

Advice to Melbourne Water to pay the Executive General Manager - Service Futures above the remuneration band

Advice reference 2024/11
Date 25 March 2024

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*:

Position	Executive General Manager - Service Futures
Remuneration band	PESES-2
Maximum of PESES-2 band	\$401,017
Proposed TRP	██████████
Proposed percentage above the band	████
Contract period	TBC (five year contract)

Advice

- 1 The Victorian Independent Remuneration Tribunal (Tribunal) advises Melbourne Water that an appropriate total remuneration package (TRP) for an executive in the position of Executive General Manager - Service Futures is within the PESES-2 remuneration band (\$279,239 - \$401,017).
- 2 The Tribunal considers this TRP to be appropriate for the following reasons:
 - (a) The relevant skills, capabilities and experience required to undertake the functions and responsibilities of the position.
 - (b) The information available to the Tribunal on general labour market conditions for senior executive positions.
 - (c) The remuneration benchmarking information available to the Tribunal, including relativities with comparable positions in Victorian water entities.
- 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.