

Advice to the Suburban Rail Loop Authority to pay the Package Director – Tunnels above the remuneration band

Advice reference 2021/10
Date 13 April 2021

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

Details of proposal

The Suburban Rail Loop Authority 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:

[REDACTED]	[REDACTED]
Position	Package Director - Tunnels
Remuneration band	SES-2
Maximum of band SES-2	\$360,000
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]
Contract period	3 May 2021 to 2 May 2024

Advice

- 1 The Victorian Independent Remuneration Tribunal (**Tribunal**) advises the Suburban Rail Loop Authority (**SRLA**), that it does not support paying the executive in the position of Package Director – Tunnels the total remuneration package (**TRP**) proposed.
- 2 The Tribunal advises that an appropriate TRP for the executive in this position is \$400,000.
- 3 This TRP is 11.1 per cent above the maximum of the SES-2 remuneration band.
- 4 The Tribunal considers it appropriate that the executive be paid a TRP of \$400,000 which exceeds the maximum of the remuneration band for the following reasons:
 - (a) The skills shortages and market pressures within the transport infrastructure sector as identified in the submission.
 - (b) The skills and experience of the executive that are relevant to the position.
 - (c) Relativities with comparable VPS roles in the transport infrastructure sector, taking into consideration the results of a work value assessment that was undertaken for this role and those for similar roles in the Major Transport Infrastructure Authority.
- 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.