

Advice to the Major Transport Infrastructure Authority to pay the Chief Operating Officer, Major Road Projects Victoria above the remuneration band

Advice reference 2022/52
Date 22 December 2022

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 (MTIA) requested advice on a proposal to pay the following executive above the maximum of the relevant remuneration band set by the *Remuneration bands for executives employed in public service bodies (Victoria) Annual Adjustment Determination 2022*.

Executive	██████████
Position	Chief Operating Officer, Major Road Projects Victoria
Remuneration band	SES-2
Maximum of band	\$384,540
Proposed TRP	██████████
Proposed percentage above the band	██████
Contract period	01/10/2022 – 30/09/2025

Advice

- 1 The Victorian Independent Remuneration Tribunal (Tribunal) advises the MTIA that an appropriate total remuneration package (TRP) range for an executive in the position of Chief Operating Officer, Major Road Projects Victoria (MRPV) is up to \$580,582 per annum.
- 2 The Tribunal considers this TRP to be appropriate for the following reasons:
 - (a) The relevant functions and responsibilities required for the position, including the volume of works to be delivered.
 - (b) The skills, knowledge, experience and stakeholder relationships relevant to the position and how these would support the delivery of MRPV's strategic and operational priorities.
 - (c) Available market data indicates a skills shortage for some types of major transport infrastructure specialist positions. The need for remuneration above the band for this position will need to be reassessed as labour market conditions change, and carefully considered when the executive contract expires.
 - (d) The remuneration benchmarking information available to the Tribunal, including data on relevant transport infrastructure market and broader public sector comparators. The Tribunal also considered the relativities between the position and other senior executive positions within the MTIA.
- 3 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.