

Advice to the Major Transport Infrastructure Authority to pay the Package Director, Sunshine/Albion/Rail Systems, Rail Projects Victoria above the remuneration band

Advice reference 2022/51
Date 20 December 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	Package Director, Sunshine / Albion / Rail Systems, Rail Projects Victoria
Remuneration band	SES-2
Maximum of band	\$384,540
Proposed TRP	██████████
Proposed percentage above the band	██████
Contract period	1/4/2023 – 31/03/2026

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 Package Director, Sunshine / Albion / Rail Systems, Rail Projects Victoria (RPV) is up to \$400,293 per annum.
- 2 The Tribunal considers this TRP to be appropriate for the following reasons:
 - (a) The functions and responsibilities of the position, including the scale and complexity of the construction packages to be delivered.
 - (b) The skills, experience and stakeholder relationships of the executive to be reappointed to the position and how these will support the delivery of the Melbourne Airport Rail link.
 - (c) Available market data indicates a skills shortage for some types of major transport infrastructure specialist positions. The need for remuneration above the band for this position will need to be reassessed as labour market conditions change, and carefully considered when the executive contract expires.
 - (d) The remuneration benchmarking information available to the Tribunal, including data on relevant comparators in the transport infrastructure market and the remuneration of comparable positions in the MTIA.
- 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.