

Advice to the Department of Health to pay the Executive General Manager, Health and Safety above the remuneration band

Advice reference 2021/44
Date 8 November 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 Department of Health 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:

Executive	██████████
Position	Executive General Manager, Health and Safety, Victorian Health Building Authority
Remuneration band	SES-1
Maximum of band SES-1	\$257,111
Proposed TRP	██████████
Proposed percentage above the band	██████████
Contract period	1 November 2021 – 30 June 2026

Advice

- 1 The Victorian Independent Remuneration Tribunal (**Tribunal**) advises the Department of Health that an appropriate total remuneration package (**TRP**) for the executive in the position of Executive General Manager, Health and Safety is \$300,000.
- 2 This TRP is approximately 16.6 per cent above the maximum of the SES-1 remuneration band.
- 3 The Tribunal considers it appropriate that the executive be paid a TRP of \$300,000 which exceeds the maximum of the remuneration band for the following reasons:
 - (a) The skills and experience of the executive that are relevant to the position.
 - (b) The skills shortages affecting infrastructure projects throughout Victoria.
 - (c) Relativities with similar positions in the VPS.
- 4 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.