

**Former Chief and  
Senior Executive  
Service**

(transitional remuneration  
arrangements only)

Annual  
Determination

*Report and determination  
under section 24C of the  
Statutory and Other Offices  
Remuneration Act 1975*

**5 August  
2021**

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# Section 1

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## Background

### Former Chief Executives and Senior Executives

1. The Chief Executive Service and Senior Executive Services<sup>1</sup> were employed under the provisions of the former *Public Sector Employment and Management Act 2002* (PSEM Act). That Act was repealed in 2013 and replaced with the *Government Sector Employment Act 2013* (GSE Act).
2. There may be a small number, if any, transitional former senior executives subject to the transitional arrangements provided for in Schedule 4 of the GSE Act, and executives employed in the NSW Police Force Senior Executive Service and the NSW Health Service who continue to be eligible for remuneration packages as determined under Part 3A of the SOOR Act. For that reason, the Tribunal will continue to make a determination for the SES remuneration ranges. The Tribunal will review these arrangements each year to determine whether further determinations are required.

### NSW Police Force Senior Executives

3. The *Police Act 1990* was amended on 31 October 2017 to provide for NSW Police Force senior executives to be employed in a Public Service senior executive (PSSE) band. The remuneration package of a NSW Police Force senior executive must be within the range determined under the SOOR Act for the band in which the executive is employed. These remuneration ranges are determined in accordance with Part 3B of the SOOR Act and published in the Public Service senior executive determination.
4. In accordance with Schedule 4 of the *Police Act 1990* transitional arrangements are in place for existing police senior executives and administrative senior executives employed under the former senior executive provisions. These executives continue to

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

## Former Chief and Senior Executive Service

receive a remuneration package as provided for under the former senior executive provisions, being the ranges determined in this determination pursuant to Part 3A of the SOOR Act. Transitional arrangements will continue until the latest implementation date applicable to each executive subject to these arrangements after which the new senior executive provisions apply.

### **NSW Health Service Senior Executives**

5. The Tribunal has historically determined remuneration ranges which applied to certain executives in the Health Service - the Specialist Medical Skills Determination and the General Medical Skills Determination. Senior executives in the NSW Health Service are now aligned to the employment arrangements for PSEs under the GSE Act. The Tribunal will retain the Specialist Medical Skills Determination and the General Medical Skills Determination for administrative purposes to cover transitional arrangements.

### **2021 General Increase**

6. For the reasons set out in the determination relating to Public Service senior executives, the Tribunal has determined an increase of 2.5 per cent to the minimum and maximum amounts for each of the remuneration ranges in Section 2 of this determination, effective on and from 1 July 2021.
7. This is consistent with the Tribunal's determinations for the Public Service senior executives, and the Public Office Holders, Court and Related Office Holders and Judges and Magistrates Groups and the Government's wages policy which the Tribunal is required to give effect to pursuant to section 6AA of the SOOR Act.
8. The Tribunal consulted with the Assessors prior to making this determination.

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

*Signed*

**Richard Grellman AM**

**Dated:** 5 August 2021

## Section 2

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### Determination No. 1- Remuneration Package Ranges for the SES

The Tribunal determines that the remuneration package ranges for executive office holders effective on and from 1 July 2021 shall be:

<b>CES/SES</b>	<b>Per annum range</b>		
Remuneration Level 8	\$499,251	to	\$576,700
Remuneration Level 7	\$398,001	to	\$499,250
Remuneration Level 6	\$354,201	to	\$398,000
Remuneration Level 5	\$307,051	to	\$354,200
Remuneration Level 4	\$ 281,551	to	\$307,050
Remuneration Level 3	\$247,901	to	\$281,550
Remuneration Level 2	\$231,151	to	\$247,900
Remuneration Level 1	\$197,400	to	\$231,150

### Determination No. 2 – Remuneration Packages for Specialist Medical Skills

The Tribunal determines that the remuneration package ranges for offices identified as requiring specialist medical skills effective on and from 1 July 2021 shall be:

<b>Specialist Medical Skills</b>	<b>Per annum range</b>		
Remuneration Level 6	\$364,800	to	\$446,800
Remuneration Level 5	\$363,350	to	\$430,550
Remuneration Level 4	\$357,050	to	\$414,400
Remuneration Level 3	\$340,650	to	\$395,350
Remuneration Level 2	\$319,700	to	\$371,000
Remuneration Level 1	\$294,900	to	\$338,550

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**Determination No. 3 – Remuneration Packages for General Medical Skills**

The Tribunal determines that the remuneration package ranges for offices identified as requiring general medical skills effective on and from 1 July 2021 shall be:

<b>General Medical Skills</b>	<b>Per annum range</b>		
Remuneration Level 2	\$256,650	to	\$297,850
Remuneration Level 1	\$235,950	to	\$270,850

**Statutory and Other Offices Remuneration Tribunal**

*Signed*

**Richard Grellman AM**

**Dated:** 5 August 2021