

Commissioner

Section 24 (1) Contracts – SES Employees

1. The terms and conditions for SES employees are provided in contracts made under Section 24 (1) of the *Public Service Act 1999*. It is timely to review these arrangements given the commencement of the Commission's new Enterprise Agreement.
2. The conditions available to SES employees mirror those in the EA. The only point of difference among individual staff is the salary rate. Details of current salary rates and proposed arrangements for the Band 1s and Mr Fitzgerald are attached. I understand Ms Page will provide you separately with details in relation to my remuneration.
3. Information from the most recent remuneration survey is also provided in the Attachment.
4. Movement in line with what is proposed is unlikely to have any impact on our future results in this survey. Our current rates are such that the increases proposed would not see us move into a higher quartile.
5. Forwarded for your consideration.

Stephanie Foster
Deputy Public Service Commissioner
August 2015

Proposed Section 24(1) contract arrangements

s47E/ 47F

Liz Quinn

Patrick Palmer

Damian West

Clare Page

Helen Bull

Karin Fisher

Ian Fitzgerald

Remuneration Survey Results

Band 1

Whole of APS cohort (min – Quartile 1 – max Quartile 3)

\$173,519 (with 1.5% added \$176,122) - \$192,500 (with 1.5% added \$195,388)

Band 2

Whole of APS cohort (min-Quartile 1- max Quartile 3)

\$222,173 (with 1.5% added \$225,206) - \$247,460 (with 1.5% added \$251,172)

Commissioner

Section 24 (1) Contract – Ms Foster

1. Ms Foster's terms and conditions are provided in a contract made under Section 24 (1) of the *Public Service Act 1999*. It is timely to review these arrangements given the commencement of the Commission's new Enterprise Agreement.
2. Ms Foster's conditions are consistent with those of other SES employees in the Commission ~~s47E / 47F~~
3. The most recent APS remuneration survey for Band 3 salaries details the following:

Min Salary Q 1 \$287,350 (+1.5% \$291,660)
Max Salary Q 3 \$327,924 (+1.5% \$332,843)
4. ~~s47E / 47F~~
- 5.
6. For advice please.

Clare Page
Group Manager
Corporate
3 August 2015

Commissioner

Section 24 (1) Contracts and s22

s22

3. Also attached please find revised Section 24 (1) Determinations for the following SES Employees:

s47E / 47F

Name

Lucy Poole
Liz Quinn
Stephanie Foster

4. Ms Poole was not included in the most recent determinations you signed s47E / 47F
s47E / 47F

5. s47E / 47F

6. Forwarded for your signature and advice in relation to s47E / 47F
s47E / 47F

Clare Page
Group Manager Corporate

18 November 2015



Australian Government
 Australian Public Service Commission



MINUTE

To: Commissioner

Approved

9.8.16

SECTION 24(1) CONTRACTS – SES EMPLOYEES AND
 s22

Critical date: Routine

Purpose: To seek your agreement to the proposed salary increases.

Issues:

- s22
1. Details of current salary rates and proposed arrangements for the Band 1s and
 I understand Ms Page will provide you separately with details in relation to my remuneration. s22

Background:

2. As provided for under Section 17 of the *APSC Enterprise Agreement 2015-2018*, non-Senior Executive staff received a 2% annual productivity salary increase on 29 July 2016.
3. The terms and conditions for SES employees are provided in contracts made under Section 24(1) of the *Public Service Act 1999*. The conditions available to SES employees mirror those in the *Enterprise Agreement*. The only point of difference among individual staff is the salary rate.

s22

Recommendation(s):

That you:

- s22
- ✓ • approve the proposed salary increases for SES employees

Stephanie Foster

Stephanie Foster

Deputy Public Service Commissioner

(02) 6202 3504

9 August 2016

Attachments:

A: Proposed Section 24(1) Contract Arrangements and s22

PROPOSED SECTION 24(1) CONTRACT ARRANGEMENTS

s47E / 47F

Name
Lucy Poole
Marco Spaccavento
Caroline Walsh
Liz Quinn
Patrick Palmer
Clare Page
Helen Bull

2015 APS REMUNERATION SURVEY RESULTS

Band 1

Whole of APS cohort (min Quartile 1 – max Quartile 3)

\$173,519 (with 2% added \$176,989) - \$195,474 (with 2% added \$199,383)



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AUSTRALIAN PUBLIC
SERVICE COMMISSIONER
= 8 AUG 2016
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MINUTE

~~Commissioner~~

Ms Page

s47E/
Approve 47F
2016-17.

adjustment for

Page 10.8.16

Section 24 (1) Contract – Ms Foster

1. Ms Foster's terms and conditions are provided in a contract made under Section 24 (1) of the *Public Service Act 1999*. These arrangements are due for annual review.
2. The most recent APS remuneration survey for Band 3 salaries notes the following:

Min Salary Q 1 \$293,097
Max Salary Q 3 \$336,448

s47E / 47F

5. For advice please.

Clare

Clare Page
Group Manager
Corporate
9 August 2016