



Attorney-General and Minister for Justice  
Minister for Training and Skills

In reply please quote: 558505/2, 2893155

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**Private and confidential**

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Dear Mr MacSporran

I am pleased to advise that I have recommended to the Governor, and he has approved, that you be appointed as Chairman of the Crime and Corruption Commission on and from 1 September 2015 to and including 31 August 2020, with remuneration and terms and conditions of appointment as outlined in the enclosed document.

I take this opportunity to congratulate you on your appointment.

Yours sincerely

A handwritten signature in cursive script that reads "Yvette D'Ath".

**YVETTE D'ATH MP**  
Attorney-General and Minister for Justice  
Minister for Training and Skills

Encl.

## SCHEDULE

### REMUNERATION, ALLOWANCES, TERMS AND CONDITIONS OF APPOINTMENT OF THE CHAIRMAN OF THE CRIME AND CORRUPTION COMMISSION

#### DICTIONARY

“**appointee**” means the person appointed as Chairman of the Crime and Corruption Commission.

“**chief executive**” has the same meaning as under section 10 of the *Public Service Act 2008*.

“**commission**” means the Crime and Corruption Commission.

“**Chairman**” means the Chairman appointed under section 229 of the *Crime and Corruption Act 2001*.

“**directive**” means a directive issued by the Minister responsible for public service employment arrangements that applies to public service officers provided that the directive is not limited to either senior officers or senior executives only.

“**Judges Pensions Act**” means *Judges (Pensions and Long Leave) Act 1957*.

“**Minister**” means the Minister responsible for the administration of the *Crime and Corruption Act 2001*.

“**public sector employment**” means employment for a cumulative period of more than twenty (20) working days in a Queensland government entity and includes -

(a) casual, part-time or full-time employment; and

(b) engagement as a contractor where the contract is wholly or principally for the labour of the appointee, except where the appointee does not have any financial interest in the company, partnership or similar entity engaged to provide the service;

“**public service officer**” has the same meaning as a public service officer employed under the *Public Service Act 2008*.

“**senior executive**” means a person appointed, under section 110 of the *Public Service Act 2008*.

“**senior officer**” means a person appointed under section 119 of the *Public Service Act 2008*.

“**the Act**” means the *Crime and Corruption Act 2001*.

“**the department**” means the department for the time being administering the Act.

#### CONDITIONS OF APPOINTMENT

##### 1. Conditions Generally

Section 229 of the Act provides that a Commissioner (which includes the Chairman) is to be appointed by the Governor in Council.

Section 232 of the Act provides that the Chairman is to be paid the remuneration and allowances decided by the Governor in Council. Section 232 further provides that to the extent that the Chairman’s terms and conditions are not provided for by the Act, the Chairman holds office on the terms and conditions decided by the Governor in Council.

The conditions contained in this document together with those prescribed in the Act and decided by Governor in Council represent the entirety of conditions applicable to the appointee.

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## **2. Term of appointment**

The Chairman is appointed by the Governor in Council on a full-time basis for a period commencing on and from 1 September 2015 to and including 31 August 2020.

## **3. Duties and hours of duty**

The appointee must:

- (1) discharge the responsibilities of the Chairman under the Act;
- (2) conform to such hours of work and other work arrangements as may from time to time be required by the Minister including being recalled from leave as necessary;
- (3) devote substantially the whole of the appointee's time and attention during the hours determined in accordance with paragraph (2) to discharging the responsibilities of the Chairman under the Act; and
- (4) as soon as practicable, report to the Minister, the reason for any non-attendance at work or performance of their duties.

## **4. Remuneration**

Section 232 of the Act provides that the Chairman is entitled to be paid the remuneration and allowances decided by the Governor in Council. Section 232 further provides that to the extent that the Chairman's terms and conditions are not provided for by the Act, the Chairman holds office on the terms and conditions decided by the Governor in Council.

The appointee shall be paid the same salary and allowances as a Supreme Court judge, other than the Chief Justice and the President of the Court of Appeal under the *Judicial Remuneration Act 2007* but excluding long leave allowance and leave of absence allowance.

The appointee shall be paid:

- (1) a superannuable salary, equivalent to a judge of the Supreme Court of Queensland, of \$381,691 per annum as varied from time to time;
- (2) a jurisprudential allowance of \$30,859; and
- (3) an expense of office allowance of \$10,900.42 per annum (as varied from time to time).

In addition, the appointee shall be entitled to receive a pension in accordance with chapter 6, part 1, division 2, subdivision 3 of the Act, which applies the provisions of the Judges Pensions Act, with certain modifications.

## **5. Superannuation**

If for whatever reason, the appointee is not entitled to a pension in accordance with the Act or the Judges Pensions Act, section 2C of the Judges Pensions Act applies.

## **6. Leave entitlements**

The appointee is entitled to apply for a leave of absence pursuant to section 234 of the Act.

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### Recreation Leave

The appointee shall accrue 20 working days recreation leave for each year of service without a maximum limit of accrual. In addition, the appointee shall be paid leave loading calculated at the rate of 17.5 % of four weeks salary and payable in December each year.

### Long Service Leave

If the appointee completes 10 years continuous service, the appointee is entitled to long service leave at the rate of 1.3 weeks on full pay for each year of completed service and a proportionate amount for an incomplete year of service. Continuing employees may access their accrued long service leave on a pro-rata basis after a minimum of seven years continuous service. Refer to section 'Recognition of previous service' for previous service recognised for long service leave purposes.

The minimum period of long service leave to be taken is two weeks.

The appointee is eligible for half pay long service leave.

The appointee may be granted long service leave in accordance with section 234 of the Act, including half pay long service leave, to be taken at a time that is organisationally convenient and for a period not exceeding the accrued amount.

### Sick Leave

The appointee shall accrue ten days sick leave on full pay for each completed year of service and a proportionate amount for an incomplete year of service. If the appointee is absent from duty because of illness, and has not accumulated the necessary sick leave on full salary, the appointee may have up to 10 working days sick leave on full salary advanced to them in their first year of service. Refer to section 'Recognition of previous service' for previous service recognised for sick leave purposes.

### Recognition of previous service

Previous service with a "government entity" as defined in section 24 of the *Public Service Act 2008* will be recognised for sick leave and long service leave.

### Public Holidays

The Minister may require the attendance of the Chairman to perform official duties for the whole or portion of a public holiday as the circumstances require.

### Special Leave

The appointee will be entitled to special leave in accordance with a directive as if the appointee was covered by the directive.

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## Family Leave

The appointee is eligible for family leave provisions as if the appointee were covered by the Family Leave (Queensland Public Sector) Award State 2012 except the following provisions-

- 1.6 Grievance Process
- 9.4 Time Off in Lieu of Payment for Overtime
- 9.5 Make Up Time

## **7. Official travel**

The appointee acknowledges that travel throughout Australia and overseas may be required in the performance of the duties and the discharge of the responsibilities of the position.

The appointee is entitled to be paid travelling allowances and expenses in accordance with a directive as if the Chairman was covered by the directive and the Minister was the executive's chief executive under the directive.

## **8. Motor Vehicle**

The appointee is entitled to the use of a QFleet vehicle for both official and private purposes and may be driven by the appointee or such other appropriately licensed person or persons as authorised by the appointee.

Use of the QFleet vehicle by the appointee is to occur in accordance with the guidelines outlined in Schedule E of the *Judges of the Supreme Court Conditions June 2011*.

## **9. Termination**

The appointee may resign by signed notice in accordance with section 235 of the Act.

The appointment of the Chairman may be terminated by the Governor in Council in accordance with section 236 of the Act.

## **10. Notice**

Any notice required to be given under this schedule is effectively given if made in writing and signed by the party giving such notice, and -

- in the case of the Minister, sent to the Minister's business address for service; or
- in the case of the appointee, sent to the business or residential address; or
- sent to such other address as may be notified to the other party giving such notice.

## **11. Governing Law**

This schedule is governed by, construed and interpreted in accordance with the laws of Queensland and the appointee submits to the jurisdiction of the courts of that State.  
(SCHEDULE ENDS)