

## Director remuneration 2022/23

Director	Board	Committee	Total PD hrs	Fees paid <sup>1</sup>	Fees paid to
Dean Brakell	7/7	4/4	73	\$61,537	ACFA
Candy Broad <sup>2</sup>	1/1	4/4	5	\$25,837	Candy Broad
Robyn Burns	7/7	10/10	33	\$55,377	Robyn Burns
Denise Campbell-Burns <sup>3</sup>	6/7	9/9	31	\$76,584	CFMEU – Manufacturing Division
Tim Chatfield	7/7	8/8	15.19	\$44,832	Timothy Chatfield
Julie George <sup>4</sup>	1/1	2/2	3	\$7,536	Busi Culture P/L
Janet Gilbert	7/7	13/13	38	\$58,198	Janet Gilbert
Lisa Marty <sup>5</sup>	6/6	10/13	13.5	\$38,935	Lisa Marty
Scott McDine	4/7	6/6	11	\$28,755	CFMEU – Manufacturing Division
Michael O'Connor	7/7	15/15	5	\$91,495	CFMEU – Manufacturing Division
Anthony Pavey	7/7	6/6	27	\$48,851	CFMEU – Manufacturing Division
Mike Radda	5/7	9/11	10	\$54,814	Sterad Pty Ltd
Casey Thompson <sup>6</sup>	6/7	6/6	20	\$39,474	CFMEU – Manufacturing Division
Deborah Smith <sup>7</sup>	2/2	1/1	10 <sup>8</sup>	\$11,825	A & D Holdings (QLD) Pty Ltd
Frank Vari <sup>9</sup>	0/0	0/0	n/a	n/a	n/a

1. Fees paid to Directors include payment for required travel and accommodation.
2. Candy Broad's term as a Director concluded on 23 October 2022.
3. A travel allowance of \$3,140 was paid to Denise Campbell-Burns rather than the recipient organisation.
4. Julie George was granted leave of absence from October 2023 until her term as a Director concluded on 2 February 2023.
5. Lisa Marty was appointed as a Director on 23 October 2022.
6. Casey Thompson was appointed as a Director on 01 August 2022. A travel allowance of \$1,680 was paid to Casey Thompson directly rather than the recipient organisation.
7. Deborah Smith was appointed as a Director on 27 April 2023.
8. Part year, 27 April to 30 June 2023.
9. Frank Vari's term as a Director concluded on 01 August 2022.

## Director remuneration 2021/22<sup>1</sup>

Director	Board	Committee	Total PD hrs <sup>2</sup>	Fees paid <sup>1,2</sup>	Fees paid to
Dean Brakell	8/8	4/4	24.65	\$37,857	ACFA
Candy Broad	8/8	15/15 <sup>2</sup>	36.75	\$34,703	Candy Broad
Robyn Burns	8/8	4/4	55	\$45,208	Robyn Burns
Denise Campbell-Burns	8/8	7/7	6	\$46,572	CFMEU – Manufacturing Division
Tim Chatfield	8/8	8/8	17.92	\$41,225	Timothy Chatfield
Julie George	8/8	7/8 <sup>2</sup>	18	\$44,612	Busi Culture P/L
Janet Gilbert	8/8	15/15 <sup>2</sup>	48	\$61,439	Janet Gilbert
Scott McDine	6/8	3/4 <sup>2</sup>	10	\$22,117	CFMEU – Manufacturing Division
Michael O'Connor	8/8	15/15 <sup>2</sup>	42	\$88,917	CFMEU – Manufacturing Division
Anthony Pavey	8/8	7/7	15	\$45,842	CFMEU – Manufacturing Division
Mike Radda	8/8	8/8	19.75	\$46,292	Sterad Pty Ltd
Frank Vari <sup>3</sup>	8/8	8/8	28.88	\$46,156	CFMEU – Manufacturing Division

1. Fees paid to Directors include payment for required travel and accommodation.
2. Due to a clerical error, fees paid to Directors, Board and Committee meeting attendance and PD hours were incorrectly reported in last year's Annual Report. The correct amounts have been restated above.
3. Frank Vari's term as a Director concluded on 01 August 2022.

## Executive remuneration 2022/23 and 2021/22

Executive Officers	Position Held	FY Year	Paid – cash Component	Superannuation contributions includes SG and Salary Sacrifice	Other <sup>1</sup>	Total remuneration
William Watson	Chief Executive Officer	2022/23	\$435,949	\$27,812	\$11,227	\$474,988
		2021/22	\$394,699	\$27,250	\$10,882 <sup>2</sup>	\$432,831
Michelle Boucher	Deputy CEO	2022/23	\$342,125	\$27,500	\$8,825	\$378,450
		2021/22	\$291,328	\$24,172	\$8,489	\$323,989
Andrew Jewell	Executive Manager – Financial Advice and Education	2022/23	\$211,450	\$22,202	\$5,408	\$239,060
		2021/22	\$179,000	\$17,899	\$5,250	\$202,149
Laurie Kennedy <sup>3</sup>	Risk Manager	2022/23	\$126,409	\$20,462	\$3,399	\$150,270
		2021/22	\$113,407	\$18,497	\$3,299	\$135,203
Lisa Rayner <sup>4</sup>	Executive Manager – Governance	2022/23	\$287,709	\$25,292	\$-1,153 <sup>5</sup>	\$311,848
		2021/22	\$56,643	\$5,664	\$1,153	\$63,460
Maxine Jacona <sup>6</sup>	Executive Manager – Governance	2021/22	\$173,745	\$12,611	\$0	\$186,356

1. 'Other' includes salary sacrificed benefits and long service leave accrued in the financial year.

2. William Watson's other entitlements for 2021/2022 were incorrectly overstated by \$10,882 due to an error with a prior year balance. The 2021/22 amount has been restated to the correct value.

3. Laurie Kennedy works part-time.

4. Lisa Rayner resigned as Executive Manager – Governance and Company Secretary on 30 June 2023. The 'cash component' includes payment of Ms Rayner's accrued entitlements for annual leave of \$13,155. No additional benefit was paid on Ms Rayner's resignation.

5. This negative balance is a write off of long service leave accrued in a prior period as the entitlement had not vested upon employment cessation.

6. Maxine Jacona resigned as Executive Manager – Governance on 17 March 2022 and as Company Secretary on 23 February 2022.