

**STATUTORY AND OTHER OFFICES REMUNERATION TRIBUNAL
REPORT AND DETERMINATION PURSUANT TO SECTION 14(2) OF THE
STATUTORY AND OTHER OFFICES REMUNERATION ACT 1975**

REPORT:

1. On 1 June 2012, the Premier, the Hon Barry O'Farrell MP, requested that the Statutory and Other Offices Remuneration Tribunal (the Tribunal) make a determination, pursuant to section 14(2) of the *Statutory and Other Offices Remuneration Act 1975* (SOOR Act), concerning the remuneration to be paid to the Public Service Commissioner.
2. For remuneration purposes this office is listed in Schedule 1 of the SOOR Act. While the Tribunal has previously made a recommendation in respect of the fees payable to this office, it is has not, until now, been requested to make a determination.
3. The Public Service Commission is established in accordance with the *Public Sector Employment and Management Act 2002* (PSEM Act), to promote and maintain the public sector core values. The Public Service Commission has the lead role in ensuring the workforce's capability to deliver Government programs and services to the people of NSW.
4. The Commissioner is appointed by the Governor and is an independent statutory office with broad functions and powers across the sector. Mr Graeme Head was appointed as the inaugural Commissioner with effect from 1 November 2011.
5. The Commissioner has responsibility, to varying degrees, for the entire New South Wales public sector including the public service proper, police, health, fire fighters, transport, education and State-owned corporations. The principal objectives of the Commissioner are to:

- Promote and maintain the highest levels of integrity, impartiality, accountability and leadership across the public sector.
 - Improve the capability of the public sector to provide strategic and innovative policy advice, implement the decisions of the Government and meet public expectations.
 - Attract and retain a high calibre professional public sector workforce.
 - Ensure that public sector recruitment and selection processes comply with the merit principle and adhere to professional standards.
 - Foster a public service culture in which customer service, initiative, individual responsibility and the achievement of results are strongly valued.
 - Build public confidence in the public sector.
 - Support the Government in achieving positive budget outcomes through strengthening the capability of the public sector workforce.
6. The PSEM Act also outlines the key functions of the Commissioner, with the key focus of identifying reform opportunities for the public sector workforce and advising the Government on policy innovations and strategy for these areas of reform.
7. The Commissioner operates with a high degree of independence and reports to the Premier in connection with the exercise of the Commissioner's functions, but is not subject to the control and direction of the Premier in the exercise of these functions. These arrangements recognise both the independence of the Commissioner in providing advice and reports to the Government, as well as the responsibility of the Commissioner to the Premier to deliver on the Government's key policy objectives for the New South Wales public sector.
8. Having regard to the above the Tribunal is of the view that the Public Service Commissioner should receive an annual salary of \$448,825 per annum and so determines. The Tribunal's determination will take effect from the date of the date of Mr Head's appointment, being 1 November 2011.

DETERMINATION:

Pursuant to section 14(2) of the Statutory and Other Offices Remuneration Act 1975 the Tribunal determines that the office of Public Service Commissioner shall receive a salary of \$448,825 with effect from 1 November 2011.

**Statutory and Other Offices
Remuneration Tribunal**

(signed)

Helen Wright

5 July 2012