From: SEELEY, Nick[/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=760F36DC538E4109A2EB7A25F39968B1-NICK.SEELEY]

Sent: Thur 20/04/2023 6:48:21 AM (UTC)

To: lisa.pacia[redacted]

Subject: DG Letter to PSC - Mobility Arrangement OIR.docx

Attachment: DG Letter to PSC - Mobility Arrangement OIR.docx

Hi Lisa, as discussed for your consideration please.

Thanks very much for your assistance with this matter.

Regards
Nick

Queensland Government
Office of the
Director-General

Department of
Education

Mr Robert Setter
Public Sector Commissioner
Public Sector Commission
Email: [redacted]

Dear Mr Setter

I am writing to seek your approval to appoint Mr Peter McKay by way of a mobility arrangement in accordance with section 82 of the *Public Sector Act 2022* to the position of Deputy Director-General (DDG), Office of Industrial Relations (OIR). I have requested the incumbent DDG OIR, Ms Kym Bancroft, to lead a significant project of Workplace, Health and Safety reform work in the Department of Education, which she has agreed to undertake as alternate duties under her current contract conditions.

It is expected that Ms Bancroft will be required to lead this project for at least 12 months, and although there is no evaluated role description, the work she will be required to undertake for a project of this scale is commensurate with SES4 High level roles. As Ms Bancroft currently holds a contract at SES4 High, I request that she continue to be paid at her current classification level so she is not financially disadvantaged by this decision.

In addition, I seek your approval to remunerate Mr McKay at CEO 4.4 in accordance with the Chief Executive and High Level Agency Senior Executives (CEO HLSE) remuneration framework.

The role of DDG OIR was evaluated by Mercer in March 2018 with a determined work value score of 1749, which sits in the Work Value Range of CEO HLSE 4.1 to 4.6.

The remuneration of Mr McKay at this level is due to the significant responsibility and accountability held by the role of DDG OIR to lead and manage senior executives to deliver government priorities related to workplace health and safety and industrial relations. The DDG OIR also holds the critical Regulator position under the *Work Health and Safety Act 2011*, the *Electrical Safety Act 2002* and the *Workers' Compensation and Rehabilitation Act 2003*.

The role holds financial accountability for an operating budget exceeding $188 million annually and the industrial relations landscape requires significant internal and external stakeholder engagement.

Mr McKay holds significant experience in senior executive roles having previously acted as Director-General for the Department of Employment, Small Business and Training for 18 months and as your current Deputy Commissioner. The appointment of Mr McKay at this classification would align him consistently with peers in similar roles such as the Associate Director-General, Department of Education.

If approved, I understand that your team will prepare the mobility arrangement agreement.

1 William Street Bri bane
Queensland 4000 Australia
PO Box 15033 City East
Queensland 4002 Australia
[redacted]
Website www.qed.qld.gov.au
ABN 76 337 613 647

Please contact Mrs Shannon Jensen, Acting Director, Human Resources Business Partnering, by email at [redacted] or on [redacted], should you wish to obtain further information.

Thank you for your consideration of this matter.

Yours sincerely

MICHAEL DE'ATH
Director-General

Ref: 23/ODG