

From: Jacqui Jennings
To: [Enquiries](#)
Subject: RE: OFFICIAL: Correspondence from the Chair of the Victorian Independent Remuneration Tribunal
Date: Friday, 14 February 2020 4:14:40 PM
Attachments: [image001.jpg](#)

Good Afternoon,

Thank you for providing the opportunity to review and comment on this Determination process. As Chair of the Mt Buller and Mt Stirling Alpine Resort Board this document was of relevance and of assistance in our ongoing efforts to provide professional standard remuneration interactions with public sector staff.

You asked for feedback on my experience with the issues presented by the prevailing executive remuneration process. I shared this request with my People Culture and Remuneration Committee to ensure that a collegiate view could be provided.

It has been difficult and frustrating to develop timely and relevant offers for both incumbent and attracted CEO's and Senior Executives to our Alpine sector.

This has been through no individual fault – the (GSERP) officers I dealt with were polite, easy to communicate with, responsive and knowledgeable but the system was tortuous, prolonged and presented genuine hurdles to appointing preferred candidates. There are just too many layers of review and authority to work through which incur severe negative timeliness issues – particularly when replacing a CEO. Boards should be given the authority to appoint on a classification which has a remuneration range and therefore placement of executives within bands defined by job scale, experience and performance. Boards should have flexibility on conditions unique to the requirements of the role (which can be reviewed by the tribunal outside of the tight frame of appointment)

Pay scales and conditions are not aligned to market practice – the proclamation of elimination of bonus opportunities this month is a case in point.

Another case is the Alpine Boards where on a seven member board 4 members a paid committee fees (resulting in their remuneration being 1.72x that of their peers) and three are not this inequity should not be possible and reparations are in order.

It is inappropriate for the Department and its many layers to 'play' in the remuneration space – an independent remuneration tribunal in conjunction with the governing board should be the sum of all parties involved.

Predominantly our CEO appointments come from external rather than internal sources but generally from within the tourism or Alpine sector. Factors and comparators for remuneration can readily be gleaned from like national and international operations and these would be more relevant than a generic Australian CEO survey due to the unique environmental factors that Alpine Resorts have in common.

Tenure is usually between 5-10 years and separation rates are low (again the environment dictates a lifestyle choice that is more influential than remuneration per se).

I hope this is of some assistance in your deliberations.

Sincerely Yours,

Dr. Jacqueline Jennings

Chair

Mt Buller Mt Stirling Alpine Resort

From: Enquiries <enquiries@remunerationtribunal.vic.gov.au>

Sent: Wednesday, 29 January 2020 11:36 AM

To: Jacqui Jennings <Jacqui.Jennings@mtbuller.com.au>

Subject: OFFICIAL: Correspondence from the Chair of the Victorian Independent Remuneration

Tribunal

Good morning,

Please see attached correspondence from the Chair of the Victorian Independent Remuneration Tribunal about the commencement of the Determination process setting the values of remuneration bands for executives employed in prescribed public entities.

If you are no longer the Chair of this entity, or there is an error in the contact details, please advise us by return email.

Regards,

Victorian Independent Remuneration Tribunal

Suite 1, Ground Floor, 1 Treasury Place, Melbourne Victoria 3002

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We acknowledge the traditional Aboriginal owners of country throughout Victoria and pay our respect to them, their culture and their Elders past, present and future.



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