

Advice to the Major Transport Infrastructure Authority to pay the Project Director, Geelong Fast Rail above the remuneration band

Advice reference 2021/09
Date 14 April 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:

██████████	██████████
Position	Project Director, Geelong Fast Rail
Remuneration band	SES-2
Maximum of band SES-2	\$360,000
██████████	██████████
██	██████████
Contract period	1 May 2021 to 30 April 2026

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 Project Director, Geelong Fast Rail (**GFR**) the total remuneration package (**TRP**) proposed.
- 2 The Tribunal advises that an appropriate TRP for the executive in this position is \$455,900.
- 3 This TRP is 26.6 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 \$455,900 which exceeds the maximum of the remuneration band for the following reasons:
 - (a) It is in line with the median percentile for the general executive market, noting the market pressures within the transport infrastructure sector as presented in the submission.
 - (b) The skills and experience of the executive that are relevant to the position.
 - (c) The scale, complexity and significance of the GFR project to be established.
 - (d) Relativities with comparable roles across the Major Transport Infrastructure Authority.
- 5 The Tribunal notes that the person the MTIA proposes to employ in the executive position has previously been engaged as a contractor. The executive position would carry with it significant benefits of employment status.
- 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.