

# STATUTORY AND OTHER OFFICES REMUNERATION TRIBUNAL

Report and Determination for the remuneration payable to Mr Denise Dawson, Chief Financial Officer, Department of Family and Community Services

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## PREMIER'S DIRECTION

1. On 22 January 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 Ms Denise Dawson in the role of Chief Financial Officer of the Department of Family and Community Services (the Department).
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 role of Chief Financial Officer, the Department of Family and Community Services, is a Band 2 Public Service senior executive (PSSE) role. The determination already made in respect of PSSE Band 2 – Executive Director Level roles is the Tribunal's 2014 annual determination which provides the following remuneration package range:

<b>Band</b>	<b>Per annum range</b>		
Band 2 – Executive Director level	\$242,801	to	\$305,400

4. The Premier has directed the Tribunal to alter its determination of 1 July 2014 in respect of the remuneration range for Band 2 in relation to the remuneration package for Ms Denise Dawson, Chief Financial Officer, Department of Family and Community Services.

## **BACKGROUND**

5. In directing the Tribunal to make this determination the Premier has advised that remuneration in excess of the maximum of Band 2 is necessary to recruit a high calibre candidate. The need for additional remuneration is supported by the responsibilities and scope of the role. The Chief Financial Officer is a member of the Department's executive board and is responsible for managing the Department's relationship with Treasury and for the delivery of excellence in financial governance and financial management across the Department. A high calibre candidate is required given the additional demands associated with the Department's strategic reform agenda, including the transition to the National Disability Insurance Scheme.
6. The need for additional remuneration is also supported by market based evidence which 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.
7. The Premier has advised that, following recruitment action, the Department have identified Ms Denise Dawson as the preferred candidate for this role, and proposes that she be offered a remuneration package of \$340,000 per annum. This amount is consistent with the market for Chief Financial Officer roles and is appropriate given Ms Dawson's experience and the demands of the role. The Tribunal has also had regard to the remuneration provided to similar roles in other Departments and jurisdictions.
8. Based on the information provided, the Tribunal finds that a remuneration package of \$340,000 per annum for Ms Denise Dawson in the role of Chief Financial Officer of the Department of Family and Community Services is appropriate and so

determined. The Tribunal's determination is consistent with advice contained in the Premier's direction.

9. This determination will alter the Tribunal's PSSE annual determination (effective 1 July 2014) in respect of Band 2 remuneration levels in order to provide a specific remuneration package for Ms Dawson.

10. 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),...*

11. In accordance with section 24P this determination is personal to Ms Dawson and is not a determination that applies to the office of Chief Financial Officer of the Department of Family and Community Services or to future appointment to that role.

12. This determination shall take effect from the date of Ms Dawson's appointment to the role of Chief Finance Officer, Department of Family and Community Services.

## **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 Ms Denise Dawson to receive a remuneration package of \$340,000 per annum on appointment to the role of Chief Financial Officer, Department of Family and Community Services.

Band	Per annum range			
Band 2 – Executive Director level	\$242,801	to	\$305,400	Ms Denise Dawson, Chief Financial Officer, Department of Family and Community Services - \$340,000 per annum.

**Statutory and Other Offices  
Remuneration Tribunal**

*Signed*

Richard Grellman AM

22 January 2015