

s 22

From: Davis, Glyn
Sent: Thursday, 16 June 2022 2:02 PM
To: Woolcott, Peter
Subject: RE: Private and Confidential [SEC=OFFICIAL:Sensitive]
Categories: Secretaries

OFFICIAL: Sensitive
OFFICIAL: Sensitive
OFFICIAL: Sensitive
Peter,

Thank you on both issues.

Appreciate you working with Greg and Kathryn through to a landing – these sound an entirely workable set of arrangements.

s 22

Regards,

Glyn

From: Woolcott, Peter <Peter.Woolcott@apsc.gov.au>
Sent: Thursday, 16 June 2022 12:17 PM
To: Davis, Glyn <Glyn.Davis@pmc.gov.au>
Subject: Re: Private and Confidential [SEC=OFFICIAL:Sensitive]

Glyn

Thanks and I will be in touch with them.

Also spoken to Greg Moriarty and Katherine Campbell. We are moving forward on that and it is very manageable. We will need to work with AGS. I have suggested to them both that once Catherine is terminated she is immediately placed on a three year non on-going contract with Defence.^{47F}

Katherine would also sign a document on termination waiving her rights to any termination payment. Her salary would be set by correspondence between Greg and myself, but could be expected to match her current salary. They will give thought to her title, but she will basically be a highly paid Band 3.

s 22

Regards

Peter

Sent from my iPhone

On 16 Jun 2022, at 11:59 am, Davis, Glyn <Glyn.Davis@pmc.gov.au> wrote:

OFFICIAL: Sensitive
Peter,

s 22

|
|
|

[REDACTED]

Regards,

Glyn

Professor Glyn Davis AC

Secretary,

Department of the Prime Minister and Cabinet

e. glyn.davis@pmc.gov.au | w. www.pmc.gov.au

One National Circuit Barton ACT 2600 | PO Box 6500 CANBERRA ACT AUSTRALIA 2600



The Department acknowledges and pays respect to the past, present and emerging Elders and Traditional Custodians of Country, and the continuation of cultural, spiritual and educational practices of Aboriginal and Torres Strait Islander peoples.

s 22

From: s47F
Sent: Thursday, 16 June 2022 6:05 PM
To: Woolcott, Peter
Subject: In Strict Confidence - Secretary Appointments

Categories: Secretaries

Dear Peter,

s 22

s47F

s 22

s 22

Best wishes,

s47F

s 22

From: Foster, Stephanie
Sent: Tuesday, 21 June 2022 6:34 PM
To: Woolcott, Peter
Subject: 220617 - Media - Sec appointments - v3 [SEC=OFFICIAL:Sensitive]
Attachments: 220617 - Media - Sec appointments - v3.docx

Categories: No action / referred, Secretaries

OFFICIAL: Sensitive

MEDIA STATEMENT

22 July 2022

ANNOUNCEMENT OF NEW DEPARTMENT SECRETARIES

Today, I am announcing my intention to recommend to the Governor-General the appointment of four new secretaries of Australian Public Service departments.

I am recommending that Jim Betts be appointed as Secretary of the Department of Infrastructure, Transport, Regional Development, Communications and the Arts. Mr Betts has extensive experience in the New South Wales and Victorian public services, including as Secretary of the NSW Department of Planning, Industry and Environment, Secretary of the Victorian Department of Transport, and CEO of Infrastructure NSW. He will bring to the Federal level a deep understanding of the priority challenges facing Governments in this space. Mr Betts' appointment would commence on 11 July 2022.

I am recommending that Jan Adams AO PSM be appointed as Secretary of the Department of Foreign Affairs and Trade. Ms Adams is a senior career officer with the Department of Foreign Affairs and Trade and is currently Australia's Ambassador to Japan. She has previously served as Ambassador to China and served Australia in Washington as well as to the OECD Secretariat in Paris. Ms Adams would commence her appointment on 1 July 2022.

I am recommending that Natalie James be appointed as Secretary of the Department of Employment and Workplace Relations. Ms James has an extensive career in public service and employment and workplace relations. From 2005 until 2010, she was Chief Counsel to the Department of Education, Employment and Workplace Relations, becoming a State Manager of that Department in 2010. In 2013, she was appointed the Fair Work Ombudsman for the Commonwealth. Recently, Ms James has been a Partner at Deloitte Australia. Ms James would commence her appointment on 11 July 2022.

I am recommending that Jenny Wilkinson PSM be appointed as Secretary of the Department of Finance. Ms Wilkinson has held positions across several departments and agencies. This includes running the Parliamentary Budget Office, from July 2017 to January 2020. Prior to that, she held senior positions at Treasury, the Department of Industry, the Department of Climate Change, the Department of the Prime Minister and Cabinet, and the Reserve Bank of Australia. Working in these roles, she has provided advice on a wide range of economic policy issues. She was awarded a PSM in 2021 for outstanding public service in the development of fiscal policy. Ms Wilkinson would take up her appointment on 9 August 2022, at the conclusion of Rosemary Huxtable's term.

Additionally, I am recommending that David Fredericks PSM leave his role as Secretary of the Department of Industry, Science and Resources, to lead the newly created Department of Climate Change, Energy, the Environment and Water. Mr Fredericks has extensive senior experience engaging on policy and Budget within the APS and ministers' offices. As well as Secretary experience in both the Department of Industry, Science and Resources, and the Department of Environment and Energy, he has experience at the Deputy Secretary level at the Attorney-General's Department and the Department of Finance. He has held senior Ministerial Adviser roles at both the Commonwealth and state levels. Prior to that he served in the Solomon Islands' Ministry of Treasury and Finance.

Each of these appointments is recommended for five years.

Dr Gordon de Brouwer PSM will return to the Australian Public Service as Secretary for Public Sector Reform. Working in close partnership with Peter Woolcott AO, the Australian Public Service Commissioner, he will lead and implement a wide range of public sector reforms which will support my commitment to place greater value on the public service and to grow its capability.

Further, I am recommending that Simon Atkinson and Kathryn Campbell AO CSC conclude their Secretary roles with effect from 1 July 2022. I thank them both for their service to the Australian Public Service over many years. They have both brought great professionalism and deep experience to the range of roles they have held, and I wish them both the best. Ms Campbell will be taking up a senior appointment in the Defence portfolio in an AUKUS-related role.

I congratulate Mr Betts, Ms Adams, Ms James and Ms Wilkinson on their appointments.

Attached is a full list of Secretaries and their Departments, in line with these recommendations.

[ENDS]

Media Contacts:

Attachment

APS Departments and Secretaries as at 1 July 2022

Department of the Prime Minister and Cabinet	Prof Glyn Davis AC
Department of Agriculture, Fisheries and Forestry	Mr Andrew Metcalfe AO
Attorney-General's Department	Ms Katherine Jones PSM
Department of Climate Change, Energy, the Environment and Water	Mr David Fredericks PSM
Department of Defence	Mr Greg Moriarty
Department of Education	Dr Michele Bruniges AM
Department of Employment and Workplace Relations	Ms Natalie James <i>[from 11 July 2022]</i>
Department of Finance	Ms Jenny Wilkinson PSM <i>[from 9 Aug 2022]</i>
Department of Foreign Affairs and Trade	Ms Jan Adams AO PSM
Department of Health and Aged Care	Prof Brendan Murphy AC
Department of Home Affairs	Mr Michael Pezzullo AO
Department of Infrastructure, Transport, Regional Development, Communications and the Arts	Mr Jim Betts <i>[from 11 July 2022]</i>
Department of Industry, Science and Resources	TBC
Department of Social Services	Mr Ray Griggs AO CSC
Department of Veterans' Affairs	Ms Elizabeth Cosson AM CSC
Department of the Treasury	Dr Steven Kennedy PSM

s 22

From: Woolcott, Peter
Sent: Tuesday, 21 June 2022 6:38 PM
To: Foster, Stephanie
Subject: Re: 220617 - Media - Sec appointments - v3 [SEC=OFFICIAL:Sensitive]
Attachments: 220617 - Media - Sec appointments - v3.docx

All good. Thanks

Peter

Sent from my iPhone

On 21 Jun 2022, at 6:33 pm, Foster, Stephanie <Stephanie.Foster@pmc.gov.au> wrote:

OFFICIAL: Sensitive

s 22

From: s 22 @defence.gov.au>
Sent: Tuesday, 28 June 2022 10:13 AM
To: Woolcott, Peter
Cc: Justine Greig; s 22
Subject: Letter from Secretary of Defence - Remuneration for new Deputy Secretary AUKUS Joint Program Office [SEC=OFFICIAL:Sensitive]
Attachments: 220627 Ltr from Secretary Defence to APS Commissioner.pdf; 220627 APSC Rem declaration - Ms Kathryn Campbell.pdf; Biography - Ms Kathryn Campbell.docx
Categories: Secretaries

OFFICIAL: Sensitive

Good morning Commissioner

Please find attached a letter from the Secretary of Defence for your review and consideration regarding the non-ongoing engagement of Ms Kathryn Campbell to the position of Deputy Secretary AUKUS Joint Program Office.

Please email or call if you have any questions or require additional information.

Thanks

s 22

Deputy Director
Directorate of Senior Officer Management (SES)
People Service Division
Defence People Group
Department of Defence

R1-01-C104 | P: s 22

Defending Australia and its National Interests
www.defence.gov.au



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s 22

From: Hagan, Martyn
Sent: Tuesday, 28 June 2022 6:27 PM
To: s 22
Cc: Hagan, Martyn
Subject: FW: Letter from Secretary of Defence - Remuneration for new Deputy Secretary AUKUS Joint Program Office [SEC=OFFICIAL:Sensitive]
Attachments: 220627 Ltr from Secretary Defence to APS Commissioner.pdf; 220627 APSC Rem declaration - Ms Kathryn Campbell.pdf; Biography - Ms Kathryn Campbell.docx; Ltr from APS Commissioner to Secretary Defence - June 2022.docx

OFFICIAL: Sensitive

s22

We need to talk – tomorrow!

Regards

Martyn Hagan
 Secretary to the Remuneration Tribunal



Australian Public Service Commission

Level 3, E Block, Treasury Building, Parkes Place West, PARKES ACT 2600
 GPO Box 3176 CANBERRA ACT 2601

t: s 22 m: s 22 w: www.remtribunal.gov.au

From: Strangio, Giorgia <Giorgia.Strangio@apsc.gov.au>
Sent: Tuesday, 28 June 2022 5:42 PM
To: Hagan, Martyn <Martyn.Hagan@apsc.gov.au>
Subject: FW: Letter from Secretary of Defence - Remuneration for new Deputy Secretary AUKUS Joint Program Office [SEC=OFFICIAL:Sensitive]

OFFICIAL: Sensitive

Hi Martyn

Peter has sent this to me – it appears to seek his agreement to both the non-ongoing engagement of Ms Campbell as a B3 (my remit) but the most substantive part is whether or not the proposed remuneration is suitable (your remit). I think it might be better for you to provide guidance on that aspect.

Peter is after a letter of reply (tomorrow) for Greg Moriarty. I have attached a shell/draft letter, in which I've indicated Peter's agreement to the non-ongoing engagement s 42

I'm not across the Exec Rem Management Policy, so I think that advice should probably come from you.

Cheers

Giorgina

Giorgina Strangio

Assistant Commissioner | Integrity, Performance & Employment Policy Group

Australian Public Service Commission

Level 4, B Block, Treasury Building, Parkes Place West, PARKES ACT 2600
GPO Box 3176 CANBERRA ACT 2601

t: s 22 w: www.apsc.gov.au

EA: Catherine Ramanu | t: 8239 5390 | e: catherine.ramanu@apsc.gov.au



I acknowledge the traditional owners of the First Nations throughout Australia, and their continuing connection to land, sea and community. I pay my respects to their elders past, present and into the future.

From: Woolcott, Peter <Peter.Woolcott@apsc.gov.au>

Sent: Tuesday, 28 June 2022 10:19 AM

To: s 22 >

Cc: Strangio, Giorgina <Giorgina.Strangio@apsc.gov.au>

Subject: FW: Letter from Secretary of Defence - Remuneration for new Deputy Secretary AUKUS Joint Program Office [SEC=OFFICIAL:Sensitive]

OFFICIAL: Sensitive

s 22

Pls print for me

Giorgina

Something else to discuss today

Peter

Peter Woolcott AO

Commissioner

Australian Public Service Commission

Level 5, B Block, Treasury Building, Parkes Place West, PARKES ACT 2600
GPO Box 3176 CANBERRA ACT 2601

t: s 22 w: www.apsc.gov.au

EA: s 22



From: s 22 [redacted] <[redacted]@defence.gov.au>
Sent: Tuesday, 28 June 2022 10:13 AM
To: Woolcott, Peter <Peter.Woolcott@apsc.gov.au>
Cc: Justine Greig <justine.greig@defence.gov.au>; s 22 [redacted] <[redacted]@apsc.gov.au>
Subject: Letter from Secretary of Defence - Remuneration for new Deputy Secretary AUKUS Joint Program Office
[SEC=OFFICIAL:Sensitive]

OFFICIAL: Sensitive

Good morning Commissioner

Please find attached a letter from the Secretary of Defence for your review and consideration regarding the non-ongoing engagement of Ms Kathryn Campbell to the position of Deputy Secretary AUKUS Joint Program Office.

Please email or call if you have any questions or require additional information.

Thanks

s 22 [redacted]
Deputy Director
Directorate of Senior Officer Management (SES)
People Service Division
Defence People Group
Department of Defence

R1-01-C104 | P: s 22 [redacted]

Defending Australia and its National Interests
www.defence.gov.au



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Commissioner
Ms Bruinsma
Ms Rees

EC22-000079

THE AUSTRALIAN PUBLIC SERVICE COMMISSION

To: APS Commissioner (for signature by 1 July 2022 to facilitate agency action)

Through: A/g Deputy Commissioner

**EXECUTIVE REMUNERATION REQUEST – DEPUTY SECRETARY, AUKUS
JOINT PROGRAM OFFICE, DEPARTMENT OF DEFENCE**

Recommendations - that you:

1. **Approve** the request for a total remuneration package of \$892,630 for Ms Kathryn Campbell AO CSC in the new office of Deputy Secretary, AUKUS Joint Program Office in the Department of Defence.

Approved / Not approved / Please discuss

2. **Sign** the letter to Mr Greg Moriarty at **Attachment A**.

Signed / Please discuss

Signature

s 22

Date:

30 Jun 22

Key Points:

1. On 27 June 2022, Mr Greg Moriarty, Secretary of the Department of Defence, sought approval to offer a total remuneration package (TRP) that exceeds the notional amount provided for under the APS Executive Remuneration Management Policy (the Policy). A copy of Mr Moriarty's letter and a copy of the remuneration proposal is at **Attachment B**.
2. The Policy sets out arrangements for managing executive remuneration, including an approval process for proposals above the notional amount. The notional amount is equivalent to 65 per cent of the lowest pay point in the Secretaries' classification structure, or \$488,600 from 1 July 2022. Under the Policy, the APS Commissioner must consider whether there are compelling circumstances to justify remuneration in excess of the notional amount, such as job weight and/or market factors.
3. Mr Moriarty seeks approval for a TRP of \$892,630 per annum for Ms Kathryn Campbell AO CSC in the new role of Deputy Secretary, AUKUS Joint Program Office in the Department of Defence (SES Band 3), with a date of effect to be determined. This comprises a base salary of \$796,403 and \$96,227 in employer superannuation contributions. This is Ms Campbell's current TRP as Secretary of the Department of Foreign Affairs and Trade (DFAT).

THE AUSTRALIAN PUBLIC SERVICE COMMISSION

EC22-000079

4. In his letter, Mr Moriarty notes the criticality of a leader with very specific credentials for the role of Deputy Secretary, AUKUS Joint Program Office and that Ms Campbell fulfills these requirements.
5. The proposed TRP equates to 117.1% per cent of the lowest pay point in the Secretaries' classification scheme. Typically executive remuneration requests that exceed the notional amount do not exceed the lowest pay point in the Secretaries' classification scheme that is set by the Remuneration Tribunal (the Tribunal).
6. Recent Machinery of Government changes resulted in Ms Campbell being terminated from her role as Secretary of DFAT. The office of Secretary, DFAT sits at Level 3, the third highest pay point in the Secretaries' classification scheme.
7. The *Remuneration Tribunal (Departmental Secretaries—Classification Structure and Terms and Conditions) Determination 2022* provides for compensation of loss of office for a Secretary if an offer of suitable alternative employment has not been made. If a suitable offer of alternative employment is made in an office within the jurisdiction of the Tribunal and the total remuneration that applies to that position is less than the total remuneration for the lowest pay point in the classification level from which the former Secretary has been terminated, then the Tribunal may determine that, for up to 12 months from the appointment, the former Secretary is entitled to a total remuneration at that pay point.
8. In this case, Ms Campbell has been offered suitable alternative employment with the Commonwealth in an office that is outside the Tribunal's determinative jurisdiction. As such, the decision regarding remuneration arrangements for Ms Campbell in the offered alternative Commonwealth employment sits with the APS Commissioner.
9. On the basis that the *Remuneration Tribunal (Departmental Secretaries—Classification Structure and Terms and Conditions) Determination 2022* provides the Tribunal with discretion regarding remuneration arrangements for a terminated Secretary, it recommended that given the criticality of the role as identified by Mr Moriarty and Ms Campbell's significant experience and suitability for the role, approval is given for the proposed remuneration package for the initial period of Ms Campbell's appointment to the role.

Consultation:

10. Nil.

Martyn Hagan
Group Manager
Executive Remuneration and Statutory Offices
30 June 2022

s22

THE AUSTRALIAN PUBLIC SERVICE COMMISSION

EC22-000079

ATTACHMENTS

A: Draft response to Mr Greg Moriarty, Secretary of the Department of Defence

B: Letter from Mr Moriarty and Executive Remuneration proposal for Ms Kathryn Campbell
AO CSC

SENSITIVE: PERSONAL



Australian Government
Department of Defence

Telephone: 02 6265 2851
Facsimile: 02 6265 2375

Mr Peter Woolcott AO
Australian Public Service Commissioner
Level 5, B Block
Treasury Building
Parkes Place West
PARKES ACT 2600

~~Dear Mr Woolcott~~ *Dear Peter*

As the work to further the AUKUS tri-lateral partnership continues to develop, I need to widen and deepen the expertise of the Defence leadership group to optimally meet what is required. I will shortly establish a Joint Program Office, a new responsibility, which will require the leadership of an SES Band 3 officer. I am writing to seek your agreement to appoint an officer to this role for a three year period with commensurate remuneration.

The Joint Program Office will have a number of responsibilities in regard to AUKUS advanced capabilities and the nuclear powered submarine program. The lead of the Joint Program Office will be accountable for ensuring that all program elements of the AUKUS initiatives are synchronised, with full engagement with our partners on this program of work, to deliver the joint aims of the security partnership.

The role will report to the head of the Nuclear Powered Submarine Taskforce, Vice Admiral Jonathan Mead AO. The location of the role will initially be in Canberra and subsequently overseas, with the final location to be informed by the next stages of work with the United Kingdom and the United States.

As the AUKUS program of work continues to develop with our partners, I will be regularly reviewing organisational and leadership arrangements. At this juncture, I see the Joint Program Office role requires the leadership of a Band 3 officer for a three year period, to be reviewed in 2025.

The role requires a highly experienced leader with very specific credentials, including proven international engagement skills and complex program management and leadership capabilities to ensure the aims of the security partnership. I have identified that Ms Kathryn Campbell AO CSC well fulfils these requirements, and I attach Ms Campbell's biography.

I seek your agreement to engage Ms Campbell on a non-ongoing contract for three years to the Senior Executive Service Band 3 position of Deputy Secretary AUKUS Joint Program

SENSITIVE: PERSONAL

Office. I propose to offer Ms Campbell a salary commensurate with the significant responsibility and accountability associated with the position. In doing so I note the requirement for Senior Executive Service remuneration to be set in accordance with the APS Executive Remuneration Management Policy.

On this basis I propose that Ms Campbell's Total Remuneration be set at \$892,630. I consider that this is appropriate to the critical nature of the position and experience Ms Campbell will bring to the Department of Defence and more broadly, across Government. A Declaration of Remuneration is attached to show the proposed breakdown and related entitlements.

On your agreement, I will work with Ms Campbell to agree the timing of her commencement in the role.

Yours sincerely

s 22



Greg Moriarty
Secretary

27 June 2022

Attachment:

1. DECLARATION OF REMUNERATION – MS KATHRYN CAMPBELL

Biography – Ms Kathryn Campbell

Ms Kathryn Campbell AO CSC and Bar recently departed the position of Secretary, Department of Foreign Affairs and Trade. Prior to this role Ms Campbell was Secretary of the Department of Social Services from September 2017 to July 2021 and before that Secretary of the Department of Human Services from 2011 to 2017.

Ms Campbell has worked at senior levels across the Australian Public Service, including Deputy Secretary positions at the Department of Finance and the Department of Education, Employment and Workplace Relations from 2005 to 2011. She was also an Army Reserve Officer from 1989 to July 2021.

Ms Campbell was awarded the Conspicuous Service Cross (CSC) in 2010 for her service as Commanding Officer of the Sydney University Regiment of the Army Reserves and was appointed as an Officer of the Order of Australia (AO) in 2019 for her services to public administration and the Australian Army Reserve. In 2022 she was awarded a Bar to her CSC for outstanding achievement as the Commander of the 2nd Division.

Ms Campbell is a Fellow of Certified Practising Accountants (CPA) Australia and a Graduate Member of the Australian Institute of Company Directors. She holds a Bachelor of Applied Science (Applied Mathematics), a Master of Business Administration and a Master of Information Science. She has also completed the Royal Australian Air Force Command and Staff College course and the Advanced Management Program at the Harvard Business School.

Declaration of Remuneration

Department/Agency: Defence

Employee's (or Applicant's) Name: Ms Kathryn Campbell

Classification and Role Title: SES Band 3, AUKUS Joint Program Office

Proposed Base Salary	\$796,403
Allowances	Nil
Lump Sum Payments	Nil
Employer's Superannuation Contribution	\$96,227
Performance Pay and Bonuses	Nil
Vehicle	Nil
Parking	Nil (Parking provided at place of Employment, with fees applicable)
Other Benefits	Nil
Proposed Total Remuneration	\$892,630

Future remuneration will be adjusted in line with the Remuneration Tribunal (Departmental secretaries – Classification Structure and Terms and Conditions) Determination.

Notes:

- Please include all applicable fringe benefits tax.
- For items with varying values, e.g. superannuation contribution and bonuses, please include the maximum potential value.
- For performance pay and bonuses, please provide a statement outlining the conditions attached to receipt of the maximum payment.
- Where market forces are a factor in justifying the level of remuneration, please provide the market data relied on.

Please provide details of all other benefits (including FBT) included in the remuneration package but not included in TR above, such as the annualised value of accommodation and relocation assistance:

- One Airline Lounge Membership
- Business class for overseas & some domestic travel
- Defence Protected iPhone and remote ICT access
- Access to an amount of up to \$2,500 for professional Financial Advice (over duration of SES employment in Defence)
- Access to an amount up to \$1,000 per annum for a maximum of two professional memberships
- The Employee will be responsible to pay an amount of \$1690 per annum for car parking at Russell Offices

I certify that the above information is true and complete and in accordance with the APS Executive Remuneration Management Policy and instructions issued by the Public Service Commissioner.

s 22

Justine Greig
Deputy Secretary
Defence People

27 June 2022



Australian Government
Australian Public Service Commission

AUSTRALIAN PUBLIC SERVICE COMMISSIONER

Sensitive: Personal

Mr Greg Moriarty
Secretary
Department of Defence
R1-5-B Secretary Suite
PO Box 7901
Canberra BC ACT 2610

Greg

Dear Mr Moriarty

Thank you for your correspondence dated 27 June 2022 regarding remuneration arrangements for Ms Kathryn Campbell AO CSC as Deputy Secretary AUKUS Joint Program Office.

The Executive Remuneration Management Policy provides agency heads with the authority to agree to total remuneration packages (TRP) to a maximum of \$488,600 from 1 July 2022, the 'notional' amount from that date. Remuneration proposals above this amount require my approval.

I note your advice regarding the criticality of a leader with very specific credentials for the role of Deputy Secretary, AUKUS Joint Program Office and that Ms Campbell is well suited to meet the demanding and significant requirements of this role.

Based on the information you have provided regarding the office and Ms Campbell's credentials, I approve remuneration arrangements for Ms Campbell above the notional amount. This approval of a TRP of \$892,630 relates directly to Ms Campbell for the period she occupies the role of Deputy Secretary, AUKUS Joint Program Office.

Yours sincerely

s 22

Peter Woolcott AO

30 June 2022

s 22

From: Strangio, Giorgina <Giorgina.Strangio@apsc.gov.au>
Sent: Wednesday, 29 June 2022 2:20 PM
To: Hagan, Martyn; s22
Cc: s 22
Subject: RE: Letter from Secretary of Defence - Remuneration for new Deputy Secretary AUKUS Joint Program Office [SEC=OFFICIAL:Sensitive]

Categories: LEX 565 - Directly Relevant

OFFICIAL: Sensitive

Hi Martyn

s 42

– unfortunately the Regs and Directions are unclear and inconsistent on this issue.

I need to discuss options with Peter – s 42

Cheers
Giorgina

Giorgina Strangio
Assistant Commissioner | Int s42 Performance & Employment Policy Group

Australian Public Service Commission
Level 4, B Block, Treasury Building, Parkes Place West, PARKES ACT 2600
GPO Box 3176 CANBERRA ACT 2601

s22 w: www.apsc.gov.au

s22 [@apsc.gov.au](mailto:s22@apsc.gov.au)



I acknowledge the traditional owners of the First Nations throughout Australia, and their continuing connection to land, sea and community. I pay my respects to their elders past, present and into the future.

From: Hagan, Martyn <Martyn.Hagan@apsc.gov.au>
Sent: Wednesday, 29 June 2022 12:41 PM
To: s22 @apsc.gov.au; Strangio, Giorgina <Giorgina.Strangio@apsc.gov.au>
Cc: s 22 s22 @apsc.gov.au; Hagan, Martyn <Martyn.Hagan@apsc.gov.au>
Subject: FW: Letter from Secretary of Defence - Remuneration for new Deputy Secretary AUKUS Joint Program Office [SEC=OFFICIAL:Sensitive]

OFFICIAL: Sensitive

Giorgina, s22

This is what we would ordinarily produce for this sort of matter.

Not sure if you want us to proceed independently on this basis or something joint?

Regards

Martyn Hagan
Secretary to the Remuneration Tribunal



Australian Public Service Commission

Level 3, E Block, Treasury Building, Parkes Place West, PARKES ACT 2600
GPO Box 3176 CANBERRA ACT 2601

s22

W: www.remtribunal.gov.au

From: Strangio, Giorgia <Giorgina.Strangio@apsc.gov.au>

Sent: Tuesday, 28 June 2022 5:42 PM

To: Hagan, Martyn <s22@apsc.gov.au>

Subject: FW: Letter from Secretary of Defence - Remuneration for new Deputy Secretary AUKUS Joint Program Office [SEC=OFFICIAL:Sensitive]

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Hi Martyn

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Giorgina

Giorgina Strangio
Assistant Commissioner | Integrity, Performance & Employment Policy Group

Australian Public Service Commission

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GPO Box 3176 CANBERRA ACT 2601

s22

W: www.apsc.gov.au

s22@apsc.gov.au



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From: Woolcott, Peter <Peter.Woolcott@apsc.gov.au>

Sent: Tuesday, 28 June 2022 10:19 AM

To: s 22 <[REDACTED]@apsc.gov.au>

Cc: Strangio, Giorgia <Giorgia.Strangio@apsc.gov.au>

Subject: FW: Letter from Secretary of Defence - Remuneration for new Deputy Secretary AUKUS Joint Program Office [SEC=OFFICIAL:Sensitive]

OFFICIAL: Sensitive

s 22

Pls print for me

Giorgia

Something else to discuss today

Peter

Peter Woolcott AO
Commissioner

Australian Public Service Commission

Level 5, B Block, Treasury Building, Parkes Place West, PARKES ACT 2600
GPO Box 3176 CANBERRA ACT 2601

s22 w: www.apsc.gov.au

s22 <[REDACTED]@apsc.gov.au>



From: s22 MRS 1 s22 <[REDACTED]@defence.gov.au>

Sent: Tuesday, 28 June 2022 10:13 AM

To: Woolcott, Peter s22 <[REDACTED]@apsc.gov.au>

Cc: Justine Greig s22 <[REDACTED]@defence.gov.au>; s22 <[REDACTED]@apsc.gov.au>

Subject: Letter from Secretary of Defence - Remuneration for new Deputy Secretary AUKUS Joint Program Office [SEC=OFFICIAL:Sensitive]

OFFICIAL: Sensitive

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Please email or call if you have any questions or require additional information.

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Deputy Director
Directorate of Senior Officer Management (SES)
People Service Division
Defence People Group
Department of Defence

R1-01-C104 | s22

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From: Strangio, Giorgina <Giorgina.Strangio@apsc.gov.au>
Sent: Wednesday, 29 June 2022 4:07 PM
To: Justine Greig
Cc: s22
Subject: FW: Letter from Secretary of Defence - Remuneration for new Deputy Secretary AUKUS Joint Program Office [SEC=OFFICIAL:Sensitive]

Categories: LEX 565 - Directly Relevant

OFFICIAL: Sensitive

Good afternoon Justine

Peter Woolcott has asked me to reach out directly to you in relation to the engagement of the new Deputy Secretary AUKUS Joint Program Office. The Commissioner received a letter from the Secretary of Defence seeking his agreement to the non-ongoing engagement of an SES Band 3 employee for a period of three years. The matter regarding remuneration will be addressed in separate correspondence.

Following a discussion with the Commissioner, I wanted to flag with you the section of the *APS Commissioner's Directions 2022* (the Directions) which deals with certain circumstances where an Agency Head can make an engagement without the vacancy being notified in the Public Service Gazette (section 27). The specified term for a short term (non-ongoing) engagement is 18 months; however, this can be extended for a period of up to 3 years.

In order to engage the new Deputy Secretary in accordance with what has been proposed and also comply with the Directions, I recommend the contract entered into is for a period of 18 months with an option to extend for a further period, taking the total term of the contract to no more than 3 years.

If it assists, the relevant background includes:

- Section 22 of the *Public Service Act 1999* provides that an Agency Head may engage a person on for a specified term. The regulations may prescribe circumstances where a person can be engaged for a specified term.
- The Public Service Regulations state that an SES employee may be engaged for a specified term for up to 5 years.
- When engaging any APS employee, including for a specified term, the APS Employment Principles (section 10A of the PS Act) apply.
- The Commissioner may issue directions about employment matters, including the engagement of APS staff (section 11A).
- Part 4 of the Directions deal with recruitment and selection and includes a requirement that a vacancy be notified on the Public Service Gazette (section 25).
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We have drafted a suggested clause for your non-ongoing contract:

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x.1 The term of the Contract is 18 months unless terminated in accordance with clause xx. Prior to expiration of the original term, <Agency> may extend the Contract for any period or periods up to 18 months.

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Please feel free to contact me if you would like to discuss or require anything further.

Kind regards
Giorgina

Giorgina Strangio

Assistant Commissioner | Integrity, Performance & Employment Policy Group

Australian Public Service Commission

Level 4, B Block, Treasury Building, Parkes Place West, PARKES ACT 2600
GPO Box 3176 CANBERRA ACT 2601

s22

W: www.apsc.gov.au

s22

[@apsc.gov.au](mailto:s22@apsc.gov.au)



I acknowledge the traditional owners of the First Nations throughout Australia, and their continuing connection to land, sea and community. I pay my respects to their elders past, present and into the future.

From: s22 MRS 1 s22 [@defence.gov.au](mailto:s22@defence.gov.au)

Sent: Tuesday, 28 June 2022 10:13 AM

To: Woolcott, Peter <Peter.Woolcott@apsc.gov.au>

Cc: Justine Greig s22 [@defence.gov.au](mailto:s22@defence.gov.au); s22 [@apsc.gov.au](mailto:s22@apsc.gov.au)

Subject: Letter from Secretary of Defence - Remuneration for new Deputy Secretary AUKUS Joint Program Office
[SEC=OFFICIAL:Sensitive]

OFFICIAL: Sensitive

Good morning Commissioner

Please find attached a letter from the Secretary of Defence for your review and consideration regarding the non-ongoing engagement of Ms Kathryn Campbell to the position of Deputy Secretary AUKUS Joint Program Office.

Please email or call if you have any questions or require additional information.

Thanks

s22

Deputy Director
Directorate of Senior Officer Management (SES)
People Service Division
Defence People Group
Department of Defence

R1-01-C104 | s22

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www.defence.gov.au



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s 22

From: Greig, Justine MS <justine.greig@defence.gov.au>
Sent: Wednesday, 29 June 2022 7:06 PM
To: Strangio, Giorgina
Cc: s22 MRS 1
Subject: Re: Letter from Secretary of Defence - Remuneration for new Deputy Secretary AUKUS Joint Program Office [SEC=OFFICIAL:Sensitive]

Categories: LEX 565 - Directly Relevant

Hi Giorgina
 Thanks for coming back to me.

s 42

I will look at changing the clause / adjust the latter and come back to the Commissioner tomorrow
 Regards
 Justine

Sent from my iPhone

On 29 Jun 2022, at 4:06 pm, Strangio, Giorgina <Giorgina.Strangio@apsc.gov.au> wrote:

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Giorgina Strangio

Assistant Commissioner | Integrity, Performance & Employment Policy Group

Australian Public Service Commission

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s22

w: www.apsc.gov.au

s22

[@apsc.gov.au](mailto:s22@apsc.gov.au)



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Cc: Justine Greig <justine.greig@defence.gov.au>; s22 [@apsc.gov.au](mailto:s22@apsc.gov.au)

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s22

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s22

From: Strangio, Giorgina <Giorgina.Strangio@apsc.gov.au>
Sent: Wednesday, 29 June 2022 8:05 PM
To: s22
Subject: Fwd: Letter from Secretary of Defence - Remuneration for new Deputy Secretary AUKUS Joint Program Office [SEC=OFFICIAL:Sensitive]

Categories: LEX 565 - Directly Relevant

FYI - you may want to discuss with AGS.

Sent from my iPhone

Begin forwarded message:

From: "Greig, Justine MS" s22 @defence.gov.au>
Date: 29 June 2022 at 7:07:19 pm AEST
To: "Strangio, Giorgina" <Giorgina.Strangio@apsc.gov.au>
Cc: s22 @apsc.gov.au>, s22 MRS 1"
 s22 @defence.gov.au>
Subject: Re: Letter from Secretary of Defence - Remuneration for new Deputy Secretary AUKUS Joint Program Office [SEC=OFFICIAL:Sensitive]

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s42

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Giorgina Strangio

Assistant Commissioner | Integrity, Performance & Employment Policy Group

Australian Public Service Commission

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w: www.apsc.gov.au

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[@apsc.gov.au](mailto:apsc@apsc.gov.au)



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From: s22 MRS 1 s22 @defence.gov.au>

Sent: Tuesday, 28 June 2022 10:13 AM

To: Woolcott, Peter s22 @apsc.gov.au>

Cc: Justine Greig <justine.greig@defence.gov.au>; s22
s22 @apsc.gov.au>

Subject: Letter from Secretary of Defence - Remuneration for new Deputy Secretary AUKUS Joint Program Office [SEC=OFFICIAL:Sensitive]

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Good morning Commissioner

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Thanks

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R1-01-C104 | s22

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s 22

From: Hagan, Martyn <Martyn.Hagan@apsc.gov.au>
Sent: Wednesday, 29 June 2022 12:41 PM
To: s22 Strangio, Giorgia
Cc: Bruinsma, Rina; Hagan, Martyn
Subject: FW: Letter from Secretary of Defence - Remuneration for new Deputy Secretary AUKUS Joint Program Office [SEC=OFFICIAL:Sensitive]
Attachments: s 22
Categories: LEX 565 - Directly Relevant

OFFICIAL: Sensitive

Giorgina, s 22

This is what we would ordinarily produce for this sort of matter.

Not sure if you want us to proceed independently on this basis or something joint?

Regards

Martyn Hagan
 Secretary to the Remuneration Tribunal



Australian Public Service Commission

Level 3, E Block, Treasury Building, Parkes Place West, PARKES ACT 2600
 GPO Box 3176 CANBERRA ACT 2601

s22

W: www.remtribunal.gov.au

From: Strangio, Giorgia <Giorgina.Strangio@apsc.gov.au>
Sent: Tuesday, 28 June 2022 5:42 PM
To: Hagan, Martyn <Martyn.Hagan@apsc.gov.au>
Subject: FW: Letter from Secretary of Defence - Remuneration for new Deputy Secretary AUKUS Joint Program Office [SEC=OFFICIAL:Sensitive]

OFFICIAL: Sensitive

Hi Martyn

Peter has sent this to me – it appears to seek his agreement to both the non-ongoing engagement of Ms Campbell as a B3 (my remit) but the most substantive part is whether or not the proposed remuneration is suitable (your remit). I think it might be better for you to provide guidance on that aspect.

Peter is after a letter of reply (tomorrow) for Greg Moriarty. I have attached a shell/draft letter, in which I've indicated Peter's agreement to the non-ongoing engagement s42

I'm not across the Exec Rem Management Policy, so I think that advice should probably come from you.

Cheers
Giorgina

Giorgina Strangio
Assistant Commissioner | Integrity, Performance & Employment Policy Group

Australian Public Service Commission
Level 4, B Block, Treasury Building, Parkes Place West, PARKES ACT 2600
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s22 [redacted] w: www.apsc.gov.au
s22 [redacted] [@apsc.gov.au](mailto:[redacted]@apsc.gov.au)



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From: Woolcott, Peter <Peter.Woolcott@apsc.gov.au>
Sent: Tuesday, 28 June 2022 10:19 AM
To: s22 [redacted] [@apsc.gov.au](mailto:[redacted]@apsc.gov.au)>
Cc: Strangio, Giorgina <Giorgina.Strangio@apsc.gov.au>
Subject: FW: Letter from Secretary of Defence - Remuneration for new Deputy Secretary AUKUS Joint Program Office [SEC=OFFICIAL:Sensitive]

OFFICIAL: Sensitive

s22 [redacted]

Pls print for me

Giorgina

Something else to discuss today

Peter

Peter Woolcott AO
Commissioner

Australian Public Service Commission
Level 5, B Block, Treasury Building, Parkes Place West, PARKES ACT 2600
GPO Box 3176 CANBERRA ACT 2601

s22 [redacted] w: www.apsc.gov.au
s22 [redacted] [@apsc.gov.au](mailto:[redacted]@apsc.gov.au)



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