

Advice to the Major Transport Infrastructure Authority to pay the Director, Delivery above the remuneration band

Advice reference 2021/30
Date 20 July 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:

Executive	██████████
Position	Director, Delivery
Remuneration band	SES-2
Maximum of band SES-2	\$370,331
Proposed TRP	██████████
Proposed percentage above the band	██████
Contract period	2 August 2021 to 2 August 2024

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 the total remuneration package (**TRP**) proposed.
- 2 The Tribunal advises that an appropriate TRP for the executive in this position is \$412,357.
- 3 This TRP is approximately 11 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 \$412,357 which exceeds the maximum of the remuneration band for the following reasons:
 - (a) The skills and experience of the executive that are relevant to the position.
 - (b) It is in line with the TRP paid to the previous incumbent.
 - (c) It is consistent with internal relativities within the project group.
 - (d) The skills shortages and market pressures within the transport infrastructure sector as identified in the submission.
- 5 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.