



ACT
Government

Suburban Land
Agency

20 April 2022

Ms Sandra Lambert AM
Chair ACT Remuneration Tribunal
PO Box 964
Civic Square ACT 2608

Dear Sandra,

Re: Suburban Land Agency Chief Executive Officer Remuneration

I refer to your letter dated 11 March 2022 titled "ACT Remuneration Tribunal 2022 Autumn Review" advising that the ACT Remuneration Tribunal (**Tribunal**) will be undertaking its annual review into the remuneration, allowances and other entitlements to be granted to various roles referred to the Tribunal for consideration which includes the Chief Executive Office of the Suburban Land Agency (**Agency**).

My submission to the 2022 Autumn review is attached.

I welcome any opportunity to appear before the Tribunal, speak to my submission and respond to any questions the Tribunal may have.

Kind Regards,

Mr John Fitzgerald
Chairman



Submission to the ACT Remuneration Tribunal 2022 Autumn Review

I wish to recommend the Tribunal consider awarding the Chief Executive Officer (CEO) of the SLA an increase in remuneration and car allowance consistent with that awarded to ACT Government Directors-General and Executives.

At the Agency's commencement, the remuneration and car allowance of the SLA CEO was deemed by the Tribunal to be an amount equivalent to that of an ACTPS Director General, level 3.10.

Refer:

- **Determination 15 of 2017**, Full-Time Statutory Office Holders – Suburban Land Agency, 30 May 2017
- **Determination 3 of 2017**, Head of Service, Directors-General and Executives, March 2017

Over the years 2017 to 2022, differing increases have been awarded to the ACT Public Service Directors General and Executives than have been awarded to the SLA CEO as a Full Time Statutory Office Holder.

Further, in 2018, an update was made to the Public Sector Management Standards which increased car allowances to ACTPS Directors-General and Executives. However, the increase is not applicable to Full Time Statutory Office Holders due to repealed clauses remaining in force for Full Time Statutory Office Holders.

As at March 2022, increases to the remuneration and car allowance of an ACTPS Director General level 3.10 (now termed Executive classification level 4.2) equate to approximately 13.1% since July 1 2017. Over the same period, the SLA CEO has received an increase to remuneration and car allowances that approximate 6.6% since July 1 2017.

Refer:

- **Determination 5 of 2021**, Full-Time Statutory Office Holders: Chief Executive Officer City Renewal Authority, Chief Executive Officer Suburban Land Agency, Aug 2021
- **Determination 1 of 2022**, Head of Service, Directors-General and Executives, March 2022

As positions reporting to the Agency's CEO are remunerated as per Determination 1 of 2022, it is now possible for a direct report to the Agency's Chief Executive Officer to receive a combined remuneration and car allowance greater than that of the CEO.



Conclusion

In 2017, due to the considerations identified in the Tribunal's determination 15 of 2017, it was decided the CEO of the SLA should receive remuneration and car allowances commensurate with that awarded to ACT Government Directors-General level 3.10 (now termed Executive classification level 4.2).

The complexities considered by the Tribunal when making their determination in 2017 have remained true and the general challenges faced by ACTPS Directors General and Executives have also been experienced by the Chief Executive Officer position.

I recommend the CEO of the SLA receive remuneration and car allowance equivalent to the ACTPS Executive classification level 4.2 which will reinstate the CEO's relative remuneration to be consistent with the Tribunal's determination when the Agency commenced.