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Western Australia

PARLIAMENTARY SALARIES AND ALLOWANCES ACT, 1967

REPORT

OF THE

PARLIAMENTARY SALARIES
TRIBUNAL

1971

The Honourable Sir Reginald Sholl Chairman
Mr. J. M. Groom, F.C.A., F.A.S.A. Member
Sir Reginald Rushton, A.C.A., F.A.S.A. Member

K. E. Mann, A.A.S.A.
Secretary

PARLIAMENTARY SALARIES TRIBUNAL SECOND REPORT – 1971

GENERAL

1. In 1967 the Parliament of Western Australia enacted the Parliamentary Salaries and Allowances Act which was proclaimed to come into operation on the 14th June, 1968. In this legislation the Parliament followed the States of Tasmania, which first enacted similar legislation in 1962, and South Australia, which passed a similar Act in 1965. The basic principle of all three enactments is that instead of itself undertaking the task of revising and up-dating the salaries and allowances of Ministers of the Crown, and Officers and Members of Parliament, the legislature entrusts this task to an independent body appointed by the Governor on the advice of the Government of the day and leaves this statutory body to make a determination which has immediate effect by virtue of the Statute itself, and which therefore operates in the same manner as the awards and determinations of the wage and salary fixing tribunals of the Commonwealth and the States. The first members of the Tribunal were the Honourable Sir Lawrence Jackson, K.C.M.G., Chief Justice of the State, who was appointed Chairman in accordance with Section 5, subsection (4) of the Act, Mr. J. M. Groom, F.C.A., F.A.S.A., and Mr. R. F. (now Sir Reginald) Rushton, A.C.A., F.A.S.A. The Tribunal met for its first sitting on the 21st June, 1968, and issued its first Determination on the 6th September, 1968, to operate from the 16th September. Its Determination was arranged in eight Parts dealing respectively with the remuneration of members generally (basic salary and electorate allowances), the remuneration of Ministers of the Crown, the remuneration of Officers of Parliament, expense allowances for certain Ministers and Officers, travelling allowances, postage allowances, method of payment of remuneration, and date of commencement. Accompanying the Determination was a statutory report as required by section 11 of the Act and annexed to the report was a comparative statement of Parliamentary salaries and allowances in force in Australia, both in the Commonwealth and in the States, at that date.

2. During the current year the Chairman, Sir Lawrence Jackson, took the view that embarrassment might be caused both to the judiciary and to Parliament if he continued to preside over the Tribunal, having regard to the fact that Parliament had been and might in future again be called upon to revise the salaries of the Judges of the State which are fixed by statute. He accordingly resigned the chairmanship, and the Honourable Sir Reginald Sholl, a retired judge of the Supreme Court of Victoria, was appointed as chairman in accordance with the provisions of section 5, subsections (3) and (4) of the Act. The other two members of the Tribunal remain in office, as does the original Secretary, Mr. Keith E. Mann, A.A.S.A. The second sitting of the Tribunal was convened by His Excellency the Governor for Monday 14th June, 1971, and the Tribunal met on that day and sat continuously for a period in excess of two weeks. In general the same procedure has been followed as was adopted in 1968, in the obtaining of evidence, the notification of the sittings to the public and to interested individuals, and the general arrangement of the appropriate statutory report and the new Tribunal Determination. It has, however, been necessary, as will be observed, to expand somewhat the scope of the Determination to deal with one or two additional special matters, including particularly the periodical adjustment of salaries, and to expand the scope of the report in consequence. We have now completed our inquiry, and made a Determination, a copy of which is printed as Appendix I to this Report, which is prepared and submitted to His Excellency the Governor and to the Honourable the Treasurer, pursuant to section 11 of the Act.

3. Substantially before the date fixed for the commencement of the sittings we caused advertisements to be published in the *Government Gazette*, *The West Australian* newspaper and *The Sunday Times* newspaper, informing the public of the impending inquiry and inviting any person wishing to do so to make submissions to the Tribunal. Two members of the public who responded to this invitation (one a former member of the Legislative Assembly) made detailed and carefully reasoned written submissions based upon political experience and upon long experience of business and other activities in this State. We also wrote to the President of the Legislative Council and to each member of Parliament inviting submissions. With regard to the Speaker there was a certain difficulty in that the new Parliament had not yet assembled and no Speaker had actually been elected. However the appropriate communication was sent to the Speaker designate whose name had been announced publicly by the Government party. We also wrote to the Deputy Commonwealth Statistician and Government Statistician (Mr. F. W. Sayer), and through the Under Secretary of the Premier's Department letters of enquiry were despatched to the corresponding officers in each of the other Australian States and in the Australian Capital Territory, seeking information as to the current salaries and allowances of the Ministers, Officers, and Members of the State Parliaments and of the Commonwealth Parliament. We also requested of the Chief Electoral Officer of this State details of the enrolments in the provinces and districts returning members to Parliament as well as of the areas of each. We obtained from the Royal Automobile Club of W.A. (Inc.) its latest cost schedule of car running expenses. In addition we obtained from the Public Service Board various details of travelling allowances and motor car mileage rates currently in use by that Board. We also obtained from the Public Service Board, the University of Western Australia, and the Western Australian Institute of Technology details as to salaries payable in the Public Service of this State, at the University, and at the Institute, both in 1968 and currently.

4. In answer to our communications we received detailed written submissions from the Parliamentary Liberal Party and the Parliamentary Rights and Privileges Committee, as well as individual submissions from the following Members of Parliament:—

Legislative Council

Hon. G. W. Berry
 Hon. V. J. Ferry, D.F.C.
 Hon. T. O. Perry
 Hon. R. H. C. Stubbs
 Hon. J. M. Thomson
 Hon. F. R. White
 Hon. W. R. Withers
 Hon. D. Wordsworth

Legislative Assembly

Mr. T. H. Bateman
 Hon. Sir David Brand
 Hon. H. D. Evans, B.A.
 Hon. T. D. Evans
 Mr. H. A. Fletcher
 Mr. H. W. Gayfer
 Hon. H. E. Graham
 Hon. C. J. Jamieson
 Mr. W. R. McPharlin
 Hon. C. D. Nalder
 Mr. K. A. Ridge
 Mr. E. C. Rushton
 Mr. M. C. Williams
 Mr. R. L. Young

5. From the Parliamentary Labor Party and the Parliamentary Country Party we received requests on behalf of all the members of each Party to hear Mr. G. G. Halliwell, Industrial Advocate, supported in the case of the Parliamentary Labor Party by Mr. T. Burke, M.L.A., the Secretary of the Parliamentary Labor Party, and in the case of the Country Party by the Hon. C. D. Nalder, M.L.A., the Leader of the Country Party. This request was supported by a written submission prepared on behalf of both Parties which was elaborated at a hearing when Mr. Halliwell, Mr. Burke and Mr. Nalder, in that order, addressed us. The hearing of an advocate experienced in industrial matters was in one sense a departure from the procedure adopted by the first sitting of this Tribunal in 1968, but under section 9, subsection (2) of the Act the Tribunal is empowered to regulate its own procedure and to inform itself of any matter in such manner as it thinks fit. In the result, Mr. Halliwell gave us the benefit of a well prepared and well documented address which was of great use to us in our deliberations, supported as it was also by the practical observations of Mr Nalder and Mr. Burke.

6. We considered at the commencement of our sittings whether we should sit in a public forum, but for reasons which we then furnished to the press we decided to sit privately unless and until we received a request from some party with an appropriate interest to hold a public sitting. No such request was ever made to us and accordingly all our sittings were held in the same informal manner as had been adopted in 1968. Our reasons for adopting the practice of private sittings were that those parties who wished to make verbal submissions specifically stated that they did not desire a public hearing, and also that much of the material furnished to us concerned the private expenditure and domestic budgets of individual Ministers and members. While in a sense the private affairs of Ministers and members may be a matter of public concern in so far as they are reflected in the requirements of those persons when their appropriate remuneration is under consideration, we formed the view that we were more likely to obtain a full and frank disclosure of the financial position and needs of the Ministers, Officers and Members of the Parliament if we sat generally in private, and in public only when we judged it necessary on specific request to do so.

7. The following witnesses were heard: —

The Hon. H. E. Graham, M.L.A., Deputy Premier
 The Hon. Sir David Brand, K.C.M.G., M.L.A., Leader of the Opposition
 The Hon. A. F. Griffith, M.L.C., Leader of the Opposition in the Legislative Council
 The Hon. C. D. Nalder, M.L.A., Leader of the Country Party
 Mr. T. J. Burke, M.L.A., Secretary of the Parliamentary Labor Party
 Mr. F. W. Sayer, B.Com., Deputy Commonwealth Statistician and Government Statistician
 Mr. J. G. C. Ashley, A.A.S.A., Clerk Assistant of the Legislative Council and Usher of the Black Rod
 Mr. H. W. Burton, Secretary of the Joint House Committee, and Controller, Parliament House
 Mr. R. C. Paust, A.A.S.A., Secretary, Local Government Department
 Mr. N. A. Wilkinson, A.P.A.A., Chief Industrial Officer, Public Service Board
 Mr. R. R. Ellis, Dip. P.T.C. (Pub. Admin.), Industrial Registrar.

8. In addition to the material to which we have earlier referred, we obtained statistics and information from the following sources:—

<i>Industrial Commission:</i>	Statistics regarding movements in the State Basic Wage for Perth and in the Minimum Weekly Wage rates fixed by the Commission.
<i>Deputy Commonwealth Statistician:</i>	Movements of the Consumer Price Index for Perth, the average weekly earnings per employed male unit for Western Australia, the weighted average minimum weekly wage rate for Western Australia, and the periodical survey of weekly earnings and hours for both Australia and Western Australia.
<i>Education Department:</i>	Movements in the salaries of the Divisional Directors, Superintendents and various grades of teachers, including Principals of High Schools, Headmasters and Senior Masters.
<i>Local Government Department:</i>	Movements in salaries paid to Local Government executive officers.
<i>Joint House Committee:</i>	Details of air travel concessions at present available to Members of Parliament and of travelling expenses for members serving on Select Committees and Royal Commissions.
<i>Government Tourist Bureau:</i>	Details of charges made by representative hotels in the Eastern States for comparison with those prevailing in Western Australia.

We were also furnished with details of the actual sittings of Parliament in the past three years; and we received a wealth of information from the Commonwealth and other States with regard to the salaries and allowances of Commonwealth and State Parliamentarians. The last mentioned information has enabled us to prepare an up-dated table showing Parliamentary salaries and allowances in force at the date of this report in the Commonwealth and in the other States of Australia, and for purposes of comparison we have added a column showing the situation in Western Australia as it will operate from the 16th September next when our Determination comes into force. This table appears as Appendix II to this report.

9. The report of the Wolff Committee in this State in 1965 adopted the course of summarising the arguments and submissions of each group of members which had made representations to it. This was not done in the first report of this Tribunal in 1968, nor do we consider that it is necessary to adopt the practice now. It is unnecessary also to recapitulate much interesting material of an historical nature which appears in the 1965 report and to some extent in the 1968 report. Any serious student of this subject is bound to read these documents in any event.

GENERAL PRINCIPLES INVOLVED IN THE FIXING OF PARLIAMENTARY REMUNERATION

10. It is, however, useful to recapitulate some of the conclusions as to the general principles involved in the fixing of Parliamentary remuneration which have been stated by previous committees in this and other States. There is now available a substantial number of reports of this kind, both in the U.K. and Australia, mostly made by committees of an advisory character which were asked to report for the purposes of enabling the various Parliaments to frame suitable statutes directly enacting new rates of salaries and allowances. In this State since 1968, and in Tasmania and South Australia since 1962 and 1965 respectively, there are also available the statutory reports of the new tribunals which themselves actually fix the details of Parliamentary remuneration in those three States. In general it is, we think, now universally accepted that Members of Parliament are to be remunerated on the basis that almost all of them are occupied full time in their Parliamentary duties. In South Australia in 1948 this position had not yet been accepted and a committee which sat in that State during that year advised on the basis that membership of Parliament was a part-time occupation. It noted, however, that there seemed to be a growing tendency for constituents to seek the aid and advice of members on matters concerning the electorate and its voters both collectively and individually. It is true to say that today, 23 years later, practically every member of Parliament in any Australian State is occupied not only during the sittings of Parliament but during all the rest of the year in the affairs of his electorate and his constituents, as well as in his duties as a party member. As long ago as 1952 a Commonwealth Committee considered that the aim of any recommendation as to Parliamentary remuneration should be to obtain men best suited to the needs of Australia, and in the term "Parliament" they included the party room where important decisions were taken and the plans of party leaders might be modified or reversed. That committee concluded that the salary of an ordinary member should be such as to allow a young man, who still had to educate his family, to take part in political life, and such also as would not debar a man who had no private income of his own, although he might have fitted himself to earn a living. The committee concluded that although they did not hold that in every instance a seat in Parliament compelled a man to do nothing else, nevertheless in the majority of instances abandonment of any other occupation was necessary, and they could see no means of making a distinction between one member and another. With this we agree.

11. What is there said as to ordinary members is true at least equally of Ministers and Officers of Parliament. To both ordinary members as well as Ministers and officers one may apply the observation of the Martin Committee in Victoria in 1959 that the basic salary must be determined as fair compensation for a normal working week. To this we would add the view that as between Ministers and Officers of Parliament on the one hand, and ordinary members on the other, it is legitimate to apply the principle that the former class carry varying additional responsibilities of a managerial character which in private industry would as a matter of course be regarded as carrying the right to substantial margins in the way of salary and allowances. Furthermore it is in general true to say that the community is entitled to expect in the

way of service from its Members of Parliament that for which it is prepared to pay. It is quite true that the community in quite a number of instances gets in fact more than it deserves, in that many members give Parliamentary service from a sense of public duty and dedication to the public interest, notwithstanding that in other occupations they might obtain very much more substantial rewards. Nevertheless the obligations imposed on ordinary citizens by the demands of home and family, and especially the burden of educating children, restrict the number of persons prepared to contemplate Parliamentary service and this restriction is bound to operate more extensively according as the salary of an ordinary Member of Parliament drops in the scale as compared with the rewards of those occupations from which Parliament may expect its recruits. On the other hand there is a practical and commonsense limit to the amount which the community can reasonably expect to have to pay, and there are in addition other factors which limit the capacity or the willingness of individuals to enter Parliament, whatever the rewards offered.

BASIC SALARY OF MEMBERS

12. With these introductory observations we turn to what has been in many ways the most important and exacting of the tasks confronting this Tribunal. It is beyond doubt that the three years which have passed since the current Determination came into operation on the 16th September, 1968, have seen a quite extraordinary escalation of wages and salaries in almost every walk of life in Australia. There has been a similar increase in incomes generally, other than those derived from agricultural and pastoral pursuits, and with the notable further exception of the sector of the community dependent on fixed incomes. There is before us a wealth of data, to which we refer in more detail hereafter, indicating that for at any rate the great bulk of the Public Service of the Commonwealth and of this State, the teaching service, the artisan trades, and local government officials—to give only some examples—rises in total remuneration have been of the order of 27-40%, and the process of escalation is still continuing. The cost of living figures disclose over the same triennium a rise of only 11-12%, the difference being, as we conclude, the result of economic circumstances which have enabled unions and associations of employees, in a time of full employment, to engage in a series of negotiations and pressures in the public and private sectors which have constantly distorted what is sometimes called the Public Service pyramid. The continued efforts by the authorities concerned to readjust the symmetry of this pyramid have produced an interaction between Public Service and private industry rates of remuneration, with the result that in private industry similarly dramatic advances have been obtained by most professional managerial and blue collar workers who are remunerated by the means of salary or wage fixation.

13. The outcome has been a comparatively sudden and in our view serious downgrading of the position of an ordinary Member of Parliament in this State in his capacity to maintain himself and his family according to accustomed social standards and also in his capacity to serve his electorate and his constituents. The deterioration in his economic position which has resulted from the fact that his remuneration has been unchanged for the past three years requires in our view that we should take this opportunity of making a substantial readjustment. At the time when the last Determination of the Tribunal was made it was anticipated that a triennial review would be sufficient (as in the case of a number of other salaried occupations) to keep the ordinary Member of Parliament more or less in line with those various groups in the community with which his position could in 1968 be regarded as comparable. In consequence no adjustment clause was inserted in the Determination, as might have been done under the provisions of section 7 (3) (d) of the Act. Experience has shown that this was an omission which should not be repeated.

14. In re-approaching the question of the appropriate basic salary for a Member of Parliament in 1971, we have had to consider whether we should seek at least to re-equate him with those wage and salary earners who were in a comparable position in 1968, or whether we should seek to upgrade him in a greater or less degree as compared with those groups. The Deputy Premier, in a thoughtful and interesting submission to us based on some 28 years' experience of Parliament, urged (as did also one of the submissions from a member of the Public) that there should be a radical upgrading of the ordinary member in relation to the rest of the community, having regard to the position of community leadership which a member occupies, his association with other leading citizens and administrators, the importance of a proper appearance and lack of financial worry, and above all the desirability of attracting men of the highest quality. The argument was strongly presented to us that a salary should be fixed such that men in the higher income groups in the State, with technical, managerial or professional qualifications, would not have to face such a sacrifice and such disadvantage to their families as would be at present involved by entering Parliament. It was suggested that the position of an Under Secretary, who currently receives over \$15,000 annual salary, might be taken as comparable with that of an ordinary member. We have given careful consideration to these views but on the whole we are not prepared to accept the reasoning that it is necessary or proper to advance the salary of an ordinary member to so high a figure. We think that it is preferable, when considering the question of inducement, to look at the position, not of an Under Secretary who has reached the highest ranks of the Public Service, but of a public servant, a business executive, a union official, or a wage earner, who is of an age around 30 or 40 years and who is the type of man who might well consider Parliamentary service. It is true that some members remain a long time as private members without attaining the higher rewards of Ministerial or Parliamentary office but a logical way to improve their position would be to provide for a basic salary increasing with the years of Parliamentary service, as indeed one of our correspondents has advocated. This, however, is contrary to the present provisions of section 15 of the Act. We could see no objection in principle to such an incremental provision if section 15 were amended, and we note in passing that an increase of benefits proportionate to length of Parliamentary service is provided for in the Parliamentary Superannuation Act.

15. There are three other principal reasons why we have not thought it practicable or indeed proper to upgrade the basic salary to the extent suggested. In the first place, the figure of \$7,500 fixed in 1968 was, we believe, generally regarded as satisfactory and acceptable, and as placing the ordinary member in a reasonably appropriate relationship with other relevant sectors of the community. In the second place, if it be accepted that the salaries and emoluments which we have in our new Determination awarded to the Premier, Deputy Premier, and other Ministers and Officers of Parliament are in keeping with what we reckon to be the earnings of administrators sharing like responsibility, then we must hold that a figure in the order of \$10,000 is an appropriately relative remuneration for an ordinary member. And in the third place, we are not satisfied that, if we were to commit the State to the additional financial burden which a basic salary of \$15,000 would involve, this would in fact attract into Parliament a substantially greater number of members from the higher income brackets, and with greater professional or managerial skills, than is at present the case.

16. Mr. Halliwell argued for an increase of 35% in the basic salary, i.e., a figure of \$10,125, relying especially on the salary movements over the past three years of the Administrative, Professional and Special Divisions of the Public Service of the State. He suggested that the basic salary should itself be tied generally to the salaries of the Administrative and Professional Divisions, contending that these would be a better guide than any others since State Public Service salaries are both a maximum and a minimum, and benefits such as leave are clearly defined, whereas in private industry over-award payments, use of cars and other benefits are difficult to quantify. Mr. Halliwell's tables demonstrated that throughout the Divisions referred to the rise in salaries from 1968-71 ranged between 27.21% and 49.66%, the great majority of rises being within the narrower range 33-36%. The Parliamentary Liberal Party (which advocated a figure of \$10,635), and most private members, in their submissions pointed out how much the members had dropped behind those ranks of the community with whose remunerations their salaries had been comparable in 1967 and 1968, and some provided evidence of actual pinching and hardship in relation to the education of children, clothing of themselves and their families, and the general maintenance of the social standing and proper appearance of a Member of Parliament.

17. We have studied the evidence of the movement of many indicators which demonstrate how the remuneration of the community has altered in the three year period. This may be tabulated in ascending order of increase as follows:—

- (i) Consumer Price Index for Perth 11.3%
- (ii) State Basic Wage 12.7%
- (iii) Weighted average minimum weekly wage rate for Western Australia 23.6% (Australia 19.3%)
- (iv) University of W.A. academic salaries 24-27%
- (v) Survey of weekly earnings and hours (Commonwealth Statistician) for Western Australia 28%
- (vi) Minimum weekly wage rates fixed by certain State awards in 1968 and fixed generally for State awards in 1970 (W.A. Industrial Commission) 30.4%
- (vii) A Grade Journalists 32.3%
- (viii) Average weekly earnings per employed male unit Western Australia 32.9% (Australia 28.1%)
This includes overtime and over-award payments
- (ix) Permanent Heads including the Under Treasurer and a number of other senior Public Service Directors or Commissioners 33%
- (x) W.A Institute of Technology academic salaries 32-44%
- (xi) Under Secretaries of major Departments 34%
- (xii) Positions in Administrative, Professional and General Divisions of the Public Service on salaries comparable with the salary of an ordinary member in 1968 34.8-40%
- (xiii) Accountants in major Departments 34.9%
- (xiv) Assistant Under Secretaries 37%
- (xv) Education Department—Divisional Directors, Superintendents, Headmasters and Senior Masters, 25.4-39.9%
- (xvi) Supreme Court Judiciary 40-41%
- (xvii) Town Clerks and Municipal Engineers in broadly comparable salary ranges 37-59.7%

Set out hereunder is a statement of actual wage and salary movements in the case of persons who in 1968 were on rates of wages or salary below or closely approximating the Parliamentary basic salary then fixed of \$7,500.

TABLE OF WAGE AND SALARY MOVEMENTS IN VARIOUS
RELEVANT OCCUPATIONS 1968-1971

Occupation	Gross Annual Salary or Weekly Wage		Percentage Increase
	1968	1971	
Labourer (Grade 3, Government Construction—A.W.U. Award)	\$ 40.70 p.w.	\$ 53.10 p.w.	30.5%
Transport Driver (25 cwt.—3 ton vehicle—Transport Workers General Award)	44.20 p.w.	58.80 p.w.	33%
Clerk (Age 25 yrs.—Clerks, Wholesale and Retail Award)	46.00 p.w.	66.00 p.w.	43.5%
Journalist:			
Class A	5,899 p.a.	7,804 p.a.	32.3%
Special A	6,919	9,134	32%
Commonwealth Public Service Third Division Clerical Rates—			
Class 1 (Max.)	3,244 p.a.	4,340 p.a.	33.8%
Class 11 (Max.)	8,532	11,579	35.7%
Local Government—			
Town Treasurer, Town of Canning	6,640 p.a.	9,095 p.a.	37%
Town Engineer, Town of Canning	8,200	12,395	51.1%
Town Clerk, Town of Canning	8,600	12,895	49.9%
Education Department—			
Head Master, IA Primary School	7,205 p.a.	10,070 p.a.	39.7%
Principal, Junior High School	7,625	10,558	38.3%
State Public Service—			
Psychologist, Level 2	6,400 p.a.	8,658 p.a.	35.2%
Works Manager	7,397	9,975	34.8%
Accountant (Major Department)	7,410	10,000	34.9%
Deputy Public Trustee	7,410	10,000	34.9%
Administrative Officer, Mines Department	7,410	10,000	34.9%
Agricultural Scientist, Level 3 (Max.)	7,620	10,674	40%
W.A. Institute of Technology—			
Senior Lecturer	7,200- 8,100 p.a.	9,540- 11,130 p.a.	32.5%- 37.4%
University of W.A.—			
Senior Lecturer	7,500- 8,750 p.a.	9,540- 11,130 p.a.	27.2%

18. It is obvious from the above tabulation that much more than a cost of living increase is involved in the wage and salary movements set out. In Mr. Halliwell's address it emerged quite clearly that while approximately 15% of the increases might be attributed to the assessment by various tribunals or authorities of cost of living increases during the period, the remainder of the increases are principally due to the fact that shortages of various categories of skills have produced, as we have earlier mentioned, a competition between the Public Service and private industry, in both Commonwealth and State circles, and within the area of private employment itself. Movements in the Commonwealth Public Service rates are sooner or later reflected in those of the State Public Service. It is almost literally true to say on the evidence that the full employment situation in the engineering field has led to increases for the whole of the Public Service and for much of private industry. As Mr. Sayer pointed out, the importance of the wage rate indexes has declined in recent years as a measure of the movement of current earnings. These indexes are still used however to analyse what are known as "wage drift" problems, i.e., to ascertain the extent to which average actual earnings have diverged from award wages. The phenomenon of wage drift has grown in importance with the full employment era and the scarcity of labour.

19. In our opinion it is not desirable to tie Parliamentary salaries to those of any Division of the Public Service or indeed to any defined sector of the community, but rather to preserve the Tribunal's freedom to look at the remuneration of any or all sections of the community when conducting its periodical reviews. It may indeed at some time become the duty of Parliament to take legislative action with regard to the control of the rate of increase in the salaries of the Public Service or any other sector of the community. We are in a sense the advisers in this field of the public of Western Australia in its character of employer of the Parliamentarians who will have an important part in the next three years in carrying on the administration of this State and of its public undertakings. It is essential to keep the remuneration offered competitive in relation to the sections of the community from which members have come and may normally be expected to be drawn. The middle and more junior ranks of the Public Service, school teachers, union officials, bank officials, farmers, and municipal officers are but some of the classes at which we have looked. We bear in mind also that in most of these occupations there is an element of permanence and security which a Parliamentarian does not have, and that there are also what may be called fringe benefits in the way of provision of residences and transport and the like, which are in some cases more valuable than

anything available to a Member of Parliament. In some of the other States there are special sessional allowances, additional to the ordinary salary, payable on attendance at Parliament; and there are also special fees for attendance at standing committees and other bodies. We prefer that the basic salary should constitute remuneration for all Parliamentary duties apart from the special responsibilities attached to Ministerial or Parliamentary Office.

20. It is also important to ensure that an ordinary member can maintain his home and family without the risk of genuine financial embarrassment or possible susceptibility to outside pressure groups which have operated to the disadvantage of the public in some other countries. Australia has been singularly fortunate in the preservation of a purity of public life, and the maintenance of adequate Parliamentary remuneration is important in this respect.

21. Though we do not feel it proper to attempt to upgrade the ordinary member so as to equate him with the upper ranks of the Public Service or the higher ranks of the professions or private industrial management, we think that we are bound to compensate him to a degree much greater than a cost of living increase over the period 1968-1971. We think we should attempt to compensate him for a loss of comparative status in relation to that of such other wage and salary earners as we regard as relevant. In our judgment it is proper to increase the basic salary now by $33\frac{1}{3}\%$, and we therefore fix it at \$10,000.

22. We have not attempted, in so doing, to make provision for the possible increase in costs or the possible alteration of the member's comparative position in the ensuing triennium. Instead we prefer to deal with this by inserting an adjustment clause which will apply to the basic salary as well as to Ministerial salaries and the salaries of Officers of Parliament, and will relate them to the adjustments provided for in the National Wage Cases decided periodically by the Commonwealth Conciliation and Arbitration Commission.

ELECTORATE ALLOWANCES

23. The tribunal in 1968 laid down a system of electorate allowances which was based broadly on the concept of a series of concentric zones of territory based on a centre in Perth, the most distant zone being regarded as group A and the nearest as group E. In general the Assembly electorates were placed within the same group as the Council provinces within which they fell, but even in the initial Determination of 1968 this principle was not wholly adhered to, and the experience of the past three years has led us on this occasion to depart in four additional instances therefrom. In two cases we have come to the conclusion that Assembly electorates which were formerly in group D should be moved up into group C, and in two cases that Assembly electorates which were in group E should be moved up into group D. The two former are Katanning and Avon and the two latter are Dale and Darling Range. Population movements and a further study of the working of the existing grouping, including a re-assessment of the geographical considerations applicable to these four electorates, have led us to make this change. We have not considered it necessary to re-group any of the provinces in which these electorates fall, having regard to the fact that there are substantial portions of those provinces which are nearer to the metropolis and which contain nearer electorates.

24. We have also come to the conclusion that the amounts fixed by way of allowance for each of the five groups requires a substantial increase, but not to the extent of the $33\frac{1}{3}\%$ which we have applied in re-determining the basic salary of members. The increases which we have made, and which are set out hereafter, cover the approximate range of 23-26%. We do not think it necessary to set out in elaborate detail the calculations which have led to these increases in the case of each group, but we propose to state the general considerations which have affected us. The division of provinces and electorates into five groups has on the whole proved satisfactory and apart from the four changes detailed above, no member and no party has sought any change in the system. There is, however, general agreement that the allowances have become insufficient by reason of the increases in costs, especially of motor transport, in the past three years, and by reason also of the increases of population and the additional load which this has put upon members in serving their constituents. The principal elements which the electorate allowance is, in our view, designed to cover are motor car transport (excluding Ministers and others for whom Government transport is provided), accommodation, donations, entertainment, and telephone and telegraphic charges.

25. With regard to motor car transport, the need for this has on the whole, we think, increased although in the case of the more distant electorates members are assisted by the right to a certain number of free air trips for which the Government pays, in terms of an Executive Council minute. This air travel is dealt with by direct payment by the Government to the airlines according to predetermined allowances. As such the matter of air travel is not within our jurisdiction, though no doubt we could, if necessary, legally determine that direct reimbursement or payment for air travel should be made to members themselves.

26. The need for accommodation arises in the case of country members who reside out of Perth and have to remain in Perth for Parliamentary sessions, and also in the case of those who move to Perth and pay for accommodation when visiting their electorates.

27. Donations and entertainment are both expenses to which members are subjected in a greater degree than ordinary citizens, but we have not felt able to accept every submission with regard to these items of expenditure as justification for any additional demand on the public purse. One member sub-

mitted details of donations amounting to some \$650; another satisfied the demands on him by payment of \$150; and others testified to the payment of varying amounts between those figures. Having regard to the fact that a number of these donations are deductible for income tax purposes while others are not, we have proceeded on the general basis that a figure somewhere around \$250 to \$300 is the maximum which the public could reasonably expect a member to contribute in this way.

28. With regard to telephone and telegraphic charges, we have for the first time, in this Determination, made other provisions for a member's private telephone account and have recommended other provisions with regard to calls made from Parliament House. These are detailed later. The electorate allowance, however, still contains provision for telephone and telegraphic charges incurred by a member when travelling away from home.

29. In general the Tribunal has been disappointed at the lack of detail submitted in order to enable it to review and reassess electorate allowances. Only a very few members submitted any accurate detail of their expenditure under the headings above-mentioned. We have carefully examined these and in some instances have found it necessary to discount certain items so far as we consider them to relate really to the expenses of standing for election or mere "seat-warming". One member suggested that an allowance should be included for what he called "moving costs", i.e., the costs of moving to Perth when elected and back again in the event of his losing his seat. In our opinion this is not something which ought to be included as a specific head of expenditure, but there is, according to our calculations, a reasonable margin in each allowance as now fixed to take care of various items of unusual expenditure, and this should be sufficient, when spread over a member's term in Parliament, to take care of such family movements as might reasonably be anticipated.

30. It will be observed that in the reassessment of allowances we have increased the margin between groups by \$100 in each case. The allowances which we now fix are as follows:—

Group A	....	....	....	....	....	\$4,100
Group B	....	....	....	....	....	\$3,400
Group C	....	....	....	....	....	\$3,100
Group D	....	....	....	....	....	\$2,700
Group E	....	....	....	....	....	\$2,000.

If the Tribunal at its next triennial sitting is to review these allowances further it must be emphasised that far more detailed information from a very much larger number of members will be necessary than has been available in the present instance.

MINISTERIAL SALARIES

31. We have formed a clear view that these salaries need reassessment just as much as the basic salary of members. Mr. Halliwell submitted on behalf of the Labor and Country Party members that an increase of 30% should be made, as distinct from the 35% which he advocated in the case of the basic salary. We see no reason to think that Ministerial salaries have been eroded to a less degree in the past three years than the basic salary. Ministerial salaries are, as we observed earlier, in substance comparable with managerial margins in private industry and with the higher emoluments which are paid to senior public servants in consideration of their assumption of greater responsibility and their possession of greater administrative skills. We have come to the general conclusion that the increase of one-third which we have applied to the basic salary is a proper increase also in the case of Ministerial salaries. But we have made some additional modifications in this instance. In the case of the Premier we have rounded the new salary to a figure of \$11,500. In the case of the Deputy Premier we have provided for a margin of \$1,000 above the Leader of the Government in the Legislative Council, placing him on \$8,750; and in the case of the Leader in the Council we have rounded his salary to a figure of \$7,750. In the case of the remaining nine Ministers we have provided for a salary of \$6,500, which involves an increase of substantially more than one-third. But we have done this for two reasons. In the first place it appeared to us that the margins between the ordinary Ministers and the other three Ministers were rather too great, and in the second place we have felt that something definite should be done to restore Ministerial salaries to a position in more appropriate relation to the very substantial salaries which are now paid to the Departmental Heads and Heads of Services who are under their jurisdiction in the respective departments for the administration of which the Ministers are responsible to Parliament and the public. The following table shows the position which was brought to our attention as at 21st June, 1971, and indicates that every Minister except the Premier is at the present time receiving a lower total salary (excluding electorate allowance and expense allowance) than the Departmental Heads and Heads of Services for whose departments or instrumentalities he is responsible. The result of the adjustments made by our Determination will not be to place ordinary Ministerial salaries ahead of the salaries of all the officials referred to, but in general it will do a great deal to restore a more appropriate relationship.

SALARIES OF MINISTERS OF THE CROWN AND PERMANENT HEADS OF CERTAIN PUBLIC SERVICE DEPARTMENTS AND INSTRUMENTALITIES AS AT 21st JUNE, 1971

Ministers	Salary	Permanent Heads	Salary
Premier and Minister for Education, Environmental Protection and Cultural Affairs	\$ 16,000	Under Secretary, Premier's Department Director-General of Education Director of Environmental Protection (a)	\$ 15,614 18,015 16,213
Deputy Premier and Minister for Industrial Development and Decentralisation and Town Planning	13,200	Director, Department of Industrial Development Town Planning Commissioner	14,300 16,213
Treasurer and Minister for Forests and Tourism	11,800	Under Treasurer Conservator of Forests (a) Director, Tourist Development Authority Commissioner of State Taxation	18,015 18,015 13,100 15,614
Minister for Community Welfare and Leader of the Government in Legislative Council	13,200	Director, Child Welfare Department Commissioner of Native Welfare	15,600 14,300
Minister for Police and Transport	11,800	Commissioner of Police (a) Commissioner, Road and Air Transport Commission (b) Director-General of Transport (b)	16,213 15,600 18,015
Minister for Mines and the North West	11,800	Under Secretary for Mines	15,614
Minister for Works, Water Supplies and Electricity	11,800	Under Secretary for Works General Manager, Metropolitan Water Supply Board General Manager, State Electricity Commission (b)	15,614 15,614 18,015
Minister for Lands, Agriculture and Immigration	11,800	Under Secretary for Lands Director of Agriculture	15,614 18,015
Minister for Prices Control, Consumer Protection, Health and Fisheries and Fauna	11,800	Commissioner of Public Health Director of Fisheries and Fauna	18,015 13,100
Minister for Housing and Labour	11,800	General Manager, State Housing Commission General Manager, State Government Insurance Office Secretary for Labour Chairman, Workers Compensation Board (a)	15,614 15,614 14,300 15,600
Attorney-General and Minister for Railways	11,800	Under Secretary for Law Chief Electoral Officer Commissioner of Railways (b)	15,614 13,100 19,610
Minister for Local Government and Chief Secretary	11,800	Secretary for Local Government Secretary, Chief Secretary's Department	13,100 13,100

Notes:

- (a) Permanent Head not appointed under Public Service Act.
(b) Permanent Head and Department not subject to Public Service Act.

OFFICERS OF PARLIAMENT

32. Those Officers of Parliament for whom we are required to determine emoluments are defined for us by section 4, subsection (2) of the Act. They are eleven in number and are set out in Part III of our Determination. We received requests from various sources to include other officers in our Determination,

but we emphasise, as we pointed out during the hearing to those who made submissions to us, that we have no power to do this. Any addition to the list of officers in the subsection is a matter for Parliament to effect by amendment of the Act, if it is considered desirable and proper to do so. The requests which we received related to the following offices:—

- (a) Deputy Leader of the Government in the Legislative Council (as provided for in New South Wales and Tasmania)
- (b) Deputy Leader of the Opposition in the Legislative Council (as provided for in New South Wales)
- (c) The Third Party Leader in the Legislative Council
- (d) Deputy Third Party Leader in the Legislative Assembly (as provided for in New South Wales)
- (e) Third Party Whip in either House (as provided for in New South Wales and Victoria for the Assembly).

Mr. Nalder, who raised the question of the recognition and remuneration of the Country Party Whip in each House, agreed after discussion that legislation would be needed to provide for this, since these Whips could not be regarded as Opposition Whips.

33. Another question raised was whether more than one Whip could be appointed in either House by the Government or by the Opposition. As we understand it no such appointment has been made at present, but according to ordinary principles of statutory interpretation the singular would normally include the plural, and our present view is that if more than one Whip were appointed in the way suggested each would be entitled to the remuneration provided in the Determination. If this is not the intention of Parliament the matter can be clarified by statutory amendment.

34. Mr. J. C. Bartlett, D.F.M., the Clerk of the Legislative Assembly, pointed out to us in a written submission an anomaly in regard to the payment of salaries to the Leader and Deputy Leader of the Opposition. Before the 1968 Determination, these continued to be paid after the poll if there was no change of Government, or until the Clerk of the Assembly was notified in writing that a change in the leadership or deputy leadership had taken place. In the event of a change of Government these two salaries continued to be paid until the Leader of the Opposition was commissioned to form a Government. The view was also put by Mr. Bartlett that the Leader and the Deputy Leader of the defeated Government, on acceptance of their resignation by the Governor, should become Leader and Deputy Leader respectively of the Opposition, and receive the appropriate salaries thereafter, with a special provision for the case where coalition parties who have been in Government split up after loss of the election and do not unite in opposition. Mr. Bartlett drafted for us a special clause with the advantage of his expert knowledge of Parliamentary practice and procedure, and we have been content to adopt it in relation to both Part III and Part IV of our Determination.

35. There has been in the past three years some increase in the responsibilities of the relevant Officers of Parliament in so far as the sittings both of the Assembly and of the Council have increased. In 1968 the Assembly held 41 sittings over 16 weeks and in 1970, 69 sittings over 24 weeks,—an increase of 68%. In 1968 the Council held 39 sittings over 16 weeks and in 1970 61 sittings over 24 weeks,—an increase of 56.4%. There has also been, in the case of the salaries paid to these officers over and above their basic salaries, the same general depreciation both in relation to purchasing value and in relation to “comparative wage justice” as we have noted in the case of members and Ministers.

36. On the whole we have come to the conclusion that we should maintain the increase of 33½% which we have applied in the other cases, except that with regard to the Leader of a recognised third party in the Assembly we think that his existing allowance has been too low in relation to the other officers, and we have made an increase of 50% so as to provide him with a salary of more real value. The result is that we fix the following new salaries:—

President of the Legislative Council	....	....	....	....	....	....	....	....	\$2,700
Speaker of the Legislative Assembly	....	....	....	....	....	....	....	....	\$2,700
Chairman of Committees in each House	....	....	....	....	....	....	....	....	\$1,350
Leader of the Opposition in the Legislative Council	....	....	....	....	....	....	....	....	\$1,600
Leader of the Opposition in the Legislative Assembly	....	....	....	....	....	....	....	....	\$4,000
Deputy Leader of the Opposition in the Legislative Assembly	....	....	....	....	....	....	....	....	\$1,600
Government and Opposition Whips in the Legislative Council, each	....	....	....	....	....	....	....	....	\$800
Government and Opposition Whips in the Legislative Assembly, each	....	....	....	....	....	....	....	....	\$1,150
Third Party Leader in the Legislative Assembly	....	....	....	....	....	....	....	....	\$600

37. We were asked to increase the salary or allowances of the Leader and the Deputy Leader of the Opposition in the Legislative Assembly and of the Leader of the Opposition in the Legislative Council to enable them to procure additional secretarial and office assistance. At present, we are informed, the Leader and Deputy Leader of the Opposition in the Assembly are using one secretary-typist, and the Leader of the Opposition in the Council is sharing the services of a typist with the President and the permanent officials of the Council. However, to provide a competent additional typist's salary by way of an increase in the salary or allowances of an Officer of Parliament would produce a figure out of all proportion to the salaries and allowances of the other officers, and would in effect be providing, through a personal salary or allowance, for secretarial work which, if it is properly necessary, ought to be a direct charge on the public budget. In other words, such an increase would be foreign to the purpose which these salaries and allowances are intended to serve; i.e., they are additional remuneration for the added work and responsibility which the individual officer undertakes. We recommend therefore that the Government

examine the position with a view to ensuring that adequate secretarial and office assistance is provided for the three Officers referred to. Similar observations apply to the suggestions made to us that motor cars should be available for the Deputy Leader of the Opposition in the Assembly and the Leader of the Opposition in the Council.

EXPENSE ALLOWANCES FOR CERTAIN MINISTERS AND OFFICERS OF PARLIAMENT

38. These are additional allowances paid under Part IV of the existing Determination. No evidence or material was addressed to us with specific reference to them. As the Wolff Report shows, they were first paid many years before the 1968 Determination and were fixed at their present rates eight years ago in 1963. Their principal purpose seems to be to cover to some extent additional out-of-pocket expenses to which the persons concerned are likely to be subject, such as entertainment and perhaps in some degree the additional costs imposed on their wives by virtue of the public position occupied by the husbands. At all events we are satisfied that any expenses intended to be covered by these sums must have increased in the past eight years by at least one-third, and accordingly we have determined that the existing allowances are to be increased substantially in that proportion, with some minor rounding of the resulting figures, as follows:—

Premier	.....	\$1,600
Deputy Premier	.....	\$800
Leader of the Government in the Legislative Council	.....	\$800
Other Ministers	.....	\$550
Leader of the Opposition in the Legislative Assembly	.....	\$550
President of the Legislative Council	.....	\$400
Speaker	.....	\$400
Leader of the Opposition in the Legislative Council	.....	\$275
Deputy Leader of the Opposition in the Legislative Assembly	.....	\$275
Third Party Leader in the Legislative Assembly	.....	\$275
Chairmen of Committees, each	.....	\$200

TRAVELLING ALLOWANCES

39. Part V of the existing Determination deals with travelling allowances payable to Ministers when travelling on duty and to the Leader and the Deputy Leader of the Opposition in similar circumstances. Experience has indicated, however, three respects in which we think the Determination requires to be liberalised.

40. In the first place we think the words “ and outside his electorate ” in paragraph 1 of Part V should be deleted, since they have operated to deprive a Minister of the allowance when travelling inside his own electorate on Ministerial duty and this, we think, imposes an unfair burden.

41. In the second place, the Deputy Premier when travelling on duty to represent the Premier, as has happened on a number of occasions in the past three years, is not at present entitled to the higher rate which is provided for the Premier and we think this omission should be rectified. Accordingly we have inserted a new paragraph in Part V to cover the point.

42. Lastly the words “ for and in the place of the Leader ”, dealing with the entitlement of the Deputy Leader of the Opposition in the Assembly to receive the allowance, have led to difficulties of interpretation. We are satisfied that in fact the Deputy Leader does travel on duty not only as representing the Leader but also on a number of occasions by virtue of invitations issued to him in his own right, so to speak, or by virtue of exigencies requiring his personal presence. We have come to the conclusion that we should remove the qualification upon his entitlement which the quoted words impose and they have accordingly been deleted.

43. Pursuant to section 7, subsection (3) (e) of the Act, we recommend that where members not otherwise entitled are required to travel in the course of duty as members of Select Committees or Joint Select Committees (not being Standing Committees), they should be paid travelling allowances on the same scale as Ministers.

POSTAGE ALLOWANCES

44. The operation of Part VI of the existing Determination has disclosed some difficulties and anomalies which we have decided to take this opportunity of correcting.

45. To begin with, there has been an increase in postal charges of 20% and the existing 1968 Determination contains no adjustment clause to take care of such an increase. This has not of course affected Ministers, whose correspondence is franked, free of charge to them, by their respective departments. But it has adversely affected the Leader of the Opposition in the Legislative Assembly and the Deputy Leader in that House, and also the Leader of the Opposition in the Council and the Third Party Leader in the Assembly, neither of whom is mentioned in the existing Determination. Ordinary members have also been similarly affected.

46. In the second place, the existing Determination has been interpreted as not entitling the Leader and Deputy Leader of the Opposition in the Assembly to receive their allowances set out in Part VI in addition to the allowances which they would obtain as ordinary members.

47. On an examination of the material before us we have come to the conclusion that we ought to provide for the above four persons to receive specific allowances in addition to those which they would receive as private members. We have also provided for increases in the private members' allowances, and for the adjustment of all allowances in accordance with any relevant variation in postal charges.

48. With regard to the Leader of the Opposition, our recommendation is that he should have his mail franked free like that of a Minister, but this is a matter for Government action and not for this Tribunal. In the meantime, however, we have provided him with an additional and increased allowance until the appropriate provision can be made by the Government.

49. The result is that Part VI will provide for the following allowances:—

Leader of the Opposition in the Legislative Assembly, \$250 per annum, additional to his private member's postage allowance, unless and until provision is made by the Government for his correspondence to be franked free of charge to him as in the case of a Minister.

Leader of the Opposition in the Legislative Council, additional to his private member's allowance, \$200.

Deputy Leader of the Opposition in the Assembly, additional to his private member's allowance, \$200.

Third Party Leader in the Assembly, additional to his private member's allowance, \$100.

Member of Parliament whose province or electorate is in group E as set out in Part I, Section II, \$150.

Member of Parliament from other areas, \$220.

Each of these is subject to adjustment as above set out.

TELEPHONE RENTALS AND CALLS

50. We have decided to insert a new Part VII in our Determination to cover separately the position regarding certain telephone rentals and calls. We had a substantial amount of material dealing with the burden imposed on members in this respect and we heard on the matter both Mr. Ashley and Mr. Burton.

51. The matter falls to be dealt with under three headings:

(a) Members' home telephones—rental and calls

(b) Members' telephone calls and telegrams from Parliament House

(c) Members' telephone calls and telegrams when travelling away from home and Parliament.

52. The charges covered by (c) are, as we have already stated, intended to be taken care of by the member's electorate allowance and are not further referred to here or in Part VII of the Determination.

53. The charges incurred by a member for his home telephone rent and calls therefrom, referred to in (a) above, are presently divided between the government and the member. The member pays the whole account and the Government reimburses him the rental of his telephone, but he is left to pay the whole of the calls himself. This is the case except with respect to Ministers (whose private telephone rent and calls are paid from their own Department votes), and the President, the Speaker, the Chairmen of Committees, and the Leader of the Opposition in the Assembly, each of whom sends in his full home telephone account to the Joint House Committee, which pays these to the Postal Department of the Commonwealth and is reimbursed by the State Treasury. We have looked at the position in other States and find that in Queensland a member is reimbursed his full rental and 50% of his trunk calls from his home telephone, while in New South Wales he is reimbursed his full rental and 75% of all calls. We believe the word "calls" is interpreted to include all other charges on the telephone account, including local and trunk calls, telegrams and miscellaneous charges, and we have adopted and prescribed that interpretation ourselves. In our opinion it is proper to provide for reimbursement in this State on a basis intermediate between the position in New South Wales and the position in Queensland; i.e., in the case of all members other than those whose full accounts are already paid, we consider that such members should be reimbursed 75% of total rental and "calls".

54. With regard to telephone calls and telegrams made or sent by members from Parliament House and referred to in (b) above, the present position is that all local calls so made are paid for by the Joint House Committee, but until recently trunk calls and other calls the subject of special charges, such as telegrams, have been recorded and charged to the individual members. The introduction of the STD trunk call system has caused substantial difficulties in this regard, and the result is that where a member's electorate is connected with the STD system he is able to telephone direct, and unless he takes special steps to ascertain the charge for his call and to have it recorded he is placed at an advantage as compared with other members whose electorates are not so connected. As the STD system is extended through the State this problem will become greater unless the present method of dealing with such charges at Parliament House is changed. The evidence before us satisfies us that trunk calls made and telegrams sent by members from Parliament House are in the overwhelming majority of cases sent on the business of the electorate or its electors, and there seems to us to be no sound reason for continuing to charge members with any such outgoings save in respect of interstate calls or telegrams. We recommend that all calls and tele-

grams by members made or sent from Parliament House, except interstate, should be free and paid for by the Joint House Committee as it at present pays for local calls. In the meantime, however, and until suitable arrangements can be made accordingly, we award as part of our Determination that in so far as members pay for trunk calls and telegrams sent by them from Parliament House (other than interstate) they are to be reimbursed the cost thereof.

ADJUSTMENT OF SALARY RATES

55. As we indicated earlier, we have come to the conclusion that the salary rates prescribed by our new Determination should be subject to periodical adjustment during the operation of the Determination in accordance with the National Wage Case decisions of the Commonwealth Conciliation and Arbitration Commission. We believe that the salaries now fixed by Part I Section I, Part II and Part III of the Determination will be kept more in line with movements in salary and wage rates generally in the community, and in this way the recipients of the salaries referred to will be more adequately protected from a comparative deterioration of their position such as has occurred in the past three years.

PAYMENT OF REMUNERATION

56. We have made no change in the provisions of what will now be part IX of the Determination except to adapt the references to the new numbering of the Parts.

COMMENCEMENT OF DETERMINATION

57. As required by section 10, subsection (2) of the Act, we have specified a date for the commencement of our Determination, but by virtue of section 7, subsections (4) and (5), we are obliged to specify a date not earlier than three years after the date on which the 1968 Determination came into force. Accordingly we revoke the 1968 Determination as from the 16th September, 1971, and fix that date as the date on which our new Determination is to commence.

"FRINGE" BENEFITS

58. The 1968 Tribunal in paragraph 33 of its report made reference to questions relating to rail, sea and air travel concessions provided by the Government for members, the use of official cars and a general scheme of accident insurance. An opinion had been given by the Crown Solicitor that none of these matters was within the scope of the Tribunal, and it therefore refrained in 1968 from dealing with them. None of these matters has again been raised before us and we say no more about them.

TOTAL COST OF ADJUSTMENTS

59. The annual budget of this State for 1970 was of the order of \$360 million, of which the total cost of Parliament was \$1.25 million, which included the staff of Parliament and the maintenance of the buildings. Our Determination will add (apart from such minor matters as increased telephone allowances, which cannot be precisely quantified in advance), an amount of \$287,155 to the annual cost of Parliament, an increase of .08% in the Budget. This is equivalent to an increase of 8c in every \$100 of public expenditure.

APPRECIATION

60. We record our thanks to the Honourable the Chief Justice for making available to us comfortable and adequate chambers within the Supreme Court building.

61. We also express our gratitude for the efficient and cheerful service provided for us by the stenographers assigned to help us, and by the staff of the Supreme Court.

SECRETARY

62. We record our grateful appreciation of the work of Mr. Keith E. Mann as Secretary of the Tribunal. We were fortunate indeed that he was again available. His familiarity with previous procedures devised and implemented in 1968 to facilitate the work of the Tribunal, his wide knowledge of the machinery of government, of public administration, and of the general methods of wage and salary fixation, combined with his remarkable energy and devotion to the task in hand, greatly lightened our work, while his courtesy and cheerfulness were appreciated by witnesses, officials and staff as well as by ourselves.

Dated this 29th day of June, 1971.

REGINALD R. SHOLL,
Chairman,

J. M. GROOM,
Member,

R. F. RUSHTON,
Member,

Parliamentary Salaries Tribunal

APPENDIX I

Western Australia

PARLIAMENTARY SALARIES AND ALLOWANCES ACT, 1967

THE PARLIAMENTARY SALARIES TRIBUNAL, pursuant to the provisions of the abovementioned Act,
DOTH HEREBY MAKE the following determination.

DETERMINATION

PART I.—REMUNERATION OF MEMBERS GENERALLY

Section I.—Basic Salary

There is payable to each member an annual salary calculated at the rate of ten thousand dollars (\$10,000) per annum.

Section II.—Electorate Allowances

In addition to the basic salary payable to him, there is payable to a member, in respect of the expenses of discharging his duties, an electorate allowance at the appropriate rate specified in the second column of the table set forth hereunder opposite the name of the Electoral Province or Electoral District that the member represents in the House to which he is a member, namely:—

ELECTORAL PROVINCES

<i>First Column</i>		<i>Second Column</i>	
Name of Electoral Province		Rate of Electorate Allowance Per Annum	
\$			
Group A	Lower North	4,100	
	North	4,100	
Group B	South	3,400	
	South-East	3,400	
	Upper West	3,400	
Group C	Central	3,100	
	South-West	3,100	
Group D	Lower Central	2,700	
	Lower West	2,700	
	West	2,700	
Group E	Metropolitan	2,000	
	North Metropolitan	2,000	
	North-East Metropolitan	2,000	
	South Metropolitan	2,000	
	South-East Metropolitan	2,000	

ELECTORAL DISTRICTS

<i>First Column</i>		<i>Second Column</i>	
Name of Electoral District		Rate of Electorate Allowance Per Annum	
\$			
Group A	Gascoyne	4,100	
	Kimberley	4,100	
	Murchison-Eyre	4,100	
	Pilbara	4,100	
Group B	Boulder-Dundas	3,400	
	Greenough	3,400	
	Merredin-Yilgarn	3,400	
	Roe	3,400	

Group C	Albany	3,100
	Avon	3,100
	Blackwood	3,100
	Geraldton	3,100
	Kalgoorlie	3,100
	Katanning	3,100
	Moore	3,100
	Mount Marshall	3,100
	Stirling	3,100
	Vasse	3,100
	Warren	3,100
Group D	Bunbury	2,700
	Collie	2,700
	Dale	2,700
	Darling Range	2,700
	Murray	2,700
	Narrogin	2,700
	Northam	2,700
	Toodyay	2,700
	Wellington	2,700
Group E	Ascot	2,000
	Balcatta	2,000
	Belmont	2,000
	Canning	2,000
	Clontarf	2,000
	Cockburn	2,000
	Cottesloe	2,000
	East Melville	2,000
	Floreat	2,000
	Fremantle	2,000
	Karrinyup	2,000
	Maylands	2,000
	Melville	2,000
	Mirrabooka	2,000
	Mount Hawthorn	2,000
	Mount Lawley	2,000
	Nedlands	2,000
	Perth	2,000
	South Perth	2,000
	Subiaco	2,000
Swan	2,000	
Victoria Park	2,000	
Wembley	2,000	

PART II.—REMUNERATION OF MINISTERS OF THE CROWN

1. In addition to the remuneration payable by virtue of Part I of this Determination, there is payable—
 - (a) to the person for the time being holding the office of Premier in conjunction with a ministerial office, a salary calculated at the rate of eleven thousand five hundred dollars (\$11,500) per annum;
 - (b) to the person for the time being holding the office of Deputy Premier in conjunction with a ministerial office, a salary calculated at the rate of eight thousand seven hundred and fifty dollars (\$8,750) per annum;
 - (c) to the person for the time being holding the office of Leader of the Government in the Legislative Council in conjunction with a ministerial office, a salary calculated at the rate of seven thousand seven hundred and fifty dollars (\$7,750) per annum;
 - (d) to each person, not being a person referred to in subparagraph (a), (b) or (c) of this paragraph, for the time being holding a ministerial office, a salary calculated at the rate of six thousand five hundred dollars (\$6,500) per annum.
2. If a person holds more ministerial offices than one, he shall be paid a salary under this Part in respect of one only of those offices.

PART III.—REMUNERATION OF OFFICERS OF PARLIAMENT

1. In addition to the remuneration payable to him by virtue of Part I of this Determination, there is payable to the person for the time being holding the office specified in the first column of the table hereunder a salary of the amount and at the rate specified in the second column thereof, namely:—

<i>First Column</i> Office	<i>Second Column</i> Salary per Annum
	\$
President of the Legislative Council	2,700
Speaker of the Legislative Assembly	2,700
Chairman of Committees in either House	1,350
Leader of the Opposition in the Legislative Council	1,600
Leader of the Opposition in the Legislative Assembly	4,000
Deputy Leader of the Opposition in the Legislative Assembly	1,600
Government Whip in the Legislative Council	800
Opposition Whip in the Legislative Council	800
Government Whip in the Legislative Assembly	1,150
Opposition Whip in the Legislative Assembly	1,150
The person who not being a Minister of the Crown is the leader of a party in the Legislative Assembly of at least seven members other than a party whose leader is the Premier or the Leader or Deputy Leader of the Opposition	600

2. Where the Legislative Assembly is dissolved or expires by effluxion of time, a person who is the holder of the office of:—

- (a) Chairman of Committees in that House;
- (b) Leader of the Opposition in that House;
- (c) Deputy Leader of the Opposition in that House;
- (d) Government Whip in that House; or
- (e) Opposition Whip in that House;

is entitled notwithstanding the dissolution or expiry of that House to receive the salary payable to him by virtue of paragraph 1 of this Part and the allowance, if any, payable to him under Part IV of this Determination until the date fixed for the taking of the poll next following the dissolution or expiry of that House.

Provided that the person holding the office of:—

- (a) Leader of the Opposition in that House; or
- (b) Deputy Leader of the Opposition in that House,

shall, if re-elected at such poll, continue to receive the salary payable to him by virtue of paragraph 1 of this Part and the allowance, if any, payable to him under Part IV of this Determination until such time as the Clerk of the Legislative Assembly is notified in writing that a change has taken place in the holder of such office; or, in the event of a change of Government, as a result of such poll, until such time as the new Government is commissioned to take office.

On the resignation of the Government, as a result of such poll—

- (a) The Leader of that Government; and
- (b) The Deputy Leader of that Government; or
- (c) in the case where that Government was made up of two or more parties the Leader and Deputy Leader of the Party in that Government with the greater number of members,

shall in each case, if himself re-elected at such poll, commence to receive and continue to receive the salary payable to the Leader of the Opposition or the Deputy Leader of the Opposition, as the case may be, under paragraph 1 of this Part and the allowance, if any, payable to him under Part IV, until such time as the Clerk of the Legislative Assembly is notified in writing that a change has taken place in the holder of such office.

PART IV.—EXPENSE ALLOWANCES

In addition to the remuneration payable under Parts I, II and III of this Determination there shall be payable to the holders for the time being of the following offices the following allowances, namely:—

Office Occupied by the Member of Parliament	Allowance Per Annum
	\$
Premier	1,600
Deputy Premier	800
Leader of the Government in the Legislative Council	800
Ministers of the Crown (other than the Premier, Deputy Premier, and the Leader of the Government in the Legislative Council)	550
Leader of the Opposition in the Legislative Assembly	550
President of the Legislative Council	400
Speaker of the Legislative Assembly	400
Deputy Leader of the Opposition in the Legislative Assembly	275
Leader of the Opposition in the Legislative Council	275
The person who not being a Minister of the Crown is the leader in the Legis- lative Assembly of a party of at least seven members other than a party whose respective leaders are the Premier and the Leader or Deputy Leader of the Opposition	275
Chairman of Committees in the Legislative Council	200
Chairman of Committees in the Legislative Assembly	200

PART V.—TRAVELLING ALLOWANCES

1. There shall be payable to the Premier and to a Minister of the Crown when travelling on ministerial duty, who actually incurs expense in securing overnight accommodation away from Perth by way of reimbursement a travelling allowance at the following rate:—

Premier	\$40 per day
Other Minister	\$30 per day

Provided that in lieu of the above allowances:—

- (a) When travelling in a ministerial railway coach, all costs reasonably and properly incurred shall be reimbursed;
- (b) When travelling by train (not in a ministerial coach) or by ship, the allowance shall be ten dollars (\$10) per day.

Provided further that where the costs of such travelling reasonably and properly incurred exceed the above allowances, the actual costs shall be reimbursed.

2. The Deputy Premier when travelling on duty representing the Premier shall be entitled to the same allowances as the Premier.

3. The Leader of the Opposition in the Legislative Assembly when travelling on duty as such Leader shall be entitled to the same allowances as a Minister; and so also shall the Deputy Leader of the Opposition in the Legislative Assembly when travelling on duty whether for and in the place of the Leader, or as such Deputy Leader only.

PART VI.—POSTAGE ALLOWANCES

There shall be payable to Members of Parliament (other than Ministers) and to the undermentioned Officers of Parliament a postage allowance as follows:—

Leader of the Opposition in the Legislative Assembly, unless and until arrangements are made for his mail to be sent free of charge to him in a manner similar to the mail of Ministers	\$250 per annum, additional to his allowance as a Member of Parliament
Leader of the Opposition in the Legislative Council	\$200 per annum, additional to his allowance as a Member of Parliament
Deputy Leader of the Opposition in the Legislative Assem- bly	\$200 per annum, additional to his allowance as a Member of Parliament
The person who not being a Minister of the Crown is the leader of a party in the Legislative Assembly of at least seven members, other than a party whose Leader is the Premier or the Leader or Deputy Leader of the Opposi- tion	\$100 per annum, additional to his allowance as a Member of Parliament
Member of Parliament—	
whose electorate or province is in Group E as set out in Section II of Part I	\$150 per annum
from other areas	\$220 per annum

Provided that each of the above allowances is to be adjusted proportionately in accordance with any percentage variation in the basic minimum first class letter rate as fixed by the Postmaster General's Department, rounded, however to the nearest upper \$10 per annum; such increase to operate from the date on which such increased postal rates commence.

PART VII.—TELEPHONE RENTAL AND CALLS

1. Every Member of Parliament (other than Ministers, the President of the Legislative Council, the Speaker of the Legislative Assembly, the Leader of the Opposition in the Legislative Assembly and the Chairmen of Committees, whose private telephone rentals and calls are presently paid in full from public funds) shall be entitled to receive, as an allowance or emolument, payment to him, by way of reimbursement, of 75 per centum of the rental and all charges for calls incurred by him in respect of a telephone in his private residence, or, where he reasonably maintains more than one residence by reason of his membership of Parliament, in each such residence.

2. Insofar as a Member of Parliament pays or is charged with any telephone calls (other than interstate calls) made by him from Parliament House, he shall be entitled to receive, as an allowance or emolument, payment to him by way of reimbursement of all such charges.

3. In this Part, "calls" include local and trunk calls, telegrams, phonograms, and miscellaneous charges, as usually included on Postal Department accounts rendered to subscribers.

PART VIII.—ADJUSTMENT OF SALARY RATES

The salary rates prescribed by Part I, Section I, Part II, and Part III of this Determination shall during the currency of this Determination be varied at any time and from time to time to the extent necessary to give effect to any decision of the Commonwealth Conciliation and Arbitration Commission in a National Wage Case,

- (a) made after the date of the signing of this Determination and before its revocation or expiration, and
- (b) based on general economic grounds.

PART IX.—PAYMENT OF REMUNERATION

1. The remuneration payable to a member under Parts I, VI and VII of this Determination shall be calculated from the day on which the member is elected as a member and, except as provided by paragraph 2 of this Part, cease to be payable as from the day on which he ceases to be a member.

2. Where a member of the Legislative Assembly ceases to be a member thereof by reason of the dissolution of that House or the expiry thereof by effluxion of time, he is, notwithstanding his cessation of membership, entitled to continue to receive the remuneration provided in Parts I, VI and VII of this Determination until the day fixed for the taking of the poll next following the dissolution or expiry of that House.

3. Remuneration payable under Parts I, II, III, IV and VI of this Determination shall be paid by equal instalments on the last day of each month.

PART X. REVOCATION OF 1968 DETERMINATION AND COMMENCEMENT OF THIS DETERMINATION

The first Determination made by the Tribunal and dated the 6th day of September, 1968, shall be revoked on and from the 16th day of September, 1971, and this Determination shall come into force on and take effect from that date.

Dated at Perth this 29th day of June, 1971.

REGINALD R. SHOLL,
Chairman,

J. M. GROOM,
Member,

R. F. RUSHTON,
Member,

Parliamentary Salaries Tribunal

APPENDIX II
PARLIAMENTARY SALARIES AND ALLOWANCES—1971
TABLE OF COMPARISONS

Title	Commonwealth	New South Wales	Victoria	Queensland	South Australia	Tasmania	Western Australia	
	From 1-12-68	From 1-7-69	From 27-12-70	From 13-9-68	From 1-7-69	From 1-10-70	From 16-9-68	From 16-9-71
	\$	\$	\$	\$	\$	\$	\$	\$
Member—								
Basic Salary	9,500	8,035	9,300	7,560	7,500	7,200	7,500	10,000
Electorate Allowance	2,750-3,350	1,945-2,880	2,400-3,725	1,245-2,970	1,400-2,200	1,100-2,500	1,600-3,300	2,000-4,100
Senator or Council Member—								
Basic Salary	9,500	2,395	9,300	(2)	7,500	7,200	7,500	10,000
Expense Allowance .....	.....	1,690	.....	(2)	.....	.....	.....	.....
Electorate Allowance	2,750	.....	2,400-3,725	.....	1,400-2,200	650-1,475	1,600-3,300	2,000-4,100
Prime Minister or Premier—								
Basic Salary	9,500	.....	.....	7,560	7,500	7,200	7,500	10,000
Ministerial Salary	21,250	18,215	22,800	8,235	7,500	8,800	8,500	11,500
Special Allowance	10,300	.....	.....	.....	.....	.....	.....	.....
Expense Allowance .....	.....	4,700	4,500	.....	1,650	900	1,200	1,600
Electorate Allowance (1) .....	.....	.....	.....	.....	.....	.....	1,600-3,300	2,000-4,100
Deputy Prime Minister or Deputy Premier—								
Basic Salary	9,500	.....	.....	7,560	7,500	7,200	7,500	10,000
Ministerial Salary	12,500	16,075	18,600	5,980	4,750	6,200	5,700	8,750
Special Allowance	4,600	.....	.....	.....	.....	.....	.....	.....
Expense Allowance .....	.....	2,115	2,150	.....	1,350	.....	600	800
Electorate Allowance (1) .....	.....	.....	.....	.....	(3)	.....	1,600-3,300	2,000-4,100
Ministers—								
Basic Salary	9,500	.....	.....	7,560	7,500	7,200	7,500	10,000
Ministerial Salary	7,500-10,500	15,040	15,900	4,855	4,000	5,000	4,300	6,500
Special Allowance	4,000-4,600	.....	.....	.....	.....	.....	.....	.....
Expense Allowance .....	.....	1,880	1,850	.....	1,100	.....	400	550
Electorate Allowance (1) .....	.....	.....	.....	.....	.....	.....	1,600-3,300	2,000-4,100
Government Leader in Senate or Legislative Council—								
Basic Salary .....	.....	.....	.....	.....	.....	7,200	7,500	10,000
Post Salary .....	.....	15,040	.....	.....	.....	3,100	5,700	7,750
Special Allowance	(10)	1,410	(11)	(2)	(11)	.....	.....	.....
Expense Allowance .....	.....	1,880	.....	.....	.....	.....	600	800
Electorate Allowance (1) .....	.....	(4)	.....	.....	.....	(5)	1,600-3,300	2,000-4,100
President and Speaker—		President						
Basic Salary	9,500	.....	.....	7,560	7,500	7,200	7,500	10,000
Post Salary	7,500	7,710	14,250	2,820	2,400	2,400	2,000	2,700
Special Allowance	4,000	1,175	.....	.....	.....	.....	.....	.....
Expense Allowance .....	.....	1,690	950	.....	400	300	300	400
Electorate Allowance (1) .....	.....	.....	.....	.....	.....	.....	1,600-3,300	2,000-4,100
		Speaker						
Basic Salary .....	.....	.....	.....	.....	.....	.....	.....	.....
Post Salary .....	.....	12,925	.....	.....	.....	.....	.....	.....
Special Allowance .....	.....	.....	.....	.....	.....	.....	.....	.....
Expense Allowance .....	.....	1,175	.....	.....	.....	.....	.....	.....
Electorate Allowance (1) .....	.....	.....	.....	.....	.....	.....	.....	.....
Chairman of Committees—		Council						
Basic Salary	9,500	.....	.....	7,560	7,500	7,200	7,500	10,000
Post Salary	3,125	5,005	11,350	905	1,200	1,400	1,000	1,350
Special Allowance .....	.....	355	.....	.....	.....	.....	.....	.....
Expense Allowance .....	.....	1,690	350	.....	.....	.....	150	200
Electorate Allowance (1) .....	.....	.....	.....	.....	.....	.....	1,600-3,300	2,000-4,100
		Assembly						
Basic Salary .....	.....	.....	.....	.....	.....	.....	.....	.....
Post Salary .....	.....	9,420	.....	.....	.....	.....	.....	.....
Special Allowance .....	.....	.....	.....	.....	.....	.....	.....	.....
Expense Allowance .....	.....	590	.....	.....	.....	.....	.....	.....
Electorate Allowance (1) .....	.....	.....	.....	.....	.....	.....	.....	.....
Leader of Opposition (Senate or Council)—								
Basic Salary	9,500	.....	.....	.....	7,500	.....	7,500	10,000
Post Salary	5,000	5,850	(7)	(2)	700	.....	1,200	1,600
Special Allowance	1,500	705	.....	.....	.....	(7)	.....	.....
Expense Allowance .....	.....	1,690	.....	.....	350	.....	200	275
Electorate Allowance (1) .....	.....	(6)	.....	.....	.....	.....	1,600-3,300	2,000-4,100
Leader of Opposition (Assembly)—								
Basic Salary	9,500	.....	.....	7,560	7,500	7,200	7,500	10,000
Post Salary	10,500	13,630	15,900	3,160	3,000	4,500	3,000	4,000
Special Allowance	4,600	.....	.....	.....	.....	.....	.....	.....
Expense Allowance .....	.....	1,880	1,850	.....	800	.....	400	550
Electorate Allowance (1) .....	.....	.....	.....	.....	.....	.....	1,600-3,300	2,000-4,100

APPENDIX II—continued
 PARLIAMENTARY SALARIES AND ALLOWANCES—1971
 TABLE OF COMPARISONS

Title	Common-wealth	New South Wales	Victoria	Queens-land	South Australia	Tasmania	Western Australia	
	From 1-12-68	From 1-7-69	From 27-12-70	From 13-9-68	From 1-7-69	From 1-10-70	From 16-9-68	From 16-9-71
	\$	\$	\$	\$	\$	\$	\$	\$
Deputy Leader of Opposition (Assembly)—								
Basic Salary	9,500	.....	.....	7,560	7,500	7,200	7,500	10,000
Post Salary	5,000	9,400	11,650	680	900	1,200	1,200	1,600
Special Allowance	1,500	.....	.....	.....	.....	.....	.....	.....
Expense Allowance .....	.....	470	425	.....	.....	.....	200	275
Electorate Allowance (1) .....	.....	.....	.....	.....	.....	.....	1,600-3,300	2,000-4,100
Government and Opposition Whips (Senate or Council)—								
Basic Salary	9,500	.....	.....	.....	.....	.....	7,500	10,000
Post Salary	1,250	3,245	(11)	(2)	(11)	(11)	600	800
Special Allowance .....	.....	355	(11)	(2)	(11)	(11)	.....	.....
Expense Allowance .....	.....	1,690	.....	.....	.....	.....	.....	.....
Electorate Allowance (1) .....	.....	.....	.....	.....	.....	.....	1,600-3,300	2,000-4,100
Government Whip (Assembly)—								
Basic Salary	9,500	.....	.....	7,560	7,500	7,200	7,500	10,000
Post Salary	1,500	9,400	10,100	455	800	400	850	1,150
Special Allowance .....	.....	.....	.....	.....	.....	.....	.....	.....
Expense Allowance .....	.....	470	.....	.....	.....	.....	.....	.....
Electorate Allowance (1) .....	.....	.....	.....	.....	.....	.....	1,600-3,300	2,000-4,100
Opposition Whip (Assembly)—								
Basic Salary	9,500	.....	.....	7,560	7,500	7,200	7,500	10,000
Post Salary	1,250	9,400	9,775	455	800	400	850	1,150
Special Allowance .....	.....	.....	.....	.....	.....	.....	.....	.....
Expense Allowance .....	.....	470	.....	.....	.....	.....	.....	.....
Electorate Allowance (1) .....	.....	(8)	(12)	.....	.....	.....	1,600-3,300	2,000-4,100
Leader of Recognised other Political Party (Assembly)—								
Basic Salary	9,500	.....	.....	7,560	.....	.....	7,500	10,000
Post Salary	2,500	9,635	11,650	455	.....	.....	400	600
Special Allowance	750	.....	.....	.....	(11)	(11)	.....	.....
Expense Allowance .....	.....	940	575	.....	.....	.....	200	275
Electorate Allowance (1) .....	.....	(9)	.....	.....	.....	.....	1,600-3,300	2,000-4,100

NOTE:

- (1) In the Commonwealth and the States, other than Western Australia, varying electorate allowances are payable.
- (2) No Legislative Council exists.
- (3) Chief Secretary—South Australia.
- (4) Deputy Leader of Government in Legislative Council—N.S.W. { Post Salary \$15,040
Special Allowance \$ 355
Expense Allowance \$ 1,880
- (5) Deputy Government Leader in Legislative Council—Tasmania { Basic Salary \$ 7,200
Post Salary \$ 800
- (6) Deputy Leader of Opposition in Legislative Council—N.S.W. { Post Salary \$ 3,245
Special Allowance \$ 355
Expense Allowance \$ 1,690
- (7) No additional salary or allowance provided.
- (8) Whip of Party with 10 or more Members. { Post Salary \$ 8,035
Expense Allowance \$ 425
- (9) Deputy Leader of Party with 10 or more Members. { Post Salary \$ 8,035
Expense Allowance \$ 425
- (10) Office filled by a Minister. No additional salary or allowance provided.
- (11) Office not provided for.
- (12) Applies to certain non Government Whips.