

## Advice to VicGrid to pay the Executive Director, Access and Connections above the remuneration band

Advice reference            2025/03  
Date requested            13 February 2025  
Date provided            24 February 2025

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

### Details of proposal

VicGrid 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*.

<b>Executive</b>	██████████
<b>Position</b>	Executive Director, Access and Connections
<b>Remuneration band</b>	SES-2
<b>Maximum of band</b>	\$419,000
<b>Proposed TRP</b>	██████████
<b>Proposed percentage above the band</b>	████
<b>Contract period</b>	Up to three years from date of appointment

## Advice

- 1 The Victorian Independent Remuneration Tribunal advises VicGrid that an appropriate total remuneration package (TRP) for the position of Executive Director, Access and Connections is within the SES-2 band (\$290,601 – \$419,000).
- 2 The Tribunal considers this TRP range to be appropriate for the following reasons:
  - (a) The skills and experience required for the position.
  - (b) Remuneration relativities with other positions in the organisation.
  - (c) The remuneration benchmarking information available to the Tribunal, including relativities with comparable positions in other organisations.
- 3 However, the Tribunal advises that an appropriate TRP for the proposed candidate, in the position of Executive Director, Access and Connections, is \$460,347. The Tribunal considers this TRP is appropriate due to arrangements for transferring staff to VicGrid from other organisations.
- 4 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.