Public Service Commission

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Remuneration for a new public service senior executive role

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Determining the base remuneration point

The base remuneration point for each senior executive role or group of roles is calculated using the WVP outcome in the appropriate formula for the methodology used by the agency. There are different formulas for each methodology and for each methodology a different formula for each band (see Appendix 1, Table 1).

Applying the discretionary remuneration range

In addition to the base remuneration point, each senior executive role has an individual discretionary remuneration range (see Appendix 1, Table 2). Effective 1 July 2017, the discretionary remuneration ranges for bands 1 to 3 are as follows:

- Band 1: up to $21,943
- Band 2: up to $32,914
- Band 3: up to $43,885

The maximum discretionary range for a senior executive role is obtained by adding the amount of the discretionary remuneration range for the relevant band to the base remuneration point for a senior executive role.

The maximum base remuneration point for a senior executive role is equal to the maximum remuneration for the band minus the maximum discretionary remuneration range for that band.

If the WVP for a role falls above or below the points range for the band, the following will apply:

- WVP is above the band range - the base remuneration point for the role is set at the point equal to the maximum remuneration for the band minus the maximum discretionary remuneration range for the

band.

- WVP is below the band range - the base remuneration point is set at the minimum for the band. For example, a senior executive role classified under the work level standards as band 1 with a Mercer/CED job/role evaluation outcome of 660 would have the remuneration associated with a role evaluated at 670 of which is the bottom of the range for band 1.