

Advice to the North East Link State Tolling Corporation to pay the Commercial Director above the remuneration band

Advice reference 2022/45
Date 6 October 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 North East Link State Tolling Corporation 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 prescribed public entities (Victoria) Annual Adjustment Determination 2022*:

Executive	██████████
Position	Commercial Director
Remuneration band	PESES-2
Maximum of band PESES-2	\$384,540
Proposed TRP	██████████
Proposed percentage above the band	██████
Contract period	17/10/22 to 15/10/2025

Advice

- 1 The Victorian Independent Remuneration Tribunal (Tribunal) advises the North East Link State Tolling Corporation (STC) that an appropriate total remuneration package (TRP) range for an executive in the position of Commercial Director is up to \$425,000 per annum.
- 2 The Tribunal considers it appropriate that the executive in this position be paid \$425,000 per annum for the following reasons:
 - (a) The commercial skills and capabilities required by STC for the position, which STC and Department of Treasury and Finance advise exceed those of other commercial positions within the transport sector.
 - (b) The level of commercial, procurement and reputational risk that the position will be responsible for managing within STC.
 - (c) The competitive pressures in the transport infrastructure market and the market testing undertaken by STC to identify the preferred candidate.
- 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.