

STATUTORY AND OTHER OFFICES REMUNERATION TRIBUNAL

Report and Determination for Ms Susan Pearce in the role of Secretary of the Ministry of Health pursuant to Section 24P of the *Statutory and Other Offices Remuneration Act 1975*.

PREMIER'S DIRECTION

1. On 29 March 2022 the Statutory and Other Offices Remuneration Tribunal (the Tribunal) received a request from the Hon Paul Toole MP, acting for and on behalf of the Premier and 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 Ms Susan Pearce in the role of Secretary of the Ministry of Health.
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 Ministry of Health 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 2021 annual determination which provides the following remuneration package range:

Band	Per annum range		
Band 4 - Secretary level	\$499,251	to	\$576,7000

4. The determination will alter the annual determination in respect of the remuneration range for Band 4 in relation to the remuneration package for Ms Pearce in the role of Secretary of the Ministry of Health.

BACKGROUND

5. The Acting Premier has advised that Ms Pearce was appointed to the role of Secretary of the Ministry of Health commencing on 5 March 2022. The Acting Premier has advised that it is appropriate that Ms Pearce receive a total remuneration package consistent with the remuneration of the majority of the other Secretaries.

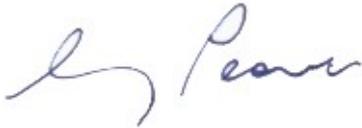
- 6. In determining the appropriate remuneration, the Tribunal had regard to the role and responsibilities, and Ms Pearce’s particular experience in the NSW health system. Ms Pearce was previously the Deputy Secretary Patient Experience and System Performance NSW Health. Prior to that role Ms Pearce was the NSW Chief Nursing and Midwifery Officer. The Tribunal particularly notes the key role Ms Pearce has performed during the period of the COVID-19 pandemic. The continuing effects of the pandemic and the particular needs of the health system now and in the future require the highest level of expertise which Ms Pearce is uniquely placed to provide.
- 7. In accordance with the Premier’s recommendation the Tribunal determines that Ms Pearce in the role of Secretary of the Ministry of Health shall receive \$614,000 per annum effective from her date of appointment.
- 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 senior executive named in the determination. Consistent with the Premier’s request, the determination is personal to Ms Pearce and is not a determination that applies to the office of Secretary of the Ministry of Health 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 2021 range of remuneration packages of Band 4 Public Service senior executives is altered to provide Ms Pearce, in the role of Secretary of the Ministry of Health, with a remuneration package of \$614,000 per annum effective from the date of her appointment that being 5 March 2022.

Band	Per annum range			
Band 4 - Secretary level	\$499,251	to	\$576,700	Ms Susan Pearce, Secretary, Ministry of Health: \$614,000 per annum.

Statutory and Other Offices Remuneration Tribunal



The Hon. Greg Pearce
4 April 2022