

## Advice to the Melbourne Water Corporation to pay the General Manager Major Program Delivery above the remuneration band

Advice reference      2021/31  
Date                      15 July 2021

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

### Details of proposal

Melbourne Water Corporation seeks advice on a proposal to pay the following executive above the maximum of the relevant remuneration band set by the Determination of Remuneration Bands for Executives Employed in Prescribed Public Entities No. 01/2020:

Executive	██████████
Position	General Manager Major Program Delivery, Melbourne Water Corporation
Remuneration band	PESES-2
Maximum of band PESES-2	\$360,000
Proposed TRP	██████████
Proposed percentage above the band	██████
Contract period	1 July 2021 – 30 June 2024

## Advice

- 1 The Victorian Independent Remuneration Tribunal (**Tribunal**) advises the Melbourne Water Corporation that an appropriate total remuneration package (**TRP**) for the executive in the position of General Manager Major Program Delivery is \$371,443.
- 2 This TRP is 3.18 per cent above the maximum of the PESES-2 remuneration band.
- 3 The Tribunal considers it appropriate that the executive is paid a TRP of \$371,443 which exceeds the maximum of the remuneration band for the following reasons:
  - (a) It is in line with the executive's current TRP in the position.
  - (b) The skills and experience of the executive that are relevant to the position.
  - (c) It is consistent with the independent remuneration benchmarking analysis provided with the submission.
- 4 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.