

Advice to the Major Transport Infrastructure Authority to pay the Package Director, Melbourne Airport Rail above the remuneration band

Advice reference 2020/11
Date 27 November 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:

██████████	██████████
Position	Package Director, Melbourne Airport Rail, Rail Projects Victoria
Remuneration band	SES-2
Maximum of band SES-2	\$360,000
██████████	██████████
██	███
Contract period	3 years

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 Package Director, Melbourne Airport Rail, Rail Projects Victoria the total remuneration package (**TRP**) proposed.
- 2 The Tribunal advises that an appropriate TRP for the executive in this position is \$385,000.
- 3 This TRP is approximately 7 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 \$385,000 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) Testing of the market through the recruitment process indicated that this TRP amount is suitable.
 - (c) This amount is more aligned with the proposed executive's previous TRP (not including bonus opportunities).
- 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.