

Australian Capital Territory

Public Sector Management Amendment Standard 2005 (No 8)

Disallowable instrument DI2005—203

made under the

Public Sector Management Act 1994, s 251 (Management Standards)

I amend the Management Standards as set out in Schedule 1 and Schedule 2.

Cheryl Vardon
Commissioner for Public Administration

8 / 9 /2005

Approved under the *Public Sector Management Act 1994, s 251 (Management Standards)*

Jon Stanhope
Chief Minister

7 / 9 /2005

SCHEDULE 1 TO DISALLOWABLE INSTRUMENT DI2005-203

PROVISION OF MANAGEMENT STANDARDS		
Part	Part/Rule Description	AMENDMENT
Standard 2	Part 1, Rule 7: Work Value	Omit Standard 2, Part 1, Rule 7. Substitute Standard 2, Part 1, Rule 7 as set out in Schedule 2.

SCHEDULE 2 TO DISALLOWABLE INSTRUMENT DI2005-203**Standard 2, Part 1, Rule 7****7. Work Value**

In this Rule, unless the contrary intention appears:

'total remuneration point' in Column 2 of Table 1.1 is the number assigned to that range of assessed work value in Column 1 of Table 1.1

The 'remuneration zone' in Column 3 of Table 1.1 is the range of assessed work value(s) in that Zone. The Zones are Zones 1 to 3 including:

- (i) 'Zone 1' includes the assessed work value range(s) from 680 to 899
- (ii) 'Zone 2' includes the assessed work value range(s) from 900 to 1299
- (iii) 'Zone 3' includes the work value range(s) of 1300 and above.

a) Determining work value

The assessed work value in respect of a Chief Executive or Executive is the work value obtained by applying the job evaluation methodology set out in the independent job evaluation methodology approved by the CPA.

The total remuneration point in Column 2 is found by the number assigned to the range of assessed work value in Column 1.

Table 1.1

Column 1 Range of Assessed Work Value	Column 2 Total Remuneration Point	Column 3 Remuneration Zone
680 - 735 736 - 791 792 - 899	1.1 1.2 1.3	Zone 1 (680-899) 1.1 680-735 1.2 736-791 1.3 792-899
900 - 1000 1001 - 1200 1201 - 1299	2.4 2.5 2.6	Zone 2 (900-1299) 2.4 900-1000 2.5 1001-1200 2.6 1201-1299
1300 - 1488 1489 - 1679 1680 - 1870 1871 - 2061 2062 - 2249 2250 +	3.7 3.8 3.9 3.10 3.11 3.12	Zone 3 (1300 +) 3.7 1300-1488 3.8 1489-1679 3.9 1680-1870 3.10 1871-2061 3.11 2062-2249 3.12 2250+

b) Movements in Remuneration Zone

In accordance with sections 28AA(2)(b) and 72A(2)(b) of the Act, a variation to a contract may increase the remuneration payable to a Chief Executive or Executive where there has been an increase in job responsibilities and:

- i) a work value assessment sets a higher total remuneration point for the position than an earlier work value assessment for that position; and
- ii) where one of the following circumstances apply:
 - a. the movement is within total remuneration points set under Zone 1; or
 - b. the movement is within total remuneration points set under Zone 2; or
 - c. the movement is not more than two total remuneration points under Zone 3.

c) Circumstances where work value assessment not required

The requirement for an independent job evaluation may be waived where a person is to perform the duties of an Executive office under section 76 of the Act where this has been approved by the CPA as being in the interests of the Service, at a remuneration point identified by the CPA.