

## Advice to Homes Victoria to pay the Chief Development Officer above the remuneration band

Advice reference 2024/21  
Date 8 August 2024

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

### Details of proposal

Homes 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 public service bodies (Victoria) Determination No. 01/2024* (2024 VPS Determination):

Executive	[REDACTED]
Position	Chief Development Officer
Remuneration band	SES-3
Maximum of band SES-3	\$557,435
Proposed TRP	[REDACTED]
Proposed percentage above the band	[REDACTED]
Contract period	14 September 2024 to 13 September 2029

## Advice

- 1 The Victorian Independent Remuneration Tribunal advises Homes Victoria that an appropriate total remuneration package (TRP) for an executive in the position of Chief Development Officer is within the SES-3 band (\$419,001 to \$557,435).
- 2 The Tribunal considers its advised TRP to be appropriate for the following reasons:
  - (a) The functions and responsibilities of the position, which include the construction of new housing projects, the redevelopment of the existing public housing estate and facilitating private investment.
  - (b) The skills, knowledge and experience required for the position and how these would support Homes Victoria to implement the Government's housing programs.
  - (c) Remuneration relativities with comparable positions across the public sector, both within Victoria and in other Australian states.
  - (d) The remuneration benchmarking information available to the Tribunal on the relevant market rates for such a position.
  - (e) The changes to the SES-3 remuneration band made by the Tribunal in its 2024 VPS Determination, effective from 1 July 2024.
- 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.