
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**

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PREAMBLE

Statutory Context

1. This determination is issued in accordance with the *Salaries and Allowances Act 1975* (the Act) and sets the remuneration to be paid or provided to:
 - (a) the Clerk of the Legislative Council or Clerk of the Legislative Assembly or the Deputy Clerk of either House (section 6(1)(c));
 - (b) officers of the Public Service holding offices including in the Special Division of the Public Service (section 6(1)(d)); and
 - (c) 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 (section 6(1)(e)).
2. Section 8(a) of the Act provides that a determination relating to offices identified in sections 6(1)(c), 6(1)(d) and 6(1)(e) must be issued within 12 months of the previous determination. The Tribunal's most recent determination in relation to the remuneration of the offices was issued on 24 June 2021.
3. The Tribunal must comply with section 10G, which prevents the Tribunal from making a determination that:
 - has the effect of providing for the payment or provisions of remuneration on the basis that the remuneration was not paid or provided before 1 July 2021 by reason of the operation of section 10D; or
 - takes into account any increase in the cost of living that occurred between commencement day [February 2018] and 1 July 2021.
4. In accordance with section 10A, this Determination has considered the:
 - *Public Sector Wages Policy Statement 2022*; and
 - financial position and fiscal strategy of the State, as stated in the *WA State Budget 2022-23*.

Decision

5. The Tribunal has considered the current economic environment, noting the *WA State Budget 2022-23* and the *Public Sector Wages Policy*.
6. The Tribunal notes that prior to the \$1,000 increase provided in the 2021 Determination, remuneration of offices included in section 6(1)(c), (d) and (e) has not increased for some time and had resulted in issues with attracting candidates to vacant positions.
7. The Tribunal has determined a general 2.75% increase in remuneration for officers held within this Determination. This increase takes into account the economic influences provided to the Tribunal and remains in line with the increases available to the wider public service and provided to other groups in the Tribunal's jurisdiction.

8. Officers outlined in the third and fifth schedules will not receive the benefit of the 2.75% increase, as a remuneration increase was applied to these offices effective from 1 January 2022 and 1 April 2022 respectively.
9. The 2.75% increase has been applied to the maximum and minimum of the salary bands.
10. The Tribunal has also made changes to the following positions that reflect changes to the work value of the positions:
 - Director General, Department of Justice;
 - Director General, Department of Biodiversity, Conservation and Attraction;
 - Worksafe Commissioner;
 - Commissioner, Department of Fire and Emergency Services;
 - Deputy Commissioner, Department of Fire and Emergency Services;
 - CEO, Government Employee Superannuation Board; and
 - Managing Director, Department of Transport.
11. The determination will now issue.

DETERMINATION

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, Prescribed Office Holders and Clerks of the Parliament Determination No. 1 of 2022*.

1.2 Commencement

This Determination comes into operation on 1 July 2022.

1.3 Content and intent

Pursuant to the *Salaries and Allowances Act 1975* ('the Act') this determination provides for the salary, allowances and other benefits to be paid, provided or reimbursed to:

- (a) the Clerk of the Legislative Council or Clerk of the Legislative Assembly or the Deputy Clerk of either House (section 6(1)(c));
- (b) officers of the Public Service holding offices including in the Special Division of the Public Service (section 6(1)(d); and
- (c) 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 (section 6(1)(e)).

1.4 References to Dates

- (1) In this Determination, a reference to "a year" or "per annum" relates to a financial year.
- (2) Where benefits or entitlements are provided with specific reference to "a financial year", these cease on and from 30 June each year and, unless otherwise specified in this Determination, no unexpended amount can be carried over to later financial years.

1.5 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 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 Act.

Tribunal means the Salaries and Allowances Tribunal.

Officer means the person appointed to the position on a substantive basis.

1.6 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 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 Sector CSA Agreement 2021*.
- (3) Where there is any inconsistency between this determination and the terms and conditions of the *Public Service Award 1992* and the *Public Sector CSA Agreement 2021*, the conditions of service specified in this determination shall prevail.

1.7 Salaries

- (1) All salaries stated in the Schedules of this determination are inclusive of annual leave loading.
- (2) A person holding more than one Special Division or Prescribed Office, shall receive remuneration for one office only, being the office classified or remunerated at the highest level.

1.8 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 circular No. 04 of 2012 "Guidelines for Salary Packaging in the WA Public Sector 2012" issued by the Department of Mines, Industry Regulation and Safety.

FIRST SCHEDULE

SPECIAL DIVISION AND PRESCRIBED OFFICE HOLDERS

PART 1 SALARY

This Part deals with the salary payable to Special Division and Prescribed Office Holders listed below.

1.1 Salary

- (1) The annual salaries specified in the Tables of this Part apply to the holders of the corresponding offices.

Table 1: Special Division CEOs

Office	Department or Agency	Band	Office Holder	Salary
Director General	Biodiversity, Conservation and Attractions	2	M Webb	\$345,754
Chief Executive Officer	Botanic Gardens and Parks Authority	4	M Webb	See Director General, Biodiversity, Conservation and Attractions
Managing Director	Central Regional TAFE	4	J Payne	\$221,940
Chief Executive Officer	ChemCentre	4	P McCafferty	\$227,135
Director General	Communities	1	M Andrews	\$441,311
Registrar	Department of the Registrar, Western Australian Industrial Relations Commission	4	S Bastian	\$227,135
Director General	Education	1	L Rodgers	\$454,572
Director General	Finance	1	J Cant	\$414,378
Director	Gascoyne Development Commission	4	T Duncanson	\$209,231
Director	Goldfields-Esperance Development Commission	4	K Starcevich	\$209,231
Chief Executive Officer	Government Employees Superannuation Board	2	B Palmer	\$351,988
Director	Great Southern Development Commission	4	N Monks	\$209,231
Managing Director	Insurance Commission of Western Australia	2	R Whithear	\$351,988
Director General	Jobs, Tourism, Science and Innovation	1	R Brown	\$414,378
Director General	Justice	1	A Tomison	\$414,378
Director	Kimberley Development Commission	4	C Berger	\$209,231
Director General	Local Government, Sport and Cultural Industries	2	L Chopping	\$329,705

Office	Department or Agency	Band	Office Holder	Salary
Chief Executive Officer	Lotteries Commission	3	R Addis	\$313,543
Commissioner	Mental Health Commission	2	J McGrath	\$329,705
Chief Executive Officer	Metropolitan Cemeteries Board	4	K Oliver	\$227,135
Chief Executive Officer	Metropolitan Redevelopment Authority	3	Vacant	\$-
Director	Mid-West Development Commission	4	N Hay	\$209,231
Chief Executive Officer	Minerals Research Institute of Western Australia	4	N Roocke	\$228,619
Managing Director	North Metropolitan TAFE	3	M Hoad	\$243,044
Managing Director	North Regional TAFE	4	Vacant	\$-
Director	Peel Development Commission	4	A Ward	\$209,231
Director	Pilbara Development Commission	4	T Hill	\$217,684
Director General	Planning, Lands and Heritage	2	A Kannis	\$378,192
Director General	Premier and Cabinet	1	E Roper	\$454,572
Director General	Primary Industries and Regional Development	2	Vacant	\$-
Chief Executive Officer	Public Transport Authority	2	P Woronzow	See Director General, Department of Transport
Chief Executive Officer	Rottneest Island Authority	4	M Webb	See Director General, Department of Biodiversity, Conservation and Attractions
Chief Executive Officer	School Curriculum and Standards Authority	3	L Rodgers	See Director General, Department of Education
Small Business Commissioner	Small Business Development Corporation	4	D Eaton	\$238,745
Managing Director	South Metropolitan TAFE	3	T Durant	\$243,044
Managing Director	South Regional TAFE	4	D Ganeson-Oats	\$221,940
Director	South West Development Commission	4	M Teede	\$209,231
Director General	Training and Workforce Development	2	K Ho	\$329,705
Director General	Transport	1	P Woronzow	\$414,378
Under Treasurer	Treasury	1	M Barnes	\$454,572
Director General	Water and Environmental Regulation	2	M Rowe	\$313,543

Office	Department or Agency	Band	Office Holder	Salary
Chief Executive Officer	Western Australian Health Promotion Foundation	4	R Addis	See Chief Executive Officer, Lotteries Commission
Chief Executive Officer	Western Australian Land Information Authority	3	G Gammie	\$260,670
Director	Wheatbelt Development Commission	4	R Cossart	\$209,231
Chief Executive Officer	WorkCover Western Australia Authority	4	C White	\$243,044
Chief Executive Officer	Zoological Parks Authority	4	M Webb	See Director General, Biodiversity, Conservation and Attractions

Table 2: Prescribed Office Holders

Office	Department or Agency	Office Holder	Salary
Commissioner for Equal Opportunity	Equal Opportunity Commissioner	J Byrne	\$259,978
Commissioner	Fire and Emergency Services	D Klemm	\$365,276
General Manager	Forest Products Commission	S West	\$272,185
Chief Health Officer	Health	A Robertson	See Eighth Schedule
Director	Health and Disability Services Complaints Office	S Cowie	\$243,044
Chief Executive Officer	Infrastructure WA	P Helberg	\$354,282
Commissioner of Main Roads	Main Roads WA	P Woronzow	See Director General, Department of Transport
President	Mental Health Tribunal	K Whitney	\$249,793
Auditor General	Office of the Auditor General	C Spencer	\$414,481
Chief Psychiatrist	Office of the Chief Psychiatrist	N Gibson	See Seventh Schedule
Commissioner for Children and Young People	Office of the Commissioner for Children and Young People	J McGowan-Jones	\$243,044
Director of Public Prosecutions	Office of the Director of Public Prosecutions	Vacant	See Fourth Schedule
Deputy Director of Public Prosecutions	Office of the Director of Public Prosecutions	Vacant	See Fourth Schedule
Information Commissioner	Office of the Information Commissioner	C Fletcher	\$243,044
Inspector of Custodial Services	Office of the Inspector of Custodial Services	E Ryan	\$243,044
Solicitor General	Office of the Solicitor General	J Thomson SC	See Sixth Schedule
Commissioner	Parliamentary Commissioner for Administrative Investigations	C Field	\$383,329
Deputy Commissioner	Parliamentary Commissioner for Administrative Investigations	G (Mary) White	\$204,528
Public Sector Commissioner	Public Sector Commission	S O'Neill	\$454,572
State Librarian	State Library of Western Australia	C Clark	\$243,044
Electoral Commissioner	Western Australian Electoral Commission	R Kennedy	\$259,978
Deputy Electoral Commissioner	Western Australian Electoral Commission	C Barron	\$197,050
Commissioner of Police	Western Australian Police Service	C Dawson	\$454,572
Deputy Commissioner	Western Australian Police Service	C Blanch	\$289,898
Deputy Commissioner	Western Australian Police Service	Vacant	\$289,898

Office	Department or Agency	Office Holder	Salary
Assistant Commissioner	Western Australian Police Service	Vacant	\$219,204
Assistant Commissioner	Western Australian Police Service	B Royce	\$219,204
Assistant Commissioner	Western Australian Police Service	J McCabe	\$219,204
Assistant Commissioner	Western Australian Police Service	K Whiteley	\$219,204
Assistant Commissioner	Western Australian Police Service	P Steel	\$219,204
Assistant Commissioner	Western Australian Police Service	P Zanetti	\$219,204
Assistant Commissioner	Western Australian Police Service	C Donaldson	\$219,204
Assistant Commissioner	Western Australian Police Service	D Gaunt	\$219,204
Assistant Commissioner	Western Australian Police Service	P Dallimore	\$219,204
Assistant Commissioner	Western Australian Police Service	A Adams	\$219,204
Assistant Commissioner	Western Australian Police Service	Vacant	\$219,204
Assistant Commissioner	Western Australian Police Service	Vacant	\$219,204
Chief Executive Officer	Western Australian Tourism Commission	R Brown	See Director General, Jobs, Tourism, Science and Innovation
WorkSafe Commissioner	WorkSafe WA	D Kavanagh	\$227,135

- (2) Where the Deputy Commissioner, Western Australian Electoral Commission (WAEC), acts in the position of Electoral Commissioner, WAEC, for a period of four or more consecutive weeks while the office is substantively vacant or the office holder is on leave, the Deputy Commissioner is entitled to receive the salary awarded in Table 2 Prescribed Office Holders, to the position of Electoral Commissioner for the duration of the acting arrangement.
- (3) A person appointed by the Governor to temporarily act in the Office of the Inspector of Custodial Services, is entitled to receive the same salary that is awarded to the position of Inspector of Custodial Services as set out in 'Table 2 Prescribed Office Holders'. The acting Inspector of Custodial Services is also entitled to the motor vehicle benefits set out in Part 3 and the superannuation entitlements set out in Part 6 of this Determination. The salary and benefits apply on a pro-rata basis for any period in which the Inspector of Custodial Services is absent from duty.

Table 3: Special Division Non-CEOs

Office	Department or Agency	Band	Office Holder	Salary
Deputy Director General	Biodiversity, Conservation and Attractions	3	P Dans	\$235,112
Deputy Director General, Housing & Assets	Communities	2	Vacant	\$ -
Deputy Director General, Community Services	Communities	2	R Green	\$289,899
Deputy Director General, Governance, Integrity and Reform	Communities	4	Vacant	\$ -
Deputy Director General, Education Business Services	Education	2	J Peckitt	\$289,899
Deputy Director General, Schools	Education	2	M Sands	\$289,899
Deputy Director General, Student Achievement	Education	2	J Bell	\$289,899
Executive Director, School Curriculum and Standards	Education	3	A Blagaich	\$249,118
Deputy Director General, Buildings and Contracts	Finance	2	S Whitmarsh	\$304,140
Deputy Director General, Major Projects	Finance	2	N Godecke	\$328,275
Deputy Director General, Advisory Services	Finance	3	K Ingham	\$247,628
Chief Customer Officer, Service WA	Finance	3	H Farrell	\$235,112
Commissioner Revenue WA	Finance	3	Vacant	\$ -
Deputy Commissioner, Operations	Fire and Emergency Services	3	C Waters	\$262,506
Deputy Chief Executive Officer	Infrastructure WA	4	Vacant	\$ -
Assistant Director General Strategy and Governance	Health	2	N O'Keefe	\$296,295
Assistant Director General Purchasing and System Performance	Health	2	A Kelly	\$302,691
Deputy Director General, Industry Science and Innovation	Jobs, Tourism, Science and Innovation	3	L Dawson	\$235,112
Deputy Director General Resources and Project Facilitation	Jobs, Tourism, Science and Innovation	3	C Clark	\$235,112
Deputy Director General Strategy and International Engagement	Jobs, Tourism, Science and Innovation	3	S Spencer	\$235,112
Managing Director	Jobs, Tourism, Science and Innovation	3	C Turnbull	\$289,899
Commissioner of Corrective Services (Deputy Director General)	Justice	3	M Reynolds	\$289,899

Office	Department or Agency	Band	Office Holder	Salary
Executive Director, Courts and Tribunal Services	Justice	4	J Stampalia	\$219,203
Public Trustee	Justice	4	B Roche	\$235,112
Managing Director	Main Roads WA	2	Vacant	\$ -
Coordinator of Energy	Mines, Industry Regulation and Safety	2	Vacant	\$ -
Deputy Director General, Resource and Environmental Regulation	Mines, Industry Regulation and Safety	3	P Gorey	\$235,112
Deputy Director General, Industry Regulation and Consumer Protection	Mines, Industry Regulation and Safety	3	K Berger	\$235,112
Deputy Director General, Safety Regulation	Mines, Industry Regulation and Safety	3	I Munns	\$235,112
Deputy Auditor General	Office of the Auditor	2	S Labuschagne	\$289,899
Director Operations	Office of the Director of Public Prosecutions	3	Vacant	\$ -
Deputy Director General, Intergovernmental Relations & COVID-19	Premier and Cabinet	2	A Pickrell	\$316,779
Deputy Director General, Aboriginal Engagement & Community Policy	Premier and Cabinet	2	F Hunt	\$316,779
Deputy Director General, Infrastructure, Economy and Recovery	Premier and Cabinet	3	Vacant	\$ -
Executive Director State Services	Premier and Cabinet	4	Vacant	\$ -
Government Chief Information Officer	Premier and Cabinet	4	G Italiano	\$227,078
Deputy Director General Industry and Economic Development	Primary Industries and Regional Development	3	N Grazia	\$235,112
Deputy Director General Sustainability and Biosecurity	Primary Industries and Regional Development	3	H Brayford	\$262,506
Managing Director	Public Transport Authority	2	M Burgess	\$316,779
Managing Director OMITD	Transport	2	Vacant	\$ -
Managing Director DoT	Transport	2	I Cameron	\$316,779
Managing Director Metronet	Transport	2	Vacant	\$ -
Managing Director Westport	Transport	3	P Seares	\$261,478
Deputy Under Treasurer	Treasury	2	M Court	\$316,779
Assistant Under Treasurer, Economic	Treasury	3	A Jones	\$289,899
Assistant Under Treasurer, Infrastructure and Finance	Treasury	3	R Watson	\$262,506
Assistant Under Treasurer, Strategic Policy and Evaluation	Treasury	3	M Andrews	\$262,506
Executive Director	Western Australian Police Service	3	F Pasquale	\$280,004

PART 2 CLASSIFICATION FRAMEWORK FOR SPECIAL DIVISION OFFICES

This Part deals with the classification framework applicable to Special Division offices listed in Part 1 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 annual salary as specified in this Section. 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: Annual salary 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	\$378,192	\$531,519
Band 2	\$313,543	\$378,192
Band 3	\$243,044	\$313,543
Band 4	\$209,231	\$243,044

Table 5: Annual salary 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	\$289,899	\$341,066
Band 3	\$235,112	\$289,899
Band 4	\$197,050	\$235,112

PART 3 MOTOR VEHICLE BENEFITS

This Part deals with the motor vehicle benefits paid or provided to Office holders listed in Part 1 of 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) Officeholders who choose to lease an Electric Vehicle (EV) need to be aware that the costs associated with re-fuelling an electric vehicle are not included in published annual operating costs and are the responsibility of the officeholder. Officeholders will be responsible for making their own arrangements for at-home EV charging infrastructure and energy costs. Officeholders may not utilise office-based charging infrastructure nor agency-provided recharging cards to refuel SAT vehicles.
- (6) 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.
- (7) 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.
- (8) 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, they are not

entitled to access another government vehicle for their private use, including transport to and from work.

- (9) 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 are they 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) 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) In the event an office holder's motor vehicle requires modifications to cater for a disability, resulting in total vehicle costs higher than the notional lease values in Table 6, then the reasonable additional cost may be approved by the office holder's employing authority.
- (6) 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.
- (7) 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.

- (8) 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.

Table 7: Value of a Motor Vehicle Formula

Value of a 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

- (9) FBT is costed at applicable Australian Taxation Office rates. FBT is costed at purchase price (including GST) x Statutory fraction x Gross up (2.0802) x FBT rate (0.470). A 'Fringe Benefits Tax Exempt Agency' means 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.
- (10) 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 the applicable district allowances, if they are residing in the relevant region of their department or agency, in accordance with the *District Allowance (Government Officers) General Agreement 2010* and the 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 9 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	Central Regional TAFE	Vacant	\$-
Director	Gascoyne Development Commission	T Duncanson	\$4,387
Director	Kimberley Development Commission	C Berger	\$7,436
Director	Mid West Development Commission	N Hay	\$1,239
Managing Director	North Regional TAFE	Vacant	\$-
Director	Pilbara Development Commission	T Hill	\$9,449

4.2 Travel Allowances – Annual Leave Travel Concessions

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	T Duncanson
Director	Kimberley Development Commission	C Berger
Managing Director	North Regional TAFE	Vacant
Director	Pilbara Development Commission	T Hill

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 listed in this section are entitled to the applicable Government Regional Officers Housing (GROH) rental subsidies, if they are residing in the relevant region of their department or agency, in accordance with the Department of Communities *GROH Tenant Rent Setting Framework Policy (2019)* (as at the date of this determination).
- (2) The rental subsidy shall be payable to GROH for the benefit of the office holders and is to be calculated using the Department of Communities on-line rent calculator which can be accessed at:

http://www.housing.wa.gov.au/currenttenants/governmentemployeehousing/rentcalculation/Pages/groh_rent_calc.aspx
- (3) In the event the full rental cost is more than the rental subsidy, the difference is to be borne by the office holder. However, Departments or Agencies can apply to the Employing Authority for approval for the difference to be borne by the Department or Agency.
- (4) Applicable FBT shall be paid by the office holder's department or agency.

Table 11: Rental Subsidies

Office	Department or Agency	Office Holder
Director	Gascoyne Development Commission	T Duncanson
Director	Pilbara Development Commission	T Hill

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 Communities' *GROH Home Ownership Subsidy Scheme and Tenants Purchasing a GROH Dwelling Policy (January 2020)*.
- (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
Managing Director	Central Regional TAFE	Vacant	\$9,100 (\$175 per week)
Director	Kimberley Development Commission	C Berger	\$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.
- (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 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.
- (5) Any gap between the electricity subsidy as stated in Table 13 and the full electricity amounts is payable by the office holder.

Table 13: Electricity Subsidies

Office	Department or Agency	Office Holder	Maximum Annual Electricity Subsidy
Director	Gascoyne Development Commission	T Duncanson	\$1,455
Director	Kimberley Development Commission	C Berger	\$2,477
Managing Director	North Regional TAFE	Vacant	\$-
Director	Pilbara Development Commission	T Hill	\$2,735

PART 6 SUPERANNUATION ENTITLEMENTS

This Part deals with the superannuation entitlements paid or provided to Office holders listed in Part 1 of this Schedule.

6.1 Superannuation Entitlements

- (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
- (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 (Superannuation Fund) Regulations 1986*.
- (4) The position of Chief Executive Officer and State Librarian, State Library of Western Australia, while held by Ms C Clark, shall be paid superannuation in accordance with *UniSuper*.
- (5) A *Gold State* member electing to take a motor vehicle or the cash equivalent in lieu of a motor vehicle is not entitled to have either amount included for superannuation purposes.
- (6) A *West State* or *GESB Super* member electing to take a vehicle does not have the cash value of that vehicle included for superannuation. However if the office holder elects to take a cash equivalent in lieu of a motor vehicle then this amount is included for the purposes of superannuation.

Signed on 23 June 2022.

M Seares AO
CHAIR

B A Sargeant PSM
MEMBER

Hon. J Day
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 Senior Legal Offices listed below in Part 1 of this Schedule.

1.1 Salary

The annual salaries specified in Table 14 of this Part apply to the holders of the corresponding offices.

Table 14: Remuneration and Offices

Office	Department or Agency	Band	Office Holder	Salary
State Solicitor, SSO	Justice	1	Vacant	\$-
Parliamentary Counsel, PCO	Justice	1	G Lawn	\$454,324
State Counsel, SSO	Justice	2	A Sefton SC	\$409,732*
Deputy State Solicitor, SSO	Justice	2	A Komninos	\$387,182
Deputy State Solicitor – Commercial, SSO	Justice	2	C Bydder	\$387,182
Deputy State Solicitor, SSO	Justice	2	Vacant	
Deputy State Solicitor, SSO	Justice	2	Vacant	
Deputy State Solicitor, SSO	Justice	2	Vacant	
Deputy State Solicitor, SSO	Justice	2	Vacant	
Deputy Parliamentary Counsel, PCO	Justice	2	U Couper	\$387,182
Senior Adviser, SSO	Justice	3	J O'Halloran	\$368,807
Deputy State Counsel, SSO	Justice	3	Vacant	
Senior Parliamentary Counsel, PCO	Justice	3	Vacant	
Senior Consultant State Prosecutor	Office of the Director of Public Prosecutions	3	J Whalley SC	\$353,463*
Senior Consultant State Prosecutor	Office of the Director of Public Prosecutions	3	L Christian SC	\$353,463*
Senior Consultant State Prosecutor	Office of the Director of Public Prosecutions	3	Vacant	
Senior Consultant State Prosecutor	Office of the Director of Public Prosecutions	3	P Usher	\$343,188
Senior Consultant State Prosecutor	Office of the Director of Public Prosecutions	3	L Fox SC	\$353,463*
Consultant State Prosecutor	Office of the Director of Public Prosecutions	4	I Jones	\$268,178
Consultant State Prosecutor	Office of the Director of Public Prosecutions	4	Vacant	
Consultant State Prosecutor	Office of the Director of Public Prosecutions	4	Vacant	

Office	Department or Agency	Band	Office Holder	Salary
Consultant State Prosecutor	Office of the Director of Public Prosecutions	4	Vacant	
Consultant State Prosecutor	Office of the Director of Public Prosecutions	4	Vacant	
Consultant State Prosecutor	Office of the Director of Public Prosecutions	4	Vacant	
Director Legal Services	Office of the Director of Public Prosecutions	3	M Bugg	\$353,463
Adviser, SSO	Justice	4	M Payne	\$258,627
Adviser, SSO	Justice	4	K Chivers	\$258,627
Adviser, SSO	Justice	4	Vacant	
Adviser, SSO	Justice	4	I Petersen	\$258,627
Adviser, SSO	Justice	4	Vacant	
Adviser, SSO	Justice	4	Vacant	
Senior Parliamentary Counsel, PCO	Justice	4	D Djurdjevic	\$258,627
Senior Parliamentary Counsel, PCO	Justice	4	R Jacobs	\$258,627

Abbreviations: SSO - State Solicitor's Office / PCO – Parliamentary Counsel's Office

* includes \$10,000 premium in recognition of appointment as Senior Counsel.

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.

2.1 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.
- (3) The Tribunal will review the classification and salary of an office when that office becomes vacant and prior to a new appointment being made.

Table 15: Indicative annual salary range for the classification of Senior Legal Offices

SENIOR LEGAL OFFICES		
Band	Annual Salary Range	
Band 1	\$424,047	\$488,250
Band 2	\$353,362	\$424,047
Band 3	\$284,944	\$353,362
Band 4	\$251,326	\$284,944

PART 3 MOTOR VEHICLE BENEFITS

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

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 on 23 June 2022.

M Seares AO
CHAIR

B A Sargeant PSM
MEMBER

Hon. J Day
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

Table 16: Annual salary for Court Registrars

OFFICE	ANNUAL SALARY
Supreme Court	
Principal Registrar	\$351,383
Registrar	\$311,290
District Court	
Principal Registrar	\$327,322
Registrar	\$307,622
Deputy Registrar	\$298,424

PART 2 MOTOR VEHICLE BENEFITS

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

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 \$24,000 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 on 23 June 2022.

M Seares AO
CHAIR

B A Sargeant PSM
MEMBER

Hon. J Day
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 Director of Public Prosecutions

- (1) The holder of the office of Director of Public Prosecutions is to be paid a salary of \$500,923 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) As stated in section 2(b) 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.

1.2 Deputy Director of Public Prosecutions

- (1) The holder of the office of Deputy Director of Public Prosecutions is to be paid a salary of \$409,732 per annum.
- (2) All other allowances payable from time to time are the same as provided to a District Court Judge of Western Australia.

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 Motor Vehicle Entitlement

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 on 23 June 2021.

M Seares AO
CHAIR

B A Sargeant PSM
MEMBER

Hon. J Day
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.

Table 17: Annual salary for the Clerks and Deputy Clerks of the Parliament

Office	Annual Salary
Clerk of the Legislative Council	\$264,456
Deputy Clerk of the Legislative Council	\$203,651
Clerk of the Legislative Assembly	\$264,456
Deputy Clerk of the Legislative Assembly	\$203,651

PART 2 MOTOR VEHICLE BENEFITS

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

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 on 23 June 2022.

M Seares AO
CHAIR

B A Sargeant PSM
MEMBER

Hon. J Day
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

The holder of the office of Solicitor-General is entitled to remuneration of \$621,092 annum inclusive of salary, motor vehicle entitlement and superannuation. This remuneration is provided on the basis that the holder of the office of Solicitor-General has not retained the right to private practice.

PART 2 MOTOR VEHICLE BENEFITS

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.

Signed on 23 June 2022.

M Seares AO
CHAIR

B A Sargeant PSM
MEMBER

Hon. J Day
Member

SALARIES AND ALLOWANCES TRIBUNAL

SEVENTH SCHEDULE CHIEF PSYCHIATRIST

Pursuant to Section 510 of the *Mental Health Act 2014* the Salaries and Allowances Tribunal determines the remuneration to be paid or provided to the holder of the office of the Chief Psychiatrist.

PART 1 REMUNERATION

The holder of the office of Chief Psychiatrist is entitled to remuneration of \$506,305 per annum inclusive of salary, motor vehicle entitlement and superannuation.

PART 2 MOTOR VEHICLE BENEFITS

For the purpose of superannuation the notional value of the motor vehicle entitlements is \$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 the Chief Psychiatrist.

Signed on 23 June 2022.

M Seares AO
CHAIR

B A Sargeant PSM
MEMBER

Hon. J Day
Member

SALARIES AND ALLOWANCES TRIBUNAL

EIGHTH SCHEDULE CHIEF HEALTH OFFICER

Pursuant to Section 12 of the *Public Health Act 2016* the Salaries and Allowances Tribunal determines the remuneration to be paid or provided to the holder of the office of Chief Health Officer.

PART 1 REMUNERATION

The holder of the office of Chief Health Officer is entitled to remuneration of \$513,409 per annum inclusive of salary, motor vehicle entitlements and superannuation.

PART 2 MOTOR VEHICLE ENTITLEMENTS

For the purpose of superannuation the notional value of the motor vehicle entitlement is \$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 the Chief Health Officer.

Signed on 23 June 2022.

M Seares AO
CHAIR

B A Sargeant PSM
MEMBER

Hon. J Day
Member

SALARIES AND ALLOWANCES TRIBUNAL