

Advice to the Victorian Infrastructure Delivery Authority to pay the Specialist Advisor, Delivery above the remuneration band

Advice reference 2025/15
Date requested 7 October 2025
Date provided 21 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

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	Specialist Advisor, Delivery
Remuneration band	SES-2
Maximum of band	\$430,740
Proposed TRP	██████████
Proposed percentage above the band	████
Contract period	17 February 2026 – 16 February 2029

Advice

- 1 The Victorian Independent Remuneration Tribunal advises the Victorian Infrastructure Delivery Authority that an appropriate total remuneration package (TRP) for an executive in the position of Specialist Advisor, Delivery is within the SES-2 band (\$298,489 – \$430,740).
- 2 The Tribunal considers a TRP within the SES-2 band to be appropriate based on:
 - (a) The knowledge, skills and experience required for the position, which are reflected in the position's SES-2 classification.
 - (b) The information available to the Tribunal on remuneration for comparator positions, including remuneration relativities within VIDA and market benchmarking data.
- 3 However, as this is a reappointment, the Tribunal considers that an appropriate TRP for the executive proposed to be reappointed to the position is \$446,436 per annum, which exceeds the maximum of the relevant remuneration band.
- 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.