

Advice to WorkSafe Victoria to pay the Executive Director, Insurance above the remuneration band

Advice reference 2023/15
Date 6 June 2023

This advice is provided under section 37 of the Victorian Independent Remuneration Tribunal and Improving Parliamentary Standards Act 2019 (Vic).

Details of proposal

WorkSafe Victoria 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 prescribed public entities (Victoria) Annual Adjustment Determination 2022*:

Executive	██████████
Position	Executive Director, Insurance
Remuneration band	PESES-2
Maximum of band PESES-2	\$384,540
Proposed TRP	██████████
Proposed percentage above the band	████
Contract period	16/06/2023 to 16/06/2028

Advice

- 1 The Victorian Independent Remuneration Tribunal (Tribunal) advises WorkSafe Victoria (WorkSafe) that an appropriate total remuneration package (TRP) for an executive in the position of Executive Director, Insurance is within the PESES-2 remuneration band (\$267,446 - \$384,540 per annum).
- 2 The Tribunal considers the TRP to be appropriate for the following reasons:
 - (a) The functions and responsibilities of the position, reflected in the work value assessment provided to the Tribunal.
 - (b) The skills, knowledge and experience that are relevant to the position.
 - (c) The limited available information provided about relevant labour market conditions and competition for executives with the skills, knowledge and experience required for the position.
 - (d) The remuneration benchmarking analysis available to the Tribunal, including relativities within WorkSafe.
- 3 However, as this is a reappointment, the Tribunal considers that an appropriate TRP for the incumbent in the position is \$390,542 per annum, which exceeds the maximum of the relevant remuneration band. This advice is specific to the incumbent and recognises that it would not be appropriate to offer a reduced TRP for this proposed reappointment.
- 4 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.