

STATUTORY AND OTHER OFFICES REMUNERATION TRIBUNAL

Report and Determination for Mr Simon Draper in the role of Secretary of the Department of Industry pursuant to Section 24P of the *Statutory and Other Offices Remuneration Act 1975*.

PREMIER'S DIRECTION

1. On 23 March 2018 the Statutory and Other Offices Remuneration Tribunal (the Tribunal) received a request from the Premier, the Hon Gladys Berejiklian MP, pursuant to section 24P of the *Statutory and Other Offices Remuneration Act 1975* (the SOOR Act) to make a determination as to whether, and (if so) how, the determination of the range of remuneration packages of Band 4 Public Service Senior Executives should be altered in relation to Mr Simon Draper in the role of Secretary of the Department of Industry.
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 Secretary of the Department of Industry is a Public Service Senior Executive (PSSE) Band 4 – Secretary Level role. The determination already made in respect of PSSE Band 4 – Secretary Level is the Tribunal's 2017 annual determination which provides the following remuneration package range:

Band	Per annum range	
Band 4 - Secretary level	\$463,551	\$535,550

4. This determination will alter the annual determination in respect of the remuneration range for Band 4 in relation to the remuneration package for Mr Draper in the role of Secretary of the Department of Industry.

BACKGROUND

5. The Premier has advised that Mr Draper was appointed to the role of Secretary of the Department of Industry commencing on 19 March 2018. The Premier has advised that it is appropriate that Mr Draper receive a total remuneration package, including the

discretionary performance component, comparable to that received by other Secretaries employed under the same conditions.

6. In determining the appropriate remuneration for the Secretary of the Department of Industry the Tribunal has had regard to the role and its responsibilities and the Premier's recommendation. The Tribunal notes that remuneration for the most senior roles should be sufficient to ensure the best candidates can be attracted, and retained, to work for the NSW Government.
7. The Tribunal is of the view that the remuneration package for Mr Draper in the role of Secretary of Department of Industry will be \$520,050 per annum. In addition to this base amount a discretionary remuneration range of up to 12 per cent will apply. This determination will alter the Tribunal's annual determination of 1 July 2017 in respect of Band 4 remuneration levels.
8. 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 Draper and is not a determination that applies to the office of Secretary of the Department of Industry or to future appointments to the role.

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 4 Public Service senior executives is altered to provide Mr Draper, in the role of Secretary of the Department of Industry, with a remuneration package of \$520,050 per annum plus a discretionary remuneration range of up to 12 per cent in addition to the base amount, effective from the date of his appointment being 19 March 2018.

Band	Per annum range			
Band 4 - Secretary level	\$463,551	To	\$535,550	Mr Simon Draper, Secretary, Department of Industry: \$520,050 per annum plus a discretionary remuneration range of up to 12 per cent in addition to the base remuneration.

Statutory and Other Offices Remuneration Tribunal

signed

26 March 2018