



Executive Officer remuneration disclosures for the year ended 30 June 2018 - 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	\$135,319	–	\$76	–	\$135,395	\$12,855	–	\$12,855	–	–	–	\$148,250
Ariane Barker	Director	13 Sep 2016	N/A	\$72,559	–	\$643	–	\$73,202	\$6,893	–	\$6,893	–	–	–	\$80,095
Chris Ellison	Director	1 Jul 2014	N/A	\$64,720	–	\$1,125	–	\$65,845	\$9,967	–	\$9,967	–	–	–	\$75,812
Nadine Flood	Director	1 Jul 2011	N/A	\$72,559	–	\$183	–	\$72,742	\$11,174	–	\$11,174	–	–	–	\$83,916
Winsome Hall	Director	1 Jul 2011	N/A	\$67,594	–	\$600	–	\$68,194	\$18,110	–	\$18,110	–	–	–	\$86,304
Garry Hounsell	Director	1 Jul 2016	N/A	\$80,398	–	\$373	–	\$80,771	\$7,638	–	\$7,638	–	–	–	\$88,409
Sunil Kemppi	Director	1 Jul 2016	N/A	\$64,720	–	\$512	–	\$65,232	\$9,967	–	\$9,967	–	–	–	\$75,199
Tony Needham	Director	1 Jul 2016	N/A	\$75,584	–	\$600	–	\$76,184	\$7,180	–	\$7,180	–	–	–	\$83,365
Peggy O’Neal	Director	1 Jul 2011	N/A	\$67,912	–	\$557	–	\$68,469	\$6,452	–	\$6,452	–	–	–	\$74,921
Margaret Staib	Director	2 May 2014	N/A	\$78,315	–	\$699	–	\$79,014	\$7,440	–	\$7,440	–	–	–	\$86,454
Michael Vertigan	Director	1 Jul 2017	N/A	\$64,232	–	\$321	–	\$64,553	\$6,102	–	\$6,102	–	–	–	\$70,655

The attached notes form part of these Executive Officer disclosures.



Executive Officer remuneration disclosures for the year ended 30 June 2018 - 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	\$236,347	\$75,735	\$8,993	–	\$321,074	\$25,000	–	\$25,000	\$13,462	–	–	\$359,536
Peter Carrigy-Ryan	Chief Executive Officer	1 Jul 2011	N/A	\$468,056	\$154,080	\$4,912	–	\$627,048	\$82,377	–	\$82,377	–	–	–	\$709,426
Robert Firth	Head of Risk	1 Jan 2017	N/A	\$226,107	\$92,174	\$27,085	–	\$345,366	\$25,000	–	\$25,000	–	–	–	\$370,366
Phil George	Executive Manager, Program Management	1 Jul 2015	N/A	\$287,924	\$84,960	\$2,551	–	\$375,434	\$25,000	–	\$25,000	–	–	–	\$400,435
Richard Hill	Executive Manager, Technology	28 Sep 2015	N/A	\$287,515	\$88,357	\$4,257	–	\$380,129	\$27,485	–	\$27,485	–	–	–	\$407,615
Bronwyn McNaughton	Executive Manager, Corporate	1 Jul 2011	N/A	\$290,356	\$89,760	\$4,665	–	\$384,781	\$53,683	–	\$53,683	–	–	–	\$438,464
Christine Pearce	Service Transformation Lead	1 Jul 2011	24 Sep 2018	\$302,111	\$82,012	\$4,374	–	\$388,498	\$25,000	–	\$25,000	–	–	–	\$413,498
Alison Tarditi	Chief Investment Officer	1 Jul 2011	N/A	\$627,001	\$614,295	\$1,613	–	\$1,242,910	\$30,000	–	\$30,000	–	–	–	\$1,272,909
Philip Yardy	Executive Manager, Scheme Administration	7 Aug 2017	3 Aug 2018	\$273,328	–	\$663	–	\$273,990	\$22,115	–	\$22,115	–	–	–	\$296,106
Andy Young	Chief Operating Officer	30 Jul 2012	N/A	\$315,459	\$88,473	\$12,541	–	\$416,473	\$25,000	–	\$25,000	–	–	–	\$441,473

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



Notes

- 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.
- Non-monetary benefits represent travel allowances. Director travel allowances are established by the Remuneration Tribunal. Employee travel allowances are in accordance with the "reasonable amounts" determined by the Australian Taxation Office.
- Long-term employee benefits represent long-service leave taken during the year.
- Amounts are not directly comparable to the remuneration disclosures in CSC's annual financial statements as those disclosures are prepared in accordance with the requirements of the *Public Governance, Performance and Accountability (Financial Reporting) Rule 2015* rather than the *Superannuation Industry (Supervision) Act 1993*.

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 26 September 2017 with regard to performance for the financial year ended 30 June 2017 and the amounts granted were paid in full (100%) on 19 October 2017.