

STATUTORY AND OTHER OFFICES REMUNERATION TRIBUNAL

Report and Determination for Mr David Riches in the role of the Head, Projects NSW, Infrastructure NSW pursuant to Section 24P of the *Statutory and Other Offices Remuneration Act 1975*.

PREMIER'S DIRECTION

1. On 28 June 2017 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 David Riches in the role of Head, Projects NSW, Infrastructure NSW (INSW).
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 Head, Projects NSW is Public Service Senior Executives (PSSE) Band 3 – Deputy Secretary level role. The determination already made in respect of PSSE Band 3 – Deputy Secretary level is the Tribunal's 2016 annual determination which provides the following remuneration package range:

Band	Per annum range		
Band3 – Deputy Secretary level	\$320,901	To	\$452,250

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 Riches in the role of the Head, Projects NSW.

BACKGROUND

5. The INSW is established under the *Infrastructure NSW Act 2011* to provide independent advice to assist the NSW Government in identifying and prioritising the delivery of major infrastructure across NSW for economic growth and social wellbeing. The INSW staff agency is an executive agency related to a Department under Schedule 1, Part 2 of the *Government Sector Employment Act 2014* (GSE Act), and is headed by the Chief Executive Officer & Coordinator General, INSW with a structure of four specialist units, one being Projects NSW.
6. Projects NSW manages the procurement and delivery of nominated priority infrastructure projects. Projects NSW engages with the private sector to deliver value for money outcomes for the community and works in partnership with nominated NSW Government agencies.
7. The Head, Projects NSW leads and directs the planning, procurement and delivery of high profile high risk infrastructure projects referred by the Premier. The Head, Projects NSW also leads and manages integrated project teams and specialist external advisers to effectively and efficiently administer the projects within a competitive market place.
8. Mr Riches has been re-appointed to the role with effect from 1 July 2017. The Premier has advised that retaining Mr Riches as the Head, Projects NSW is essential to the successful delivery of the high profile projects that have been referred to INSW. Also, Mr Riches demonstrates unique and significant experience that is essential for the success of the role.
9. In recognition of Mr Riches ability, the Premier has requested that the Tribunal make an above band determination to provide for remuneration higher than the maximum of Band 3.
10. Having regard to the particular circumstances of the case the Tribunal is of the view that the remuneration package for Mr Riches in the role of Head, Projects NSW will be \$576,345 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.

11. 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 Riches and is not a determination that applies to the role of Head, Projects NSW or to future appointments to the role.

12. This determination shall take effect from 1 July 2017 being the date of Mr Riches' re-appointment to the role of Head Projects NSW in accordance with the GSE Act. As this determination is made so close to the 2017 annual determination for PSSEs, Mr Riches will not receive any increase arising from the 2017 annual determination which also takes effect on and from 1 July 2017.

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 Riches in the role of Head, Project NSW, Infrastructure NSW with a remuneration package of \$576,345 per annum, with effect from 1 July 2017.

Band	Per annum range			
Band 3 – Deputy Secretary level	\$320,901	to	\$452,250	Mr David Riches, Head, Projects NSW, Infrastructure NSW: \$576,345 per annum.

Statutory and Other Offices

Remuneration Tribunal

(Signed)

Richard Grellman AM

17 July 2017