

Senate Finance and Public Administration Legislation Committee
ANSWERS TO QUESTIONS ON NOTICE
Budget Estimates 2017 - 2018

Prime Minister and Cabinet Portfolio

Department/Agency: Department of the Prime Minister and Cabinet

Outcome/Program: Outcome 1: Prime Minister and Cabinet

Topic: New DTA CEO Gavin Slater and vacant Chief Digital Officer role

Senator: McAllister

Question reference number: 232

Type of question: Written

Date set by the committee for the return of answer: 7 July 2017

Number of pages: 2

Question:

- a) Who was involved in the process to find and select the DTA's new CEO? How many people were interviewed before Gavin Slater was appointed?
- b) What is his salary package? Is the CEO on a contract? For what term?
- c) Is there a system of review for the new CEO's performance?
- d) What parts of his CV were considered to overlap with the requirements of being the CEO of the DTA? What projects was he involved in that stood out to warrant his selection?
- e) Did Mr Slater begin work on 1 May as indicated in the Assistant Minister's press release on the matter?
- f) In October 2017 Estimates a commitment was made to fill the vacancy of Chief Digital Officer. Has that been filled?
- g) Who, or which organisation, paid for the ticket that was used by the DTA CEO to attend the Liberal Party Budget night dinner on 9 May 2017?

Answer:

- a) Mr Slater was appointed following a merit-based and transparent selection process, conducted in accordance with the Australian Public Service Commission (APSC) guidelines on Merit-based selection of Australian Public Service (APS) agency heads and APS statutory office holders.

The recruitment process involved an executive search within Australia to identify high-calibre candidates, and advertising in national media during the period December 2016 to January 2017.

An assessment panel, led by Dr Martin Parkinson AC PSM, was formed to shortlist candidates and provide a recommendation to government. Other members of the

Panel were:

- Mr John Lloyd PSM, Commissioner, APSC
- Ms Kathryn Campbell CSC, Secretary, Department of Human Services
- Ms Rosemary Huxtable PSM, Secretary, Department of Finance
- Ms Nerida O'Loughlin, Interim Chief Executive Officer (CEO), Digital Transformation Agency (DTA)

Preliminary interviews were conducted with 16 candidates followed by a formal interview with three short-listed candidates.

- b) The Remuneration Tribunal (the Tribunal) independently sets the salary of the DTA CEO. The Tribunal has determined total remuneration for the office of the DTA CEO of \$522,240 per annum (Determination 2016/19).

The Tribunal also agreed an additional fixed loading in recognition of Mr Slater's skills and experience. The Tribunal has also supported accommodation and reunion allowances, to reimburse Mr Slater's expenses. The allowances are a standard package that have been agreed for a number of other office holders, in similar circumstances, under the Tribunal's Geographic Relocation Guidelines.

Based on these Determinations, Mr Slater's personal remuneration is \$649,240 per annum.

Mr Slater was appointed for a period of five years, effective from 1 May 2017.

- c) The performance of the agency head is a matter for the Prime Minister.
- d) The selection panel considered Mr Slater's skills and experience made him highly suitable for the position of CEO of the DTA. Mr Slater successfully delivered an overhaul of National Australia Bank's (NAB) technology environment over a six-year period and was accountable for leading the successful transformation of customer-facing digital platforms, major technology infrastructure, payments environment and core banking system.
- e) Yes.
- f) The position will be filled as of 1 July 2017.
- g) Mr Slater received an ad hoc invitation from a friend, extended the day before the event. Mr Slater did not pay for the ticket, dinner or any other aspect of the evening and attended the event in a personal capacity.