

Advice to Fire Rescue Victoria to pay the Chief Medical Officer above the remuneration band

Advice reference 2024/41
Date requested 25 October 2024
Date provided 11 November 2024

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

Details of proposal

Fire Rescue 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 prescribed public entities (Victoria) Annual Adjustment Determination 2023*.

Position	Chief Medical Officer
Remuneration band	PESES-1
Maximum of band	\$279,238
Proposed TRP	
Proposed percentage above the band	
Contract period	Not known

Advice

- 1 The Victorian Independent Remuneration Tribunal advises Fire Rescue Victoria that an appropriate total remuneration package (TRP) for an executive in the position of Chief Medical Officer is up to \$325,000 (1.0 full-time equivalent). That advised TRP applies pro rata to an executive employed on a part-time basis.
- 2 The Tribunal considers the TRP to be appropriate for the following reasons:
 - (a) The skills, knowledge, experience and specialist qualifications required for the role, including a current Fellowship with the Australasian Faculty of Occupational and Environmental Medicine (or other relevant Fellowship).
 - (b) The market testing process undertaken by Fire Rescue Victoria and the feedback received from stakeholders and potential candidates.
 - (c) The information on relevant labour market conditions available to the Tribunal, including nation-wide shortages of medical practitioners and specialists reported by Jobs and Skills Australia.
 - (d) Remuneration relativities for comparable positions in the Victorian public sector.
- 3 The Tribunal also notes that its advice must be sought again for a mid-contract remuneration adjustment, reappointment, new appointment or temporary appointment, if it is proposed to continue paying the executive above the maximum of the remuneration band.