

Advice to Victorian Infrastructure Delivery Authority to pay the Executive Director, Signalling Strategy above the remuneration band

Advice reference 2025/10
Date requested 2 July 2025
Date provided 18 July 2025

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

Details of proposal

The Victorian Infrastructure Delivery Authority (VIDA) 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*.

Executive	██████████
Position	Executive Director, Signalling Strategy
Remuneration band	SES-2
Maximum of band	\$419,000
Proposed TRP	██████████
Proposed percentage above the band	██████
Contract period	1 August 2025 – 31 July 2028

Advice

- 1 The Victorian Independent Remuneration Tribunal advises VIDA that an appropriate total remuneration package (TRP) for an executive in the position of Executive Director, Signalling Strategy is \$575,373.
- 2 The Tribunal considers the TRP to be appropriate for the following reasons:
 - (a) The skills, knowledge and specialised experience required for the position, and how these would support the delivery of key strategic signalling initiatives.
 - (b) Available market data indicates a current skills shortage for some specialist positions in the major transport infrastructure sector. The need for remuneration above the band for this position will need to be reassessed as labour market conditions change, and to be carefully considered when the executive contract expires.
 - (c) Consistency with the Tribunal's previous advice for this position and other comparable positions.
- 3 The Tribunal's advice covers 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.