

Cbus Executive Remuneration Report 2020/2021

As at 30 June 2021

Executive	Date Commenced	Date Left during the period	Financial Year End	Fixed 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
J Arter Chief Executive Officer	24/08/2020		2021	736,000.00	574,269.00	20,673.11	13,673.07	384.08	68,803.18	677,802.44	Notice Period – 6 months' notice by either party Other – Car park Provided – Short Term absences – leave taken – Other short term emp benefits: Motor Vehicle adjustment – Performance payments made in September 2021 include vested 50% of FY 21
R Campo Group Executive Brand, Advocacy and Product	31/07/2017		2021	400,030.00	354,836.06	25,000.00	20,193.92	2,818.08	58,596.00	461,444.06	6 weeks' notice by either party (additional requirements in relation to a retrenchment or redundancy) – Other short term emp benefits: Health & Wellbeing Reimbursement, Motor Vehicle adjustment – Short Term absences – leave taken – Performance payments made in September 2021 include vested 50% of FY 21 & deferral payments from FY20, FY19
			2020	400,030.00	340,842.96	24,262.43	22,294.09	2540.40	53,894.00	443,834.00	
K Fok Chief Investment Officer	03/12/2012		2021	752,941.00	665,695.58	25,000.00	7,211.54	594.00	304,656.13	1,003,157.25	6 weeks' notice by either party (additional requirements in relation to a retrenchment or redundancy) – Other short term emp benefits: Health & Wellbeing Reimbursement – Short Term absences – leave taken – Performance payments made in September 2021 include vested 50% of FY 21 & deferral payments from FY20, FY19
			2020	650,000.00	574,399.03	25,000.00	50,480.76	594.00	238,178.00	888,652.00	
W Martin Chief Risk Officer	01/07/2019		2021	374,000.00	309,123.13	25,000.00	38,961.53	0.00	30,568.46	403,653.12	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 2021 include vested 50% of FY 21 & deferral payments from FY20
			2020	340,000.00	290,216.28	25,000.00	14,591.35	4,413.76	20233.00	354,454.00	
N Vamvakas Group Executive, Strategy & Growth	26/08/2019		2021	400,000.00	366,964.36	25,000.00	8,035.72	0.00	70,118.85	470,118.93	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 2021 include vested 50% of FY 21 & deferral payments from FY20
			2020	400,000.00	303,605.82	20,673.11	6,490.40	0.00	41990.00	372,759.00	
M Walker Group Executive, Member & Employer Experience	28/10/2019		2021	400,000.00	344,351.03	25,000.00	30,649.05	3568.32	62,938.08	466,506.48	6 weeks' notice by either party (additional requirements in relation to a retrenchment or redundancy) – Other short term emp benefits: Motor Vehicle adjustment – Short Term absences – leave taken – Performance payments made in September 2021 include vested 50% of FY 21 & deferral payments from FY20
			2020	400,000.00	245,192.36	16,346.18	0.00	556.97	31,847.00	293,943.00	
K Wells-Jansz Group Executive Finance, Risk & Governance	16/2/2009		2021	400,030.00	367,365.09	21,002.54	11,662.39	297.00	56,851	457,177.93	6 weeks' notice by either party (additional requirements in relation to a retrenchment or redundancy) – Other short term emp benefits: Health & Wellbeing Reimbursement – Short Term absences – leave taken – Performance payments made in September 2021 include vested 50% of FY 21 & deferral payments from FY20, FY19
			2020	400,030.00	348,855.54	20,993.48	29,895.81	22,460.97	50,745	472,951.00	
M Robinson Chief Information & Technology Officer	18/01/2021		2021	400,000.00	158,653.88	10,576.94	0.00	0.00	19,927	189,157.94	3 months' notice by either party (additional requirements in relation to a retrenchment or redundancy) – Short Term absences – leave taken – Performance payments made in September 2021 include vested 50% of FY 21
K Miller Group Executive People & Culture	22/02/2021		2021	380,000.00	109,230.79	8,173.09	6,826.93	0.00	15,142	139,373.29	3 months' notice by either party (additional requirements in relation to a retrenchment or redundancy) – Short Term absences – leave taken – Performance payments made in September 2021 include vested 50% of FY 21
Executives who left during the period											
D Atkin Chief Executive Officer	29/01/2008	30/10/2020	2021	735,357.00	259,553.58	9,134.63	0.00	360,691.81	90,294.18	719,674.20	6 weeks' notice by either party (additional requirements in relation to a retrenchment or redundancy) – Other short term emp benefits: Motor Vehicle adjustment, Annual Leave on termination, Long Service Leave – Short Term absences – leave taken – Performance payments made in September 2021 include vested 50% of FY 21 & deferral payments from FY20, FY19
			2020	735,357.00	655,302.41	25,000.00	54,642.86	6963.89	180,911.00	922,820.00	
M Boucher Group Executive People, Technology & Enablement	15/04/2013	03/01/2021	2021	420,240.00	212,948.70	16,671.98	0.00	441,418.44	0.00	671,039.12	6 weeks' notice by either party (additional requirements in relation to a retrenchment or redundancy) – Other short term emp benefits: Annual leave payment, Termination payment, Redundancy payment – Short Term absences – leave taken
			2020	420,240.00	359,315.56	25,000.00	34,168.93	12167.18	102,617.00	533,269.00	