

## Advice to the Major Transport Infrastructure Authority to pay the Chief Executive Officer, Rail Projects Victoria above the remuneration band

Advice reference 2022/49  
Date 23 November 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 Major Transport Infrastructure Authority (MTIA) requested 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 2022*.

Executive	██████████
Position	Chief Executive Officer, Rail Projects Victoria
Remuneration band	SES-3
Maximum of band SES-3	\$511,862
Proposed TRP	██████████
Proposed percentage above the band	██████
Contract period	03/01/2023 – 03/01/2026

## Advice

- 1 The Victorian Independent Remuneration Tribunal (Tribunal) advises the MTIA that an appropriate total remuneration package (TRP) range for an executive in the position of Chief Executive Officer (CEO), Rail Projects Victoria (RPV) is up to \$750,000 per annum.
- 2 The Tribunal considers this TRP to be appropriate for the following reasons:
  - (a) The relevant functions and responsibilities required for the CEO position, which are reflected in a work value assessment that places the role near the top of the relevant classification band.
  - (b) The skills, knowledge and experience relevant to the position and how these would support the delivery of MTIA's strategic and operational priorities.
  - (c) The remuneration benchmarking information available to the Tribunal, including data on relevant market and public sector comparators.
    - (i) The Tribunal considered the relativities between the CEO position, other senior executive positions within the MTIA and other comparable positions in the Victorian public sector.
    - (ii) The Tribunal also noted the MTIA's approach to review and reset the remuneration for this position through the recruitment process.
- 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.