

## Advice to the Suburban Rail Loop Authority to pay the Deputy Package Director, Linewide and Operations above the remuneration band

Advice reference            2025/12  
Date requested            18 August 2025  
Date provided            27 August 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 Suburban Rail Loop 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 prescribed public entities (Victoria) Determination No. 01/2024*.

|                                           |                                                  |
|-------------------------------------------|--------------------------------------------------|
| <b>Executive</b>                          | ██████████                                       |
| <b>Position</b>                           | Deputy Package Director, Linewide and Operations |
| <b>Remuneration band</b>                  | SES-2                                            |
| <b>Maximum of band</b>                    | \$419,000                                        |
| <b>Proposed TRP</b>                       | ██████████                                       |
| <b>Proposed percentage above the band</b> | ██████                                           |
| <b>Contract period</b>                    | 5 September 2025 – 4 September 2030              |

## Advice

- 1 The Victorian Independent Remuneration Tribunal advises the Suburban Rail Loop Authority (SRLA) that an appropriate total remuneration package (TRP) for an executive in the position of Deputy Package Director, Linewide and Operations is \$440,000.
- 2 The Tribunal considers this TRP to be appropriate for the following reasons:
  - (a) Available information on market conditions, including relevant market benchmarking data.
  - (b) Recent market testing conducted by the SRLA, which indicate an above band TRP may be necessary to attract or retain an executive with the necessary skills and experience.
  - (c) Relativities within the position's work group and with peer roles at the SRLA, including positions for which the Tribunal has previously provided advice.
- 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.