

Cbus Executive Remuneration Report 2019/2020

As at 30 June 2020

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		2020	735,357.00	655,302.41	25,000.00	54,642.86	6,963.89	180,911.00*	922,820.00	Notice Period – 6 months' notice by either party Other – Car park Provided ^Short Term absences – leave taken <Motor Vehicle Adjustment 2020 ± Performance Payments made in September 2019 include deferral payments from FY18 * Performance payments made in September 2020 include vested 50% of FY 20 & deferral payments from FY19, FY18
			2019	713,939.00	662,158.88	25,000.00	26,497.64	6,782.42^	143,631.00±	811,342.00	
M Boucher Group Executive People, Technology & Enablement	15/04/2013		2020	420,240.00	359,315.56	25,000.00	34,168.93	12,167.18	102,617.00*	533,269.00	6 weeks' notice by either party (additional requirements in relation to a retrenchment or redundancy) Other – Car park Provided #Health & Wellbeing Reimbursement & Higher Duties ^Short Term absences – leave taken +Motor Vehicle Adjustment 2020 ± Performance Payments made in September 2019 include deferral payments from FY18 * Performance payments made in September 2020 include vested 50% of FY 20 & deferral payments from FY19, FY18
			2019	408,000.00	339,482.71	25,000.00	43,363.48	1,891.00#	84,248.00±	462,657.19	
R Campo Group Executive Brand, Advocacy and Product	31/07/2017		2020	400,030.00	340,842.96	24,262.43	22,294.09	2,540.40	53,894.00*	443,834.00	6 weeks' notice by either party (additional requirements in relation to a retrenchment or redundancy) # Health & Wellbeing Reimbursement, Mileage, Motor Vehicle 2020 ^Short Term absences – leave taken * Performance Payments were paid in September 2018 ± Performance Payments made in September 2019 include deferral payments from FY18 * Performance payments made in September 2020 include vested 50% of FY 20 & deferral payments from FY19, FY18
			2019	357,000.00	297,428.85	24,759.66	28,051.92	3,214.89^	34,618.00±	374,737.32	
K Fok Chief Investment Officer	03/12/2012		2020	650,000.00	574,399.03	25,000.00	50,480.76	594.00	238,178.00*	888,652.00	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 made in September 2019 include deferral payments from FY18 * Performance payments made in September 2020 include vested 50% of FY 20 & deferral payments from FY19, FY18
			2019	643,750.00	561,274.08	25,000.00	57,115.39	1,094.00#	130,863.00±	726,280.47	
W Martin Chief Risk Officer	01/07/2019		2020	340,000.00	290,216.28	25,000.00	14,591.35	4,413.76	20,233.00*	354,454.00	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 made in September 2020 include vested 50% of FY 20
N Vamvakas Group Executive, Strategy & Growth	26/08/2019		2020	400,000.00	303,605.82	20,673.11	6,490.40	0.00	41,990.00*	372,759.00	6 weeks' notice by either party (additional requirements in relation to a retrenchment or redundancy) ^Short Term absences – leave taken * Performance payments made in September 2020 include vested 50% of FY 20
M Walker Group Executive, Member & Employer Experience	28/10/2019		2020	400,000.00	245,192.36	16,346.18	0.00	556.97	31,847.00*	293,943.00	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 made in September 2020 include vested 50% of FY 20
K Wells-Jansz Group Executive Finance, Risk & Governance	16/02/2009		2020	400,030.00	348,855.54	20,993.48	29,895.81	22,460.97	50,745.00*	472,951.00	6 weeks' notice by either party (additional requirements in relation to a retrenchment or redundancy) #Health & Wellbeing Reimbursement, Annual Leave Cashout ^Short Term absences – leave taken ± Performance Payments made in September 2019 include deferral payments from FY18 * Performance payments made in September 2020 include vested 50% of FY 20 & deferral payments from FY19, FY18
			2019	385,200.00	318,437.97	20,522.14	45,755.42	1,117.13#	34,154.00±	407,345.16	
Executives who left during the period											
C Norman Acting Group Executive Member & Employer Experience	24/05/2018	27/10/20	2020	350,000.00	94,153.84	8,653.86	11,769.23	0.00	24,289.00*	138,865.93	4 weeks' notice by either party *Includes Higher Duties Allowance #Higher Duties Allowance ± Performance Payments were paid in September 2019 * Performance payments made in September 2020 include deferral payments from FY19
			2019	331,000.00	249,300.07	24,759.67	24,784.57	23,461.52#	40,481.00±	324,805.83	