

Advice to the Victorian Infrastructure Delivery Authority to pay the Director, Engineering above the remuneration band

Advice reference 2025/11
Date requested 3 July 2025
Date provided 16 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 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	Director, Engineering
Remuneration band	SES-2
Maximum of band	\$419,000
Proposed TRP	██████████
Proposed percentage above the band	██████
Contract period	1 April 2026 – 30 March 2029

Advice

- 1 The Victorian Independent Remuneration Tribunal advises the Victorian Infrastructure Delivery Authority (VIDA) that an appropriate total remuneration package (TRP) for an executive in the position of Director, Engineering is \$466,092.
- 2 The Tribunal considers the TRP to be appropriate for the following reasons:
 - (a) The functions and responsibilities of the position and the skills and capabilities required to perform them.
 - (b) The market information available to the Tribunal, including benchmarking data on relevant market comparators and supply and demand conditions for executives with relevant skills, capabilities and experience.
 - (c) Remuneration relativities with comparable positions at the VIDA and in the Victorian public sector.
- 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.