13,700

SECTION 2: HOME OWNERSHIP SUBSIDIES

2.1 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).*

2.2 The home ownership subsidy shall be payable for the benefit of the office holder up to the maximum specified in Table 7 below.

2.3 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 7 below.

2.4 Applicable FBT shall be paid by the office holder's department or agency.

Table: 7 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)

SECTION 3: ELECTRICITY SUBSIDIES

3.1 Office holders listed in this Section shall be entitled to claim electricity subsidies as specified in Table 8 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).*

3.2 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.

3.3 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.

3.4 Applicable FBT shall be paid by the office holder's department or agency.

Table: 8 ELECTRICITY SUBSIDIES

Office	Department or Agency	Office Holder	Maximum Annual Electricity Subsidy
Director	Gascoyne Development Commission	S Webster	$1,771
Director	Kimberley Development Commission	J Gooding	$2,896
Managing Director	Kimberley TAFE	K Dickinson	$1,554
Managing Director	Pilbara TAFE	L Farrell	$2,999

PART 7: SUPERANNUATION ENTITLEMENTS

SECTION 1: GENERAL

1.1 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.

1.2 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.

1.3 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*.

1.4 The position of Inspector of Custodial Services, while held by Mr N Morgan shall be paid superannuation in accordance with the *UniSuper*.

1.5 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*.

1.6 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 2012.

W S Coleman AM	C A Broadbent	B J Moore
CHAIRMAN	MEMBER	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. The remuneration is effective from 1 January 2013.

PART 1 - REMUNERATION AND OFFICES

The remuneration of the holders of the offices listed below comprises salary, superannuation and other benefits described further below. The annual salary component of total remuneration is as follows:

OFFICE	DEPARTMENT OR AGENCY	BAND	OFFICE HOLDER	SALARY
State Solicitor	Attorney General	1	P Evans	$418,294
Parliamentary Counsel	Attorney General	1	W Munyard	$418,294
State Counsel – Queen's/Senior Counsel	Attorney General	2	G Tannin SC	$376,622
State Counsel	Attorney General	2	Vacant	$-
Deputy State Solicitor – Queen's/Senior Counsel	Attorney General	2	R Mitchell SC	$366,008
Deputy State Solicitor	Attorney General	2	J Young	$355,547
Deputy State Solicitor – Commercial	Attorney General	2	N Egan	$355,547
Deputy Parliamentary Counsel	Attorney General	2	A Harvey	$322,102
Deputy Parliamentary Counsel	Attorney General	2	G Jamieson	$322,102
Senior Parliamentary Counsel	Attorney General	3	G Lawn	$278,864
Senior Parliamentary Counsel	Attorney General	3	P Tremlett	$278,864
Senior Adviser, State Solicitor's Office	Attorney General	3	J O'Halloran	$334,636
Senior Adviser, State Solicitor's Office	Attorney General	3	Vacant	$-
Senior Assistant Parliamentary Counsel	Attorney General	4	Vacant	$-
Adviser, State Solicitor's Office	Attorney General	4	Vacant	$-
Adviser, State Solicitor's Office	Attorney General	4	K Glancy	$226,576
Adviser, State Solicitor's Office	Attorney General	4	A Sefton	$226,576

OFFICE	DEPARTMENT OR AGENCY	BAND	OFFICE HOLDER	SALARY
Director Legal Services	Office of the Director of Public Prosecutions	3	M Bugg	$314,433
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	$314,433
Consultant State Prosecutor	Office of the Director of Public Prosecutions	3	D Dempster	$314,433
Consultant State Prosecutor	Office of the Director of Public Prosecutions	3	L Petrusa	$314,433
Consultant State Prosecutor	Office of the Director of Public Prosecutions	3	J Scholz	$314,433
Consultant State Prosecutor	Office of the Director of Public Prosecutions	3	B Meertens	$262,028

1.1 The remuneration is inclusive of Annual Leave Loading.

1.2 A person holding more than one Special Division or Prescribed Office, shall receive remuneration for one such office only, being the office classified and remunerated at the highest level.

PART 2: CLASSIFICATION FRAMEWORK

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

2.2 Each classification (Band 1 to Band 4) has a commensurate indicative salary range as specified below in this Part of the Schedule. The salary range is exclusive of other elements of remuneration such as superannuation and motor vehicle entitlements.

SENIOR LEGAL OFFICES		
Band	**Salary Range**	
Band 1	$390,000	$450,000
Band 2	$320,000	$390,000
Band 3	$260,000	$320,000
Band 4	$210,000	$260,000

2.3 The Tribunal will review the classification of a position when the office becomes vacant and prior to a new appointment being made.

PART 3 - MOTOR VEHICLES

3.1 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 4 of the First Schedule of this determination apply to office holders listed in this Schedule.

PART 4 - REMUNERATION PACKAGE VALUE

4.1 The entitlement to salary packaging arrangements set out in Part 1 Section 1.5 of the First Schedule of this determination apply to office holders listed in this Schedule.

Signed this 18th day of December 2012.

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 per annum to the holders of the offices listed below effective from 1 January 2013.

The remuneration of the holders of the offices listed below comprises salary, superannuation and other benefits described further below. The annual salary component of total remuneration is as follows:

OFFICE	SALARY
Supreme Court	
Principal Registrar	$318,499
Registrar	$282,052
District Court	
Principal Registrar	$296,627
Registrar	$278,717
Deputy Registrar	$270,355

1.1 The remuneration is inclusive of Annual Leave Loading.

1.2 The holders of the offices 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.

1.3 In all other respects, the motor vehicle entitlements set out in Part 4 of the First Schedule of this determination apply to office holders listed in this Schedule.

1.4 The entitlement to salary packaging arrangements set out in Part 1 Section 1.5 of the First Schedule of this determination apply to office holders listed in this Schedule.

Signed this 18th day of December 2012.

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 that the holder of the office of Director of Public Prosecutions is entitled to a base salary of $461,845 effective from 1 January 2013. All other allowances payable from time to time are the same as provided to a Puisne Judge of the Supreme Court of Western Australia.

The Salaries and Allowances Tribunal determines that the holder of the office of Deputy Director of Public Prosecutions is entitled to a base salary of $370,781 effective from 1 January 2013. All other allowances payable from time to time are the same as provided to a District Court Judge of Western Australia.

The Director and 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 4 of the First Schedule of this determination apply to these office holders.

The entitlement to salary packaging arrangements set out in Part 1 Section 1.5 of the First Schedule of this determination applies to the Director and Deputy Director of Public Prosecutions.

Signed this 18th day of December 2012.

W S Coleman AM	C A Broadbent	B J Moore
CHAIRMAN	MEMBER	MEMBER

SALARIES AND ALLOWANCES TRIBUNAL

FIFTH SCHEDULE

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 per annum to the holders of the offices listed below and is as follows with effect from 1 January 2013:

The remuneration of the holders of the offices listed below comprises salary, superannuation and other benefits described further below. The annual salary component of total remuneration is as follows:

OFFICE	SALARY
Clerk of the Legislative Council	$205,326
Deputy Clerk of the Legislative Council	$156,669
Clerk of the Legislative Assembly	$205,326
Deputy Clerk of the Legislative Assembly	$156,669

1.1 The remuneration is inclusive of Annual Leave Loading.

1.2 The holders of these offices also are entitled to the supply of a fully maintained motor vehicle for business and private use.

1.3 The entitlement to salary packaging arrangements set out in Part 1 Section 1.5 of the First Schedule of this determination applies to the office holders in this Schedule.

Signed this 18th day of December 2012.

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 that the holder of the office of Solicitor-General is entitled to remuneration of $566,155 inclusive of salary, motor vehicle entitlement and superannuation with effect from 1 January 2013.

For the purpose of superannuation the notional value of the motor vehicle entitlement is $26,900 per annum. In all other respects, the motor vehicle entitlements set out in Part 4 of the First Schedule of this determination apply to the Solicitor General.

The entitlement to salary packaging arrangements set out in Part 1 Section 1.5 of the First Schedule of this determination applies to the Solicitor General.

Signed this 18th day of December 2012.

W S Coleman AM	C A Broadbent	B J Moore
CHAIRMAN	MEMBER	MEMBER

SALARIES AND ALLOWANCES TRIBUNAL