

ATTACHMENT A

Final Payment Rodney Nockles

Payment	Timeframe	Amount
Total accrued recreation leave (hours)	136.82	\$16,452.99
Termination payment (weeks)	26.00	\$127,537.89
Payment in lieu of notice (weeks)	2.00	\$8,838.38
GROSS PAYMENT		\$152,829.26

Note: The payments to Mr Nockles were made in accordance with the terms and conditions of his Instrument of Appointment.

ATTACHMENT B

Direct appointments to Tasmanian State Service SES positions in the last two years made without advertising or an expression of interest process

Appointment date	Office appointed to	SES level	Agency of Office	Length of Appointment	Basis for appointment under Employment Direction No 17
6/02/2022	Deputy Secretary Business and Jobs	SES 3	DSG	5 years	Consecutive appointment at a higher level than prior appointment - HoSS discretion under clause 7.3
15/05/2022	Executive Director Environmental Assessments	SES 2	EPA	5 years	Consecutive appointment at a higher level than prior appointment - HoSS discretion under clause 7.3
25/07/2022	Director Technology and Innovation	SES 2	DPFEM	5 years	Consecutive appointment at a higher level than prior appointment - HoSS discretion under clause 7.3
13/08/2022	Deputy Secretary Transport and Infrastructure	SES 4	DSG	5 years	Consecutive appointment at a higher level than prior appointment - HoSS discretion under clause 7.3
16/10/2022	Director Facility Services	SES 2	DECYP	5 years	Consecutive appointment at a higher level than prior appointment - HoSS discretion under clause 7.3
4/11/2022	Chief Financial Officer	SES 3	DoH	5 years	Consecutive appointment at a higher level than prior appointment - HoSS discretion under clause 7.3
4/02/2023	Deputy Secretary Community Partnerships and Priorities	SES 3	DPAC	5 years	Consecutive appointment at a higher level than prior appointment - HoSS discretion under clause 7.3
13/03/2023	Executive Director Energy	SES 3	DSG	5 years	Consecutive appointment at a higher level than prior appointment - HoSS discretion under clause 7.3
26/03/2023	Director Office of the Secretary / Commander	SES 2	DPFEM	5 years	Consecutive appointment at a higher level than prior appointment - HoSS discretion under clause 7.3
20/06/2023	Executive Director Strategy and Capability	SES 2	DECYP	5 years	Appointment of a surplus employee with salary comparable to an SES salary - HoSS determination under clause 7.2(f)

Notes:

All these appointments have been made in accordance with available provisions under *Employment Direction No 17 – Senior Executive and Equivalent Specialist officers – Administrative Arrangements and Conditions of Service (ED 17)*.

Notes:

Clause 7.3 of ED 17 Variation of Duties and Transfer, allows that where an officer is, either through transfer or variation of duties, undertaking duties that are at a higher classification level than the classification level to which they were appointed in their Instrument of Appointment (IoA), and the duties are required to be performed beyond the expiration of the officer's current IoA, the duties are to be advertised **unless otherwise determined by the Head of the State Service (HoSS)**. This determination power allows the Head of the State Service to approve a consecutive appointment, without advertising, to a higher level than their existing IoA for an officer to which that clause applies. This discretion has been exercised nine times for appointments commencing between 22 December 2021 and 22 December 2023.

Clause 7.2(f) of ED 17 also allows the appointment of a surplus employee – a person employed under an Award or Agreement – to an SES office if that employee's salary is comparable to an SES classification salary range and the Head of the State Service has determined that that employee possesses senior executive capabilities. Such a determination and an ensuing appointment has been made once between 22 December 2021 and 22 December 2023.

Clauses 7.2(a) and (b) of ED 17 allows that consecutive appointments to an officer at the same level as their existing appointment do not need to be advertised. On that basis, consecutive appointments that are at the same level as the existing appointment have not been included in the information above.

Transfers and other acting arrangements for SES offices are not appointments and therefore have not been included in the information above.