

Executive remuneration

The remuneration of Executives is set out in the Remuneration Policy. Executives are remunerated by way of Total Remuneration Cost (TRC) which includes a fixed salary, superannuation, and other benefits (eg motor vehicle). TRC packages are reviewed annually and benchmarked to relevant market data surveys. CareSuper's target salary position is the 50th percentile (median) of the 'all profit-to-members' financial services sector (covering superannuation funds and credit unions). Executive salaries are approved by the Governance and Remuneration Committee and advised to the Board. The CEO's salary is approved by the Board. CareSuper does not provide remuneration by way of performance based incentives (including equity and equity linked remuneration). CareSuper has a corporate salary continuance policy which provides employees with a two-year salary continuation benefit of 75% of salary and 10% super contributions. The premium is paid by CareSuper and is in addition to employee's TRC.

	Julie Lander Chief Executive Officer	Peter Theodorakopoulos Executive Manager – Marketing & Brand Strategy	Suzanne Branton Chief Investment Officer	Belinda Ray Executive Manager – Governance & Risk and Company Secretary	Rachel Reynolds Executive Manager – Operations	Paul Northey Executive Manager – Relationships & Growth	Mark Lyons Executive Manager – Corporate Services
Short-term employment benefits							
a) Cash salary, fees and short-term compensated absences	2017/18 - \$505,230 2016/17 - \$479,134	2017/18 - \$265,725 2016/17 - \$257,000	2017/18 - \$360,727 2016/17 - \$335,117	2017/18 - \$258,925 2016/17 - \$244,317	2017/18 - \$238,005 2016/17 - \$220,917	2017/18 - \$261,565 2016/17 - \$43,333	2017/18 - \$206,684 2016/17 - \$24,968
b) Short-term cash profit sharing and other bonuses	2017/18 - Nil 2016/17 - Nil	2017/18 - Nil 2016/17 - Nil	2017/18 - Nil 2016/17 - Nil	2017/18 - Nil 2016/17 - Nil	2017/18 - Nil 2016/17 - Nil	2017/18 - Nil 2016/17 - Nil	2017/18 - Nil 2016/17 - Nil
c) Non-monetary benefits*	2017/18 - \$3,828.67 2016/17 - \$2,955.95	2017/18 - \$1,256.44 2016/17 - \$962.47	2017/18 - \$2,219.72 2016/17 - \$1,724.69	2017/18 - \$1,756.24 2016/17 - \$1,363.48	2017/18 - \$1,367.35 2016/17 - \$1,067.30	2017/18 - \$348.64 2016/17 - Nil	2017/18 - \$809.57 2016/17 - Nil
d) Other short-term employee benefits	2017/18 - \$10,000 2016/17 - \$8,000	2017/18 - \$18,000 2016/17 - \$18,000	2017/18 - Nil 2016/17 - Nil	2017/18 - Nil 2016/17 - Nil	2017/18 - Nil 2016/17 - Nil	2017/18 - Nil 2016/17 - Nil	2017/18 - Nil 2016/17 - Nil

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Post-employment benefits							
a) Pension and superannuation benefits ~	2017/18 - \$25,000 2016/17 - \$34,166	2017/18 - \$25,000 2016/17 - \$25,000	2017/18 - \$25,000 2016/17 - \$29,583	2017/18 - \$25,000 2016/17 - \$29,583	2017/18 - \$25,000 2016/17 - \$29,583	2017/18 - \$25,000 2016/17 - \$4,167	2017/18 - \$24,038 2016/17 - \$3,045
b) Other post-employment benefits	2017/18 - Nil 2016/17 - Nil	2017/18 - Nil 2016/17 - Nil	2017/18 - Nil 2016/17 - Nil	2017/18 - Nil 2016/17 - Nil	2017/18 - Nil 2016/17 - Nil	2017/18 - Nil 2016/17 - Nil	2017/18 - Nil 2016/17 - Nil
Long-term employee benefits							
a) Long-term incentive plan	2017/18 - Nil 2016/17 - Nil	2017/18 - Nil 2016/17 - Nil	2017/18 - Nil 2016/17 - Nil	2017/18 - Nil 2016/17 - Nil	2017/18 - Nil 2016/17 - Nil	2017/18 - Nil 2016/17 - Nil	2017/18 - Nil 2016/17 - Nil
b) Long service leave [#]	2017/18 - \$207,018 2016/17 - \$192,234	2017/18 - \$100,106 2016/17 - \$92,802	2017/18 - Nil 2016/17 - Nil	2017/18 - \$39,544 2016/17 - \$33,942	2017/18 - Nil 2016/17 - Nil	2017/18 - Nil 2016/17 - Nil	2017/18 - Nil 2016/17 - Nil
Other payments							
a) Termination benefits	2017/18 - Nil 2016/17 - Nil	2017/18 - Nil 2016/17 - Nil	2017/18 - Nil 2016/17 - Nil	2017/18 - Nil 2016/17 - Nil	2017/18 - Nil 2016/17 - Nil	2017/18 - Nil 2016/17 - Nil	2017/18 - Nil 2016/17 - Nil
b) Loyalty Bonus	2017/18 - Nil 2016/17 - Nil	2017/18 - Nil 2016/17 - Nil	2017/18 - Nil 2016/17 - Nil	2017/18 - Nil 2016/17 - Nil	2017/18 - Nil 2016/17 - Nil	2017/18 - Nil 2016/17 - Nil	2017/18 - Nil 2016/17 - Nil
c) Share-based payments	2017/18 - Nil 2016/17 - Nil	2017/18 - Nil 2016/17 - Nil	2017/18 - Nil 2016/17 - Nil	2017/18 - Nil 2016/17 - Nil	2017/18 - Nil 2016/17 - Nil	2017/18 - Nil 2016/17 - Nil	2017/18 - Nil 2016/17 - Nil
a. Equity settled, shared based payment transactions b. Cash-settled, share-based payment transactions c. All other forms of share-based payment compensation							

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d) Cash bonus, Performance-related bonus or share-based payment compensation benefit	2017/18 - Nil 2016/17 - Nil	2017/18 - Nil 2016/17 - Nil	2017/18 - Nil 2016/17 - Nil	2017/18 - Nil 2016/17 - Nil	2017/18 - Nil 2016/17 - Nil	2017/18 - Nil 2016/17 - Nil	2017/18 - Nil 2016/17 - Nil
e) Contract for services negotiated	2017/18 - Nil 2016/17 - Nil	2017/18 - Nil 2016/17 - Nil	2017/18 - Nil 2016/17 - Nil	2017/18 - Nil 2016/17 - Nil	2017/18 - Nil 2016/17 - Nil	2017/18 - Nil 2016/17 - Nil	2017/18 - Nil 2016/17 - Nil
f) Options and rights over an equity instrument issued or issuable	2017/18 - Nil 2016/17 - Nil	2017/18 - Nil 2016/17 - Nil	2017/18 - Nil 2016/17 - Nil	2017/18 - Nil 2016/17 - Nil	2017/18 - Nil 2016/17 - Nil	2017/18 - Nil 2016/17 - Nil	2017/18 - Nil 2016/17 - Nil
g) Equity instruments issued	2017/18 - Nil 2016/17 - Nil	2017/18 - Nil 2016/17 - Nil	2017/18 - Nil 2016/17 - Nil	2017/18 - Nil 2016/17 - Nil	2017/18 - Nil 2016/17 - Nil	2017/18 - Nil 2016/17 - Nil	2017/18 - Nil 2016/17 - Nil
Total (excluding non-monetary benefits)	2017/18 - \$540,230 2016/17 - \$521,300	2017/18 - \$308,725 2016/17 - \$300,000	2017/18 - \$385,727 2016/17 - \$364,700	2017/18 - \$283,925 2016/17 - \$273,900	2017/18 - \$263,005 2016/17 - \$250,500	2017/18 - \$286,565 2016/17 - \$47,500	2017/18 - \$230,722 2016/17 - \$28,013

* Includes Salary Continuance Insurance and any associated fringe benefits (note that IP premiums are calculated at the start of each financial year therefore commencements during the year will not reflect an insurance premium cost).

~ Superannuation Contributions are paid at a standard rate of 13.5% of superannuation salary. If an employee makes a personal contribution to super, CareSuper match those contributions to a maximum of 3.5%. Upon request of the employee, CareSuper will make super contributions equal to the concessional contribution cap.

Long service leave accrued but not paid. Entitlement commences after five years of continuous service.