

Advice to Victorian Infrastructure Delivery Authority to pay the Executive Program Director above the remuneration band

Advice reference 2026/03
Date requested 19 February 2026
Date provided 4 March 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 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	██████████
Position	Executive Program Director
Remuneration band	SES-3
Maximum of band	573,328
Proposed TRP	██████████
Proposed percentage above the band	████
Contract period	01 November 2025 – 31 October 2030

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 Executive Program Director is \$767,963.
- 2 The Tribunal considers the TRP to be appropriate for the following reasons:
 - (a) The Tribunal's previous advice for the executive in the position [Advice 2024/14], which reflected the remuneration benchmarking information available to the Tribunal and relativities with comparable executive positions, including at VIDA.
 - (b) Adjustment of that previous advice in-line with the annual adjustment guideline rate for the 2024-25 and 2025-26 financial years and superannuation changes from 1 July 2024 and 1 July 2025.
 - (c) The functions and responsibilities of the position, including delivery of key components of a major infrastructure project.
 - (d) The skills, knowledge and experience that are relevant to the position.
- 3 However, the Tribunal considers that an appropriate TRP for the executive proposed to be appointed to the position is \$834,319 per annum, which exceeds the maximum of the relevant remuneration band. This advice reflects the project-specific knowledge and experience of the proposed appointee and their expected contribution at a critical time for the project.
- 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 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.