

Advice to V/Line Corporation to pay the Executive Director – Communications and Engagement above the remuneration band

Advice reference 2025/19
Date requested 26/11/2025
Date provided 9 December 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 V/Line Corporation 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 prescribed public entities (Victoria) Annual Adjustment Determination 2025*.

Executive	N/A
Position	Executive Director – Communications and Engagement
Remuneration band	PESES-1
Maximum of band	\$298,488
Proposed TRP	████████
Proposed percentage above the band	██████
Contract period	5-year contract

Advice

- 1 The Victorian Independent Remuneration Tribunal advises V/Line Corporation that an appropriate total remuneration package (TRP) for an executive in the position of Executive Director – Communications and Engagement is \$340,000 per annum.
- 2 The Tribunal considers the TRP to be appropriate for the following reasons:
 - (a) The proposed functions and responsibilities of the position, and how the role is, over time, expected to influence the communications and engagement operations of V/Line.
 - (b) The market information available to the Tribunal, including benchmarking data on relevant market comparators provided by V/Line Corporation.
 - (c) Remuneration relativities with comparable positions at the V/Line Corporation and in the Victorian public sector.
- 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.