

Advice to the Premier to pay the Chief Executive Officer, Suburban Rail Loop Authority above the remuneration band

Advice reference 2020/15
Date 22 December 2020

This advice is provided under section 37 of the Victorian Independent Remuneration Tribunal and Improving Parliamentary Standards Act 2019 (Vic).

Details of proposal

The Premier seeks advice on a proposal to pay the following executive above the maximum of the relevant remuneration band set by the Public Service Bodies (Victoria) Determination No. 01/2020:

██████████	██████████
Position	Chief Executive Officer, Suburban Rail Loop Authority
Remuneration band	AO Head 3
Maximum of band AO Head 3	\$479,900
██████████	██████████
██	████████████████████
Contract period	5 years

Advice

- 1 The Victorian Independent Remuneration Tribunal (**Tribunal**) advises the Premier that an appropriate total remuneration package (**TRP**) for the executive in the position of Chief Executive Officer, Suburban Rail Loop Authority (**SRLA**) is within the range of \$680,000 to \$700,000.
- 2 This TRP is 41.7 to 45.9 per cent above the maximum of the AO Head 3 remuneration band.
- 3 The Tribunal considers it appropriate that the executive be paid a TRP in the range of \$680,000 to \$700,000 which exceeds the maximum of the remuneration band for the following reasons:
 - (a) The information referenced in the submission regarding labour market pressures in the relevant industry warranting a TRP above the remuneration band.
 - (b) Relativities with other senior public service executives in the transport infrastructure sector, noting the functions, project deliverables and expected budget of the SRLA.
 - (c) The previous experience of the executive in relation to the position.
 - (d) A consideration of the executive's current remuneration.
- 4 The Tribunal will continue to monitor Victoria's fiscal and economic conditions and the impact the pandemic has had on executive remuneration levels across all sectors.
- 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.