



**ACT**  
Government

**CITY  
RENEWAL  
AUTHORITY**

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

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Dear Ms Lambert,

**City Renewal Authority: Chief Executive Officer Remuneration**

I refer to your letter dated 11 March 2022 titled 'ACT Remuneration Tribunal 2022 Autumn Review' addressed to Full-time Statutory Office Holders advising that the ACT Remuneration Tribunal (the Tribunal) will be undertaking its annual review into the remuneration, allowances, and other entitlements to be granted to various roles referred to it for consideration. You have advised this review includes the Chief Executive Officer of the City Renewal Authority.

I wish to make a submission to the 2022 Autumn Review and have attached it for the Tribunal's consideration. I would be pleased to discuss my submission with the Tribunal if required.

Yours Sincerely

**Christine Covington**  
Chair  
20 April 2022

Attachment A: Submission by City Renewal Authority



## Attachment A

### Submission to the ACT Remuneration Tribunal 2022 Autumn Review

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

At the commencement of the Authority in July 2017, the remuneration and car allowance of the CEO was deemed by the Tribunal to be equivalent to that of an ACTPS Director General, Executive Level 3.10. The relevant references cited are:

- I. Determination 15 of 2017, Full-Time Statutory Office Holders – City Renewal Authority, 30 May 2017; and*
- II. Determination 3 of 2017, Head of Service, Directors-General and Executives, March 2017*

In the period 2017 to 2022, different increases have been awarded to the ACTPS Directors General and Executives than those that have been awarded to the Authority CEO as a Full - Time Statutory Office Holder. Additionally, in 2018, an update was made to the *Public Sector Management Standards* which increased car allowances for ACTPS Directors-General and Executives. However, this increase did not apply due to the repealed clause remaining for Full-Time Statutory Office Holders.

As of April 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. For the same period, the Authority CEO has received an increase to remuneration and car allowances that approximates 6.6% since July 1, 2017. The relevant references cited are:

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

As executive level positions reporting to the Authority CEO are remunerated as per Determination 1 of 2022, it is now possible for a direct report to him to receive a combined remuneration and car allowance greater than that of the CEO.

### **Recommendation**

In 2017, due to the considerations identified in the Tribunal's Determination 15 of 2017, it was determined the Authority CEO should receive a remuneration and car allowance commensurate with that awarded to other ACT Government Directors-General Executive Level 3.10 officers (now termed Executive classification level 4.2).

The role complexities and relevant matters considered by the Tribunal when making their determination in 2017 were accurate, have not materially changed and remain consistent in 2022. Equally, the same challenges faced by ACTPS Directors General and Executives have also been experienced and managed by the Chief Executive Officer of the Authority.

I recommend to the Tribunal that the Authority CEO be granted a remuneration and car allowance equivalent to the ACTPS Executive classification level 4.2 which will reinstate the parity of the Office Holder's relative remuneration consistent with the Tribunal's original determination when the Authority commenced.

**Christine Covington**  
**Chair, City Renewal Authority**

20 April 2022