

Advice to the V/Line Corporation to pay the Director – Project Development above the remuneration band

Advice reference 2024/38
Date requested 22 October 2024
Date provided 6 November 2024

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

Details of proposal

V/Line Corporation requested advice on a proposal to pay the following executive position above the maximum of the relevant remuneration band set by the *Remuneration bands for executives employed in prescribed public entities (Victoria) Annual Adjustment Determination 2023*.

Executive	N/A
Position	Director – Project Development
Remuneration band	PESES-1
Maximum of band	\$279,238
Proposed TRP	██████████
Proposed percentage above the band	██████
Contract period	TBC

Advice

- 1 The Victorian Independent Remuneration Tribunal advises V/Line Corporation (V/Line) that an appropriate total remuneration package (TRP) for an executive in the position of Director – Project Development is up to \$350,000.
- 2 The Tribunal considers this TRP range to be appropriate for the following reasons:
 - (a) Remuneration relativities with roles at V/Line that have similar functions and responsibilities, in particular, the other executive roles in the Project Leadership Team.
 - (b) The market testing and recruitment processes conducted by V/Line, which suggest that payment above the band is necessary to secure a candidate with the requisite skills, knowledge and experience.
 - (c) The Tribunal’s assessment of current and forecast labour market conditions relevant to the position, drawing on information published by bodies including Jobs and Skills Australia and Infrastructure Australia.
 - (d) The remuneration provided to similar roles across the Victorian public sector.
- 3 The Tribunal also notes that its advice must be sought again for a mid-contract remuneration adjustment, reappointment, new appointment or temporary appointment if it is proposed to continue paying the executive above the maximum of the remuneration band.