

## Advice to the Major Transport Infrastructure Authority to pay the Director, Engineering, Level Crossing Removal Project above the remuneration band

Advice reference            2022/56  
Date                            16 January 2023

*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 (MTIA) 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	Director, Engineering, Level Crossing Removal Project
Remuneration band	SES-2
Maximum of band	\$384,540
Proposed TRP	██████████
Proposed percentage above the band	██████
Contract period	01/04/2023 – 31/03/2026

## Advice

- 1 The Victorian Independent Remuneration Tribunal (Tribunal) advises the MTIA that an appropriate total remuneration package (TRP) range for an executive in the position of Director, Engineering, Level Crossing Removal Project (LXRP) is up to \$423,000 per annum.
- 2 The Tribunal considers this TRP to be appropriate for the following reasons:
  - (a) The relevant functions and responsibilities required for the position, which are reflected in a work value assessment that places the role at the maximum of the relevant classification band.
  - (b) The technical skills, knowledge, experience and stakeholder relationships relevant to the position and how these would support the delivery of LXRP's package of works.
  - (c) Available market data indicates a current skills shortage for some specialist positions in the major transport infrastructure sector. The need for remuneration above the band for this position will need to be reassessed as labour market conditions change, and carefully considered when the executive contract expires.
  - (d) The remuneration benchmarking information available to the Tribunal, including data on relevant comparators in the transport infrastructure market and the remuneration of comparable positions in the MTIA and the Victorian public sector.
- 3 However, as this is a reappointment to the position, the Tribunal considers that an appropriate TRP for ██████████ in the position is ██████████ per annum, which exceeds the maximum of the relevant remuneration band. This advice is specific to ██████████ and recognises that it would not be appropriate to offer ██████████ a reduced TRP on ██████████ proposed reappointment.
- 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.