

12 February 2020



ROYAL
BOTANIC GARDENS
VICTORIA

Mr Warren McCann
Chair
Victorian Independent Remuneration Tribunal
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Royal Botanic
Gardens Board
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Dear Mr McCann

Submission re Proposed Determination

The Royal Botanic Gardens Victoria (RBGV) appreciates the opportunity to make a submission on the proposed Determination in relation to setting values for remuneration bands for Public Entity executives.

Relevant Factors for Consideration

In determining the values for remuneration bands within the new PEER structure, it would seem that average movement of wages for employees covered by enterprise agreements who report to the agency executives, should be taken into account. For example, whilst the maximum executive increase over the past two years has been 2% in accordance with the prescribed guideline rate increase, other RBGV employees have received a higher average in accordance with the EA, therefore skewing the role relativities.

Also, it is unclear whether the bands will be increased each year by the Guideline Rate Increase, forcing those at the bottom of the band to receive a salary increase even if the agency head determines that he/she would not normally pass on the increase.

In addition, the values determined should factor in some flexibility when an agency requires unique or specific talents which require certain skillsets to be sourced internationally and where local remuneration levels may not attract suitably qualified candidates.

Placement of Executives within Bands

It would be the RBGV's position that no current executive is disadvantaged as a result of the translation of current remuneration levels into the new banded structure.

In light of the new PEER policy which was formerly released via the Victorian Government Gazette on 4 February 2020, it is unclear how the transition to the new structure will deal with Executives who either choose to take up or not take up the bonus buy-out offer as this may skew relativities between like executive roles.

In addition to the above, it would assist to understand when the new remuneration structure for Executives will be released and the intended date it will become effective.

Once again, thank you for the opportunity to provide this submission and I look forward to receiving further advice upon implementation. The RBGV did provide some feedback in December to the VPSC on the proposed PEER structure, and we would also welcome any information regarding its status in due course.

Yours sincerely

A handwritten signature in black ink, appearing to read 'Ken Harrison', written in a cursive style.

Ken Harrison AM, KSJ
Chairman
RBGV Board