

DETERMINATION

Victorian Independent Remuneration Tribunal and Improving Parliamentary Standards Act 2019 (Vic)

Part 3—Determination of the remuneration bands for executives employed in public service bodies.

Remuneration bands for executives employed in public service bodies (Victoria) Determination No. 01/2024

[varied by [2025] DVPSA 01]

The Remuneration bands for executives employed in public service bodies (Victoria) Determination No. 01/2024 was made on 2 July 2024.

This consolidated version includes variations made on 23 September 2025
[[2025] DVPSA 01].



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Statement of Reasons

Part 1 – Legal matters and definitions

1. **Title:** This Determination is the *Remuneration bands for executives employed in public service bodies (Victoria) Determination No. 01/2024* and is made under Part 3 of the *Victorian Independent Remuneration Tribunal and Improving Parliamentary Standards Act 2019* (Vic) by the Victorian Independent Remuneration Tribunal.

2. **Effective date:** This Determination takes effect on 1 July 2024.

3. Definitions

3.1. Terms not defined in this Determination have the same meaning as in the *Public Administration Act 2004* (Vic), unless the contrary intention appears.

3.2. In this Determination, unless the contrary intention appears:

FTE means Full Time Equivalent;

Public service body Head means:

- (a) a Department Head;
- (b) an Administrative Office Head;
- (c) the Victorian Public Sector Commissioner;

Senior Executive Service comprises executives other than a public service body Head;

TRP means Total Remuneration Package, and is the sum of:

- (a) base salary;
- (b) superannuation contributions;
- (c) employment benefits (i.e. non-salary) specified in the executive's contract of employment; and
- (d) the annual cost to the employer of providing the non-monetary benefits, including any fringe benefits tax payable;

VPS Executive Classification Framework means the Victorian Public Service Executive Classification Framework in relation to Senior Executive Service classifications issued by the Victorian Public Sector Commission and available on its website, as amended from time to time.

4. Coverage and application

- 4.1. This Determination sets the values of the remuneration bands for executives employed in public service bodies.

Part 2 – Remuneration bands for Senior Executive Service executives

[varied by [2025] DVPSA 01]

5. Senior Executive Service

- 5.1. The values of the remuneration bands for the Senior Executive Service executives employed in public service bodies are set out in Table 1.
- 5.2. The relevant remuneration band for each executive corresponds to the Senior Executive Service classification of that position determined under the VPS Executive Classification Framework.

[Table 1 substituted by [2025] DVPSA 01]

Table 1: Values of remuneration bands for the Senior Executive Service from 1 July 2025

Classification	Base of band TRP \$ per annum	Top of band TRP \$ per annum
Senior Executive Service-1	232,790	298,488
Senior Executive Service-2	298,489	430,740
Senior Executive Service-3	430,741	573,328

Note: The above values are for executives employed on a 1.0 FTE basis and apply pro rata to executives employed on a part-time basis.

Part 3 – Remuneration bands for public service body Heads

[varied by [2025] DVPSA 01]

6. Administrative Office Heads

- 6.1. The values of the remuneration bands for Administrative Office Heads are set out in Table 2.
- 6.2. The relevant remuneration band for each Administrative Office Head corresponds to the Administrative Office Head classification of that position determined under the VPS Executive Classification Framework.

[Table 2 substituted by [2025] DVPSA 01]

Table 2: Values of remuneration bands for Administrative Office Heads from 1 July 2025

Classification	Base of band TRP \$ per annum	Top of band TRP \$ per annum
Senior Executive Service-1 / Administrative Office Head-1	232,790	298,488
Senior Executive Service-2 / Administrative Office Head-2	298,489	430,740
Senior Executive Service-3 / Administrative Office Head-3	430,741	573,328

Note: The above values are for executives employed on a 1.0 FTE basis and apply pro rata to executives employed on a part-time basis.

7. Department Heads and the Victorian Public Sector Commissioner

7.1. The values of the remuneration band for Department Heads and the Victorian Public Sector Commissioner are set out in Table 3.

[Table 3 substituted by [2025] DVPSA 01]

Table 3: Values of remuneration band for Department Heads and the Victorian Public Sector Commissioner from 1 July 2025

Classification	Base of band TRP \$ per annum	Top of band TRP \$ per annum
Department Head / Victorian Public Sector Commissioner	620,994	837,100

Note: The above values are for executives employed on a 1.0 FTE basis and apply pro rata to executives employed on a part-time basis.