

Advice to Homes Victoria to pay the Director, Investment Promotion and External Engagement above the remuneration band

Advice reference 2024/12
Date 28 March 2024

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

Details of proposal

Homes Victoria (within the Department of Families, Fairness and Housing) 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) Annual Adjustment Determination 2023*:

Executive	██████████
Position	Director, Investment Promotion and External Engagement
Remuneration band	SES-1
Maximum of band SES-1	\$279,238
Proposed TRP	██████████
Proposed percentage above the band	███
Contract period	29 January 2024 to 28 January 2026

Advice

- 1 The Victorian Independent Remuneration Tribunal advises Homes Victoria that an appropriate total remuneration package (TRP) for the executive currently in the position of Director, Investment Promotion and External Engagement is \$302,855.
- 2 This TRP is considered to be appropriate for the following reasons:
 - (a) The functions and responsibilities of the position.
 - (b) The skills, knowledge and experience required for the position.
 - (c) The remuneration benchmarking information available to the Tribunal, including data on relevant comparators within the Victorian public sector.
- 3 In providing its advice, the Tribunal has noted Homes Victoria's views on the expected contribution of the executive in the position to the delivery of its priorities at this time.
- 4 The Tribunal's advice is therefore specific to the executive currently in the position and the Tribunal considers that the need for remuneration above the band for this position will need to be reassessed when the executive's contract expires.
- 5 The Tribunal notes that its advice must be sought again for a mid-contract remuneration adjustment, reappointment or a new appointment, if it is proposed to continue paying the executive above the maximum of the remuneration band.