

Advice to Breakthrough Victoria to pay the Chief Executive Officer above the remuneration band

Advice reference 2024/20
Date 12 July 2024

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

Details of proposal

Breakthrough 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 prescribed public entities (Victoria) Annual Adjustment Determination 2023*:

Executive	██████████
Position	Chief Executive Officer
Remuneration band	PESES-3
Maximum of PESES-3 band	\$533,431
Proposed TRP	██████████
Proposed percentage above the band	██████
Contract period	1/01/2024 – 31/10/2026

Advice

- 1 The Victorian Independent Remuneration Tribunal (Tribunal) advises Breakthrough Victoria that an appropriate total remuneration package (TRP) for an executive in the position of Chief Executive Officer is up to \$600,000 per annum.
- 2 The Tribunal considers its advised TRP to be appropriate for the following reasons:
 - (a) The skills, knowledge and experience required for the position and how these would support the delivery of Breakthrough Victoria's priorities.
 - (b) The functions and responsibilities of the position reflected in information provided to the Tribunal.
 - (c) The remuneration benchmarking information available to the Tribunal on relevant comparator positions in other organisations, including consideration of differences in the scale and complexity of their activities.
- 3 The Tribunal also 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.