

Advice to the Major Transport Infrastructure Authority to pay the Director - Delivery, North East Link Program above the remuneration band

Advice reference 2023/04
Date 10 March 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 - Delivery, North East Link Program
Remuneration band	SES-2
Maximum of band	\$384,540
Proposed TRP	██████████
Proposed percentage above the band	██████
Contract period	01/05/2023 – 30/04/2026

Advice

- 1 The Victorian Independent Remuneration Tribunal (Tribunal) advises the MTIA that an appropriate total remuneration package (TRP) for an executive in the position of Director - Delivery, North East Link Program (NELP) is \$435,604 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.
 - (b) The technical skills, knowledge, experience and stakeholder relationships relevant to the position and how these would support the delivery of NELP's priorities.
 - (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 sector and the remuneration of comparable positions in the MTIA.
- 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.