

REPORT

and

DETERMINATION

under

SECTION 24C

of the

STATUTORY AND OTHER OFFICES

REMUNERATION ACT, 1975

CHIEF EXECUTIVE AND SENIOR EXECUTIVE SERVICES

27 September 2013

[NSW Remuneration Tribunals website](#)

## Chief Executive Service and Senior Executive Service

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# Section 1

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## Introduction

Mr Ken Baxter was appointed to the role of Assessor to the Tribunal (pursuant to section 7(1)(b) of the *Statutory and Other Offices Remuneration Act 1975* (the SOOR Act)) for a term of up to three years commencing 20 March 2013.

## Background

1. Section 24C of the SOOR Act provides for the Tribunal to determine annual remuneration packages for the Chief Executive Service and Senior Executive Service (SES)<sup>1</sup> to take effect on and from 1 October in that year.
2. The SES was introduced in the NSW public sector in 1989. The key features of the SES are:
  - classification into 8 remuneration levels
  - minimum and maximum of each remuneration level determined by the Tribunal
  - conditions of employment being fixed by contract
  - individual performance agreements
  - annual increases in remuneration based on performance assessment
  - remuneration packages expressed as total cost of employment, whether the amount is monetary remuneration for the executive office holder, or partly that remuneration and partly as the cost to the employer of the executive office holder of employment benefits.
3. In determining the remuneration for SES officers, and following amendments to the SOOR Act in 2011, the Tribunal is required pursuant to Section 6AA to give

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<sup>1</sup> Unless otherwise stated, the Chief Executive Service and the Senior Executive Service are referred collectively in the Report and Determination as SES.

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- effect to the same policies on increases in remuneration as those that the Industrial Relations Commission is required to give effect to under section 146C of the *Industrial Relations Act 1996* (the IR Act) when making or varying awards or orders relating to the conditions of employment of public sector employee.
4. The current policy on wages pursuant to section 146(1)(a) of the IR Act is specified in the Industrial Relations (Public Sector Conditions of Employment) Regulation 2011 (the IR Regulation 2011). The effect of the IR Regulation 2011 is that public sector wages cannot increase by more than 2.5 per cent. Any increase beyond 2.5 per cent can only be awarded subject to the requirement that sufficient employee-related cost savings have been achieved to fully offset the increased employee-related costs.

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### 2012 Review

5. In undertaking the 2012 review the Tribunal noted the significant impact that section 6AA of the SOOR Act had on the way the Tribunal made its determinations. The effect of the amendments to the SOOR Act in 2011 was to remove the Tribunal's discretion to determine any increase beyond 2.5 per cent for office holders unless there were sufficient employee-related cost savings to offset the additional employee-related costs.
6. In 2012 the Tribunal examined the issue of employee-related cost savings. As part of that review the Tribunal received legal advice and met with judicial members of the Industrial Relations Commission.
7. The Tribunal found that section 146C and the IR Regulation 2011 required a new approach to identifying savings not previously contemplated. Increases provided on the basis of productivity savings achieved across an organisation, which was the basis for awarding previous increases across the SES Group, will not be sufficient to meet the policy requirements specified in the IR Regulation 2011.

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8. Having regard to the definitions contained in the IR Regulation 2011 of "employee-related costs" and "employee-related cost savings", the Tribunal was of the view that any pay increase which may be awarded to the SES above 2.5 per cent must be matched by cost savings which neutralise the cost of the increase. Clause 6(1)(c) suggests the kinds of employee-related cost savings which may be relevant, in that it contemplates reduction (with the agreement of the relevant parties) in "existing conditions of employment of the kind but in excess of the guaranteed minimum conditions of employment".
9. In making a submission in support of any increase above 2.5 per cent, the Tribunal found that the SES would need to find employee-related costs savings, such as the elimination of leave loading, reduction of travelling allowances - anything which is not protected as a minimum condition of employment.
10. As SES Officers are not employed under an industrial instrument their conditions of employment are outlined in the relevant legislation or in the contract of employment. Any changes to these conditions aimed at reducing employee-related costs and contributing to savings, would need to apply to all affected SES office holders, would require consent of those office holders, and may require legislative change.
11. The Tribunal identified, as it did during the 2011 review, the need to develop a methodology to assess employee-related cost savings which may justify a "general increase" above 2.5 per cent in appropriate circumstances.
12. Historically the Tribunal has not called for or received submissions from individual SES Officers. Instead, the Tribunal has regard to information contained in the Government's submission in respect of the SES.
13. The Government's Submission for 2012 recommended that the Tribunal approve an increase of 2.5 per cent for the SES. That recommendation was consistent with the NSW Wages Policy and reflected the NSW Government's intent, pursuant to section 6AA and the IR Regulation 2011.

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14. The 2012 Government submission also advised that the Public Service Commission was developing reform proposals for the executive structure of the NSW public service. The reforms were a response to the NSW Commission of Audit recommendation that the structure of executive employment required fundamental overhaul and that:

*“the Public Service Commission should present reform proposals to the Government regarding the executive structure of the NSW public service (SES, Senior Officer and other executives) to:*

- *establish a separate structure for clusters Directors General*
- *create a new executive structure combining the SES and the Senior Officer classification and, as appropriate, other executive groupings’*

*(Recommendation #45).”*

15. The Government advised that once the new executive arrangements were in place, consideration would be given to the development of a methodology to assist the Tribunal in assessing employee related savings that were advanced to justify an increase beyond 2.5 per cent for the SES.

16. The Tribunal's 2012 annual determination dated 9 November 2012 provided for a 2.5 per cent increase for each SES officer, subject to satisfactory performance.

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### **Government submission**

17. The Government Submission recommends that the Tribunal approve an increase of 2.5 per cent for the SES. This recommendation is consistent with NSW Wages Policy and reflects the NSW Government’s intent, pursuant to section 6AA of the SOOR Act and the IR Regulation 2011.

18. The Government submission notes that the challenge for the Chief and Senior Executive Service Officers in the NSW public sector over the upcoming year

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- remains the delivery of improved citizen-centric services to the people of NSW in a more efficient and cost effective manner, while at the same time delivering the major reforms contained in *NSW 2021*.
19. Meeting this challenge is necessary to enable the Government to return to a sufficiently large operating surplus to fund a significant part of capital expenditure, build a buffer against adversity and ensure a gradual decline in state debt and unfunded super. In this regard, there is a need for the CES and SES, like the rest of the NSW public sector, to demonstrate wage restraint and contribute to containment of expenses growth.
  20. The Government submission provides an overview of the recent economic performance and outlook for the State and the Government's 2013-14 Budget.
  21. For 2012-13, NSW real economic growth has been revised up by 0.5 of a percentage point to 2.5 per cent, due to stronger than expected growth in household consumption, engineering construction (mining related), net exports and non-residential building. Interest rate sensitive sectors of the economy have started to improve, as evident in partial indicators such as retail sales, investor housing finance and dwelling approvals. Growth in these indicators for NSW has generally outperformed national growth recently, in part reflecting the greater sensitivity of NSW households to interest rates. NSW economic growth is expected to improve in 2013-14 and remain steady in 2014-15.
  22. Employment growth has been revised up by 0.75 of a percentage point to 1.5 per cent. Employment growth has been stronger than expected and above trend through 2012-13 to date, and stronger than it has been nationally, but is forecast to ease slightly in the near term, consistent with leading indicators of labor demand. The NSW unemployment rate remains relatively low by both historical standards and compared with most other states, averaging 5.2 per cent in 2012-13 to date.

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23. The 2013-14 Budget delivers on the Government's fiscal strategy of returning the State's finances to a sustainable position, through continuing expense control, proceeds from asset transactions and modest revenue measures.
24. The Government's fiscal strategy is enshrined in the *Fiscal Responsibility Act 2012* with the key objective being to maintain operating balances and debt positions that are consistent with the State's triple-A credit rating.
25. The 2013-14 Budget forecasts modest traditional deficits in 2012-13 and 2013-14 before returning to surplus in 2014-15, with growing surpluses thereafter. The surpluses now in prospect reflect the benefits of improved financial management. Expenses growth has been brought under control by delivering on the expense savings measures announced in the previous two Budgets.
26. Controlling employee-related expenses continues to be a key focus in the Government's expense restraint. The 2013-14 Budget continues to deliver the benefits of the *NSW Public Sector Wages Policy 2011*. The policy provides for remuneration increases of 2.5 per cent per annum, with increases above this amount funded by realised employee-related cost savings. The Government has also implemented policies relating to better management of excess employees, a labour expense cap and more stringent controls on excessive annual leave accruals.
27. In 2013-14, employee expenses are estimated to be 47.5 per cent of the total expenses, including superannuation expenses (6.1 per cent) and other employee expenses (41.4 per cent) composed principally of wages and salaries.
28. The Government submission has also provided an overview of the current key economic indicators. The NSW Wages Price Index grew at a below trend annual rate of 3 per cent in the March quarter 2013, driven by below trend growth in both private sector and public sector wages. Wages growth is expected to be 3.25 per cent in 2013-14 before picking up to 3.5 per cent in 2014-15, in line with trend output growth, a solid labour market, and moderate inflation. The Government's wages policy will continue to assist in moderating public sector wages growth.

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29. The latest Consumer Price Index (CPI) figures for the June quarter 2013 show annual CPI growth of 2.6 per cent in Sydney, and 2.4 per cent across the average of 8 capital cities. In year average terms, the Sydney CPI rose by 2.5 percent in 2011-12. Over the next two years, domestic price pressures are expected to ease slightly, consistent with moderate wages growth and the recent improvement in productivity growth. A lower exchange rate will offset this easing in domestic pressures. The outlook for headline inflation, according to NSW and Commonwealth Treasury forecasts, is for inflation to remain within the Reserve Bank of Australia's 2-3 per cent target band over the forecast period (with Commonwealth Treasury forecast at the lower end at 2.25 per cent.)
30. The Government Submission also provides an overview of the reforms proposed to the executive structure of the NSW public sector, in response to the NSW Commission of Audit recommendations. The *Government Sector Employment Act 2013* (the GSE Act) was assented to on 25 June 2013 and reflects and builds on the Government's reform program for the public sector. The GSE Act provides a new and simpler statutory framework devoted solely to NSW Government sector employment and workforce management. It also introduces new structural and employment arrangements for all NSW Public Service senior executives. Further details in relation to these changes and their impact on the functions of the Tribunal are outlined in more detail in section 4 of this report.
31. The Government submission also addresses the impact of the Superannuation Guarantee Contribution (SGC) increase of 0.25 per cent with effect from 1 July 2013, in accordance with the *Superannuation Guarantee (Administration) Act 1992* (*C'wth*). The Government has advised that the SGC increase does not affect the Tribunal's ability to determine a remuneration increase of up to 2.5 per cent for chief and senior executive service officers as they receive a total remuneration package.
32. The Government further recommends that there be no increase to the minimum and maximum rates of Recruitment and Retention Allowances.

## Section 4

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### 2013 Review

33. In January 2013 the Tribunal wrote to the Director General of the Department of Premier and Cabinet (DPC) and the Secretary of NSW Treasury to seek their assistance in the development of an appropriate methodology to assess employee-related cost savings, as they relate to office holders subject to the determinations of the Tribunal.
34. Subsequently the Tribunal met with officers from both the DPC and the Treasury to discuss the development of such a methodology. The Tribunal acknowledges the assistance given at that time.
35. In February 2013 the Government introduced into the Parliament the Statutory and Other Offices Remuneration Amendment (Judicial and Other Office Holders) Bill 2013. The Bill signalled the Government's intent to extend the wages policy to judicial office holders, who were exempt under the legislation at that time.
36. On 22 May 2013, the Parliament passed the amendments to the SOOR Act which now require the Tribunal, when making determinations under Part 3 of the Act, to give effect to any policy concerning the remuneration of office holders as declared by the regulations, rather than those policies that the Industrial Relations Commission is required to give effect to under section 146C of the IR Act. In addition, any policy concerning the remuneration of office holders as declared by the regulations will now also extend to judicial office holders, who previously had been excluded under the SOOR Act. The new provisions commenced on 1 July 2013.
37. New section 6AB of the SOOR Act applies to the Tribunal's determinations in respect of office holders in the Judges and Magistrates Group, the Court and Related Officers Group and the Public Office Holders Group. Government policy concerning the remuneration of office holders to which Part 3 of the SOOR Act

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applies is declared in the Statutory and Other Offices Remuneration (Judicial and Other Office Holders) Regulation 2013 (the SOOR Regulation 2013).

38. The impact of the changes to the SOOR Act and the introduction of the SOOR Regulation 2013 on office holders to which Part 3 applies will be outlined in more detail in the determinations for those office holder groups.
39. These new arrangements do not apply to determinations under Part 3A - remuneration packages for chief executive and senior executive office holders. For these determinations the Tribunal will continue to be required to give effect to the same policies on increases in remuneration as those that the Industrial Relations Commission is required to give effect to under section 146C of the IR Act.
40. While the amendments to the SOOR Act and the SOOR Regulation 2013 have guided the Tribunal in the development of a methodology to assess office related cost savings for Part 3 office holders, it remains to be determined whether an appropriate methodology to assess employee-related cost savings for Part 3A Office Holders can be developed.
41. The Public Service Commission is presently developing reform proposals for the executive structure of the NSW Public Service. The Government has advised, as it did in 2011, that once the new executive arrangements are in place, consideration will be given to the development of a methodology to assist the Tribunal in assessing employee related savings that are advanced to justify an increase beyond 2.5 per cent for the SES.
42. The Tribunal acknowledges that since making its 2012 determination considerable progress has been made in relation to executive structure reform.
43. The *Government Sector Employment Act 2013* (the GSE Act) is expected to commence early in 2014. The GSE Act introduces a new structure and employment arrangements for all NSW Public Service senior executives. Covered by the reforms will be the Chief and Senior Executive Service, Transport Senior Service and Senior Officer positions.

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44. The existing Chief Executive Service, eight-level Senior Executive Service, and award-based Senior Officer structure and equivalents, will be replaced by a single executive structure across the public sector. The new executive structure will provide for a single NSW Public Service Senior Executive.
45. The Tribunal has been advised that, under the new legislation, the Premier will determine a new simpler executive structure which will comprise of four broad bands being;
- State Executive – Department Secretaries
  - Senior Executive Band 3 – Deputy Secretaries and Agency Heads
  - Senior Executive Band 2 – Executive Directors and Agency Heads
  - Senior Executive Band 1 – Directors
46. In accordance with section 40 of the GSE Act (to be proclaimed) the Tribunal will make annual determinations on the remuneration ranges for the Secretaries and for the senior executive bands. The SOOR Act will be amended to provide for a new Part 3B (Remuneration Packages for Public Service Senior Executives) to allow the Tribunal to make these determinations.
47. Until it is in a position to make the proposed new Part 3B determinations the Tribunal will continue to make determinations for the existing Senior Executive Service under Part 3A. The Tribunal will also continue to determine remuneration for a small number of specialist senior executive roles that need to be remunerated in line with global market rates.
48. All determinations of the Tribunal will apply from 1 July each year once the GSE Act commences. The SOOR Act will be amended upon proclamation of the GSE Act. Clause 7 of Schedule 6 of the GSE Act will amend section 13 of the SOOR Act to change the commencement date of the Tribunal's annual determinations from 1 October to 1 July. Section 17 of the SOOR Act will also be amended to allow the Tribunal to commence its inquiries on 1 January instead of 1 April.

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49. The NSW Public Sector Wages Policy 2011 will continue to apply to determinations made in accordance with Part 3A and so far as the Tribunal is presently aware, will continue to apply to determinations made in accordance with Part 3B.
50. As advised in the 2013 Government submission, once the new executive arrangements are in place, consideration will again be given to the development of a methodology to assist the Tribunal in assessing employee related cost savings.
51. Given the complexity of the reforms it is appropriate that the Tribunal should delay further consideration of a methodology for this group until the new executive structure and the new legislation and amendments to the SOOR Act have commenced.
52. For the time being, and in the absence of any methodology to assess otherwise, the Tribunal will only consider what increase, if any, will apply to the SES up to the maximum permitted of 2.5 per cent.
53. In determining the appropriate increase the Tribunal has had regard to recent changes to the Superannuation Guarantee Contribution (SGC). The SGC – made in compliance with the *Superannuation Guarantee (Administration) Act 1992 (C'wth)* – was increased by 0.25 per cent with effect from 1 July 2013.
54. In accordance with Section 24C of the SOOR Act the Tribunal determines remuneration packages for the SES. Section 24A of the SOOR Act provides for the following definition of a remuneration package for chief executive and senior executive office holders.

“s. 24A **remuneration package** means the annual amount payable under section 74 of the *Public Sector Employment and Management Act 2002* or section 46 of the *Police Act 1990*:

- (a) as monetary remuneration for the executive office holder, or
- (b) partly as that remuneration and partly as the cost to the employer of the executive office holder of employment benefits.”

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55. Section 74 of the *Public Sector Employment and Management Act 2002* (PSEM Act) outlines the monetary remuneration and employment benefits for executive officers. These include:

“s. 74 (2) Contributions payable to a superannuation scheme by an executive officer’s employer in respect of the officer that are required to be made by the employer under a law of the State relating to superannuation are, until provided for by the officer’s contract of employment, taken to be an employment benefit provided in the contract.”

56. Section 73 of the PSEM Act defines employment benefits as:

**“employment benefit means:**

*(a) contributions payable to a superannuation scheme by an executive officer’s employer in respect of the officer, including any liability of that employer to make any such contributions or to pay approved costs associated with that scheme, or...”*

57. In May the Government advised that it was its intention that the SGC increase be funded from within the existing wages cap of 2.5 per cent. The Public Service Association and Professional Officers' Association Amalgamated Union of New South Wales, which had filed applications to vary the salaries of certain public sector awards by 2.5 per cent, opposed the SGC being funded from the existing wages cap of 2.5 per cent. This issue was referred to a Full Bench of the Industrial Relations Commission of New South Wales for determination.

58. In its decision made on 25 June 2013, the Full Bench found that the increases in remuneration or other conditions of employment, referred to in clause 6(1)(a) of the IR Regulation 2011, are only those increases resulting from an award or order made or varied by the Commission either by consent or in arbitration proceedings: *Re Crown Employees Wages Staff (Rates of Pay) Award 2011 & Ors* [2013] NSWIRComm 53.

59. Subsequent to the decision of the Full Bench on 28 June 2013 the Government amended the IR Regulation 2011 to make clear the Government’s public sector policies for the purposes of section 146 of the IR Act, and to clarify the application

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of those policies in relation to the impact of increases in superannuation employment benefits.

60. The effect of the amendments to the IR Regulation 2011 was that SGC increases would be funded from within the existing wages cap of 2.5 per cent. It was intended that the cost of the SCG increase will be borne by the employee rather than the employer. Under the IR Regulation 2011, as amended, those arrangements applied to all public sector employees and office holders subject to the IR Regulation 2011, including Members of Parliament.
61. The amendments to the IR Regulation 2011, which clarified the application of the policies articulated in the IR Regulation 2011 in relation to the impact of increases in superannuation employment benefits, were disallowed by the Legislative Council on 21 August 2013. This has the effect of restoring the original *Industrial Relations (Public Sector Conditions of Employment) Regulation 2011* immediately.
62. Similarly on 22 August 2013, the *Statutory and Other Offices Remuneration (Judicial and Other Office Holders) Amendment Regulation 2013*, which applied to those determinations of the Tribunal pursuant to Part 3A of the SOOR Act, was also disallowed by the Legislative Council.
63. Following the disallowance of the SOOR Amendment Regulation, the Tribunal received a supplementary submission from the Secretary of The Treasury, Mr Philip Gaetjens. The Supplementary submission states that:

*“Notwithstanding the disallowance, the Government intends to ensure the 2.5 per cent remuneration policy requirement is met and is currently considering options available to it.”*
64. As the SES receive remuneration packages which are inclusive of employment benefits, which pursuant to section 73 of the PSEM Act, include contributions payable to a superannuation scheme by an executive officer’s employer, the SES will be required to fund the 0.25 percentage increase from their total remuneration package. As the Tribunal is not able to determine an increase of more than 2.5 per cent, unless sufficient employee related costs are found to fund

## **Chief Executive Service and Senior Executive Service**

such an increase, the 0.25 per cent increase in the SGC must be absorbed into any increase awarded by the Tribunal.

65. An assessment of the key economic indicators would suggest that the maximum increase available to the Tribunal of 2.5 per cent is warranted. The Tribunal notes that the NSW Wages Price Index was 3 per cent for the March quarter 2013 and is expected to grow to 3.25 per cent in 2013-14 and 3.5 per cent in 2014-15. The Consumer Price Index (CPI) figures for the June quarter 2013 show annual CPI growth of 2.6 per cent in Sydney, and 2.4 per cent across the average of 8 capital cities. In year average terms, the Sydney CPI rose by 2.5 percent in 2011-12. The outlook for headline inflation, according to NSW and Commonwealth Treasury forecasts, is for inflation to remain within the Reserve Bank of Australia's 2-3 per cent target band over the forecast period.
66. Having regard to the additional cost to employees of the SGC increase and the key economic indicators the Tribunal finds that the maximum increase of 2.5 per cent is appropriate and so determines.

## **Recruitment Allowance and Retention Allowance**

67. There will be no increase in the minimum and maximum rates of the Recruitment Allowance or the Retention Allowance. Recruitment and Retention Allowances will not be available to new Public Service Senior executives under the GSE Act. While no new allowances will be offered, the Tribunal will continue to determine these allowances for existing SES officers currently in receipt of these allowances until such time as the transition arrangements are complete and Part 3 of the SOOR Act is repealed.

## **Chief Executive Positions**

68. During the 2012 annual review the Tribunal determined that three Chief Executive positions would receive remuneration in excess of the maximum of SES Level 8: the Director General of the Department of Premier and Cabinet, the Chief Executive Officer and Co-ordinator General of Infrastructure NSW and the Director

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General, Department of Trade and Investment, Regional Infrastructure and Services.

69. The Tribunal continues to support the view that additional remuneration for these positions is warranted and determines an increase of 2.5 per cent consistent with section 6AA of the SOOR Act. The result of the Tribunal's determination in respect of these positions is contained in Determinations 2 to 4.

### 2014 Review

70. The GSE Act was assented to on 25 June 2013 and reflects and builds on the Government's reform program for the public sector. The GSE Act provides a new and simpler statutory framework devoted solely to NSW Government sector employment and workforce management.
71. All determinations of the Tribunal will apply from 1 July each year once the GSE Act commences. The SOOR Act will be amended upon proclamation of the GSE Act. Clause 7 of Schedule 6 of the GSE Act will amend section 13 of the SOOR Act to change the commencement date of the Tribunal's annual determinations from 1 October to 1 July. Section 17 of the SOOR Act will also be amended to allow the Tribunal to commence its inquiries on 1 January instead of 1 April.
72. On that basis the Tribunal will commence the 2014 annual review earlier than usual (but not before 1 January) to ensure sufficient time is available to complete the determinations on or as close to 1 July 2014 as possible.

## Section 5

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### Conclusion

73. The Tribunal after considering the views of the Assessors and having regard to the provisions of section 6AA of the SOOR Act, determines an increase of 2.5 per cent for all SES officers, effective on and from 1 October 2013. The new rates are as set out in Determinations Nos 1-8.

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74. Payment of the increase is subject to certification of an officer's satisfactory performance by the officer's CEO or in the case of CEOs the relevant Minister.

### **The Statutory and Other Offices Remuneration Tribunal**

**Helen Wright**

Dated: 27 September 2013

## Chief Executive Service and Senior Executive Service

### Determination No 1- Remuneration Package Ranges

The remuneration package ranges for executive office holders shall be:

CES/SES	Per annum range		
Remuneration Level 8	\$422,501	to	\$488,100
Remuneration Level 7	\$336,851	to	\$422,500
Remuneration Level 6	\$299,751	to	\$336,850
Remuneration Level 5	\$259,851	to	\$299,750
Remuneration Level 4	\$238,301	to	\$259,850
Remuneration Level 3	\$209,801	to	\$238,300
Remuneration Level 2	\$195,601	to	\$209,800
Remuneration Level 1	\$167,100	to	\$195,600

### Determination No 2 – Director General, Department of Premier and Cabinet

The Tribunal determines that the remuneration package for the Director General Department of Premier and Cabinet shall be \$559,445 pa effective on and from 1 October 2013.

### Determination No 3 – Chief Executive Officer and Co-ordinator General, Infrastructure NSW

The Tribunal determines that the remuneration package for the Chief Executive Officer and Co-ordinator General, Infrastructure NSW shall be \$538,450 pa effective on and from 1 October 2013.

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### **Determination No 4 – Director General, Department of Trade and Investment, Regional Infrastructure and Services**

The Tribunal determines that the remuneration package for the Director General, Department of Trade and Investment, Regional Infrastructure and Services shall be \$534,410 pa effective on and from 1 October 2013.

### **Determination No 5 - Recruitment Allowance**

To the remuneration package amounts determined above there may be added a Recruitment Allowance up to the maximum for each level as set out hereunder, subject to the approval of the Public Service Commissioner. The Allowance will apply for new SES offices and appointment renewals, where it has been established that a specific skill is necessary for recruitment purposes and the performance of the duties of the position.

Officers in receipt of a Recruitment Allowance are not eligible for payment of a Retention Allowance.

<b>CES/SES</b>	<b>Maximum Allowance</b>	
Levels 7 and 8	up to	\$43,000
Levels 5 and 6	up to	\$30,000
Levels 3 and 4	up to	\$23,000
Levels 1 and 2	up to	\$19,000

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### Determination No 6 - Retention Allowance

SES Officers shall be eligible for a Retention Allowance up to the maximum for each level as set out hereunder. The Allowance will apply on and from the date of approval by the Public Service Commissioner and will accrue on an annual basis or part thereof and the total amount will be payable upon the completion of the term of appointment.

Officers in receipt of a Retention Allowance are not eligible for payment of a Recruitment Allowance.

CES/SES	Maximum Allowance	
Levels 7 and 8	up to	\$43,000
Levels 5 and 6	up to	\$30,000
Levels 3 and 4	up to	\$23,000
Levels 1 and 2	up to	\$19,000

### Determination No 7 - Specialist Medical Skills

The Tribunal determines that the remuneration package ranges for offices identified as requiring specialist medical skills shall be:

Specialist Medical Skills	Per annum range		
Remuneration Level 6	\$308,800	to	\$378,200
Remuneration Level 5	\$307,450	to	\$364,400
Remuneration Level 4	\$302,150	to	\$350,750
Remuneration Level 3	\$288,350	to	\$334,600
Remuneration Level 2	\$270,600	to	\$314,000
Remuneration Level 1	\$249,600	to	\$286,550

### Determination No 8 - General Medical Skills

The Tribunal further determines that the remuneration package ranges for offices identified as requiring general medical skills shall be:

## Chief Executive Service and Senior Executive Service

General Medical Skills	Per annum range		
Remuneration Level 2	\$217,250	to	\$252,100
Remuneration Level 1	\$199,700	to	\$229,200

### The Statutory and Other Offices Remuneration Tribunal

(Signed)

**Helen Wright**

Dated: 27 September 2013