

## Advice to the Major Transport Infrastructure Authority to pay the Chief Engineer, Rail Systems, Rail Projects Victoria above the remuneration band

Advice reference 2020/12  
Date 18 December 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	Chief Engineer, Rail Systems, 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 Chief Engineer, Rail Systems, Rail Projects Victoria (**RPV**) 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 6.9 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) The results of a work value assessment for the position, and the associated recommended remuneration range, provided with the submission and aligned with previous advice provided to the MTIA for executives with a similar work value score.
  - (c) Relativities with other executives in Rail Projects Victoria and other comparable executives in the SES-2 band within the MTIA.
  - (d) The limited recruitment process conducted and therefore reducing the evidence of market pressures or scarcity for the position.
- 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.