

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

Advice reference            2025/20  
Date requested            17 December 2025  
Date provided            13 January 2026

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) Annual Adjustment Determination 2025*.

<b>Executive</b>	██████████
<b>Position</b>	Director, Delivery
<b>Remuneration band</b>	SES-2
<b>Maximum of band</b>	\$430,740
<b>Proposed TRP</b>	██████████
<b>Proposed percentage above the band</b>	██████
<b>Contract period</b>	12 January 2026 – 11 January 2029

## Advice

- 1 The Victorian Independent Remuneration Tribunal advises VIDA that an appropriate total remuneration package (TRP) for an executive in the position of Director, Delivery is \$467,157.
- 2 The Tribunal considers this TRP to be appropriate for the following reasons:
  - (a) The functions and responsibilities of the position, and the skills and experience that are required to perform them.
  - (b) Information available to the Tribunal on market conditions, including benchmarking data, which suggests that an above the band TRP may be necessary to attract or retain an executive in this position at this time.
  - (c) Remuneration relativities with comparable positions at VIDA and in the Victorian public sector, 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's 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.