Advice to the Major Transport Infrastructure Authority to pay the Director, Legal (Program Delivery) at Major Road Projects Victoria above the remuneration band

Advice reference: 2020/14
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>Director, Legal (Program Delivery)</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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</table>
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 Director, Legal (Program Delivery), Major Road Projects Victoria (MRPV) the total remuneration package (TRP) proposed.

2. The Tribunal advises that an appropriate TRP for the executive in this position is $386,055.

3. This TRP is 7.2 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 $386,055 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, noting the specialist legal skills and management responsibilities required of the position.
   (c) The scope of duties for the executive noting that that the position will assume the responsibilities of another Director Legal position in MRPV that was recently vacated.
   (d) A consideration of the executive’s current TRP.

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.