

SALARIES AND ALLOWANCES ACT 1975

**DETERMINATION OF THE REMUNERATION OF
COMMISSIONERS OF THE WESTERN AUSTRALIAN INDUSTRIAL RELATIONS COMMISSION
NO. 1 OF 2025**

PREAMBLE

1. The Salaries and Allowances Tribunal (Tribunal) issues this Determination pursuant to section 6(1)(e) of the *Salaries and Allowances Act 1975* (the Act).
2. In accordance with section 10A, this Determination has considered the:
 - *Public Sector Wages Policy Statement* issued on 18 December 2023; and
 - financial position and fiscal strategy of the State, as stated in the *Western Australia State Budget 2025-26 Economic and Fiscal Outlook*.

CURRENT INQUIRY

3. In discharging the Tribunal's statutory requirements with respect to Commissioners of the Western Australian Industrial Relations Commission, submissions were invited from stakeholders and office holders.
4. The Tribunal received submissions requested that existing relativities between office holders within the State's judicial and quasi-judicial system be maintained.

SUMMARY OF DETERMINATION

5. The Tribunal has determined a 3.5% increase in the remuneration for Commissioners of the Western Australian Industrial Relations Commission, in line with other office holders within the judicial and quasi-judicial sphere.
6. The Tribunal has monitored the lease costs associated with motor vehicles throughout the year and has decided to maintain the value of the motor vehicle allowance. The Tribunal will continue to monitor the value of motor vehicle lease costs. The motor vehicle section has been updated to reflect current practices and terminology, particularly in relation to charging of electric vehicles.
7. The Determination will now issue.

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NO. 1 OF 2025**

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 *Commissioners of the Western Australian Industrial Relations Commission Determination No. 1 of 2025*.

1.2 Commencement

This Determination comes into operation on 1 December 2025.

1.3 Content and intent

- (1) This Determination provides for the salary, allowances and other benefits to be paid, provided or reimbursed to holders of offices of the Western Australian Industrial Relations Commission ('the Commission') prescribed for the purposes of section 6(1)(e) of the *Salaries and Allowances Act 1975* (the Act).
- (2) The offices to which this Determination applies are the offices of the members of the Commission, other than the President, as prescribed in section 20(2) of the *Industrial Relations Act 1979*.

1.4 Terms used

In this Determination, unless the contrary intention appears –

Chief Commissioner means a Chief Commissioner appointed under the *Industrial Relations Act 1979*;

Senior Commissioner means a Senior Commissioner appointed under the *Industrial Relations Act 1979*;

Commissioner means a Commissioner appointed under the *Industrial Relations Act 1979*.

1.5 Conditions of service

- (1) Pursuant to section 20(10) of the *Industrial Relations Act 1979*, a Chief Commissioner, Senior Commissioner and Commissioner have a right to paid leave of absence, and to lump sum payments on ceasing to hold office for the money equivalent of leave of absence, which shall not be less than those applicable to a permanent public office under the *Public Sector Management Act 1994*.
- (2) To the extent that conditions of service affect remuneration (e.g. paid leave of absence), a Chief Commissioner, Senior Commissioner and Commissioner are entitled to the same terms and conditions as contained in the *Public Service Award 1992* and the *Public Sector CSA Agreement 2024* (or its replacement). When there is any inconsistency between the remuneration payable under this Determination and the terms of the *Public Service Award 1992* and the *Public Sector CSA Agreement 2024* (or its replacement), the remuneration specified in this Determination shall prevail to the extent of any inconsistency.

1.6 Salary Packaging

A Chief Commissioner, Senior Commissioner and Commissioner are entitled to participate in salary packaging arrangements for superannuation and novated leases in accordance with the “Guidelines for Salary Packaging in the WA Public Sector” issued by the Department of Local Government, Industry Regulation and Safety.

PART 2: SALARY

This part deals with the salary payable to a Chief Commissioner, Senior Commissioner or Commissioner for the performance of their duties pursuant to their appointments under the Industrial Relations Act 1979.

2.1 General

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

2.2 Offices and salaries

- (1) The annual salaries specified in Table 1 of this Part apply to a Chief Commissioner, Senior Commissioner and Commissioner.
- (2) The annual salaries specified are inclusive of leave loading entitlements.

Table 1: Annual salaries payable to a Chief Commissioner, Senior Commissioner and Commissioner

OFFICE	ANNUAL SALARY
Chief Commissioner	\$435,560
Senior Commissioner	\$413,783
Commissioner	\$392,006

PART 3: MOTOR VEHICLE BENEFITS

This Part deals with the motor vehicle benefits paid or provided to a Chief Commissioner, Senior Commissioner or Commissioner.

3.1 General

- (1) In addition to the salary determined for the Commissioners listed in Part 2 of this Determination, those Commissioners are entitled 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) All vehicles (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 Housing and Works (the Agency responsible for the State Fleet). Applicable terms and conditions are currently set out in the document "State Fleet - General Agreement".
- (3) Commissioners are encouraged to consider leasing electric vehicles (EVs) as part of their commitment to sustainable transport where the option suits their personal needs. While EVs contribute to environmental objectives and align with broader government commitments to reducing emissions, the preferred recharging method for EVs is at home, overnight charging. The cost of at home charging is significantly lower than that of refuelling an internal combustion vehicle, and is not included in the whole of life lease costs of the vehicle.
- (4) There is currently no single recharging card solution for all commercially available EV recharging points. If an office holder chooses to recharge the vehicle at a commercial recharger, the cost is to be borne by the office holder. Office based rechargers are being rolled out for other State Fleet vehicles. Office based rechargers must be prioritised for fleet vehicles above personal EVs (including SAT vehicles). If a department introduces a policy, consistent with State Fleet guidelines, the office holder may participate in that policy and be responsible for any costs that it may incur.
- (5) An individual accessing a vehicle under this Part shall take due care of the condition and security of the vehicle. This includes responsibility for regular servicing and maintenance 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 at all times. Theft or damage should be reported to the agency Fleet Coordinator.

- (6) Motor vehicles leased for Commissioners 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, the individual is liable for the cost of fuel and oil incurred when driving 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 Commissioner 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 private use, including transport to and from work.
- (9) Should the Commissioner 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 Commissioners during business hours. Commissioners are not entitled to claim mileage allowance for use of private vehicles for work purposes. Neither are they entitled to access another government vehicle for their business or personal use including transport to and from work.

3.2 Annualised whole of life cost of the vehicle and the cost to the Commissioners

- (1) The annual whole of life cost of the vehicle (including accessories) shall be:

Table 2: Notional value of motor vehicle lease

OFFICE	NOTIONAL VALUE OF THE LEASE
Chief Commissioner	\$28,500 p.a.
Senior Commissioner	\$27,900 p.a.
Commissioner	\$27,900 p.a.

- (2) The annual whole of life cost of the vehicle shall be calculated on a pro-rata basis in accordance with the proportion of full-time hours worked by a Commissioner.
- (3) The annual whole of life cost of the vehicle determined in this section must be borne by the Commissioner. This includes the purchase cost of any

accessories, including installation and removal costs if required, before disposal of the vehicle.

- (4) When the annual whole of life cost of the vehicle 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 Commissioner's remuneration.
- (5) Where the annual whole of life cost of a vehicle and accessories is greater than the relevant benefit, the difference in cost is to be subtracted fortnightly from the Commissioner's remuneration. Salary adjustments are fixed once the Commissioner commits to a vehicle model and accessory package – regardless of any fluctuations in whole of life costs occurring up to, and post, delivery. However, in the event the Commissioner elects to amend the vehicle lease term (including lease extensions or increased lease kilometres), a salary adjustment review (taking into account the revised whole of life costs) must be undertaken and applied. Vehicle leases must be aligned to actual usage.
- (6) The method of determining whether an additional contribution must be made by the Commissioner or the surplus is to be paid to the Commissioner, shall be based on the annual whole of life cost of the vehicle to the Government of the vehicle sought (using the formula detailed below), compared with the annual whole of life cost allowance. The cost at the time of entering the lease is applicable.
- (7) In the event a Commissioner's vehicle requires modifications to cater for a disability, resulting in the annual whole of life cost of the vehicle higher than the annual whole of life cost allowance specified in 3.2(1), then the reasonable additional cost may be approved by the Chief Commissioner, in consultation with the Department of the Registrar, Western Australian Industrial Relations Commission.
- (8) The whole of life costs of the vehicle must include lease cost (based on nominated lifespan and kilometres), Fringe Benefits Tax (FBT) and all other operating costs. 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

- (9) FBT is costed at applicable Australian Taxation Office rates: purchase price (including GST) x Statutory fraction x Gross up (2.0802) x FBT rate (0.470).
- (10) Each lease should be tailored to achieve the most cost-effective arrangement based on individual usage.

3.3 Choice of Motor Vehicle

- (1) When Commissioners elect to access a leased vehicle under State Fleet arrangements, they may choose any vehicle and accessories in the relevant Western Australian Government Common Use Arrangement or an “off contract” vehicle and accessories available under Government leasing arrangements in accordance with the following criteria.
- (2) Commissioners unable to access 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 Allowance

- (1) Where the Commissioner elects not to be provided with a motor vehicle through State Fleet, they are entitled to the cash value being paid fortnightly as additional remuneration. The relevant cash value is as specified in Table 3.

Table 3: Cash Value of a Motor Vehicle

OFFICE	NOTIONAL VALUE OF THE LEASE
Chief Commissioner	\$28,500 p.a.
Senior Commissioner	\$27,900 p.a.
Commissioner	\$27,900 p.a.

- (2) The cash value of the motor vehicle allowance shall be calculated on a pro rata basis in accordance with the proportion of full-time hours worked by a Commissioner.
- (3) 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.

- (4) 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 Commissioner elects to take a cash equivalent in lieu of a motor vehicle then this amount is included for the purposes of superannuation.

PART 4: TRAVELLING AND ACCOMMODATION ALLOWANCE

This Part deals with the travelling and accommodation allowance to be paid or reimbursed to a Chief Commissioner, Senior Commissioner and Commissioner.

4.1 General

- (1) A Chief Commissioner, Senior Commissioner and Commissioner shall be entitled to claim a travelling and accommodation allowance or reimbursement as specified in this Part while travelling on official business.
- (2) Claims for overnight stays in the Perth metropolitan area shall be subject in each case to the approval of the Chief Commissioner.

4.2 Allowance or reimbursement payable

- (1) When an overnight stay away from home is involved, a travelling and accommodation allowance (inclusive of accommodation, meals and incidentals) shall be payable in accordance with the Australian Taxation Office's reasonable benefit limit rates for the relevant financial year as specified in the ATO's Taxation Determination and when accompanied by certification that the expense was appropriately incurred.
- (2) If the reasonably and properly incurred travelling and accommodation expenses exceed the abovementioned specified rates, the actual costs should be reimbursed. Receipts or vouchers must be provided in support of any claim for reimbursement in excess of the specified rate.
- (3) Part payment of travelling and accommodation allowances shall apply in the following circumstances -
 - a) When the Chief Commissioner, Senior Commissioner or Commissioner is accommodated in private, non-commercial accommodation, such as the home of a family member or friend, a rate of one third of the specified rate shall be payable.
 - b) When the cost of commercial accommodation is met by an entity other than the Chief Commissioner, Senior Commissioner or Commissioner, an allowance shall be payable in accordance with the Australian Taxation Office's reasonable benefit limit rates for the relevant financial year as specified in the ATO's Taxation Determination for meals and incidentals when accompanied by certification that the expense was appropriately incurred.

- c) When in the case of commercial accommodation referred to in sub section (b) above, the cost of a meal or meals is met by an entity other than the Chief Commissioner, Senior Commissioner or Commissioner, the amount of travelling allowance shall be reduced by the relevant amount or amounts referred to in the preceding paragraph.

Signed on 3 October 2025

E Prof M Seares AO

CHAIR

Dr M Schaper

MEMBER

Mr O Whittle

MEMBER

SALARIES AND ALLOWANCES TRIBUNAL