

STATUTORY AND OTHER OFFICES REMUNERATION TRIBUNAL

Report and Determination for Mr Michael Coutts-Trotter in the role of Secretary of the Department of Department of Premier and Cabinet pursuant to Section 24P of the *Statutory and Other Offices Remuneration Act 1975*.

PREMIER’S DIRECTION

- 1. On 7 October 2021 the Statutory and Other Offices Remuneration Tribunal (the Tribunal) received a request from the Premier, the Hon Dominic Perrottet 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 Michael Coutts-Trotter in the role of Secretary of the Department of Premier and Cabinet.
- 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 Premier and Cabinet 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	\$576,700

- 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 Coutts-Trotter in the role of Secretary of the Department of Premier and Cabinet.

BACKGROUND

- 5. The Premier has advised that Mr Coutts-Trotter will be appointed to the role of Secretary of the Department of Premier and Cabinet with effect from 9 October 2021. The Premier

has advised that it is appropriate that Mr Coutts-Trotter receive a total remuneration package, that is equivalent to that received by the outgoing Secretary of the Department of Premier and Cabinet effective from 1 July 2021.

6. In determining the appropriate remuneration the Tribunal has had regard to the role and responsibilities, and Mr Coutts-Trotter's broad range of experience and expertise in leadership roles. Mr Coutts-Trotter is currently the Secretary of the Department of Communities and Justice.
7. In accordance with the Premier's recommendation the Tribunal determines that Mr Coutts-Trotter in the role of Secretary of Department of Premier and Cabinet shall receive a remuneration package of \$644,850 per annum from the date of his 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 particular senior executive named in the determination. Consistent with the Premier's request, this determination is personal to Mr Coutts-Trotter and is not a determination that applies to the office of Secretary of the Department of Premier and Cabinet 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 Michael Coutts-Trotter, in the role of Secretary of the Department of Premier and Cabinet, with a remuneration package of \$644,850 per annum effective from his date of appointment.

Band	Per annum range			
Band 4 - Secretary level	\$499,251	to	\$576,700	Mr Michael Coutts-Trotter, Secretary, Department of Premier and Cabinet: \$644,850 per annum.

Statutory and Other Offices Remuneration Tribunal

Signed

Richard Grellman AM

8 October 2021