

## Advice to the Victorian Building Authority to pay the Chief Operating Officer above the remuneration band

Advice reference            2021/46  
Date                            24 November 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 Victorian Building 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	Chief Operating Officer
Remuneration band	PESES-2
Maximum of band PESES-2	\$360,000
Proposed TRP range	██████████
Proposed percentage above the band	██████████
Contract period	07/02/2022 to 06/02/2025

## Advice

- 1 The Victorian Independent Remuneration Tribunal (**Tribunal**) advises the Victorian Building Authority that an appropriate total remuneration package (TRP) range for the executive in the position of Chief Operating Officer is \$393,800 - \$415,000.
- 2 This TRP range is up to 15.3% per cent above the maximum of the PESES-2 remuneration band.
- 3 The Tribunal considers it appropriate that the executive position be paid within a TRP range of \$393,800 - \$415,000 which exceeds the maximum of the remuneration band for the following reasons:
  - (a) Relativities within the organisation.
  - (b) Relativities with similar positions within the Victorian public sector.
  - (c) It is in line with the independent remuneration benchmarking assessment provided with the submission.
  - (d) It provides flexibility to attract a candidate with suitable skills and experience.
- 4 This advice is current for 12 months. If the executive position is not filled within this time, the employer must seek new advice from the Tribunal.
- 5 Once an executive has been identified for the position:
  - (a) if the employer proposes to pay the executive an amount greater than the range specified in this advice, the employer will need to seek new advice from the Tribunal; and
  - (b) the employer must inform the executive that this advice has been sought from the Tribunal and has been published on the Tribunal's website.
- 6 The Tribunal notes that its advice must also 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.