

Submissions to the Remuneration Tribunal

The Principal Registrar and Chief Executive Officer's base salary should be increased having regard to work value and equivalent CEO, statutory office holders within the ACT justice system and across jurisdictions, with similar management and legal responsibilities.

In the alternative, the base salary currently provided in clauses 4,5 and 7 of determination 11 of 2020 (which is used for superannuation purposes) should be increased by way of consolidating:

- the vehicle allowance; and
- FBT allowance

together with applying a percentage increase to reflect CPI.

Work Value and Parity

A work value of the role has not been undertaken since April 2018. I refer to the submissions previously made by Phillip Kellow (and attach for your convenience). This accurately sets out the complexity of the role of Principal Registrar and Chief Executive Officer ACTCT.

There is no other role within government that is responsible for reporting to two arms of government. Within the judicial arm of government, the role reports to three heads of jurisdiction each with diverging strategic agendas. The role requires a flexibility and acuity in managing of resources (both human and infrastructure) to ensure that the strategic and operational priorities of each head of jurisdiction is met.

The role also reports to the Attorney-General on Executive matters. This requires a high level of interpersonal skills to negotiate the sometimes difficult and competing priorities of the two arms of government.

Since 2018, the role has taken on additional responsibilities with a significant increase in budget responsibility (\$74M); increased staffing levels (210 FTE and 230 headcount) and managing a complex contractual relationship under the Territory's first public private partnership.

Equity with CEO statutory office holders in the Justice and legal sector

Comparable Roles within the Justice Sector:

Role	Budget	FTE	Salary
Chief Executive Officer Legal Aid	\$14.4M	98.9	\$299,098
Chief Executive Officer Integrity Commission	\$4.1 M	13.4	\$282,476

Superannuation Salary

Determination 11 of 2020 clause 2.1 provides the base salary for the role in question. Clauses 4, 5 and 7 provide for additional allowances. These allowances may be taken in cash, however, they do not provide towards the calculable superannuation payable under clause 6 of the determination.

The provision of an allowance for a vehicle and fringe benefits is a somewhat outdated characterisation of this component of the salary. As I understand it, less than 2% of SES and Statutory Office holders elect to take a vehicle under equivalent provisions.

In my submission, the cash payment should appropriately be characterised as salary and be subject to provision of superannuation against this salary.



Amanda Nuttall
Principal Registrar and CEO
ACT Courts and Tribunal
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