

Advice to the Major Transport Infrastructure Authority to pay the Rail Systems Manager, Rail Projects Victoria above the remuneration band

Advice reference 2023/22
Date 11 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	Rail Systems Manager, Rail Projects Victoria
Remuneration band	SES-2
Maximum of band SES-2	\$401,017
Proposed TRP	██████████
Proposed percentage above the band	████
Contract period	16/10/2023 – 15/10/2026

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 Rail Systems Manager, Rail Projects Victoria (RPV) is within the SES-2 remuneration range (\$279,239 - \$401,107 per annum).
- 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 work value assessment provided to the Tribunal.
 - (b) The skills, knowledge and experience required for the position and how these would support the delivery of RPV's operational priorities.
 - (c) 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.
- 3 However, as this is a reappointment, the Tribunal considers that an appropriate TRP for the incumbent in the position is \$422,172 per annum, which exceeds the maximum of the relevant remuneration band. This advice is specific to the incumbent 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.