

**ANNUAL REPORT AND DETERMINATION OF ADDITIONAL
ENTITLEMENTS FOR MEMBERS OF THE PARLIAMENT OF
NEW SOUTH WALES**

by the

PARLIAMENTARY REMUNERATION TRIBUNAL

pursuant to the

Parliamentary Remuneration Act 1989

4 July 2013

[NSW Remuneration Tribunals website](#)

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Introduction

Section 11 of the Parliamentary Remuneration Act 1989 (“the Act”) prescribes that the Parliamentary Remuneration Tribunal (“the Tribunal”) shall make an annual Determination as to the additional entitlements for Members and Recognised Office Holders (as defined under the Act) on or before 1 June in each year or on such later date as the President of the Industrial Relations Commission of New South Wales determines.

Section 14(H)(1) of the Act requires that the Tribunal makes a report to the President of the Industrial Relations Commission of New South Wales for each Determination made by the Tribunal. The President is then required, as soon as practicable after receipt of the report, to forward it to the Minister (see section 14(H)(2)).

As is the usual practice of the Tribunal, letters were sent to all Members and the Presiding Officers inviting them to raise with the Tribunal matters they wished to have considered as part of this review. The Tribunal received submissions from the major parties, individual Members and the Presiding Officers. The Tribunal also met with the Presiding Officers and representatives from the NSW Liberal Party, the NSW Nationals and the State Parliamentary Labor Party.

Section one of this Report will outline general matters raised as part of the annual review and those issues that, in the Tribunal’s view, merit further consideration and/or comment.

Consistent with the usual practice, the Tribunal has made changes that are considered minor or of an administrative nature to the Determination without the need for detailed separate reasons being provided.

Section two of the Report will comprise the Tribunal’s review of the allocation of staff. As foreshadowed in the Parliamentary Remuneration Tribunal’s report and determination of 4 May 2012, the Tribunal has undertaken a review of the allocation of staff to all Members of Parliament as part of the 2013 annual review.

Section three provides a general summary of the Determination.

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Section 1 General Matters Raised

1. Basic Salary

In accordance with section 4(2) of the Act the Tribunal is required to determine the basic salary of Members.

In determining the basic salary the Tribunal is required, pursuant to section 4(3), to give effect to the same policies on increases in remuneration as those that the Industrial Relations Commission is required to give effect to under section 146C of the *Industrial Relations Act 1996* when making or varying awards or orders relating to the conditions of employment of public sector employees.

The current policy on wages pursuant to section 146(1)(a) of the Industrial Relations Act 1996 is articulated in the Industrial Relations (Public Sector Conditions of Employment) Regulation 2011 (the Regulation). The effect of the Regulation is that public sector wages cannot increase by more than 2.5 per cent.

The Superannuation Guarantee Contribution (SGC) – made in compliance with the *Superannuation Guarantee (Administration) Act 1992 (C'wth)* – was increased by 0.25 per cent with effect from 1 July 2013. The Government advised that it was its intention that the SGC increase be funded from within the existing wages cap of 2.5 per cent. The Public Service Association and Professional Officers' Association Amalgamated Union of New South Wales, who had filed applications to vary the salaries of certain public sector awards by 2.5 per cent, opposed the SGC being funded from the existing wages cap of 2.5 per cent. This issue was referred to a Full Bench of the Industrial Relations Commission of New South Wales for determination.

In these circumstances, the Tribunal sought, and was granted by the Acting President of the Commission, the Hon Justice Michael Walton, an extension until 31 July 2013, for making the annual determination of Members' entitlements. The notification of the extension appeared in the NSW Government Gazette on 24 May 2013.

In its decision made on 25 June 2013, the Full Bench found that the increases in remuneration or other conditions of employment, referred to in clause 6(1)(a) of the Regulation, are only those increases resulting from an award or order made or varied by the Commission either by

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consent or in arbitration proceedings: Re Crown Employees Wages Staff (Rates of Pay) Award 2011 & Ors [2013] NSWIRComm 53.

Subsequent to the decision of the Full Bench, the Government amended the Regulation, with effect from 28 June 2013, to re-declare the Government's public sector policies for the purposes of section 146 of *the Industrial Relations Act 1996*, and clarify the application of those policies in relation to the impact of increases in superannuation employment benefits.

Clause 6 (1)(a) of the Regulation now provides;

"...Other policies

- (1) *The following policies are also declared, but are subject to compliance with the declared paramount policies:*
 - (a) *Public sector employees may be awarded increases in remuneration or other conditions of employment, but only if employee-related costs in respect of those employees are not increased by more than 2.5% per annum as a result of the increases awarded and of any new or increased superannuation employment benefits provided (or to be provided) to the employees since their remuneration or other conditions of employment were last determined."*

Clause 8 of the Regulation now provides;

"... Meaning of employee-related costs

- (1) *For the purposes of this Regulation, employee-related costs are the costs to the employer of the employment of public sector employees, being costs related to the salary, wages, allowances and other remuneration payable to the employees and the superannuation and other personal employment benefits payable to or in respect of the employees.*
- (2) *In subsection (1), superannuation benefits include any payments by the employer to a superannuation fund of an employee as a consequence of the enactment of or amendments to the Superannuation Guarantee (Administration) Act 1992 of the Commonwealth or the State Authorities Non-contributory Superannuation Act 1987.*

The effect of the amendments to the Regulation is that SGC increases must be funded from within the existing wages cap of 2.5 per cent. On that basis the Tribunal determines that the basic salary of Members shall be increased by 2.25 per cent to \$146,251 per annum.

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2. Electoral Allowance, Sydney Allowance and Logistic Support Allocation

The Tribunal received three submissions which addressed the general increase in these allowances. These submissions sought either an overall increase of 2.5 per cent, equivalent to the increase in the basic salary for Members, or an increase equivalent to the CPI.

Previously the Tribunal has increased these allowances in line with the annual CPI. In 2011 however, following the amendments to the Act, the Tribunal determined that these allowances would be increased by an amount equivalent to that provided to the basic salary. The Tribunal continues to support this arrangement and therefore determines that the increase in these allowances will be 2.25 per cent.

3. Committee Allowances

Historically this allowance has been increased in line with Members' salary increases. In accordance with that practice Committee Allowances will be increased by 2.25 per cent.

4. Electorate Communication Allowance

The Tribunal has received a submission requesting that Members be able to use the Electorate Communication Allowance for bulk mail delivery.

The Electorate Communication Allowance (previously referred to as the Electorate Mailout Account) was introduced in 1992 to enable Members to communicate in writing with their constituents. At the time of its introduction the Tribunal considered a number of options including different materials and postage methods. In the Tribunal's Special Determination of 24 April 2002 the Tribunal found that:

“ 6.....It is important, therefore, that each Member has the ability to communicate with his/her constituents and advise them of issues affecting the electorate.

7. The Tribunal accepts that the most appropriate means of achieving this is for the Member to write to each constituent, either by letter or newsletter, and although more expensive would achieve a higher success rate than generic, hand delivered letter drops.”

Since making that determination the Tribunal has amended the conditions to enable Members to communicate with prospective constituents following an electoral redistribution and to fund the production of e-newsletters.

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The primary purpose of the entitlement is to enable the Member to communicate with his or her constituents. The Tribunal does not support extending the use of this entitlement to enable Members to communicate with other residents or businesses within their electorate.

Members are permitted to use their Logistic Support Allocation to fund other mail distribution and delivery services in undertaking their Parliamentary duties.

5. Electoral Groupings

Electorates are classified into groups, categories or zones for the purposes of determining certain additional entitlements.

The Tribunal has been asked to review the categorisation of the electorate of Kiama in respect of its eligibility to receive the Sydney Allowance. Under the current arrangements Kiama is classified for the purposes of receiving the Electorate Allowance into electorate Group 3. However unlike the other electorates in electorate Group 3, it is not classified as an outer non-metropolitan electorate for the purposes of determining eligibility for the Sydney Allowance.

In 2009 the Tribunal determined that the electorate of Kiama would be moved from electorate group 2 to electorate group 3. The re-categorisation was considered appropriate given the significant change in the nature of the electorate following the 2004 electoral redistribution. In the 2009 report the Tribunal noted that the redistribution increased the size of the electorate of Kiama by 71%. This resulted in the electorate changing from a predominantly urbanised coastal electorate to one with substantial tracks of rural and farming land, a feature common to group 3 electorates. At the time the Tribunal did not consider that a change in categorisation for the purposes of receiving the Sydney Allowance was warranted, as eligibility for the Sydney allowance is primarily based on the distance of the electorate from Sydney which was not significantly altered by the 2004 redistribution of electorates.

Since making the 2009 determination there have been no changes which would warrant a change in the current categorisation of the electorate of Kiama for the purposes of receiving additional entitlements.

Section 27 (1) (c) of the *Constitution Act 1902*, requires a redistribution of electoral boundaries after two elections have been conducted using the same electoral boundaries. The Tribunal is aware that the Electoral District Commissioners have commenced their inquiries in relation to the review of electoral boundaries to take effect from the time of the next election in 2015. The

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Tribunal will review the grouping of electorates for the purposes of receiving additional entitlements following the release of the final determination of electoral districts. As is the usual practice, the Tribunal expects to make two determinations as part of the 2014 review. The first will apply from 1 July 2014 to 28 March 2015 (inclusive). The second determination will apply on and from 29 March 2015 until 30 June 2015 and will reflect the new electoral districts.

6. Staff Travel within the Electorate

The Tribunal has again received submissions requesting a review of the costs associated with staff travel.

The Tribunal has been advised that staff may incur expenses when they travel to attend meetings or functions within the electorate on behalf of the Member. These expenses usually relate to the use of the staff member's private motor vehicle or in some instances public transport. While the Member may reimburse the staff member for costs incurred, the Member is unable to claim reimbursement of those costs from the Logistic Support Allocation.

The matter of staff travel within the electorate has been raised with the Tribunal on a number of occasions. On 9 August 2012 the Tribunal ruled, pursuant to section 17A of the Act, that the cost of travel undertaken within the Member's electorate, including travel undertaken by staff, should not be funded from the LSA. The Tribunal does not however prevent Members from reimbursing their staff for costs associated with travel, undertaken within the electorate and on behalf of the Member, from the Electoral Allowance.

While the issue continues to be of concern to Members, the Tribunal has not been provided with sufficient evidence to support a change to the current arrangements. To consider this matter in more detail the Tribunal will need to be informed as to how widely, and with what frequency, staff travel within the electorate and for what purpose. In addition, the Tribunal will require information on what authority staff undertake travel within the electorate ie with the approval of the Member or the Speaker.

The Tribunal will write to the Speaker to clarify the existing arrangements in relation to staff travel within the electorate. Should the Tribunal find that further consideration is warranted it will consider this matter as part of the 2014 annual review.

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7. Administration of Entitlements

The Parliament administers the provision of additional entitlements to Members in accordance with the Tribunal's determination. A number of Members advised the Tribunal that there is a significant overhead in administering these entitlements.

The Tribunal would encourage the Parliament to work with Members to simplify and streamline the existing administrative practices and procedures to reduce the administrative burden for Members and the Parliament's administrative staff whilst complying with the Tribunal's determination, the relevant legislation and NSW Audit Office requirements.

8. Additional Entitlements for Shadow Ministers

As outlined in previous determinations the Tribunal continues to support the provision of additional entitlements for Shadow Ministers. Shadow Ministers perform an important role in our system of government and, to perform this role properly, they require sufficient resources and support. While this is a matter for the Government, the Tribunal would recommend again that the Act be amended to allow for additional entitlements to be provided to Shadow Ministers.

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Section 2 Allocation of Staff

1. Introduction

The Tribunal has undertaken a review of the allocation of staff to Members of Parliament. This review was foreshadowed in the Tribunal's report and determination of 4 May 2012, and as outlined in that report, the Tribunal commenced the 2013 annual review earlier than usual to ensure there was sufficient time to consider this matter.

2. Entitlement to staff

The Tribunal determines the allocation of staff to Members of the Legislative Assembly and Members of the Legislative Council. The existing entitlements are outlined in detail on pages 47 and 48 of the 2012 annual determination and are summarised in the following table.

Member of the Legislative Assembly (not elected as an Independent)	The equivalent of two full time staff Members employed at the electorate office. Plus, a budget specific for the recruitment of temporary staff. The budget is to provide for an additional staff member to work in the electorate office or at Parliament House. The budget is to be the equivalent of the salary of an electorate officer grade 2 for a period of 61 days per annum. Within this budget, Members have the flexibility to use this entitlement to employ additional staff.
Member of the Legislative Assembly elected as an Independent	The equivalent of three full time staff Members employed at the electorate office
Member of the Legislative Council, who is not a Minister	One staff member
Member of the Legislative Council, who is not a Minister and who is elected as a Cross Bench Member	Two staff Members
The Whip of each recognised political party of not less than 10 Members	One additional staff member

A detailed history of the allocation of staff to Members of the Legislative Assembly and Legislative Council is contained in part 2 of the 2006 Annual Report. In 2006 the Tribunal undertook an extensive review of staffing levels for Members and, for the reasons outlined in that report, determined the provision of the Additional Temporary Staff (ATS) entitlement for

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Members of the Legislative Assembly (not elected as Independents) and additional support to the Whips.

Members' entitlements to staff have been reviewed and modified a number of times since then and the issue was last considered by the Tribunal in detail in 2010. In that review the Tribunal found that, while there had been an increase in workload, it was not sufficient to justify the salary, on costs and the additional expense of refitting electorate offices associated with a third full time electorate officer.

The Tribunal received further submissions from Members to consider this matter during the 2011 annual review. Those submissions included requests to extend the allocation of the ATS resource to a third full time member of staff for all Members of the Legislative Assembly. The Tribunal also received a submission requesting that all Members of the Legislative Council and Assembly, whether they be Government, Opposition or Cross Bench Members should have the same number of staff allocated to them. It was submitted that the quantity and complexity of issues associated with parliamentary business are sufficient to warrant an additional staff resource. The Tribunal made the following comments in relation to the additional staff entitlement in the 2011 Report and Determination.

...the Tribunal would be prepared to consider this matter again during the 2012 annual review. Any potential increase of staffing would require a thorough work value assessment across a large number of both rural and metropolitan electorates. The Tribunal should be advised if this claim is to be pursued so that a timetable for the review could be put in place in advance of the 2012 review.

The Tribunal did not receive a special reference to undertake a separate review of this matter following the 2011 annual review, and following the receipt of further submissions on the matter during the 2012 annual review, it was clear that the issue continued to be one of concern for Members. On that basis the Tribunal decided to undertake a thorough review of the allocation of staff to Members as part of its 2013 annual review.

3. 2013 Review

On 7 August 2012 the Tribunal wrote to the Presiding Officers and all Members seeking submissions on the allocation of staff. In seeking advice in relation to this review the Tribunal requested that submissions address the following matters:

- appropriateness of current allocation of staff
- roles and responsibilities of staff

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- grading and salary
- workload
- staff travel
- staff training
- occupational health and safety
- recruitment and retention
- access to staff resources at Parliament House
- additional staff for recognised office holders and independents
- accommodation for staff.

In response to that request the Tribunal received ten submissions in writing and met with the Presiding Officers and a representative group of Members (both Metropolitan and Rural), and electorate and parliamentary staff, at either Parliament House or Electorate offices, during October and November 2012. A summary of the matters raised with the Tribunal is outlined below.

Allocation of Staff to Members of the Legislative Assembly

In the submissions received, or as raised with the Tribunal during meetings, Members have generally sought to either be provided with an additional full time staff member or to receive an increase in the budget allocation for the Additional Temporary Staff (ATS).

The Tribunal has received advice in relation to the nature of the work undertaken and the workload of staff in electorate offices.

In general, Members have advised that the day to day workload is high with staff spending the majority of their time undertaking administrative work associated with supporting the Member and in the provision of services and advice to the electorate. Day to day tasks include routine correspondence, telephone and email enquiries, meetings and interviews, media interactions, and services to the community ie the provision of Justice of the Peace services. The Tribunal was also advised that innovations in technology and communication have significantly increased the number of interactions Members and electorate staff have with electors and the wider community. The Tribunal notes that Members have previously sought and been provided with greater flexibility in the use of the Logistic Support Allocation and Electorate Communication Allowance Account, to communicate with electors electronically, including the production of e-newsletters.

Members also advised that the workload is generally consistent throughout the year and that Parliamentary sitting days do not necessarily impact upon the work of the electorate staff.

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The ATS entitlement was initially provided so that Members could provide temporary relief in the electorate office if a Member's electorate staff accompanied the Member to Parliament House on sitting days. The conditions governing the entitlement were subsequently expanded to give Members greater flexibility in the use of this entitlement.

The flexible use of this entitlement is reflected in the variety of employment arrangements as advised by Members who participated in this review. Members reported using the ATS entitlement to fund the employment of an assistant at either the electorate office or at Parliament House to assist the Member on sitting days, to provide assistance in the electorate office during busy periods, or to fund a regular temporary/casual assistant in the electorate office to assist in the day to day work of the office.

The Tribunal has also been advised that electorate staff do not regularly travel or attend meetings outside of the electorate office. Members and staff prefer, for a number of reasons including safety, that two persons are present in the electorate office whenever possible.

Allocation of staff to independent Members in the Legislative Assembly

The Tribunal did not receive a submission or any representations to change the current allocation of staff to Members elected as Independents in the Legislative Assembly. These Members currently receive one additional staff member who is employed as a research officer.

Allocation of staff to minor party Members in the Legislative Assembly

The Tribunal received a submission seeking a review of the staff entitlements for a Member of the Legislative Assembly who is elected as a Member of a minor political party. In previous Parliaments Members elected to the Legislative Assembly have been Members of the major political parties or have been Independent Members. Previous staffing reviews have not considered the entitlements for a Member of the Legislative Assembly who is elected as a Member of a minor party, because until 2011 there were no such Members.

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Allocation of staff to Members in the Legislative Council

The Tribunal has received a submission requesting that all Members of the Legislative Council be allocated two full time staff. It was argued that the additional resource is warranted given the additional responsibilities associated with duty electorates and committee work and that all Members of the Legislative Council, and Assembly, whether they be Government, Opposition or Cross Bench Members, should have the same number of staff allocated to them. The Tribunal also received advice that no additional resources were warranted.

Allocation of staff to Members of the Legislative Council elected as a Cross Bench Member

The Tribunal received two submissions and met with Cross Bench Members in respect of the allocation of staff. One submission advised that the current allocation of staff is appropriate, while the other submission sought to increase the allocation by one full time member of staff. It was argued that there are additional responsibilities, on the Member and the staff, associated with being a minor party which holds the balance of power.

The existing arrangements whereby Members of the Legislative Council are entitled to one full time member of staff, with Cross Bench Members entitled to an additional staff member, has existed since 1991.

Allocation of staff in other jurisdictions

As part of this review the Tribunal undertook a review of the provision of staff to elected representatives across the Federal and other State and Territory Governments. A variety of arrangements exist across the country with the allocation of staff either determined by a Tribunal, provided for in legislation, provided by the Government or specified in an Award or Enterprise Agreement.

Elected representatives in the Federal Parliament, both Senators and Members, receive the largest allocation of staff with four full time positions each. Members of the Legislative Assembly are entitled to two full time staff in NSW, Victoria, Queensland and Western Australia. Members of the Legislative Assembly in the Northern Territory and Tasmania are allocated only one staff Member. Members of the Legislative Assembly in NSW are also entitled to the additional ATS entitlement and certain Members in South Australia also receive an additional staff entitlement dependent on the size of their electorates.

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In respect of the Legislative Council, Members in Victoria and Western Australia receive two staff and in all other States one staff.

Additional resources are provided to Independent Members, either in the Legislative Assembly or Legislative Council, in NSW and South Australia only.

The Tribunal also had considered the relative workload of electorate office staff across Australia having regard to the number of electors in each electorate. Federal Members of the House of Representatives have the largest number of electors with an average of 95,444 persons enrolled to vote in each electorate. Based on the current allocation of staff this equates to an estimated 23,861 electors per individual electorate officer. NSW has an average of 51,503 persons enrolled to vote in each electorate. Based on the current allocation of staff, this equates to one full time staff member for every 22,890 electors with the remaining 5,722 electors allocated to the ATS. This is a higher ratio of electors to electorate office staff than in the other States and Territories with similar staff allocations, with the number of electors to electorate staff ranging from 20,719 in Victoria to 11,631 in South Australia. A lower elector to staff ratio is reflective of the smaller populations and elector numbers in the other States and Territories.

The Tribunal also notes that since the last significant change in the allocation of staff resources, being the introduction of the ATS and additional assistance to the Whips in 2006, there has been a 12 per cent increase in the average number of electors across all electorates. This is reflective of the overall increase in Australia's population since 2006 of 11 per cent.

As found during the 2006 review, the Tribunal considers that the increase in the population of the electorate and the number of electors in those electorates would impact on the workload for electorate offices.

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Parliamentary sitting days

The Tribunal has also had regard to the number of Parliamentary sitting days and the impact these functions have on the workload of staff. In accordance with information published on the Parliament House website, during 2013 the Legislative Assembly is scheduled to sit on 67 occasions and the Legislative Council on 63 occasions. While there are more sitting days in 2013 than what was considered the average in 2006 (being 61 days for the Legislative Assembly) the Tribunal notes that the number of sitting days fluctuates from year to year and that there has been no significant change to the average number of days since the Tribunal's review of 2006. The Tribunal also notes that the scheduling of Parliamentary sittings, specifically the days and times that Parliament will sit, is a matter for the Government.

Financial impact

In undertaking this review the Tribunal has also had regard to the financial impact any change in the current entitlements may have on the Parliament's budget. In accordance with section 15A (2) of the PR Act 1989 additional entitlements are to be provided out of money appropriated by Parliament or otherwise legally available. Notwithstanding this arrangement, at the time of making this determination the Parliament is subject to a number of budget constraints. These include the application of the whole-of-government Labour Expense Cap introduced in the 2012-13 Budget to reduce the rate of growth in employee and contractor expenses. The Parliament's budget is also subject to efficiency dividends of 1.5 per cent in 2012-13 and 1.0 per cent in 2013-14 which have been introduced to lessen the rate of expenditure growth while maintaining service delivery.

4. Findings

The Tribunal has examined the material put before it and considers that additional support is warranted for Members of the Legislative Assembly. The Tribunal has also concluded that a specific entitlement be granted to a Member of the Legislative Assembly elected as a Cross Bench Member.

The Tribunal finds that overall there is a need for additional support in electorate offices. The increase in constituent numbers and innovations in technology and communication have increased the number of interactions Members and electorate staff have with electors and the

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wider community. While the work load will vary between electorate offices financial data provided by the Parliament indicates that a significant number of Members are expending the majority if not all of their ATS entitlement. During the 2011-12 financial year it was estimated that 56 per cent of Members used 80 per cent or more of their ATS allocation, with 30 per cent of Members utilising 90 per cent or more.

While the Tribunal finds that additional support is warranted it is not satisfied that the workload is sufficient to warrant the additional salary, on costs and the cost of reconfiguring electorate offices for the existing ATS entitlement to be extended to a third full time electorate officer.

Instead the Tribunal proposes to increase the existing additional staff entitlement from a budget of 61 days per annum to 70 days per annum. The Tribunal also continues to support the arrangement whereby Members have the flexibility to allocate the ATS budget allocation in a manner that best suits their operating arrangements.

The Tribunal will also determine that Members of the Legislative Assembly who are elected as a member of a minor party will receive the same entitlement to staff as those elected as Independents.

Under the current arrangements Independent Members receive additional support by way of an additional member of staff. This additional entitlement is provided to ensure Independent Members are sufficiently resourced to undertake their role in the Parliament. The additional support also recognises that Independent Members do not have access to support from colleagues or the Party support that is otherwise available to Members of the Legislative Assembly and the Legislative Council either in Government or in Opposition.

In 2011 Mr Jamie Parker, a member of The Greens Party, was elected to the Legislative Assembly. The Greens, which are a recognised political party in accordance with the *Parliamentary Electorates and Elections Act 1912*, are considered a minor party. The Parliament defines a minor party as *“a political party with few or no representatives in parliament. Their representatives would occupy the Cross Bench”*. The Cross Bench is defined as – *“the seats in the House occupied by Members who are neither part of the Government nor the Opposition. They may be Independents or Members of minor parties. In the NSW Legislative Council the*

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Cross Bench usually holds the Balance of Power” (Reference: A Glossary of NSW Parliamentary Terms, Parliament of NSW).

Mr Parker is the only member of the Legislative Assembly who is a member of a minor party. As a member of a minor party he is not eligible for the additional staff entitlement currently only available to Independent Members in the Legislative Assembly. While Mr Parker is entitled to some limited administrative support in Parliament House, this resource must also be shared with the Independent Members.

The current arrangement for minor party Members in the Legislative Assembly is inconsistent with the entitlements currently provided to Cross Bench Members in the Legislative Council. There are currently 5 Members of the Legislative Council who are Members of the minor party The Greens. In accordance with the current determination, as Cross Bench Members, these Members are entitled to the additional staff resource which is available to Cross Bench Members in the Legislative Council, who are either Members of a minor party or independents.

In accordance with the definitions provided by the Parliament, like the Independent Members in the Legislative Assembly, Mr Parker as a member of a minor party is a Member of the Cross Bench. It is therefore appropriate that Cross Bench Members, whether in the Legislative Council or the Legislative Assembly, receive equivalent additional support.

On that basis the Tribunal considers a Member who is elected as a member of a minor political party in the Legislative Assembly, should have the same staffing allocation as a Member who is elected as an Independent. The Tribunal has amended the determination to enable Independent Members and Members of the Cross Bench in the Legislative Assembly to receive the same entitlements in respect of staff.

In respect of the Legislative Council the Tribunal did not find that there was a strong case to change the existing entitlements for Members of the major parties or for Cross Bench Members.

In respect of the Whips, the Tribunal continues to support the current arrangement whereby the Whips of each recognised political party of not less than 10 Members are provided with one dedicated support staff.

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Section 3 Summary of 2013 Determination

Member of the Legislative Assembly, who is not a Minister and who is elected as an independent, or as a cross bench Member	The equivalent of three full time staff members employed at the electorate office
Electoral Allowance	2.25 per cent increase
Sydney Allowance	2.25 per cent increase
Logistic Support Allocation	2.25 per cent increase
Electorate Communication Allowance	Nil
Committee Allowance	2.25 per cent increase
Electorate Charter Allowance	2.25 per cent increase
Travel Allowances	Adjusted as per Australian Tax Office Determination 2012/17

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(signed)

The Honourable Justice C G Staff

Dated: 4 July 2013

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Section 4 The Determination

Pursuant to section 10(2) and 11(1) of the Parliamentary Remuneration Act 1989 (“the Act”), the Tribunal makes the Determination appearing hereunder.

With effect on and from 1 July 2013, and pursuant to section 10(6) of the Act, all previous Determinations of the Tribunal are revoked. This Determination shall constitute the annual Determination and shall operate on and from 1 July 2013.

1. Definitions

“Member” or “Members” refers to a duly elected Member or Members of the Parliament of New South Wales (referred to hereinafter in this Determination as “the Parliament”).

In this Determination the expression “additional entitlements” is to be understood in the sense used in Part 3 of the Act.

“Basic salary” has the meaning given by section 4 of the Act,

“Parliamentary duties” has the meaning attributed to it by section 3 of the Act,

“Electoral groups” are the groups of electorates specified in Schedule 1.

For the purpose of the Logistic Support Allocation for Members of the Legislative Council, “Zones” shall be those areas described in Schedule 2A.

“Approved relative” is a person who meets one of the following criteria:

- Wife or husband of the Member
- A person living in a domestic relationship as defined in the Property (Relationships) Act 1984
- Single or widowed Members may nominate a Member of their immediate family (parents, siblings, children who are not minors i.e. below 16 years of age) as an approved relative.

Under special circumstances a Member may apply through the Presiding Officers to the Tribunal for an exception to the criteria. This will need to be based on the ability of the Member to meet their parliamentary duties and individual circumstances that apply at the time.

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2. Guidelines and General Conditions Regarding Additional Entitlements for Members in Connection with Parliamentary Duties

2.1 Guidelines

Every class of “additional entitlements” described in this Determination is provided pursuant to section 10(1)(a) of the Act “for the purpose of facilitating the efficient performance of the Parliamentary duties of Members.” The following guidelines shall apply to the receipt, use and operation of additional entitlements **(excluding Electoral Allowance)**.

1. Circumstances upon which the additional entitlements may be used for Parliamentary Duties.

1.1 Additional entitlements are provided to facilitate the efficient performance of the following particular Parliamentary duties of Members as follows:

1.1.1 Activities undertaken in representing the interests of constituents, but excluding activities of a direct electioneering or political campaigning nature.

1.1.2 Performing electorate work for a Member’s electorate and participation in official and community activities to which the Member is invited because of the Member’s status as a Parliamentary representative.

1.1.3 Attending and participating in sessions of Parliament.

1.1.4 Participation in the activities of Parliamentary committees.

1.1.5 Attending Vice-Regal, Parliamentary and State ceremonial functions.

1.1.6 Attending State, Commonwealth and Local Government functions.

1.1.7 Attending official functions to which a Member is invited because of the Member’s status as a Parliamentary representative, e.g., receptions and other community gatherings hosted by Members of the diplomatic corps, educational and religious institutions, community and service organisations, business associations, sporting bodies or other special interest groups.

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- 1.1.8 Participation in the activities of recognised political parties, including participation in national, State and regional conferences, branch meetings, electorate council meetings, executive meetings, committee meetings, and meetings of the Members of the Parliamentary political party, its executive and committees.
- 1.1.9 For a Member elected to the Parliament as an independent, participation in activities that are reasonable alternatives to participation in the activities of recognised political parties.
- 1.1.10 A Member who is elected to the Parliament as a representative of a recognised political party and who subsequently resigns from that party Membership and thereafter sits as an independent Member, howsoever described, shall continue to receive the same entitlements as they received as a Member of the party prior to resignation and not the additional entitlements provided to elected independents. The Member is also not entitled to the benefit of the rule in Clause 1.1.9 above.
- 1.1.11 Participation within Australia in the activities of the Commonwealth Parliamentary Association (CPA) as well as activities outside Australia (exclusive of air travel) organised by the Commonwealth Parliamentary Association provided such activities arise directly from Membership of the New South Wales Branch and officially endorsed by the Branch. Members may utilise Frequent Flyer Points which have been accrued as a result of the use of public funds to purchase international flights or obtain an upgrade in seat class in order to attend CPA activities.
- 1.1.12 Participation in a Parliamentary Group such as the Asia Pacific Friendship Group; provided that, such group is approved in writing by the President of the Legislative Council and the Speaker of the Legislative Assembly.
2. Where any additional entitlement fixed by this Determination is to be used for the purpose of facilitating Members' participation in the activities of recognised political parties, the Tribunal sets out the following guidelines as to the use of that additional entitlement:

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- 2.1 Parties registered under the Parliamentary Electorates and Elections Act 1912, and included in the register of parties maintained by the Electoral Commissioner, are to be treated as recognised political parties.
 - 2.2 Additional entitlements should not be used to fund:
 - 2.2.1 activities such as those associated with party Membership drives;
 - 2.2.2 mail distributions for non-electorate or non-Parliamentary activities;
 - 2.2.3 costs associated with election campaigning for an individual Member;
 - 2.2.4 party fundraising for a Member's own political use and/or other party political Members such as the purchase of raffle tickets, raffle prizes or tickets to attend functions etc, and
 - 2.2.5 costs previously borne by political parties which are not principally related to a Member's Parliamentary or electorate duties;
 - 2.2.6 costs associated with pre-selection activities.
 - 2.3 The electorate office provided for a Member of the Legislative Assembly is not to be used as an election campaign office.
3. The Tribunal sets out the following additional and general guidelines:
- 3.1 Some intermingling of a Member's Parliamentary duties and private activities is, in practical terms, not always easily avoided, but the onus is always on the Member to show that any expenditure or any claim for reimbursement relates to Parliamentary duties, or to the Parliamentary duties component of costs incurred for intermingled Parliamentary duties and private purposes.
 - 3.2 In the case of Parliamentary work, any activities in which a Member's involvement may reasonably be regarded as deriving from the Member's responsibilities as a Parliamentary representative should be treated as Parliamentary duties.
 - 3.3 In the case of a Member's activities within the broader community outside the Member's electorate, activities that may reasonably be regarded as deriving from the Member's status as a Parliamentary representative should be treated as Parliamentary duties.

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2.2 Conditions

The following general conditions will apply to all additional entitlements determined hereunder. These conditions are in addition to any special conditions attaching to the provision of allowances or other benefits (as specified later in this Determination):

1. All procurement by Members will be in accordance with the Parliament's purchasing policies.
2. Members must ensure that they have sufficient funds to meet the costs associated with their Parliamentary duties.
3. Each Member shall have, in addition to payments of the Electoral and Sydney Allowance, an account entitled the "Logistic Support Allocation" which shall cover expenditure in the areas of transport (except for electorate to Sydney travel), communications, printing, stationery and office supplies and other purposes related to a Member's Parliamentary duties not specifically excluded by the Parliamentary Remuneration Tribunal, the Parliament's administration or taxation ruling TR99/10.
4. The Logistic Support Allocation shall be established and maintained by the Executive Manager, Department of Parliamentary Services. Members should be advised by the Department of Parliamentary Services each month as to the balance of their Logistic Support Allocation.
5. Nothing shall prevent the use of the Electoral Allowance for legitimate electorate expenses which might also fall within the categories of expenses covered by the Logistic Support Allocation.
6. All accounts and Members' claims must be submitted to the Legislature for payment within 60 days of receipt or occurrence of the expense.
7. All Members' additional entitlements in the nature of fixed allocations and Sydney allowance provided to Members shall be audited annually for compliance. In addition to any internal audit conducted by the Parliament, Members' additional entitlements in the nature of fixed allocations and the Sydney allowance provided to Members shall be the subject of an external audit conducted by the Auditor-General of NSW. The cost of any audit shall be met by the Parliament. Members should ensure they maintain appropriate records of expenditure for the purpose of any audit.

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8. Expenditure is only to be incurred in connection with the Parliamentary duties of Members (and in this respect the Member should refer to the guidelines in this Determination and those issued by the Parliament).
9. The various allowances determined here, as well as the Logistic Support Allocation are for the sole use of the Member and are not to be transferred to other persons or organisations including Members. The Member may use his/her entitlements to meet official costs of the approved relative and/or staff employed by the Parliament when that expenditure is in connection with official Parliamentary duties.
10. Benefits accrued by a Member by way of loyalty/incentive schemes such as frequent flyers, as a consequence of the Member using his or her additional entitlements, are to be used only for Parliamentary duties and not for private purposes. Any outstanding benefits of this nature, when the Member ceases to be a Member, are to be forfeited. Members shall be required to complete an annual declaration form provided by the Parliament's administration at the end of each financial year or within 30 days of ceasing to be a Member declaring that they have not used loyalty/reward benefits accrued through the use of their additional entitlements for non-Parliamentary or electorate purposes.
11. Payment of accounts relating to the use of a Member's additional entitlements in the nature of fixed allocations will be paid directly by the Parliament and debited to the Member's account or paid in the first instance by the Member who would then seek reimbursement from the Parliament.

3. Basic Salary

With effect from 1 July 2013 the basic salary of Members, pursuant to section 4 of the Act, shall be \$146,251 per annum.

4. Additional Entitlements in the Nature of Allowances

4.1 Electoral Allowance

Basis

The allowance is based upon those factors which have historically been taken into account in assessing the quantum of the allowance (including the additional costs associated with the

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performance by Members of their Parliamentary duties in their electorates) and such other factors as may be determined from time to time as appropriate to be taken into account by the Tribunal under the Act.

Entitlement

The allowances shall be paid as follows:

1. Each Member of the Legislative Assembly and the Legislative Council shall receive an electoral allowance. The quantum of that allowance shall be fixed in accordance with the electoral grouping for the electorate of the Member.
2. The allowance payable per annum for each electorate group shall be as follows:

Electorate Group	Electoral Allowance
Group 1	\$44,165
Group 2	\$51,720
Group 3	\$60,955
Group 4	\$66,540
Group 5	\$70,775
Group 6	\$77,585
Group 7	\$90,745

3. The electoral allowance for each Member of the Legislative Council shall be \$51,720 per annum.
4. The allowance shall be payable calendar monthly in arrears in conjunction with salary payments.

4.2 Sydney Allowance

Purpose and Operation of the Provisions

The Sydney Allowance is provided to Members who reside in non-metropolitan electorates to compensate for the additional costs including commercial accommodation, meals and incidental costs associated with staying in Sydney to attend sessions of Parliament, meetings of Parliamentary committees or other Parliamentary business.

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Members whose principal place of residence is either a minimum distance of 70 kms by road from Parliament House or the Member resides in an electorate categorised as outer non-metropolitan, as specified in Schedule 2, are eligible to receive the Sydney Allowance.

The Tribunal considers the Member's principal place of residence to be that residence where the Member would normally return and reside when not attending Sydney on parliamentary duties.

To establish the principal place of residence each Member will be required to complete the Parliament's checklist and certify that the residence nominated is the principal place of residence.

Entitlement

The daily rate (including the number of overnight stays) for the Sydney Allowance for Members whose principal place of residence is either a minimum distance of 70 kms by road from Parliament House or who resides in an outer non-metropolitan electorate shall be in accordance with Table 1 below. Where a Member elects for a daily rate, he/she shall be entitled to the daily rate for the number of overnight stays per annum specified in that Table, except as provided in condition 5.

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TABLE 1

Office	Principal Place of Residence	Overnight Stays p.a.	Overnight in Sydney where accommodation costs are incurred	In transit to and from Sydney where no overnight stay is involved
Minister, Speaker, President, Leader and Deputy Leader of the Opposition (Assembly and Council), Leader of Third Party in Assembly with not less than 10 Members.	A minimum distance by road of 70 kms from Parliament House or the Member resides in an outer non-metropolitan electorate	180	\$272	Actual reasonable expenses for meals and incidentals up to a maximum of \$89.60 per day
Deputy Speaker, Legislative Assembly, Deputy President and Chair of Committees (Legislative Council), Whip and Deputy Whip (Assembly and Council), Parliamentary Secretary, Assistant Speaker Legislative Assembly, Assistant President Legislative Council, Deputy Leader of Third Party in Assembly with not less than 10 Members.	A minimum distance by road of 70 kms from Parliament House or the Member resides in an outer non-metropolitan electorate	140	\$272	As above
Chairs of Standing/Select Committees	A minimum distance by road of 70 kms from Parliament House or the Member resides in an outer non-metropolitan electorate	140	\$272	As above
Legislative Council Members	Outer non-metropolitan electorate	135	\$272	As above
	Minimum distance of 70 kms by road from Parliament House	105	\$272	As above
Legislative Assembly Members	Outer non-metropolitan electorates	135	\$272	As above
	Minimum distance of 70 kms by road from Parliament House	105	\$272	As above

Conditions

The following conditions apply to the Sydney Allowance:

1. A Member can choose to receive the Sydney Allowance as either an annual fixed allowance or a daily rate. The election is to be made at the commencement of each financial year.
2. If a Member chooses to receive the annual fixed allowance the Financial Controller of the Legislature will calculate the annual entitlement by multiplying the number of overnight stays for the particular Member or Recognised Office Holder by the daily rate.
3. In order to receive the Allowance each Member must certify to the Executive Manager, Department of Parliamentary Services their principal place of residence.
4. Where a Member chooses to receive the daily rate of allowance the Member shall receive the overnight daily rate as specified in Table 1. The Member is entitled to the number of overnight stays per annum specified in Table 1 without the need to substantiate to the Parliament expenses up to the daily rate.
5. Where a Member chooses to receive the daily rate of allowance and the Member exceeds the number of overnight stays Members will be reimbursed actual costs, up to the daily maximum upon the production of tax invoices/receipts for each such occasion.
6. Members in receipt of the Sydney Allowance when travelling to Sydney for parliamentary business or home from Sydney and where there is no overnight stay required en-route will be entitled to reasonable actual expenses to the maximum provided in the "In transit...." Column of Table 1 above. This rate is only applied when the Member is travelling to Sydney or travelling home from Sydney following an overnight stay. Members may not claim the in transit allowance if they have exceeded the allocated number of overnight stays applicable for receipt of the Sydney Allowance.
7. Members may not claim this entitlement in their hometown closest to their principal place of residence, at their nominated home airport or within a 70 kilometre radius of Parliament House for which Sydney Allowance payments are provided.
8. When in receipt of the annual allowance Members are required to certify at the end of the financial year the number of occasions they stayed in Sydney and that on each occasion the stay was for Parliamentary business. Members who nominate to receive

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the annual allowance cannot claim for additional overnight stays in excess of those specified in Table 1.

9. Members are required to maintain records or other relevant proof that clearly document the occasions they stayed in Sydney in connection with their Parliamentary duties. Subject to the proviso below, Members attending Parliament House on Parliamentary business when Parliament is not sitting are required to sign in and out of the Parliamentary Register as proof of being in Sydney. On those occasions where Members are in Sydney on parliamentary business but are not required to attend Parliament House e.g., attending a function, then the Member must provide sufficient proof to the Executive Manager to substantiate each such occasion. Provided, however, it will be sufficient for Members to provide entries from their diaries, or other forms of documentary proof, acceptable to the Executive Manager to certify as proof of their attendance in Sydney.
10. Members in receipt of the annual amount will be required to provide their annual reconciliation for payments made in the previous financial year and, if applicable, return to Parliament any part of the annual amount that they have not substantiated by 30 September each year or within 30 days of ceasing to be a Member.
11. Members who do not reimburse outstanding amounts by 30 September each year are to have their annual entitlement suspended and are to revert to the daily rate of Sydney Allowance until the reimbursement is made.
12. Members are not to claim the Sydney Allowance if they stay in Government owned or funded accommodation including Parliament House.
13. In determining eligibility Members will need to nominate their principal place of residence immediately following their election to Parliament. Members are not to relocate during the parliamentary term for the purposes of meeting the eligibility criteria.

4.3 Committee Allowances

Purpose and Operation of the Provision

Committee Allowances are paid to Chairpersons of Joint, Select and Standing Committees in recognition of the additional responsibilities of the office. Because of the statutory nature of

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the Public Accounts Committee and their role in Government activities, the annual rate of allowance is payable to Members of these Committees.

Entitlement

Members of the Legislative Council and the Legislative Assembly serving as Chairpersons of Joint Committees, Select Committees and Standing Committees shall be paid the sum of \$185.00 for each day upon which they attend a meeting or an official visit of inspection if that day is one upon which the Legislative Council (so far as a Member of the Council is concerned) or the Legislative Assembly (so far as a Member of the Assembly is concerned) is not sitting. This allowance is not payable to Chairpersons in receipt of a salary of office as specified in Schedule 1 of the Parliamentary Remuneration Act 1989.

Members of the Public Accounts Committee, other than the Chairperson of the Committee or another Committee in receipt of a salary of office as specified in schedule 1 of the Parliamentary Remuneration Act 1989, shall each receive a committee allowance of \$4,310 per annum.

5. Additional Entitlements in the Nature of Fixed Allocations

5.1 Electorate to Sydney Travel

Purpose and Operation of the Provisions

1. Members whose principal place of residence is either a minimum distance of 70 kms by road from Parliament House or the Member resides in an electorate categorised as outer non-metropolitan, as specified in Schedule 2, qualify for return air travel warrants between their electorates and Sydney.
2. These entitlements are provided for the performance of Parliamentary duties.
3. All eligible Members shall receive one hundred and four (104) single economy class journeys per annum between electorate/zone and Sydney.
4. Where eligible, each of the below mentioned recognised office holders shall be entitled to the following additional electorate to Sydney travel entitlements per annum:

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Office holder	Electorate to Sydney travel entitlement
Minister of the Crown	32 single journey entitlements
Speaker of the Legislative Assembly	32 single journey entitlements
President of the Legislative Council	32 single journey entitlements
Leader of the Opposition Assembly and Council	32 single journey entitlements
Leader of Party (not less than 10 Members in the Legislative Assembly)	32 single journey entitlements
Deputy President and Chair of Committees, Legislative Council Assistant Speaker, Legislative Assembly	32 single journey entitlements.
Deputy Speaker	32 single journey entitlements
Deputy Leader of the Opposition Assembly and Council	16 single journey entitlements
Deputy Leader of Party (not less than 10 Members in the Legislative Assembly)	16 single journey entitlements

Conditions

1. All electorate to Sydney travel and return is restricted to economy class.
2. Entitlements may be used to meet the cost of using a private motor vehicle or rental vehicle in lieu of electorate to Sydney air travel. The amount to be reimbursed for this purpose is not to exceed the commercial airfare for an equivalent distance flight.
3. A minimum of one entitlement is required to be surrendered for each single journey; a return trip will require the surrender of at least two warrants.
4. Entitlements are not transferable between Members, or approved relatives, or Members' staff.
5. Members may use electorate to Sydney entitlements to defray part of the cost of intrastate and interstate Parliamentary travel when such travel is via Sydney.
6. Members may charter a plane in lieu of travelling on commercial flights provided that travel is for electorate and/or Parliamentary business and that sufficient entitlements based on the equivalent commercial cost of each person travelling are surrendered. The cost of Member's approved relative travelling on the charter is to be met from the Member's Logistic Support Allocation. It is a condition of all air transport charters that the Member responsible for organising the charter obtains a passenger manifest from the charter operator and attaches it to the invoice when it is sent for payment.

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7. A Member’s air transport booking for Parliamentary duties and that of their spouse/approved relative and staff are to be made by the Member with an appropriate transport provider.

8. Members will need to maintain records or other relevant evidence that clearly document the occasions they travelled to Sydney in connection with their Parliamentary duties. A copy of this documentation including airline boarding passes if travelling by commercial air is to be retained for subsequent review by internal and/or external auditors if required.

5.2 Logistic Support Allocation

Purpose and Operation of the Provision

The purpose of the Logistic Support Allocation is to provide Members with sufficient funds to cover the operational costs of undertaking their Parliamentary duties.

The items in respect of which the LSA may be used must not duplicate services already provided to Members by the Parliament and the expenditure must be consistent with the Determination and in accordance with General Condition 3 on page 23 of this Determination.

Entitlement

Each Member and Recognised Office Holder of the Legislative Assembly who resides in one of the following electorate groups will be entitled to an annual allocation for the Logistic Support Allocation as follows:

Electorate Group	LSA
Group 1	\$34,690
Group 2	\$38,815
Group 3	\$41,520
Group 4	\$41,520
Group 5	\$41,520
Group 6	\$44,225
Group 7	\$44,225

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Each Member and Recognised Office Holder of the Legislative Council who resides in one of the following zones will be entitled to an annual allocation for the Logistic Support Allocation as follows:

Zone	Entitlement
Zone 1 Electorates	\$23,525
Zone 2 Electorates	\$24,225
Zone 3 Electorates	\$35,895

Recognised Office Holders are entitled to further additional entitlements as specified in Schedule 3.

General Conditions

The following general conditions shall apply to the Logistic Support Allocation Account:

1. The Department of Parliamentary Services shall be available to assist Members in self-assessing that use of their LSA is consistent with this Determination. Assistance provided shall be in the form of an advisory service and will include the provision of information and guidelines that have regard to taxation, accounting and funding implications. This advice shall not abrogate Members from their responsibilities under General Guidelines 3.1 on page 23 and other provisions of this Determination.
2. Subject to these conditions, each Member shall determine at his/her own discretion the use of the funds within this Account for the purpose and operations specified above.
3. It is the primary responsibility of Members to ensure that they manage their Logistic Support Allocation Account to ensure that they do not over-expend their budget. The Tribunal will not provide for supplementation of this Allocation. However, the Logistic Support Allocation is not intended to restrict the proper use of the Electoral Allowance.
4. Members may not use their Logistic Support Allocation to procure goods or services to be used for direct electioneering purposes or political campaigning.
5. Any unused Logistic Support Allocation remaining in the Members' account at the end of the financial year within the four year Parliamentary term shall be carried over to

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the following financial year. At the end of each four year term or the earlier dissolution of the Legislative Assembly, any unused Logistic Support Allocations are forfeited.

6. Members must personally authorise expenditure from their Logistic Support Allocation. Whilst subject to both the general and particular conditions, together with the Parliament's administrative guidelines Members may determine at their discretion use of the LSA available for any purpose and operation provided the total allocation is not exceeded. The following table outlines the basis upon which the Tribunal has established the quantum of the account for future assessment. The table shall also be used for particular purposes such as the calculation of additional entitlements for Recognised Office Holders.

Electorate Group or Zone	Transport	Communication –electronic	Communication – non- electronic	Printing and Stationery, Office Supplies & Services	Total Logistic Support Allowance
Legislative Assembly					
Group 1	\$ 5,415	\$4,735	\$15,935	\$8,605	\$34,690
Group 2	\$ 8,130	\$6,145	\$15,935	\$8,605	\$38,815
Group 3	\$10,835	\$6,145	\$15,935	\$8,605	\$41,520
Group 4	\$10,835	\$6,145	\$15,935	\$8,605	\$41,520
Group 5	\$10,835	\$6,145	\$15,935	\$8,605	\$41,520
Group 6	\$13,540	\$6,145	\$15,935	\$8,605	\$44,225
Group 7	\$13,540	\$6,145	\$15,935	\$8,605	\$44,225
Legislative Council					
Zone 1 Electorates	\$5,415	\$5,445	\$4,060	\$8,605	\$23,525
Zone 2 Electorates	\$5,415	\$6,145	\$4,060	\$8,605	\$24,225
Zone 3 Electorates	\$13,540	\$9,690	\$4,060	\$8,605	\$35,895

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Particular Conditions

1. Transport (Other than Electorate or Electorate to Sydney transport)

- 1.1 A Member may use any form of transport within Australia subject to the requirement that the transport was used for Parliamentary or electorate duties and that the cost was reasonable.
- 1.2 A Member may travel to any place in Australia, subject to the requirement that all such travel must be for Parliamentary duties and that there must be, at the time of the making of the relevant reservation, sufficient funds in that Member's Account to pay for the expenses involved. The cost of travel undertaken within the Member's electorate, whether travel undertaken by the Member, staff of the Member or Member's approved relative should not be funded from the LSA.
- 1.3 All transport costs associated with approved relative or Members' staff travel (excluding travel costs associated with staff training) are to be provided from the Logistic Support Allocation Account. Staff training costs are to be met by the Legislature.
- 1.4 Members and their approved relatives, when travelling in connection with the Member's Parliamentary duties, may claim reasonable actual accommodation and meal expenses from the Member's Logistic Support Allocation. The reimbursement of these expenses may not exceed the travel allowance rates as determined for Group 2 in Table 2 hereunder. Staff employed by the Parliament who travel with their Member or separately for Parliamentary business purposes may be paid travel allowances in accordance with appropriate Public Service Award conditions.
- 1.5 A Member and his or her approved relative may travel together or separately in connection with attendance at a function in the course of Parliamentary duties.
- 1.6 A Member, his or her approved relative and staff employed by the Parliament, may use taxis or hire cars for Parliamentary duties.
- 1.7 A Member's air transport booking for Parliamentary duties and that of their spouse/approved relative and staff are to be made by the Member with an appropriate transport provider.

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- 1.8 Members should ensure that records are maintained that clearly document the occasions that staff employed by the Parliament stayed in Sydney or other locations when travelling in connection with the Member's Parliamentary duties. Such documentation including airline boarding passes if applicable is to be retained for subsequent review by internal and external auditors if required.
- 1.9 A Member may use charter transport in connection with Parliamentary duties, but only within the limits of the Member's individual Logistic Support Allocation. No passenger, except the Member's approved relative and staff employed by the Parliament accompanying the Member on Parliamentary duties, may be carried at the cost of the Member's Logistic Support Allocation entitlement. Where more than one Member is travelling on the air charter, the total air charter costs should be shared equally between the Members travelling.
- 1.10 It is a condition of all air transport charters that the Member responsible for organising the charter obtain a passenger manifest from the charter operator and attach it to the invoice when it is submitted for payment to the Legislature.
- 1.11 Members together with their approved relative will need to maintain records or other relevant evidence that clearly document the occasions they travelled in connection with their Parliamentary duties. A copy of this documentation including airline boarding passes if travelling by commercial air flights is to be retained for subsequent review by internal and external auditors if required.
- 2. Communication – electronic**
- 2.1 The Tribunal accepts that there will be some private usage in connection with mobile telephones supplied by the Parliament and electronic communication equipment installed at public expense in a Member's principal place of residence. To ensure the Legislature does not pay Fringe Benefits Tax for the private usage of electronic equipment, the Financial Controller will undertake a survey over an appropriate period of time to ascertain public/private percentage use of Members' home telecommunication services. Once established, Members will be reimbursed the Parliamentary business cost of each home telecommunication call or usage account and an adjustment shall be made to previous accounts reimbursed from the effective date of this Determination on or from the date of election, whichever is the later.

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- 2.2 Members may utilise any telecommunication services or network features with the exception of overseas calls, charged information/service calls, reverse charge calls, home-link calls and Telecard calls.
- 2.3 The following Recognised Office Holders shall be entitled to 100 per cent reimbursement for electronic-communication costs.
- Ministers
 - Presiding Officers
 - Leader of the Opposition (Assembly and Council)
 - Leader of a Party not less than 10 Members in the Legislative Assembly
 - Deputy Speaker
 - Deputy President and Chair of Committees, Legislative Council
 - Assistant Speaker, Legislative Assembly
 - Deputy Leader of the Opposition (Assembly and Council)
 - Deputy Leader of a Party with not less than 10 Members in the Legislative Assembly
 - Parliamentary Secretaries (Assembly and Council)
 - Government and Opposition Whips (Assembly and Council)
 - Whip of a third party with not less than 10 Members (Legislative Assembly)
 - Deputy Whips (Legislative Assembly).
- 2.4 Call charges pertaining to a data line installed at Legislative Council Members' home offices be reimbursed at the rate of 100 per cent where Members do not have a broadband service connected, subject to the line being used for Parliamentary duties.
- 2.5 Members will be required to meet the cost of all overseas calls, other charged information/service calls, reverse charge calls and home-link and Telecard calls.
- 2.6 Members are to meet the cost of their portable communication equipment and the associated operating costs from the Logistic Support Allocation. The purchase of such items is to be in accordance with the Parliament's procurement policies and administrative guidelines.

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3. Communication - non-electronic

Members are permitted to purchase postage stamps or other mail distribution and delivery services to enable them to undertake their Parliamentary duties.

4. Printing, Stationery, Office Supplies and Services

4.1 Members may only use the printing, stationery, office supplies and services entitlement for Parliamentary duties.

4.2 The entitlement may be used to purchase printing, stationery, office supplies and services from the Parliament or other providers and in accordance with Parliamentary procurement policies and practices.

4.3 A Member may not use their printing, stationery, office supplies and services allowances to procure goods or services to be used for direct electioneering purposes or political campaigning.

4.4 The purchase of computer software from the Logistic Support Allocation is subject to the following conditions:

- The software will not be supported by the Parliament's I.T. Section.
- The software is required to be removed from the computers supplied by the Parliament if there is any conflict with the Parliament's computer network.
- The software is not to be used for political campaigning or electioneering purposes.

4.5 Members may use the entitlement to engage a suitably qualified independent professional to manage their financial record keeping to monitor their use of their additional entitlements in the form of fixed allocations to ensure they do not exceed their entitlements. These services are not to be used for any other purpose including the preparation of the Member's tax return.

5.3 Electorate Communication Allowance

Purpose of the provision

Each Member of the Legislative Assembly will be provided with an amount as specified in the attached Schedule for the following specific purposes:

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1. For preparing and distributing letters/newsletters to each constituent in his/her electorate. This includes paper based communication methods and e-newsletters. Members are provided with an annual amount based on the cost of issuing two newsletters/letters per enrolled voter per annum. Members may issue additional newsletters/letters subject to available funds in their Electorate Communication Allowance and the Parliament's administrative guidelines.
2. Upon the gazettal of new electoral districts following an electoral redistribution (undertaken pursuant to s 27(1)(c) of the Constitution Act 1902), Members may use their Electorate Communication Allowance to communicate with prospective constituents from neighbouring electorates who at the time of the next election following the gazettal of the new electoral districts will become constituents of the Member's electorate.

Conditions

1. The Electorate Communication Allowance shall be established and maintained by the Executive Manager Department of Parliamentary Services. Members should be advised by the Department of Parliamentary Services each month as to the balance of their Account.
2. Members are to fund the cost of preparing, printing and distributing letters/newsletters to each constituent in his/her electorate and for no other purpose. This includes paper based communication methods and e-newsletters.
3. All procurement by Members will be in accordance with the Parliament's purchasing policies.
4. No supplementation to the allocation will be considered. Any additional costs are to be met from the Member's Logistic Support Allocation.
5. Unused Electorate Communication Allowance allocations are to be forfeited at the end of each financial year.
6. Printing and distribution of paper based or e-newsletter from the Electorate Communication Allowance is to be in accordance with the Parliament's administrative guidelines.

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7. Communication with prospective constituents following gazettal of electoral districts will be limited only to those electors who will transfer from adjoining electorates to the new electorate. Each Member is to receive the details of the prospective constituents from the State Electoral Office.
8. Communications with constituents/prospective constituents will be limited to matters affecting the Member's electorate.

5.4 Electorate Charter Transport for Members of the Legislative Assembly

Purpose and operation of the provision

Members of the largest electorates (Electoral Groups 5-7) and the Member for Port Macquarie shall be provided with an allowance from which is met charter transport costs incurred within their electorates. For the purposes of this allowance "charter transport" means charter transport used with and for the service of the Member's electorate and includes charter aircraft, drive yourself vehicles and any other mode of charter transport that may be deemed appropriate in the circumstances by the Speaker of the Legislative Assembly.

Entitlement

Members of the Legislative Assembly in the following Electorate Groups shall be entitled to Charter Transport Allowance up to the maximum amount shown below:

Electorates	Amount
Group 5 (incl. Port Macquarie)	\$7,715
Group 6	\$12,600
Group 7	\$23,300

Conditions

The following conditions shall apply in respect of Charter Transport Allowance:

1. This Allowance shall only be used in connection with Parliamentary duties within the Member's electorate and shall not be used during election campaigns or for other electioneering or party political activities. For the purpose of this condition the last day available for the issue of the writs shall be used as the effective commencement date of the election campaign.

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2. Only the cost of the Member's approved relative or Member of staff accompanying the Member may be met from this Allowance.
3. It is a condition of all air transport charters that the Member responsible for organising the charter obtains a passenger manifest from the charter operator and attaches it to the invoice when it is submitted for payment to the Parliament.
4. The charter transport shall only be used within and for the service of the Member's electorate. Where the closest source of available charter transport to the Member's electorate, electorate office or principal place of residence is outside the boundaries of the electorate, the reasonable additional expenses consequently incurred may be included in the reimbursement available under this Determination.
5. Members may use their Charter Transport Allowance to fly to an airfield located outside their electorate in circumstances where there is no suitable airfield located in the part of the electorate being visited by the Member. In these circumstances the Member would fly to the relevant airfield outside his/her electorate and then drive back to the electorate to conduct electorate business.
6. Members may also use the Charter Transport Allowance to attend regional or other meetings within an adjoining electorate relating to matters affecting their electorate. Members will need to maintain and retain records to verify that the purpose of the journey relates to electorate business for subsequent audit review if required.
7. A Member representing the Electorate of Murray Darling and a Member representing the Electorate of Barwon who flies his/her own aircraft, may claim reimbursement against this allowance for the cost of fuel, landing fees and one annual service.
8. The Member for Port Macquarie may use the Charter Transport Allowance to undertake up to four return trips to Lord Howe Island per year, flying from Port Macquarie or from Sydney subject to available flights. The entitlement is only to be used for transport costs between the electorate and Lord Howe Island and does not extend to the Member's approved relative or staff employed by the Parliament.

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5.5 Travelling Allowances for Recognised Office Holders

Indicative Upper Limits for Travel Expenditure – Table 2

Office Holders	Destinations	Amount	Where no overnight stay is required
Group 1	Darwin	\$447.05	Actual reasonable meal expenses
	Perth	\$472.05	
	Melbourne	\$428.05	
	Brisbane	\$399.05	
	Canberra	\$395.05	
	Adelaide	\$372.05	
	Hobart	\$358.05	
	Other areas	\$353.05	
Group 2	Darwin	\$406.05	Actual reasonable meal expenses
	Perth	\$381.05	
	Melbourne	\$370.05	
	Brisbane	\$375.05	
	Canberra	\$362.05	
	Adelaide	\$328.05	
	Hobart	\$318.05	
	Other areas	\$250.25	

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Group classifications

Recognised Office Holders are classified into one of the following two groups.

Group 1

Premier

Deputy Premier

Senior and Other Ministers

President of the Legislative Council and Speaker of the Legislative Assembly

Chairman of Select, Joint Standing, Standing and Public Accounts Committees

Leader of the Opposition in the Legislative Assembly and Legislative Council

Deputy Leader of the Opposition in the Legislative Assembly

Deputy Speaker in the Legislative Assembly

Deputy President and Chair of Committees in the Legislative Council

Assistant Speaker Legislative Assembly

Assistant President Legislative Council

Parliamentary Secretary (Leader of the House) Legislative Assembly

Deputy Leader of the Opposition in the Legislative Council

Group 2

Deputy Leader in the Legislative Council (other than the Leader or Deputy Leader of the Opposition) of a recognised political party not fewer than 9 Members of which are Members of the Legislative Council and of which no Member is a Minister

Leader and Deputy Leader of a Recognised Political Party of which not less than ten Members are Members of the Legislative Assembly

Government and Opposition Whips

Deputy Government and Deputy Opposition Whips

Parliamentary Secretary

Whip in the Legislative Assembly of a recognised political party, not fewer than 10 Members of whom are Members of the Legislative Assembly

Deputy Whip in the Legislative Assembly of a recognised political party, not fewer than 40 Members of which are Members of the Legislative Assembly

Members of Select, Joint Standing, Standing and Public Accounts Committees.

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Conditions

The following conditions shall apply in respect of this allowance:

1. Recognised Office Holders are to be reimbursed travelling expenses when travel is undertaken in association with their role as a Recognised Office Holder only. These allowances will not apply when a Member travels on Parliamentary business in their own capacity.
2. Recognised Office Holders are eligible to claim reasonable actual travelling expenses for overnight absences from Sydney or their electorate/principal home residence. Where no overnight absence is involved Recognised Office Holders may claim reasonable actual meal expenses. Indicative upper limits for travel expenditure are outlined in Table 2.
3. The payment of actual travelling expenses will be paid subject to the production of tax invoices/receipts relating to accommodation, meal and other incidental expenses by the Recognised Office Holder concerned.
4. A Recognised Office Holder whose approved relative accompanies him or her to a State or other official function and who consequently incurs expenses in respect of meals and accommodation exceeding the allowance to which he or she is entitled, shall be entitled to be reimbursed the additional expenses associated with the approved relative.
5. Those Recognised Office Holders for whom non-Parliamentary funded budgets are provided are to meet travel allowance costs from those budgets and not from the Parliament.

5.6 Equipment, Services and Facilities

Members of the Legislative Assembly and the Legislative Council shall be provided by the Parliament with the equipment, services and facilities necessary to perform their Parliamentary duties as follows:

1. All Members shall receive at Parliament House, Sydney, a fitted out, equipped and maintained office, and secretarial services.

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2. Each Member of the Legislative Assembly shall receive a fitted out, equipped and maintained Electorate Office to an appropriate standard. The Member for Murray-Darling and the Member for Barwon is to be provided with an additional electorate office.
3. The Presiding Officers are to provide administrative support to each Member in accordance with the following:
 - 3.1 Subject to (3.2), each Member of the Legislative Assembly shall have two staff members employed at each electoral office.
 - 3.2 Each Member of the Legislative Assembly elected as an Independent or a Cross Bench Member shall have an additional staff member employed at his/her electoral office.
 - 3.3 Each Member of the Legislative Assembly, not elected as an Independent or a Cross Bench Member, shall be provided with a budget specific for the recruitment of temporary staff. The budget is to provide for an additional staff member to work in the electorate office or at Parliament House. The budget is to be the equivalent of the salary of an electorate officer grade 2 for a period of 70 days per annum. Within this budget, Members have the flexibility to use this entitlement to employ additional staff.
 - 3.4 Each Member of the Legislative Council, who is not a Minister, shall be entitled to one staff member. When the staff member is on annual recreation leave or other extended period of leave, a relief staff member may be employed for the period of absence.
 - 3.5 Each Member of the Legislative Council, who is not a Minister, and who is elected as a cross bench Member shall be entitled to two staff members.
 - 3.6 Ministers shall receive a reasonable allocation of staff members.
 - 3.7 The Whip of each recognised political party of not less than 10 Members to each be provided with one member of staff.

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- 3.8 This provision specifies the minimum staffing required in electorate offices. Nothing in this Determination removes from the employer of staff the obligations arising under the *Work Health and Safety Act 2011*.

THE PARLIAMENTARY REMUNERATION TRIBUNAL

(Signed)

The Honourable Justice C G Staff

Dated: 4 July 2013

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Schedule 1 - Electoral Groups

Group 1 Electorates		
1. Auburn	18. Granville	35. North Shore
2. Balmain	19. Heffron	36. Oatley
3. Bankstown	20. Hornsby	37. Parramatta
4. Baulkham Hills	21. Kogarah	38. Penrith
5. Blacktown	22. Ku-ring-gai	39. Pittwater
6. Cabramatta	23. Lakemba	40. Riverstone
7. Camden	24. Lane Cove	41. Rockdale
8. Campbelltown	25. Liverpool	42. Ryde
9. Canterbury	26. Londonderry	43. Smithfield
10. Castle Hill	27. Macquarie Fields	44. Strathfield
11. Coogee	28. Manly	45. Sydney
12. Cronulla	29. Maroubra	46. Toongabbie
13. Davidson	30. Marrickville	47. Vaucluse
14. Drummoyne	31. Menai	48. Wakehurst
15. East Hills	32. Miranda	49. Willoughby
16. Epping	33. Mount Druitt	
17. Fairfield	34. Mulgoa	
Group 2 Electorates		
1. Blue Mountains	7. Lake Macquarie	13. Wallsend
2. Charlestown	8. Newcastle	14. Wollondilly
3. Gosford	9. Shellharbour	15. Wollongong
4. Hawkesbury	10. Swansea	16. Wyong
5. Heathcote	11. Terrigal	
6. Keira	12. The Entrance	
Group 3 Electorates		
1. Ballina	5. Kiama	9. Port Stephens
2. Cessnock	6. Maitland	10. South Coast
3. Coffs Harbour	7. Myall Lakes	11. Tweed
4. Goulburn	8. Port Macquarie	
Group 4 Electorates		
1. Albury	4. Dubbo	7. Oxley
2. Bathurst	5. Lismore	8. Tamworth
3. Bega	6. Orange	9. Wagga Wagga
Group 5 Electorates		
1. Burrinjuck	2. Clarence	3. Monaro
Group 6 Electorates		
1. Murrumbidgee	2. Upper Hunter	3. Northern Tablelands
Group 7 Electorates		
1. Barwon	2. Murray Darling	

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Schedule 2 - Sydney Allowance Grouping

Outer non-metropolitan electorates

1. Albury	10. Dubbo	19. Orange
2. Ballina	11. Goulburn	20. Oxley
3. Barwon	12. Lismore	21. Port Macquarie
4. Bathurst	13. Maitland	22. Port Stephens
5. Burrinjuck	14. Monaro	23. South Coast
6. Bega	15. Murray-Darling	24. Tamworth
7. Cessnock	16. Murrumbidgee	25. Tweed
8. Clarence	17. Myall Lakes	26. Upper Hunter
9. Coffs Harbour	18. Northern Tablelands	27. Wagga Wagga

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Schedule 2a - Legislative Council Zones

Zone 1 Electorates		
1. Auburn	18. Granville	35. North Shore
2. Balmain	19. Heffron	36. Oatley
3. Bankstown	20. Hornsby	37. Parramatta
4. Baulkham Hills	21. Kogarah	38. Penrith
5. Blacktown	22. Ku-ring-gai	39. Pittwater
6. Cabramatta	23. Lakemba	40. Riverstone
7. Camden	24. Lane Cove	41. Rockdale
8. Campbelltown	25. Liverpool	42. Ryde
9. Canterbury	26. Londonderry	43. Smithfield
10. Castle Hill	27. Macquarie Fields	44. Strathfield
11. Coogee	28. Manly	45. Sydney
12. Cronulla	29. Maroubra	46. Toongabbie
13. Davidson	30. Marrickville	47. Vacluse
14. Drummoyne	31. Menai	48. Wakehurst
15. East Hills	32. Miranda	49. Willoughby
16. Epping	33. Mount Druitt	
17. Fairfield	34. Mulgoa	
Zone 2 Electorates		
1. Blue Mountains	7. Kiama	13. The Entrance
2. Charlestown	8. Lake Macquarie	14. Wallsend
3. Gosford	9. Newcastle	15. Wollondilly
4. Hawkesbury	10. Shellharbour	16. Wollongong
5. Heathcote	11. Swansea	17. Wyong
6. Keira	12. Terrigal	
Zone 3 Electorates		
1. Albury	10. Dubbo	19. Orange
2. Ballina	11. Goulburn	20. Oxley
3. Barwon	12. Lismore	21. Port Macquarie
4. Bathurst	13. Maitland	22. Port Stephens
5. Bega	14. Monaro	23. South Coast
6. Burrinjuck	15. Murrumbidgee	24. Tamworth
7. Cessnock	16. Murray-Darling	25. Tweed
8. Clarence	17. Myall Lakes	26. Upper Hunter
9. Coffs Harbour	18. Northern Tablelands	27. Wagga Wagga

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Schedule 3 - Recognised Office Holder and Other Member Entitlements

Recognised Office Holder	Transport	Communication (electronic)	Communication (non- electronic)	Printing & Stationery
Presiding Officer	30%		55%(A) 175%(C)	40%
Minister				40%
Deputy Speaker, Chair of Committees				40%
Leader of the Opposition	20%(A)		140%(A) 175%(C)	40%
Deputy Leader of the Opposition	10%		15%(C)	40%
Whips			15%(C)	40%
Party Leader (not less than 10 Members)	15%			40%
Deputy Party Leader (not less than 10 Members LA or 9 Members LC)	10%			40%
Leader of the National Party (in Opposition with not less than 10 Members in LA)	15%		15%	40%
Other Recognised Office Holders				40%
Independent Members				20%

Recognised Office Holders and Members referred to in schedule 3 receive additional entitlements for only one office; that office being the office which attracts the greater level of entitlement. These entitlements, as they apply to Recognised Office Holders, are to be available only for Recognised Office Holder duties.

Where entitlements formerly provided for the Recognised Office Holder's approved relative these have been included in the allocation.

Where an entitlement is followed by (A) or (C) it applies only to the Office Holder in either the Assembly or the Council.

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Schedule 4 - Electorate Communication Allowance

Electoral District	Number Of Electors (As at April 2013 As Provided by the State Electoral Office)	Annual Entitlement
1. Albury	50,948	\$68,270
2. Auburn	55,085	\$73,814
3. Ballina	50,538	\$67,721
4. Balmain	54,432	\$72,939
5. Bankstown	52,128	\$69,852
6. Barwon	45,445	\$60,896
7. Bathurst	51,870	\$69,506
8. Baulkham Hills	52,538	\$70,401
9. Bega	51,818	\$69,436
10. Blacktown	51,541	\$69,065
11. Blue Mountains	50,629	\$67,843
12. Burrinjuck	50,546	\$67,732
13. Cabramatta	51,774	\$69,377
14. Camden	55,152	\$73,904
15. Campbelltown	47,733	\$63,962
16. Canterbury	53,088	\$71,138
17. Castle Hill	53,436	\$71,604
18. Cessnock	54,104	\$72,499
19. Charlestown	48,790	\$65,379
20. Clarence	53,059	\$71,099
21. Coffs Harbour	52,264	\$70,034
22. Coogee	51,300	\$68,742
23. Cronulla	51,735	\$69,325
24. Davidson	49,629	\$66,503
25. Drummoyne	55,989	\$75,025
26. Dubbo	51,126	\$68,509
27. East Hills	49,508	\$66,341
28. Epping	50,581	\$67,779
29. Fairfield	53,783	\$72,069
30. Gosford	52,428	\$70,254
31. Goulburn	52,798	\$70,749
32. Granville	54,793	\$73,423

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Electoral District	Number Of Electors (As at April 2013 As Provided by the State Electoral Office)	Annual Entitlement
33. Hawkesbury	53,907	\$72,235
34. Heathcote	49,333	\$66,106
35. Heffron	57,011	\$76,395
36. Hornsby	52,105	\$69,821
37. Keira	49,502	\$66,333
38. Kiama	52,707	\$70,627
39. Kogarah	51,562	\$69,093
40. Ku-Ring-Gai	52,005	\$69,687
41. Lake Macquarie	51,722	\$69,307
42. Lakemba	53,680	\$71,931
43. Lane Cove	49,349	\$66,128
44. Lismore	51,705	\$69,285
45. Liverpool	53,460	\$71,636
46. Londonderry	51,002	\$68,343
47. Macquarie Fields	56,707	\$75,987
48. Maitland	56,060	\$75,120
49. Manly	51,322	\$68,771
50. Maroubra	52,863	\$70,836
51. Marrickville	55,373	\$74,200
52. Menai	51,238	\$68,659
53. Miranda	48,235	\$64,635
54. Monaro	51,779	\$69,384
55. Mount Druitt	51,612	\$69,160
56. Mulgoa	52,437	\$70,266
57. Murray-Darling	46,000	\$61,640
58. Murrumbidgee	48,838	\$65,443
59. Myall Lakes	52,793	\$70,743
60 Newcastle	51,976	\$69,648
61. North Shore	54,198	\$72,625
62. Northern Tablelands	51,767	\$69,368
63. Oatley	50,599	\$67,803
64. Orange	52,308	\$70,093
65. Oxley	50,831	\$68,114
66. Parramatta	54,061	\$72,442
67. Penrith	48,928	\$65,564

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Electoral District	Number Of Electors (As at April 2013 As Provided by the State Electoral Office)	Annual Entitlement
68. Pittwater	51,968	\$69,637
69. Port Macquarie	52,236	\$69,996
70. Port Stephens	52,493	\$70,341
71. Riverstone	63,323	\$84,853
72. Rockdale	51,997	\$69,676
73. Ryde	50,228	\$67,306
74. Shellharbour	50,644	\$67,863
75. Smithfield	54,246	\$72,690
76. South Coast	53,420	\$71,583
77. Strathfield	51,036	\$68,388
78. Swansea	52,352	\$70,152
79. Sydney	62,296	\$83,477
80. Tamworth	51,601	\$69,145
81. Terrigal	50,627	\$67,840
82. The Entrance	52,585	\$70,464
83. Toongabbie	50,680	\$67,911
84. Tweed	50,872	\$68,168
85. Upper Hunter	51,272	\$68,704
86. Vaucluse	53,203	\$71,292
87. Wagga Wagga	52,231	\$69,990
88. Wakehurst	52,359	\$70,161
89. Wallsend	49,995	\$66,993
90. Willoughby	51,682	\$69,254
91. Wollondilly	53,859	\$72,171
92. Wollongong	52,343	\$70,140
93. Wyong	54,447	\$72,959