



SALARIES AND ALLOWANCES TRIBUNAL

Salaries and Allowances Tribunal Statement

21 June 2024

4% INCREASE IN REMUNERATION PROVIDED TO MEMBERS OF PARLIAMENT AND SENIOR PUBLIC SERVICE OFFICERS

The Salaries and Allowances Tribunal has today issued determinations to adjust the remuneration provided to Members of the Western Australian Parliament, as well as to a range of Chief Executive Officers (CEOs) and senior executive roles within the WA public sector.

There will be a 4% general increase in remuneration, and a \$1,000 increase in the Motor Vehicle Allowance provided.

This will bring the base salary of a Western Australian Member of Parliament to \$173,393.

The Special Division and the Prescribed Office holders encompass the most senior members of the Public Service. The Tribunal has continued its structural review of these positions which began in 2023 where changes to select Band 3 and 4 CEOs were made and continued with adjustments to Band 1 CEOs in January 2024. In this determination, the Tribunal has reviewed the work value classification of Band 2 CEOs and where appropriate, have made appropriate adjustments.

This determination concludes the Tribunal's structural review of CEOs. A review of Non-CEO positions will be conducted during 2024 and 2025.

Determinations are available at www.wa.gov.au/organisation/salaries-and-allowances-tribunal.

Comments attributed to the Tribunal

Salary increases for Members of Parliament and senior public servants have been made after considering a range of indicators, including the State's wages policy, Treasury Corporation's data on CPI for Western Australia, and other economic indicators. The increase is just below the Wage Price index for Western Australia which was 4.2% as at March 2024 and matched with WA State Budget's Estimated Actual of CPI for 2023-24. The 4% increase follows previous increases provided by the Tribunal set out in the table below.

Table 1: Salaries and Allowances Tribunal increases in remuneration.

Effective date	Members of Parliament	Special Division
1 July 2024	4%	4%
1 July 2023	3%	3%
1 July 2022	2.75%	2.75%
1 July 2021	\$1,000	\$1,000
1 July 2020	0%	0%
1 July 2019	0%	0%
1 July 2018	0%	0%
1 July 2017	0%	0%

The Tribunal is aware that increases provided to Members of Parliament and members of the Special Division have been below general wage movements over the last decade. The Tribunal believes the 4% increase provides a balance between providing a fair and competitive general increase to these important positions while also acknowledging community expectations.

The Tribunal has noted that salaries for WA Members of Parliament are the lowest of all the States, except Tasmania, in part due to the fact that Members in Western Australia had a freeze on salaries for 4 years. With the 4% increase, Western Australian Members will be approximately in the middle of the range of interstate counterparts, and ahead of New South Wales, Tasmanian and Northern Territory.

With regards to senior public service positions, throughout 2023 and continuing in 2024, the Tribunal has been conducting a systematic review of the remuneration framework in relation to members of the Special Division and Prescribed Office Holders.

This is the first structural review conducted by the Tribunal since 2011/12. A number of factors have necessitated this review including machinery of government changes, changes in the general remuneration landscape and significantly, attraction and retention issues. The Tribunal is conscious of the fact that most members of the Special Division are remunerated significantly lower than their interstate counterparts. This has led to a reduction in the attractiveness of the WA public service for interstate or private sector recruits. The attraction of talent from outside the existing WA public sector, either from interstate public sectors or the private sector, is considered important as it allows new ideas and the general improvement of the public sector.

About the Tribunal

The Salaries & Allowances Tribunal is an independent three-member body appointed under the *Salaries & Allowances Tribunal Act 1975* to make determinations regarding remuneration for a range of WA public offices. These include the Governor, Members of Parliament, senior offices in the public service and statutory agencies, local government CEOs and elected Members, certain government-owned businesses, and the judiciary.

ENDS

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