

Advice to the Victorian Health Building Authority to pay the Executive General Manager, Health and Safety above the remuneration band

Advice reference 2021/33
Date 4 August 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 Victorian Health Building 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	Executive General Manager Health and Safety
Remuneration band	SES-1
Maximum of band SES-1	\$257,111
Proposed TRP	██████████
Proposed percentage above the band	██████
Contract period	1 August 2021 to 30 June 2023

Advice

- 1 The Victorian Independent Remuneration Tribunal (**Tribunal**) advises the Victorian Health Building Authority (**VHBA**) that it does not support paying the executive in the position of Executive General Manager, Health and Safety the total remuneration package (TRP) range proposed.
- 2 The Tribunal advises that an appropriate TRP for an executive in this position is within the SES-1 band, which ranges from \$199,014 to \$257,111.
- 3 The Tribunal considers that:
 - (a) the submission does not set out a valid rationale for why it is necessary to pay the position above the band; and
 - (b) the VHBA should conduct a recruitment process for the position with an advertised remuneration that is within the SES-1 band.
- 4 This advice is current for 12 months. If the executive position is not filled within this time, the employer must seek new advice from the Tribunal.
- 5 Once an executive has been identified for the position:
 - (a) if the employer proposes to pay the executive an amount greater than the range specified in this advice, the employer will need to seek new advice from the Tribunal; and
 - (b) the employer must inform the executive that this advice has been sought from the Tribunal and has been published on the Tribunal's website.
- 6 The Tribunal notes that its advice must also be sought again for a mid-contract remuneration adjustment, reappointment or a new appointment, if it is proposed to pay the executive above the maximum of the remuneration band.