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Tribunal Secretariat  
Victorian Independent Remuneration Tribunal  
Email: [enquiries@remunerationtribunal.vic.gov.au](mailto:enquiries@remunerationtribunal.vic.gov.au)

Re: **Consultation - 2024 PE Determination**

Thank you for the opportunity to provide a submission on the 2024 Public Entity Determination

Glenelg Hopkins CMA welcomes the opportunity to provide feedback to the ten questions noted in the correspondence.

<p>1. How has the role of public entities, and the role of executives employed in public entities, evolved since the Tribunal's 2020 Determination?</p> <p>The role of Public Entities has not changed since the 2020 determination. The work values assessment of executive roles was less than accurate and inconsistent across CMAs.</p>
<p>2. Are the values of the existing remuneration bands competitive in terms of attracting and retaining executive talent, noting that an employer must seek and consider the Tribunal's advice if they propose to pay an executive above the band?</p> <p>GHCMA does not believe the existing bands are competitive, particularly in attracting high quality people in regional areas.</p>
<p>3. In benchmarking the remuneration of public entity executives against the broader market, what is an appropriate market positioning (e.g. low, middle or high), and why?</p> <p>Middle; if it is at the low end then retaining or attracting high calibre staff is challenging; if it is at the high end, CMAs are unable to afford.</p>
<p>4. How are market conditions or pressures affecting the ability of public entities to attract and retain executives? Please provide specific data or information to support your response, noting that submitters may request this data or information be treated as confidential (i.e. not published on the Tribunal's website).</p> <p>As above</p>
<p>5. Are the values of the existing remuneration bands fair and equitable for employers and executives?</p> <p>No, there is an inequity across CMAs executive with some CMAs at Tier 1 and Tier 2. No consistency. In the last work values assessment, the assessment did not recognise the breadth and detail of the CEO role in regional CMAs.</p>
<p>6. Are the relativities in remuneration between executives and non-executives in public entities appropriate?</p> <p>Through the Enterprise Bargaining Agreement process, the relatively of reward between non-e and e, along with the gap of the CEO and second level managers is closing due to the Fair Work Legislation Amendment Act determination and the High-Income Tax Threshold.</p>
<p>7. How should the Tribunal consider the non-financial aspects of working as an executive in a public entity, that is, the 'employee value proposition'?</p> <p>Employee value propositions are very important to attracting and retaining high calibre staff. There should be allowed flexibility within the organisational guidelines that allow tailoring packages to suit the individual.</p>
<p>8. The existing remuneration bands each correspond to a single classification level set by the relevant executive classification framework. Are the classification levels a suitable basis for setting the remuneration bands? Should the Tribunal consider other options, such as a different number of remuneration bands?</p>

The bands are adequate, but the work values assessment has to be relevant to the position, recognise the organisation's views on the value of the roles, and be consistent across similar entities in the public and private sectors.

9. What changes, if any, could be made to the PE Guidelines to better support employers to place executives within the remuneration bands?

Work values assessment should be done consistently utilising a Peer review process (e.g. Chairs to participate in the review of CEO roles and peer CEOs participating in executive roles). This will provide consistency across similar organisations and between city and regional organisations.

10. Are there any other matters the Tribunal should consider as part of its deliberations?

Organisations, particularly in the regions, are better prepared and knowledgeable to make accurate determinations around Work values assessment for regional roles.

Yours sincerely,



**Antony Ford**  
Chairperson

