

From: [Smith, Glenda](#)
To: [Enquiries \(VIRT\)](#)
Subject: Executive Remuneration bands [SEC=OFFICIAL]
Date: Wednesday, 25 June 2025 1:12:08 PM
Attachments: [image001.png](#)

OFFICIAL

Thank you for the opportunity to provide a submission regarding band increases.

For ease of administration, my submission is that these are adjusted by 3%. Any higher increase means that those at the bottom of the bands are catching up to those just above. This is consistent with current wages policy and matches those rates for EA staff.

An amount below wages policy means that EA banding/Exec banding difference is eroded.

Regards,

Glenda



Glenda Smith (she/her)
General Manager People Culture and Safety
People, Culture and Safety

[REDACTED]
[REDACTED]
40 Casey St, Tatura, Vic 3616
www.gmwater.com.au

We acknowledge Victorian Traditional Owners and their Elders past and present as the original custodians of Victoria's land and waters and commit to genuinely partnering with them and Victoria's Aboriginal community to progress their aspirations.

Any personal information in this email should be handled in accordance with the *Privacy and Data Protection Act 2014 (Vic)*. To view Goulburn-Murray Water's privacy policy please refer to our website at www.gmwater.com.au



Classification: OFFICIAL

Classified by: [REDACTED] : 25/06/2025 1:11:40 PM