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| Remuneration of Key Management Personnel  Financial Year 2021-2022 | | | | | | | | | |
|  |  | **Short-term benefits** | | | **Post-employment benefits** | **Other long-term benefits** | | **Termination benefits** | **Total remuneration** |
| **Name** | **Position Title** | **Base Salary** | **Bonuses** | **Other benefits and allowances** | **Superannuation contributions** | **Long Service Leave** | **Other long-term benefits** |  |  |
| John Harvey | Managing Director | $347,819.10 | - | - | $23,568.00 | - | - | - | $371,387.10 |
| Belinda Allitt | General Manager, Communications & Capacity Building | $226,000.00 | - | - | $22,600.00 | - | - | - | $248,600.00 |
| Louise Heaslip | General Manager, Corporate | $212,221.20 | - | - | $20,161.01 | - | - | - | $232,382.21 |
| Michael Beer | General Manager, Business Development | $212,221.20 | - | - | $20,161.01 | - | - | - | $232,382.21 |
| John Smith | General Manager, Research | $202,574.78 | - | - | $19,244.60 | - | - | - | $221,819.39 |

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| Remuneration of Senior Executives  Financial Year 2021-2022 | | | | | | | | | |
|  |  | **Short-term benefits** | | | **Post-employment benefits** | **Other long-term benefits** | | **Termination benefits** | **Total remuneration** |
| **Total remuneration bands** | **Number of senior executives** | **Average Base Salary** | **Average Bonuses** | **Average Other benefits and allowances** | **Average Superannuation contributions** | **Average Long Service Leave** | **Average Other long-term benefits** | **Average termination benefits** | **Average total remuneration** |
| $0 - $220,000 | 11 | $136,120.73 | - | - | $21,347.12 | - | - | - | $157,467.85 |

Key requirements/definitions:

The ‘reportable salary’ column is prepared on a cash basis using reportable salary as defined as the sum of:

1. gross payments (excluding bonuses)
2. reportable fringe benefits (net amount)
3. reportable employer superannuation contributions
4. exempt foreign employment income

as reported in an individual’s payment summary.

The ‘contributed superannuation’ column is prepared on a cash basis using contributed superannuation as defined as follows:

1. For individuals that are in a defined contribution scheme (e.g., PSSap), ‘Contributed superannuation’ should include the defined contribution amounts.

This amount is typically located on the individual’s pay advice, or

1. For individuals that are in a defined benefit scheme (e.g. PSS and CSS), ‘Contributed superannuation’ should include the Notional Employer Contribution Rate (NECR) amount, Employer Productivity Superannuation Contribution (also known as the Productivity Component) and any additional Lump Sum Contribution paid during the financial reporting period.

The ‘reportable allowances’ column is prepared on a cash basis using reportable allowances as is equal to the ‘total allowances’ figure as reported in an individual’s payment summary.

Reportable allowances excludes any allowances already reported in the gross payments line in the payment summary. The ‘bonus paid’ column is prepared on a cash basis using bonus paid as is equal to the actual bonus paid to individuals during the reporting period and is a component of gross payments reported on the payment summary.

**Definitions of Personnel**

(as per <https://www.finance.gov.au/government/managing-commonwealth-resources/commonwealth-entities-executive-remuneration-reporting-guide-annual-reports-rmg-138/senior-executives>)

**Key Management Personnel:**

Under AASB 124, KMP are **those persons having authority and responsibility for planning, directing and controlling the activities of the entity, directly or indirectly, including any director (whether executive or otherwise) of that entity.** Commonwealth entities in preparing their annual financial statements would have decided which persons meet the definition of KMP.   
  
Consistent with this definition, the Accountable Authority of entities, including Secretaries of Departments of State, Chief Executives of non-corporate Commonwealth entities, and non-executive Board members are considered to be KMP.

Common examples of other KMP determined by Commonwealth entities in preparing their financial statements in accordance with AASB 124 may include, but is not limited to, the following:

***Corporate Commonwealth Entities:***

* Chief Executive Officers
* Deputy Chief Executive Officers
* Senior Counsel
* **Group General Managers / Group Managing Directors**

**Senior Executives:**

Senior executives are any of the following who are not key management personnel (KMP):

(a) an official with a classification in Groups 9 to 11 of the table in [*Schedule 1 to the Public Service Classification Rules 2000*](https://www.legislation.gov.au/Series/F2005B01581) , or

**(b) an official with a position equivalent to an official covered by paragraph (a). For corporate Commonwealth entities that do not employ staff under the**[***Public Service Act 1999***](https://www.legislation.gov.au/Series/C2004A00538)**, this would include an official other than a KMP who is responsible for making decisions, or having substantial input into decisions, that affect the operations of an entity, and**

(c) an officer of the Australian Defence Force with a rank equivalent to a classification covered by paragraph (a). This would include Commodores, Brigadiers, and Air Commodores, and all officers of a higher rank.