

Advice to the Suburban Rail Loop Authority to pay the Package Director, Tunnels and Civil above the remuneration band

Advice reference 2024/18
Date 24 May 2024

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 2023*.

Executive	██████████
Position	Package Director, Tunnels and Civil
Remuneration band	SES-2
Maximum of band SES-2	\$401,017
Proposed TRP	██████████
Proposed percentage above the band	███
Contract period	17 May 2024 to 16 May 2029

Advice

- 1 The Victorian Independent Remuneration Tribunal advises SRLA that an appropriate total remuneration package (TRP) for an executive in the position of Package Director, Tunnels and Civil is \$465,000.
- 2 The Tribunal considers its advised TRP, which exceeds the maximum of the remuneration band, to be appropriate 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 the delivery of the Suburban Rail Loop given the current stage of the project.
 - (c) The market information available to the Tribunal, including remuneration benchmarking data on relevant comparators in the transport infrastructure sector and wider developments in the 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) Remuneration relativities with comparable positions at SRLA and the Major Transport Infrastructure Authority.
- 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.