

DIRECTIVE 23/16

Supersedes 14/16

Commission Chief Executive Directive: Senior Executive Service—Employment conditions**1. Purpose:**

To set out the requirements for appointment and the employment conditions for officers appointed to the Senior Executive Service (SES).

2. Effective date:

21 October 2016

Schedule 1 has an effective date of 1 September 2016, provided the employee is employed with the Queensland Government as at the effective date of this directive.

3. Legislative provisions:

Section 53(b) of the *Public Service Act 2008* (PSA).

4. Application:

This directive applies to senior executive service officers appointed under Chapter 4, Part 2 of the PSA.

5. Previous references:

Directives 3/14, 12/13, 02/13, 05/09, 07/06, 03/06, 06/00, 01/00, 29/99, 01/99, 09/98 and 15/97.

6. Related information:

- Directive relating to executive remuneration package - motor vehicles
- Directive relating to relocation expenses for executives
- Senior Executive Service Profile Management Procedures
- Senior Executive Service Officer Contract of Employment.

Directive:**7. Profile of and appointment to SES**

- 7.1. The establishment and maintenance of the SES profile and appointment to SES roles is in accordance with Chapter 4, Part 2 of the PSA.
- 7.2. The Public Service Commission (PSC) will determine, from time to time, the administrative arrangements required to support the establishment and maintenance of the SES profile and appointment to SES roles.
- 7.3. Unless otherwise determined by the Commission Chief Executive (CCE) of the PSC, vacant SES roles must be advertised in accordance with the directive relating to recruitment and selection. In all instances, the salary quoted in vacancy advertisements must be the Total Fixed Remuneration shown in Schedule 1 of this directive.



8. Attendance and hours of duty

- 8.1. The ordinary hours of duty of an SES officer may be determined by their chief executive, having regard to the health, well-being and work-life balance of the SES officer.
- 8.2. Chief executives may approve part-time work arrangements for SES officers. Part-time officers are entitled to the benefits and entitlements of full-time SES officers on a pro-rata basis.
- 8.3. SES officers are not entitled to additional compensation for work performed outside of ordinary hours (including public holidays).

9. Remuneration package and benefits

- 9.1. An SES officer shall receive remuneration in accordance with the assessed classification level and work value range of their role and the applicable remuneration rates as specified in Schedule 1 of this directive.
- 9.2. In exceptional circumstances a contract may prescribe a variation to the remuneration and other benefits of the SES officer within the appointed classification level. Any variation must be approved by the CCE following endorsement by the chief executive.
- 9.3. The chief executive will determine the package pay-point, within the work value range for the role that the SES officer will receive. Unless exceptional circumstances apply, the SES officer will receive remuneration at the minimum pay-point upon initial appointment. Exceptional circumstances will require support of the CCE for remuneration above the minimum pay-point.
- 9.4. Any pay-point progression within the work value range must be **approved by the chief executive** and based on documented high performance in the role **or** any change to role characteristics.
- 9.5. A re-evaluation of a role changing the assessed work value within the same classification level from:
 - a) 'low' to 'high' - the SES officer may, at the discretion of the chief executive, receive remuneration at the minimum pay-point of the 'high' range unless already being paid in that range;
 - b) 'high' to 'low' - maintenance of the SES officer's existing 'high' pay-point may be approved by the CCE following endorsement by the chief executive.
- 9.6. An SES officer may also access the following remuneration package benefits via in-house salary packaging arrangements at no cost to the officer. The benefits must be specified in a signed agreement and cannot exceed the percentage of superannuable salary that would apply if the SES officer had been covered by the agency's fee-for-service salary packaging scheme:
 - a) the payment of employee superannuation contributions;
 - b) the payment of subscriptions for membership of professional or occupational associations;
 - c) a benefit of another kind approved by the CCE.
- 9.7. An SES officer may also access other salary packaging items from their agency's provider in accordance with the rules and charges associated with using that service.
- 9.8. A person acting as an SES officer (i.e. higher duties or temporary placement) may access the remuneration package benefits in section 9.6 provided their initial placement in the SES role exceeds 12 months.

10. Telephone and other technology benefits

- 10.1. Unless otherwise determined by the chief executive, SES officers are to be provided with an official mobile telephone with internet / email capacity (smart phone) and are entitled to reasonable personal use of the smart phone, in accordance with departmental policy.
- 10.2. Where no official mobile telephone is provided and the chief executive considers it necessary for the SES officer to be contactable outside of hours or conduct business from home, the officer is entitled to be reimbursed for the cost of the standard base rental on one nominated telephone line in the officer's residence, and at the discretion of the chief executive, up to 50 per cent of local calls on that line.
- 10.3. All official STD and ISD calls made from the SES officer's home telephone are to be reimbursed on production of a receipt and certification by the officer that the call was work related.
- 10.4. At the discretion of the chief executive, an SES officer may be entitled to have installed at the officer's private residence other technology necessary (e.g. computer, laptop, notebook, tablet, printer, scanner) to discharge the officer's responsibilities. These devices may be used by the SES officer for reasonable private use but remain Government property and must be returned by the officer upon cessation of employment as an SES officer. The employing department will bear the costs of installation and, as determined by the chief executive, ongoing maintenance and operation.
- 10.5. A chief executive may approve variations to the above arrangements where the chief executive considers they are insufficient for business communication needs of the SES officer. Any such variations must be clearly documented.

11. Application of award provisions and directives of the minister responsible for public sector industrial relations

- 11.1. SES officers are entitled to the benefits and allowances set out in the following award provisions and directives of the Minister responsible for public sector industrial relations as though senior executives were covered by such directives, subject to the amendments and/or conditions noted below:
 - a) *Family Leave (Queensland Public Sector) Award - State 2012*, other than clauses 1.6, 9.4 and 9.5;
 - b) the directive relating to overtime meal allowances;
 - c) the directive relating to the recognition of previous service and employment for long service leave and sick leave purposes;
 - d) the directive relating to leave without salary credit as service, but excluding provisions dealing with salary increments;
 - e) the directive(s) relating to leave, noting that:
 - (i) the amount paid by an SES officer for private motor vehicle usage will not be varied as a result of the officer entering into a purchased leave arrangement; and
 - (ii) provided that where the employment of an SES officer is:
 - terminated by the agency prior to the completion date of the contract, other than as disciplinary action or retirement by reason of mental or physical incapacity; or
 - ended by non-renewal of the contract past the completion date,the number of years of continuous service required to have been completed by that officer before being entitled to the payment of salary in lieu of an entitlement to long service leave shall be one year;
 - f) the directive relating to higher duties, except that:
 - (i) the minimum period for relieving as an SES officer or for an SES officer acting as a chief executive, shall mean 'more than two calendar weeks';

- (ii) the relevant percentage for relieving as an SES will be 100 per cent unless otherwise agreed to by the CCE;
 - (iii) the relevant percentage for an SES officer acting as a chief executive will be 75 per cent of the chief executive's superannuable salary unless otherwise determined with the approval of the CCE;
 - (iv) the clauses dealing with payment of increments during relieving periods and the recognition of higher duties on appointment shall not apply;
 - (v) the low and high range of the SES 2 and SES 3 levels shall be deemed different classification levels for the purposes of calculating higher duties allowances for an officer acting in an SES role;
 - (vi) the calculation of the higher duties allowance should be the minimum of the range unless otherwise determined by the chief executive. A decision to pay above the minimum pay-point must be documented;
 - (vii) the higher duties allowance of an SES officer approved to act in a higher SES role is to be calculated based on the difference in superannuable salary, without regard to any motor vehicle or vehicle allowance entitlements or arrangements;
 - (viii) where private use of government owned motor vehicles is not available to non-SES officers approved to act in an SES role, the higher duties allowance of such an officer is to be calculated on the difference between the employee's superannuable salary and the remuneration package value;
- g) the directive relating to court attendance and jury service;
 - h) the directive relating to travelling and relieving allowances;
 - i) the directive relating to locality allowances;
 - j) the directive relating to critical incident entitlements and conditions, other than clauses relating to overtime, flexitime or time off in lieu;
 - k) the directive relating to leave and travel concessions for isolated centres, provided that motor vehicle allowance payments do not apply where travel is undertaken in a government owned and maintained motor vehicle provided for the private use of the SES officer.

11.2. Tenured SES officers are entitled to voluntary early retirement, redundancy and retrenchment entitlements in accordance with the relevant directive.

12. Transitional provision

12.1. An SES officer who purchased private use of a government owned motor vehicle under a superseded directive will retain it until the expiration of the current lease term on the government owned vehicle. Replacement vehicles will not be provided at the end of the lease period.

12.2. Where a non-SES officer has been approved to act in an SES role and the employee has been provided with private use of a government owned motor vehicle during the higher duties period, their higher duties allowances is to be calculated on the difference between the employee's superannuable salary and the superannuable salary of the higher duties role.

Schedule 1: SES remuneration rates

Effective from 1 September 2016 2.5%

Assessed Work Value	Work Value Range	Level	Package Point	\$ per F/N	\$ per annum					
				Superannuable Salary	Superannuable Salary	Vehicle Cost	Remuneration Package	Superannuation 12.75%	Leave Loading	Total Fixed Remuneration
1,520 +	N/A	SES 4	4.2	8,340.50	217,599	27,000	244,599	27,744	2,919	275,262
			4.1	7,912.50	206,431	27,000	233,431	26,320	2,769	262,520
1,280 – 1,519	High	SES 3	3.5	7,613.40	198,628	27,000	225,628	25,325	2,665	253,618
			3.4	7,363.30	192,104	27,000	219,104	24,493	2,577	246,174
			3.3	7,089.50	184,961	27,000	211,961	23,583	2,481	238,025
1,120 – 1,279	Low		3.2	6,816.10	177,826	27,000	204,826	22,673	2,386	229,885
			3.1	6,542.50	170,688	27,000	197,688	21,763	2,290	221,741
940 – 1,119	High		SES 2	2.5	6,449.60	168,266	25,500	193,766	21,454	2,257
		2.4		6,176.00	161,127	25,500	186,627	20,544	2,162	209,333
		2.3		5,902.40	153,990	25,500	179,490	19,634	2,066	201,190
820 – 939	Low	2.2		5,667.90	147,872	25,500	173,372	18,854	1,984	194,210
		2.1		5,433.30	141,751	25,500	167,251	18,073	1,902	187,226
770 – 819	High	SES 1		1.4	5,301.60	138,316	21,000	159,316	17,635	1,856
			1.3	5,067.00	132,194	21,000	153,194	16,855	1,773	171,822
720 - 769	Low		1.2	4,832.40	126,075	21,000	147,075	16,075	1,691	164,841
			1.1	4,637.00	120,975	21,000	141,975	15,424	1,623	159,022

Per Annum = 26.0892857142 Fortnights (F/N)