

Question on Notice
No. 779
Asked on 30 October 2013

MR BYRNE asked the Premier (MR NEWMAN)—

With reference to the employment of executives to the SES and CEO levels of the Queensland public service—

Will the Premier provide (a) a list of all SES and CEO positions filled since 26 March 2012, (b) the total annual salary package for each position filled, (c) whether each position was advertised outside the public service and (d) whether each position was subjected to a merit selection process, including assessment by a panel that included a member external to the public service?

ANSWER:

- (a) All chief executive and senior executive appointments under the *Public Service Act 2008* (the Act) and their levels are routinely and publicly available through the Government Gazette, the relevant department's annual report, or both.

On each occasion that an SES appointment is made, a public notice of that appointment is published in the Government Gazette in accordance with section 110(2) of the Act. That notice also indicates the level to which the SES officer is being appointed.

Similarly, in accordance with section 92 of the Act, the appointment of chief executives by the Governor in Council must be published in the Gazette. Further, under section 93(3) of the Act, the appointment of chief executives to particular departments must be published in the Gazette.

- (b) SES Remuneration Rates are available in Directives issued by the Public Service Commission Chief Executive (CCE) and published on the Public Service Commission website as follows:

- i. Rates from 1 July 2011 to 30 June 2012 – Directive 05/09 Senior Executives – Employment Conditions
- ii. Rates from 1 July 2012 to 30 June 2013 – Directive 02/13 Senior Executive Service – Employment Conditions
- iii. Rates from 1 July 2013 – Directive 12/13 Senior Executive Service – Employment Conditions

Chief executive rates are also published on the Public Service Commission website.

Remuneration for each Chief Executive is reported in their department's annual report which is tabled in the Parliament, as required by section 5 of the Financial Reporting Requirements for Queensland Government Agencies issued by Queensland Treasury and Trade.

- (c) Directive 12/13 Senior Executive Service – Employment Conditions and previous directives on that subject, require that vacant SES roles must be advertised in accordance with the directive relating to recruitment and selection, unless otherwise determined by the CCE. Directive 01/10 Recruitment and Selection (in force up until 31 October 2013) and Directive 15/13 of the same name that replaced Directive 01/10 from 1 November 2013, requires that vacancies for public service officer roles, including SES roles, must be advertised on the Queensland Government *Smart jobs and careers* website for no less than two calendar weeks.

SES roles are advertised in accordance with this requirement unless exempted under that directive by the chief executive of the department where advertising would demonstrably result in significant detriment to the achievement of service delivery outcomes or unfair treatment of an employee.

Under these recruitment and selection directives, vacancies for appointment to chief executive service roles under the Act are not required to be advertised. I am advised that has in fact been the case for quite some length of time, including under the former Government.

- (d) The merit principle under section 27(1) of the Act requires that appointment as a public service employee (including SES and CEOs) must be based on merit alone.

Furthermore, the Act requires that in applying the merit principle, the following must be taken into account, the extent to which the person has abilities, aptitude, skills, qualifications, knowledge, experience and personal qualities relevant to the carrying out of the duties in question; and if relevant, the way in which the person carried out any previous employment or occupational duties; and the extent to which the person has potential for development (section 28 of the Act). The merit principle has been applied for all appointments to SES and CEO roles since 26 March 2012.

In accordance with Directive 01/10 on recruitment and selection, selection committees for SES vacancies are to include at least one member who has been nominated by, and who will act as the representative of, the CCE. Furthermore, these committees must include one member from outside the Ministerial portfolio. Where a selection committee is formed for CEO vacancies, it is typically the case that it includes a member from outside of the public service, usually from a stakeholder or interest group or an academic institution, as this brings valuable and independent insight to the committee's deliberation and decision.