

## Advice to the Suburban Rail Loop Authority to pay the Package Director- Linewide and Operations above the remuneration band

Advice reference 2021/11  
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:

██████████	██████████
Position	Package Director – Linewide and Operations
Remuneration band	SES-2
Maximum of band SES-2	\$360,000
██████████	██████████
████████████████████	██████
Contract period	3 May 2021 – 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 – Linewide and Operations 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.