

Advice to the Major Transport Infrastructure Authority to pay the Director, Melbourne Airport Rail above the remuneration band

Advice reference 2023/29
Date 19 September 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 Major Transport Infrastructure Authority 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 2023*.

Executive	██████████
Position	Director, Melbourne Airport Rail
Remuneration band	SES-2
Maximum of band SES-2	\$401,017
Proposed TRP	██████████
Proposed percentage above the band	███
Contract period	5/10/2023 – 4/10/2026

Advice

- 1 The Victorian Independent Remuneration Tribunal (Tribunal) advises the Major Transport Infrastructure Authority (MTIA) that an appropriate total remuneration package (TRP) for the executive in the position of Director, Melbourne Airport Rail is \$563,630.
- 2 The Tribunal considers this TRP to be appropriate for the following reasons:
 - (a) The relevant functions and responsibilities of the position.
 - (b) The skills, knowledge and experience required for the position and how these would support the delivery of MTIA's operational priorities.
 - (c) The remuneration benchmarking information available to the Tribunal, including data on relevant comparators in the transport infrastructure market and the remuneration of comparable positions in the MTIA.
- 3 In providing its advice, the Tribunal has considered MTIA's views on the value of retaining leadership capability, institutional knowledge and stakeholder management capability to deliver contracted works ahead of government decisions on the Melbourne Airport Rail project.
- 4 The Tribunal's advice is therefore specific to the proposed appointment at this time of [REDACTED] to the position of Director, Melbourne Airport Rail.
- 5 The need for a TRP above the remuneration band for this position will need to be carefully considered when the executive contract expires, the requirements to deliver the Melbourne Airport Rail project have been confirmed, and in light of market conditions at the time.
- 6 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.