



## 2020 Australian Board Remuneration Survey Report

### Contributor Detail

Please supply details about your organisation from either the 2018/19 year end or the first 6 months of 2019/20 annualised, for the following:

- Q1** Name of Organisation  
**Q2** Revenue \$  
**Q3** Total Assets \$  
**Q4** Employees (FTE)

### Type of Organisation

**Q5** Please choose only **one type** to describe your organisation from the following list below:

- ASX 200 company
- Large (200+ employees) – listed
- Large (200+ employees) – public unlisted
- Large (200+ employees) – private
- Medium (10-199 employees) – listed
- Medium (10-199 employees) – public unlisted
- Medium (10-199 employees) – private
- Co-operative
- Not-for-profit:
  - Charity
  - Community Housing
  - Disability
  - Education
  - Health
  - Aged Care
  - Professional/Industry
  - Sport & recreation
  - Other
- Government:
  - Large (200+ employees)
  - Medium (10-199 employees)
  - Small (1-9 employees)

## **Type of Industry**

**Q6** Please choose only one type to describe your organisation from the list below:

Agriculture, Forestry and Fishing  
Mining  
Mining – Junior  
Manufacturing  
Electricity, Gas, Water and Waste Services  
Construction  
Wholesale Trade  
Retail Trade  
Accommodation and Food Services  
Transport, Postal and Warehousing  
Information Media and Telecommunications  
Financial and Insurance Services  
Rental, Hiring and Real Estate Services  
Professional, Scientific and Technical Services  
Administrative and Support Services  
Public Administration and Safety  
Education and Training  
Health Care and Social Assistance  
Arts and Recreation Services  
Other Services

## **Director Remuneration Fees (if fees are paid)**

Please supply remuneration figures for your Directors expressed as a per annum amount **including** the Super Guarantee Levy, if fees are paid:

<b>Q7</b>	Chairman Fee	\$
<b>Q8</b>	Deputy Chairman Fee	\$
<b>Q9</b>	<u>Individual</u> Director Fee	\$

## **Committee Fees (if fees are paid)**

If your organisation pays Directors Committee Fees, please supply remuneration figures expressed as a per annum amount **including** the Super Guarantee Levy but **excluding** Director fees:

<b>Q10</b>	Audit Committee Chair Fee	\$
<b>Q11</b>	Finance Committee Chair Fee	\$
<b>Q12</b>	Governance Committee Chair Fee	\$
<b>Q13</b>	Nominations Committee Chair Fee	\$
<b>Q14</b>	Remuneration Committee Chair Fee	\$
<b>Q15</b>	Risk Committee Chair Fee	\$
<b>Q16</b>	Audit Committee Director Fee	\$
<b>Q17</b>	Finance Committee Director Fee	\$
<b>Q18</b>	Governance Committee Director Fee	\$
<b>Q19</b>	Nominations Committee Director Fee	\$
<b>Q20</b>	Remuneration Committee Director Fee	\$
<b>Q21</b>	Risk Committee Director Fee	\$

### **Executive Remuneration**

Please supply remuneration details for your Executive and C-Suite positions from the 1<sup>st</sup> July 2019 expressed as a Total Remuneration Package. This should **include** salary and all benefits plus FBT but should **exclude** any performance bonus payments of either **a short term or long term nature**:

Q22	Managing Director (MD)	\$
Q23	Finance Director/Executive (CFO)	\$
Q24	Chief Executive Officer, if not MD	\$
Q25	Company Secretary	\$
Q26	General Counsel & Company Secretary	\$
Q27	CFO & Company Secretary	\$
Q28	General Counsel	\$
Q29	Chief Risk Officer / Chief Governance Officer	\$
Q30	Chief Operating Officer	\$
Q31	Chief Information Officer	\$
Q32	Chief People & Culture Officer	\$
Q33	Chief Marketing Officer	\$
Q34	Chief Digital Officer	\$
Q35	Chief Sales Officer	\$

### **Executive Performance Bonus % Achievable**

Please supply the Maximum Performance Bonus Percentage Achievable, **not** what was paid, if your Executive, Governance and C-Suite are paid performance bonuses each year:

Q36	Managing Director (MD)	%
Q37	Finance Director/Executive (CFO)	%
Q38	Chief Executive Officer, if not MD	%
Q39	Company Secretary	%
Q40	Deputy Company Secretary	%
Q41	CFO & Company Secretary	%
Q42	General Counsel	%
Q43	Chief Risk Officer / Chief Governance Officer	%
Q44	Chief Operating Officer	%
Q45	Chief Information Officer	%
Q46	Chief People & Culture Officer	%
Q47	Chief Marketing Officer	%
Q48	Chief Digital Officer	%
Q49	Chief Sales Officer	%

### **Remuneration Increase % Given**

Please supply the remuneration increase given in the last year expressed as a percentage for each of the roles below:

Q50	Managing Director (MD)	%
Q51	Finance Director/Executive (CFO)	%
Q52	Chief Executive Officer, if not MD	%
Q53	Company Secretary	%
Q54	General Counsel & Company Secretary	%
Q55	CFO & Company Secretary	%
Q56	General Counsel	%
Q57	Chief Risk Officer / Chief Governance Office	%
Q58	Chief Operating Officer	%
Q59	Chief Information Officer	%
Q60	Chief People & Culture Officer	%
Q61	Chief Marketing Officer	%
Q62	Chief Digital Officer	%
Q63	Chief Sales Officer	%

### **Remuneration Governance Questions (if the Board pays fees)**

- Q64 Which month of the year does the Board usually decide on increases to remuneration for the following year?
- Q65 Was there an increase given to Directors in the period 1 Jan 2019 – 31 Dec 2019?  
YES/NO
- Q66 If yes, what was the average percentage increase received by Directors in the period 1 Jan 2019 – 31 Dec 2019? .....%
- Q67 On what criteria are Board Remuneration increases based?  
Consumer Price Index  
Wage Price Index  
AWOTE  
Organisation performance  
Industry Surveys  
Consultant Benchmarking
- Q68 On what basis does the Board pay Directors for Committee work?  
Included in Board fees  
Board fee + Committee fees

**To complete the Survey on-line please return to the website**  
[www.mmcsurveys.com](http://www.mmcsurveys.com)

**Thank you for your participation.**