

Victorian Independent Remuneration Tribunal and Improving Parliamentary Standards Act 2019 (Vic)

Part 3—Determination of the remuneration bands for executives employed in prescribed public entities.

Remuneration bands for executives employed in prescribed public entities (Victoria) Determination No. 01/2020

[varied by [2021] DPPEA 01, [2022] DPPEA 01 and [2023] DPPEA 01]

The *Remuneration bands for executives employed in prescribed public entities (Victoria) Determination No. 01/2020* was made on 18 December 2020.

This consolidated version includes variations made on 18 November 2021 [[2021] DPPEA 01], 22 June 2022 [[2022] DPPEA 01] and 29 June 2023 [[2023] DPPEA 01].



Table of contents

Part 1 – Legal matters and definitions

1. Title
2. Effective date
3. Definitions
4. Coverage and application

Part 2 – Remuneration bands for executives

5. Values of the remuneration bands
6. Executives whose roles have not been determined using the Public Entity Executive Classification Framework
7. Executives whose roles have been classified using the Public Entity Executive Classification Framework

8. Relevant bands for executives who are employed under Part 3 of the *Public Administration Act 2004* (Vic)

Part 1 – Legal matters and definitions

1. **Title:** This Determination is the *Remuneration bands for executives employed in prescribed public entities (Victoria) Determination No. 01/2020* and is made under Part 3 of the *Victorian Independent Remuneration Tribunal and Improving Parliamentary Standards Act 2019* (Vic) by the Victorian Independent Remuneration Tribunal.
2. **Effective date:** This Determination takes effect on 20 March 2020.
3. **Definitions**

3.1 Terms not defined in this Determination have the same meaning as in the *Public Administration Act 2004* (Vic), unless the contrary intention appears.

3.2 In this Determination, unless the contrary intention appears:

Executive means an individual to whom the PEER Policy applies under paragraphs 4.1 and 4.2 of the PEER Policy;

FTE means Full Time Equivalent;

PAA means the *Public Administration Act 2004* (Vic);

PEECF means the Victorian Public Entity Executive Classification Framework in relation to Public Entity Senior Executive Service classifications issued by the Victorian Public Sector Commission and available on its website, as amended from time to time;

PEER Policy means the Victorian Government Public Entity Executive Remuneration Policy (which is a Schedule to an Order made by the Governor in Council under section 92 of the PAA) as amended from time to time;

TRP means total remuneration package, and is the sum of —

(a) base salary;

(b) superannuation contributions;

(c) employment benefits (i.e. non-salary) specified in the executive’s contract of employment; and

(d) the annual cost to the employer of providing the non-monetary benefits, including any fringe benefits tax payable —

but for the avoidance of doubt, TRP excludes any bonus opportunity specified in the contract of employment;

Note: the PEER Policy requires that all new or renewed executive contracts entered into from 4 February 2020 must not include a bonus opportunity, subject to an exception for specific roles at Treasury Corporation of Victoria and the Victorian Funds Management Corporation. Refer to the PEER Policy for further information.

VIRTIPS Act means the *Victorian Independent Remuneration Tribunal and Improving Parliamentary Standards Act 2019 (Vic)*.

4. Coverage and application

4.1 This Determination sets the values of the remuneration bands for executives employed in prescribed public entities.

Part 2 – Remuneration bands for executives

[varied by [2021] DPPEA 01, [2022] DPPEA 01 and [2023] DPPEA 01]

5. Values of the remuneration bands

5.1 Subject to clause 8, the values of the remuneration bands for executives employed in prescribed public entities are the values set out in table 1.

5.2 Clause 6 sets out the relevant band for an executive if the classification of their position **has not** been determined using the PEECF, and Clause 7 sets out the relevant band for an executive if the classification of their position **has** been determined using that Framework.

[Table 1 substituted by [2023] DPPEA 01]

Table 1: Values of remuneration bands for executives employed in prescribed public entities from 1 July 2023

Classification	Base of band TRP ^(a) \$ per annum	Top of band TRP ^(a) \$ per annum
Public Entity Senior Executive Service-3	401,018	533,431
Public Entity Senior Executive Service-2	279,239	401,017
Public Entity Senior Executive Service-1 ^(b)	151,134	279,238

Notes: (a) The values in table 1 are for executives employed on a 1.0 FTE basis, and apply pro rata to executives employed on a part-time basis. (b) Under clause 7.2, when the work value of an executive's position has been assessed using the PEECF and the position has a work value score of at least 21 points, the executive's TRP must be no lower than \$216,376 per annum (based on 1.0 FTE). Once the work value of executive roles in prescribed public entities has been obtained using the PEECF, the only executives in prescribed public entities with a TRP between \$151,134 and \$216,375 per annum (based on 1.0 FTE) may be Chief Executive Officers (or equivalent roles) whose position does not meet the minimum work value score required for their classification to be determined under that framework (21 points).

6. Executives whose roles have not been determined using the Public Entity Executive Classification Framework

[6.1 varied by [2023] DPPEA 01]

6.1 This clause applies to an executive if the classification of their position **has not** been determined using the PEECF. The relevant remuneration band for that executive is:

- (a) if their TRP (based on 1.0 FTE) immediately prior to 1 July 2023 was \$384,541 per annum or greater, Public Entity Senior Executive Service-3;
- (b) if their TRP (based on 1.0 FTE) immediately prior to 1 July 2023 was between \$267,446 and \$384,540 (inclusive) per annum, Public Entity Senior Executive Service-2;
- (c) if their TRP (based on 1.0 FTE) immediately prior to 1 July 2023 was \$267,445 per annum or less, Public Entity Senior Executive Service-1.

7. Executives whose roles have been classified using the Public Entity Executive Classification Framework

7.1 This clause applies to an executive when the classification of their position **has** been determined using the PEECF. Subject to clause 7.2, the relevant remuneration band for that executive corresponds to the Public Entity

Senior Executive Service classification of that position determined under that framework.

[7.2 varied by [2023] DPPEA 01]

7.2 When the work value of an executive's position has been assessed using the PEECF and the position has a work value score of at least 21 points, then the executive's TRP must be no lower than \$216,376 per annum (based on 1.0 FTE).

7.3 This clause applies to a Chief Executive Officer (or equivalent role if not titled as such) if they have been assessed using the PEECF, and their position does not meet the minimum work value score required for their classification to be determined under that framework (21 points). The relevant remuneration band for that executive is Public Entity Senior Executive Service-1.

Note: In accordance with clause 4.1 of the PEER Policy, a role must have a work value score of at least 21 points under the PEECF for the holder of that role to be considered an executive. However, a Chief Executive Officer (or equivalent role if not titled as such) is considered an executive regardless of the work value score of their role.

8. Relevant bands for executives who are employed under Part 3 of the *Public Administration Act 2004 (Vic)*

8.1 This clause applies to an executive employed in a prescribed public entity under Part 3 of the PAA. For the purposes of this Determination and section 25(4) of the PAA, the relevant remuneration band for that executive corresponds to that which applies to an executive with the same Senior Executive Service or Executive Officer classification, under the latest Determination made by the Victorian Independent Remuneration Tribunal under section 21 or 22 of the VIRTIPS Act.