

STATUTORY AND OTHER OFFICES REMUNERATION TRIBUNAL

Report and Determination for Dr Sarah Hill in the role of Chief Executive Officer of Western Parkland City Authority pursuant to Section 24P of the *Statutory and Other Offices Remuneration Act 1975*.

PREMIER’S DIRECTION

- 1. On 13 August 2021 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 3 Public Service Senior Executives should be altered in relation to Dr Sarah Hill in the role of Chief Executive Officer of Western Parkland City Authority (the CEO).
- 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 CEO is an Agency Head under the *Government Sector Employment Act 2013*. The role 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 2021 annual determination which provides the following remuneration package range:

Band	Per annum range		
Band 3 – Deputy Secretary level	\$354,201	to	\$499,250

- 4. This determination will alter the annual determination in respect of the remuneration range for Band 3 in relation to the remuneration package for Dr Hill in the role of CEO.

BACKGROUND

- 5. The Western Parkland City Authority is established under the *Western Parkland City Authority Act 2018* (WPCA Act) to encourage the economic growth and development of

the Western Sydney Aerotropolis and the rest of Western City. The Western Parkland City Authority is part of the Greater Sydney Region. The Vision for the District as a Parkland City is set out in the overarching plan for Greater Sydney – A Metropolis of Three Cities. The plan is structured around five key themes being: Infrastructure and Collaboration, Liveability, Productivity and Sustainability. The vision for Greater Sydney as a metropolis of three cities is built on a vision where most residents live within 30 minutes of their jobs, education and health facilities, services and great places – Western Parkland City, Central River City and Eastern Harbour City. This vision seeks to rebalance the economic and social opportunities and deliver a more equitable Greater Sydney.

6. Under the WPCA Act the CEO is responsible for the day-to-day management of the activities of the Western Parkland City Authority, in accordance with specific policies and general directions of a governing Board. The CEO is responsible for building and leading the Western Parkland City Authority team to implement the NSW Government's vision for the Western Parkland City. This challenging role is responsible for setting the strategy, implementation plan and end to end execution of programs, services and development to rebalance the economic and social opportunities across Greater Sydney.
7. The Premier has requested that Dr Hill receive remuneration above the maximum of the range of a Band 3 role. The recommendation takes into account the requirements of the role and market based factors including comparison to similar public sector Chief Executive Officer roles. Dr Hill has experience and expertise in public sector leadership roles, including the Chief Executive Officer of the Greater Sydney Commission and Deputy Secretary roles in the Department of Planning, Industry and Environment and NSW Treasury.
8. In determining the appropriate remuneration, the Tribunal has had regard to the role and its responsibilities and is of the view that the remuneration package for Dr Hill in the role of CEO will be \$570,000 per annum effective from 1 July 2021. The Tribunal's determination is consistent with the 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 the Band 3 remuneration level.
9. 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 senior executive named in the determination. Consistent with the Premier's request, this determination is personal to Dr Hill and is not a determination that applies to the office of CEO 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 3 Public Service senior executives is altered to provide Dr Hill, in the role of Chief Executive Officer of Western Parkland City Authority, with a remuneration package of \$570,000 per annum effective from 1 July 2021.

Band	Per annum range			
Band 3 – Deputy Secretary level	\$354,201	to	\$499,250	Dr Sarah Hill, Chief Executive Officer of Western Parkland City Authority: \$570,000 per annum.

Statutory and Other Offices Remuneration Tribunal

Signed
Richard Grellman AM
24 August 2021