



Our Ref: LR0067/2008  
Enquiries: Agency LR Adviser

CIRCULAR TO DEPARTMENTS AND AUTHORITIES NO. 7 of 2010

**DISTRICT ALLOWANCE (GOVERNMENT OFFICERS) GENERAL AGREEMENT 2010**

This Circular replaces the part of Circular No. 1 of 2006 which refers to the District Allowance (Government Officers) General Agreement 2005. The Public Service Arbitrator registered the District Allowance (Government Officers) General Agreement 2010 (the Agreement) on 31 August 2010.

The Agreement is attached and reflects a change in the District Allowance rates for eligible Government Officers. Additional coloured maps for Schedules F, G and H of the Agreement are also attached.

Officers whose employment ceased prior to 31 August 2010 are not entitled to the retrospective payment of District Allowance as per this Circular.

Copies of the Agreement will be available on the WAIRC website shortly:  
[www.wairc.wa.gov.au](http://www.wairc.wa.gov.au)

Should you require additional information about the application of this Circular please contact your agency Labour Relations Adviser.

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**BOB HORSTMAN**  
**EXECUTIVE DIRECTOR**  
**LABOUR RELATIONS**

6 September 2010

**DISTRICT ALLOWANCE (GOVERNMENT OFFICERS) GENERAL AGREEMENT 2010**

**WESTERN AUSTRALIAN INDUSTRIAL RELATIONS COMMISSION**

**PARTIES** THE CIVIL SERVICE ASSOCIATION OF WESTERN AUSTRALIA  
INCORPORATED AND OTHERS

**APPLICANTS**

-v-

(NOT APPLICABLE)

**RESPONDENT**

**CORAM** PUBLIC SERVICE ARBITRATOR  
ACTING SENIOR COMMISSIONER P E SCOTT

**DATE** WEDNESDAY, 1 SEPTEMBER 2010

**FILE NO** PSAAG 7 OF 2010

**CITATION NO.** 2010 WAIRC 00867

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**Result** Agreement registered

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*Order*

HAVING heard Ms L Cox and Ms K Berger on behalf of the Department of Commerce, Mr S Farrell on behalf of The Civil Service Association of Western Australia Incorporated, Mr C Panizza on behalf of the Health Services Union of Western Australia (Union of Workers), Mr R Bates on behalf of the Western Australian Municipal, Administrative, Clerical and Services Union of Employees and Mr P Kelly on behalf of the Western Australian Police Union of Workers, the Commission, pursuant to the powers conferred under the *Industrial Relations Act 1979* hereby orders:

THAT the District Allowance (Government Officers) General Agreement 2010 in the terms of the following schedule be registered on the 31<sup>st</sup> day of August 2010 and shall replace the District Allowance (Government Officers) General Agreement 2005.

(L.S.) (Sgd.) P.E. SCOTT

ACTING SENIOR COMMISSIONER P E SCOTT  
PUBLIC SERVICE ARBITRATOR

## SCHEDULE

### 1. TITLE

This General Agreement shall be known as the District Allowance (Government Officers) General Agreement 2010 and replaces District Allowance (Government Officers) General Agreement 2005.

### 2. ARRANGEMENT

1. Title
2. Arrangement
3. Definitions
4. Purpose of General Agreement
5. Application and Parties Bound
6. Term of General Agreement
7. No Further Claims
8. Payment of District Allowance
9. Application of District Allowance
10. District Allowance: 1 July 2008 – 30 June 2010
11. District Allowance: 1 July 2010 – 30 June 2011
12. District Allowance from 1 July 2011
13. Future Setting and Adjustment of District Allowance Rates
14. Phasing out of North-West Child Allowance
15. Consultation
16. Dispute Settlement Procedure
17. Signature of Parties
18. Schedules:
  - Schedule A: Respondency List - Agencies
  - Schedule B: Respondency List - Unions
  - Schedule C: District Allowance Rates as at 1 July 2008
  - Schedule D: District Allowance Rates as at 1 July 2009
  - Schedule E: District Allowance Rates as at 1 July 2010
  - Schedule F: District Allowance Map 1 July 2008 – 30 June 2010
  - Schedule G: District Allowance Map 1 July 2010 – 30 June 2011
  - Schedule H: District Allowance Map as at 1 July 2011
  - Schedule I: Comparison for Commodity Groups and Sub-Groups

### 3. DEFINITIONS

- 3.1. For the purpose of this General Agreement, the following definitions shall have the following meanings:

- (a) "Agency" means a respondent listed in Schedule A.
- (b) "De facto partner" means a relationship (other than a legal marriage) between two persons, of either different sexes or the same sex, who live together in a "marriage-like" relationship, as provided for by the *Interpretation Act 1984* as amended from time to time.
- (c) "Disability support pension" means the disability support pension as defined by *The Social Security Act 1991*, or as replaced by the Commonwealth.
- (d) "District Allowance" means an allowance paid to officers in eligible regions as compensation for the general disadvantages associated with living in regional Western Australia, including climate, isolation and cost of living.
- (e) "Employer" means the agencies listed in Schedule A and include:
- (i) The Minister for Health in his incorporated capacity under s.7 of *the Hospitals and Health Services Act 1927 (WA)* as:
    - the Hospitals formerly comprised in the Metropolitan Health Service Board,
    - the Peel Health Services Board,
    - the WA Country Health Service.
  - (ii) the Director General of Health is the delegate of the Minister for Health in his incorporated capacity under s.7 of *the Hospitals and Health Services Act 1927 (WA)*. In this capacity the Director General of Health acts as the "employer" for the purposes of this General Agreement; and
  - (iii) the President, acting on the recommendation of the Director General of the Department of the Premier and Cabinet is the employer of each electorate officer appointed to assist:
    - a member of the Legislative Council in dealing with constituency matters; or
    - the secretary of a parliamentary political party who is a member of the Legislative Council; and
    - the Speaker, acting on the recommendation of the Director General of the Department of the Premier and Cabinet, is the employer of each electorate employee appointed to assist:
      - a member of the Legislative Assembly in dealing with constituency matters; or
      - the secretary of a parliamentary political party who is a member of the Legislative Assembly.
- (f) "Full time hours" means the ordinary hours as defined by the relevant industrial award or agreement to which the officer is covered.
- (g) "General Agreement" means the District Allowance (Government Officers) General Agreement 2010.
- (h) "Headquarters" means the place in which the principal work of an officer is carried out, as defined by the employer.
- (i) "Officers" means persons employed by the respondents listed in Schedule A who are members of or who are eligible to be members of the unions respondent to this General Agreement.
- (j) "Partner" means an officer's spouse including de facto partner.
- (k) "Spouse" means a person who is lawfully married to that person.

- (l) "WAIRC" means the Western Australian Industrial Relations Commission.
  - (m) "Union" means unions party to this General Agreement listed in Schedule B.
- 3.2 For the purposes of determining eligibility for double the District Allowance rate as per clause 9.1.2, the following definitions shall have the following meanings:
- (a) "Dependant" in relation to an officer, means:
    - (i) a partner; or
    - (ii) where there is no partner, a child or any other relative resident within the State who relies on the officer for their main financial support;  
  
who does not receive a district or location allowance of any kind.
  - (b) "Partial Dependant" in relation to an officer, means:
    - (i) a partner; or
    - (ii) where there is no partner, a child or any other relative resident within the State who relies on the officer for their main financial support;  
  
who receives a district or location allowance of any kind less than that applicable to an officer without dependants under any award, agreement or other instrument regulating the employment of the partial dependant.
- 3.3 For the purposes of the definitions at clause 3.2(a) and (b), a child or other relative will be considered to rely on the officer for their main financial support where that child or other relative is in receipt of income of less than half the annualised WA minimum adult wage as at 30 June of the immediate past financial year, excluding income from a disability support pension.

#### **4. PURPOSE OF GENERAL AGREEMENT**

- 4.1 The parties agree that the purpose of this General Agreement is to:
- (a) provide District Allowance increases in accordance with this General Agreement, for officers bound by this General Agreement; and
  - (b) establish a methodology for calculating District Allowance.

#### **5. APPLICATION AND PARTIES BOUND**

- 5.1 The parties bound by this General Agreement are the agencies listed in Schedule A and the unions party to this General Agreement listed in Schedule B.
- 5.2 This General Agreement shall apply to all officers in Western Australia who are members of or eligible to be members of the unions party to this General Agreement. At the date of registration, the approximate number of officers bound by the General Agreement is 2,967.
- 5.3 This General Agreement is in substitution for any District Allowance provision contained in any award or agreement to which the named respondents in Schedule A and B of this General Agreement are bound.

#### **6. TERM OF GENERAL AGREEMENT**

- 6.1 The General Agreement shall operate from the date of registration in accordance with Section 41 of the *Industrial Relations Act 1979* and will expire three years from the date of registration.
- 6.2 The parties to the General Agreement agree to re-open negotiations for a replacement General Agreement at least six months prior to the expiry of the General Agreement.

**7. NO FURTHER CLAIMS**

The parties to the General Agreement agree that for the term of the General Agreement there will be no further claims on matters contained in the General Agreement, except where otherwise provided.

**8 PAYMENT OF DISTRICT ALLOWANCE**

**8.1 Payment of District Allowance Arrears**

8.1.1 An eligible officer who is employed by the employer on the date of registration of this General Agreement will, on registration of this General Agreement, receive increases in accordance with the following subclauses:

- (a) The first increase to District Allowance rates as per Schedule C of this agreement is equivalent to the additional District Allowance that would have been paid had the rates in Schedule C been paid from the first pay period on or after 1 July 2008.
- (b) The second increase to District Allowance rates as per Schedule D of this agreement is equivalent to the additional District Allowance that would have been paid had the rates in Schedule D been paid from the first pay period on or after 1 July 2009.
- (c) The third increase to District Allowance rates as per Schedule E of this agreement is equivalent to the additional District Allowance that would have been paid had the rates in Schedule E been paid from the first pay period on or after 1 July 2010.

8.1.2 An officer who resigns or retires or whose employment is otherwise terminated prior to the registration of this General Agreement is not entitled to the retrospective payment provided in clause 8.1.1.

8.1.3 For officers who worked in a region eligible for District Allowance for part or all of the period from 1 July 2008 to the date of registration of this General Agreement, but no longer work in a region eligible for District Allowance, the officer will be paid for the period in which they received a District Allowance.

8.1.4 Subject to subclause 8.1.2, the employer will pay the retrospective payment provided in subclause 8.1.1 to an eligible officer who, prior to the registration of this agreement:

- (a) was employed in the Western Australian public sector under a different industrial agreement to which the union is a respondent; or was employed by another employer named in this General Agreement; and
- (b) commenced employment with their current employer within one calendar week of ceasing employment with the previous Western Australian public sector employer.

**8.2 Future District Allowance Increases**

8.2.1 This General Agreement provides:

- (a) Adjustments to District Allowance rates effective from 1 July 2011 shall be in accordance with the methodology contained in clause 13.1.
- (b) Adjustments to District Allowance rates effective from 1 July 2012 shall be in accordance with the methodology contained in clause 13.2.
- (c) Adjustments to District Allowance rates effective from 1 July 2013 shall be in accordance with the methodology contained in clause 13.1.

## 9. APPLICATION OF DISTRICT ALLOWANCE

- 9.1.1 An officer shall be paid a District Allowance for the region in which the officer's headquarters is located. Provided that where the officer's headquarters is situated in an exceptions to standard rate town or place, the officer shall be paid a District Allowance at the rate appropriate to that town or place.
- 9.1.2 An officer who has a dependant shall be paid double the district allowance prescribed by subclause 9.1.1 for the district, town, or place in which the officer's headquarters is located.
- 9.1.3 Where an officer has a partial dependant the total District Allowance payable to the officer shall be the District Allowance prescribed by subclause 9.1.1 plus an allowance equivalent to the difference between the rate of district or location allowance the partial dependant receives and the rate of district or location allowance the partial dependant would receive if he or she was employed in a full time capacity under the Agreement or other provision regulating the employment of the partial dependant.
- 9.1.4 When an officer is on approved annual leave, the officer shall for the period of such leave, be paid the District Allowance to which he or she would ordinarily be entitled.
- 9.1.5 When an officer is on long service leave or other approved leave with pay (other than annual leave), the officer shall only be paid District Allowance for the period of such leave if the officer, dependant/s or partial dependant/s remain in the district in which the officer's headquarters are situated.
- 9.1.6 When an officer leaves his or her district on duty, payment of any District Allowance to which the officer would ordinarily be entitled shall cease after the expiration of two weeks unless the officer's dependant/s or partial dependant/s remain in the district or as otherwise approved by the Employer.
- 9.1.7 Except as provided in subclause 9.1.6 of this subclause, a District Allowance shall be paid to any officer ordinarily entitled there to in addition to reimbursement of any travelling, transfer or relieving expenses or camping allowance.
- 9.1.8 Where an officer whose headquarters is located in a district in respect of which no allowance is prescribed and is required to travel or temporarily reside for any period in excess of one month in any district or districts in respect of which such allowance is so payable, then notwithstanding the officer's entitlement to any such allowance including camping allowance, relieving allowance, sea going allowance and travelling allowance provided for in any award or agreement to which the named respondents in Schedule A and B of this General Agreement are bound, the officer shall be paid for the whole of such a period a District Allowance at the appropriate rate prescribed by subclauses 9.1.1, 9.1.2 and 9.1.3, for the district in which the officer spends the greater period of time.
- 9.1.9 Where an officer is provided with free board and lodging, including hotel and motel accommodation, by the employer or a public authority the District Allowance shall be reduced to two-thirds of the allowance the officer would ordinarily be entitled to under this clause.

**9.2 Part time Officers**

An officer who is employed on a part time basis shall be paid a proportion of the applicable District Allowance payable in accordance with the following formula:

Hours Worked Per Fortnight	X	Applicable District Allowance
Full-time Hours Per Fortnight		1

**9.3 Casual Officers**

District Allowance is payable to casual officers on an hourly rate basis in accordance with the following formula:

$$10 \quad \frac{\text{Applicable District Allowance Rate}}{1} \times \frac{12}{313} \times \frac{1}{\text{Full-time Hours Per Fortnight}}$$

**DISTRICT ALLOWANCE: 1 JULY 2008 – 30 JUNE 2010**

**10.1 Eligibility**

**10.1.1 1 July 2008 – 30 June 2009**

An officer shall be paid a District Allowance at the standard rate prescribed in column II of Schedule C – District Allowance Rates as at 1 July 2008, for the region in which the officer's headquarters are located. Provided that where the officer's headquarters is situated in a town or place specified in column III of Schedule C – District Allowance Rates as at 1 July 2008, the officer shall be paid a District Allowance at the rate appropriate to that town or place as prescribed in column IV of said schedule.

**10.1.2 1 July 2009 – 30 June 2010**

An officer shall be paid a District Allowance at the standard rate prescribed in column II of Schedule D – District Allowance Rates as at 1 July 2009, for the region in which the officer's headquarters are located. Provided that where the officer's headquarters is situated in a town or place specified in column III of Schedule D – District Allowance Rates as at 1 July 2009, the officer shall be paid a District Allowance at the rate appropriate to that town or place as prescribed in column IV of said schedule.

**10.2 Boundaries**

For the purpose of determining eligibility for District Allowance as per clause 10.1, the following boundaries shall apply as defined in this clause and shown in Schedule F –District Allowance Map 1 July 2008 – 30 June 2010:

- (a) The area within a line commencing on the coast; thence east along lat 28 to a point north of Talling Peak, thence due south to Talling Peak; thence southeast to Mt Gibson and Burracoppin; thence to a point southeast at the junction of lat 32 and long 119; thence south along long 119 to coast.



- (b) That area within a line commencing on the south coast at long 119 then east along the coast to long 123; then north along long 123 to a point on lat 30; thence west along lat 30 to the boundary of No 1 District.
- (c) The area within a line commencing on the coast at lat 26; thence along lat 26 to long 123; thence south along long 123 to the boundary of No 2 District.
- (d) The area within a line commencing on the coast at lat 24; thence east to the South Australian border; thence south to the coast; thence along the coast to long 123 thence north to the intersection of lat 26; thence west along lat 26 to the coast.
- (e) That area of the State situated between the lat 24 and a line running east from Carnot Bay to the Northern Territory Border.
- (f) That area of the State north of a line running east from Carnot Bay to the Northern Territory Border.

## 11 DISTRICT ALLOWANCE: 1 JULY 2010 – 30 JUNE 2011

### 11.1 Eligibility

11.1.1 An officer shall be paid a District Allowance at the standard rate prescribed in column III of Schedule E – District Allowance Rates as at 1 July 2010, for the region in which the officer's headquarters are located. Provided that where the officer's headquarters is situated in a town or place specified in column IV of Schedule E – District Allowance Rates as at 1 July 2010, the officer shall be paid a District Allowance at the rate appropriate to that town or place as prescribed in column V of said schedule.

11.1.2 Payment is subject to the following eligibility:

- (a) Officers are eligible to claim District Allowance if their headquarters are located in the following Regional Development Commission Districts:

Kimberley  
Pilbara  
Goldfields - Esperance  
Gascoyne

- (b) All officers in the Mid West region are eligible to claim District Allowance if their headquarters are located outside of the Exclusion Zone (District 1) as defined in clause 11.3 and shown in the map contained in Schedule G - District Allowance Map 1 July 2010 – 30 June 2011.
- (c) Officers in the Wheatbelt region and Great Southern region are eligible to claim District Allowance if their headquarters are located outside of the Exclusion Zone (District 1) as defined in clause 11.3 and shown in the map contained in Schedule G – District Allowance Map 1 July 2010 – 30 June 2011.

### 11.2 Boundaries

For the purpose of this General Agreement the boundaries of the various regions shall be the regions as set out in Schedule 1 of the *Regional Development Commissions Act 1993* described hereunder and as delineated on the maps in Schedule G and H of this General Agreement.

Regions:

- a) Gascoyne region  
The local government districts of Carnarvon, Exmouth, Shark Bay and Upper Gascoyne.
- b) Goldfields-Esperance region  
The local government districts of Coolgardie, Dundas, Esperance, Kalgoorlie-Boulder, Laverton, Leonora, Menzies, Ngaanyatjaraku and Ravensthorpe.
- c) Great Southern region  
The local government districts of Albany (Town), Albany (Shire), Broomehill, Cranbrook, Denmark, Gnowangerup, Jerramungup, Katanning, Kent, Kojonup, Plantagenet, Tambellup and Woodanilling.
- d) Kimberley region  
The local government districts of Broome, Derby-West Kimberley, Halls Creek and Wyndham-East Kimberley.
- e) Mid West region  
The local government districts of Carnamah, Chapman Valley, Coorow, Cue, Geraldton, Greenough, Irwin, Meekatharra, Mingenew, Morawa, Mt. Magnet, Mullewa, Murchison, Northampton, Perenjori, Sandstone, Three Springs, Wiluna and Yalgoo.
- f) Peel region  
The local government districts of Boddington, Mandurah, Murray, Serpentine-Jarrahdale and Waroona.
- g) Pilbara region  
The local government districts of Ashburton, East Pilbara, Port Hedland and Roebourne.
- h) South West region  
The local government districts of Augusta-Margaret River, Boyup Brook, Bridgetown-Greenbushes, Bunbury, Busselton, Capel, Collie, Dardanup, Donnybrook-Balingup, Harvey, Manjimup and Nannup.
- i) Wheatbelt region  
The local government districts of Beverley, Brookton, Bruce Rock, Chittering, Corrigin, Cuballing, Cunderdin, Dandaragan, Dalwallinu, Dowerin, Dumbleyung, Gingin, Goomalling, Kellerberrin, Kondinin, Koorda, Kulin, Lake Grace, Merredin, Moora, Mt. Marshall, Mukinbudin, Narembeen, Narrogin (Town), Narrogin (Shire), Northam (Town), Northam (Shire), Nungarin, Pingelly, Quairading, Tammin, Toodyay, Trayning, Victoria Plains, Wagin, Wandering, West Arthur, Westonia, Wickelup, Williams, Wongan-Ballidu, Wyalkatchem, Yilgarn and York.

### 11.3 Exclusion Zone – District 1

For the purpose of Schedule E – District Allowance Rates as at 1 July 2010, the boundary of the Exclusion Zone (District 1) shall be as described hereunder and as delineated on the map in Schedule G – District Allowance Map 1 July 2010 – 30 June 2011.

Exclusion zone (District 1):

- (ii) The area within a line commencing on the coast; thence east along lat 28 to a point north of Tallering Peak, thence due south to Tallering Peak; thence southeast to Mt Gibson and Burracoppin; thence to a point southeast at the junction of lat 32 and long 119; thence south along long 119 to coast.

## **12 DISTRICT ALLOWANCE FROM 1 JULY 2011**

### **12.1 Eligibility**

12.1.1 From 1 July 2011, all officers are eligible to claim District Allowance if their headquarters are located in the following Regional Development Commission Districts:

Kimberley  
Pilbara  
Goldfields - Esperance  
Gascoyne  
Mid West

12.1.2 Officers in the Wheatbelt region and Great Southern region are eligible to claim District Allowance if their headquarters are located outside of the Exclusion Zone as defined in clause 12.2.2 and shown in Schedule H – District Allowance Map as at 1 July 2011.

### **12.2 Boundaries Effective 1 July 2011**

#### **12.2.1 Boundary**

For the purposes of Schedule H – District Allowance Map as at 1 July 2011, the boundaries are as defined by clause 11.2.

#### **12.2.2 Exclusion zone**

The boundary of the exclusion zone shall be as described hereunder and as delineated on the map in Schedule H – District Allowance Map as at 1 July 2011 of this General Agreement:

- (i) The exclusion zone is the area within a line from the coast that follows the boundary between the Mid West and Wheatbelt Regional Development Commission districts until the boundary reaches the western side of Lake Moore; thence a line to a point south east at the junction of lat 32 and long 119; thence south along long 119 to the coast.

12.2.3 Towns within the exclusion zone, and therefore ineligible for District Allowance, may be considered for future District Allowance payments by agreement between the parties. The parties will agree on the process to be applied in consideration of the future eligibility of such towns.

## **13 FUTURE SETTING AND ADJUSTMENT OF DISTRICT ALLOWANCE RATES**

**13.1** From 1 July 2011, District Allowance rates shall be calculated using three components:

- (i) cost of living;
- (ii) climate; and
- (iii) isolation.

### **13.1.1 Cost of Living**

A price index to measure cost of living is the Regional Price Index (RPI) and such indexes will be developed in early 2011 and 2013. The components that will be surveyed are as stated in Schedule I of this General Agreement. The parties shall consult on the towns to be included as part of the survey.

The calculations for the cost of living effective from 1 July 2011 and 2013 shall be based on the RPIs developed in these years. The cost of living will be calculated by multiplying the RPIs with the relevant annual salary of a Public Service General Agreement 2008, or as replaced, classification level 1.1 effective on 1 July in each year.

The cost of living component used in the aggregate District Allowance rate will rise and fall according to the actual calculation, and will not be maintained at the previous amount if there is a reduction.

#### **13.1.2 Isolation**

The isolation component for the District Allowance rates effective 1 July 2010 is calculated by multiplying \$806 by a quotient derived from the division of the Accessibility/Remoteness Index of Australia (ARIA+) index value for a specific location or area by the maximum ARIA+ index value (15).

Future annual calculations of the isolation component will be made on 1 July each year using the monetary value of the previous year adjusted by the annual increase in the Perth Consumer Price Index March to March as issued by the Australian Bureau of Statistics.

#### **13.1.3 Climate**

The climate component for the District Allowance rates effective 1 July 2010 is calculated by multiplying \$806 by a quotient derived from the division of the Bureau of Meteorology Relative Strain Index (RSI) value for a specific location or area less 10 by the maximum RSI index value less 10 (200-10=190).

Future annual calculations of the climate component will be made on 1 July each year using the monetary value of the previous year adjusted by the annual increase in the Perth Consumer Price Index March to March as issued by the Australian Bureau of Statistics.

- 13.2** In 2012, the cost of living component will be increased using the 2011 RPI and the current Public Service General Agreement 2008, or as replaced, level 1.1. salary as at 1 July 2012. The isolation and climate factors shall be increased on 1 July 2012 by the annual increase in the Perth Consumer Price Index March to March as issued by the Australian Bureau of Statistics.

### **14 PHASING OUT OF NORTH-WEST CHILD ALLOWANCE**

- 14.1** The parties agree that the District Allowance increases to apply from 1 July 2010 will absorb the North West Child Allowance (\$100 per child, per annum up to a maximum of \$400 per annum) paid administratively by the respondents in Schedule A and/or as provided for in any District Allowance provision contained in any Award or Agreement to which the named respondents in Schedule A and B to this General Agreement are bound.
- 14.2** As the North West Child Allowance is paid per calendar year, the North West Child Allowance will cease from 1 January 2011.

### **15 CONSULTATION**

- 15.1** The parties agree to examine the issues that will ensure that the cost of living in the small, isolated communities is properly reflected in the Goldfields-Esperance, Kimberley and Pilbara Regions.
- 15.2** The parties agree to consult on the content and formulation of the Regional Price Index Survey.
- 15.3** The parties agree to consult on the process to be applied in consideration of the future eligibility of towns currently in the exclusion zone.

- 15.4 Unions party to this agreement may appoint a representative or representatives for the purposes of conducting consultations, discussions or negotiations on their behalf.

**16 DISPUTE SETTLEMENT PROCEDURE**

- 16.1 Any questions, difficulties or disputes arising in the course of the employment of officers covered by this General Agreement shall be dealt with in accordance with this clause.
- 16.2 The officer/s and the manager with whom the dispute has arisen shall discuss the matter and attempt to find a satisfactory solution, within three working days. An officer may be accompanied by a union representative.
- 16.3 If the dispute cannot be resolved at this level, the matter shall be referred to and be discussed with the relevant manager's superior and an attempt made to find a satisfactory solution, within a further three working days. An officer may be accompanied by a union representative.
- 16.4 If the dispute is still not resolved, it may be referred by the officer/s or union representative to the employer or his/her nominee.
- 16.5 Where the dispute cannot be resolved within five working days of the union representatives' referral of the dispute to the employer or his/her nominee, either party may refer the matter to the WAIRC.
- 16.6 The period for resolving a dispute may be extended by agreement between the parties.
- 16.7 At all stages of the procedure the employee may be accompanied by a union representative.

17 SIGNATURE OF PARTIES

.....  
**Toni Walkington**  
**General Secretary**  
**The Civil Service Association of Western Australia (Inc)**

Date: .....

.....  
**Cheryl Hamill**  
**President**  
**Health Services Union of Western Australia (Union of Workers)**

Date: .....

.....  
**Dan Hill**  
**Secretary**  
**Health Services Union of Western Australia (Union of Workers)**

Date: .....

.....  
**Robert Bates**  
**State Secretary**  
**Western Australian Municipal, Administrative, Clerical and Services Union of Employees**

Date: .....

.....  
**Rebecca Sinton**  
**Director**  
**The Association of Professional Engineers, Australia (Western Australia Branch) Organisation of Employees**

Date: .....

.....  
**Russell Armstrong**  
**General President**  
**Western Australian Police Union of Workers**

Date: .....

Date: .....

.....  
**Bob Horstman**  
**Executive Director**  
**Department of Commerce**  
**Acting as Agent for each Employing Authority listed in Schedule A.**

**SCHEDULE A – RESPONDENCY LIST – AGENCIES**

Agriculture and Food Department of  
 Animal Resource Centre  
 Armadale Redevelopment Authority  
 Attorney General Department of  
 Auditor General Office of the  
 Botanic Gardens and Park Authority  
 Building and Construction Industry Training Fund  
 Burswood Park Board  
 ChemCentre  
 C Y O'Connor College of TAFE  
 Central Institute of Technology  
 Challenger Institute of Technology  
 Child Protection Department of  
 Commerce Department of  
 Commissioner for Children and Young People  
 Communities Department of  
 Conservation Commission of Western Australia  
 Construction Industry Long Service Leave Payments Board  
 Corrective Services Department of  
 Corruption and Crime Commission  
 Country High Schools Authority  
 Culture and the Arts Department of  
 Curriculum Council  
 Dental Health Service  
 Department of the Registrar – Western Australian Industrial Relations Commission  
 Disability Services Commission  
 Drug and Alcohol Office  
 Durack Institute of Technology  
 East Perth Redevelopment Authority  
 Economic Regulation Authority  
 Education Department of  
 Education Services Department of  
 Electoral Commission Western Australian  
 Energy Office of  
 Environment and Conservation Department of  
 Environment Protection Authority  
 Equal Opportunity Commission  
 Fire and Emergency Services Authority  
 Fisheries Department of  
 Forest Products Commission  
 Gascoyne Development Commission  
 Goldfields/Esperance Development Commission  
 Government Employees Superannuation Board  
 Great Southern Development Commission  
 Great Southern TAFE  
 Greyhound Racing Authority  
 Hairdressers Registration Board of Western Australia  
 Health Department of  
 Health Promotion Foundation Western Australia  
 Health Review Office of  
 Housing Department of  
 Indigenous Affairs Department of  
 Information Commissioner Office of the  
 Inspector of Custodial Services Office of the  
 Insurance Commission of Western Australia  
 Keep Australia Beautiful WA



Kimberley Development Commission  
 Kimberley TAFE  
 Land Information Department of (Landgate)  
 Law Reform Commission  
 Legal Aid Western Australia  
 Legal Practice Board  
 Local Government Department of  
 Lotterywest  
 Main Roads Western Australia  
 Meat Industry Authority  
 Metropolitan Cemeteries Board  
 Mid West Development Commission  
 Midland Redevelopment Authority  
 Mines and Petroleum Department of  
 National Trust of Australia (WA)  
 Nurses and Midwives Board of Western Australia  
 Ombudsman Western Australia  
 Peel Development Commission  
 Perth Market Authority  
 Pilbara Development Commission  
 Pilbara TAFE  
 Planning Department of  
 Potato Marketing Corporation of Western Australia  
 Polytechnic West  
 Premier and Cabinet Department of the  
 Public Prosecutions Office of Director of  
 Public Sector Commission  
 Public Transport Authority  
 Racing, Gaming and Liquor Department of  
 Regional Development and Lands Department of  
 Rottnest Island Authority  
 Small Business Development Corporation  
 South West Development Commission  
 South West Regional College of TAFE  
 Sport and Recreation Department of  
 State Development Department of  
 Subiaco Redevelopment Authority  
 Swan River Trust  
 Training and Workforce Development, Department of  
 Transport Department of  
 Treasury and Finance Department of  
 The Hon President of the Legislative Council  
 The Hon Speaker of the Legislative Assembly  
 The Minister for Health in his incorporated capacity under s.7 of the *Hospitals and Health Services Act 1927* (WA) as: the Hospitals formerly comprised in the Metropolitan Health Service Board, the Peel Health Services Board, the WA Country Health Service  
 Tourism Western Australia  
 Veterinary Surgeons' Board  
 Water Department of  
 West Coast Institute of Training  
 Western Australian College of Teaching  
 Western Australia Police  
 Western Australian Sports Centre Trust (VenuesWest)  
 Wheatbelt Development Commission  
 WorkCover Western Australia  
 Zoological Parks Authority

**SCHEDULE B – RESPONDENCY LIST - UNIONS**

Health Services Union of Western Australia (Union of Workers).

The Association of Professional Engineers, Australia (Western Australia Branch) Organisation of Employees.

The Civil Service Association of Western Australia (Inc).

Western Australian Municipal, Administrative, Clerical and Services Union of Employees.

Western Australian Police Union of Workers.

## SCHEDULE C – DISTRICT ALLOWANCE RATES AS AT 1 JULY 2008

COLUMN I	COLUMN II	COLUMN III	COLUMN IV
DISTRICT NO	STANDARD RATE \$ p.a.	EXCEPTIONS TO STANDARD RATE TOWN OR PLACE	RATE \$ p.a.
6	5,697	Nil	Nil
5	4,725	Fitzroy Crossing	8,040
		Halls Creek	6,229
		Nullagine	6,390
		Marble Bar	7,135
		Karratha	5,284
		Port Hedland	5,026
4	2,841	Warburton Mission	4,688
		Carnarvon	1,743
		Denham	2,636
		Eucla	4,353
3	2,685	Meekatharra	2,239
		Leonora	3,087
2	2,469	Kalgoorlie/Boulder	1,173
		Ravensthorpe	2,514
		Esperance	1,416
1	Nil	Jerramungup	2,469

The allowances prescribed in this Schedule shall operate from the beginning of the first pay period commencing on or after July 1, 2008.

## SCHEDULE D – DISTRICT ALLOWANCE RATES AS AT 1 JULY 2009

COLUMN I	COLUMN II	COLUMN III	COLUMN IV
DISTRICT NO	STANDARD RATE \$ p.a.	EXCEPTIONS TO STANDARD RATE TOWN OR PLACE	RATE \$ p.a.
6	5,822	Nil	Nil
5	4,829	Fitzroy Crossing Halls Creek Nullagine Marble Bar Karratha Port Hedland	8,217 6,366 6,531 7,292 5,400 5,137
4	2,904	Warburton Mission Carnarvon Denham Eucla	4,791 1,781 2,694 4,449
3	2,744	Meekatharra Leonora	2,288 3,155
2	2,523	Kalgoorlie/Boulder Ravensthorpe  Esperance	1,199 2,569  1,447
1	Nil	Jerramungup	2,523

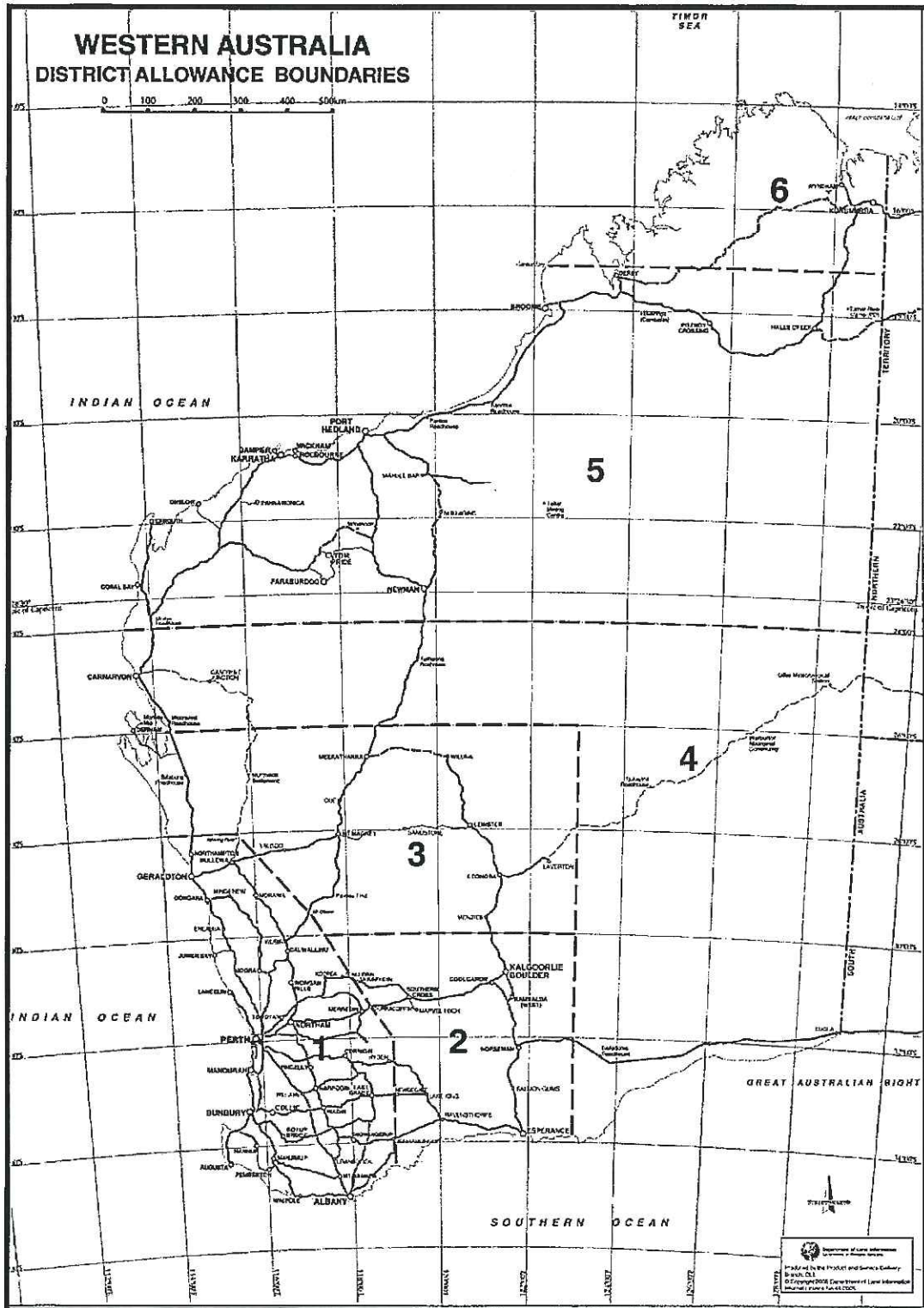
The allowances prescribed in this Schedule shall operate from the beginning of the first pay period commencing on or after July 1, 2009.

## SCHEDULE E – DISTRICT ALLOWANCE RATES AS AT 1 JULY 2010

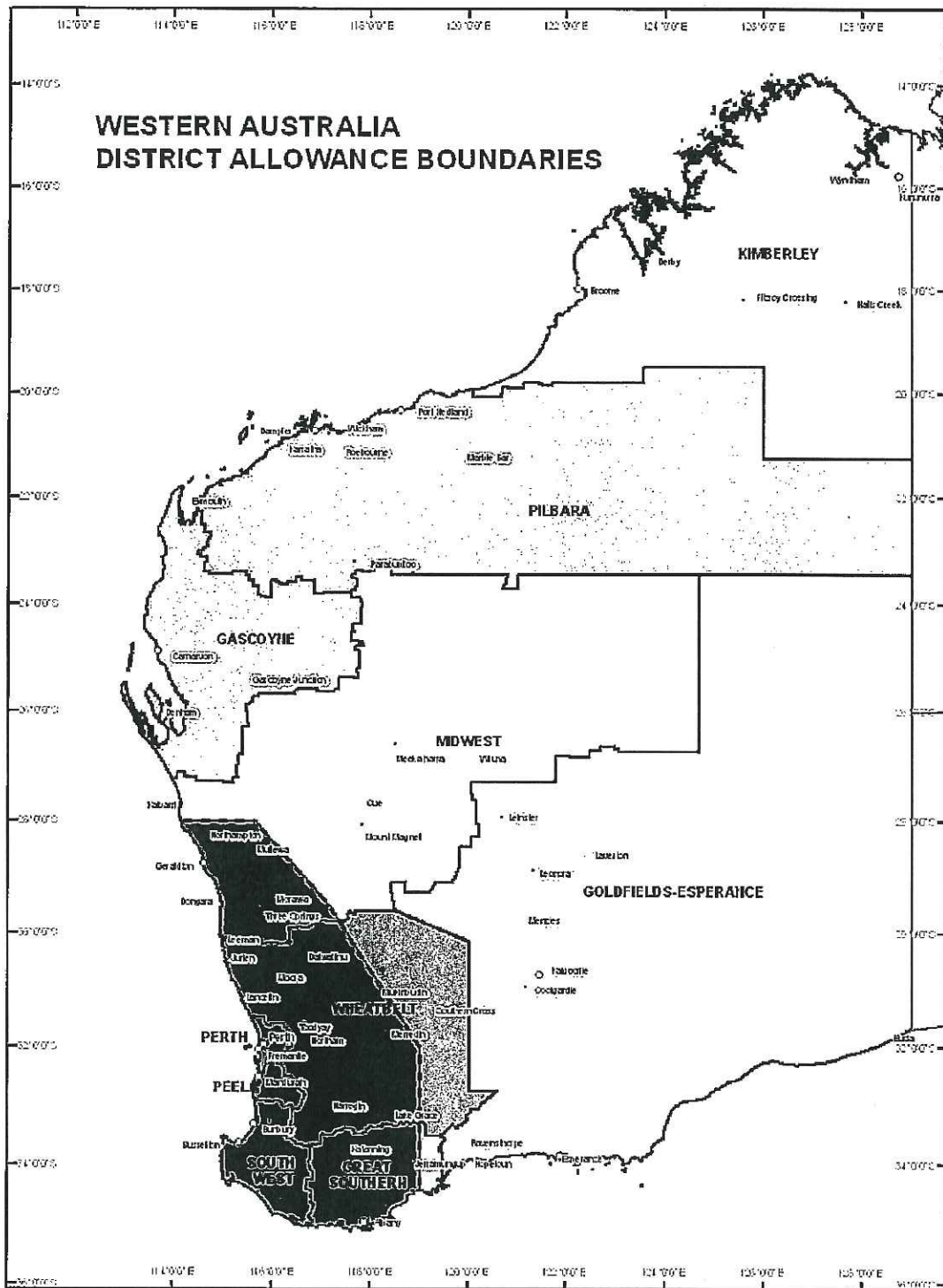
COLUMN I	COLUMN II	COLUMN III	COLUMN IV	COLUMN V
DA ZONES	REGIONAL DEVELOPMENT ZONES	STANDARD RATE \$ p.a.	EXCEPTIONS TO STANDARD RATE TOWN OR PLACE	RATE \$ p.a.
	Kimberley	8,018		
6			Kununurra	9,534
5			Derby	6,940
5			Broome	7,855
5			Fitzroy Crossing	9,696
5			Halls Creek	9,483
	Pilbara	9,072		
5			Karratha/Dampier/ Roebourne/Wickham	9,839
5			Port Hedland	7,740
	Gascoyne	2,904		
4			Carnarvon	1,781
5			Exmouth	5,936
3	Mid West	Nil		
			Former District 3 locations	2,887
	Goldfields-Esperance	2,523		
2			Kalgoorlie/Boulder	2,385
2			Esperance	1,735
4			Eucla	4,449
4			Warburton Mission	4,791
3			Leonora	3,155
			Ravensthorpe	2,569
	Wheatbelt	Nil		
2			Former District 2 locations	2,523
	Great Southern	Nil		
2			Former District 2 locations	2,523
1			Jerramungup	2,523

The allowances prescribed in this Schedule shall operate from the beginning of the first pay period on or after July 1, 2010.

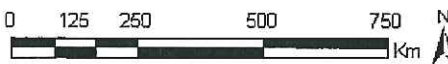
SCHEDULE F – DISTRICT ALLOWANCE MAP 1 JULY 2008 – 30 JUNE 2010



SCHEDULE G – DISTRICT ALLOWANCE MAP 1 JULY 2010 – 30 JUNE 2011

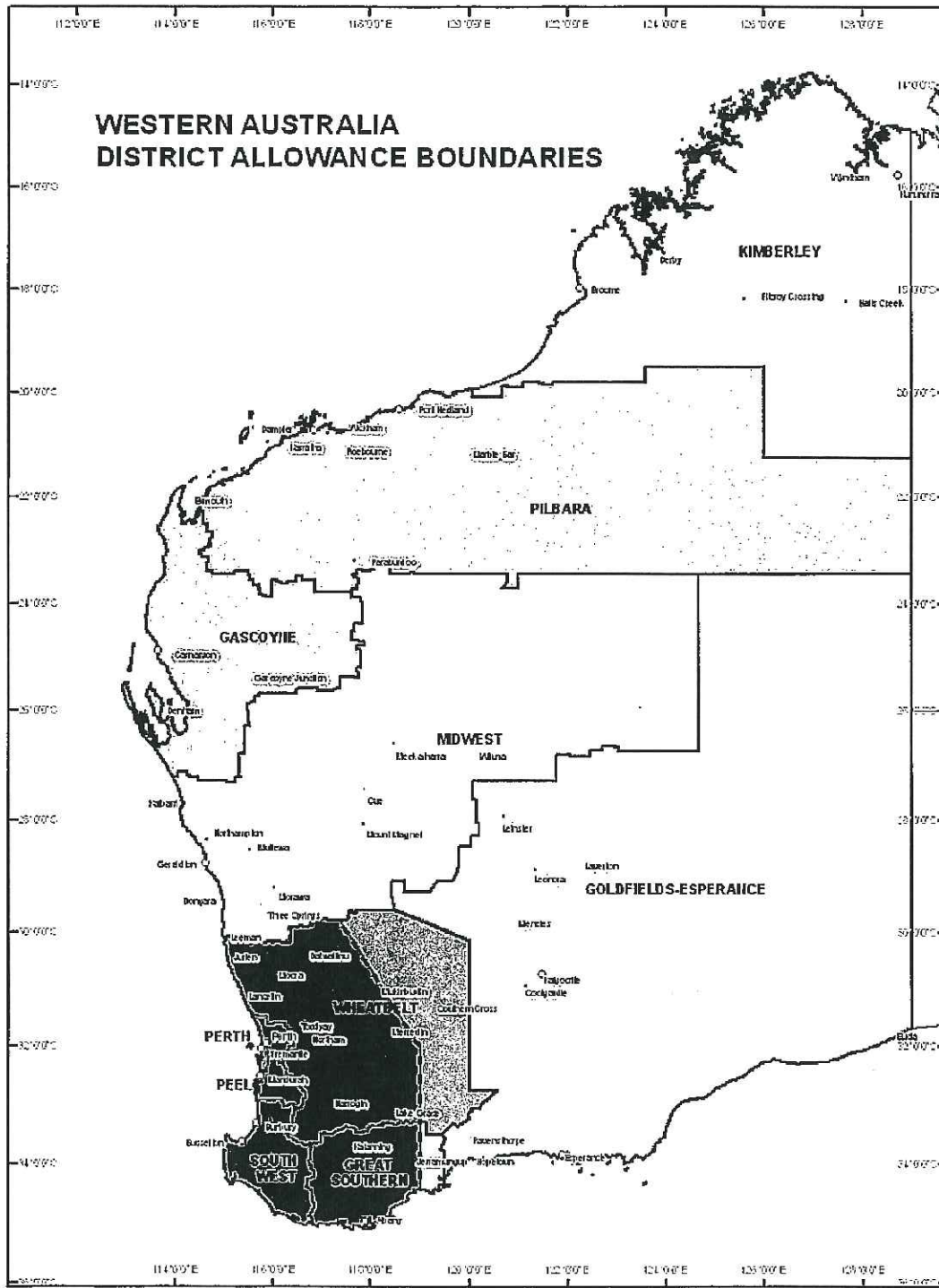


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SCHEDULE H: DISTRICT ALLOWANCE MAP AS AT 1 JULY 2011



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**SCHEDULE I - COMPARISON FOR COMMODITY GROUPS AND SUB-GROUPS**

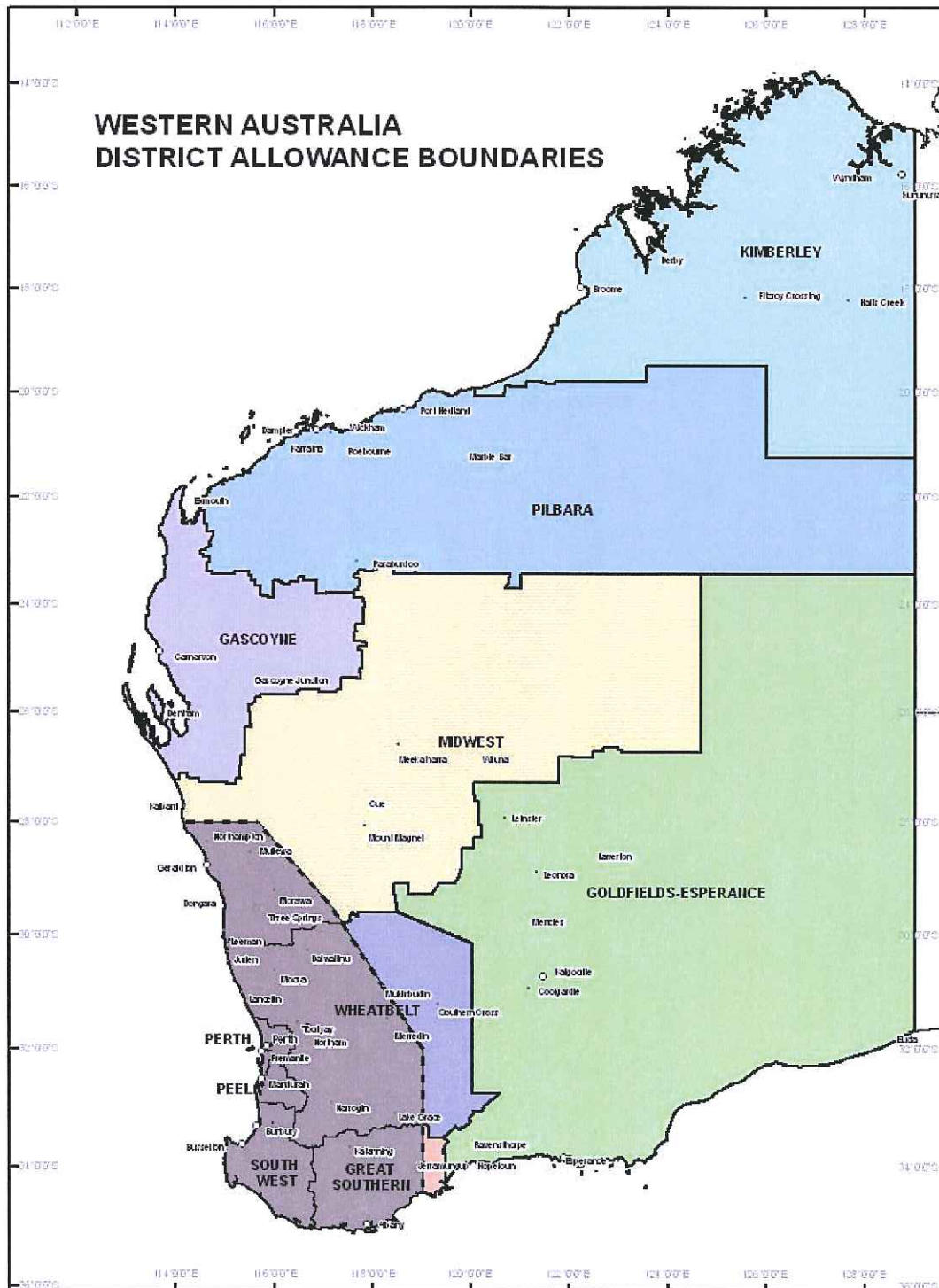
Source: Regional Prices Index November 2007

<b>Group, Sub-Group</b>
<b>FOOD</b>
Dairy Products
Cereal Products
Meat and Seafood
Fresh Fruit and Vegetables
Drinks, Snacks and Confectionary
Other Foods
Meals Out and Takeaway
<b>CLOTHING</b>
Men and Boys Clothing
Women and Girls Clothing
<b>HOUSING</b>
Home Ownership
Private Rents
<b>HOUSEHOLD EQUIPMENT AND OPERATION</b>
Household Supplies and Services
Fuel and Light
Consumer Credit Charges
Postal and Telephone Services
<b>TRANSPORT</b>
Private Motoring
<b>CIGARETTES, TOBACCO, ALCOHOLIC DRINKS</b>
Cigarettes and Tobacco
Alcoholic Drinks
<b>HEALTH AND PERSONAL CARE</b>
Health Services
Hairdressing Services
Personal Care Products
<b>RECREATION AND EDUCATION</b>
Books, Newspapers and Magazines
Recreation Goods
Recreation Services
Education Fees
<b>ALL GROUPS</b>

SCHEDULE F – DISTRICT ALLOWANCE MAP 1 JULY 2008 – 30 JUNE 2010



SCHEDULE G – DISTRICT ALLOWANCE MAP 1 JULY 2010 – 30 JUNE 2011

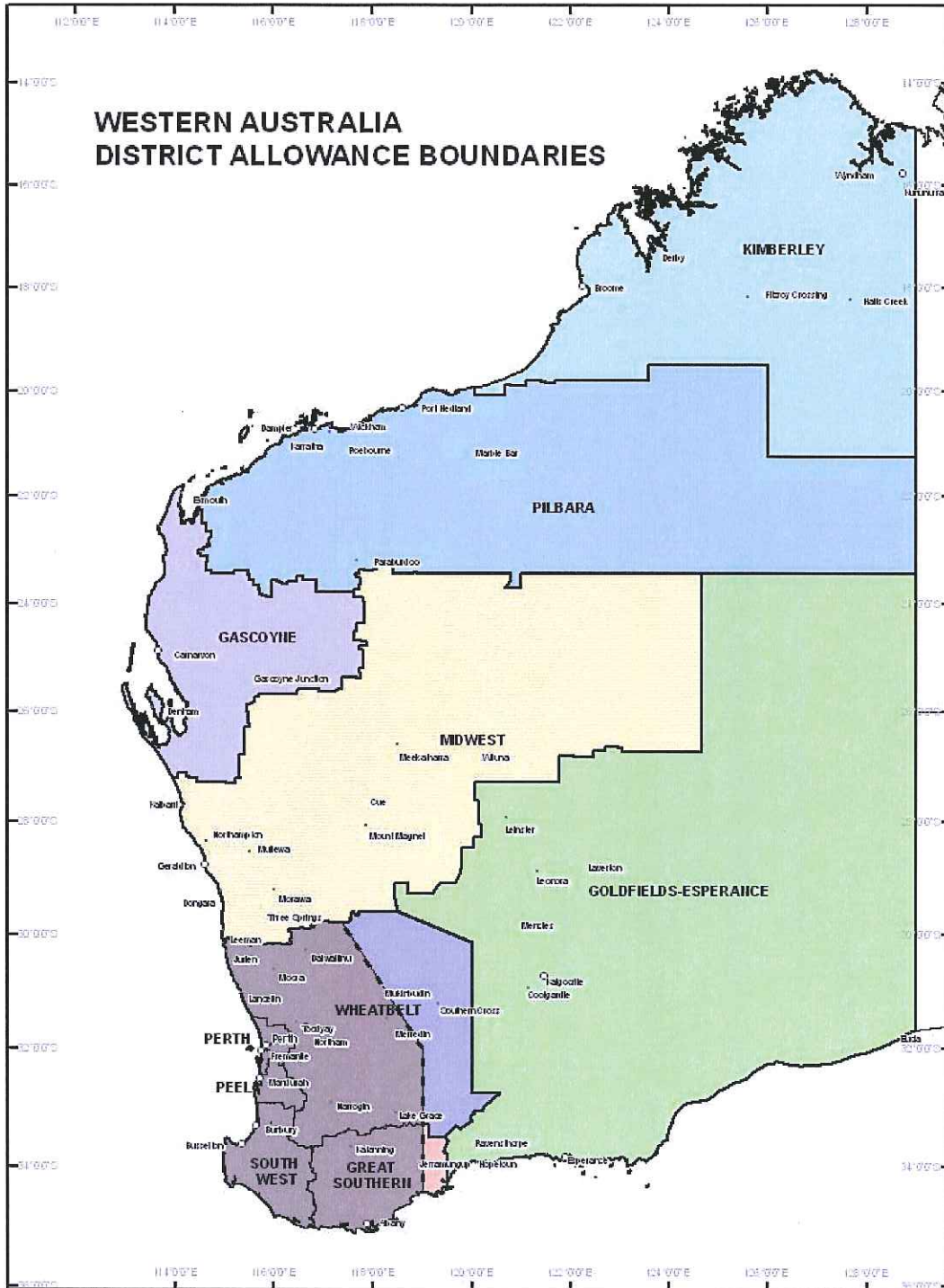


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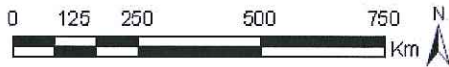


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**SCHEDULE H: DISTRICT ALLOWANCE MAP AS AT 1 JULY 2011**



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