

Advice to the WorkSafe Victoria / Transport Accident Commission to pay the Chief Information Security Officer above the remuneration band

Advice reference 2023/02
Date 9 February 2023

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

Details of proposal

WorkSafe Victoria (WorkSafe) and the Transport Accident Commission (TAC) 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 prescribed public entities (Victoria) Annual Adjustment Determination 2022*.

Executive	██████████
Position	Chief Information Security Officer
Remuneration band	PESES-1
Maximum of band	\$267,445
Proposed TRP	██████████
Proposed percentage above the band	████
Contract period	03/03/2023 – 03/03/2028

Advice

- 1 The Victorian Independent Remuneration Tribunal (Tribunal) advises WorkSafe and TAC that an appropriate total remuneration package (TRP) range for an executive in the position of Chief Information Security Officer (CISO) is up to \$267,445 per annum.
- 2 The Tribunal advises that it is appropriate that this position be paid within the PESES-1 remuneration band for the following reasons:
 - (a) The relevant functions and responsibilities required for the CISO position, which are reflected in a work value assessment that places the role at the lower end of the of the relevant classification band.
 - (b) The remuneration benchmarking information available to the Tribunal for relevant private sector and Victorian public sector comparators, including within WorkSafe and TAC.
- 3 However, as this is a reappointment, the Tribunal considers that an appropriate TRP for [REDACTED] in the position is \$279,601 per annum, which exceeds the maximum of the relevant remuneration band. This advice is specific to [REDACTED] [REDACTED] and recognises that it would not be appropriate to offer a reduced TRP for this 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.