

Advice to the Major Transport Infrastructure Authority to pay the Director, Regional Rail Revival above the remuneration band

Advice reference 2021/28
Date 7 July 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	Director, Regional Rail Revival
Remuneration band	SES-2
Maximum of band SES-2	\$370,331
██████████	██████████
██	██████████
Contract period	1 April 2021 to 30 June 2025

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 Director, Regional Rail Revival the total remuneration package (**TRP**) proposed.
- 2 The Tribunal advises that an appropriate TRP for the executive in this position is \$391,323.
- 3 This TRP is approximately 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 \$391,323 which exceeds the maximum of the remuneration band for the following reasons:
 - (a) It is in line with the executive's current TRP.
 - (b) The skills and experience of the executive that are relevant to the position.
 - (c) The skills shortages and market pressures within the transport infrastructure sector as identified in the submission.
- 5 The Tribunal is conducting a comprehensive review of executive remuneration in the transport infrastructure sector to investigate factors that may warrant paying executives a premium above the remuneration bands. On completion of the review and subject to the Tribunal's findings, the MTIA may consider it appropriate to make a new application in regard to [REDACTED] TRP at that time.
- 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.