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SALARIES AND ALLOWANCES ACT 1975

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**DETERMINATION OF THE  
SALARIES AND  
ALLOWANCES TRIBUNAL**



**SALARIES AND ALLOWANCES ACT 1975****A DETERMINATION MADE IN ACCORDANCE WITH SECTION 6(1)(c)(d) AND (e) OF THE SALARIES AND ALLOWANCES ACT 1975 FOR PUBLIC SERVICE OFFICE HOLDERS INCLUDED IN THE SPECIAL DIVISION AND PERSONS HOLDING OFFICES PRESCRIBED IN SALARIES AND ALLOWANCES REGULATION NUMBER 3**

The Tribunal last issued a determination dealing with the holders of Special Division positions and Prescribed Offices on 7 April 2005. In accordance with section 8 of the *Salaries and Allowances Act 1975*, the Tribunal is required to issue a determination at intervals of not more than 12 months. Accordingly it has undertaken an enquiry into the current classification and remuneration applicable to this group of office-holders.

**BACKGROUND**

The positions under the jurisdiction of the Tribunal have not been thoroughly assessed for their work value and classification since 1989. Over the intervening years, successive governments have made legislative changes to the responsibilities of some positions and have made many structural alterations to the public sector. These have had an impact on work value.

In the last few years, the Tribunal has received an increasing number of requests for special allowances to be paid to assist government in attracting or retaining staff. This has been at least in part an indication of the impact of the structural and legislative changes. Whilst the Tribunal has not acceded to all these requests, the granting of any special allowances tends to distort the relativities between positions and results in inequities. The use of allowances can become a form of incremental creep not directly related to work value. Other indications of problems with remuneration have been noted in the departure of some senior staff for positions better remunerated in other states. The Tribunal has also been advised that the recruitment of high quality senior staff has become more difficult in recent years.

The Tribunal's statutory adviser, the Director-General of the Department of Premier and Cabinet, undertook an internal review of positions following the recommendations made in 2001 in the report *Government Structures for Better Results* which reviewed the machinery of the Western Australian government. The Tribunal awaited further implementation of the Review before deciding to commission an independent, external and comprehensive review of all 84 positions under its jurisdiction.

In its last determination the Tribunal indicated that the review of the classification of all positions was progressing. It indicated a reluctance to make changes to individual levels of remuneration or classifications by way of special allowances during that period. It further noted it would re-assess the case for special allowances on completion of the review.

**CURRENT ENQUIRY**

The Tribunal collected information from several sources as a basis for the current determination. These included previous submissions from individual holders of positions; the only submission received in response to an advertisement placed in *The West Australian* of 8 February 2006; material provided by its statutory adviser; a range of economic indices and a report from Mercer Human Resource Consulting (Mercer), a firm with specialist expertise in executive remuneration.

Mercer was engaged to assess the work value of all 84 positions under the Tribunal's jurisdiction. The consultants were to compare these positions in the Western Australian (WA) public sector with positions of similar work value and remuneration levels in other Australian public sectors and in the private sector. To do this, Mercer used a recognised and reliable job evaluation methodology and assessed the value of each position in relation to its current scope and responsibilities. The consultants described this as a "clean sheet" approach.

All office holders were invited to participate in interviews with the consultants. Most of the officers did so. Position descriptions, budget information, staffing numbers and current organisational structures were provided to the consultants to enable each position to be assessed according to its current responsibilities.

Meetings were also held with the Department of Premier and Cabinet to enable the Tribunal to consider the views of the employer on the work value assessments of the positions under review.

Taken together, the material collected and considered provides for the most comprehensive and detailed assessment of the relevant positions undertaken since 1989.

**INFORMATION CONSIDERED****Submissions**

The only submission received in response to the advertisement in the press was from the Government. It supported remuneration increases that are fair, equitable and economically sustainable. It also stated a commitment to maintaining the real value of wages in the public sector within each occupational group.

Submissions to the Tribunal from individuals over recent years were considered at both the time of their receipt and in the context of this determination. These submissions requested the Tribunal to grant recruitment allowances or retention allowances or allowances to recognise increased responsibilities.

### Indices

The indices considered by the Tribunal were the latest issued by the Australian Bureau of Statistics: the December Quarter 2005 Consumer Price Index, the November Quarter 2005 Average Weekly Earnings Index and the December Quarter 2005 Labour Price Index. It also considered the Western Australian Consumer Price Index and Wage Cost Index for 2005. The latter indices showed upwards trends over the last year of 4.0 percent and 4.2 percent respectively. The Tribunal also considered the Government's current Wages Policy, as noted in its submission.

### Statutory adviser

The Tribunal met with its statutory adviser on several occasions to seek his advice and to review some of the material under consideration.

### Mercer

The analysis by Mercer based on work value points indicated the following—

- The overall remuneration levels in WA were 28 percent lower than those in New South Wales (NSW), 15 percent lower than those in South Australia (SA) and 10 percent above those in Queensland. The remuneration of the most senior positions in WA was further below those in NSW and SA. Trend lines showed that, compared with other states, WA had a flat remuneration structure that compressed the remuneration distance between the lowest and the highest valued positions. Additionally, the WA positions under review were remunerated in the lowest 25 percentile of the general market. The data are shown in the attached graph, Figure 1.
- All positions were remunerated at levels significantly below those in the private sector where positions were of similar work value.
- The differences in remuneration between positions in WA and those in NSW and SA were progressively greater the more senior the position. Sixty-one positions up to 1572 work-value points were remunerated slightly lower than positions of the same work-value in SA, further below NSW but above those in Queensland. Twenty-three positions from 1653 work value points to 3458 work value points were remunerated at levels up to a maximum of 39.6 percent below positions of the same work-value in NSW and SA but above those in Queensland.

The assessments made by Mercer demonstrated that a number of positions had declined in work value or had increased when compared to their existing classification level. These positions were given special scrutiny by the Tribunal. It determined that ten positions would be reclassified downwards and eight would be reclassified upwards.

### SPECIAL ALLOWANCES

The consequences of granting special allowances have been noted above. Having considered the information available to it, the Tribunal has established a new base line for remuneration, reflecting the work value of each position at the present time. As a result of this, special allowances have become redundant and have been discontinued.

### Special Division Legal Officers

No further adjustment is made in this determination to the salaries of legal officer positions in the Special Division, remuneration for which has already been the subject of a separate determination effective from 1 January 2006. The existing salary levels are stated in the Schedules, which follow for the purposes of consolidation only.

### Clerks of the Parliament

The Tribunal also determines the salaries of the Clerk and Deputy Clerk of the Legislative Assembly and of the Legislative Council at the same time as holders of senior positions in the Special Division and Prescribed Office holders. The current determination is at the fourth Schedule.

### DETERMINATION

The Tribunal has determined increases which establish a new base line for remuneration. The new base line progressively increases the differences in remuneration between positions classified as Group 1 minimum through to Group 4 maximum. The determination moves remuneration in WA towards the trend line for remuneration in SA. This is shown in the attached graph, Figure 2.

The Tribunal has resolved to determine that remuneration for the 37 positions classified in Group 1 be increased by 7 percent; the 16 positions classified as Group 2 minimum be increased by 8 percent; the 8 positions classified as Group 2 maximum be increased by 10 percent; the 16 positions classified as Group 3 be increased by 17 percent and the 7 positions classified as Group 4 be increased by 24 percent.

The total cost to the salary budget of this determination is estimated at \$1.5 million.

The resulting levels of remuneration are set out in the First Schedules, which follow.

The determination will now issue.

Signed at Perth this 7th day of April 2006.

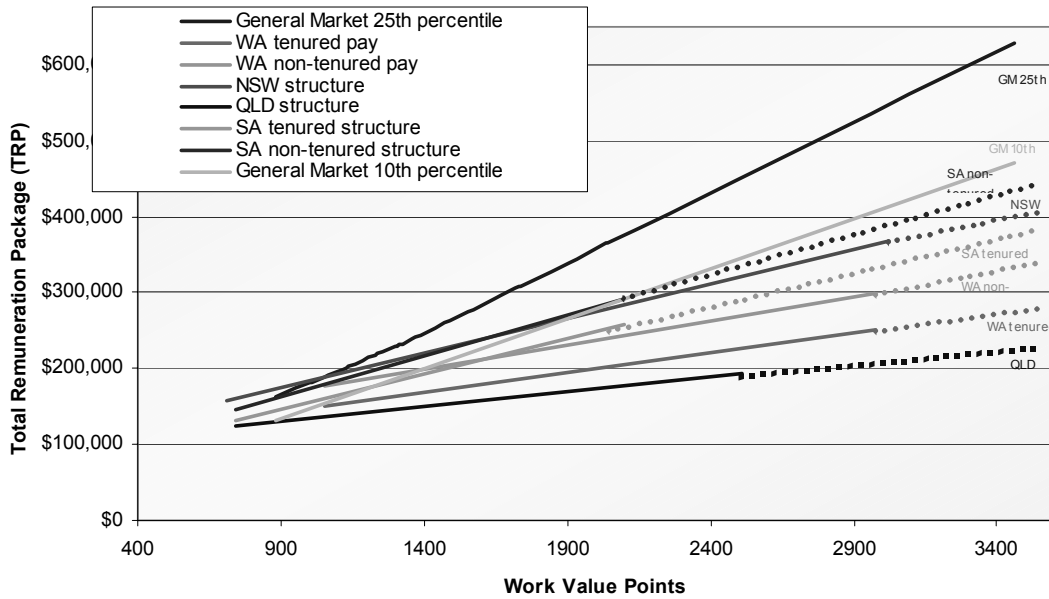
Professor M. C. WOOD,  
Chairman.  
Salaries and Allowances Tribunal.

J. A. S. MEWS,  
Member.

M. L. NADEBAUM,  
Member.

Figure 1

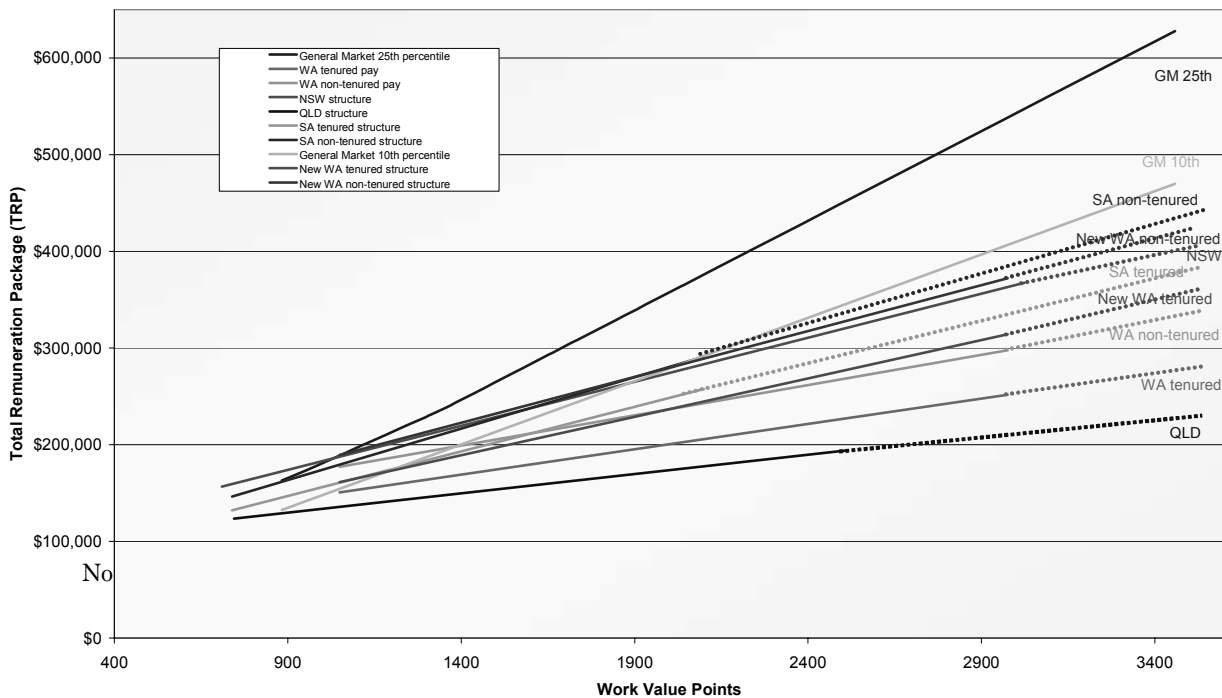
Overall Classification Structure Comparisons



Note: The dotted lines extrapolate all lines for comparison purposes.

Figure 2

Overall Classification Structure Comparisons



Note: The dotted lines extrapolate all lines for comparison purposes.

**DETERMINATIONS  
FIRST SCHEDULE:**

**HOLDERS OF OFFICES INCLUDED IN THE SPECIAL DIVISION OF THE PUBLIC SERVICE AND PRESCRIBED OFFICES**

Pursuant to section 6(1)(d) and (e) of the *Salaries and Allowances Act 1975* the Salaries and Allowances Tribunal determines the salaries to be paid to the officers of the Public Service holding offices included in the Special Division of the Public Service and the persons holding Prescribed Offices, as listed below, shall be the following with effect from 1 May 2006.

## PART 1—SALARIES AND OFFICES

		Tenured Salary	Non-tenured Salary
<b>Group 1</b>	Minimum	\$129,887	\$155,865
	Maximum	\$137,787	\$165,345
<b>Group 2</b>	Minimum	\$148,105	\$177,725
	Maximum	\$159,086	\$190,903
<b>Group 3</b>	Minimum	\$183,634	\$220,361
	Maximum	\$201,067	\$241,280
<b>Group 4</b>	Minimum	\$237,182	\$284,618
	Maximum	\$260,649	\$312,779

The salaries are inclusive of **Annual Leave Loading**. This was effective from 1 August 2000.

AGENCY	OFFICE	CLASSIFICATION	
Department of Agriculture and Food	Director General	Group 3	Maximum
Alcohol and Drug Authority	Chief Executive Officer	Group 1	Minimum
Department of the Attorney General *Note: With effect from 1 January 2006	Director General	Group 3	Minimum
	State Solicitor		\$270,728*
	Parliamentary Counsel		\$270,728*
	Queen's/Senior Counsel		\$257,190*
	State Counsel		\$243,654*
	Deputy State Solicitor		\$230,118*
	Deputy Parliamentary Counsel		\$230,118*
	Senior Adviser State Solicitor's Office		\$216,583*
Office of the Auditor General	Auditor General	Group 4	Minimum
	Deputy Auditor General	Group 2	Minimum
Botanic Gardens and Parks Authority	Chief Executive Officer	Group 1	Minimum
Coastal Shipping Commission	General Manager	Group 2	Minimum
Department for Community Development	Director General	Group 3	Maximum
Department of Conservation and Land Management	Executive Director	Group 3	Minimum
Department of Consumer & Employment Protection	Director General	Group 3	Minimum
	WorkSafe Western Australia Commissioner	Group 1	Maximum
	Commissioner for Fair Trading	Group 1	Maximum
Department of Corrective Services	Commissioner	Group 3	Maximum
	Deputy Commissioner, Community & Juvenile Justice	Group 1	Maximum
	Deputy Commissioner, Adult Custodial	Group 1	Maximum

AGENCY	OFFICE	CLASSIFICATION	
	Deputy Commissioner, Offender Management & Professional Standards	Group 1	Minimum
Department of Culture and the Arts	Director General	Group 2	Minimum
Curriculum Council of Western Australia	Chief Executive Officer	Group 1	Maximum
Disability Services Commission	Director General	Group 3	Minimum
Office of the Director of Public Prosecutions *Note: With effect from 1 January 2006	Director Legal Services		\$243,654*
	Consultant State Prosecutor		\$203,507*
East Perth Redevelopment Authority	Chief Executive Officer	Group 1	Maximum
Department of Education and Training	Director General	Group 4	Maximum
	Deputy Director General, Schools	Group 2	Maximum
	Deputy Director General, Training	Group 2	Maximum
Department of Education Services	Chief Executive Officer	Group 2	Minimum
Western Australian Electoral Commission	Electoral Commissioner	Group 1	Maximum
	Deputy Electoral Commissioner	PS Level 9	
Office of Energy	Coordinator of Energy	Group 2	Maximum
Department of Environment	Chief Executive Officer	Group 1	Maximum
Equal Opportunity Commission	Commissioner for Equal Opportunity	Group 1	Maximum
Fire and Emergency Services Authority	Chief Executive Officer	Group 3	Minimum
Department of Fisheries	Executive Director	Group 3	Minimum
Forests Products Commission	General Manager	Group 2	<i>Minimum</i>
Government Employees Superannuation Board	Executive Director	Group 3	Minimum
Department of Health	Deputy Director General—Healthcare* *If a Senior Medical Practitioner occupies this position the level of remuneration shall also include a loading of 30% in lieu of other allowances normally received on top of the Incremental Allowance.	Group 2	Maximum
	Executive Director— Chief Finance Officer	Group 2	Minimum
	Executive Director - Population Health	Group 2	Minimum
Office of Health Review	Director	Group 1	Maximum
Department of Housing & Works	Director General	Group 3	Maximum
Department of Indigenous Affairs	Commissioner for Aboriginal Planning	Group 2	Minimum
Department of the Registrar Western Australian Industrial Relations Commission	Registrar	Group 1	Minimum
Department of Industry and Resources	Director General	Group 4	Minimum
Office of the Information Commissioner	Information Commissioner	Group 1	Minimum
Office of the Inspector of Custodial Services	Inspector of Custodial Services	Group 1	Maximum
Department of Land Information	Chief Executive	Group 2	Maximum
	Valuer General	Group 1	Minimum
Library Board of Western Australia	State Librarian	Group 1	Maximum

AGENCY	OFFICE	CLASSIFICATION	
Department of Local Government & Regional Development	Director General	Group 2	Maximum
Main Roads Department	Commissioner of Main Roads	Group 3	Maximum
Mental Health Review Board	President	Group 1	Minimum
Midland Redevelopment Authority	Chief Executive Officer	Group 1	Minimum
Western Australian Museum	Director of the Museum	Group 1	Minimum
Parliamentary Commissioner for Administrative Investigations	Commissioner	Group 3	Minimum
	Deputy Commissioner	Group 1	Minimum
Department for Planning & Infrastructure	Director General	Group 4	Minimum
Western Australian Police Service	Commissioner	Group 4	Minimum
	Executive Director	Group 2	Minimum
	Deputy Commissioner, Operations	Group 2	Maximum
	Deputy Commissioner, Specialist Services	Group 2	Maximum
	Assistant Commissioner, Corruption Prevention and Investigation	Group 1	Maximum
	Assistant Commissioner, Regional WA	Group 1	Maximum
	Assistant Commissioner, Counter Terrorism & State Security	Group 1	Minimum
	Assistant Commissioner, South Metropolitan	Group 1	Minimum
	Assistant Commissioner, North Metropolitan	Group 1	Minimum
	Assistant Commissioner, Traffic and Operations	Group 1	Minimum
	Assistant Commissioner, Specialist Crime	Group 1	Minimum
	Assistant Commissioner, Professional Development	Group 1	Minimum
	Department of the Premier and Cabinet	Director General	Group 4
Executive Director Policy Division		Group 3	Minimum
Office of the Public Sector Standards Commissioner	Commissioner for Public Sector Standards	Group 3	Minimum
Public Transport Authority	Chief Executive Officer	Group 3	Maximum
Department of Racing, Gaming and Liquor	Director General	Group 2	Minimum
Rottneest Island Authority	Chief Executive Officer.	Group 1	Maximum
Small Business Development Corporation	Managing Director	Group 1	Minimum
Department of Sport and Recreation	Director General	Group 1	Maximum
State Supply Commission	Chief Executive Officer	Group 1	Maximum
Western Australian Tourism Commission	Chief Executive Officer	Group 2	Minimum
Department of Treasury & Finance	Under Treasurer	Group 4	Maximum
	Executive Director (Finance)	Group 2	Minimum



AGENCY	OFFICE	CLASSIFICATION	
	Executive Director (Agency Resources)	Group 1	Maximum
	Executive Director (Economic)	Group 2	Minimum
	Commissioner State Revenue	Group 2	Minimum
Department of Water	Director General	Group 2	Minimum
Waters and Rivers Commission	Chief Executive Officer	Group 2	Minimum
Workers' Compensation and Rehabilitation Commission	Executive Director	Group 1	Maximum
Zoological Parks Authority	Chief Executive Officer	Group 1	Minimum

### PART 2—NON-TENURED SALARY

Non-tenured salary is payable to—

- A person holding a Prescribed Office included in section 6(1)(e) of the *Salaries and Allowances Act* and who is appointed on a fixed term contract without any guarantee of continued employment at the expiration of such term.
- An officer holding an office included in section 6(1)(d) of the *Salaries and Allowances Act 1975*, who is appointed under the provisions of the *Public Sector Management Act 1994* on a fixed term contract without any right of continued employment at the expiration of such term.
- An officer who does not elect to retain a right of return as provided in section 58 of the *Public Sector Management Act 1994*.
- A commissioned police officer whose previous commission is revoked upon appointment as Commissioner, Deputy Commissioner or Assistant Commissioner and who is appointed for a fixed term with no right of return to commissioned rank.

Non-tenured salary is calculated by adding twenty per cent to the determined tenured salary. Unless otherwise indicated, salaries shown in Part 1 are at the tenured rate.

### PART 3—INCREMENTAL ALLOWANCE

A person holding a chief executive officer position included in section 6(1)(d) or (e) of the *Salaries and Allowances Act 1975*, on completion of 3 years of continuous service at the same level, is entitled to receive by way of allowance a one step increment to the next classification level. The incremental allowance does not constitute a basis for any further increments.

For example, under the entitlement a chief executive officer classified at Group 2 Minimum would receive an allowance to Group 2 Maximum, or if classified at Group 3 Maximum would receive an allowance to Group 4 Minimum. The incremental salary level for eligible persons classified at the Group 4 Maximum level is—

- Tenured                 \$286,714
- Non-tenured         \$344,057

Persons in receipt of a “personal salary” or a special allowance are not entitled to receive the abovementioned incremental salary unless specifically determined by the Tribunal. The incremental allowance is payable where an allowance attaches to the position itself.

The value of the motor vehicle set out in Part 4 is to be assessed on the actual classification held—that is, receipt of the incremental allowance does not involve upward adjustment of the motor vehicle entitlement.

### PART 4—MOTOR VEHICLES

In addition to the salaries determined for the officers and persons holding offices listed in Part 1, the office-holders have an entitlement to a motor vehicle for private use provided through State Fleet in accordance with the criteria below.

#### Benchmark Vehicle

Where a Benchmark Vehicle is sought through State Fleet, the entitlement is to one of the following vehicles.

Classification	Benchmark Vehicle (6 cylinder)
Below Group 1 Minimum	Ford Falcon XT or Holden Commodore Executive
Group 1 Minimum to Group 2 Minimum	Ford Fairmont (not Ghia) or Holden Berlina
Group 2 Maximum and above For a position where a salary is determined in lieu of a classification	Ford Fairmont Ghia or Calais The tenured salary of the position should be compared to the tenured salaries for the Group 1 to Group 4 range and the appropriate value obtained.

### Non-Benchmark Vehicle

Where a vehicle other than a Benchmark Vehicle is sought through State Fleet, the difference in cost to Government

- where greater, it is to be paid fortnightly by the individual, or
- where lesser, it is to be paid fortnightly as part of the individual's salary.

The method of determining whether an additional contribution must be made by the individual or the surplus paid as part of salary shall be based on the actual cost to Government of the vehicle sought (using the formula detailed below), compared against the more expensive of the Benchmark Vehicles mentioned above. The cost at the time of entering into the lease is applicable.

Where an individual wishes to obtain a motor vehicle that varies from the Benchmark Vehicle, the motor vehicle costs must include the lease cost, Fringe Benefits Tax and all other operating costs based on the relevant figure of nominated kilometres to be travelled annually. The formula to be adopted in valuing the motor vehicle is—

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

L	=	Lease payments
R	=	Registration costs
a	=	Running cost per kilometre
D	=	nominated annual kilometres*
FBT	=	Fringe Benefits Tax

\*Note: To the extent that in line with State Fleet policy agencies may in practice already have adopted this approach (ie departed from the originally specified 20,000 km per annum calculation base) this is endorsed.

FBT is costed at purchase price (inc GST) x Statutory fraction x Gross up (2.1292) x FBT rate (0.485).

Fringe Benefits Tax Exempt Agencies: Where an organisation is exempt from FBT in accordance with Commonwealth Government legislation, a notional amount equal to the standard FBT must be added to the cost of the benefit.

Should an officer choose other than a Benchmark Vehicle, it may have implications on their superable salary. Further information can be obtained from the Government Employees' Superannuation Board's Members' Services Centre.

Non-chief executive officers who wish to vary from the Benchmark Vehicle must also obtain the approval of their chief executive officer for the make and model of vehicle required.

The cost of vehicle accessories over and above those available to Senior Executive Service members as set out in the "WA Government Fleet Policy and Guidelines" should be borne by the individual.

In most instances the Fleet Manager will provide a total costing for each vehicle.

### Cash Value

Where a person elects not to be provided with a motor vehicle through State Fleet he/she is entitled to the cash value being paid fortnightly as additional salary. The cash values are paid in accordance with the following criteria.

Classification	Cash Value
Below Group 1 Minimum	\$16,900
Group 1 Minimum to Group 2 Minimum	\$18,900
Group 2 Maximum and above For a position where a salary is determined in lieu of a classification	\$22,000 The tenured salary of the position should be compared to the tenured salaries for the Group 1 to Group 4 range and the appropriate value obtained.

### General

The provision of vehicles remains an administrative responsibility of the Department to manage in a cost effective manner.

An individual accessing a vehicle under this Part shall take due care of the condition and security of the vehicle. This includes responsibility for ensuring the vehicle is regularly serviced and maintained at government expense according to the manufacturer's recommended specifications, and making arrangements for off-street parking at home, whenever practicable, with appropriate security precautions taken at all times. Any theft or damage, however slight, should be reported to the Fleet Manager with a view to repairs being affected at the earliest opportunity.

While the vehicle may be used anywhere in Western Australia at no cost to the individual, if the vehicle is driven interstate, the individual is liable for the cost of fuel and oil while interstate. Furthermore, if used interstate the person must be in the vehicle at all times.

Should the officer choose not to use the vehicle, supplied through State Fleet, for business (eg. for travelling to and from work), but allows and authorises the vehicle to be used for private use during business hours by another family member or person, he/she is not entitled to access another government vehicle for his/her private use.

**PART 5—REMUNERATION PACKAGE VALUE**

For the purposes of calculating the value of the remuneration package the employer cost of superannuation should be included in addition to the salary and the amount determined by the Tribunal for the motor vehicle provided.

Motor Vehicle: Part 4 contains the determination as to the value ascribed to the motor vehicle that will be provided or the amount that can be taken in lieu of a vehicle. Should an officer choose to take cash in lieu of a vehicle, it may have implications on their Gold State superannuable salary. A key issue here is that the Cash Value of the vehicle is not included in the officer's salary for Gold State superannuation purposes. Also if the officer chooses a vehicle with a value below the benchmark vehicle then the surplus returned in additional salary is not included in the officer's salary for Gold State superannuation purposes.

An initial guide on this issue can be obtained on the Government Employees' Superannuation Board's (GESB) website at [www.gesb.wa.gov.au/employers](http://www.gesb.wa.gov.au/employers). (Then go to Publications and Forms, Guides, Salaries and Allowances Guide. Then use the Bookmark tag on the left hand side of the screen to scroll to Part Two, Salaries and Allowances Index and scroll to 'in lieu of a motor vehicle' heading.) Further information can be obtained from the GESB's Members' Services Centre.

Superannuation: Due to the closure of superannuation schemes over the past years, it is not possible to prescribe the value per person of the superannuation benefit. It is generally assumed that where a person was a member of the Western Australian public sector prior to the 30 December 1995, the value of superannuation is twelve per cent of basic salary. For those who joined after that date, the superannuable component is in accordance with that required under the Superannuation Guarantee Levy.

Salary packaging in respect to superannuation and novated leases can be effected in accordance with the "Guidelines for Salary Packaging in the WA Public Sector" document, which can be accessed at [www.docep.wa.gov.au/lr/LabourRelations/Content/Public%20Sector/Resources/Circulars/Pages/1198atfach.html](http://www.docep.wa.gov.au/lr/LabourRelations/Content/Public%20Sector/Resources/Circulars/Pages/1198atfach.html). One of the key issues in these guidelines is that employees are allowed only to package up to 50% of their Total Employment Cost, other than in FBT exempt agencies where the limit is 30%.

Signed at Perth this 7th day of April 2006.

Professor M. C. WOOD,  
Chairman.

J. A. S. MEWS,  
Member.

M. L. NADEBAUM,  
Member.

Salaries and Allowances Tribunal.

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**SECOND SCHEDULE:  
COURT REGISTRARS**

Pursuant to section 6(1)(d) of the *Salaries and Allowances Act 1975* the Salaries and Allowances Tribunal determines the salaries to be paid to the holders of the offices listed below and are as follows with effect from 1 January 2006—

Supreme Court	Principal Registrar	\$232,555
	Registrar	\$205,943
District Court	Principal Registrar	\$216,583
	Registrar	\$203,507
	Deputy Registrar	\$182,986

The salaries are inclusive of Annual Leave Loading.

The holders of these offices have an entitlement to a motor vehicle selected only from Items 1001 to 1008 and 2001 to 2007 inclusively of the Government's Common Use Contract No 012A1994 as amended from time to time.

Signed at Perth this 7th day of April 2006.

Professor M. C. WOOD,  
Chairman.

J. A. S. MEWS,  
Member.

M. L. NADEBAUM,  
Member.

Salaries and Allowances Tribunal.

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**THIRD SCHEDULE:  
DIRECTOR OF PUBLIC PROSECUTIONS**

Pursuant to section 6(1)(e) of the *Salaries and Allowances Act 1975* the Salaries and Allowances Tribunal determines that the holder of the office of Director of Public Prosecutions is entitled to the salary and allowances payable from time to time to a Puisne Judge of the Supreme Court of Western Australia.

The holder of the office is entitled to a motor vehicle of the type provided to a Puisne Judge.

Signed at Perth this 7th day of April 2006.

Professor M. C. WOOD,  
Chairman.

J. A. S. MEWS,  
Member.

M. L. NADEBAUM,  
Member.

Salaries and Allowances Tribunal.

**FOURTH SCHEDULE:  
CLERKS OF THE PARLIAMENT**

Pursuant to section 6(1)(c) of the *Salaries and Allowances Act 1975* the Salaries and Allowances Tribunal determines the salaries to be paid to the holders of the offices listed below and are as follows with effect from 1 May 2006—

Clerk of the Legislative Council	\$160,000
Deputy Clerk of the Legislative Council	\$122,000
Clerk of the Legislative Assembly	\$160,000
Deputy Clerk of the Legislative Assembly	\$122,000

The salaries are inclusive of Annual Leave Loading.

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

Signed at Perth this 7th day of April 2006.

Professor M. C. WOOD,  
Chairman.

J. A. S. MEWS,  
Member.

M. L. NADEBAUM,  
Member.

Salaries and Allowances Tribunal.

