

## Advice to the Major Transport Infrastructure Authority to pay the Director, Continuous Improvement - Partners above the remuneration band

Advice reference            2022/05  
Date                            24 February 2022

*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 *Remuneration bands for executives employed in public service bodies (Victoria) Annual Adjustment Determination 2021*:

Executive	██████████
Position	Director, Continuous Improvement – Partners, Level Crossing Removal Project
Remuneration band	SES-2
Maximum of band SES-2	\$370,331
Proposed TRP	██████████
Proposed percentage above the band	██████
Contract period	17/02/2021 to 16/02/2025

## Advice

- 1 The Victorian Independent Remuneration Tribunal (**Tribunal**) advises the Major Transport Infrastructure Authority that an appropriate total remuneration package (**TRP**) for the position of Director, Continuous Improvement - Partners is within the SES-2 remuneration band (\$257,112 – \$370,331 per annum). The TRP includes base salary, employer superannuation contributions and the annual cost of the employer of non-salary benefits (including, where relevant, car parking).
- 2 The Tribunal considers it appropriate that this position be paid within the SES-2 remuneration band for the following reasons:
  - (a) A new employment contract provides the opportunity to review the TRP for the position.
  - (b) The limited information provided in the submission to support remuneration above the band for this position, including on relevant market comparators and evidence of market pressures.
- 3 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.