

Former Chief and Senior Executive Service

Annual Determination

Report and determination under section
24C of the *Statutory and Other Offices
Remuneration Act 1975*

22 July 2025

Contents

Section 1	3
Background	3
Former Chief Executives and Senior Executives	3
NSW Police Force Senior Executives	3
NSW Health Service Senior Executives	4
General Increase	4
Section 2	6
Determinations	6
Determination No. 1 – Remuneration Package Ranges for the SES	6
Determination No. 2 – Remuneration Package Ranges for Specialist Medical Skills	6
Determination No. 3 – Remuneration Package Ranges for General Medical Skills	7

Section 1

Background

Former Chief Executives and Senior Executives

1. Former Chief Executive Service and Senior Executive Services¹ were employed under the provisions of the former *Public Sector Employment and Management Act 2002* (PSEM Act). That Act was repealed in 2013 and replaced with the *Government Sector Employment Act 2013* (GSE Act).
2. There may be a small number, if any, of transitional former Senior Executive Service (SES) employees subject to the transitional arrangements provided for in Schedule 4 of the GSE Act. There may also be current executives in the NSW Police Force Senior Executive Service and the NSW Health Service who remain eligible for remuneration packages determined under Part 3A of the *Statutory and Other Offices Remuneration Act 1975* (SOOR Act). For these reasons, the Statutory and Other Offices Remuneration Tribunal (the Tribunal) will continue to make an annual determination for the SES remuneration ranges. The Tribunal will continue to review these arrangements to ascertain whether future determinations are required.

NSW Police Force Senior Executives

3. The *Police Act 1990* was amended on 31 October 2017 to provide for NSW Police Force senior executives to be employed in a Public Service Senior Executive (PSSE) Band. The remuneration package of an NSW Police Force senior executive must be within the range determined under the SOOR Act for the relevant Band in which the executive is employed. These remuneration ranges are determined in accordance with Part 3B of the SOOR Act and

¹ Unless otherwise stated, the Chief Executive Service and the Senior Executive Service are referred to collectively in the Report and Determination as SES.

published in the Public Service Senior Executive Annual Determination for PSSEs.

4. Consistent with Schedule 4 of the *Police Act 1990*, transitional arrangements are in place for existing NSW Police senior executives and administrative senior executives employed under the former senior executive provisions. These executives continue to receive a remuneration package as provided for under the former senior executive provisions, being the ranges determined in this annual determination pursuant to Part 3A of the SOOR Act. The transitional arrangements will continue until the latest implementation date applicable to each executive under the former senior executive provisions, after which the new senior executive provisions apply.

NSW Health Service Senior Executives

5. The Tribunal has historically determined remuneration ranges which apply to certain executives in the NSW Health Service – the Specialist Medical Skills Determination and the General Medical Skills Determination. Senior executives in the NSW Health Service are now aligned to the employment arrangements for PSSEs under the GSE Act. In 2024, the Tribunal was advised that the medical determinations continue to have practical application and has retained them on this basis.

General Increase

6. For the same reasons outlined in the Tribunal's 2025 Annual Determination relating to PSSEs, the Tribunal has determined there will be a **3.5%** increase to the minimum and maximum amounts for each of the remuneration ranges in Section 2 of this Annual Determination, effective on and from 1 July 2025.

7. In making this Annual Determination, the Tribunal consulted with the Secretary of the Premier's Department, in their capacity as Assessor under the SOOR Act.
The other assessor role is currently vacant.

Statutory and Other Offices Remuneration Tribunal

A handwritten signature in blue ink, appearing to read 'Michael Knight', with a long horizontal flourish extending to the right.

The Hon. Michael Knight AO

Dated: 22 July 2025

Section 2

Determinations

Determination No. 1 – Remuneration Package Ranges for the SES

The Tribunal determines that the remuneration package ranges for executive office holders effective on and from 1 July 2025 shall be:

CES/SES	per annum range
Remuneration Level 8	\$527,051 to \$608,850
Remuneration Level 7	\$420,151 to \$527,050
Remuneration Level 6	\$373,951 to \$420,150
Remuneration Level 5	\$324,151 to \$373,950
Remuneration Level 4	\$297,251 to \$324,150
Remuneration Level 3	\$261,701 to \$297,250
Remuneration Level 2	\$244,001 to \$261,700
Remuneration Level 1	\$208,400 to \$244,000

Determination No. 2 – Remuneration Package Ranges for Specialist Medical Skills

The Tribunal determines that the remuneration package ranges for offices identified as requiring specialist medical skills effective on and from 1 July 2025 shall be:

CES/SES	per annum range
Remuneration Level 6	\$385,100 to \$471,700
Remuneration Level 5	\$383,550 to \$454,500
Remuneration Level 4	\$376,950 to \$437,500
Remuneration Level 3	\$359,600 to \$417,350
Remuneration Level 2	\$337,500 to \$391,650
Remuneration Level 1	\$311,350 to \$357,400

Determination No. 3 – Remuneration Package Ranges for General Medical Skills

The Tribunal determines that the remuneration package ranges for offices identified as requiring general medical skills effective on and from 1 July 2025 shall be:

CES/SES	per annum range
Remuneration Level 2	\$270,950 to \$314,450
Remuneration Level 1	\$249,050 to \$285,900

Statutory and Other Offices Remuneration Tribunal



The Hon. Michael Knight AO

Dated: 22 July 2025