

Advice to the Suburban Rail Loop Authority to pay the Executive General Manager, Rail and Infrastructure Delivery above the remuneration band

Advice reference 2022/08
Date 28 March 2022

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 *Remuneration bands for executives employed in public service bodies (Victoria) Annual Adjustment Determination 2021*:

Executive	██████████
Position	Executive General Manager, Rail and Infrastructure Delivery
Remuneration band	SES-3
Maximum of band SES-3	\$493,229
Proposed TRP	██████████
Proposed percentage above the band	███
Contract period	04/03/2022 to 03/03/2027

Advice

- 1 The Victorian Independent Remuneration Tribunal (**Tribunal**) advises the Suburban Rail Loop Authority that an appropriate total remuneration package (**TRP**) for the position of Executive General Manager, Rail and Infrastructure Delivery is up to \$591,875 per annum.
- 2 The Tribunal considers it appropriate that this position be paid a TRP of up to \$591,875 per annum, which exceeds the maximum of the relevant remuneration band, for the following reasons:
 - (a) The functions and responsibilities of the position.
 - (b) The skills and experience that are relevant to the position.
 - (c) Relativities with similar positions, including the Chief Executive Officer, in the organisation.
 - (d) The remuneration benchmarking information available to the Tribunal on the relevant market rates for such a position.
- 3 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.