

Cbus Executive Remuneration Report 2017/2018

As at 30 June 2018

Executive	Date Commenced	Date Left during the period	Financial Year End	Total Remuneration Package	Actual cash salary	Superannuation	Short term compensated absences	Other short term employee benefits	Performance payment	Total Amount of Remuneration Paid to Executive	Comments and explanatory notes
D Atkin Chief Executive Officer	29/01/2008		2018	699,254.60	622,661.79*	25,000.00	90,765.06^	-	90,903.00*	738,426.85	Notice Period - 6 months' notice by either party Other – Car park Provided ^Short Term absences - leave taken +Motor Vehicle Adjustment 2018 * Performance Payments were paid in September 2018
			2017	644,646.60	589,230.93*	25,000.04	35,653.47^	-		649,884.44	
M Boucher Group Executive People, Technology & Enablement	15/04/2013		2018	400,000.00	292,301.02*	25,000.00	46,199.07^	22,884.76#	52,920.00*	386,384.85	Notice Period - 6 weeks' notice by either party (additional requirements in relation to a retrenchment or redundancy) Other – Car park Provided (28/5/2018) #Health & Wellbeing Reimbursement, Higher Duties & Bonus ^Short Term absences - leave taken +Motor Vehicle Adjustment 2018 * Performance Payments were paid in September 2018
			2017	350,000.00	267,497.54*	30,000.10	38,432.71^	15,942.75#		351,873.10	
R Campo Group Executive Brand, Advocacy, Marketing & Product	31/07/2017		2018	350,000.00	260,732.14	21,349.63	10,274.04^	59,400.00#	21,282.00*	292,949.81	Notice Period - 6 weeks' notice by either party (additional requirements in relation to a retrenchment or redundancy) #Health & Wellbeing Reimbursement ^Short Term absences - leave taken * Performance Payments were paid in September 2018
J Coysh Group Executive Employers, Corporate Development & Strategy	14/07/2015		2018	383,000.00	334,269.63*	19,316.40	17,916.79^	14,594.00#	46,276.00*	386,096.82	Notice Period - 6 weeks' notice by either party (additional requirements in relation to a retrenchment or redundancy) Other – Car park Provided #Health & Wellbeing Reimbursement & Bonus ^Short Term absences – leave taken +Motor Vehicle Adjustment 2016 * Performance Payments were paid in September 2018
			2017	375,000.00	328,869.58*	19,435.95	19,819.51^	42,797.00#		410,922.04	
K Fok Chief Investment Officer	03/12/2012		2018	625,000.00	560,192.26	25,000.00	39,230.77^	30,518.11#	81,797.00*	654,941.14	Notice Period - 6 weeks' notice by either party (additional requirements in relation to a retrenchment or redundancy) #Health & Wellbeing Reimbursement, Bonus & Mileage ^Short Term absences - leave taken * Performance Payments were paid in September 2018
			2017	595,000.00	502,115.40	30,000.10	62,346.16^	23,620.40#		618,082.06	
C Norman Acting Group Executive Member Experience	24/05/2018		2018	311,000.00*	17,307.70	1,923.08	-	5,161.53#	-	24,392.31	Notice Period - 4 weeks' notice by either party *Includes Higher Duties Allowance #Higher Duties Allowance
K Wells-Jansz Group Executive Finance, Risk & Governance	16/02/2009		2018	360,000.00	310,654.23*	20,048.86	31,437.41^	13,594.00#	21,513.00*	375,734.50	Notice Period - 6 weeks' notice by either party (additional requirements in relation to a retrenchment or redundancy) #Health & Wellbeing Reimbursement & Bonus ^Short Term absences - leave taken +Motor Vehicle Adjustment 2018 * Performance Payments were paid in September 2018
			2017	325,000.00	268,870.01*	19,610.96	36,446.99^	16,487.00#		341,414.96	
Executives who left during the period											
T Donohue Executive Manager Investment Management	04/01/2000	22/12/2017	2018	510,500.00	218,433.65	12,500.02	24,114.45^	27,500.00#	-	282,548.12	Notice Period - 6 weeks' notice by either party (additional requirements in relation to a retrenchment or redundancy) #Higher Duties Allowance & Bonus ^Short Term absences - leave taken
			2017	500,000.00	400,496.49	33,859.90	51,375.00^	22,502.00#		508,233.39	
M Murray Group Executive People, Technology & Enablement	11/09/2017	09/03/2018	2018	440,000.00	192,735.60	18,269.25	14,764.42^	98,240.81#	-	324,010.08	Notice Period - 6 weeks' notice by either party (additional requirements in relation to a retrenchment or redundancy) #Health & Wellbeing Reimbursement & Termination Payment ^Short Term absences - leave taken