



LEGISLATIVE ASSEMBLY OF THE NORTHERN TERRITORY

No. 324

WRITTEN QUESTION

J Davis to the Minister for Public Service, Hon Jo-Anne Hersey MLA:

Executive Remuneration and Key Performance Indicators (KPIs)

1. **The Review into the Structural Models for Statutory Integrity Offices of August 2025 recommended consolidating the Independent Commissioner Against Corruption, the Ombudsman and the Health and Community Services Complaints Commission into a single statutory commission led by an Integrity and Ethics Commissioner, supported by a Chief Executive Officer and Assistant Commissioners. The Chief Minister has directed that questions about the salaries of Executive Contract Officer positions associated with the Office of the Integrity and Ethics Commissioner be put to you. When Executive Contract Officer positions are advertised, the advertisements usually state total remuneration rather than salary.**
 - a. **Has the Government accepted the Recommended Model of that review? If so, on what date, and which amendments to the enabling Acts of each office have been made?**

The *Integrity and Ethics Commissioner Act 2025*, which was passed on 27 November 2025, delivers on the recommendations from the independent McClintock-Hiley review report and strengthening the Territory's integrity, transparency and accountability framework.

The Act establishes the Integrity and Ethics Commissioner as the principal integrity officer for the Northern Territory. The role brings together the functions of the independent Commissioner Against Corruption, Ombudsman, Information Commissioner and Health and Community Service Complaints Commissioner under a single independent statutory office.

The Office's structure remains under review as part of the machinery of government restructure, and a new organisational chart will be established in line with the Recommended Models.

- b. **On what date was the Office of the Integrity and Ethics Commissioner established, and under which Act?**

The Office of the Integrity and Ethics Commissioner was established on 1 June 2026 under the *Integrity and Ethics Commissioner Act 2025*.

c. Are ECO salaries, and benefits such as accommodation, negotiated with individual applicants as part of recruitment?

ECO levels are subject to a minimum and maximum rate of pay which is paid as a Total Remuneration Package (TRP) within which individual arrangements can be negotiated.

ECO terms and conditions include relocation allowance which may be considered if the ECO is recruited from a location other than where the job is located.

d. For the Executive Contract Officer positions associated with the Office of the Integrity and Ethics Commissioner, how many are filled, and at which classification is each set?

Refer to the OIEC Annual Report, which will be tabled in the October 2026 sittings.

2. Do ECO contracts include bonuses attached to the achievement of key performance indicators?

a. How are these salary variations accounted for within agency budgets?

b. How are the risks of these practices managed — for example, the setting of readily achievable KPIs to ensure a bonus is paid?

NTPS ECO terms and conditions do not include the payment of bonuses attached to the achievement of key performance indicators.

3. The Office of the Commissioner for Public Employment (OCPE) 2026–27 target for ministerial client satisfaction is at least 95 per cent for public employment services, communication and responsiveness. How is this measured?

a. Is agency client satisfaction measured in the same way?

All Budget Paper performance measures are developed in accordance with Treasurer's Direction – Organisational performance and accountability.

OCPE satisfaction measures are based on satisfaction surveys completed by the Minister and NTPS agencies.

4. How does achievement of KPIs affect performance bonuses paid to chief executive officers?

NTPS ECO terms and conditions do not include the payment of bonuses attached to the achievement of key performance indicators.