

Advice to the North East Link State Tolling Corporation to pay the Tolling Director above the remuneration band

Advice reference 2022/50
Date 24 November 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 North East Link State Tolling Corporation requested 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 2022*.

Executive	██████████
Position	Tolling Director
Remuneration band	PESES-2
Maximum of band SES-3	\$384,540
Proposed TRP	██████████
Proposed percentage above the band	██████
Contract period	30/11/2022 – 28/03/2025

Advice

- 1 The Victorian Independent Remuneration Tribunal (Tribunal) advises the North East Link State Tolling Corporation (STC) that an appropriate total remuneration package (TRP) range for an executive in the position of Tolling Director (TD) is up to \$435,000 per annum.
- 2 The Tribunal considers this TRP to be appropriate for the following reasons:
 - (a) The specialist functions and managerial responsibilities for the position, which are reflected in the work value assessment provided to the Tribunal.
 - (b) The technical skills, industry knowledge and experience that are relevant to the position and how these will support STC's delivery of key projects within specified timeframes and develop STC's internal capability.
 - (c) The remuneration benchmarking information available to the Tribunal, including data on relevant market and public sector comparators.
 - (i) The Tribunal considered the relativities between the TD position and other senior executive positions within the MTIA and SRLA.
 - (ii) The Tribunal also noted STC's approach to review and reset the remuneration for this position through the recruitment process.
- 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.