



REMUNERATION TRIBUNAL

Determination 2002/09: Remuneration and Allowances for Holders of Full-Time Public Office

- (i) Pursuant to sub-sections 7(3) and 7(4) of the *Remuneration Tribunal Act 1973*, the Remuneration Tribunal has inquired into the remuneration and allowances to be paid to holders of public office, and other matters significantly related thereto, and determines as set out below.
- (ii) This Determination takes effect on and from 5 April 2002.
- (iii) This Determination revokes and supersedes Determination Number 6 of 2001 (as amended).
- (iv) To avoid doubt, footnotes to tables in this Determination are part of the Determination.

PART 1 **FULL-TIME HOLDERS OF PUBLIC OFFICE**

1.1 **Table 1**

Office	Basic Rate of Salary (\$)	Travel Entitlement
	(From 5 April 2002 unless otherwise specified)	(From 5 April 2002 unless otherwise specified)
Chair, Australian Competition and Consumer Commission ¹	191,900	Tier 1
Managing Director, Australian Broadcasting Corporation	181,500	Tier 1
Commissioner, Australian Federal Police	181,500	Tier 1
Managing Director, Australian Trade Commission (AUSTRADE)	181,500	Tier 1
Chairperson, Aboriginal and Torres Strait Islander Commission (ATSIC) Board of Commissioners	167,900	Tier 1

¹ Professor Allan Fels shall receive a personal loading of 20% of Base Salary.

Office	Basic Rate of Salary (\$)	Travel Entitlement
	(From 5 April 2002 unless otherwise specified)	(From 5 April 2002 unless otherwise specified)
Chairperson, Australian Broadcasting Authority	167,900	Tier 1
Chairperson, Australian Communications Authority	167,900	Tier 1
Director-General, Australian Security Intelligence Organisation ²	167,900	Tier 1
President, Human Rights and Equal Opportunity Commission ³	167,900	Tier 1
Director-General, Office of National Assessments ⁴	167,900	Tier 1
Commonwealth Ombudsman	167,900	Tier 1
Chairperson, Productivity Commission ⁵	167,900	Tier 1
Associate Director of Public Prosecutions	159,000	Tier 1
Deputy Chair, Australian Competition and Consumer Commission	159,000	Tier 1
Chairperson, Commonwealth Grants Commission ⁶	159,000	Tier 1
Vice-Chief of the Defence Force	159,000	Tier 1
Chief of Navy	159,000	Tier 1
Chief of Army	159,000	Tier 1
Chief of Air Force	159,000	Tier 1
Inspector-General of Intelligence and Security	159,000	Tier 1
Member, National Crime Authority	159,000	Tier 1
Privacy Commissioner	159,000	Tier 1
Managing Director, Special Broadcasting Service ⁷	159,000	Tier 1

² Mr Dennis Richardson shall receive supplementary remuneration in lieu of performance pay specified in Part 5 of \$11,500 and a personal loading of \$8,500.

³ For the holder of the office of President appointed on a permanent part-time basis, salary and supplementary remuneration in lieu of performance pay specified in Part 5 shall be payable on a pro-rata basis in accordance with the proportion of full-time hours worked subject to the employment being at least half the full-time rate.

⁴ Mr Kim Jones shall receive a personal loading of \$8,500.

⁵ Mr Gary Banks shall receive a personal loading of \$8,500.

⁶ A part-time Chairperson of the Commonwealth Grants Commission shall receive an amount equivalent to 70 percent of the full-time annual rate of salary. A part-time Chairperson should also receive an amount equivalent to 70 percent of Supplementary Remuneration in Lieu of Performance Remuneration applicable to the office.

Office	Basic Rate of Salary (\$)	Travel Entitlement
	(From 5 April 2002 unless otherwise specified)	(From 5 April 2002 unless otherwise specified)
Member, Australian Competition and Consumer Commission	150,600	Tier 1
Chief Executive Officer, National Health and Medical Research Council (NHMRC) ⁸	150,600	Tier 1
Administrator of the Northern Territory	143,300	Tier 1
Deputy Chair, Australian Communications Authority	143,300	Tier 1
Australian Electoral Commissioner	143,300	Tier 1
Chief Executive Officer, Australian Radiation Protection and Nuclear Safety Agency	143,300	Tier 1
Chief Executive Officer, Australian Strategic Policy Institute	143,300	Tier 1
Head of the Office of Indigenous Policy	143,300	Tier 1
Deputy President, Repatriation Commission	143,300	Tier 1
Deputy Chairperson, Australian Broadcasting Authority	138,600	Tier 2
Member, Australian Communications Authority	138,600	Tier 1
Associate Member, Australian Communications Authority	138,600	Tier 2
Director, Classification Board	138,600	Tier 2
Chairman, Indigenous Business Australia ⁹	138,600	Tier 1
Principal Member, Migration Review Tribunal ¹⁰	138,600	Tier 2
Principal Member, Refugee Review Tribunal ¹¹	138,600	Tier 2

⁷ Loading of 15% additional to the basic rate per annum of salary, whilst occupied by Mr Nigel Milan.

⁸ Professor Alan Pettigrew shall receive a personal loading of 7.5% of base salary.

⁹ The part-time Chairman of Indigenous Business Australia, Mr Joseph Elu, shall receive an annual fee of \$42,100 until such time as a full-time Chairman is appointed.

¹⁰ While Mr Steve Karas OAM holds the office of Principal Member of both the Migration Review Tribunal and the Refugee Review Tribunal, he shall be entitled to receive a base salary of \$144,300 per annum, a personal loading of 15 per cent of base salary and a payment in lieu of performance pay of \$8,500 per annum.

Office	Basic Rate of Salary (\$)	Travel Entitlement
	(From 5 April 2002 unless otherwise specified)	(From 5 April 2002 unless otherwise specified)
Deputy Commonwealth Ombudsman	134,100	Tier 2
Gene Technology Regulator	134,100	Tier 2
Director, Professional Services Review	134,100	Tier 2
Member, Australian Broadcasting Authority	127,800	Tier 2
Disability Discrimination Commissioner	127,800	Tier 2
Human Rights Commissioner	127,800	Tier 2
Race Discrimination Commissioner	127,800	Tier 2
Sex Discrimination Commissioner ¹²	127,800	Tier 2
Aboriginal and Torres Strait Islander Social Justice Commissioner	127,800	Tier 2
Chairperson, Indigenous Land Corporation ¹³	127,800	Tier 2
Chief Executive Officer, National Road Transport Commission	127,800	Tier 2
Director of Safeguards	121,700	Tier 2
Administrator, Christmas and Cocos (Keeling) Islands	117,800	Tier 2
Official Secretary to the Governor-General	115,700	Tier 2
Commissioner, Repatriation Commission	116,300	Tier 2
Deputy Director, Classification Board	114,800	Tier 2
Private Health Insurance Ombudsman	114,800	Tier 2

¹¹ While Mr Steve Karas OAM holds the office of Principal Member of both the Migration Review Tribunal and the Refugee Review Tribunal, he shall be entitled to receive a base salary of \$144,300 per annum, a personal loading of 15 per cent of base salary and a payment in lieu of performance pay of \$8,500 per annum.

¹² Ms Pru Goward shall be eligible to receive an additional annual payment of up to \$23,400, plus one-off connection fees for utilities. This amount can be used to meet all costs to the Commonwealth to subsidise Ms Goward for her commercial (rental) accommodation costs in Sydney and will be paid on the proviso that Ms Goward does not purchase property in Sydney. Ms Goward will be responsible for any additional costs associated with her Sydney commercial accommodation. Ms Goward will not be eligible to access travel allowance entitlements in Canberra and/or Sydney whilst she remains eligible to receive the additional payment.

¹³ If appointed on a part-time basis, the Chair of the Indigenous Land Corporation may be paid base salary and supplementary remuneration in lieu of performance pay specified in Part 5 on a pro-rata basis in accordance with the hours worked.

Office	Basic Rate of Salary (\$)	Travel Entitlement
	(From 5 April 2002 unless otherwise specified)	(From 5 April 2002 unless otherwise specified)
Deputy Principal Member, Refugee Review Tribunal	114,800	Tier 2
Executive Director, Social Security Appeals Tribunal	114,800	Tier 2
Chairperson, Superannuation Complaints Tribunal ¹⁴	114,800	Tier 2
Principal Member, Veterans' Review Board	114,800	Tier 2
Deputy Chairperson, Aboriginal and Torres Strait Islander Commission (ATSIC) Board of Commissioners	105,000	Tier 1
Member, Australian Film Commission	105,000	Tier 2
Administrator, Torres Strait Regional Authority	105,000	Tier 2
Chairperson, Torres Strait Regional Authority	105,000	Tier 2
Renewable Energy Regulator	103,700	Tier 2
Senior Member, Migration Review Tribunal	93,200	Tier 2
Senior Member, Refugee Review Tribunal	93,200	Tier 2
Director, Social Security Appeals Tribunal ¹⁵	93,200	Tier 2
Deputy Chairperson, Superannuation Complaints Tribunal	93,200	Tier 2
Commissioner, Aboriginal and Torres Strait Islander Commission (ATSIC) Board of Commissioners	83,200	Tier 1
Chairman (full-time), Northern Land Council	83,200	Tier 2
Senior Classifier, Classification Board	83,200	Tier 2
Member, Migration Review Tribunal	83,200	Tier 2
Administrator, Norfolk Island	83,200	(See note 16)

¹⁴ For the period that Mr Graham McDonald is occupying the office of the Chairman he will be paid the remuneration and allowances prescribed in relation to the office of the Deputy President of the Administrative Appeals Tribunal.

¹⁵ Salary and the office-holder supplement specified in Part 5 shall be payable on a pro rata basis in accord with the proportion of full-time hours worked subject to the employment being at least half of the full-time rate.

Office	Basic Rate of Salary (\$)	Travel Entitlement
	(From 5 April 2002 unless otherwise specified)	(From 5 April 2002 unless otherwise specified)
Member, Refugee Review Tribunal	83,200	Tier 2
Senior Member, Veterans' Review Board	83,200	Tier 2
Chairman (full-time), Central Land Council	83,200	Tier 3
Chairperson, Aboriginal and Torres Strait Islander Commission (ATSIC) Regional Council	75,000	Tier 2
Regional Council Administrator, Aboriginal and Torres Strait Islander Commission (ATSIC)	75,000	Tier 2
Member, Veterans' Review Board	75,000	Tier 3
Social Security Appeals Tribunal: ¹⁷		
Registrar - Large Registry	69,700	Tier 3
Registrar - Medium Registry	65,600	Tier 3
Registrar - Small Registry	64,300	Tier 3
Member	59,200	Tier 3
Classifier, Classification Board	65,600	Tier 3

¹⁶ First class or business class travel, whichever is available. Otherwise travelling allowance to be paid at the Tier 2 rate.

¹⁷ Salary and supplementary remuneration in lieu of performance pay specified in Part 5 shall be payable on a pro-rata basis in accord with the proportion of full-time hours worked subject to the employment being at least half of the full-time rate.

PART 2 **ADDITIONAL REMUNERATION FOR NON-TENURED OFFICERS**

***Non-tenure
Remuneration***

- 2.1 The holder of an office which attracts a basic rate of salary of \$148,800 or more as at 1 December 2000 will be entitled to be paid a loading of 15% of the office holder's basic rate of salary on and from 1 December 2000, if the office holder:
- (a) immediately before being appointed to his or her current office was employed by the Commonwealth; and
 - (b) has, or has had, preferential rights to take up or return to full-time employment under a law of the Commonwealth at the end of the term of the current appointment; and
 - (c) notifies the Public Service Commissioner in writing before 31 March 2001 that he or she wishes to forfeit such rights; and
 - (d) takes any further action required by the Public Service Commissioner to forfeit those rights.
- 2.2 The holder of an office which attracts a basic rate of salary of \$148,800 or more as at 1 December 2000, or which is specifically nominated for the purposes of this Part in another determination by the Remuneration Tribunal, will be entitled to be paid a loading of 15% of the Reference Salary C referred to in Table 1 of Determination Number 15 of 1999 on and from the date of receipt by the Public Service Commissioner of the notification referred to in this clause, if the office holder:
- (a) immediately before being appointed to his or her current position was employed by the Commonwealth; and
 - (b) has, or has had, rights to take up or return to full-time employment under a law of the Commonwealth at the end of the term of the current position; and
 - (c) notifies the Public Service Commissioner in writing on or after 31 March 2001 that he or she wishes to forfeit such rights; and
 - (d) takes any further action required by the Public Service Commissioner to forfeit those rights.

***Definition of
Current Office***

- 2.3 For the purposes of clause 2.1 and 2.2, a 'current office' or 'current position' includes an office or position to which the person has been reappointed.

***Defence Chiefs
Provisions***

- 2.4 A person who holds the office of Vice-Chief of the Defence Force, Chief of Navy, Chief of Army or Chief of Air Force is not entitled to a loading under clause 2.1 or 2.2 of this Determination.
- 2.5 A person who holds the office of Vice-Chief of the Defence Force, Chief of Navy, Chief of Army or Chief of Air Force and is appointed to that office on or before 31 March 2001, is entitled to additional remuneration per annum of the greater of:
- (a) \$11,585; or
 - (b) 50% of 15% of the Reference Salary C referred to in clause 2.2 of this Determination.

- 2.6 A person who holds the office of Vice-Chief of the Defence Force, Chief of Navy, Chief of Army or Chief of Air Force and is appointed to that office on or after 1 April 2001, and has held the office of Vice-Chief of the Defence Force, Chief of Navy, Chief of Army or Chief of Air Force on or before 31 March 2001, is entitled to additional remuneration per annum of the greater of:
- (a) \$11,585; or
 - (b) 50% of 15% of the Reference Salary C referred to in clause 2.2 of this Determination.
- 2.7 A person who holds the office of Vice-Chief of the Defence Force, Chief of Navy, Chief of Army or Chief of Air Force and is appointed to that office on or after 1 April 2001, and has not held the office of Vice-Chief of the Defence Force, Chief of Navy, Chief of Army or Chief of Air Force on or before 31 March 2001, is entitled to additional remuneration per annum of 50% of 15% of the Reference Salary C referred to in clause 2.2 of this Determination.

PART 3

ACCESS TO PERFORMANCE REMUNERATION OR SUPPLEMENTARY REMUNERATION

- 3.1 The holder of an office, being an office with a basic rate of salary of \$148,800 or more as at 1 December 2000 and an office not specified in the table in clause 4.3, who makes or in respect of whom there is made before 31 March 2001 a submission to the Remuneration Tribunal concerning access to performance remuneration, may be entitled to performance remuneration in accordance with Part 4 from the later of the date the office holder commenced in the office and 1 December 2000.
- 3.2 The holder of an office, being an office with a basic rate of salary of \$148,800 or more as at 1 December 2000 and an office not specified in the table in clause 4.3, who makes or in respect of whom there is made before 31 March 2001 a submission to the Remuneration Tribunal concerning supplementary remuneration in lieu of performance remuneration, may be entitled to such supplementary remuneration in accordance with Part 5 from the later of the date the office holder commenced in the office and 1 December 2000.
- 3.3 The holder of an office as at 1 December 2000:
- (a) in respect of whom a submission as contemplated in clause 3.1 or 3.2 could have been made, but was not made before 31 March 2001; and
 - (b) who makes, or in respect of whom there is made, on or after 31 March 2001 a submission to the Remuneration Tribunal concerning either access to performance remuneration or supplementary remuneration in lieu of performance remuneration
- may be entitled to such performance remuneration or such supplementary remuneration in accordance with Part 4 or Part 5, as applicable, from a date no earlier than the date of receipt by the Remuneration Tribunal of the submission.

- 3.4 The holder of an office:
- (a) attracting a basic rate of salary of \$148,800 or more as at 1 December 2000, and which is not specified in the table in clause 4.3; and
 - (b) who was appointed to the office after 1 December 2000; and
 - (c) who makes, or in respect of whom there is made, a submission to the Remuneration Tribunal concerning access to performance remuneration or supplementary remuneration in lieu of performance remuneration

may be entitled to such performance remuneration or such supplementary remuneration in accordance with Part 4 or Part 5, as applicable, from a date no earlier than the date of receipt by the Remuneration Tribunal of the submission.

- 3.5 In spite of anything else in this Part 3:
- (a) an office holder entitled to access performance remuneration as contemplated in this Part shall not be eligible to receive supplementary remuneration in lieu of performance remuneration; and
 - (b) an office holder entitled to receive supplementary remuneration in lieu of performance remuneration as contemplated in this Part shall not be eligible to access performance remuneration.

PART 4	PERFORMANCE REMUNERATION								
<i>Maximum Performance Remuneration Amounts</i>	<p>4.1 In addition to the basic rate per annum of salary set out in Part 1, the holder of an office specified in the table at clause 4.3 shall be entitled to an amount of performance based remuneration, if so assessed by the relevant Board or Council, up to a maximum amount per annum as follows:</p> <table style="margin-left: 40px;"> <tr> <td>Level 1</td> <td>\$20,000</td> </tr> <tr> <td>Level 2</td> <td>\$15,000</td> </tr> <tr> <td>Level 3</td> <td>\$12,500</td> </tr> <tr> <td>Level 4</td> <td>\$10,000</td> </tr> </table>	Level 1	\$20,000	Level 2	\$15,000	Level 3	\$12,500	Level 4	\$10,000
Level 1	\$20,000								
Level 2	\$15,000								
Level 3	\$12,500								
Level 4	\$10,000								
<i>Guidelines for Payment</i>	<p>4.2 The amount of performance remuneration to be paid (up to the specified maximum) must be assessed by the Board or Council of the relevant authority in accordance with criteria that are consistent with the "<i>Performance Remuneration Guidelines</i>" published by the Remuneration Tribunal from time to time. A determination of the Remuneration Tribunal is required to provide to agencies the authority to pay under this Part.</p>								

Table 4.3

4.3 **Table 4.3:**

Office	Level
Managing Director, Australian Broadcasting Corporation	1
Managing Director, Australian Trade Commission (AUSTRADE)	1
Executive Director, Special Broadcasting Service	1
Chief Executive Officer, National Health and Medical Research Council	1
Renewable Energy Regulator	3

PART 5 CALCULATIONS OF SUPPLEMENTARY REMUNERATION IN LIEU OF PERFORMANCE REMUNERATION

5.1 This Part applies to the holder of an office who either does not receive a loading under Part 2 or, if he or she does receive such a loading, is the subject of a decision of the Remuneration Tribunal following a relevant submission made under Part 3 to the effect that this Part 5 should be applicable.

5.2 The holder of an office (to whom this Part applies) not specified in the table at clause 4.3 shall be entitled to supplementary remuneration in lieu of performance remuneration in addition to the basic rate of salary calculated in the manner set out below:

Basic Rate of Salary within the Range of:	Supplementary Remuneration:
\$150,600 – 192,300	\$11,500
\$121,700 – 150,599	\$8,500
\$75,000 – 121,699	\$5,750
\$0 – 74,999	\$4,500

5.3 The Remuneration Tribunal may require the holder of an office or the relevant employing authority to supply information about payments made under or by virtue of this Part.

PART 6 TRAVELLING ALLOWANCE

General Travel Provisions

Application of Travel Provisions 6.1 The following provisions of this Determination apply where an office holder travels for official business by scheduled commercial transport and also apply, to the extent possible, where an office holder travels by self-drive vehicle.

Guidance from the Tribunal 6.2 The Tribunal may issue guidance notes from time to time to assist employing bodies to interpret and implement this Determination.

Definitions 6.3 In the following provisions of this Determination:
‘Business Class’ means a standard of service equivalent to that offered by Qantas Airways Ltd in its Business Class.
‘employing body’ means the organisation, agency or entity to which the office holder is appointed.
‘home base’ means the town or city in which the office holder’s principal place of residence is located.

'partner' means any person who lives with the office holder on a genuine domestic basis as the partner of the office holder.

'spouse' means husband or wife.

Guiding Principles

6.4 Office holders are not expected to gain or lose financially as a result of travelling on official business.

Office holders must only incur or commit the Commonwealth to meet expenses where funds are lawfully available to do so.

Official Business

6.5 Travel undertaken where its purpose is consistent with the duties of the office holder.

Once-only Entitlement

6.6 Where travelling allowance is paid under this Determination, the office holder is not entitled to claim or receive travelling allowance or reimbursement of travelling expenses under any other source or entitlement for the same travel.

Frequent Flyer Points

6.7 Frequent flyer points accrued at the Commonwealth's expense should not be used for private purposes.

Class of Travel – Upgrades

6.8 An office holder may upgrade his or her class of travel in order to accompany a person travelling at a higher class of travel where it is demonstrably in the interest of the Commonwealth to do so.

6.9 An office holder who is entitled to travel Economy Class may upgrade to Business Class (for domestic and international travel) where the duration of the flight exceeds 5 hours.

Use of Judgement

6.10 Office holders are expected to have regard to the principle of value for money when travelling at Commonwealth expense. In making travel arrangements, they are to consider:

- (a) the most cost-effective outcome (the "best deal" for the taxpayer);
- (b) the total cost of travel, including the opportunity cost associated with travel times; and
- (c) the need to maintain an appropriate balance between work and home responsibilities.

Use of preferred providers

6.11 Office holders are to use their employing body's travel-related preferred provider arrangements where they exist.

Compliance with Guidelines

6.12 Office holders should comply with the travel-related administrative guidelines put in place by each employing body.

Accompanied Travel

6.13 An office holder may be entitled to be accompanied by a spouse or partner for purposes relating to official business at Commonwealth expense when travelling within Australia or overseas in accordance with this Determination.

6.14 Accompanied travel may only occur when the office holder's employing body certifies in writing that it is demonstrably in the interest of the Commonwealth, given the purpose of the travel, for the office holder to be accompanied by their spouse or partner.

6.15 Clause 6.14 does not apply to any additional spouse or partner accompanied travel entitlement to which an office holder specified in Table 1 was eligible upon appointment.

- 6.16 Where a spouse or partner accompanies an office holder, the spouse or partner may travel at the same class of travel as the office holder.

Travel within Australia

Entitlement

- 6.17 Office holders specified in Table 1 are entitled to the travelling allowances for travel on official business within Australia at the Tier which is specified in that Table for those office holders.
- 6.18 Travelling allowance rates for each Tier of travel are specified in Determination Number 6 of 2000.

Self-Drive Vehicles

- 6.19 The following arrangements apply to the use of vehicles where the office holder is not supplied with a Commonwealth vehicle that can be used for the purposes of the travel.
- 6.20 An office holder may choose to hire a vehicle or use his or her own vehicle to travel on official business where it is demonstrably in the interest of the Commonwealth to do so. In such circumstances the Commonwealth shall:
- (a) meet the cost of a rental vehicle; or
 - (b) pay the private vehicle costs calculated in accordance with Part 3 of Determination Number 6 of 2000 where a private vehicle is used for the journey.
- 6.21 These provisions do not apply to any journey commenced from the home base of an office holder where he or she is provided with a Commonwealth vehicle at that home base.

International Travel

Class of Travel

- 6.22 Office holders entitled to travelling allowances for travel within Australia at the Tier 1 rate are entitled to First Class international travel.
- 6.23 Office holders entitled to travelling allowances for travel within Australia at the Tier 2 rate are entitled to Business Class international travel.
- 6.24 Office holders entitled to travelling allowances for travel within Australia at the Tier 3 rate are entitled to Economy Class international travel, subject to the "Class of Travel – Upgrades" provisions in this Determination.

Accommodation

- 6.25 When travelling overseas on official business, an office holder is entitled to accommodation at Commonwealth expense.
- 6.26 Accommodation should be at a standard reasonably equivalent to that provided for the office holder in Australia.

Meals and Incidentals

- 6.27 Rates for meals and incidentals are to be paid in accordance with the overseas meals and incidentals rates published annually by the Australian Taxation Office in its taxation ruling dealing with reasonable travelling allowances amounts (the ATO Ruling).
- 6.28 For the purposes of this Determination, Tiers 1, 2 and 3 shall correspond to the highest, middle and lowest salary levels respectively, specified in the ATO Ruling table that deals with the matter referred to in clause 6.27.

PART 7

DISTRICT ALLOWANCE AND RECREATION LEAVE

- 7.1 Where a Commissioner of the Aboriginal and Torres Strait Islander Commission holds an office located in a region or district which is classified for the purposes of District Allowance, the holder of the office shall also be paid a District Allowance at the rates and on


the conditions prescribed for officers of the Australian Public Service. Additionally, a Commissioner holding an office in one of the following locations shall also be paid District Allowance as if the Commissioner were an officer of the Australian Public Service residing at a locality of the District Allowance grade specified opposite the location:

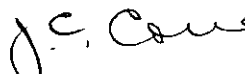
Hope Vale, Qld	Grade C
Brewarrina, NSW	Grade A
Kanpa, WA	Grade D
Warrakurna, WA	Grade D
Flinders Island, Tas	Grade B
Menzies, WA	Grade A

- 7.2 With effect from date of appointment as a full-time office-holder, a Commissioner of the Aboriginal and Torres Strait Islander Commission holding an office in one of the following locations, shall accrue, in addition to the recreation leave otherwise applicable under Determination Number 33 of 1994, a credit at an annual rate equal to the sum of the credit otherwise applicable and the number of days specified opposite the location:

Hope Vale, Qld	5 Days
Brewarrina, NSW	2 Days
Kanpa, WA	7 Days
Warrakurna, WA	7 Days
Flinders Island, Tas	3 Days
Menzies, WA	2 Days

Signed this 22nd day of April 2002


Richard G Humphry AO
PRESIDENT


John C Conde AO
MEMBER


Janet E Grieve
MEMBER