Advice to the Major Transport Infrastructure Authority to pay the Chief Engineer, Rail Systems, Rail Projects Victoria above the remuneration band

Advice reference 2020/12
Date 18 December 2020

This advice is provided under section 37 of the Victorian Independent Remuneration Tribunal and Improving Parliamentary Standards Act 2019 (Vic).

Details of proposal

The Major Transport Infrastructure Authority seeks advice on a proposal to pay the following executive above the maximum of the relevant remuneration band set by the Public Service Bodies (Victoria) Determination No. 01/2020:

<table>
<thead>
<tr>
<th>Position</th>
<th>Chief Engineer, Rail Systems, Rail Projects Victoria</th>
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<tbody>
<tr>
<td>Remuneration band</td>
<td>SES-2</td>
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<td>Maximum of band SES-2</td>
<td>$360,000</td>
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<tr>
<td>Contract period</td>
<td>3 years</td>
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**Advice**

1. The Victorian Independent Remuneration Tribunal (*Tribunal*) advises the Major Transport Infrastructure Authority (*MTIA*) that it does not support paying the executive in the position of Chief Engineer, Rail Systems, Rail Projects Victoria (*RPV*) the total remuneration package (*TRP*) proposed.

2. The Tribunal advises that an appropriate TRP for the executive in this position is $385,000.

3. This TRP is 6.9 per cent above the maximum of the SES-2 remuneration band.

4. The Tribunal considers it appropriate that the executive be paid a TRP of $385,000 which exceeds the maximum of the remuneration band for the following reasons:
   
   (a) The information referenced in the submission regarding labour market pressures in the relevant industry warranting a TRP above the SES-2 remuneration band.

   (b) The results of a work value assessment for the position, and the associated recommended remuneration range, provided with the submission and aligned with previous advice provided to the MTIA for executives with a similar work value score.

   (c) Relativities with other executives in Rail Projects Victoria and other comparable executives in the SES-2 band within the MTIA.

   (d) The limited recruitment process conducted and therefore reducing the evidence of market pressures or scarcity for the position.

5. The Tribunal will continue to monitor Victoria’s fiscal and economic conditions and the impact the pandemic has had on executive remuneration levels across all sectors.

6. The Tribunal notes that its advice must be sought again for a mid-contract remuneration adjustment, reappointment or a new appointment, if it is proposed to continue paying the executive above the maximum of the remuneration band.