



**Government
of South Australia**

TRS19D2899

Hon Stephen Mullighan MP
Member for Lee
Unit 1, 62 Semaphore Road
SEMAPHORE SA 5019

Treasurer

Level 8

State Administration Centre

200 Victoria Square

Adelaide SA 5000

GPO Box 2264

Adelaide SA 5001

DX 56203 Victoria Square

Tel 08 8226 1866

treasurer.dtf@sa.gov.au

lee@parliament.sa.gov.au


Dear Mr Mullighan

APPLICATION UNDER THE *FREEDOM OF INFORMATION ACT 1991*

I refer to your application made under the *Freedom of Information Act 1991* (FOI Act), dated 5 November 2019.

Your application seeks access to:

"All minutes, briefings and correspondence titled 'Office of the Commissioner for Public Sector Employment – 2019 Review of Remuneration for Public Sector Executives' as described on the Objective document management system, between 23 February 2019 and 5 November 2019."

The legislative prescribed timeframe to determine this application has expired and is now deemed to have refused you access to all documents relevant to your application. I refer to my letter dated 19 November 2019 where I sought additional time to make my determination.

The purpose of this letter is to advise you of my determination. An extensive search was conducted within this office. A total of 1 document was identified as answering the terms of your application.

I grant you access in part to 1 document; a copy of which is enclosed.

Document Refused in Part

This is released in part as it is a briefing paper specifically prepared for the use of a Minister in relation to a matter proposed to be submitted to Cabinet. I therefore determine this exempt pursuant to clause 1(1)(f) to the FOI Act.

Exemptions

Clause 1 – Cabinet Documents

- (1) A document is an exempt document—
- (a) if it is a document that has been specifically prepared for submission to Cabinet (whether or not it has been so submitted); or
 - (b) if it is a preliminary draft of a document referred to in paragraph (a); or
 - (c) if it is a document that is a copy of or part of, or contains an extract from, a document referred to in paragraph (a) or (b).
 - (e) if it contains matter the disclosure of which would disclose information concerning any deliberation or decision of Cabinet; or
 - (f) if it is a briefing paper specifically prepared for the use of a Minister in relation to a matter submitted, or proposed to be submitted to Cabinet.

Please note, in compliance with Premier and Cabinet Circular PC045 - *Disclosure Logs for Non-Personal Information Released through Freedom of Information* (PC045), the Department of Treasury and Finance is now required to publish a log of all non-personal information released under the *Freedom of Information Act 1991*.

In accordance with this Circular, any non-personal information determined for release as part of this application, may be published on the DTF website. A copy of PC045 can be found at the following address: <https://dpc.sa.gov.au/resources-and-publications/premier-and-cabinet-circulars>. Please visit the website for further information.

As I am determining this application as Principal Officer, Section 29(6) of the Act does not provide for an internal review. If you are dissatisfied with my determination you are entitled to exercise your rights of external review with the Ombudsman.

Alternatively, you can apply to the South Australian Civil and Administrative Tribunal. If you wish to seek a review, Section 39(3) of the Act states you must do so within 30 calendar days of receiving the determination.

If you require any further information, please contact Vicky Cathro on 8226 9769.

Yours sincerely

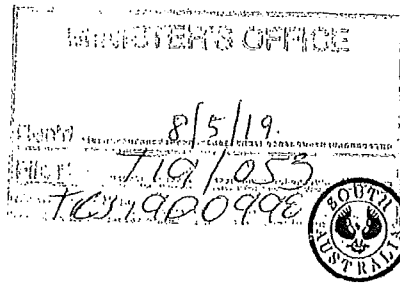


Hon Rob Lucas MLC
Principal Officer

28 February 2020

RELEASE IN PART

MINUTE



Government of South Australia

Office of the Commissioner
for Public Sector Employment

MINUTES forming ENCLOSURE to

File: DPC19/0403PT001

TO: TREASURER

Reg: DPC19D00518

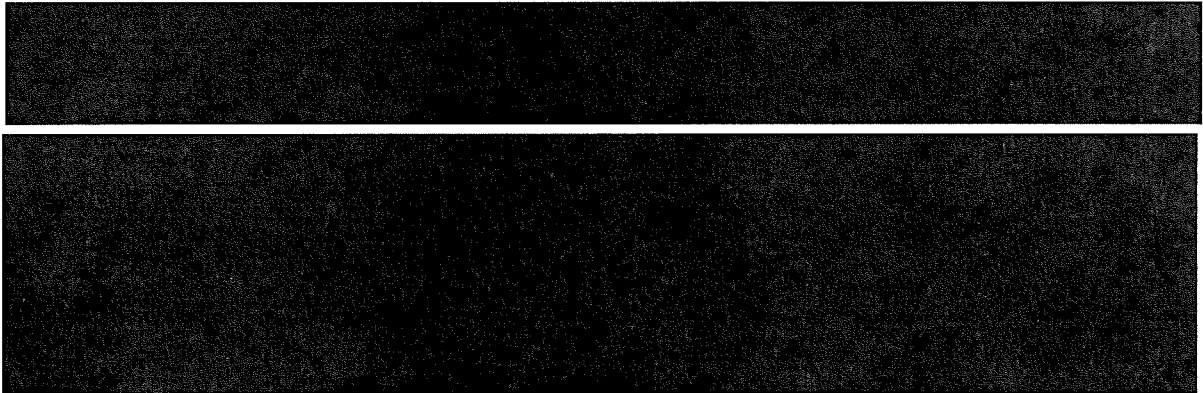
Subject: 2019 Review of Remuneration for Public Sector Executives

BACKGROUND

The Office of the Commissioner for Public Sector Employment ("OCPSE") is currently undertaking the 2019 review of remuneration for public sector executives.

Although public sector executive remuneration is not within the ambit of the enterprise bargaining framework, the timing of the 2019 review of executive remuneration has been brought forward to align with the Government's current policy on enterprise bargaining, and more specifically, the policy position of no retrospectivity for the operative date of remuneration adjustments.

DISCUSSION



The below table illustrates the difference in the growth of Chief Executive remuneration, when compared to the broader executive cohort, since 2015:

Operative Date	Chief Executive remuneration adjustments, since 2012	Executive cohort remuneration adjustments, since 2012
1-Jul-16	0.0%	1.50%
1-Jul-17	0.0%	1.50%
1-Jul-18	0.0%	1.50%
1-Jul-19	under consideration	under consideration

Cumulative difference in remuneration growth, since 2015

4.57%

The table above shows that, since 2015, the *cumulative* difference in remuneration growth of Chief Executives compared to the broader executive cohort is **4.57%**.



RECOMMENDATIONS

It is recommended that:

- 1. You note the timing of the 2019 review is being brought forward to align with the Government's current policy on enterprise bargaining.

NOTED

2.

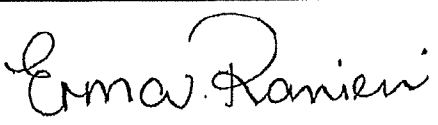
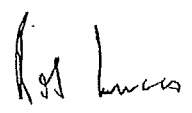


NOTED

3.



APPROVED/NOT APPROVED

	
Erma Ranieri COMMISSIONER FOR PUBLIC SECTOR EMPLOYMENT 8 / 5 / 2019	Hon. Rob Lucas MLC TREASURER 12 / 5 / 2019

ATTACHMENTS:

Attachment 1: Draft Minute from the Treasurer to the Premier re: Executive Remuneration Review applying to Chief Executives.



Government of South Australia

Office of the Treasurer
Level 8
State Administration Centre
200 Victoria Square
Adelaide SA 5000
GPO Box 2264
Adelaide SA 5001
Tel 08 8226 1866

MINUTES forming ENCLOSURE to:

Physical ID: TRS19D0998

TO: HON STEVEN MARSHALL MP
PREMIER

RE: 2019 REVIEW OF EXECUTIVE REMUNERATION

The Office of the Commissioner for Public Sector Employment (OCPSE) is currently undertaking the 2019 review of remuneration for public sector executives.

Although public sector executive remuneration is not within the ambit of the enterprise bargaining framework, the timing of the 2019 review of executive remuneration has been brought forward to align with the Government's current policy on enterprise bargaining, and more specifically, the policy position of no retrospectivity for the operative date of remuneration adjustments.



The below table illustrates the difference in the growth of Chief Executive remuneration, when compared to the broader executive cohort, since 2015:

Table with 3 columns: Operative Date, Chief Executive remuneration adjustments, since 2012, Executive cohort remuneration adjustments, since 2012. Rows include dates 1-Jul-16, 1-Jul-17, 1-Jul-18, 1-Jul-19.

Cumulative difference in remuneration growth, since 2015 4.57%

The table above shows that, since 2015, the *cumulative* difference in remuneration growth of Chief Executives compared to the broader executive cohort is **4.57%**.

It is proposed that for the purposes of the current review of executive remuneration, and for future reviews thereafter, Chief Executives employed by you under Part 6 of the PS Act are brought into the scope of those reviews, so that any adjustment to the remuneration of executives will also apply to these Chief Executives.

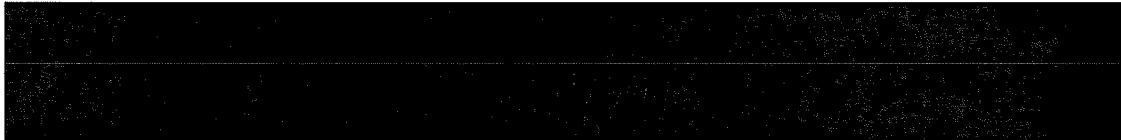
RECOMMENDATIONS

It is recommended that:

1. You note the timing of the 2019 review is being brought forward to align with the Government's current policy on enterprise bargaining.

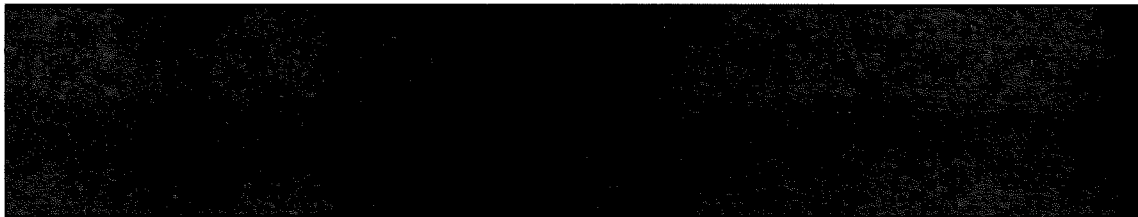
NOTED

2.



NOTED

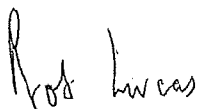
3.



ENDORSED/NOT ENDORSED

Hon Steven Marshall MP
PREMIER OF SOUTH AUSTRALIA

___ / ___ / 2019


Hon Rob Lucas MLC
Treasurer

12 May 2019