

STATUTORY AND OTHER OFFICES REMUNERATION TRIBUNAL

Report and Determination for the remuneration payable to Mr Stephen Loquet, Chief Information Officer, Department of Education

PREMIER'S DIRECTION

1. On 8 September 2015, the Statutory and Other Offices Remuneration Tribunal (the Tribunal) received a direction from the Premier, the Hon. Mike Baird MP to make a special determination as to whether, and (if so) how, the determination of the range of remuneration packages of Band 2 Public Service senior executives will need to be altered to provide a specific determination for Mr Stephen Loquet in the role of Chief Information Officer (the CIO) of the Department of Education (the DoE).
2. Section 24P of the *Statutory and Other Offices Remuneration Act 2013* (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 CIO, DoE will be employed as Public Service senior executives (PSSE) Band 2 – Executive Director level (Band 2). The determination already made in respect of Band 2 is the Tribunal's 2015 annual determination which provides the following remuneration package range:

| Band | Per annum range | | |
|-----------------------------------|------------------------|-----------|-----------|
| Band 2 – Executive Director level | \$248,851 | to | \$313,050 |

4. The Premier has directed the Tribunal to alter its determination of 1 July 2015 in respect of the remuneration range for Band 2 in relation to the remuneration package for Mr Stephen Loquet in the role of CIO, DoE.

BACKGROUND

5. In directing the Tribunal to make this determination the Premier has advised that the Minister for Education, the Hon Adrian Piccoli MP (the Minister), has requested that the Tribunal consider remuneration in excess of the maximum of Band 2 as it is necessary to recruit and retain a high calibre candidate. The need for additional remuneration is supported by the responsibilities and scope of the role and market based evidence.
6. The CIO DoE is responsible for managing the Information Technology Directorate which formulates and implements the information and communications technology (ICT) strategy for the Department. The Directorate delivers infrastructure, architecture, data and network services, and customer support and management to 500,000 plus devices to more than 1.5 million students and nearly 100,000 staff located in more than 2,500 worksites cross the state.
7. The CIO DoE aligns ICT strategy and service management roadmap planning with whole of government and Departmental outcomes. The CIO DoE provides vision, leadership and strategic governance to initiate and direct enterprise-wide ICT infrastructure and services that support business operations and service quality, while improving efficiency and enhancing cost effectiveness. The CIO DoE also plays a lead role in the implementation of whole of government, interagency and inter-jurisdictional initiatives.
8. The Premier has advised that the role is currently undertaken by Mr Stephen Loquet who was employed prior to the introduction of the *Government Sector Employment Act 2013* and introduction of the new executive employment arrangements. Market based evidence provided by the Minister supports the view that remuneration within the existing Band 2 range may result in difficulty attracting or retaining a candidate who is both qualified and has demonstrated performance

in a similar role.

9. As the preferred candidate for this role, the Minister proposes that Mr Loquet be offered a remuneration package of \$343,200 per annum. This amount is consistent with the market for Chief Information Officer roles and is appropriate given Mr Loquet's current remuneration, experience and the demands of the role.
10. Based on the information provided, the Tribunal finds that a remuneration package of \$343,200 per annum for Mr Stephen Loquet in the role of CIO DoE is appropriate and so determined. The Tribunal's determination is consistent with advice contained in the Premier's direction.
11. This determination will alter the Tribunal's PSSE annual determination (effective 1 July 2015) in respect of Band 2 remuneration levels in order to provide a specific remuneration package for Mr Loquet.
12. When making a determination for a specific senior executive section 24R of the SOOR Act requires that the individual be named in the following terms:

24R General provisions relating to the determinations

(1) In making a determination, the Tribunal:

- (c) may provide that a different remuneration package applies in the case of particular senior executives named in the determination (but only if the Minister has requested the Tribunal to do so),...*

13. In accordance with section 24P this determination is personal to Mr Loquet and is not a determination that applies to the office of CIO DoE or to future appointment to that role.
14. This determination shall take effect from the date of Mr Loquet's appointment as a PSSE in the role of CIO, DoE.

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 2 Public Service

Senior Executives is altered to provide for Mr Stephen Loquet to receive a remuneration package of \$343,200 per annum on appointment as a PSSE in the role of Chief Information Officer, Department of Education.

| Band | Per annum range | | | |
|-----------------------------------|-----------------|----|-----------|---|
| Band 2 – Executive Director level | \$248,851 | to | \$313,050 | Mr Stephen Loquet, Chief Information Officer, Department of Education- \$343,200 per annum. |

Statutory and Other Offices

Remuneration Tribunal



Richard Grellman AM

14 October 2015