

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

Advice reference 2025/05
Date requested 1 May 2025
Date provided 15 May 2025

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 prescribed public entities (Victoria) Determination 2024*.

Executive	[REDACTED]
Position	Chief Medical Officer
Remuneration band	PESES-1 (\$225,000 – \$290,600)
Proposed TRP	[REDACTED]
Proposed percentage above the band	[REDACTED]
Contract period	1 July 2025 – 30 June 2030

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 \$361,853 (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 extensive market testing process undertaken by Fire Rescue Victoria, including multiple recruitment rounds and consultation with industry representatives, and increasing the flexibility of the role in line with candidate expectations
 - (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's advice applies to any proposed future increases to the TRP for the executive in the position that are up to the annual adjustment guideline rate set by the Premier.
- 4 However, the Tribunal also notes that its advice must be sought again for a mid-contract remuneration adjustment (including remuneration increases above the guideline rate), reappointment, new appointment or temporary appointment if it is proposed to continue paying the executive above the maximum of the remuneration band.