

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

Part 3—Determination of the remuneration bands for executives employed in public service bodies.

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

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

The *Remuneration bands for executives employed in public service bodies (Victoria) Determination No. 01/2020* was made on 14 May 2020.

This consolidated version includes variations made on 25 June 2021 [[2021] DVPSA 01], 22 June 2022 [[2022] DVPSA 01] and 29 June 2023 [[2023] DVPSA 01].



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Part 1 – Legal matters and definitions

1. **Title:** This Determination is the *Remuneration bands for executives employed in public service bodies (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 September 2019.

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:

FTE means Full Time Equivalent;

Public service body Head means:

(a) a Department Head;

(b) an Administrative Office Head;

(c) the Victorian Public Sector Commissioner;

Subordinate executive means an executive other than a public service body Head;

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;

VPS Executive Classification Framework means the Victorian Public Service Executive Classification Framework in relation to Senior Executive

Service classifications issued by the Victorian Public Sector Commission and available on its website, as amended from time to time.

4. Coverage and application

4.1 This Determination sets the values of the remuneration bands for executives employed in public service bodies.

Part 2 – Remuneration bands for subordinate executives

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

5. Subordinate executives employed in public service bodies

[5.1 substituted by [2021] DVPSA 01]

5.1 The values of the remuneration bands for subordinate executives employed in public service bodies are the values set out in table 1.

[5.2 varied by [2021] DVPSA 01]

5.2 The relevant remuneration band for each executive corresponds to:

- (a) if the classification of the executive's position **has not** been determined using the VPS Executive Classification Framework, the Senior Executive Service classification specified in their contract of employment;
- (b) if the classification of the executive's position **has** been determined using the VPS Executive Classification Framework, the Senior Executive Service classification of that position determined under that framework.

[Table 1 substituted by [2023] DVPSA 01]

Table 1: Values of remuneration bands for subordinate executives from 1 July 2023

Classification	Base of band TRP \$ per annum	Top of band TRP \$ per annum
Senior Executive Service-3	401,018	533,431
Senior Executive Service-2	279,239	401,017
Senior Executive Service-1	216,376	279,238

Note: the above values are for executives employed on a 1.0 FTE basis, and apply pro rata to executives employed on a part-time basis.

Part 3 – Remuneration bands for public service body Heads

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

6. Administrative Office Heads

[6.1 substituted by [2021] DVPSA 01]

6.1 The values of the remuneration bands for Administrative Office Heads are the values set out in table 2.

6.2 This clause applies to an Administrative Office Head if the classification of their position has not been determined using the VPS Executive Classification Framework. The relevant remuneration band for that Administrative Office Head is:

- (a) if their TRP (based on 1.0 FTE) immediately prior to the making of this Determination was \$360,001 per annum or greater, Administrative Office Head-3;
- (b) if their TRP (based on 1.0 FTE) immediately prior to the making of this Determination was between \$249,701 and \$360,000 (inclusive) per annum, Administrative Office Head-2;
- (c) if their TRP (based on 1.0 FTE) immediately prior to the making of this Determination was \$249,700 per annum or less, Administrative Office Head-1.

6.3 This clause applies to an Administrative Office Head if the classification of their position has been determined using the VPS Executive Classification Framework. The relevant remuneration band for that Administrative Office Head corresponds to the Administrative Office Head classification of that position determined under that framework.

[Table 2 substituted by [2023] DVPSA 01]

Table 2: Values of remuneration bands for Administrative Office Heads from 1 July 2023

Classification	Base of band TRP \$ per annum	Top of band TRP \$ per annum
Administrative Office Head-3	401,018	533,431
Administrative Office Head-2	279,239	401,017
Administrative Office Head-1	216,376	279,238

Note: the above values are for executives employed on a 1.0 FTE basis, and apply pro rata to executives employed on a part-time basis.

7. Department Heads and the Victorian Public Sector Commissioner

[7.1 substituted by [2021] DVPSA 01]

7.1 The values of the remuneration band for Department Heads and the Victorian Public Sector Commissioner are the values set out in table 3.

7.2 For the purposes of section 47(6A) of the *Public Administration Act 2004* (Vic), the relevant remuneration band for an Acting Victorian Public Sector Commissioner is the same as the remuneration band that applies at that time to the Victorian Public Sector Commissioner.

[Table 3 substituted by [2023] DVPSA 01]

Table 3: Values of remuneration band for Department Heads and the Victorian Public Sector Commissioner from 1 July 2023

Classification	Base of band TRP \$ per annum	Top of band TRP \$ per annum
Department Head / Victorian Public Sector Commissioner	577,716	778,492

Note: the above values are for executives employed on a 1.0 FTE basis, and apply pro rata to executives employed on a part-time basis.