

Advice to VicGrid to pay the Director, Legal - Projects above the remuneration band

Advice reference 2025/13
Date requested 15 September 2025
Date provided 1 October 2025

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

Details of proposal

VicGrid 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) Annual Adjustment Determination 2025*.

Executive	[REDACTED]
Position	Director, Legal – Projects
Remuneration band	SES-1
Maximum of band	\$298,488
Proposed TRP	[REDACTED]
Proposed percentage above the band	[REDACTED]
Contract period	1 November 2025 – 31 October 2030

Advice

- 1 The Victorian Independent Remuneration Tribunal advises VicGrid that an appropriate total remuneration package (TRP) for an executive in the position of Director, Legal – Projects is within the SES-1 band (\$232,790 – \$298,488).
- 2 The Tribunal considers a TRP within the SES-1 Band to be appropriate based on the:
 - (a) Specialist skills and experience required for the position.
 - (b) Remuneration relativities with comparable public sector positions.
 - (c) Remuneration benchmarking information available to the Tribunal, including relativities with comparable positions in other organisations.
- 3 However, in the circumstances described in your request for advice, the Tribunal considers that an appropriate TRP for the proposed candidate in the position is between [REDACTED] per annum, subject to the outcome of the annual review process at the transferring organisation. The Tribunal considers a TRP within this range is appropriate in recognition of the specific and agreed arrangements for staff transferring to VicGrid from the organisation identified in your request for advice.
- 4 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.
- 5 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 VicGrid proposes to continue paying an executive in this position above the maximum of the remuneration band.