Advice to the Major Transport Infrastructure Authority to pay the Director Delivery, North East Link Project above the remuneration band

Advice reference 2020/16
Date 19 January 2021

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, Delivery, North East Link Project</th>
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</thead>
<tbody>
<tr>
<td>Remuneration band</td>
<td>SES-2</td>
</tr>
<tr>
<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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</tbody>
</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, Delivery, North East Link Project the total remuneration package (TRP) proposed.

2 The Tribunal advises that an appropriate TRP for the executive in this position is $406,000.

3 This TRP is approximately 12.8 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 $406,000 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) It is in line with the executive’s current TRP in that position.

   (c) There does not appear to be a significant change in responsibilities in the role to warrant a TRP increase at this time, which should also be considered against the current economic and fiscal conditions in Victoria as a result of the pandemic.

   (d) The existing relativity between the TRP of the executive and the TRPs of the executive’s direct reports.

5 The Tribunal is intending to conduct a comprehensive review of the transport infrastructure sector in the coming months to investigate factors that may warrant paying executives in that sector a premium above the remuneration bands. The MTIA is invited to make a further submission at the completion of this review following a consideration of the Tribunal’s findings.

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.