

## Advice to the Victorian Funds Management Corporation to pay the Head of Portfolio Risk and Solutions above the remuneration band

Advice reference            2023/11  
Date                            23 May 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 Victorian Funds Management Corporation (VFMC) 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 prescribed public entities (Victoria) Annual Adjustment Determination 2022*.

Executive	██████████
Position	Head of Portfolio Risk and Solutions
Remuneration band	PESES-1
Maximum of band	\$267,445
Proposed TRP	██████████
Proposed percentage above the band	███
Contract period	29/05/2023 – 26/05/2027

## Advice

- 1 The Victorian Independent Remuneration Tribunal (Tribunal) advises VFMC that an appropriate total remuneration package (TRP) for an executive in the position of Head of Portfolio Risk and Solutions is within the PESES-1 remuneration band (\$207,116 - \$267,445 per annum).
- 2 This TRP is considered to be appropriate for the following reasons:
  - (a) The functions and responsibilities of the position.
  - (b) The skills and experience that are relevant to the position.
  - (c) The remuneration benchmarking information available to the Tribunal.
- 3 The Tribunal has not previously advised on the appropriate remuneration for this position or for the incumbent in the position. The Tribunal may from time to time advise that it would be appropriate to maintain the current remuneration of an executive on their reappointment to the same position. However, it has chosen not to do so in this case given that there was insufficient probative information provided by VFMC in its submission to support the proposed TRP for the executive.
- 4 The Tribunal also 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. This includes remuneration adjustments as part of VFMC's annual remuneration review process.