

**Welcome to the**  
**2024 Australian Board Remuneration Survey**  
**&**  
**2024 Australian Executive Remuneration Survey**  
**Questions List**

**Instructions**

The survey must be completed in one session. Use this PDF file to prepare.  
Numeric fields must not contain Letters or Symbols.

**Contributor Detail**

Please supply details about your organisation from either the 2022/2023 year end or the first 6 months of the 2023/2024 annualised, for the following:

- Q1** Name of Organisation  
**Q2** Revenue \$  
**Q3** Total Assets \$  
**Q4** Employees (FTE)

**Type of Organisation**

- Q5** Please choose only **one type** to describe your organisation from the following list below:

ASX 200 company  
Large (200+ employees) – listed  
Large (200+ employees) – public unlisted  
Large (200+ employees) – private  
Medium (10-199 employees) – listed  
Medium (10-199 employees) – public unlisted  
Medium (10-199 employees) – private  
Small ( 1-9 employees)- listed  
Small ( 1-9 employees) - public unlisted  
Small ( 1- 9 employees) - private  
Co-operative

Not-for-profit: Aged Care  
Charity  
Community Housing  
Disability  
Education  
Health  
Professional/Industry  
Sport & Recreation  
Other

Government:            Large (200+ employees)  
                              Medium (10-199 employees)  
                              Small (1-9 employees)

### **Type of Industry**

**Q6** Please choose only **one type** to describe your organisation from the list below:

Accommodation and Food Services  
Administrative and Support Services  
Agriculture, Forestry and Fishing  
Arts and Recreation Services  
Construction  
Education and Training  
Electricity, Gas, Water and Waste Services  
Financial and Insurance Services  
Health Care and Social Assistance  
Information Media and Telecommunications  
Manufacturing  
Mining  
Mining – Junior  
Professional, Scientific and Technical Services  
Public Administration and Safety  
Rental, Hiring and Real Estate Services  
Retail Trade  
Transport, Postal and Warehousing  
Wholesale Trade  
Other Services

### **Director Remuneration Fees (if fees are paid)**

Please supply remuneration figures for your Directors expressed as a per annum amount **including** the Super Guarantee Levy, if fees are paid. Please exclude Committee Fees, if paid, as they are covered separately in the next section.

**Q7** On what basis does the Board pay Directors for Committee work?

Included in Board fees  
Board + Committee fees

**Q8** Chair Fee \$

**Q9** Deputy Chair Fee \$

**Q10** Individual Director Fee \$

### **Committee Fees (if fees are paid)**

If your organisation pays Directors Committee Fees, please supply remuneration figures expressed as a per annum amount **including** the Super Guarantee Levy but **excluding** Director fees:

Q11	Audit Committee Chair Fee	\$
Q12	Finance Committee Chair Fee	\$
Q13	Governance Committee Chair Fee	\$
Q14	Nominations Committee Chair Fee	\$
Q15	Remuneration Committee Chair Fee	\$
Q16	Risk Committee Chair Fee	\$
Q17	Audit Committee Director Fee	\$
Q18	Finance Committee Director Fee	\$
Q19	Governance Committee Director Fee	\$
Q20	Nominations Committee Director Fee	\$
Q21	Remuneration Committee Director Fee	\$
Q22	Risk Committee Director Fee	\$

### **Executive Remuneration**

Please supply remuneration details for your Executive and C-Suite positions from the 1<sup>st</sup> July 2023 expressed as a Total Remuneration Package. This should **include** salary and all benefits plus FBT but should **exclude** any performance bonus payments of either **a short term or long term nature:**

Q23	Managing Director (MD)	\$
Q24	Finance Director/Executive (CFO)	\$
Q25	Chief Executive Officer, if not MD	\$
Q26	Company Secretary	\$
Q27	General Counsel & Company Secretary	\$
Q28	CFO & Company Secretary	\$
Q29	General Counsel	\$
Q30	Chief Risk Officer / Chief Governance Officer	\$
Q31	Chief Operating Officer	\$
Q32	Chief Information Officer	\$
Q33	Chief People & Culture Officer	\$
Q34	Chief Marketing Officer	\$
Q35	Chief Digital Officer	\$
Q36	Chief Sales Officer	\$
Q37	Chief Manufacturing Officer	\$
Q38	Chief Infrastructure Officer	\$
Q39	Deputy Company Secretary	\$
Q40	Risk Manager	\$
Q41	Compliance Manager	\$

### **Executive Performance Bonus % Achievable**

Please supply the Maximum Performance Bonus Percentage Achievable, **not** what was paid, if your Executive, Governance and C-Suite are paid performance bonuses each year:

Q42	Managing Director (MD)	%
Q43	Finance Director/Executive (CFO)	%
Q44	Chief Executive Officer, if not MD Company	%
Q45	Secretary	%
Q46	General Counsel & Company Secretary	%
Q47	CFO & Company Secretary	%
Q48	General Counsel	%
Q49	Chief Risk Officer / Chief Governance Officer	%
Q50	Chief Operating Officer	%
Q51	Chief Information Officer	%
Q52	Chief People & Culture Officer	%
Q53	Chief Marketing Officer	%
Q54	Chief Digital Officer	%
Q55	Chief Sales Officer	%
Q56	Chief Manufacturing Officer	%
Q57	Chief Infrastructure Officer	%
Q58	Deputy Company Secretary	%
Q59	Risk Manager	%
Q60	Compliance Manager	%

**Remuneration Increase % Given**

Please supply the remuneration increase given in the last year expressed as a percentage for each of the roles below:

Q61	Managing Director (MD)	%
Q62	Finance Director/Executive (CFO)	%
Q63	Chief Executive Officer, if not MD	%
Q64	Company Secretary	%
Q65	General Counsel & Company Secretary	%
Q66	CFO & Company Secretary	%
Q67	General Counsel	%
Q68	Chief Risk Officer / Chief Governance Office	%
Q69	Chief Operating Officer	%
Q70	Chief Information Officer	%
Q71	Chief People & Culture Officer	%
Q72	Chief Marketing Officer	%
Q73	Chief Digital Officer	%
Q74	Chief Sales Officer	%
Q75	Chief Manufacturing Officer	%
Q76	Chief Infrastructure Officer	%
Q77	Deputy Company Secretary	%
Q78	Risk Manager	%
Q79	Compliance Manager	%

**Q80** Which source email prompted you to contribute to the remuneration survey this year?

Governance Institute of Australia (GIA)  
Directors Australia  
McGuirk Management Consultants (MMC)

**Q81** Please provide an estimate of the total number of days per annum spent on Board activities including attending meetings, preparation, strategy, industry and stakeholder events for each of the following Board positions:

Chair  
Deputy Chair  
Director

**Q82** On what criteria are C-Suite fixed remuneration increases based?

CPI  
Wage Price Index  
AWOTE (Average Weekly Ordinary Time Earnings)  
Organisation performance  
Industry Surveys  
Consultant benchmarking  
None of the above

**Q83** On what criteria are fixed remuneration increases to general staff based?

CPI  
Wage Price Index  
AWOTE (Average Weekly Ordinary Time Earnings)  
Organisation performance  
Industry Surveys  
Consultant benchmarking  
None of the above

**Q84** On what criteria has there been NO fixed remuneration increase to C-Suite executives?

Not applicable  
Organisation performance  
Business downturn/financial issues  
Reputational issues  
Workplace culture  
Unethical behaviour  
Misconduct  
None of the above

**Q85** On what criteria is variable remuneration (bonus) to C-Suite executives paid?

Key Performance Indicators  
Short Term Incentives  
Long Term Incentives  
Organisation Performance  
Individual Performance Assessment  
Team Performance  
Profitability  
Share Price  
None of the above

**Q86** What percentage of variable remuneration (bonus) is made up of:

Shares  
Superannuation benefits  
Extra remuneration (money)  
Other benefits (Housing, car, travel)

**Q87** On what criteria is variable remuneration (bonus) NOT made available to C-Suite executives?

Organisation performance  
Business downturn/Financial issues  
Reputational issues  
Workplace culture  
Unethical behaviour  
Misconduct  
None of the above

**Q88** In which month does the Board usually decide on increases to remuneration for the following year?

January to December

**Q89** Was there an increase given to Directors in the period 1 Jan 2023 – 31 December 2023?

Yes/No

**Q90** If yes, what was the average percentage increase received by Directors in the period 1 Jan 2023– 31 December 2023?

**Q91** Was there an increase given to C-Suite in the period 1 Jan 2023 – 31 December 2023?

Yes/No

**Q92** If yes, what was the average percentage increase received by C-Suite in the period 1 Jan 2023– 31 December 2023?

**Q93** Was there an increase given to general staff in the period 1 Jan 2023 – 31 December 2023?

Yes/No

**Q94** If yes, what was the average percentage increase received by staff in the period 1 Jan 2023– 31 December 2023?

**Q95** On what criteria are Board Remuneration increases based?

CPI

Wage Price Index

AWOTE (Average Weekly Ordinary Time Earnings)

Organisation performance

Industry Surveys

Consultant benchmarking

None fo the above

**To complete the Survey on-line please return to the website**

[mmcsurveys.com.au](http://mmcsurveys.com.au)

**Thank you for your contribution to this important Survey.**