

14 February 2020

Warren McCann
Chair
Victorian Independent Remuneration Tribunal
Suite 1, Ground Floor
1 Treasury Place
Melbourne Vic 3002

Dear Mr McCann

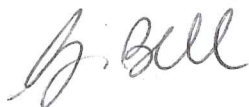
Re: Submission – Proposed Determination

I refer to your letter of 29 January 2020 regarding the requirement for the Victorian Independent Remuneration Tribunal to make a Determination to set the values of remuneration bands for executives employed in prescribed public entities. The Board thanks you for the opportunity to make a submission on the matters raised in your letter.

V/Line Corporation requests that the Tribunal before issuing any Determination in relation to remuneration bands considers the need for some flexibility within the regime for when V/Line recruits for specialist roles within the transport sector. V/Line competes with the state owned and private markets, both nationally and internationally, to fill executive roles that require rail infrastructure and rail passenger operations expertise. In V/Line's experience it is a highly competitive recruitment market to attract experienced and skilled rail industry executives. For example, an extensive search was undertaken for V/Line's current Chief Executive Officer both in Australia and overseas and the successful candidate was based in England prior to accepting this position.

Please do not hesitate to contact me if you require any further information.

Yours sincerely

A handwritten signature in black ink that reads 'G. Bell'.

Gabrielle Bell
Chair