

## Advice to the Major Transport Infrastructure Authority to pay the Director, Central Package – Design & Construction above the remuneration band

Advice reference            2023/34  
Date                            21 December 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, Central Package – Design & Construction |
| Remuneration band                  | SES-3   |
| Maximum of band                    | \$533,431   |
| Proposed TRP                       | ██████████  |
| Proposed percentage above the band | ███   |
| Contract period                    | 02/10/2023 – 01/10/2026                           |

## Advice

- 1 The Victorian Independent Remuneration Tribunal (Tribunal) advises the Major Transport Infrastructure Authority (MTIA) that an appropriate total remuneration package (TRP) for the position of Director, Central Package – Design & Construction is \$564,430.
- 2 This TRP is considered to be appropriate for the following reasons:
  - (a) The functions and responsibilities of the position.
  - (b) The specialist skills, knowledge and experience required for the position and how these would support the delivery of the North East Link Central Package at this stage of the project.
  - (c) Available market data indicates a current skills shortage for some positions in the major transport infrastructure sector. 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 comparators in the major transport infrastructure sector and the remuneration of comparable positions at the MTIA.
- 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.