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Ms Yvette Goss
Executive Remuneration Inquiry
Productivity Commission
Locked Bag 2
Collins Street East
MELBOURNE VIC 8003

Dear Ms Goss

Thank you for providing me with opportunity to contribute to the Regulation of Director and Executive Remuneration in Australia Productivity Commission Issues Paper April 2009.

Effective July 2008, Cabinet approved the Government Reform Commission's (GRC) recommendation for the Public Sector Performance Commission (PSPC) to establish the South Australian Executive Service (SAES).

The focus was on promoting a culture of high performance, shared identity and responsibility, with the intention of fostering and attracting higher performers to the South Australian Public Service.

The key features of the scheme were mobility, participation in professional development opportunities and succession planning. The agreed competencies include the following:

- Shapes Strategic Thinking and Change
- Achieves Results
- Drives Business Excellence
- Forges Relationships and Engages Others
- Exemplifies Personal Drive and Professionalism

Primary Industries and Resources South Australia (PIRSA) executives are classified and paid according to the SAES remuneration structure (SAES1 and SAES2 attached). SAES positions are assessed against criteria that translate to a point value correlating to a remuneration range. Executives are appointed to the relevant remuneration consistent with the position competencies and responsibilities.

Cabinet annually review the remuneration range and in recent years has approved an increase of 3.5% effective 1 July each year. Other means of increasing through the remuneration range is to demonstrate superior performance (achievements above expectations which have a state-wide impact) which is assessed during an annual formal performance development and management program. These increases are limited to the SAES remuneration range for each level.

To assist in your research the information above may be useful for comparison purposes. I would be pleased to receive feedback on your findings.

If you have any further enquiries please contact Ms Erma Ranieri, Director Organisational Change and Development on telephone 8226 0231.

Yours sincerely



Geoff Knight
CHIEF EXECUTIVE
PRIMARY INDUSTRIES AND RESOURCES SA