



## REMUNERATION TRIBUNAL

### Determination 2004/15: Principal Executive Office (PEO) Classification Structure and Terms and Conditions

- (i) Pursuant to subsections 5(2A), 7(3D) and 7(4) of the *Remuneration Tribunal Act 1973*, the Remuneration Tribunal has inquired into the classification structure for Principal Executive Offices.
- (ii) This Determination takes effect on and from 1 July 2004 except where specified otherwise.

#### PRINCIPAL EXECUTIVE OFFICE CLASSIFICATION STRUCTURE

- 1 In this Determination, Determination 1999/15 (as amended) is referred to as the Principal Determination.
- 2 The Principal Determination is amended by deleting table 1 titled "Principal Executive Office Classification Structure" and replacing it with the following table.

**TABLE 1 PRINCIPAL EXECUTIVE OFFICE CLASSIFICATION STRUCTURE**

As at 1 July 2004

	<i>Superannuation Salary Range *^</i>		<i>Total Remuneration #^</i>	
<b>PEO BAND A</b>	<b>up to</b>	<b>\$115,990</b>	<b>up to</b>	<b>\$165,700</b>
Reference salary A <sup>@</sup>		\$106,770		
<b>PEO BAND B</b>	<b>\$98,000 -</b>	<b>\$157,360</b>	<b>\$140,000 -</b>	<b>\$224,800</b>
Reference salary B		\$126,220		
<b>PEO BAND C</b>	<b>\$133,000 -</b>	<b>\$223,510</b>	<b>\$190,000 -</b>	<b>\$319,300</b>
Reference salary C		\$171,490		
<b>PEO BAND D</b>	<b>\$189,000 -</b>	<b>\$289,730</b>	<b>\$275,000 -</b>	<b>\$413,900</b>
Reference salary D		\$243,460		
<b>PEO BAND E</b>	<b>from \$280,000</b>		<b>from \$395,000</b>	

# Maximum Total Remuneration for each band is to be adjusted on and from 1 July each year consistent with clause D3.

\* Superannuation Salary ranges shown are calculated in accordance with clause A1.

^ All remuneration/salaries refer to annual full-time remuneration/salaries. Part-time remuneration/salaries shall be set at a pro-rata rate as advised by the Tribunal.

@ Salary identified as the reference salary for the purposes of clause 1(4)(b) of Schedule 3 to the *Remuneration and Allowances Act 1990*.

3 The Principal Determination is amended by deleting clause D1 and inserting a new clause D1.

**Scope for variation**

D1 Where productivity or work value changes can be demonstrated, an employing body may increase or decrease the Total Remuneration of a PEO who is entitled to less than \$300,000 Total Remuneration per year without reference to the Tribunal by up to 5% in the 2004-2005 financial year, provided that the application of the increase or decrease does not move the office holder outside the parameters of the PEO Band in which he or she is placed. <sup>β</sup>

(a) <sup>β</sup> For the 2005-2006 financial year and each financial year thereafter the Remuneration Tribunal will determine an amount at another time.

Signed this

18<sup>th</sup>

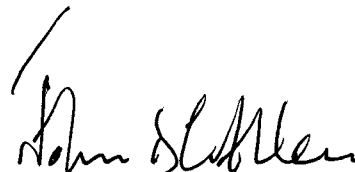
day of May 2004



John C Conde AO  
**PRESIDENT**



Janet E Grieve  
**MEMBER**



John D C Allen  
**MEMBER**