

## Advice to the Melbourne Water Corporation to pay the Chief Information Officer above the remuneration band

Advice reference            2021/32  
Date                            16 July 2021

*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 Corporation seeks advice on a proposal to pay the following executive position above the maximum of the relevant remuneration band set by the Determination of Remuneration Bands for Executives Employed in Prescribed Public Entities No. 01/2020:

Position	Chief Information Officer, Melbourne Water Corporation
Remuneration band	PESES-2
Maximum of band PESES-2	\$360,000
Proposed TRP	████████████████████
Proposed percentage above the band	██████████
Contract period	06/09/2021 – 06/09/2026

## Advice

- 1 The Victorian Independent Remuneration Tribunal (**Tribunal**) advises Melbourne Water Corporation that an appropriate total remuneration package (**TRP**) range for the executive position of Chief Information Officer is \$375,000 to \$390,000.
- 2 This TRP range is up to 11% per cent above the maximum of the PESES-2 remuneration band.
- 3 The Tribunal considers it appropriate that the executive position be paid a TRP of \$375,000 to \$390,000 which exceeds the maximum of the remuneration band for the following reasons:
  - (a) The relativities with similar positions.
  - (b) It is in line with the remuneration expectations communicated by candidates for the position.
  - (c) It is in line with the independent remuneration benchmarking assessment provided with the submission.
- 4 This advice is current for 12 months. If the executive position is not filled within this time, the employer must seek new advice from the Tribunal.
- 5 Once an executive has been identified for the position:
  - (a) if the employer proposes to pay the executive an amount greater than the range specified in this advice, the employer will need to seek new advice from the Tribunal; and
  - (b) the employer must inform the executive that this advice has been sought from the Tribunal and has been published on the Tribunal's website.
- 6 The Tribunal notes that its advice must also 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.