

Advice to the Major Transport Infrastructure Authority to pay the Principal Project Specialist, Construction, North East Link Program above the remuneration band

Advice reference 2023/18
Date 18 July 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 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 2023*.

Executive	██████████
Position	Principal Project Specialist, Construction, North East Link Program
Remuneration band	SES-2
Maximum of band SES-2	\$401,107
Proposed TRP	██████████
Proposed percentage above the band	████
Contract period	1 July 2023 – 30 May 2026 (mid-contract adjustment)

Advice

- 1 The Victorian Independent Remuneration Tribunal (Tribunal) advises the Major Transport Infrastructure Authority (MTIA) that an appropriate total remuneration package (TRP) for the position of Principal Project Specialist, Construction, North East Link Program (NELP) is up to \$461,170 per annum from 1 July 2023.
- 2 The Tribunal considers this TRP to be appropriate for the following reasons:
 - (a) The relevant functions and responsibilities of the position, reflected in the information provided to the Tribunal.
 - (b) The specialist skills, knowledge and experience required for the position and how these would support the delivery of NELP's work packages at this stage of the project.
 - (c) Available market data indicates a current skills shortage for some 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.
 - (e) The Tribunal's adjustment to public service body executive remuneration bands from 1 July 2023.
- 3 However, as this is a mid-contract adjustment, the Tribunal considers that an appropriate TRP for the incumbent in the position is \$537,553 per annum from 1 July 2023, which exceeds the maximum of the relevant remuneration band. This advice is specific to the incumbent.
- 4 The Tribunal also notes that an annual adjustment guideline rate increase may be available for eligible executives from 1 July 2023. However, the Government's position is that employers have discretion not to pass on the guideline rate if the executive has received a remuneration increase within the previous six months. The Tribunal has considered the Government's policy intent when advising on a mid-contract increase to the TRP for this position.
- 5 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.