

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

Advice reference 2022/53
Date 20 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	Director, Central Delivery
Remuneration band	SES-2
Maximum of band SES-3	\$384,540
Proposed TRP	██████████
Proposed percentage above the band	██████
Contract period	13/01/2023 – 12/01/2026

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 Director, Central Delivery, North East Link Program (NELP) is up to \$421,507 per annum.
- 2 The Tribunal considers this TRP to be appropriate for the following reasons:
 - (a) The relevant functions and responsibilities of the Director, Central Delivery, NELP position.
 - (b) Available market data that 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.
 - (c) The remuneration benchmarking information available to the Tribunal and provided by the MTIA, including data on relevant market and public sector comparators and the remuneration of comparable positions in 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.