

Advice to Melbourne Water to pay the Executive General Manager, People and Transformation above the remuneration band

Advice reference 2023/31
Date 4 October 2023

This advice is provided under section 37 of the Victorian Independent Remuneration Tribunal and Improving Parliamentary Standards Act 2019 (Vic).

Details of proposal

Melbourne Water 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 2023*.

Executive	██████████
Position	Executive General Manager, People and Transformation
Remuneration band	PESES-2
Maximum of band	\$401,017
Proposed TRP	██████████
Proposed percentage above the band	██████
Contract period	01/07/2023 to 18/09/2027

Advice

- 1 The Victorian Independent Remuneration Tribunal (Tribunal) advises Melbourne Water that an appropriate total remuneration package (TRP) for the position of Executive General Manager, People and Transformation is within the PESES-2 remuneration band (\$279,239 – \$401,017 per annum).
- 2 The Tribunal advises that it is appropriate that this position be paid within the PESES-2 remuneration band for the following reasons:
 - (a) The functions and responsibilities of the position.
 - (b) The skills, knowledge and experience required for the position and how these would support Melbourne Water’s organisational priorities.
 - (c) The remuneration benchmarking information available to the Tribunal, including relevant comparator positions in the Victorian public sector.
- 3 However, as this is a mid-contract adjustment, the Tribunal considers that an appropriate TRP for ██████████ in the position is \$423,648 per annum, which exceeds the maximum of the relevant remuneration band. This advice is specific to this executive and reflects recent adjustments to the executive’s TRP and the application of the Premier’s guideline rate from 1 July 2023.
- 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.