

Advice to Melbourne Water to pay the Managing Director above the remuneration band

Advice reference 2021/42
Date 30 September 2021

This advice is provided under section 37 of the Victorian Independent Remuneration Tribunal and Improving Parliamentary Standards Act 2019 (Vic).

Details of proposal

Melbourne Water 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	Managing Director
Remuneration band	PESES-3
Maximum of band SES-2	\$479,900
Proposed TRP	██ ██████████
Proposed percentage above the band	██████████
Contract period	01/06/2022 to 30/06/2027

Advice

- 1 The Victorian Independent Remuneration Tribunal (**Tribunal**) advises Melbourne Water that it does not support paying the executive in the position of Managing Director the total remuneration package (**TRP**) range proposed.
- 2 The Tribunal considers it appropriate that the executive position be paid within a TRP range of \$458,979 to \$607,000 which exceeds the maximum of the remuneration band for the following reasons:
 - (a) the relativities with other Victorian water authorities and interstate water authorities;
 - (b) the relativities with other Victorian public sector Chief Executive Officers (or equivalent); and
 - (c) it enables sufficient flexibility to attract a suitably experienced candidate.
- 3 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.
- 4 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.
- 5 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 continue paying the executive above the maximum of the remuneration band.