



14 February 2020

Mr Warren McCann
Chair
Victorian Independent Remuneration Tribunal

By email: enquiries@remunerationtribunal.vic.gov.au

Thank you for the opportunity to make a submission in relation to setting the values of remuneration bands for executives employed in prescribed public entities.

GVW provides urban water and sewerage services to a population of around 128,000 people in 54 towns and cities in central Victoria from the outskirts of Melbourne to the Murray River. GVW has revenue of \$95 million, assets of \$900 million and directly employs around 220 people, complimented by consultants and contractors across many disciplines.

GVW has commenced a process of recruiting a new Managing Director so your work is of heightened specific interest to our Board. GVW has also contributed to an industry wide submission (via VicWater), and we support that submission, so will not be repeating all of its content here. GVW would like to raise the following specific issues for consideration:

- GVW's regional location makes it difficult to attract and retain high quality executive employees. Difficulties particularly impact on candidates with partners and families and relocation can be a significant hurdle.
- GVW competes in our local catchment with major food processing companies and Goulburn-Murray Water who are in a higher remuneration band and can pay water sector executives at a higher rate than GVW.
- GVW would argue that while the current bands are based on scale, e.g. quantum of revenue or assets, our Board contends that managing a water business in a regional setting involves at least the same level of complexity.
- GVW's geographic location and discrete and dispersed water and wastewater assets presents significant challenges for the business. GVW manages 37 water treatment plants and 26 wastewater management facilities across 20000 square kilometres. In addition, GVW's wastewater facility at Shepparton treats wastewater flows and loads equivalent to a residential population of one million people.
- GVW provides critical inputs to dairy and horticulture processing companies in the Goulburn Valley which are major contributors to the Victorian and national economy.
- The Managing Director at GVW carries a very visible level of accountability to our customers and the community.

This written submission should be considered in conjunction with an oral submission to be presented to the Tribunal on Monday 17 February 2020.

Yours sincerely

A handwritten signature in blue ink, appearing to read 'D Heeps', with a stylized flourish at the end.

David Heeps
ACTING CHAIR