

## Advice to the Victorian Infrastructure Delivery Authority to pay the Executive Project Director, Metro Tunnel Project above the remuneration band

Advice reference            2026/05  
Date requested            12 March 2026  
Date provided            20 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*.

<b>Executive</b>	██████████
<b>Position</b>	Executive Project Director, Metro Tunnel Project
<b>Remuneration band</b>	SES-3
<b>Maximum of band</b>	\$573,328
<b>Proposed TRP</b>	██████████
<b>Proposed percentage above the band</b>	██████
<b>Contract period</b>	10 November 2025 – 10 November 2027

## 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 Project Director, Metro Tunnel Project is \$750,000.
- 2 The Tribunal considers this TRP to be appropriate for the following reasons:
  - (a) The functions and responsibilities of the position, including overseeing the delivery of the final stages of the Metro Tunnel Project and managing critical closeout matters.
  - (b) Available information on current market conditions, including remuneration benchmarking data, which suggests that an above the band TRP may be necessary to attract or retain an executive with the skills, capabilities and experience necessary to perform the role.
  - (c) Retention pressures affecting the position.
  - (d) 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 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.