

STATUTORY AND OTHER OFFICES REMUNERATION TRIBUNAL

Report and Determination for Mr Michael Cassel in the role of Secretary of the Department of Planning and Environment pursuant to Section 24P of the *Statutory and Other Offices Remuneration Act 1975*.

PREMIER'S DIRECTION

1. On 25 January 2022 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 Cassel in the role of Secretary of the Department of Planning 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 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 Mr Cassel in the role of Secretary of the Department of Planning and Environment.

BACKGROUND

5. The Department of Planning, Industry and Environment was renamed to the Department of Planning and Environment on 22 December 2021.

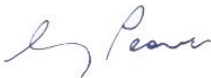
- 6. The Premier has advised that Mr Cassel will be appointed to the role of Secretary of the Department of Planning and Environment commencing on 22 December 2021. The Premier has advised that it is appropriate that Mr Cassel receive a total remuneration package consistent with the remuneration of the majority of the other Secretaries.
- 7. In determining the appropriate remuneration the Tribunal had regard to the role and responsibilities, and Mr Cassel’s extensive experience in real estate and construction and at a senior executive level. Before this appointment Mr Cassel was the Chief Executive NSW Land and Housing Corporation, Department of Planning, Industry and Environment. Prior to that he held the roles of CEO Hunter & Central Coast Regional Development Corporation, Department of Planning, Industry and Environment, Program Director – Revitalising Newcastle, and Chief Executive Mission Australia Housing.
- 8. In accordance with the Premier’s recommendation the Tribunal determines that Mr Cassel in the role of Secretary of the Department of Planning and Environment shall receive \$614,000 per annum effective from his date of appointment.
- 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 Mr Cassel and is not a determination that applies to the office of Secretary of the Department of Planning 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 2021 range of remuneration packages of Band 4 Public Service senior executives is altered to provide Mr Cassel, in the role of Secretary of the Department of Planning and Environment , with a remuneration package of \$614,000 per annum effective from the date of his appointment that being 22 December 2021.

Band	Per annum range			
Band 4 - Secretary level	\$499,251	to	\$576,700	Mr Michael Cassel, Secretary, Department of Planning and Environment: \$614,000 per annum.

Statutory and Other Offices Remuneration Tribunal



The Hon. Greg Pearce
29 January 2022