

Advice to V/Line to pay the Director – Internal Project Delivery above the remuneration band

Advice reference 2025/02
Date requested 11 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

V/Line requested advice on a proposal to pay the following executive position above the maximum of the relevant remuneration band set by the *Remuneration bands for executives employed in prescribed public entities (Victoria) Determination No. 01/2024*.

Position	Director – Internal Project Delivery
Remuneration band	PESES-1
Maximum of band	\$290,600
Proposed TRP	██████████
Proposed percentage above the band	██████
Contract period	12 months from date of appointment

Advice

- 1 The Victorian Independent Remuneration Tribunal advises V/Line that an appropriate total remuneration package (TRP) for the position of Director – Internal Project Delivery is up to \$350,000.
- 2 The Tribunal considers this TRP to be appropriate for the following reasons:
 - (a) Remuneration relativities with roles at V/Line that have similar functions and responsibilities.
 - (b) The Tribunal’s assessment of current and forecast labour market conditions relevant to the position, drawing on information published by bodies including Jobs and Skills Australia and Infrastructure Australia.
 - (c) Recent market testing conducted by V/Line, which suggests that payment above the band is necessary to secure a candidate with the requisite skills, knowledge and experience.
 - (d) The short-term nature of the position.
- 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 position or incumbent executive above the maximum of the remuneration band.