

## STATUTORY AND OTHER OFFICES REMUNERATION TRIBUNAL

Report and Determination for Ms Kiersten Fishburn in the role of Secretary of the Department of Planning, Industry and Environment pursuant to Section 24P of the *Statutory and Other Offices Remuneration Act 1975*.

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### PREMIER'S DIRECTION

1. On 16 September 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 4 Public Service senior executives should be altered in relation to Ms Kiersten Fishburn in the role of Secretary of the Department of Planning, Industry and Environment .
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 Planning, Industry and Environment 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. This determination will alter the annual determination in respect of the remuneration range for Band 4 in relation to the remuneration package for Ms Fishburn in the role of Secretary of the Department of Planning, Industry and Environment .

## BACKGROUND

5. The Premier has advised that Ms Fishburn will be appointed to the role of Secretary of the Department of Planning, Industry and Environment commencing on 30 October 2021. The Premier has advised that it is appropriate that Ms Fishburn 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 Fishburn's experience in leadership roles across state and local government.
7. In accordance with the Premier's recommendation the Tribunal determines that Ms Fishburn in the role of Secretary of the Department of Planning, Industry and Environment shall receive \$614,000 per annum effective from her date of appointment. This determination will alter the Tribunal's annual determination of 1 July 2021 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 senior executive named in the determination. Consistent with the Premier's request, this determination is personal to Ms Fishburn and is not a determination that applies to the office of Secretary of the Department of Planning, Industry and Environment 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 2019 range of remuneration packages of Band 4 Public Service senior executives is altered to provide Ms Fishburn, in the role of Secretary of the Department of Planning, Industry and Environment, with a remuneration package of \$614,000 per annum effective from the date of her appointment being 30 October 2021.

Band	Per annum range			
Band 4 - Secretary level	\$499,251	to	\$576,700	Ms Kiersten Fishburn, Secretary, Department of Planning, Industry and Environment: \$614,000 per annum.

## Statutory and Other Offices Remuneration Tribunal

*Signed*

Richard Grellman AM

**16 September 2021**