

## Advice to the Suburban Rail Loop Authority to pay the Director, Commercial (Rail and Infrastructure) above the remuneration band

Advice reference 2022/54  
Date 16 January 2023

*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 (SRLA) 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	Director, Commercial (Rail & Infrastructure)
Remuneration band	SES-2
Maximum of band	\$384,540
Proposed TRP	██████████
Proposed percentage above the band	██████
Contract period	20/01/2023 – 19/01/2028

## Advice

- 1 The Victorian Independent Remuneration Tribunal (Tribunal) advises the SRLA that an appropriate total remuneration package (TRP) for an executive in the position of Director, Commercial (Rail & Infrastructure) is within the SES-2 band (\$267,446 – \$384,540 per annum).
- 2 The Tribunal considers this TRP to be appropriate for the following reasons:
  - (a) The functions and responsibilities of the position set out in the position description, which are reflected in a work value assessment near the top of the relevant classification band.
  - (b) The commercial skills, knowledge, judgement and stakeholder relationships that are relevant for the position, and how these attributes will support the delivery of the SRLA's objectives.
  - (c) The remuneration benchmarking information available to the Tribunal, including data on relevant comparators in the broader transport infrastructure market and comparable positions in the Victorian public sector.
- 3 However, as this is a reappointment to the position, the Tribunal considers that it is appropriate that [REDACTED] continue to be paid [REDACTED] current TRP of [REDACTED] per annum, which exceeds the maximum of the relevant remuneration band. This advice is specific to [REDACTED] and recognises that it would not be appropriate to offer [REDACTED] a reduced TRP on [REDACTED] proposed reappointment.
- 4 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.