

Advice to the Major Transport Infrastructure Authority to pay the Chief Executive Officer, Level Crossing Removal Project above the remuneration band

Advice reference 2023/16
Date 16 June 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 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, Level Crossing Removal Project
Remuneration band	SES-3
Maximum of band SES-3	\$511,862
Proposed TRP	██████████
Proposed percentage above the band	██████
Contract period	01/07/2023 – 31/06/2028

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, Level Crossing Removal Project is up to \$768,000 per annum.
- 2 The Tribunal considers this TRP to be appropriate for the following reasons:
 - (a) The relevant functions and responsibilities of the position, reflected in the work value assessment provided to the Tribunal.
 - (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) Available market data indicates a current skills shortage for some positions in the major transport infrastructure sector. 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.