

Division 6: Salaries and Allowances Tribunal —

[Supplementary Information No A11.]

Question: Mr E.S. Ripper asked for the titles of the 14 positions that benefited from the decision of the Salaries and Allowances Tribunal to grant pay increases to directors general.

Answer: In making its determination of 31 March 2011, the Salaries and Allowances Tribunal abolished an incremental allowance that had existed for 10 years. Under the incremental allowance, chief executive officers were eligible to receive an automatic increase in salary to the next classification level after three years of continuous service. When introduced, this was intended to be a form of attraction and retention allowance.

When this incremental allowance was abolished in the current determination, those office holders who had taken up their positions with an entitlement to an increment after three years, were compensated for the loss of that entitlement as a matter of equity. If the office holders had partially completed their three years of continuous service they received a pro-rata amount in lieu of the increment.

This was not a ‘secret’ pay rise as stated in the news media, but was clearly disclosed in the Tribunal’s published determination where it stated, “For CEOs eligible to receive the CEO’s incremental step, but who have not yet completed the qualifying period set out in the April 2010 determination, adjustments have been made so as not to disadvantage these officers.”¹ The determination was published in the Western Australian *Government Gazette* as required by statute and it was also published on the Tribunal’s website together with a media statement.

Fourteen office holders designated by the Tribunal as chief executive officers, received a pro-rata incremental allowance as part of their remuneration which came into effect on 1 May 2011. The Tribunal did not consult with any of these officers or with the Government in making its decision to abolish the incremental allowance and to compensate the affected office holders for the loss of an existing entitlement.

The holders of the following offices were affected by this decision of the Tribunal.

- Director General, Department of Agriculture and Food;
- Chief Executive Officer, Alcohol and Drug Authority;
- Chief Executive Officer, ChemCentre;
- Director General, Department for Communities;
- Chief Executive Officer, Department of Fisheries;
- Commissioner, Mental Health Commission;
- Director General, Department of Housing;
- Director General, Department of Indigenous Affairs;
- Chief Executive, Western Australian Land Information Authority;
- Director General, Department of Mines and Petroleum;
- Director General, Department of the Premier and Cabinet;
- Director General, Department of Regional Development and Lands;
- Director General, Department of State Development; and
- Chief Executive Officer, WorkCover Western Australian Authority.

¹ Western Australian *Government Gazette*, Tuesday 12 April 2011 No.61 Page1348.