

Executive Officer remuneration disclosure for the year ended 30 June 2019 - Board of Directors

Name	Position	Date commenced	Date ceased	Cash salary, fees & short-term compensated absences	Short-term cash profit-sharing & other bonuses	Non-monetary benefits	Other short-term employee benefits	Total short-term employee benefits	Pension & superannuation benefits	Other post-employment benefits	Total post-employment benefits	Long-term employee benefits	Termination benefits	Share-based payment compensation	Total payments & benefits
Patricia Cross	Chair	1 Jul 2014	N/A	\$138,029	–	–	–	\$138,029	\$13,113	–	\$13,113	–	–	–	\$151,141
Ariane Barker	Director	13 Sep 2016	N/A	\$74,019	–	–	–	\$74,019	\$7,032	–	\$7,032	–	–	–	\$81,050
Chris Ellison	Director	1 Jul 2014	N/A	\$66,020	–	–	–	\$66,020	\$10,167	–	\$10,167	–	–	–	\$76,187
Nadine Flood	Director	1 Jul 2011	N/A	\$74,019	–	–	–	\$74,019	\$11,399	–	\$11,399	–	–	–	\$85,417
Winsome Hall	Director	1 Jul 2011	N/A	\$68,965	–	–	–	\$68,965	\$18,410	–	\$18,410	–	–	–	\$87,375
Garry Hounsell	Director	1 Jul 2016	N/A	\$82,017	–	–	–	\$82,017	\$7,792	–	\$7,792	–	–	–	\$89,809
Sunil Kemppi	Director	1 Jul 2016	N/A	\$66,020	–	–	–	\$66,020	\$10,167	–	\$10,167	–	–	–	\$76,187
Tony Needham	Director	1 Jul 2016	N/A	\$71,898	–	–	–	\$71,898	\$9,621	–	\$9,621	–	–	–	\$81,519
Peggy O'Neal	Director	1 Jul 2011	N/A	\$69,944	–	–	–	\$69,944	\$6,645	–	\$6,645	–	–	–	\$76,588
Margaret Staib	Director	2 May 2014	N/A	\$79,892	–	–	–	\$79,892	\$10,005	–	\$10,005	–	–	–	\$89,897
Michael Vertigan	Director	1 Jul 2017	N/A	\$66,020	–	–	–	\$66,020	\$6,272	–	\$6,272	–	–	–	\$72,292

The attached notes form part of these Executive Officer remuneration disclosures.

Executive Officer remuneration disclosures for the year ended 30 June 2019 - Executives

Name	Position	Date commenced	Date ceased	Cash salary, fees & short-term compensated absences	Short-term cash profit-sharing & other bonuses	Non-monetary benefits	Other short-term employee benefits	Total short-term employee benefits	Pension & superannuation benefits	Other post-employment benefits	Total post-employment benefits	Long-term employee benefits	Termination benefits	Share-based payment compensation	Total payments & benefits
Paul Abraham	Executive Manager, Investment Operations	21 Mar 2016	N/A	\$236,782	\$74,333	–	–	\$311,115	\$25,000	–	\$25,000	\$16,126	–	–	\$352,241
Catharina Armitage	Head Of People	17 May 2019	N/A	\$24,369	–	–	–	\$24,369	\$3,014	–	\$3,014	\$322	–	–	\$27,705
Peter Carrigy-Ryan	Chief Executive Officer	1 Jul 2011	N/A	\$585,533	\$154,735	–	–	\$740,268	\$116,556	–	\$116,556	\$85,659	–	–	\$942,483
Robert Firth	Head of Risk	1 Jan 2017	N/A	\$243,483	\$74,496	–	\$707	\$318,686	\$25,000	–	\$25,000	\$11,623	–	–	\$355,309
Philip George	Executive Manager, Program Management	1 Jul 2015	28 Feb 2019	\$182,341	\$85,145	–	–	\$267,485	\$16,923	–	\$16,923	(\$43,502)	–	–	\$240,906
Richard Hill	Executive Manager, Technology	28 Sep 2015	28 Jun 2019	\$282,919	\$85,145	–	–	\$368,064	\$25,000	–	\$25,000	(\$18,932)	\$261,086	–	\$635,218
Peter Jamieson	Chief Customer Officer	21 Jan 2019	N/A	\$173,147	–	–	\$6,975	\$180,122	\$15,083	–	\$15,083	\$3,322	–	–	\$198,526
Bronwyn McNaughton	Executive Manager, Corporate	1 Jul 2011	2 Apr 2019	\$227,635	\$93,254	–	–	\$320,888	\$57,865	–	\$57,865	(\$11,793)	–	–	\$366,961
Adam Nettheim	Head Of Scheme Operations	6 Aug 2018	N/A	\$221,869	\$31,712	–	–	\$253,582	\$23,008	–	\$23,008	\$8,324	–	–	\$284,913
Christine Pearce	Service Transformation Lead	1 Jul 2011	24 Sep 2018	\$72,509	–	–	–	\$72,509	\$5,822	–	\$5,822	\$2,128	–	–	\$80,459
Alana Scheiffers	Head of Legal and Compliance	1 Jul 2018	N/A	\$195,699	\$29,799	–	–	\$225,498	\$25,000	–	\$25,000	\$15,383	–	–	\$265,881
Alison Tarditi	Chief Investment Officer	1 Jul 2011	N/A	\$593,753	\$605,097	–	–	\$1,198,850	\$30,000	–	\$30,000	\$37,744	–	–	\$1,266,594
Philip Yardy	Executive Manager, Scheme Administration	7 Aug 2017	3 Aug 2018	\$31,736	–	–	\$3,559	\$35,294	\$2,596	–	\$2,596	(\$5,188)	–	–	\$32,702
Andy Young	Chief Operating Officer	30 Jul 2012	N/A	\$378,138	\$94,491	–	–	\$472,629	\$25,000	–	\$25,000	\$22,388	–	–	\$520,018
Gemma Zec	Acting Executive Manager, Program Management	1 Mar 2019	17 Jun 2019	\$35,387	–	–	–	\$35,387	\$5,778	–	\$5,778	\$2,112	–	–	\$43,277

The attached notes form part of these Executive Officer remuneration disclosures.



Notes

- Amounts are not directly comparable to the remuneration disclosures for the year ended 30 June 2018 as remuneration for the year ended 30 June 2019 has been calculated on an accruals basis, rather than a cash basis. The amounts reported are consistent with the remuneration disclosures in CSC's 2018-19 Annual Report and annual financial statements, which are prepared in accordance with the requirements of the *Public Governance, Performance and Accountability (Financial Reporting) Rule 2015*.
- No sign-on payments were made to any executive officers during the year.
- Employee benefits & compensation in respect of the director positions of Nadine Flood and Sunil Kemppi were paid to the Community and Public Sector Union (CPSU), other than travel allowances and superannuation, which were paid to the individual directors and their superannuation funds respectively
- Director remuneration is established by the Remuneration Tribunal, an independent statutory body
- Individual employment contracts specify an employee's total remuneration package (TRP), out of which is paid their cash salary, superannuation and any packaged benefits. The TRP is reviewed annually using FIRG (Financial Institutions Remuneration Group) survey data to determine whether employees are paid at market levels.
- Long-term employee benefits represent the movement in accrued long service leave during the year (or the period of service as an executive officer, if shorter). Negative amounts represent reversals of long service leave that had been accrued but had not vested when an individual ceased to be an executive officer.

Bonuses

- Individual employment contracts indicate the maximum percentage of TRP that the Board may determine to pay as a short-term cash bonus each year, however bonus payments are made entirely at the discretion of the Board of Directors.
- Given this absolute discretion, the effective grant date for bonuses is the date of approval by the Board of Directors, and no part of any bonus granted can therefore be forfeited.
- No part of any bonus granted is payable in future financial years.
- When determining the bonus payment to an individual, the Board of Directors has regard to investment performance, corporate performance, individual performance and adherence to CSC's values.
- Investment performance is measured relative to the achievement of the published return target of the default investment option over a rolling 3 year period.
- Corporate performance is measured relative to the achievement of the strategic and operational targets agreed by and reported to the Board of Directors.
- Individual performance is measured relative to the achievement of key individual performance objectives agreed at the start of each financial year.
- The bonuses disclosed above were granted on 24 September 2018 with regard to performance for the financial year ended 30 June 2018 and the amounts granted were paid in full (100%) on 1 November 2018.