



Fair Work Commission

Part 2-3, Div 4 – s 156 four yearly reviews of modern awards

ASU Submission

AM2014/190—Transitional provisions – District Allowances

Submitter: David Smith, National Secretary
Organisation: Australian Services Union
Address: 116 Queensberry Street
Carlton South, Victoria, 3053
Phone: 03 9342 1400
Fax: 03 9342 1499
Email: dsmith@asu.asn.au
Date: Monday, 26 February 2018

Introduction

1. The Australian Municipal, Administrative, Clerical and Services Union, trading as the Australian Services Union (ASU) is one of Australia's largest Unions, representing approximately 130,000 members.
2. The ASU was created in 1993. It brought together three large unions – the Federated Clerks Union, the Municipal Officers Association and the Municipal Employees Union, as well as a number of smaller organisations representing social welfare workers, information technology workers and transport employees.
3. Today, the ASU's members work in a wide variety of industries and occupations and especially in the following industries and occupations:
 - Local government (both blue and white collar employment);
 - Social and community services;
 - Transport, including passenger air and rail transport, road, rail and air freight transport;
 - Clerical and administrative employees in commerce and industry generally;
 - Call centres;
 - Information technology;
 - Electricity generation, transmission and distribution;
 - Water industry; and,
 - Higher education (Queensland and SA).
4. The ASU has 11 branches and members in every state and territory of Australia, as well as in most regional centres. The Union has approximately equal numbers of males and females as members, although the proportions vary in particular industries.

The ASU application

5. This ASU submission is filed in support of our block application lodged with the Fair Work Commission (FWC) on 30 September 2014; which was amended in December 2017.
6. The ASU has read the SDA's further submissions and evidence lodged with the FWC on 16 February 2018 and supports those submissions in particular in relation to the substantive evidence provided.
7. In 2014, the ASU made a block application (and draft determinations) under s156 of the Fair Work Act 2009 to vary 11 modern awards. This application was amended 12 December 2017. Please see [Attachment A](#) for a copy of the application amended, as follows:
 - i. Application withdrawn for the following modern awards:
 - Business Equipment Award 2010 [MA000021]
 - Contract Call Centres Award 2010 [MA000023]
 - Labour Market Assistance Industry Award 2010 [MA000099]
 - Water Industry Award 2010 [MA000113]
 - ii. Application continued for the following modern awards:
 - Airline Operations - Ground Staff Award 2010 [MA000048]
 - Clerks – Private Sector Award 2010 [MA000002]
 - Legal Services Award 2010 [MA000116]
 - Local Government Industry 2010 [MA000112]
 - Rail Industry Award 2010 [MA000015]
 - Social, Community, Home Care and Disability Services Industry Award 2010 [MA000100]
 - Electrical Power Industry Award 2010 [MA000088]

- iii. Block Draft Determinations listing Town/locations that referenced the Australian Defence Force (ADF) District Allowance applicable in 2014, amended to list Local Government areas that would cover the Town/locations currently eligible for an ADF District Allowance in 2017. There are three exceptions. Our amended application includes three additional Western Australia Local Government areas: Shire of Shark Bay; Shire of Halls Creek; and Shire of Upper Gascoyne.
- iv. The words “in accordance with the movement of the schedule of ADF district allowances published by the Federal Government”, have been withdrawn from the final subclause in each award specific Draft Determination.
8. The variations that the ASU proposes are consistent with s134(1) of the Fair Work Act 2009 which states the objectives of the modern awards system. In particular they are consistent with s134(1)(a) which is to take into account the relative living standards and needs of the low paid. The proposed variations are provided as Draft Determinations in Attachment B.
9. We also refer to the requirement that the Commission have regard, in considering this application, to section 139(g)(iii) (disabilities associated with the performance of particular tasks or work in particular conditions and locations).
10. In respect of section 154 (terms that contain State based differences) of the Fair Work Act 2009, the commission can rely on [2015] FCAFC 131. A copy of the Federal Court decision is provided at Attachment C.
11. During Award Modernisation, the Commission identified a long and varied history of District Allowance entitlements for employees reliant on award or covered by the modern awards identified in this application (see Attachment B). Some award reliant employees covered by the modern awards identified above at 2(ii) lost their transitional entitlements to district allowances from 31 December 2014, otherwise formally recognised as allowable award provisions¹.
12. The ASU seeks the inclusion of a national standard of fair and rational District Allowances in the 7 modern awards listed above at 2(ii). The allowance should apply to all award covered employees working in those industries, to compensate for disabilities associated with the performance of work in harsh climatic conditions and remote locations.

¹ [2015] FWCFB 644

13. In [2015] FWCFB 644, the Full Bench of the FWC granted the SDA application in respect of the *Fast Food Industry Award 2010*, *General Retail Industry Award 2010*, *Hair and Beauty Industry Award 2010*, and *Pharmacy Industry Award 2010*. In granting the application, the FWC noted² that the Broken Hill Allowance could continue because the calculation of the allowance is straightforward and “not a term or condition of employment determined by reference to State or Territory boundaries”.
14. In respect of a straightforward calculation for allowances, the ASU application relies on the rationale of the Australian Defence Force (ADF) district allowances. The ADF allowances are a modern, clear and consistent rationale for recognising remote locations and calculating an allowance. They are not restricted by State or Territory boundaries or instruments.
15. In respect of the rates, the ADF pays a minimum rate for staff who occupy “Living-in accommodation” (Australian Government Department of Defence, ADF Pay and Conditions Manual (PACMAN)). The minimum rates for locations are sorted into five grades. The ADF district allowances are an alternative modern formula that compensate for the disability of remoteness, to the Broken Hill Allowance.
16. The locations listed in the ASU draft determinations in Attachment A. are consistent with locations currently compensated by the ADF and include locations specified as local government and county areas within Western Australia, Northern Territory, Queensland and New South Wales. The following annual rates are sought for locations graded A to E which increase the rate of compensation according to the remoteness of a location, as follows:

Grade	Annual Rate (\$)	Weekly Rate (\$)
A.	920	17.69
B.	2,630	50.58
C.	3,290	63.27
D.	4,610	88.65

² *Ibid.* [62]

E.	5,270	101.35
----	-------	--------

17. The ASU also believes the Commission should have the discretion to vary allowances and add or remove locations on a regular basis, through minimum wage reviews. However the ASU is not opposed to more automatic variation and wishes to reserves the right to make further submissions in response to this question.
18. The ASU and SDA have been consistently supported by all Unions in this common issue as per the following resolution endorsed at the meeting of the ACTU National Executive held 8 - 9 March 2016:

Resolution: District Allowances

That the ACTU Executive fully supports the ASU and SDA district allowance case currently before the full bench of the FWC; via the - 4 yearly review of modern awards of Transitional Provisions – District Allowance.

Broken Hill Allowance

19. Whilst the insertion of the Broken Hill Allowance in the modern awards is unique³, the merit for continuing the provision in modern awards is clearly in recognition of the need to provide compensation for employees working remotely and the often harsh conditions that put oppressive demands on remote workers.
20. District Allowances are appropriate for compensation of work undertaken in areas genuinely described as remote⁴. Such allowances should become a permanent feature of modern awards. The ASU contends that locations Australia-wide that are at least as remote, if not more remote, than Broken Hill (and Yancowinna County) should be able to continue to attract a District Allowance as a minimum award entitlement.

Cost of living, harsh climatic conditions and remote locations

21. In their submissions outlined 1 August 2014, the ACTU further highlighted to the Commission numerous institutions and public policy programs that recognise that those who live in remote areas require special or additional payments or assistance as a direct result of the disadvantages created by their remoteness. These include: the Australian Tax Office designated Remote Area Tax Zones (providing income tax concessions for disadvantages arising from climatic conditions, isolation and differences in costs of living); Department of Human Services (in terms of the Remote Area Allowance); Health & Aged Care Sector (for service delivery) and the ADF which the ASU refers as an instructive basis

³ *Ibid.*

⁴ FCA

for the determination of remote locations and calculation of allowances in the modern awards.

22. The history of District Allowances is inextricably linked to the award safety net and only supplemented by enterprise bargaining in recent years. The history of allowances has been to encourage settlement in regional and remote locations, for permanent work.
23. ASU members in Local Government, SACS and office workers do not general fly-in- fly-out. Unlike the mining or construction industry, ASU workers serve communities in all locations.
24. In the industries subject of the ASU application, the nature of work our members will be doing will require travel away from a primary place of business. The work is often outdoor work or in facilities not provided by the employer who could address the conditions.
25. The ASU also relies primarily upon the witness statements attached to this submission to describe the oppressive conditions of remote work and the impact of isolation on living standards. Please see Attachment C, for the statements of ASU witnesses, as follows:
 - i. Malcolm Charles Parker. Mr. Parker is an employee of Town of Port Headland Council, Western Australia and has worked as a Parks and Gardens labourer in the Local Government industry, for which the ASU has coverage.
 - ii. Jessica Rankin. Ms. Rankin is an employee of Bloodwood Tree in South Hedland, Western Australia and has worked in the Social and Community Services and Disabilities sector (SCDS), for which the ASU has coverage. Ms. Rankin works across SCDS sectors for the Western Australia Pilbara region (in which South Hedland is located) and is currently employed as a casual in the State system.
 - iii. Mark Lenton. Mr. Lenton is an employee of Essential Energy in Broken Hill, New South Wales and has worked as an Electrical Designer in the Energy industry, for which the ASU has coverage.
26. In respect of Ms. Rankin's statement, the remote district and Pilbara specific factors that impact on her as a State system employee are the same as those that impact on federal system employees. The ASU submits that employees working in the SCDS sectors frequently move between services seeking casual job opportunities.
27. The statements of Mr. Parker, Ms. Rankin and Mr. Lenton, each describe limits to job opportunities, comparable conveniences, as well as higher premiums on cost of living, time consuming travel requirements and severe effects and cost of climatic conditions that are experienced by employees living and working in places far from urban locales.
28. The ASU witnesses also collectively describe the impact fluctuating investment in remote regions has on remote living, the precarious and changing nature of work in remote

regions. Please see also Attachment D. for a copy of the most recent Regional Price Index reported by the Western Australia State government. The report serves as an example of how that particular State tracks responds the price fluctuations remote regions experience as a consequence of extreme cyclical changes in both private and public sector investment.

Conclusion

29. The ASU has put forward a nationally consistent proposal for 7 modern awards that is not state based and to the extent that the Full Bench has held the continuance of the Broken Hill Allowance, the rationale for District Allowances in the modern awards has already been established.
30. The questions at issue are not whether to include allowances in the modern awards but where to pay them and how much to pay. We say the Broken Hill Allowance decision allows the opportunity for modern District Allowance principles to be determined by the commission; which can be tested with individual awards during the annual minimum wage review process.
31. The ASU proposes a modern approach to allowances with links to the past. The quantum and locations for allowances paid by location are derived from the ADF approach.
32. ASU workers in locations as or more remote than Broken Hill, form part of the necessary community infrastructure needed so that remote locations can thrive. They provide the sustainable infrastructure that Australia has historically relied upon times when there was mutual contribution to the personal as well as monetary costs involved in responding to living and working in harsh and isolated locations.
33. The issues described by each ASU witness are relevant to the historical payment of District Allowances. District Allowances in a modernised form are as relevant today as they were as recently as 2009. Without a minimum standard in the modern awards, the disabilities are not otherwise compensated.

ATTACHMENT A.

Form F46 Application to vary a modern award

Fair Work Act 2009, ss.157–160

This is an *amended and updated* application to the Fair Work Commission to make a determination varying specified modern awards, in accordance with Part 2-3 of the [Fair Work Act 2009](#).

The Applicant

Title	<input type="checkbox"/> Mr <input type="checkbox"/> Mrs <input type="checkbox"/> Ms <input type="checkbox"/> Other please specify:		
First name(s)			
Surname			
Postal address	116 Queensberry Street		
Suburb	Carlton South		
State or territory	VIC	Postcode	3053
Phone number	(03) 9342-1400	Fax number	(03) 9342-1499
Email address	info@asu.asn.au		

If the Applicant is a company or organisation please also provide the following details

Legal name of business	Australian Municipal, Administrative, Clerical and Services Union
Trading name of business	Australian Services Union (or ASU)
ABN/ACN	28 519 971 998
Contact person	Joanne Knight

Does the Applicant need an interpreter?

Yes—Specify language

No

Does the Applicant require any special assistance at the hearing or conference (e.g. a hearing loop)?

Yes— Please specify the assistance required

No

Does the Applicant have a representative?

Yes—Provide representative's details below

No

Applicant's representative

Name of person	Joanne Knight		
Organisation	Australian Services Union		
Postal address	116 Queensberry Street		
Suburb	Carlton South		
State or territory	VIC	Postcode	3053
Phone number	(03) 9342-1400	Fax number	(03) 9342-1499
Email address	jknight@asu.asn.au		

1. Coverage

1.1 What is the name of the modern award to which the application relates?

- Airline Operations - Ground Staff Award 2010 [MA000048]
- Clerks – Private Sector Award 2010 [MA000002]
- Legal Services Award 2010 [MA000116]
- Local Government Industry 2010 [MA000112]
- Rail Industry Award 2010 [MA000015]
- Social, Community, Home Care and Disability Services Industry Award 2010 [MA000100]
- Electrical Power Industry Award 2010 [MA000088]

1.2 What industry is the employer in?

Various

2. Application

2.1 What are you seeking?

Specify which of the following you would like the Commission to make:

- a determination varying a modern award
 a modern award
 a determination revoking a modern award

2.2 What are the details of your application?

See Schedule A attached for amended and updated Draft Determinations in relation to the District Allowances award provisions.

2.3 What are the grounds being relied on?

Using numbered paragraphs, specify the grounds on which you are seeking the proposed variations.

2.3.1 There is a long and varied history of District Allowance entitlements for award reliant employees covered by the modern awards identified in this application.

2.3.2 The ASU relies on our earlier submissions re: District Allowances; and will lodge supplementary submissions in support of proposed variations to the modern awards included in this amended and updated application; within the required timetable for submissions, as per Fair Work Commission Directions.

2.3.3 Award reliant employees covered by the modern awards identified in this amended and updated application lost their transitional entitlements to district allowances from 31 December 2014, otherwise formally recognised as allowable award provisions.

2.3.4 The proposed variations are consistent with s134(1) of the *Fair Work Act 2009* which states the objectives of the modern awards system. In particular they are consistent with s134(1)(a) which is to take into account the relative living standards and needs of the low paid.

2.3.5 Any other grounds which the Fair Work Commission considers relevant.

Signature

Signature	David Smith
Name	David Smith, National Secretary
Date	11 December 2017
Capacity/Position	Robert Potter, Acting National Secretary

PLEASE RETAIN A COPY OF THIS FORM FOR YOUR OWN RECORDS

SCHEDULE A

FAIR WORK COMMISSION

DRAFT DETERMINATION

Fair Work Act 2009

Part 2-3, Div 4 – 4 Yearly reviews of modern awards

(AM2014/190)

Airline Operations – Ground Staff Award 2010

[MA000048]

Airline Operations

DEPUTY PRESIDENT KOVACIC

CANBERRA, [DATE]

Review of modern awards to be conducted.

[1] Further to the Decision and Reasons for Decision <<Decision Ref>> in <<FileNo>>, it is determined pursuant to section 156(2)(b)(i) of the *Fair Work Act 2009*, that the *Airline Operations – Ground Staff Award 2010* be varied as follows.

[2] By deleting clause 22 – District Allowances and replacing it with the following:

22 – District Allowances

22.1 Employees required to work in remote locations shall be paid a district allowance in compensation of the general disadvantages associated with living in such locations including climate, isolation and cost of living.

22.2 Subject to the provisions of this clause, in addition to the wages prescribed in clause 15 – Minimum wages of this award, an employee shall be paid the following allowances when employed in the towns/locations listed below:

State/Territory	Local Government Area	Grade	Annual rate \$	Weekly rate \$
NSW	Yancowinna County	A	920	17.69
	Parkes Shire	A	920	17.69
Northern Territory	Alice Springs Town Council	C	3,290	63.27
	Barkly Regional Council	E	5,270	101.35
	City of Darwin	B	2,630	50.58
	Jabiru Town Council	E	5,270	101.35
	Katherine Town Council	D	4,610	88.65
	Nhulunbuy Corporation	E	5,270	101.35

State/Territory	Local Government Area	Grade	Annual rate \$	Weekly rate \$	
Queensland	Burdekin Shire Council	A	920	17.69	
	Cairns Regional Council	A	920	17.69	
	Cassowary Coast Regional Council	A	920	17.69	
	Charters Towers Regional Council	A	920	17.69	
	Hinchinbrook Shire Council	A	920	17.69	
	Maranoa Regional Council	A	920	17.69	
	Mount Isa City Council	C	3,290	63.27	
	Palm Island Shire Council	E	5,270	101.35	
	Shire of Bowen	A	920	17.69	
	Tablelands Regional Council	A	920	17.69	
	Torres Shire Council	E	5,270	101.35	
	Townsville City Council	A	920	17.69	
	Weipa Town Council	E	5,270	101.35	
	Western Australia	City of Kalgoorlie-Boulder	A	920	17.69
		City of Karratha	E	5,270	101.35
Shire of Ashburton		E	5,270	101.35	
Shire of Broome		E	5,270	101.35	
Shire of Carnarvon		E	5,270	101.35	
Shire of Derby-West Kimberley		E	5,270	101.35	
Shire of East Pilbara		E	5,270	101.35	
Shire of Wyndham-East Kimberley		E	5,270	101.35	
Town of Port Hedland		E	5,270	101.35	
Shire of Shark Bay		E	5,270	101.35	
Shire of Halls Creek	E	5,270	101.35		
Shire of Upper Gascoyne	E	5,270	101.35		

22.3 Except as provided in 22.4 hereof, an employee who has:

- a dependent shall be paid double the allowances prescribed in 22.2 hereof, or
- a partial dependent shall be paid the allowance prescribed in 22.2 hereof plus the difference between that rate and the amount such partial dependent is receiving by way of a district or location allowance.

22.4 Where an employee:

- is provided with board and lodging by the employer, free of charge; or
- is provided with a living away from home allowance in accordance with clause 21.10 – Travelling time and board allowance of the award; such employee shall be paid sixty six and two thirds percent of the allowances prescribed in 22.2 hereof.

22.5 Subject to 22.3 hereof, casual employees, part-time employees, and apprentices shall receive that proportion of the location allowance as equates with the proportion that their wage for ordinary hours that week is to the ordinary time weekly rate for the work performed.

22.6 Where an employee is on annual leave or receives payment in lieu of annual leave the employee shall be paid for the period of such leave the location allowance to which the employee would ordinary be entitled.

22.7 Where an employee is on long service leave or other approved leave with pay (other than annual leave) the employee shall only be paid location allowance for the period of such leave the employee remains in the district in which the employee is employed.

22.8 **Dependent** shall mean:

- a spouse or de facto spouse; or
- a child where there is no spouse or de facto spouse; who does not receive a district or location allowance..

22.9 **Partial dependent** shall mean a **dependent** as prescribed in this subclause who receives a district or location allowance which is less than the district allowance prescribed in 22.2 hereof.

22.10 Each location allowance shall be varied from the beginning of the first pay period commencing on or after the 1st day of July of each year.

[3] This determination shall operate on and from [DATE].

DEPUTY PRESIDENT

FAIR WORK COMMISSION

DRAFT DETERMINATION

Fair Work Act 2009

Part 2-3, Div 4 – 4 Yearly reviews of modern awards

(AM2014/190)

Clerks – Private Sector Award 2010

[MA000002]

Clerical Industry

DEPUTY PRESIDENT KOVACIC

CANBERRA, [DATE]

Review of modern awards to be conducted.

[1] Further to the Decision and Reasons for Decision <<Decision Ref>> in <<FileNo>>, it is determined pursuant to section 156(2)(b)(i) of the *Fair Work Act 2009*, that the *Airline Operations – Ground Staff Award 2010* be varied as follows.

[2] By deleting clause 19.8 – District Allowances and replacing it with the following:

19.8 – District Allowances

- (a) Employees required to work in remote locations shall be paid a district allowance in compensation of the general disadvantages associated with living in such locations including climate, isolation and cost of living.
- (b) Subject to the provisions of this clause, in addition to the wages prescribed in clause 16 – Minimum wages of this award, an employee shall be paid the following allowances when employed in the towns/locations listed below:

State/Territory	Local Government Area	Grade	Annual rate \$	Weekly rate \$
NSW	Yancowinna County	A	920	17.69
	Parkes Shire	A	920	17.69
Northern Territory	Alice Springs Town Council	C	3,290	63.27
	Barkly Regional Council	E	5,270	101.35
	City of Darwin	B	2,630	50.58
	Jabiru Town Council	E	5,270	101.35
	Katherine Town Council	D	4,610	88.65
	Nhulunbuy Corporation	E	5,270	101.35

State/Territory	Local Government Area	Grade	Annual rate \$	Weekly rate \$	
Queensland	Burdekin Shire Council	A	920	17.69	
	Cairns Regional Council	A	920	17.69	
	Cassowary Coast Regional Council	A	920	17.69	
	Charters Towers Regional Council	A	920	17.69	
	Hinchinbrook Shire Council	A	920	17.69	
	Maranoa Regional Council	A	920	17.69	
	Mount Isa City Council	C	3,290	63.27	
	Palm Island Shire Council	E	5,270	101.35	
	Shire of Bowen	A	920	17.69	
	Tablelands Regional Council	A	920	17.69	
	Torres Shire Council	E	5,270	101.35	
	Townsville City Council	A	920	17.69	
	Weipa Town Council	E	5,270	101.35	
	Western Australia	City of Kalgoorlie-Boulder	A	920	17.69
		City of Karratha	E	5,270	101.35
Shire of Ashburton		E	5,270	101.35	
Shire of Broome		E	5,270	101.35	
Shire of Carnarvon		E	5,270	101.35	
Shire of Derby-West Kimberley		E	5,270	101.35	
Shire of East Pilbara		E	5,270	101.35	
Shire of Wyndham-East Kimberley		E	5,270	101.35	
Town of Port Hedland		E	5,270	101.35	
Shire of Shark Bay		E	5,270	101.35	
Shire of Halls Creek	E	5,270	101.35		
Shire of Upper Gascoyne	E	5,270	101.35		

(c) Except as provided in 19.8(d) hereof, an employee who has:

- a dependent shall be paid double the allowances prescribed in 19.8(b) hereof, or
- a partial dependent shall be paid the allowance prescribed in 19.8(b) hereof plus the difference between that rate and the amount such partial dependent is receiving by way of a district or location allowance.

- (d) Where an employee:
- is provided with board and lodging by the employer, free of charge; or
 - is provided with a living away from home allowance in accordance with clause 19.5 – Living away from home allowance of the award; such employee shall be paid sixty six and two thirds percent of the allowances prescribed in 22.2 hereof.
- (e) Subject to 19.8(c) hereof, casual employees, part-time employees, and apprentices shall receive that proportion of the location allowance as equates with the proportion that their wage for ordinary hours that week is to the ordinary time weekly rate for the work performed.
- (f) Where an employee is on annual leave or receives payment in lieu of annual leave the employee shall be paid for the period of such leave the location allowance to which the employee would ordinary be entitled.
- (g) Where an employee is on long service leave or other approved leave with pay (other than annual leave) the employee shall only be paid location allowance for the period of such leave the employee remains in the district in which the employee is employed.
- (h) **Dependent** shall mean:
- a spouse or de facto spouse; or
 - a child where there is no spouse or de facto spouse; who does not receive a district or location allowance..
- (i) **Partial dependent** shall mean a **dependent** as prescribed in this subclause who receives a district or location allowance which is less than the district allowance prescribed in 19.8(b) hereof.
- (j) Each location allowance shall be varied from the beginning of the first pay period commencing on or after the 1st day of July of each year.

[3] This determination shall operate on and from [DATE].

DEPUTY PRESIDENT

FAIR WORK COMMISSION

DRAFT DETERMINATION

Fair Work Act 2009

Part 2-3, Div 4 – 4 Yearly reviews of modern awards

(AM2014/190)

Legal Services Award 2010

[MA000116]

Clerical Industry

DEPUTY PRESIDENT KOVACIC

CANBERRA, [DATE]

Review of modern awards to be conducted.

[1] Further to the Decision and Reasons for Decision <<Decision Ref>> in <<FileNo>>, it is determined pursuant to section 156(2)(b)(i) of the *Fair Work Act 2009*, that the *Airline Operations – Ground Staff Award 2010* be varied as follows.

[2] By deleting clause 20 – District Allowances and replacing it with the following:

20 – District Allowances

20.1 Employees required to work in remote locations shall be paid a district allowance in compensation of the general disadvantages associated with living in such locations including climate, isolation and cost of living.

20.2 Subject to the provisions of this clause, in addition to the wages prescribed in clause 14 – Minimum wages of this award, an employee shall be paid the following allowances when employed in the towns/locations listed below:

State/Territory	Local Government Area	Grade	Annual rate \$	Weekly rate \$
NSW	Yancowinna County	A	920	17.69
	Parkes Shire	A	920	17.69
Northern Territory	Alice Springs Town Council	C	3,290	63.27
	Barkly Regional Council	E	5,270	101.35
	City of Darwin	B	2,630	50.58
	Jabiru Town Council	E	5,270	101.35
	Katherine Town Council	D	4,610	88.65
	Nhulunbuy Corporation	E	5,270	101.35

State/Territory	Local Government Area	Grade	Annual rate \$	Weekly rate \$	
Queensland	Burdekin Shire Council	A	920	17.69	
	Cairns Regional Council	A	920	17.69	
	Cassowary Coast Regional Council	A	920	17.69	
	Charters Towers Regional Council	A	920	17.69	
	Hinchinbrook Shire Council	A	920	17.69	
	Maranoa Regional Council	A	920	17.69	
	Mount Isa City Council	C	3,290	63.27	
	Palm Island Shire Council	E	5,270	101.35	
	Shire of Bowen	A	920	17.69	
	Tablelands Regional Council	A	920	17.69	
	Torres Shire Council	E	5,270	101.35	
	Townsville City Council	A	920	17.69	
	Weipa Town Council	E	5,270	101.35	
	Western Australia	City of Kalgoorlie-Boulder	A	920	17.69
		City of Karratha	E	5,270	101.35
Shire of Ashburton		E	5,270	101.35	
Shire of Broome		E	5,270	101.35	
Shire of Carnarvon		E	5,270	101.35	
Shire of Derby-West Kimberley		E	5,270	101.35	
Shire of East Pilbara		E	5,270	101.35	
Shire of Wyndham-East Kimberley		E	5,270	101.35	
Town of Port Hedland		E	5,270	101.35	
Shire of Shark Bay		E	5,270	101.35	
Shire of Halls Creek	E	5,270	101.35		
Shire of Upper Gascoyne	E	5,270	101.35		

20.3 Except as provided in 20.4 hereof, an employee who has:

- a dependent shall be paid double the allowances prescribed in 20.2 hereof, or
- a partial dependent shall be paid the allowance prescribed in 20.2 hereof plus the difference between that rate and the amount such partial dependent is receiving by way of a district or location allowance.

20.4 Where an employee:

- is provided with board and lodging by the employer, free of charge; or
- is provided with a living away from home allowance in accordance with clause 19.5 – Living away from home allowance of the award; such employee shall be paid sixty six and two thirds percent of the allowances prescribed in 20.2 hereof.

20.5 Subject to 20.3 hereof, casual employees, part-time employees, and apprentices shall receive that proportion of the location allowance as equates with the proportion that their wage for ordinary hours that week is to the ordinary time weekly rate for the work performed.

20.6 Where an employee is on annual leave or receives payment in lieu of annual leave the employee shall be paid for the period of such leave the location allowance to which the employee would ordinary be entitled.

20.7 Where an employee is on long service leave or other approved leave with pay (other than annual leave) the employee shall only be paid location allowance for the period of such leave the employee remains in the district in which the employee is employed.

20.8 **Dependent** shall mean:

- a spouse or de facto spouse; or
- a child where there is no spouse or de facto spouse; who does not receive a district or location allowance..

20.9 **Partial dependent** shall mean a **dependent** as prescribed in this subclause who receives a district or location allowance which is less than the district allowance prescribed in 20.2 hereof.

20.10 Each location allowance shall be varied from the beginning of the first pay period commencing on or after the 1st day of July of each year.

[3] This determination shall operate on and from [DATE].

DEPUTY PRESIDENT

FAIR WORK COMMISSION

DRAFT DETERMINATION

Fair Work Act 2009

Part 2-3, Div 4 – 4 Yearly reviews of modern awards

(AM2014/190)

Local Government Industry Award 2010

[MA000112]

Local government administration

DEPUTY PRESIDENT KOVACIC

CANBERRA, [DATE]

Review of modern awards to be conducted.

[1] Further to the Decision and Reasons for Decision <<Decision Ref>> in <<FileNo>>, it is determined pursuant to section 156(2)(b)(i) of the *Fair Work Act 2009*, that the *Airline Operations – Ground Staff Award 2010* be varied as follows.

[2] By deleting clause 16 – District Allowances and replacing it with the following:

16 – District Allowances

16.1 Employees required to work in remote locations shall be paid a district allowance in compensation of the general disadvantages associated with living in such locations including climate, isolation and cost of living.

16.2 Subject to the provisions of this clause, in addition to the wages prescribed in clause 14 – Minimum wages of this award, an employee shall be paid the following allowances when employed in the towns/locations listed below:

State/Territory	Local Government Area	Grade	Annual rate \$	Weekly rate \$
NSW	Yancowinna County	A	920	17.69
	Parkes Shire	A	920	17.69
Northern Territory	Alice Springs Town Council	C	3,290	63.27
	Barkly Regional Council	E	5,270	101.35
	City of Darwin	B	2,630	50.58
	Jabiru Town Council	E	5,270	101.35
	Katherine Town Council	D	4,610	88.65
	Nhulunbuy Corporation	E	5,270	101.35

State/Territory	Local Government Area	Grade	Annual rate \$	Weekly rate \$	
Queensland	Burdekin Shire Council	A	920	17.69	
	Cairns Regional Council	A	920	17.69	
	Cassowary Coast Regional Council	A	920	17.69	
	Charters Towers Regional Council	A	920	17.69	
	Hinchinbrook Shire Council	A	920	17.69	
	Maranoa Regional Council	A	920	17.69	
	Mount Isa City Council	C	3,290	63.27	
	Palm Island Shire Council	E	5,270	101.35	
	Shire of Bowen	A	920	17.69	
	Tablelands Regional Council	A	920	17.69	
	Torres Shire Council	E	5,270	101.35	
	Townsville City Council	A	920	17.69	
	Weipa Town Council	E	5,270	101.35	
	Western Australia	City of Kalgoorlie-Boulder	A	920	17.69
		City of Karratha	E	5,270	101.35
Shire of Ashburton		E	5,270	101.35	
Shire of Broome		E	5,270	101.35	
Shire of Carnarvon		E	5,270	101.35	
Shire of Derby-West Kimberley		E	5,270	101.35	
Shire of East Pilbara		E	5,270	101.35	
Shire of Wyndham-East Kimberley		E	5,270	101.35	
Town of Port Hedland		E	5,270	101.35	
Shire of Shark Bay		E	5,270	101.35	
Shire of Halls Creek	E	5,270	101.35		
Shire of Upper Gascoyne	E	5,270	101.35		

16.3 Except as provided in 16.4 hereof, an employee who has:

- a dependent shall be paid double the allowances prescribed in 16.2 hereof, or
- a partial dependent shall be paid the allowance prescribed in 16.2 hereof plus the difference between that rate and the amount such partial dependent is receiving by way of a district or location allowance.

16.4 Where an employee:

- is provided with board and lodging by the employer, free of charge; or
- is provided with a living away from home allowance in accordance with clause 15.5 – Reimbursement of expenses allowance of the award; such employee shall be paid sixty six and two thirds percent of the allowances prescribed in 16.2 hereof.

16.5 Subject to 16.3 hereof, casual employees, part-time employees, and apprentices shall receive that proportion of the location allowance as equates with the proportion that their wage for ordinary hours that week is to the ordinary time weekly rate for the work performed.

16.6 Where an employee is on annual leave or receives payment in lieu of annual leave the employee shall be paid for the period of such leave the location allowance to which the employee would ordinary be entitled.

16.7 Where an employee is on long service leave or other approved leave with pay (other than annual leave) the employee shall only be paid location allowance for the period of such leave the employee remains in the district in which the employee is employed.

16.8 **Dependent** shall mean:

- a spouse or de facto spouse; or
- a child where there is no spouse or de facto spouse; who does not receive a district or location allowance..

16.9 **Partial dependent** shall mean a **dependent** as prescribed in this subclause who receives a district or location allowance which is less than the district allowance prescribed in 16.2 hereof.

16.10 Each location allowance shall be varied from the beginning of the first pay period commencing on or after the 1st day of July of each year.

[3] This determination shall operate on and from [DATE].

DEPUTY PRESIDENT

FAIR WORK COMMISSION

DRAFT DETERMINATION

Fair Work Act 2009

Part 2-3, Div 4 – 4 Yearly reviews of modern awards

(AM2014/190)

Rail Industry Award 2010

[MA000015]

Rail Industry

DEPUTY PRESIDENT KOVACIC

CANBERRA, [DATE]

Review of modern awards to be conducted.

[1] Further to the Decision and Reasons for Decision <<Decision Ref>> in <<FileNo>>, it is determined pursuant to section 156(2)(b)(i) of the *Fair Work Act 2009*, that the *Airline Operations – Ground Staff Award 2010* be varied as follows.

[2] By deleting clause 16 – District Allowances and replacing it with the following:

16 – District Allowances

16.1 Employees required to work in remote locations shall be paid a district allowance in compensation of the general disadvantages associated with living in such locations including climate, isolation and cost of living.

16.2 Subject to the provisions of this clause, in addition to the wages prescribed in clause 14 – Classifications and minimum wage rates of this award, an employee shall be paid the following allowances when employed in the towns/locations listed below:

State/Territory	Local Government Area	Grade	Annual rate \$	Weekly rate \$
NSW	Yancowinna County	A	920	17.69
	Parkes Shire	A	920	17.69
Northern Territory	Alice Springs Town Council	C	3,290	63.27
	Barkly Regional Council	E	5,270	101.35
	City of Darwin	B	2,630	50.58
	Jabiru Town Council	E	5,270	101.35
	Katherine Town Council	D	4,610	88.65
	Nhulunbuy Corporation	E	5,270	101.35

State/Territory	Local Government Area	Grade	Annual rate \$	Weekly rate \$	
Queensland	Burdekin Shire Council	A	920	17.69	
	Cairns Regional Council	A	920	17.69	
	Cassowary Coast Regional Council	A	920	17.69	
	Charters Towers Regional Council	A	920	17.69	
	Hinchinbrook Shire Council	A	920	17.69	
	Maranoa Regional Council	A	920	17.69	
	Mount Isa City Council	C	3,290	63.27	
	Palm Island Shire Council	E	5,270	101.35	
	Shire of Bowen	A	920	17.69	
	Tablelands Regional Council	A	920	17.69	
	Torres Shire Council	E	5,270	101.35	
	Townsville City Council	A	920	17.69	
	Weipa Town Council	E	5,270	101.35	
	Western Australia	City of Kalgoorlie-Boulder	A	920	17.69
		City of Karratha	E	5,270	101.35
Shire of Ashburton		E	5,270	101.35	
Shire of Broome		E	5,270	101.35	
Shire of Carnarvon		E	5,270	101.35	
Shire of Derby-West Kimberley		E	5,270	101.35	
Shire of East Pilbara		E	5,270	101.35	
Shire of Wyndham-East Kimberley		E	5,270	101.35	
Town of Port Hedland		E	5,270	101.35	
Shire of Shark Bay		E	5,270	101.35	
Shire of Halls Creek	E	5,270	101.35		
Shire of Upper Gascoyne	E	5,270	101.35		

16.3 Except as provided in 16.4 hereof, an employee who has:

- a dependent shall be paid double the allowances prescribed in 16.2 hereof, or
- a partial dependent shall be paid the allowance prescribed in 16.2 hereof plus the difference between that rate and the amount such partial dependent is receiving by way of a district or location allowance.

16.4 Where an employee:

- is provided with board and lodging by the employer, free of charge; or
- is provided with a living away from home allowance in accordance with clause 15.1(d) – Travel and incidentals allowance of the award; such employee shall be paid sixty six and two thirds percent of the allowances prescribed in 16.2 hereof.

16.5 Subject to 16.3 hereof, casual employees, part-time employees, and apprentices shall receive that proportion of the location allowance as equates with the proportion that their wage for ordinary hours that week is to the ordinary time weekly rate for the work performed.

16.6 Where an employee is on annual leave or receives payment in lieu of annual leave the employee shall be paid for the period of such leave the location allowance to which the employee would ordinary be entitled.

16.7 Where an employee is on long service leave or other approved leave with pay (other than annual leave) the employee shall only be paid location allowance for the period of such leave the employee remains in the district in which the employee is employed.

16.8 **Dependent** shall mean:

- a spouse or de facto spouse; or
- a child where there is no spouse or de facto spouse; who does not receive a district or location allowance..

16.9 **Partial dependent** shall mean a **dependent** as prescribed in this subclause who receives a district or location allowance which is less than the district allowance prescribed in 16.2 hereof.

16.10 Each location allowance shall be varied from the beginning of the first pay period commencing on or after the 1st day of July of each year.

[3] This determination shall operate on and from [DATE].

DEPUTY PRESIDENT

FAIR WORK COMMISSION

DRAFT DETERMINATION

Fair Work Act 2009

Part 2-3, Div 4 – 4 Yearly reviews of modern awards

(AM2014/190)

Social, Community, Home Care and Disability Services Industry Award 2010

[MA000100]

SACS Industry

DEPUTY PRESIDENT KOVACIC

CANBERRA, [DATE]

Review of modern awards to be conducted.

[1] Further to the Decision and Reasons for Decision <<Decision Ref>> in <<FileNo>>, it is determined pursuant to section 156(2)(b)(i) of the *Fair Work Act 2009*, that the *Airline Operations – Ground Staff Award 2010* be varied as follows.

[2] By deleting clause 21 – District Allowances and replacing it with the following:

21 – District Allowances

21.1 Employees required to work in remote locations shall be paid a district allowance in compensation of the general disadvantages associated with living in such locations including climate, isolation and cost of living.

21.2 Subject to the provisions of this clause, in addition to the wages prescribed in clause 15 – Minimum weekly wages for social and community services employees and crisis accommodation employees of this award, an employee shall be paid the following allowances when employed in the towns/locations listed below:

State/Territory	Local Government Area	Grade	Annual rate \$	Weekly rate \$
NSW	Yancowinna County	A	920	17.69
	Parkes Shire	A	920	17.69
Northern Territory	Alice Springs Town Council	C	3,290	63.27
	Barkly Regional Council	E	5,270	101.35
	City of Darwin	B	2,630	50.58
	Jabiru Town Council	E	5,270	101.35
	Katherine Town Council	D	4,610	88.65
	Nhulunbuy Corporation	E	5,270	101.35

State/Territory	Local Government Area	Grade	Annual rate \$	Weekly rate \$	
Queensland	Burdekin Shire Council	A	920	17.69	
	Cairns Regional Council	A	920	17.69	
	Cassowary Coast Regional Council	A	920	17.69	
	Charters Towers Regional Council	A	920	17.69	
	Hinchinbrook Shire Council	A	920	17.69	
	Maranoa Regional Council	A	920	17.69	
	Mount Isa City Council	C	3,290	63.27	
	Palm Island Shire Council	E	5,270	101.35	
	Shire of Bowen	A	920	17.69	
	Tablelands Regional Council	A	920	17.69	
	Torres Shire Council	E	5,270	101.35	
	Townsville City Council	A	920	17.69	
	Weipa Town Council	E	5,270	101.35	
	Western Australia	City of Kalgoorlie-Boulder	A	920	17.69
		City of Karratha	E	5,270	101.35
Shire of Ashburton		E	5,270	101.35	
Shire of Broome		E	5,270	101.35	
Shire of Carnarvon		E	5,270	101.35	
Shire of Derby-West Kimberley		E	5,270	101.35	
Shire of East Pilbara		E	5,270	101.35	
Shire of Wyndham-East Kimberley		E	5,270	101.35	
Town of Port Hedland		E	5,270	101.35	
Shire of Shark Bay		E	5,270	101.35	
Shire of Halls Creek	E	5,270	101.35		
Shire of Upper Gascoyne	E	5,270	101.35		

21.3 Except as provided in 21.4 hereof, an employee who has:

- a dependent shall be paid double the allowances prescribed in 21.2 hereof, or
- a partial dependent shall be paid the allowance prescribed in 21.2 hereof plus the difference between that rate and the amount such partial dependent is receiving by way of a district or location allowance.

21.4 Where an employee:

- is provided with board and lodging by the employer, free of charge; or
- is provided with a living away from home allowance in accordance with clause 20.8 – Board and lodging allowance of the award; such employee shall be paid sixty six and two thirds percent of the allowances prescribed in 21.2 hereof.

21.5 Subject to 21.3 hereof, casual employees, part-time employees, and apprentices shall receive that proportion of the location allowance as equates with the proportion that their wage for ordinary hours that week is to the ordinary time weekly rate for the work performed.

21.6 Where an employee is on annual leave or receives payment in lieu of annual leave the employee shall be paid for the period of such leave the location allowance to which the employee would ordinary be entitled.

21.7 Where an employee is on long service leave or other approved leave with pay (other than annual leave) the employee shall only be paid location allowance for the period of such leave the employee remains in the district in which the employee is employed.

21.8 **Dependent** shall mean:

- a spouse or de facto spouse; or
- a child where there is no spouse or de facto spouse; who does not receive a district or location allowance..

21.9 **Partial dependent** shall mean a **dependent** as prescribed in this subclause who receives a district or location allowance which is less than the district allowance prescribed in 21.2 hereof.

21.10 Each location allowance shall be varied from the beginning of the first pay period commencing on or after the 1st day of July of each year.

[3] This determination shall operate on and from [DATE].

DEPUTY PRESIDENT

FAIR WORK COMMISSION

DRAFT DETERMINATION

Fair Work Act 2009

Part 2-3, Div 4 – 4 Yearly reviews of modern awards

(AM2014/190)

Electrical Power Industry Award 2010

[MA000088]

Electricity Industry

DEPUTY PRESIDENT KOVACIC

CANBERRA, [DATE]

Review of modern awards to be conducted.

[1] Further to the Decision and Reasons for Decision <<Decision Ref>> in <<FileNo>>, it is determined pursuant to section 156(2)(b)(i) of the *Fair Work Act 2009*, that the *Airline Operations – Ground Staff Award 2010* be varied as follows.

[2] By deleting clause 19 – District Allowances and replacing it with the following:

19 – District Allowances

19.1 Employees required to work in remote locations shall be paid a district allowance in compensation of the general disadvantages associated with living in such locations including climate, isolation and cost of living.

19.2 Subject to the provisions of this clause, in addition to the wages prescribed in clause 17 – Minimum wages of this award, an employee shall be paid the following allowances when employed in the towns/locations listed below:

State/Territory	Local Government Area	Grade	Annual rate \$	Weekly rate \$
NSW	Yancowinna County	A	920	17.69
	Parkes Shire	A	920	17.69
Northern Territory	Alice Springs Town Council	C	3,290	63.27
	Barkly Regional Council	E	5,270	101.35
	City of Darwin	B	2,630	50.58
	Jabiru Town Council	E	5,270	101.35
	Katherine Town Council	D	4,610	88.65
	Nhulunbuy Corporation	E	5,270	101.35

State/Territory	Local Government Area	Grade	Annual rate \$	Weekly rate \$	
Queensland	Burdekin Shire Council	A	920	17.69	
	Cairns Regional Council	A	920	17.69	
	Cassowary Coast Regional Council	A	920	17.69	
	Charters Towers Regional Council	A	920	17.69	
	Hinchinbrook Shire Council	A	920	17.69	
	Maranoa Regional Council	A	920	17.69	
	Mount Isa City Council	C	3,290	63.27	
	Palm Island Shire Council	E	5,270	101.35	
	Shire of Bowen	A	920	17.69	
	Tablelands Regional Council	A	920	17.69	
	Torres Shire Council	E	5,270	101.35	
	Townsville City Council	A	920	17.69	
	Weipa Town Council	E	5,270	101.35	
	Western Australia	City of Kalgoorlie-Boulder	A	920	17.69
		City of Karratha	E	5,270	101.35
Shire of Ashburton		E	5,270	101.35	
Shire of Broome		E	5,270	101.35	
Shire of Carnarvon		E	5,270	101.35	
Shire of Derby-West Kimberley		E	5,270	101.35	
Shire of East Pilbara		E	5,270	101.35	
Shire of Wyndham-East Kimberley		E	5,270	101.35	
Town of Port Hedland		E	5,270	101.35	
Shire of Shark Bay		E	5,270	101.35	
Shire of Halls Creek	E	5,270	101.35		
Shire of Upper Gascoyne	E	5,270	101.35		

19.3 Except as provided in 19.4 hereof, an employee who has:

- a dependent shall be paid double the allowances prescribed in 19.2 hereof, or
- a partial dependent shall be paid the allowance prescribed in 19.2 hereof plus the difference between that rate and the amount such partial dependent is receiving by way of a district or location allowance.

19.4 Where an employee:

- is provided with board and lodging by the employer, free of charge; or
- is provided with a living away from home allowance in accordance with clause 18.11 – Travel allowance of the award; such employee shall be paid sixty six and two thirds percent of the allowances prescribed in 19.2 hereof.

19.5 Subject to 19.3 hereof, casual employees, part-time employees, and apprentices shall receive that proportion of the location allowance as equates with the proportion that their wage for ordinary hours that week is to the ordinary time weekly rate for the work performed.

19.6 Where an employee is on annual leave or receives payment in lieu of annual leave the employee shall be paid for the period of such leave the location allowance to which the employee would ordinary be entitled.

19.7 Where an employee is on long service leave or other approved leave with pay (other than annual leave) the employee shall only be paid location allowance for the period of such leave the employee remains in the district in which the employee is employed.

19.8 **Dependent** shall mean:

- a spouse or de facto spouse; or
- a child where there is no spouse or de facto spouse; who does not receive a district or location allowance..

19.9 **Partial dependent** shall mean a **dependent** as prescribed in this subclause who receives a district or location allowance which is less than the district allowance prescribed in 19.2 hereof.

19.10 Each location allowance shall be varied from the beginning of the first pay period commencing on or after the 1st day of July of each year.

[3] This determination shall operate on and from [DATE].

DEPUTY PRESIDENT

ATTACHMENT B.

Publication Title	Pub ID	Clause Number	Allowance	History
Private Sector Clerical Occupation Awards				
Clerical and Administrative Employees (Northern Territory) Award 2000	AP839196	22	District	Formed part of General Clerks (Northern Territory) Consolidated Award 1985 & remained in Award Simplification 2000 process with the Award name changed to General Clerks (Northern Territory) Award 2000. A further name change occurred in 2005 where the Award became the Clerical and Administrative Employees (Northern Territory) Award 2000.
Rail industry Awards				
Locomotive Operations Award 2002	AP822080	22	District	Formed part of the Locomotive Enginemens' (Australian National Railways) Award, 1978 and was simplified in 2002 to become the Locomotive Operations Award 2002.
Railway Traffic Operating, Workshops and Miscellaneous Grades Award 2003	AP832844	35	District	Formed part of The Traffic Operating, Workshops and Miscellaneous Grades (Australian National Railways) Award, 1978 and was simplified in 2004 to become the Railway Traffic Operating, Workshops and Miscellaneous Grades Award 2003
Railways Miscellaneous Grades Award [1960], The	AP794728	23 & 24	Inducement & Broken Hill	Award History: V049 Print D8255 Date: 23Oct78 - Variation: Pt III:23 - allowances, inducement - 01Aug78 - C3572/78 - Walker C
Railways Salaried Employees Award 2003	AP830364	16.6	District	Formed part of the Salaried Officers' (Australian National Railways) Award, 1978 and was simplified in 2004 to become the Railways Salaried Employees Award 2003
Railways Traffic, Permanent Way and Signalling Wages Staff Award 2002	AP817741	38.7 & 38.8	Inducement & Broken Hill	Formed part of the Railways Traffic, Permanent Way and Signalling Wages Staff Award, 1960 and was simplified in 2002 to become the Railways Traffic, Permanent Way and Signalling Wages Staff Award 2002
Salaried Officers' (Railways - New South Wales) Award 2002	AP818510	14.6 & 14.7	Inducement & Broken Hill	Formed part of the Salaried Officers' Award, 1955, Department Of Railways, New South Wales and was simplified in 2002 to become the Salaried Officers (Railways - New South Wales) Award 2002
Business Equipment Industry				
Business Equipment Industry - Technical Service - Award 1999	AP769412	23.7	Area allowance	Formed part of the Business Equipment Industry - Technical Service Award 1978 and was simplified in 1999 to become the Business Equipment Industry - Technical Service Award 1999
Airline operations awards - general sector				
Airline Operations - Clerical and Administrative Award 1999	AP768636	23.1	Tropical Zone	Formed part of the Clerks (Domestic Airlines) Award 1980 and was simplified in 1999 to become the Airline Operations – Clerical and Administrative Award 1999
Airline Operations (Transport Workers') Award 1998	AP768308	25.7	District/Zone	Formed part of the Transport Workers (Airlines) Award 1988 and was simplified in 1999 to become the Airline Operations (Transport Workers') Award 1998
Overseas Airlines (Interim) Award 1999	AP791898	17.3	District	Formed part of the Overseas Airlines Award 1994 and was simplified in 1999 to become the Overseas Airlines (Interim) Award 1999
Electrical power industry awards				
South Australian Power Industry Award 2002	AP814328	34.1.2	Technical Isolation Allowance - Leigh Creek	Formed part of The Electricity Trust of South Australia (Interim) Salaries Award 1990 and The Electricity Trust of South Australia (Interim) Wages Award 1990 and was simplified in 2002 to become the South Australian Power Industry Award 2002
Local government administration awards				

Local Government Officers (Western Australia) Award, 1999	AP787011	17.2	Location	Formed part of the Local Government Officers' (Western Australia) Award 1988 and was simplified in 2000 to become the Local Government Officers (Western Australia) Award, 1999
Municipal Employees (Northern Territory) Award 2003	AP826577	23.1.5	District	Formed part of the Municipal Employees (Northern Territory) Award 1993 and was simplified in 2003 to become the Municipal Employees (Northern Territory) Award 2003
Queensland Local Government Officers' Award 1998	AP794071	12.1	Locality	Formed part of the Queensland Local Government Officers' Award 1992 and was simplified in 1998 to become the Queensland Local Government Officers' Award 1998

Social and community services awards				
Disability Support Workers Award - State 2003 (QLD)	AN140093	5.3.2	District	Unable to locate print history
Social and Community Services - Western Australia - Award 2002	AP815319	18.1	Location	Formed part of the Social and Community Services - Western Australia Award 1996 and was simplified in 2002 to become the Social and Community Services - Western Australia Award 2002
Crisis Assistance Supported Housing Industry - Western Australian Award 2002	AP816708	18.11	Location	Formed part of the Crisis Assistance, Supported Housing Industry - Western Australian Award 1997 and was simplified in 2002 to become the Crisis Assistance, Supported Housing Industry - Western Australian Award 2002

Water, sewerage and drainage services awards				
None				

Legal services awards				
None				

Labour Market Assistance				
None				

Contract Call Centres				
Clerks (SA) Award	AN150039	Part 3.3	Whyalla Locality Allowance	Unable to locate print history

ATTACHMENT C.

FAIR WORK COMMISSION

Matter No. AM2014/190.

Transitional Provisions

STATEMENT OF MALCOLM CHARLES PARKER

I, Malcolm Charles Parker of [REDACTED], South Hedland WA 6722 state as follows:

1. My colleagues and supervisors at work know and refer to me as Malcolm.
2. I commenced employment with Town of Port Hedland Council about 4 years ago. For the last four years I have been employed as a Plant Operator in the Parks and Gardens section. I have been employed there since 2014.
3. There is a collective agreement covering our terms and conditions but the modern award generally applies. I am a level four employee under the Local Government Industry Award 2010 and we have a collective agreement applying to the terms and conditions of our employment known as the Town of Port Hedland Enterprise Agreement 2017.
4. In my current role I primarily specialise in chemical spraying but have 25 years' experience working for the Council. My hourly rate is \$29.33 per hour plus \$9.27 Port Hedland Allowance. The employer continues to try and reduce or remove the Port Hedland Allowance when we seek to bargain for a new agreement. Attached to this statement is a recent payslip (see Attachment A). The payslip confirms my gross weekly earnings.
5. I work in and around Port Hedland. The council has understanding of cost living. Attached to this statement is a copy of the Town of Port Hedland cost of living audit (see Attachment B). The audit confirms cost of living in Port Hedland is about 20% more expensive than Perth.
6. I live in South Hedland, which is on the edge of desert country. The port exists to serve the mining industry with the main exports being iron ore and salt. The town is always dusty because of the iron ore shipments which are continuous. The cost of living in Hedland is high. Prices reflect the high incomes of miners. Three years ago, rental properties in the area were charging up to \$2,500 per week, but a reduction in the mining has seen these reduced to between \$300 and \$400 per week. Accommodation provided is mostly outback town accommodation with any modern housing being unavailable to single workers and those without a partner earning up to \$200,000 per year at a mine site.
7. The sharp increases in the costs of things are also because Port Hedland is 240 kilometres from the nearest town of Karratha (with little or no habitation in between) but everything comes from Perth by road. Because of the transport costs fuel, power, and basic food items all cost more in Port Hedland.
8. Whilst there is usually plenty of choice in respect of food and other essentials, the prices are always considerably higher than in the city. In Hedland, plain white bread is about \$5 per loaf, petrol is \$1.47 per litre and diesel fuel is \$1.53 per litre. Everything is more expensive than in the southern part of the state. We live on the edge of the desert and temperatures in the summer are generally 40 degrees Celsius and more. In winter, the average is 30 degrees.
9. We have cyclonic weather and are currently expecting the fifth one this season. Flooding causes damage to our homes, and as a council employee, I will assist with damage repair in

the town. In traveling between work locations, we have to always share the road with road trains, trucks and large mine vehicles.

10. Cyclones also mean shortages of staples, such as bread and milk and potable water. Costs can increase even more then.
11. The cost of electricity is high and the heat means that air-conditioning is required for most days and nights of the year, but we cannot afford to have that luxury for extended periods. The houses I can afford to rent, as a Local Government employee, are not cooling efficient. Because I work in the outside workforce, the employer does not supply council accommodation. Hedland is always hot and usually dry, with little outside, natural protection from the heat.
12. I need to visit Perth at least once a year because I receive a disability pension from the Department of Veteran Affairs. This means I need to get tests once a year to check my hearing loss. There are no specialists in Port Hedland. The tests can only be done in Perth by a specialist. In order to travel to Perth for specialist treatment, a one-way flight costs between \$700 and \$800 return, so anything out of the usual medical requirements are very expensive and time consuming.
13. To get to Perth I have to drive. The cost of a flight is always at least \$1,000. It costs less to drive but it also takes 18 hours over the best part of 2 days to drive 1,600 kilometres. I do this on my own time. The Department of Veteran Affairs contributes to the cost of my travel but they do not pay for all of it.
14. I also go to Perth at least once a year to get professional development at a TAFE. There is a TAFE in Port Hedland but they do not offer skills beyond a certain level and I am more of a specialist now.
15. Other essential services are provided, but the cost of accessing them is often unaffordable. Water is a classic example, given the desert living, and the heat. There is a large itinerant population in Hedland and essential services are often stretched due to that.
16. There are primary schools and secondary schools in both Port and South Hedland. The dust is a factor in the issue of keeping everything clean, and the constant dust means that cars, clothes and floor coverings and so on, need replacing more frequently.
17. The weather is also hot, as well as tropical. Port Hedland gets flooding. The weather puts a lot of pressure on your income. I have to pay for sharp changes in the cost of things like electricity. During the Wet season, I have to run the air-conditioning all the time. This is because the weather is very humid for 6 months of the year in the wet season. The air-conditioning cools things down but it also sustains things so that you don't get other damage to your property like mould.
18. I receive an electricity bill every two months. My last electricity bill was about \$1,400 because it has been very humid and hot.
19. Wet season has very unpredictable weather. It varies year to year, starting around the end of October right through to the end of April. In November and December, the temperature will also stay as high as 40 degrees. My work is always interrupted by the extreme heat, cyclones and flooding that happen every year. Some wet seasons all three can happen at once. The weather will always get above 40 degrees centigrade. When this happens I can be told to go home from work.
20. In 2016, there was no work due to a heatwave when temperatures were 46-49 degrees centigrade for most of the week. They rang me and told me not to come into work for 5

days. I was still paid but I had to remain available for work. Because I have an enterprise agreement I can receive a penalty rate for working in hot weather.

21. I also need to get away from the weather. The environment is incredibly hot in Port Hedland and it takes it out of you. To get away, I have to travel south. My closest relative is in Esperance which is 715 kilometres further south of Perth and 2,466 kilometres from Port Hedland by car.
22. To sum this up, whilst services are available, they are very expensive; my weekly shop would cost \$250 per week and this is for essentials. Even with an income of around \$57,956 per annum plus \$18,317 Port Hedland Allowance, \$76,273.52 it is very difficult to live on with any semblance of comfort in this isolated town, as a single person.
23. I believe I am disadvantaged because Port Hedland is very remote. If my employer had to pay me a minimum District Allowance, I could plan and respond to the effects of living and working in the northern remote regions of Western Australia with less worry.

Signed



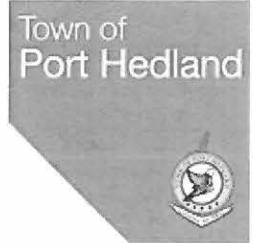
Date: 23. 2. 2018.

Filed by the Australian Municipal, Administrative, Clerical and Services Union	Telephone:	03 9342 1477
Address for Service: Ground Floor, 116-124 Queensberry Street, Carlton South. VIC 3053	Facsimile	03 9342 1499

MCP - Attachment A.

PAYSLIP

Civic Centre, McGregor St
 Port Hedland WA 6721
 Phone: (08) 9158 9300
 Fax: (08) 9158 9339
 Postal Address: PO BOX 41
 Port Hedland 6721
 ABN: 19220085226



Email: payroll@porthedland.wa.gov.au

MALCOLM PARKER
 [REDACTED]
 SOUTH HEDLAND 6722

Payslip for Fortnight Ending : 22.01.18
Employee Number : [REDACTED]
Payment Date : 24/01/2018

Hours				Allowances		Deductions	
Description	Hours	Rate	Amount	Description	Amount	Description	Amount
NORMAL	76.00	29.3376	2229.66	PHA Jobs/Timecards Inc	724.28	7% SALARY SACRAFICE	206.78
						Tax	870.00
						SOCIAL CLUB	10.00
Total Hours	76.00		2229.66	Total Allowances	724.28	Total Deductions	1086.78

Award : ME AWARD
Classification: MEU - LEVEL 4/1

Award Hourly Rate : 29.3376

NET PAY 1867.16

Summary			Banking Details	
This Pay	Description	YTD Totals	Bank	Amount
2229.66	GROSS	36812.48	COMMONWEALTH BANK AUSTRALIA AI	
724.28	TAXABLE ALLOWANCES	11102.45	[REDACTED]	1867.16
2747.16	GROSS TAXABLE	44745.21		
0.00	NON TAXABLE ALLOWANCES	0.00		
2953.94	TOTAL GROSS	47914.93		
206.78	7% SALARY SACRAFICE	3169.72		
870.00	Tax	14354.00		
10.00	SOCIAL CLUB	154.00		
1867.16	NET	30237.21		

Council Superannuation Contributions				
This Pay	Description	YTD Totals	Member #	Plan Name
280.62	Superannuation Guarantee	4,301.61	249200	WA Super
132.93	Additional Council Superannuation	2,037.68	249200	WA Super

Leave Accruals and Entitlements			
Leave Type	Accrual (Pro-Rata) Hours	Entitled Hours	Total Hours
Annual Leave	90.12	-20.66	69.46
Sick Leave	76.00	110.00	186.00
Long Service Leave		0.00	147.43
Rostered Days Off	0.00	1.00	1.00

Time In Lieu	0.00	0.00	0.00
--------------	------	------	------

FAIR WORK COMMISSION

Matter No. AM2014/190.

Transitional Provisions

STATEMENT OF JESSICA RANKIN

I, Jessica Rankin of: [REDACTED] Port Hedland, state as follows:

1. I commenced employment with Bloodwood Tree in October of 2017. Bloodwood Tree is located at 19 Hamilton Road, South Hedland. I am an Organisational Improvement and Project Officer. I am a casual employee.
2. At Bloodwood Tree I am covered by the Aboriginal Communities and Organisations Western Australian Interim Award 2011. I am classified as a level 1 employee under the award.
3. In my current role I audit, update, draft and research policies and procedures to enable accreditation and compliance. My hourly rate is \$25.418 per hour or \$50,225.97 per annum. Attached to this statement is a recent payslip (see Attachment). The payslip confirms my gross weekly earnings.
4. In Port Hedland, the climate is harsh, hot and humid. Average temperatures in summer range from the high 20 degrees to the low 40 degrees but we have many days when the temperature climbs to the mid or high 40 degrees. Because it is so hot and humid we always have the air conditioner going. 2 people will spend an average of \$700.00 - \$800.00 per quarter on electricity and in the hottest months the bill is higher.
5. Port Hedland experiences a high number of tropical cyclones and cyclone threats. When cyclones present a possible threat to lives or homes the town goes into yellow alert. When this occurs, everything closes down. Residents must stock up on food and supplies. Trucks are unable to enter the town so the shops run out of essentials such as drinking water food or toilet paper. Even after the yellow alert is over it is often a few days before these items are readily available to residents. As a casual I am not paid when there is a yellow alert because my workplace is closed. This eats into my earnings.
6. Groceries are expensive in Hedland. There are limited places to shop for food and produce. Coles and Woolworths are the only option for the majority of vegetables and the lack of competition means there are no cheaper options available as there are in bigger cities. There are some providers such as butchers in Hedland, but due to having to truck produce in from bigger cities the prices at such providers are quite high. My partner and I spend an average of \$200.00 - \$300.00 on groceries weekly. We have no children and we shop conservatively.
7. Because Hedland is remote, it is very expensive to travel anywhere to visit family. Flights to Perth average between \$300.00 - \$700.00 per person one way. This creates barriers to continuing family support networks which are a contributing factor to good mental health and well-being.
8. Health Care in Hedland is very expensive.

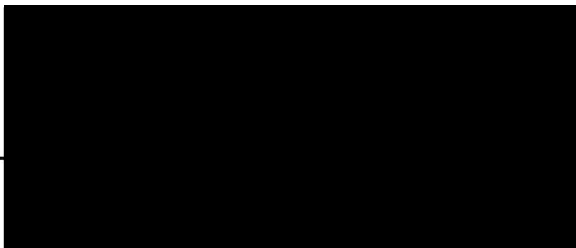
Doctors generally don't bulk bill and charge around \$75.00 for an appointment. Even though there is a medicare rebate it is often hard to come up with that much up front which can mean that we don't always go to the doctor when we should.

The dentist is expensive too. Even if you have health insurance there is a minimum \$180.00 gap to pay for a visit to the dentist. Many dental services are not available here so on top of the cost for the dental work we must pay for the flights and accommodation in Perth.

Health complications can be very costly. Many specialists (heart, oncology etc) do not reside in the Pilbara. Insurers do not cover travel so flights have to be paid for in addition to treatment costs. Also emergency flights often cost more due to the lack of notice for purchasing tickets. There are many other services that cannot be obtained in the Pilbara such as Naturopath or Chiropractor.

9. Commuting is expensive in Hedland. I commute from Port Hedland to South Hedland for work. Petrol costs an average of \$1.55 per litre. It costs me \$87.00 to fill my petrol tank. Insurance for cars homes etc. costs more in the Pilbara. This is due to the remote location and the high incidence of cyclones. This adds to the cost of maintaining a vehicle. At the same time public transport in Hedland is very limited and a vehicle is a must in order to work.
10. In Port Hedland there is an abundance of thick dust in the air everywhere. The dust means that we can't our clothes outside without ruining them so we have to use a dryer which further adds to our electricity bill. The dust also damages our cars and washing machines so we have to replace them more often which is an added long term cost. The dust has a negative affect on residents health as well which in the long term adds to the need for medical care which as I have mentioned is quite costly.
11. I do not have children but I understand from friends who have children that day care services are very difficult to obtain in Hedland. At the moment there are only two day care places left in town for residents to enrol their children. Friends of mine pay \$2000.00 per week for day care and there are no other options available to them. This limits primary care givers of small children from being able to work.
12. I have described above factors that make living remotely in the Pilbara more expensive than living in a bigger city area. Having a district allowance is essential for coping with the higher cost of living in Port Hedland.

Signed: _____



Date: 23 Feb 18

Filed by the Australian Municipal, Administrative, Clerical and Services Union	Telephone:	03 9342 1477
Address for Service: Ground Floor, 116-124 Queensberry Street, Carlton South. VIC 3053	Facsimile	03 9342 1499

FAIR WORK COMMISSION

Matter No. AM2014/190.

Transitional Provisions

STATEMENT OF Mark Lenton

I, Mark Lenton of [REDACTED], Broken Hill state as follows:

1. I have lived in Broken Hill for the past 57 years
2. My Supervisors and work mates know me as Lenny
3. I am employed by Essential Energy in Broken Hill. I have been employed by Essential Energy for the past 31 years. I am employed as an Electrical Designer, I have been in this position for the past 10 years.
4. I am employed as a permanent full time employee
5. My responsibilities in my position are, I project manage projects and supervise contractors and employees. I am also responsible in holding meetings with Solicitors, Councils and other stakeholders.
6. My wages and conditions are determined by an Enterprise Agreement know as Essential Energy Far West Enterprise Agreement 2017, but there is a Modern Award that they use when registering our Agreement. Under this Enterprise Agreement there is grading for all positions, my position is graded in that agreement. My annual salary is \$100,000
7. I live in Broken Hill, and have been living there for the past 57 years. Broken Hill is classed as a remote location, the nearest town remotely similar in size to Broken Hill would be Mildura which is 3 hours' drive away from Broken Hill and about 300 kilometres in distance from Broken Hill.
8. My experience living in Broken Hill is that the cost of living in Broken Hill is much higher than in cities such as Mildura and Adelaide. I have noticed that the cost of food and clothing is much higher than in Broken Hill, and when I have discussed this with shop owners Broken Hill in the past, they have told me that it all has to do with the costs associated with transporting goods to Broken Hill because Broken Hill is so remote. The cost of transport such as fuel is also much higher in Broken Hill
9. I regularly notice that the cost of fuel can be as much as 20 cents per litres more than it costs in Adelaide and fruit and vegetables are quite often up to 100 percent more than places like Mildura and Adelaide.

10. I quite often need to fly out of Broken Hill for work and other purposes, and the costs of air fares are very high, for example if I need to fly to Sydney the costs for that flight are approximately \$1100
11. There are significant costs associated in accessing health services, quite often we need to go out of Broken Hill, when this happens there are additional costs such as travel and accommodation. Accessing Health Services in Broken Hill is also a problem as there are long waiting periods to access specialist care.
12. Broken Hill does not have a University, so our children who want to access higher education such as University need to move away from Broken Hill to places like Wagga Wagga or Adelaide. The lack of this higher education adds to the higher cost of living remotely in Broken Hill. The additional costs associated in educating our children are things such as travel costs and assisting in the costs of accommodation., Because quite often children go to University straight out of High School, they receive not government assistance when they start University., I am aware of this because I have twin daughter starting University this year, one in Wagga Wagga and the other in Adelaide. I also know that even accessing trade courses can be difficult because there are limited teacher resources at the TAFE in Broken Hill so quite often people wanting to access trade courses need to travel or move to Dubbo as this is the closest TAFE to Broken Hill.
13. Broken Hill is located to the west of Sydney and on the outer edges of New South Wales approximately 1200 kilometres, the weather conditions in Broken Hill are generally quite hot, with an average temperature in summer of about 36 degrees and in summer it is not uncommon to have to work in hot conditions where the temperature reach up to 42 degrees. Working in these conditions is very uncomfortable and can be at sometimes debilitating. Because we are required in our work to wear appropriate protective clothing.
14. My job quite often requires me to drive to different work location, it is not uncommon for me to have to drive up to 8 hour to get to one of my work sites, having to travel that distance in such remote locations where roads are not sealed adds to the difficulties working in Broken Hill.
15. The costs of Utilities such as Water, Electricity and telephones also cost more in Broken Hill, the costs for Water are set to rise significantly as Governments work on the installation of pipes to get fresh water to Broken Hill. The costs of telephones are also high because the only carrier that has full coverage is Telstra, so there is no competition for phones in Broken Hill, resulting in higher costs.

Signed: _____

Date: 23-02-2018

Filed by the Australian Municipal, Administrative, Clerical and Services Union	Telephone:	03 9342 1477
Address for Service: Ground Floor, 116-124 Queensberry Street, Carlton South. VIC 3053	Facsimile	03 9342 1499

ATTACHMENT D.



Department of
**Primary Industries and
Regional Development**

Regional Price Index 2017



Contents

- 1 Summary
- 2 Introduction
- 3 Background
- 4 Locations
- 4 Basket of Goods
- 5 Weights
- 6 Regional Results – A comparison between 2015 and 2017
- 7 Map 1: Region and Town Price Indices
- 8 Map 2: Food Commodity Group
- 9 Map 3: Cigarettes, Tobacco and Alcoholic Drinks Commodity Group
- 10 Map 4: Clothing Commodity Group
- 11 Map 5: Housing Commodity Group
- 12 Map 6: Household Equipment and Operation Commodity Group
- 13 Map 7: Health and Personal Care Commodity Group
- 14 Map 8: Transportation Commodity Group
- 15 Map 9: Recreation Commodity Group

Department of Primary Industries and Regional Development

Level 2, Gordon Stephenson House
140 William Street
PERTH WA 6000

Telephone: (08) 6552 1800
Facsimile: (08) 6552 1850
Freecall: 1800 049 155 (Country Only)

PO Box 1143
WEST PERTH 6872

Email: info@dpird.wa.gov.au
Web: www.dpird.wa.gov.au

Disclaimer: The information contained in this document is for general information only. While every effort has been made to ensure the accuracy and completeness of the information, information referred to in this publication may include or be based on data provided to the Department of Primary Industries and Regional Development from other sources or organisations. Any person who uses or seeks to rely on this information, including for comparative purposes, should obtain appropriate professional advice relevant to their particular circumstances.

Neither the Department nor the State of Western Australia (including their employees, officers and agents) make any representation or warranty as to the accuracy or completeness of the information or take responsibility for any errors or omissions in the information. The Department and the State of Western Australia (including their employees, officers and agents) do not accept any liability for any loss or damage incurred or suffered by any person as a result of the information contained in the document or it being used or relied upon by any person, or it being used or relied on for comparative purposes.



Summary

The 2017 Regional Price Index (RPI) is the eighth State Government Index contrasting the cost of a common basket of goods and services at a number of regional locations to the Perth metropolitan region. The RPIs were commissioned to assist with the calculation of the Government's regional district allowance, and it has been used to assist in policy decision-making. The private sector also uses the RPI when setting regional wages and salaries.

The RPI provides an insight into differences in regional consumer costs. The 2017 RPI comprised a basket of more than 600 goods and services, which were priced in 27 centres around Western Australia.

In keeping with previous index results, the 2017 RPI results reflect the increased prices of goods and services relative to Perth for regional locations and locations considerably distant from Perth. The middle and southern regions of the state have demonstrated a moderation in prices, reflective of the end of the mining construction boom.

Overall, prices were the highest in the Kimberley region, followed by the Pilbara and Gascoyne regions. In the Kimberley region, all areas have decreased in relative cost since the 2015 RPI except for housing, which remains high compared to the Perth metropolitan area.

In the Pilbara, most areas have decreased in relative cost since the 2015 RPI, with the exceptions being the health and personal care and clothing categories. In the Gascoyne, prices have moderated somewhat lower compared to 2015, with the exceptions being cigarette and alcohol and health and personal care.

Prices in the Wheatbelt, Mid West, Goldfields-Esperance, Great Southern and South West regions are all generally comparable to Perth's prices overall. Household equipment and recreation was higher in all five regions compared to Perth. Food, cigarettes and alcohol and clothing were higher in the Wheatbelt, Mid West and Goldfields-Esperance regions compared to Perth.

Prices in the Peel were slightly lower overall compared to Perth metropolitan prices. This continues a trend that has been observed since 2011. Household equipment was the single group in this region which cost more overall when compared to Perth prices.

A more detailed breakdown, contrasting the eight commodity groups across regions, is available in the following maps.

Introduction

The Regional Price Index (RPI) is produced by the Department of Primary Industries and Regional Development, on behalf of the State Government, with funding currently provided through the Royalties for Regions program. The aim of the project is to create a spatial index, a comparison of location-based prices for a common basket of goods, with Perth¹ as the basis for comparison with each regional location. The RPI is used as one component for calculating the District Allowance for public servants working in regional Western Australia; and by the private sector to assist in setting regional wages and salaries. It is also used in regional policy deliberations.

The basket of more than 600 goods and services allows for a reasonable estimate of the difference in retail prices across a wide range of household costs. The basket permits the construction of a comparative index of costs, which are indicative of the differences of the cost of living at different locations around the state.

In 2017, 27 locations were surveyed capturing the majority of the population in each of the nine non-metropolitan regions within Western Australia.

In the Perth basket of goods, 18 supermarkets across six suburbs (three in each locality) were priced for each commodity within the grocery components of the basket. These prices were then averaged to create a representative total for Perth. The representative total for each regional location was then contrasted, using index numbers, to indicate whether prices were more or less expensive than Perth.

¹Perth in this context refers to the metropolitan area not the local government area

Background

The State Government produced the first Regional Price Index in 1998, with a common basket of 500 goods and services (approximately), across 21 regional locations capturing the majority of Western Australia's regional population. The project was followed by a second Price Index in 1999 and a third at the end of 2000, printed in 2002. These projects not only contrasted prices between locations (spatial index), but the movement of prices across years (temporal index). This was possible because there were minimal changes to the commodities and services that comprised the basket of goods being priced over consecutive years.

Due to stakeholder demand, a fourth index was undertaken in 2006, which was released in 2007. The 2007 Regional Price Index used a smaller basket than in previous projects, but was substantial enough to provide a respectable comparison of prices.

A fifth index was commissioned in 2011. The basket size was increased to approximately 500 goods and services (similar to the baskets used from 1998 to 2000). The number of regional locations was increased to 27, incorporating some remote and smaller locations. This was the first index to be formally used in setting the district allowance. It was also the first price collection to use the Community Resource Centre Network (CRCs) to collect prices.

The 2013, 2015 and 2017 indexes were also collated with the assistance of the CRCs.

Prices were collected from 27 regional locations for the 2017 index, and more than 600 goods and services were priced.

Locations

In 2017, regional prices were collected from the following regional locations:

Gascoyne:

Carnarvon and Exmouth.

Goldfields-Esperance:

Esperance, Kalgoorlie and Norseman.

Great Southern:

Albany and Denmark.

Kimberley:

Broome, Derby, Halls Creek, Wyndham and Kununurra.

Mid West:

Geraldton, Kalbarri and Meekatharra.

Peel:

Byford and Mandurah.

Pilbara:

Karratha, Newman and Port Hedland.

South West:

Bunbury and Busselton.

Wheatbelt:

Gingin, Narrogin, Northam, Southern Cross and Toodyay.

Perth was represented by average prices collected in the localities of **Armadale, Booragoon, Cannington, Innaloo, Joondalup** and **Midland**. Where possible, prices were collected from three retail outlets for each of the eight categories of commodities. For example, 18 supermarkets were priced in Perth, three in each locality. It is not always possible to find three retail/service outlets of the same type in regional locations, so prices were collected from as many outlets as possible to a maximum of three of one type.

Basket of Goods

The basket of goods consisted of items which are then divided into eight broad categories. The eight categories are derived from the Australian Bureau of Statistics Consumer Price Index and include:

Food:

Dairy, cereals, meat and seafood, fruit and vegetables, drinks, snacks and confectionery, other foods and meals out and takeaway foods.

Alcohol and Tobacco:

Tobacco, beer, wine and spirits.

Clothing:

Male and female clothing (adult and children).

Housing:

Rates and charges, rents, cost of utilities, credit charges and insurance.

Household Equipment and Operation:

Kitchen and household utensils, household supplies, household appliances, bedroom furniture and accessories, household services and communication services.

Health:

Hospital, dental, optical and pharmaceutical services.

Transportation:

Motor vehicles, fuel, parts and charges.

Recreation:

Newspapers and magazines, audio, visual and computing equipment, sporting goods and services, and toys, and pets.

It is important to note that in contrast to previous years' RPIs, this category omits pricing for the cost of education, and so this group is not able to be directly compared to previous years' results.

Weights

The RPI is a weighted index. Not all of the items in the basket of goods are consumed at the same rate. For example, milk may be purchased on a daily or weekly rate depending on the size of the family, whereas a car may be purchased every three to five, or ten years depending on circumstances. Some goods may not be essential (e.g. biscuits) and others play an important part of our daily existence (e.g. electricity). Weighting is a technique used to give priority to those items considered of greater importance.

The weights used in this project are based on those used for the Consumer Price Index (CPI) for Perth, produced by the Australian Bureau of Statistics (ABS). The value of the weight, for each category/commodity in the CPI basket is set using a household expenditure survey, also conducted by the ABS for the CPI.

As a result, the consumption patterns are based on the average consumption patterns for Perth. This is an essential limitation as it is important to use the same weights and the same basket of goods if the resulting indices are to be comparable. The guiding principle of this project is “to compare the cost of a common basket of goods at different locations around Western Australia”.

Weights were also used to compile the regional index numbers. Regional index numbers are the aggregate of location numbers for a region. A price index should reflect the purchasing patterns of the majority of a population, ensuring the greatest coverage and capturing the most indicative prices from where market forces operate most effectively. As a result, population centres were weighted reflecting their share of the region’s population. This allowed prices in larger population centres to be given prominence, reflecting their greater representative share of the population and hence purchasing power.

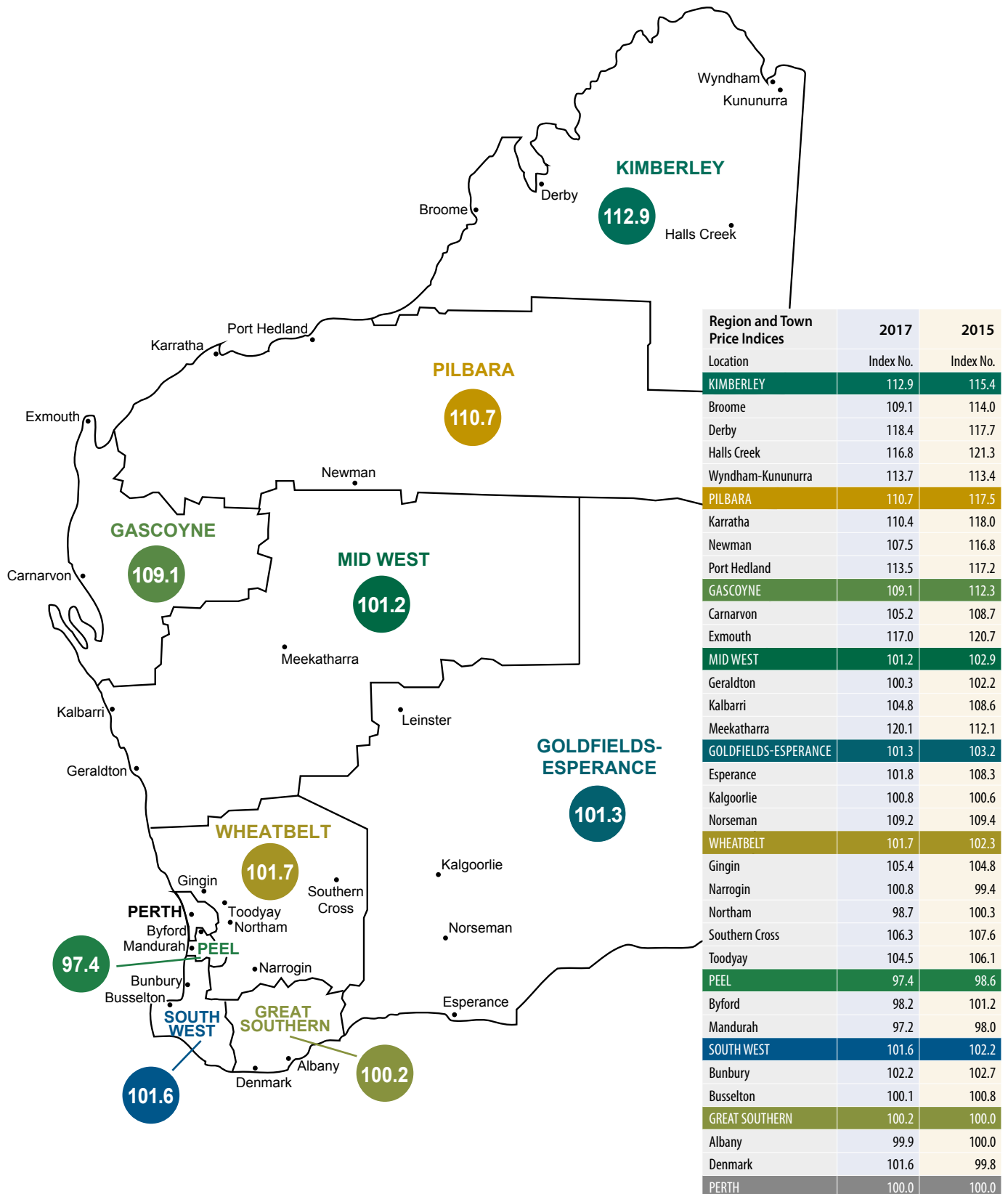
Regional Results – A Comparison Between 2015 and 2017

Index numbers 2017									
	KIMBERLEY	PILBARA	GASCOYNE	MID WEST	GOLDFIELDS- ESPERANCE	WHEATBELT	PEEL	SOUTH WEST	GREAT SOUTHERN
Overall	112.9	110.7	109.1	101.2	101.3	101.7	97.4	101.6	100.2
Basket									
Food	112.4	110.3	108.5	106.4	108.7	104.3	99.5	100.9	99.9
Cigarettes, tobacco, alcohol	109.3	101.6	108.5	106.1	104.3	105.5	100.3	98.5	99.8
Clothing	102.2	103.7	111.5	104.4	99.1	108.4	97.4	105.0	104.2
Housing	117.8	120.6	111.5	94.8	96.5	97.0	93.9	101.4	96.8
Household equipment and operation	113.6	106.1	110.7	103.4	101.4	107.0	102.0	103.5	100.6
Health and personal care	108.1	111.6	107.9	98.5	109.3	102.0	99.1	101.7	107.8
Transport	106.0	101.9	101.7	100.7	100.8	99.5	96.7	101.5	99.5
Recreation	104.2	108.0	110.7	105.2	102.3	102.2	97.9	100.7	104.4

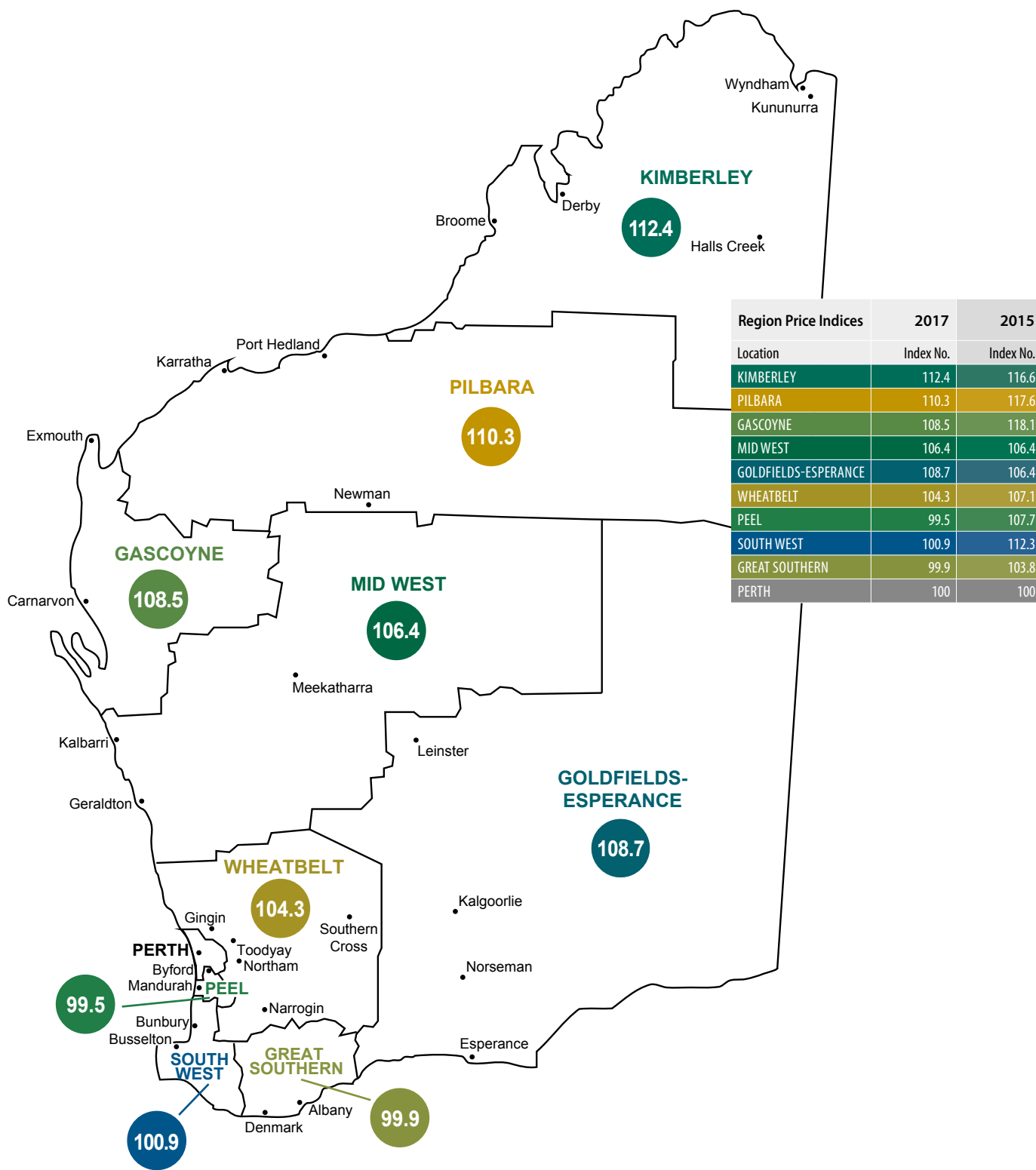
Regional Results – A Comparison Between 2015 and 2017

Index numbers 2015									
	KIMBERLEY	PILBARA	GASCOYNE	MID WEST	GOLDFIELDS- ESPERANCE	WHEATBELT	PEEL	SOUTH WEST	GREAT SOUTHERN
Overall	115.4	117.5	112.3	102.9	103.2	102.3	98.6	102.2	100.0
Basket									
Food	116.6	117.6	118.1	106.4	106.4	107.1	107.7	112.3	103.8
Cigarettes, tobacco, alcoholic drinks	109.7	104.3	108.1	100.9	103.9	105.7	97.0	99.1	96.6
Clothing	120.3	99.0	130.8	98.2	105.6	100.4	103.4	109.0	104.5
Housing	115.4	132.2	112.0	98.4	94.4	94.2	94.4	99.2	94.7
Household equipment and operation	122.3	115.4	119.7	114.8	111.9	105.3	101.4	103.4	111.0
Health and personal care	112.5	116.9	108.4	109.9	108.9	103.7	98.4	100.7	91.8
Transport	110.0	115.6	107.1	101.7	107.0	106.1	95.2	100.5	96.8
Recreation and education	112.4	97.9	101.0	95.7	101.9	106.2	96.2	96.7	100.0

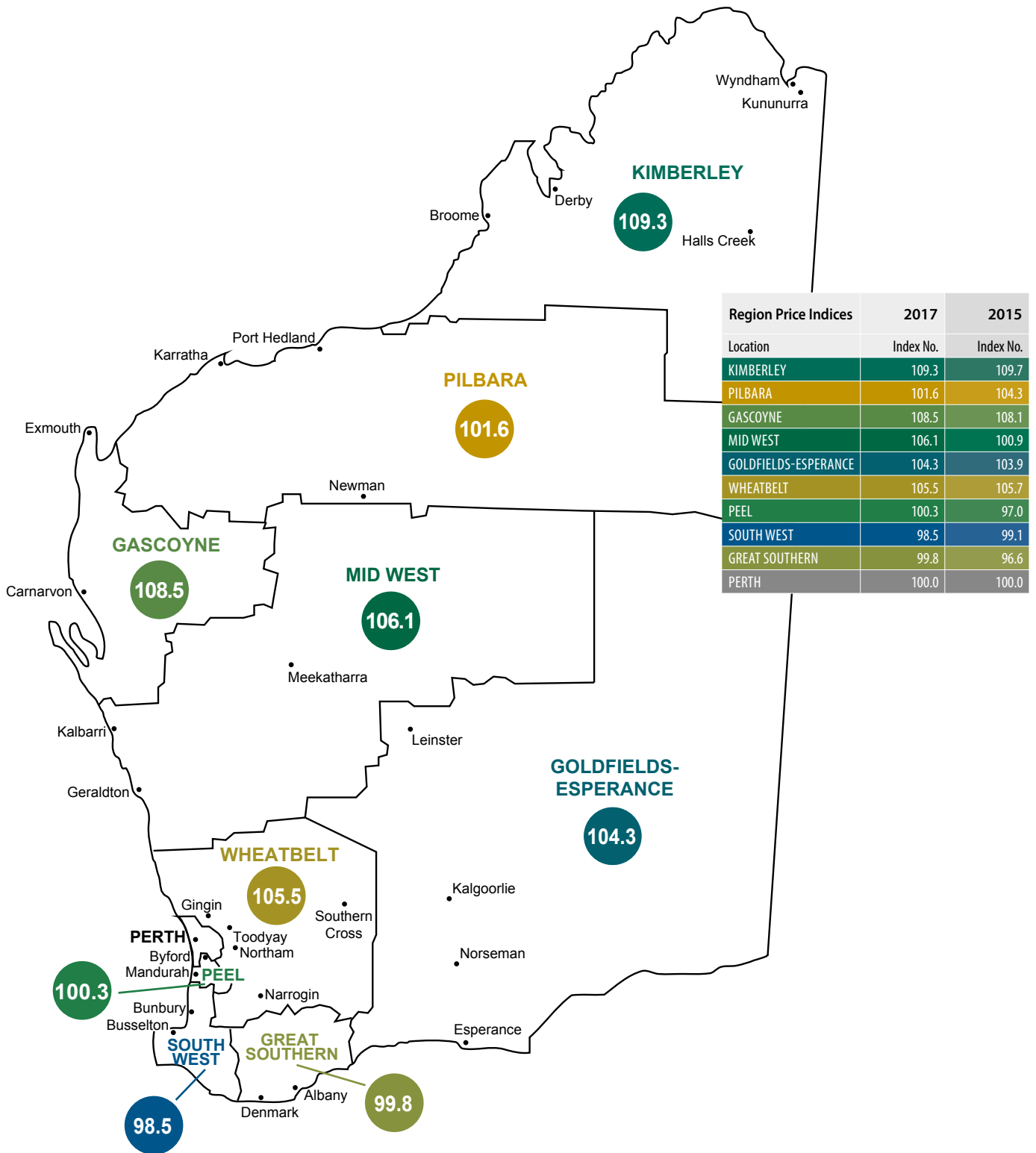
Map 1: Region and Town Price Indices



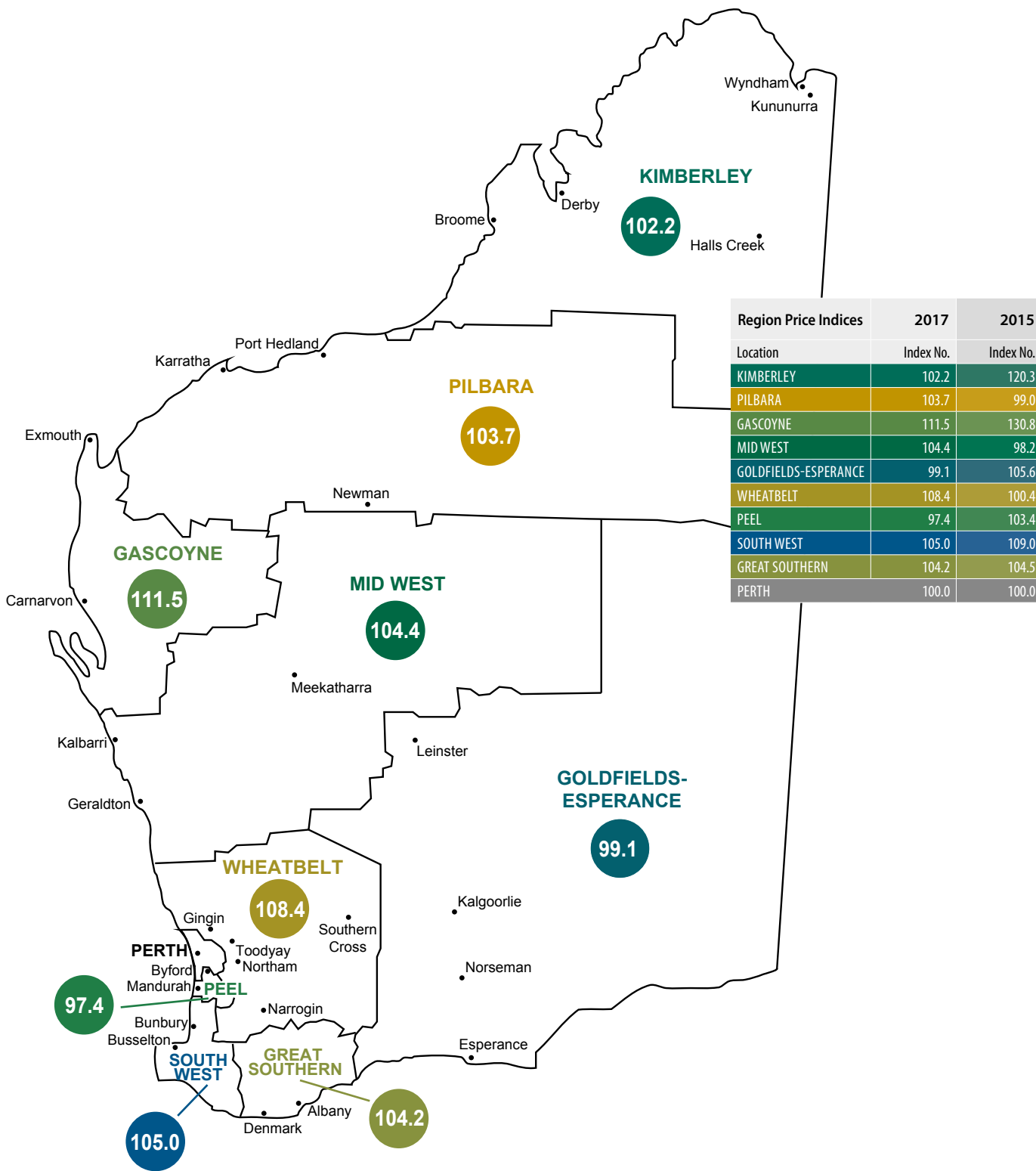
Map 2: Food Commodity Group



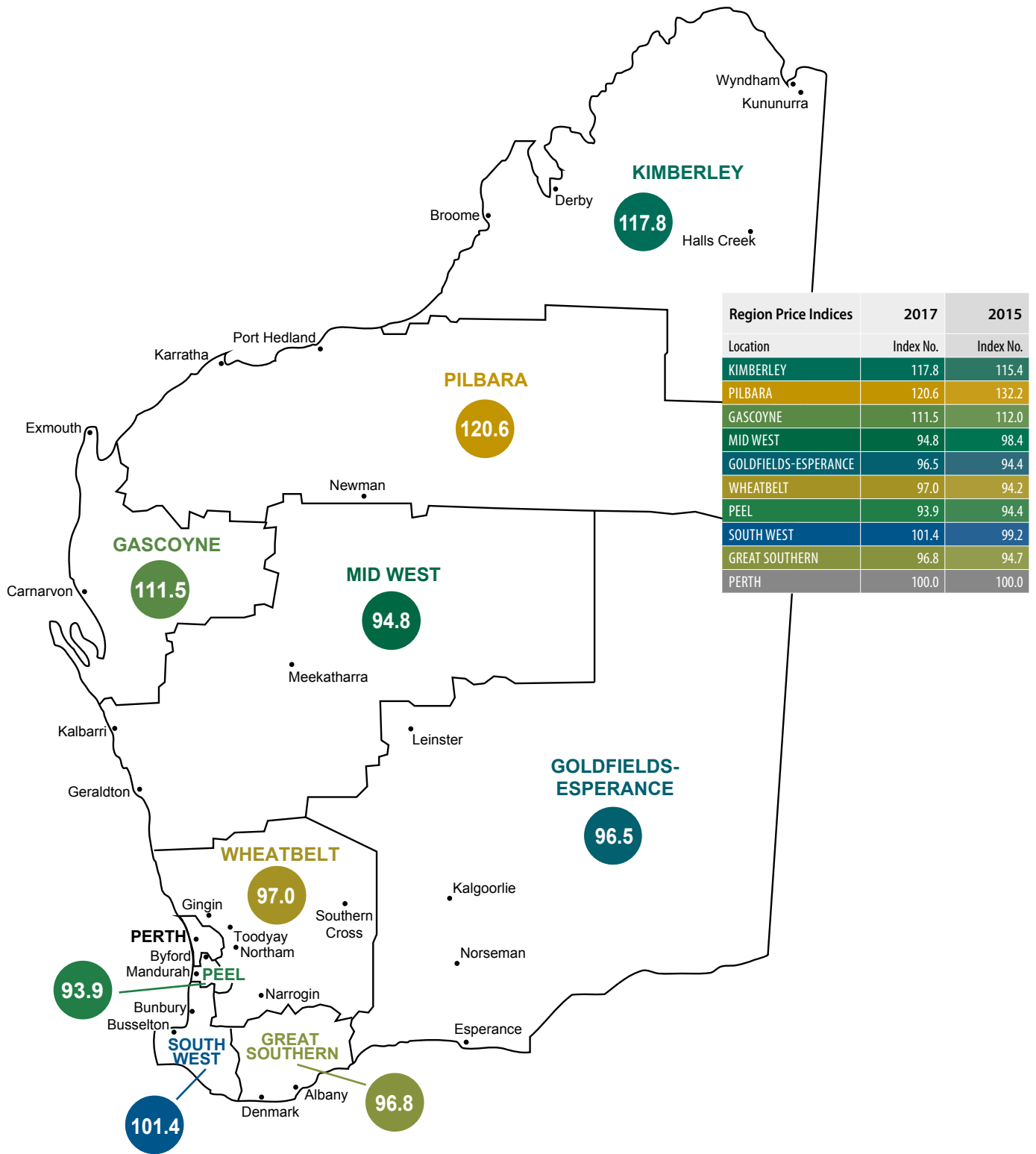
Map 3: Cigarettes, Tobacco and Alcoholic Drinks Commodity Group



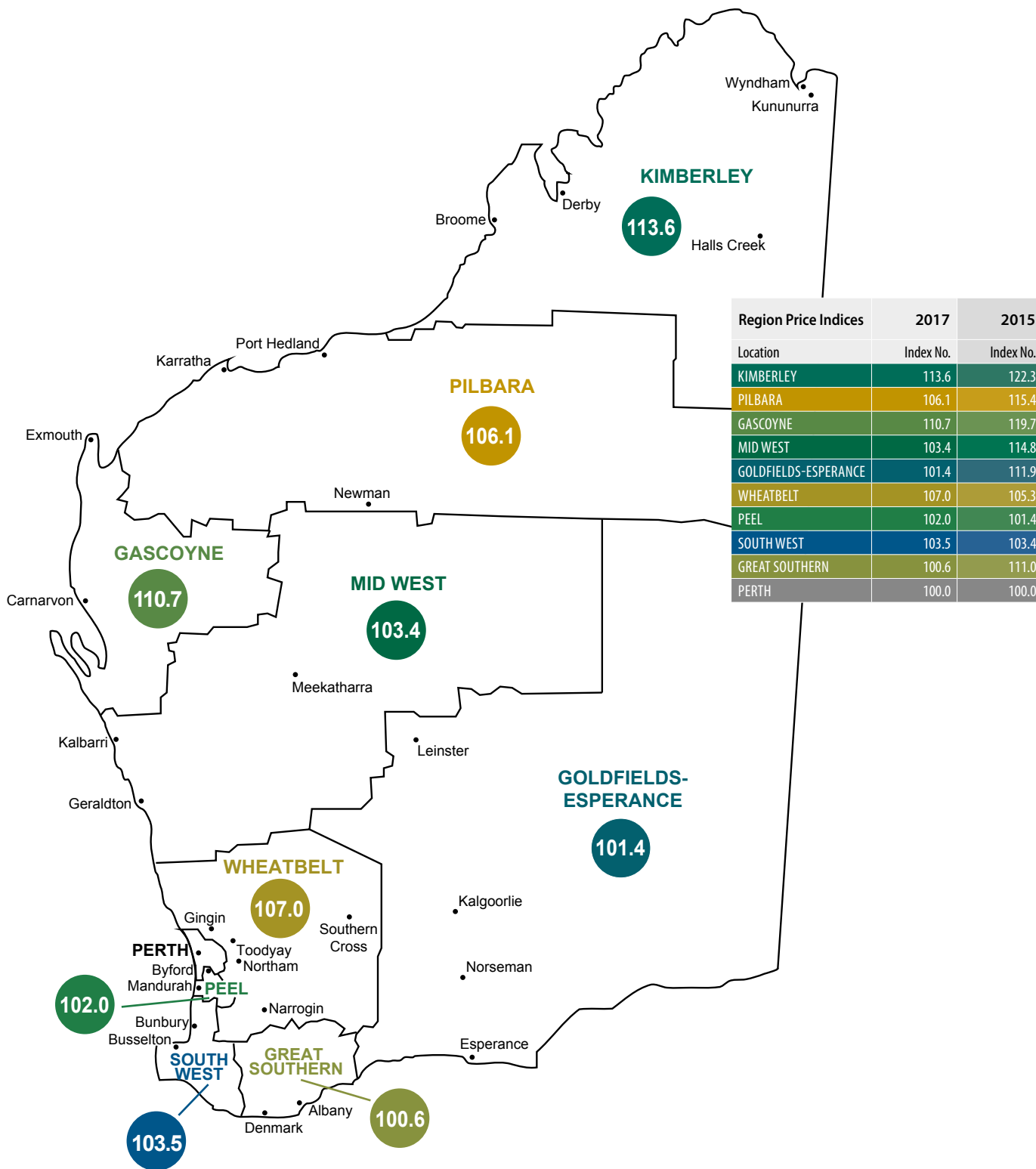
Map 4: Clothing Commodity Group



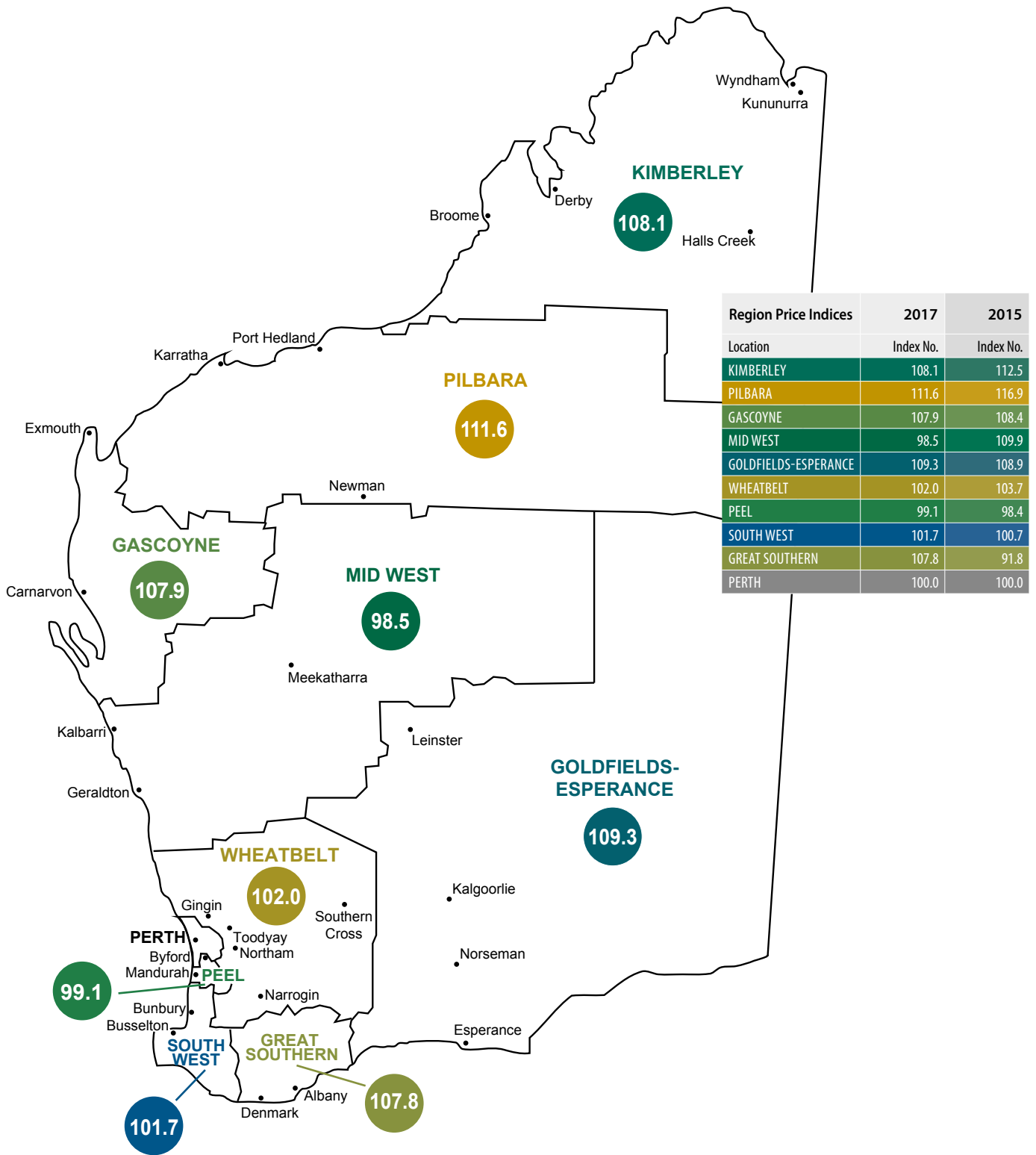
Map 5: Housing Commodity Group



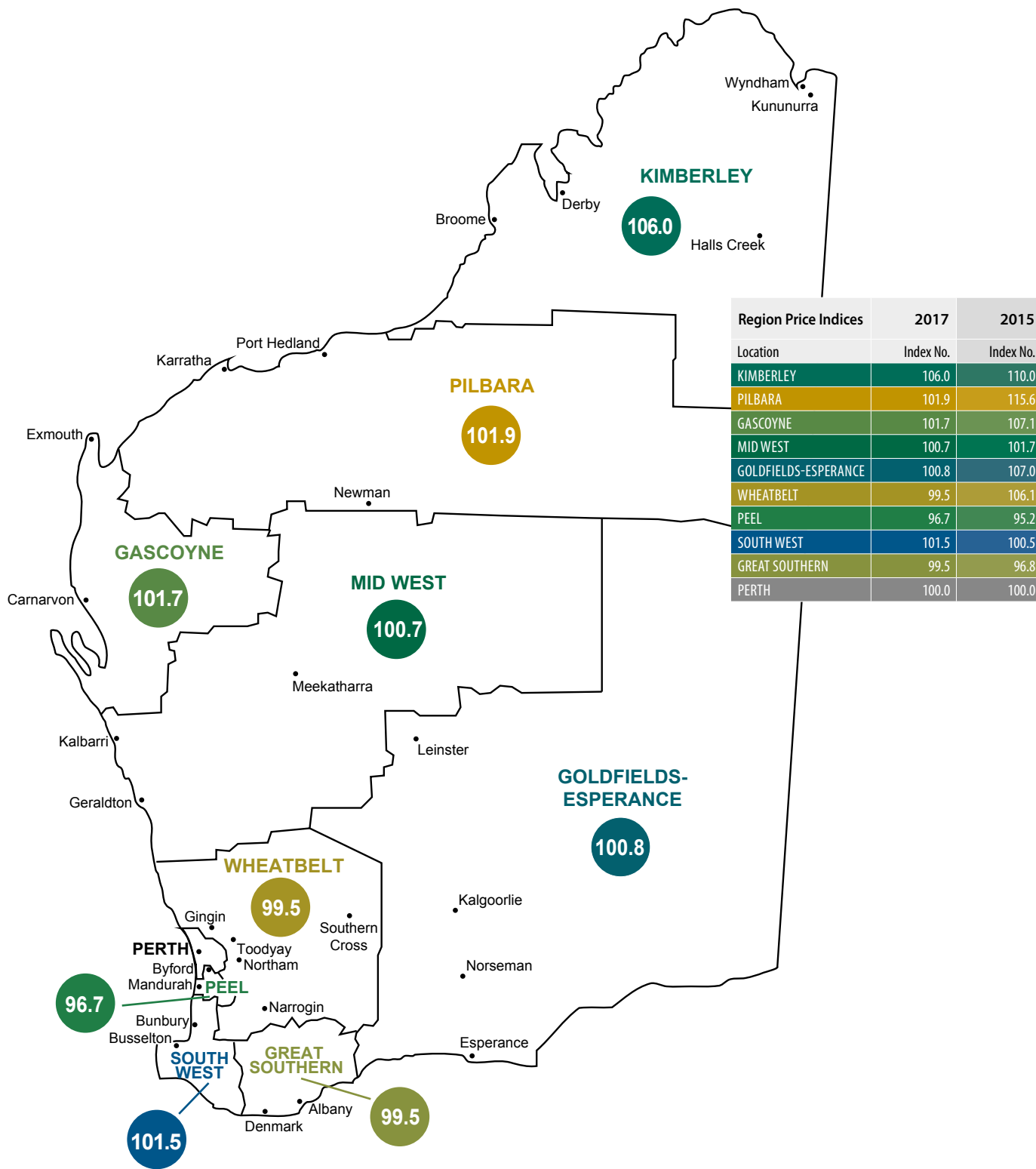
Map 6: Household Equipment and Operation Commodity Group



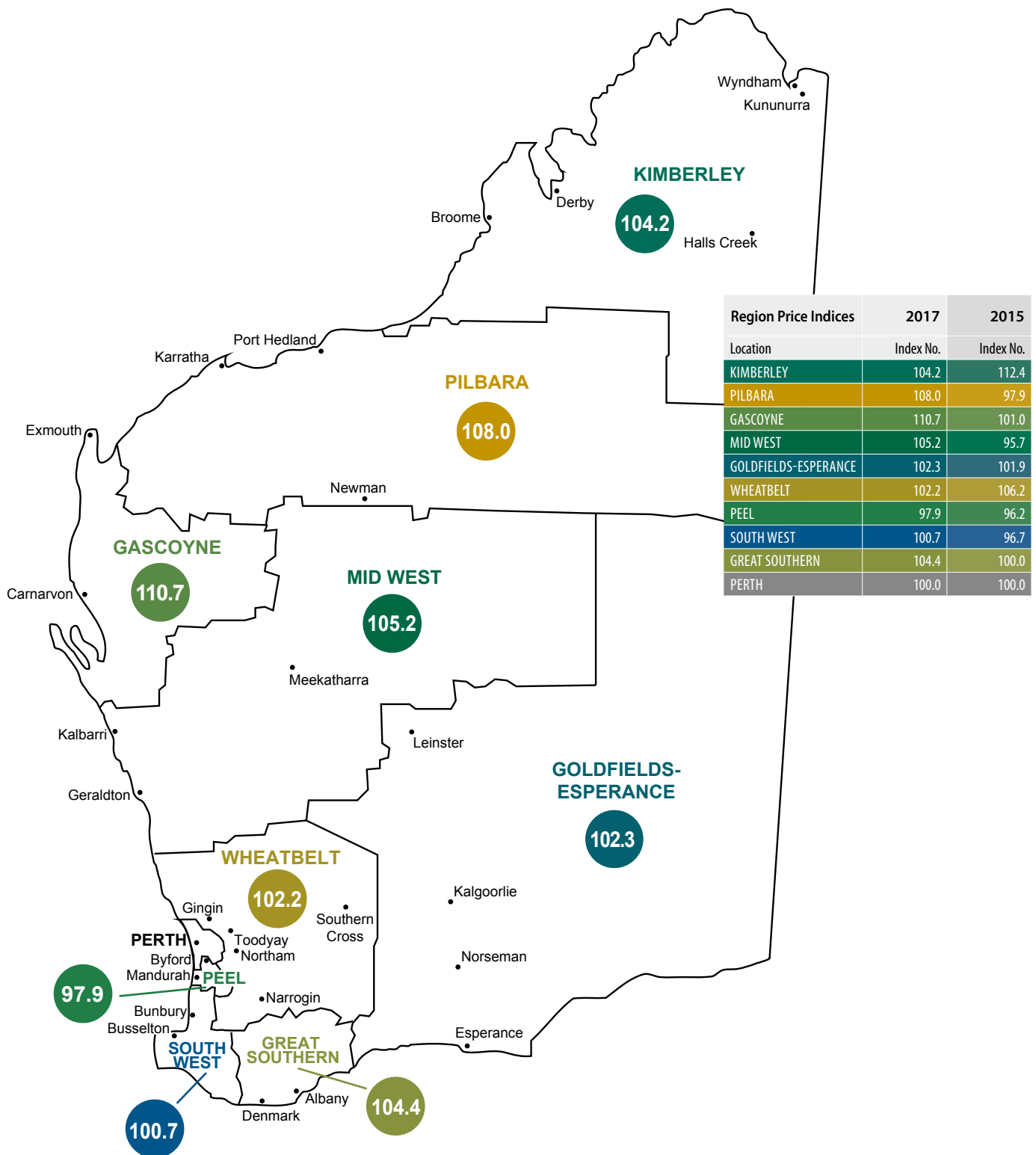
Map 7: Health and Personal Care Commodity Group



Map 8: Transportation Commodity Group



Map 9: Recreation Commodity Group²



² It is important to note that in contrast to previous years' RPIs, this category omits pricing for the costs of education and childcare, and so this group is not able to be directly compared to previous years' results.



Department of
**Primary Industries and
Regional Development**



The Department of Primary Industries and Regional Development acknowledges the contribution of the Western Australian Community Resource Network in preparation of the 2017 Regional Price Index.

