

**STATUTORY AND OTHER OFFICES REMUNERATION TRIBUNAL**

Report and Determination for Mr Samuel Sangster in the role of the Chief Executive Officer, Western City and Aerotropolis Authority pursuant to Section 24P of the *Statutory and Other Offices Remuneration Act 1975*.

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**PREMIER’S DIRECTION**

- 1. On 7 November 2018 the Statutory and Other Offices Remuneration Tribunal (the Tribunal) received a direction from the Premier, the Hon Gladys Berejiklian MP, pursuant to section 24P of the *Statutory and Other Offices Remuneration Act 1975* (SOOR Act) to make a determination as to whether, and (if so) how, the determination of the range of remuneration packages of Band 3 Public Service Senior Executives should be altered in relation to Mr Samuel Sangster in the role of Chief Executive Officer (CEO), Western City and Aerotropolis Authority (the Authority).
- 2. Section 24P of the SOOR Act provides for the Premier to direct the Tribunal to make a special determination in the following terms:

**24P Special determinations**

*If the Minister so directs, the Tribunal is required to make (not later than the day specified in the direction as the day on or before which the determination is to be made) a determination as to whether, and (if so) how, any determination already made should be altered in relation to remuneration packages as are referred to in the direction.*

- 3. The CEO of the Authority is an Agency Head under the *Government Sector Employment Act 2013*. The role is a Public Service senior executive (PSSE) “Band 3 – Deputy Secretary level”. The determination already made in respect of PSSE Band 3 – Deputy Secretary level is the Tribunal’s 2018 annual determination which provides the following remuneration package range:

Band	Per annum range		
Band 3 – Deputy Secretary level	\$337,101	to	\$475,150

- 4. This determination will alter the existing determination in respect of the remuneration range for Band 3 in relation to the remuneration packages for Mr Sangster in the role of CEO of the Authority.

## BACKGROUND

5. The Authority is established under the *Western City and Aerotropolis Act 2018* to perform a range of planning and development functions within the Western City district of Sydney, with a particular focus on preparing master plans for, and facilitating development, of 114 hectares of Commonwealth-owned land near the future Western Sydney Airport. The Authority is created as an initiative under the Western Sydney City Deal with the Commonwealth government and eight local Councils. In performing its master planning, infrastructure coordination and investment attraction functions, the Authority will have significant interfaces with several key stakeholders across three levels of government as well as influential industry stakeholders.
6. The CEO will have the day to day management of the Authority, in accordance with policies and directions of a governing Board. The CEO will lead, strategically plan and direct the activities of the Authority while managing complex interfaces and relationships across government agencies with the private sector, including the development and approval of master plans, commercial agreements, and strategic and operational plans for Government consideration. The role requires strategic leadership expertise and significant industry experience to deliver the NSW Government's vision and commitments under the Western Sydney City Deal.
7. Mr Samuel Sangster is to be appointed as the Chief Executive Officer. The Tribunal is advised that Mr Sangster has the required experience and skill, demonstrated in senior leadership roles, essential for the success of the role.
8. In recognition of Mr Sangster's ability, the Premier has requested that the Tribunal make an above band determination to provide for remuneration higher than the maximum of Band 3.
9. Having regard to the particular circumstances of the case the Tribunal is of the view that the remuneration package for Mr Sangster in the role of CEO of the Authority will be \$570,000 per annum. The Tribunal's determination is consistent with advice contained in the Premier's direction and is appropriate given the responsibilities and scope of the role and market based evidence. This determination will alter the Tribunal's determination in respect of Band 3 remuneration levels.

10. The determination is made in accordance with section 24R(3)(a) of the SOOR Act which provides for the Tribunal to fix a remuneration package for a particular senior executive named in the determination. Consistent with the Premier’s request, this determination is personal to Mr Sangster and is not a determination that applies to the role of CEO of the Authority or to future appointments to the role.
11. This determination shall take effect from the date of Mr Sangster’s appointment to the role (9 November 2018)..

**DETERMINATION**

Pursuant to section 24P of the *Statutory and Other Offices Remuneration Act 1975* the Tribunal determines that the range of remuneration packages of Band 3 Public Service Senior Executives is altered to provide Mr Sangster in the role of Chief Executive Officer, Western City and Aerotropolis Authority, with a remuneration package of \$570,000 per annum, with effect from the date of his appointment being 9 November 2018.

Band	Per annum range			
Band 3 – Deputy Secretary level	\$337,101	to	\$475,150	Mr Samuel Sangster, Chief Executive Officer, Western City and Aerotropolis Authority \$570,000 per annum.

**Statutory and Other Offices**

**Remuneration Tribunal**

*Signed*

Richard Grellman AM

8 November 2018