

STATUTORY AND OTHER OFFICES REMUNERATION TRIBUNAL

Report and Determination for Mr Steffen Faurby in the role of the Managing Director, Technical and Further Education Commission pursuant to Section 24P of the *Statutory and Other Offices Remuneration Act 1975*.

PREMIER’S DIRECTION

1. On 10 December 2019, 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 Steffen Faurby in the role of Managing Director, Technical and Further Education (TAFE) Commission (the Managing Director).

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 Managing Director is a statutory office under *the Technical and Further Education Commission Act 1990* (TFEC Act). Schedule 1A of the TFEC Act provides for certain provisions of the *Government Sector Employment Act 2013* to apply to the employment of the Managing Director, including provisions relating to the band in which the executive is to be employed.

4. The Managing Director is a Public Service senior executive (PSSE) “Band 3 – Deputy Secretary level”. The determination already made in respect of PSSE Band 3 – Deputy Secretary level is the Tribunal’s 2019 annual determination which provides the following remuneration package range:

Band	Per annum range		
Band 3 – Deputy Secretary level	\$345,551	to	\$487,050

BACKGROUND

5. TAFE NSW is established under the TFEC Act to skill the workforce of the future. TAFE NSW is Australia's leading provider of vocational education and training with around 450,000 annual enrolments. As the NSW public provider, it supports the NSW Government's priority to grow skills for the economy and jobs of tomorrow. Critically, TAFE NSW plays a virtual role in providing vocational education in rural and regional NSW, and job training pathways for the most vulnerable in the community. The operating environment for TAFE NSW is dynamic as a large transformation is being undertaken to meet the rapidly changing vocational education and training landscape.
6. The Managing Director has responsibility to manage and control the affairs of TAFE NSW, subject to the direction of the Minister, and is responsible for driving and shaping significant transformation reforms to ensure the delivery of the government's strategic agenda for vocational education and training within NSW. The Managing Director is a member of the TAFE NSW Board and works closely with the Chair to support the board in their role and leads the TAFE executive team setting strategic direction and management of TAFE NSW across more than 130 campuses.
7. Mr Steffen Faurby is to be appointed as the Managing Director. The Tribunal is advised that Mr Faurby was selected following a competitive recruitment process and demonstrated that he is a high quality candidate with superior transformational and relationship building skills. Mr Faurby has a strong record of accomplishment in delivering complex projects, optimising business outcomes and successfully driving change.
8. In recognition of Mr Faurby's ability, the Premier has requested that the Tribunal make an above band determination to provide for remuneration higher than the maximum of Band 3.
9. Having regard to the particular circumstances of the case the Tribunal is of the view that the remuneration package for Mr Faurby in the role of Managing Director will be \$575,000 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.

10. 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 Faurby and is not a determination that applies to the role of Managing Director or to future appointments to the role.

11. This determination shall take effect from the date of Mr Faurby's appointment to the role (13 January 2020).

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 Faurby in the role of Managing Director, Technical and Further Education Commission, with a remuneration package of \$575,000 per annum, with effect from the date of his appointment being 13 January 2020.

Band	Per annum range			
Band 3 – Deputy Secretary level	\$345,551	to	\$487,050	Mr Steffen Faurby, Managing Director, Technical and Further Education Commission: \$575,000 per annum.

Statutory and Other Offices

Remuneration Tribunal

Signed

Richard Grellman AM

10 December 2019