

WESTERN AUSTRALIA
SALARIES AND ALLOWANCES ACT 1975
DETERMINATION OF THE
SALARIES AND ALLOWANCES TRIBUNAL
ON LOCAL GOVERNMENT CHIEF EXECUTIVE OFFICERS

Pursuant to Sections 7(A)

June 2013

PREAMBLE

1. In accordance with Section 7A of the Salaries and Allowances Act 1975 (“the Act”), the Salaries and Allowances Tribunal is required to “inquire into and determine, the amount of remuneration, or the minimum and maximum amounts of remuneration, to be paid or provided to chief executive officers of local governments.”

BACKGROUND

2. Between 2006 and 2011, the Tribunal was required to issue a Recommendation Report on the remuneration of Local Government Chief Executive Officers (CEOs).
3. The *Local Government Amendment Bill 2011* (the Bill) was introduced into Parliament on 19 October 2011. The Bill changed the requirement of the Tribunal under Section 7A of the Salaries and Allowances Act 1975 from recommending to determining the remuneration of Local Government CEOs. The Bill also changed the requirements of Local Governments under Section 5.39(7) and (8) of the *Local Government Act 1995* (LG Act), that is (7) “A CEO is to be paid or provided with such remuneration as is determined by the Salaries and Allowances Tribunal under the *Salaries and Allowances Act 1975* section 7A” and (8) “A local government is to ensure that subsection (7) is complied with in entering into, or renewing, a contract of employment with a CEO”. These amendments came into effect on 1 July 2012.
4. The first determination of the Tribunal was issued with effect from 1 July 2012. That determination set in place a new framework for remunerating Local Government CEOs based upon a 4 band classification model. The determination also introduced Regional/Isolation Allowances, Housing Allowances and new provisions for the use of motor vehicles.

CURRENT INQUIRY

5. In discharging the responsibilities given to it by the Parliament, the Tribunal has in the context of its current inquiry adopted the following approach:
 - advertised for public submissions;
 - written to Local Governments and Regional Local Governments inviting submissions about their CEO positions;

- surveyed Local Government CEOs in respect of current remuneration packages;
- collected a wide range of data on Local Governments;
- considered relevant labour market and economic data; and
- sought advice from its Statutory Adviser.

Public Submissions

6. An advertisement calling for public submissions to the Tribunal's inquiry was placed in *The West Australian* newspaper on Friday, 15 February 2013 with a closing date of Friday, 22 March 2013. The advertisement was also placed on the Tribunal's website at www.sat.wa.gov.au/LatestNews
7. Two submissions were received from members of the public.

Invitations to Local Governments and Regional Local Governments

8. On Monday, 1 May 2013, the Tribunal wrote by email to all Mayors, Presidents and Chairpersons of Local Governments and Regional Local Governments inviting submissions related to particular issues and characteristics relevant to the remuneration paid to their CEO. The closing date for submissions was Friday, 24 May 2013.
9. In making submissions, Local Governments were provided with a template submission form to ensure that the Tribunal was able to capture data on a broad range of significant issues including:
 - Major growth and development;
 - Significant social and economic issues;
 - Significant demand to service and support non-resident needs;
 - High impact environmental management issues and responsibilities;
 - Greater diversity of services delivered than normally provided by similar sized local governments;
 - Recruitment issues;
 - Remuneration issues; and
 - Other distinguishing features.
10. A total of 10 responses were received by the Tribunal. Six responses indicated that those Local Governments agreed with their current level of remuneration.
11. Submissions from the Shires of Carnarvon, Dardanup, Leonora, Northam, Westonia and the Local Government Managers Association provided information and comments on the roles and responsibilities of a CEO, issues specific to their local government and comments on the Tribunal's inquiry.
12. The remaining 4 responses provided submissions requesting an increase in classification. Submissions were received from the:
 - Shire of Boddington;
 - City of Busselton;
 - Town of Narrogin; and

- Eastern Metropolitan Regional Council.

Remuneration Survey

13. To assist the Tribunal, 'Websurvey Pty Ltd' were commissioned to conduct a survey of current remuneration or 'Total Reward Packages' provided to all Local Government and Regional Local Government CEOs on behalf of the Tribunal. The Tribunal appreciates the cooperation of those local governments and regional local governments that responded to the survey.
14. In all, the Tribunal received responses from 129 local governments and regional local governments and 4 provided partial responses. Sixteen local governments and regional local governments failed to respond. Under the Act, the Tribunal has the powers of a Royal Commission to subpoena information relevant to its inquiries. However the Tribunal would prefer to work cooperatively with local and regional local governments. It is the responsibility of the Mayor/President/Chairperson and the CEO to provide the information requested to the Tribunal in order for the Tribunal to properly inform itself to issue its determinations.
15. The Tribunal's determination under Schedules 1, 2, 3 and 4 identifies factors relevant to a CEO's remuneration. To facilitate the council's consideration of a CEO within the band, or in the case of a "preserved" CEO, the components of an existing remuneration package including present levels of remuneration should be assessed by reference to those factors.
16. The proper identification of components which make up a CEO's Total Reward Package under factors set out in the Schedules will determine whether remuneration continues to be expressed by reference to a band or determined by the Tribunal as a specific amount as is provided for under the legislation.

Local Government Population, Expenditure and Staff Levels

17. The Tribunal requested and received the following data from the Department of Local Government (DLG):
 - Population as at 31 March 2013 (ABS Catalogue 3218.0);
 - Total Full Time Equivalent (FTE) Staff numbers 2010/11;
 - Operating expenditure 2011/12; and
 - 3 year averaged capital expenditure (2009/10 to 2011/12).

Advice from Statutory Advisor

18. The Tribunal sought advice from its statutory advisor, Ms Jennifer Mathews, Director General, DLG, who has been appointed by the Premier in accordance with section 10(4)(c) of the Act to assist the Tribunal in its inquiries as they relate to the remuneration of Local Government CEOs and the general remuneration adjustment. Ms Mathews provided advice on a range of matters including current issues affecting Local Government, changes to Local Government areas or positions and information on the Government's reform process.

Labour Market and Economic Data

19. Relevant labour market and economic data was considered by the Tribunal. This is set out in the Tribunal's determination on an adjustment to all public office holders under the SA Act which was issued on Friday 27 June 2013.

CONSIDERATIONS

20. The 2012 determination of the Tribunal set in place the framework for remuneration of Local Government CEOs. The framework provides Local Governments with greater flexibility to attract and retain quality CEOs, while improving the transparency and accountability of CEO contract arrangements.
21. The aim of the 2013 inquiry was to review and if necessary make any alterations to the framework and to consider the proposals for local government movement with the classification bands.
22. In the context of its current inquiry, the Tribunal considered all CEO positions in Local Governments and Regional Local Governments, all submissions, advice from the Tribunal's Statutory Adviser and data on the growth of individual local governments.

Band Allocation Model

23. The Tribunal modified its Band Allocation Model in the 2012 determination while adopting a new 4 band classification framework. The model provides allows for a spectrum of responsibility and takes into account a broader range of factors including:
- Major growth and development;
 - Strategic planning, including risk management;
 - Infrastructure development and asset management;
 - Significant social/economic/environmental issues;
 - Significant demand to service and support non-resident needs;
 - Diversity of services;
 - Community involvement and advocacy;
 - State or national negotiations;
 - Operational and managerial requirements;
 - Capacity to pay;
 - Total expenditure;
 - Population; and
 - FTEs.
24. The Tribunal outlined the characteristics that would be expected of a CEO within each band in its 2012 determination. Some local governments have argued that increases in a particular factor within the Band Allocation Model warranted an increase in classification. It needs to be emphasised that there is significant room for growth within each band before the Tribunal accepts that an increase in classification is warranted.
25. The Tribunal will only recognise a request for an increase in classification where it can be demonstrated that the local government or regional local government CEO has experienced a

substantial and sustained increase in work value. In this respect, the Tribunal will look to align the responsibilities and accountability of a CEO with those of other appointees in the relevant band.

Submissions

26. Four of the ten responses received from local governments sought an increase in their CEO's band classification. These submissions argued that local factors relating to major growth and development or specific local pressures warranted an increase.
27. The remaining six submissions received from local governments sought to bring specific local government issues or general issues that affected the whole sector to the Tribunal's attention.
28. The two submissions received from the public were related to the performance of specific local government CEOs. These are not issues relevant to the Tribunal considerations.
29. The Tribunal took into account all relevant matters in the submissions in making this determination.

Local Governments

30. In this determination, the Tribunal has continued to exercised its duties under section 7A of the Act by determining the minimum and maximum amounts of remuneration, to be paid or provided to CEOs. It has not been necessary to determine the specific amount for each Local Government at this time. The Tribunal will determine a specific salary point where the Local Government requests this or as the Tribunal deems necessary. A number of local governments have contacted the Tribunal throughout the year seeking advice regarding a specific salary point within the bands. The Tribunal is available to provide advice to local governments when appointing or renewing a CEO contract.

Regional Local Governments

31. There are currently 11 regional local governments constituted under the *Local Government Act*:
 - Bunbury- Harvey Regional Council;
 - Eastern Metropolitan Regional Council;
 - Mid West Regional Council (formerly Wildflower Country Regional Council);
 - Mindarie Regional Council;
 - Murchison Regional Vermin Council;
 - Pilbara Regional Council;
 - Rivers Regional Council (formerly South East Metropolitan Regional Council);
 - South Metropolitan Regional Council;
 - Tamala Park Regional Council;
 - Western Metropolitan Regional Council; and
 - Yarra Yarra Catchment Regional Council.

32. In 2010 the Tribunal was informed that the CEO of the Murchison Regional Vermin Council, was not in receipt of remuneration as the role was filled by the CEO of one of the member Local Governments, this continues to be the case.

CONCLUSIONS

33. The Tribunal has determined a general adjustment of 2.6 percent to the band ranges payable to Local Government CEOs. This is in line with the Tribunal's general determination published on 27 June 2013 which applies to other public office holders under the SA Act.
34. After considering all the relevant information, the Tribunal increased the classification of the Town of Narrogin from Band 4 to Band 3 in recognition of the increased levels of work value, growth and responsibility demonstrated in their submission and through data collected by the Tribunal.
35. The inquiry has found that the band classification framework and the band allocation model have been effective and no further amendment is warranted at this time.
36. The Tribunal has made no changes to the Regional/Isolation Allowance, Housing Allowance or motor vehicle provisions contained in Schedules 2, 3 and 4.
37. Parliament has identified particular arrangements for entitlements of "preserved" CEOs. While those appointments are outside the scope of the Tribunal's jurisdiction, nevertheless it would be prudent of councils employing "preserved" CEOs to be cognisant of the Tribunal's determination.
38. For all CEOs the 2.6 percent economic adjustment to the remuneration package is deemed reasonable and appropriate at this time. A council would have to satisfy itself that there was sound justification for an increase above that percentage within the allocated band.
39. Nothing in this determination shall be interpreted and/or applied in such a manner as to circumvent the intention of the Tribunal to ensure transparency and accountability in the remuneration of Local Government CEOs.
40. This determination of the Tribunal will take effect from 1 July 2013.

Signed at Perth this 27th day of June 2013.

W S Coleman AM
CHAIRMAN

C A Broadbent
MEMBER

B J Moore
MEMBER

SALARIES AND ALLOWANCES TRIBUNAL

DETERMINATION UNDER SECTION 7A OF THE SALARIES AND ALLOWANCES ACT 1975

GENERAL

- 1.1 The remuneration listed in this determination comprises all remuneration as defined under the *Salaries and Allowances Act 1975* as including salary, allowances, fees, emoluments and benefits.
- 1.2 The following Schedules in this determination apply to:
 - 1.2.1 CEOs; and
 - 1.2.2 acting or temporary CEOs.
- 1.3 The remuneration specified in this determination is based on a person being appointed to one Local Government CEO position only. In the case of a person being appointed to undertake the duties of more than one CEO position simultaneously, the relevant Local Governments must seek a determination from the Tribunal for the multiple CEO positions held by that person.
- 1.4 If a Local Government undergoes an amalgamation or a rezoning of Local Government boundaries, the Local Government is required to seek a new determination from the Tribunal.

SCHEDULE 1: TOTAL REWARD PACKAGE

PART 1 – LOCAL GOVERNMENT TOTAL REWARD PACKAGE

- 1.1 Offices listed in this Schedule have been assigned by the Tribunal to one of four classifications designated Band 1 to Band 4.
- 1.2 Each classification (Band 1 to Band 4) has a commensurate Total Reward Package range as specified below in this Part of the Schedule. Typical components of a Total Reward Package include:
 - a) Base salary;
 - b) Annual leave loading;
 - c) Associated FBT accrued (total annual amount of fringe benefits tax paid by the Local Government for all fringe benefits provided to a CEO);
 - d) Association membership fees;
 - e) Attraction/retention allowance, not being provided under Schedule 2;
 - f) Personal benefit value of the provision of a motor vehicle for private use (if applicable) as defined under Schedule 4 of this determination;
 - g) Cash bonus and performance incentives;
 - h) Cash in lieu of a motor vehicle;
 - i) Fitness club fees;
 - j) Grooming/clothing allowance;
 - k) Health insurance;
 - l) School fees and/or child's uniform;

- m) Superannuation (all mandatory and non-mandatory employer superannuation contributions;
 - n) Travel or any other benefit taken in lieu of salary;
 - o) Travel for spouse or any other member of family;
 - p) Unrestricted entertainment allowance;
 - q) Utilities allowance (any water, power or any other utility subsidy provided to the CEO); and
 - r) Any other form of payment, in cash or not, in consideration of a reward or benefit of the CEOs duties.
- 1.3 The Total Reward Package ranges specified in this Schedule are based on the office being of a full-time nature. The relevant Total Reward Package shall be payable on a pro rata basis in accord with the proportion of full-time hours worked.
- 1.4 The only exclusions from the Total Reward Package are:
- a) Those items listed in Schedules 2, 3 and 4 of this determination;
 - b) Employer obligations such as professional development (restricted to the CEO), reimbursement for genuine work expenses or cost of recruitment and relocation expenses; and
 - c) Those items that are considered to be a tool of trade (i.e. the equipment needed to undertake the duties of a CEO) by the Local Government and which are not a direct or indirect reward or benefit for the performance of duties as a CEO.

BAND	TOTAL REWARD PACKAGE	NUMBER OF LOCAL GOVERNMENTS
1	\$244,232 - \$359,436	18
2	\$201,433 - \$302,822	23
3	\$154,045 - \$245,550	35
4	\$125,079 - \$189,592	62

PART 2 – LOCAL GOVERNMENT CLASSIFICATIONS

LOCAL GOVERNMENT	BAND	TOTAL REWARD PACKAGE
Albany City	2	\$201,433 - \$302,822
Armadale City	1	\$244,232 - \$359,436
Ashburton Shire	2	\$201,433 - \$302,822
Augusta-Margaret River Shire	2	\$201,433 - \$302,822
Bassendean Town	3	\$154,045 - \$245,550
Bayswater City	1	\$244,232 - \$359,436
Belmont City	2	\$201,433 - \$302,822
Beverley Shire	4	\$125,079 - \$189,592
Boddington Shire	4	\$125,079 - \$189,592

LOCAL GOVERNMENT	BAND	TOTAL REWARD PACKAGE
Boyup Brook Shire	4	\$125,079 - \$189,592
Bridgetown-Greenbushes Shire	3	\$154,045 - \$245,550
Brookton Shire	4	\$125,079 - \$189,592
Broome Shire	2	\$201,433 - \$302,822
Broomehill-Tambellup Shire	4	\$125,079 - \$189,592
Bruce Rock Shire	4	\$125,079 - \$189,592
Bunbury City	2	\$201,433 - \$302,822
Busselton City	2	\$201,433 - \$302,822
Cambridge Town	2	\$201,433 - \$302,822
Canning City	1	\$244,232 - \$359,436
Capel Shire	3	\$154,045 - \$245,550
Carnamah Shire	4	\$125,079 - \$189,592
Carnarvon Shire	2	\$201,433 - \$302,822
Chapman Valley Shire	4	\$125,079 - \$189,592
Chittering Shire	3	\$154,045 - \$245,550
Claremont Town	3	\$154,045 - \$245,550
Cockburn City	1	\$244,232 - \$359,436
Collie Shire	3	\$154,045 - \$245,550
Coolgardie Shire	3	\$154,045 - \$245,550
Coorow Shire	4	\$125,079 - \$189,592
Corrigin Shire	4	\$125,079 - \$189,592
Cottesloe Town	3	\$154,045 - \$245,550
Cranbrook Shire	4	\$125,079 - \$189,592
Cuballing Shire	4	\$125,079 - \$189,592
Cue Shire	4	\$125,079 - \$189,592
Cunderdin Shire	4	\$125,079 - \$189,592
Dalwallinu Shire	4	\$125,079 - \$189,592
Dandaragan Shire	3	\$154,045 - \$245,550
Dardanup Shire	3	\$154,045 - \$245,550
Denmark Shire	3	\$154,045 - \$245,550
Derby-West Kimberley Shire	2	\$201,433 - \$302,822
Donnybrook Balingup Shire	3	\$154,045 - \$245,550
Dowerin Shire	4	\$125,079 - \$189,592
Dumbleyung Shire	4	\$125,079 - \$189,592
Dundas Shire	4	\$125,079 - \$189,592
East Fremantle Town	3	\$154,045 - \$245,550
East Pilbara Shire	2	\$201,433 - \$302,822
Esperance Shire	2	\$201,433 - \$302,822

LOCAL GOVERNMENT	BAND	TOTAL REWARD PACKAGE
Exmouth Shire	3	\$154,045 - \$245,550
Fremantle City	1	\$244,232 - \$359,436
Gingin Shire	3	\$154,045 - \$245,550
Gnowangerup Shire	4	\$125,079 - \$189,592
Goomalling Shire	4	\$125,079 - \$189,592
Gosnells City	1	\$244,232 - \$359,436
Greater Geraldton City	1	\$244,232 - \$359,436
Halls Creek Shire	3	\$154,045 - \$245,550
Harvey Shire	2	\$201,433 - \$302,822
Irwin Shire	3	\$154,045 - \$245,550
Jerramungup Shire	4	\$125,079 - \$189,592
Joondalup City	1	\$244,232 - \$359,436
Kalamunda Shire	2	\$201,433 - \$302,822
Kalgoorlie-Boulder City	1	\$244,232 - \$359,436
Katanning Shire	3	\$154,045 - \$245,550
Kellerberrin Shire	4	\$125,079 - \$189,592
Kent Shire	4	\$125,079 - \$189,592
Kojonup Shire	3	\$154,045 - \$245,550
Kondinin Shire	4	\$125,079 - \$189,592
Koorda Shire	4	\$125,079 - \$189,592
Kulin Shire	4	\$125,079 - \$189,592
Kwinana Town	2	\$201,433 - \$302,822
Lake Grace Shire	4	\$125,079 - \$189,592
Laverton Shire	3	\$154,045 - \$245,550
Leonora Shire	3	\$154,045 - \$245,550
Mandurah City	1	\$244,232 - \$359,436
Manjimup Shire	3	\$154,045 - \$245,550
Meekatharra Shire	3	\$154,045 - \$245,550
Melville City	1	\$244,232 - \$359,436
Menzies Shire	4	\$125,079 - \$189,592
Merredin Shire	3	\$154,045 - \$245,550
Mingenew Shire	4	\$125,079 - \$189,592
Moora Shire	3	\$154,045 - \$245,550
Morawa Shire	4	\$125,079 - \$189,592
Mosman Park Town	3	\$154,045 - \$245,550
Mount Magnet Shire	4	\$125,079 - \$189,592
Mount Marshall Shire	4	\$125,079 - \$189,592
Mukinbudin Shire	4	\$125,079 - \$189,592

LOCAL GOVERNMENT	BAND	TOTAL REWARD PACKAGE
Mundaring Shire	2	\$201,433 - \$302,822
Murchison Shire	4	\$125,079 - \$189,592
Murray Shire	3	\$154,045 - \$245,550
Nannup Shire	4	\$125,079 - \$189,592
Narembeen Shire	4	\$125,079 - \$189,592
Narrogin Shire	4	\$125,079 - \$189,592
Narrogin Town	3	\$154,045 - \$245,550
Nedlands City	2	\$201,433 - \$302,822
Ngaanyatjarraku Shire	4	\$125,079 - \$189,592
Northam Shire	2	\$201,433 - \$302,822
Northampton Shire	4	\$125,079 - \$189,592
Nungarin Shire	4	\$125,079 - \$189,592
Peppermint Grove Shire	4	\$125,079 - \$189,592
Perenjori Shire	4	\$125,079 - \$189,592
Perth City	1	\$244,232 - \$359,436
Pingelly Shire	4	\$125,079 - \$189,592
Plantagenet Shire	3	\$154,045 - \$245,550
Port Hedland Town	1	\$244,232 - \$359,436
Quairading Shire	4	\$125,079 - \$189,592
Ravensthorpe Shire	3	\$154,045 - \$245,550
Rockingham City	1	\$244,232 - \$359,436
Roebourne Shire	1	\$244,232 - \$359,436
Sandstone Shire	4	\$125,079 - \$189,592
Serpentine-Jarrahdale Shire	3	\$154,045 - \$245,550
Shark Bay Shire	4	\$125,079 - \$189,592
South Perth City	2	\$201,433 - \$302,822
Stirling City	1	\$244,232 - \$359,436
Subiaco City	2	\$201,433 - \$302,822
Swan City	1	\$244,232 - \$359,436
Tammin Shire	4	\$125,079 - \$189,592
Three Springs Shire	4	\$125,079 - \$189,592
Toodyay Shire	3	\$154,045 - \$245,550
Trayning Shire	4	\$125,079 - \$189,592
Upper Gascoyne Shire	4	\$125,079 - \$189,592
Victoria Park Town	2	\$201,433 - \$302,822
Victoria Plains Shire	4	\$125,079 - \$189,592
Vincent Town	2	\$201,433 - \$302,822
Wagin Shire	4	\$125,079 - \$189,592

LOCAL GOVERNMENT	BAND	TOTAL REWARD PACKAGE
Wandering Shire	4	\$125,079 - \$189,592
Wanneroo City	1	\$244,232 - \$359,436
Waroona Shire	3	\$154,045 - \$245,550
West Arthur Shire	4	\$125,079 - \$189,592
Westonia Shire	4	\$125,079 - \$189,592
Wickepin Shire	4	\$125,079 - \$189,592
Williams Shire	4	\$125,079 - \$189,592
Wiluna Shire	4	\$125,079 - \$189,592
Wongan Ballidu Shire	4	\$125,079 - \$189,592
Woodanilling Shire	4	\$125,079 - \$189,592
Wyalkatchem Shire	4	\$125,079 - \$189,592
Wyndham-East Kimberley Shire	2	\$201,433 - \$302,822
Yalgoo Shire	4	\$125,079 - \$189,592
Yilgarn Shire	3	\$154,045 - \$245,550
York Shire	3	\$154,045 - \$245,550

PART 3 – REGIONAL LOCAL GOVERNMENT TOTAL REWARD PACKAGE

3.1 Part 1 of this Schedule also applies to Regional Local Government CEOs.

BAND	TOTAL REWARD PACKAGE	NUMBER OF LOCAL GOVERNMENTS
1	\$244,232 - \$359,436	0
2	\$201,433 - \$302,822	3
3	\$154,045 - \$245,550	2
4	\$125,079 - \$189,592	5

PART 4 – REGIONAL LOCAL GOVERNMENT CLASSIFICATIONS

REGIONAL LOCAL GOVERNMENT	BAND	TOTAL REWARD PACKAGE PER ANNUM
Bunbury-Harvey Regional Council	4	\$125,079 - \$189,592
Eastern Metropolitan Regional Council	2	\$201,433 - \$302,822
Mid West Regional Council	4	\$125,079 - \$189,592
Mindarie Regional Council	3	\$154,045 - \$245,550
Murchison Regional Vermin Council	-	-
Pilbara Regional Council	4	\$125,079 - \$189,592
Rivers Regional Council	3	\$154,045 - \$245,550
Southern Metropolitan Regional Council	2	\$201,433 - \$302,822
Tamala Park Regional Council	2	\$201,433 - \$302,822
Western Metropolitan Regional Council	4	\$125,079 - \$189,592
Yarra Yarra Catchment Regional Council	4	\$125,079 - \$189,592

4.1 The Murchison Regional Vermin Council is not awarded a band classification as the CEO position is undertaken by the CEO of one of the member Local Governments who does not receive additional remuneration for this purpose.

Signed at Perth this 27th day of June 2013.

W S Coleman AM
CHAIRMAN

C A Broadbent
MEMBER

B J Moore
MEMBER

SALARIES AND ALLOWANCES TRIBUNAL

SCHEDULE 2: REGIONAL/ISOLATION ALLOWANCE

PART 1 – GENERAL

- 1.1 Local Governments listed under Part 2 of this schedule have access to an amount additional to the Total Reward Package for CEO remuneration in recognition of the regional and isolation factors which may affect the attraction and retention of CEOs in the Local Governments specified in this Part.
- 1.2 Local Governments are not required to pay all or any of this amount and the payment of this allowance is at the discretion of the Local Government, albeit within the parameters set by the Tribunal.
- 1.3 When a Local Government chooses to use all or any of this allowance, the payment of the allowance should be properly justified and applied in a transparent manner.
- 1.4 When a Local Government chooses to pay all or any of this allowance, all of it is to be paid to the CEO as salary.

PART 2 – APPLICABLE REGIONAL/ISOLATION ALLOWANCE

LOCAL GOVERNMENT	MAXIMUM REGIONAL/ISOLATION ALLOWANCE PER ANNUM
Ashburton Shire	\$55,000
Broome Shire	\$35,000
Carnamah Shire	\$30,000
Carnarvon Shire	\$30,000
Chapman Valley Shire	\$30,000
Coolgardie Shire	\$30,000
Coorow Shire	\$30,000
Cue Shire	\$40,000
Derby-West Kimberley Shire	\$45,000
Dundas Shire	\$30,000
East Pilbara Shire	\$55,000
Esperance Shire	\$25,000
Exmouth Shire	\$35,000
Geraldton-Greenough City	\$25,000
Halls Creek Shire	\$65,000
Irwin Shire	\$30,000
Jerramungup Shire	\$25,000
Kalgoorlie-Boulder City	\$30,000
Kent Shire	\$7,500
Kondinin Shire	\$7,500
Kulin Shire	\$7,500
Lake Grace Shire	\$7,500
Laverton Shire	\$40,000

LOCAL GOVERNMENT	MAXIMUM REGIONAL/ISOLATION ALLOWANCE PER ANNUM
Leonora Shire	\$40,000
Meekatharra Shire	\$40,000
Menzies Shire	\$30,000
Merredin Shire	\$7,500
Mingenew Shire	\$30,000
Morawa Shire	\$30,000
Mount Magnet Shire	\$30,000
Mount Marshall	\$7,500
Mukinbudin Shire	\$25,000
Murchison Shire	\$30,000
Narembeen Shire	\$7,500
Ngaanyatjarraku Shire	\$40,000
Northampton Shire	\$30,000
Nungarin Shire	\$7,500
Perenjori Shire	\$30,000
Port Hedland Town	\$70,000
Ravensthorpe Shire	\$30,000
Roebourne Shire	\$70,000
Sandstone Shire	\$30,000
Shark Bay Shire	\$35,000
Three Springs Shire	\$30,000
Upper Gascoyne Shire	\$35,000
Westonia Shire	\$25,000
Wiluna Shire	\$40,000
Wyndham-East Kimberley Shire	\$45,000
Yalgoo Shire	\$30,000
Yilgarn Shire	\$25,000

Signed at Perth this 27th day of June 2013.

W S Coleman AM
CHAIRMAN

C A Broadbent
MEMBER

B J Moore
MEMBER

SALARIES AND ALLOWANCES TRIBUNAL

SCHEDULE 3: HOUSING ALLOWANCE

PART 1 – GENERAL

- 1.1 In recognition of the need of Local Governments to provide accommodation as a result of lack of suitable housing or recruitment issues, on either a permanent or temporary basis, Local Governments are able to utilise this allowance as required.
- 1.2 When a Local Government chooses to use all or any of this allowance, the payment of the allowance should be properly justified and applied in a transparent manner.
- 1.3 Any accommodation provided under this Schedule must be located within or adjacent to the Local Government area within which the CEO is employed.
- 1.4 Local Governments should tailor the provision of any housing allowance to suit their particular circumstances. This may include the CEO making contributions towards the cost of the accommodation.

PART 2 – APPLICABLE HOUSING ALLOWANCE

- 2.1 Where a Local Government owns a property and provides that property to the CEO for accommodation, the value of this accommodation will not be included in the Total Reward Package.
- 2.2 For reporting purposes, the value of the Local Government owned property shall be valued at the annual Gross Rental Value of the property as determined by the Valuer General. Where applicable, the value shall be apportioned on a pro rata basis for the portion of the year which the property has been provided for the use of the CEO.
- 2.3 Where a Local Government leases accommodation for the use of the CEO, the lease costs will not be included in the Total Reward Package.
- 2.4 For reporting purposes, the value of the Local Government leased property shall be the annual actual costs of the accommodation lease. Where applicable, the costs shall be apportioned on a pro rata basis for the portion of the year which the property has been provided for the use of the CEO.

Signed at Perth this 27th day of June 2013.

W S Coleman AM
CHAIRMAN

C A Broadbent
MEMBER

B J Moore
MEMBER

SALARIES AND ALLOWANCES TRIBUNAL

SCHEDULE 4: MOTOR VEHICLE

PART 1 – GENERAL

- 1.1 For Local Governments listed in Schedule 2 of this determination, any motor vehicle provided to the CEO by the Local Government is to be considered a tool of trade (i.e. a tool needed to undertake the duties of a CEO in these Local Governments). Any private benefit of the vehicle will not be considered as part of the Total Reward Package.
- 1.2 For Local Governments not listed in Schedule 2 of this determination the private benefit value of any motor vehicle provided to the CEO by the Local Government is to be included in the Total Reward Package.

PART 2 – PRIVATE BENEFIT VALUE

- 2.1 The private benefit value of the motor vehicle will be dependent on the type of motor vehicle provided, method of ownership (i.e. Local Government owned or leased), maintenance and running costs, insurance, any applicable luxury car tax and the amount of private use (i.e. non-business use) of the vehicle.
- 2.2 As a general rule the private benefit value would be based upon the annual costs, multiplied by the percentage of private use.
- 2.3 Local Governments and CEOs will need to come to an agreement on the most appropriate way to record the amount of private use in order to calculate the private benefit value.

Signed at Perth this 27th day of June 2013.

W S Coleman AM
CHAIRMAN

C A Broadbent
MEMBER

B J Moore
MEMBER

SALARIES AND ALLOWANCES TRIBUNAL