

Advice to the Department of Families, Fairness and Housing to pay the Director, Enterprise Architecture above the remuneration band

Advice reference 2023/01
Date 1 February 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 Department of Families, Fairness and Housing (DFFH) 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	Director, Enterprise Architecture
Remuneration band	SES-1
Maximum of band	\$267,445
Proposed TRP	██████████
Proposed percentage above the band	████
Contract period	05/02/2023 – 04/02/2028

Advice

- 1 The Victorian Independent Remuneration Tribunal (Tribunal) advises DFFH that an appropriate total remuneration package (TRP) for an executive in the position of Director, Enterprise Architecture is up to \$286,788 per annum.
- 2 The Tribunal considers this TRP to be appropriate for the following reasons:
 - (a) The relevant functions and responsibilities required for the position.
 - (b) The technical skills, knowledge and experience that DFFH requires for the position, including in information technology and cyber security.
 - (c) Available market information indicates that there is national demand pressure for some senior information technology positions. 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 Victorian and other public sector comparators, including within DFFH.
- 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.