

[REDACTED]

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**From:** [REDACTED]  
**Sent:** Tuesday, 7 February 2017 11:23 AM  
**To:** Danny Pearson  
**Cc:** PAEC  
**Subject:** Whole of government submission to PAEC question 27 regarding EO remuneration [SEC=For-Official-Use-Only]  
**Attachments:** PAEC resubmittal - revised departmental responses to Q.27.DOCX

Dear Mr Pearson,

Further to discussions between my department and the PAEC secretariat, please find attached a whole of government submission update to question 27 of PAEC's 2015-16 Financial and Performance Outcomes General Questionnaire.

Question 27 had been interpreted inconsistently by departments, due to executive officer workforce reforms that removed bonus provisions for the period in question.

To maintain the integrity and relativity of each department's response, my department has coordinated a whole of government update.

(See attached file: PAEC resubmittal - revised departmental responses to Q.27.DOCX)

This update has been prepared using the following criteria:

- a cash accounting (rather than accrual accounting) approach;
- single entries for individual executives (rather than for individual pay rises);
- reporting of all increases, including those associated with the guideline 2.5% remuneration adjustment (the 'standard' increase); and
- exclusion of individuals who did not receive pay rises from the '0-3 per cent' row in the table.

Data for Victoria Police is not included as its original submission was completed using the criteria above.

I trust that this meets the requirements of the Committee. Please feel free to contact my office on [REDACTED] to discuss further.

Regards,

Chris

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Chris Eccles  
Secretary  
Department of Premier & Cabinet, Victoria  
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# Resubmitting PAEC data

Revised departmental responses to question 27 in PAEC's general questionnaire

## DTF

Increase in base remuneration	Number of executives receiving increases in their base rate of remuneration of this amount in 2015-16	Reasons for these increases
0-3 per cent	34	x 34 for annual reviews
3-5 per cent	2	x 2 for annual reviews
5-10 per cent	12	x 3 for annual reviews x 7 for annual reviews and remuneration assessments x 1 for annual review and promotion x 1 for remuneration assessment
10-15 per cent	5	x 5 for annual reviews and remuneration assessments
greater than 15 per cent	2	x 2 for annual reviews and remuneration assessments

## DELWP

Increase in base remuneration	Number of executives receiving increases in their base rate of remuneration of this amount in 2015-16	Reasons for these increases
0-3 per cent	52	Annual remuneration review
3-5 per cent	0	-
5-10 per cent	2	Annual remuneration review Increased responsibilities, accountabilities and work value Promotion
greater than 15 per cent	6	Annual remuneration review Promotion

**DPC**

Increase in base remuneration	Number of executives receiving increases in their base rate of remuneration of this amount in 2015-16	Reasons for these increases
0-3 per cent	38	2.5% annual discretionary increase.
3-5 per cent	1	Increased remuneration as a result of appointment to a new role within the same Executive Officer classification.
5-10 per cent	0	-
greater than 15 per cent	6	Promotion to a higher classification. Increased remuneration as a result of appointment to a new role within the same Executive Officer classification.

**DJR**

Increase in base remuneration	Number of executives receiving increases in their base rate of remuneration of this amount in 2015-16	Reasons for these increases
0-3 per cent	43	Annual adjustment
3-5 per cent	2	Annual adjustment + new contract
5-10 per cent	3	Annual adjustment + new contract or ad-hoc remuneration review
10-15 per cent	1	Annual adjustment + new contract + new role
greater than 15 per cent	3	Annual adjustment + new contract or ad-hoc remuneration review or promotion

**DET**

Increase in base remuneration	Number of executives receiving increases in their base rate of remuneration of this amount in 2015-16	Reasons for these increases
0-3 per cent	62	Annual adjustment to executive remuneration
3-5 per cent	5	Contract renewal Work value increase Annual adjustment to executive remuneration
5-10 per cent	4	Contract renewal Work value increase Annual adjustment to executive remuneration
10-15 per cent	2	Work value increase Promotion
greater than 15 per cent	4	Promotion

**DHHS**

Increase in base remuneration	Number of executives receiving increases in their base rate of remuneration of this amount in 2015-16	Reasons for these increases
0-3 per cent	108	VPS annual guideline increase
3-5 per cent	0	
5-10 per cent	14	VPS annual guideline increase Promotion Remuneration review on reappointment or relativity to others Work value increase
10-15 per cent	9	VPS annual guideline increase Promotion Remuneration review on reappointment or relativity to others Work value increase
greater than 15 per cent	9	VPS annual guideline increase Promotion

**DEDJTR**

Increase in base remuneration	Number of executives receiving increases in their base rate of remuneration of this amount in 2015-16	Reasons for these increases
0-3 per cent	71	Annual adjustment to Executive Remuneration
3-5 per cent	2	Annual adjustment to Executive Remuneration Promotion / New position
5-10 per cent	6	Annual adjustment to Executive Remuneration Promotion / New position Increased accountabilities and responsibilities
10-15 per cent	8	Annual adjustment to Executive Remuneration Promotion / New position Increased accountabilities and responsibilities
greater than 15 per cent	3	Annual adjustment to Executive Remuneration Promotion / New position Increased accountabilities and responsibilities