

Addendum:

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#### **Appendix 4: Executive Remuneration**

This appendix contains information about the remuneration of the Australian Human Rights Commission (the Commission) key management personnel and Senior Executive Service.

##### **Key Management Personnel**

The Commission has determined that our key management personnel (KMP) are the President, Commissioners, Senior Executive Service (SES) Officers, General Counsel and Chief Finance Officer for the duration of the reporting period. The Race and Disability Discrimination Commissioner appointments both changed during the reporting period.

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The Names of KMP and their term as KMP are summarised below:

Name	Position title	Term As KMP
Rosalind Croucher	President	Full Year
Alastair McEwin	Disability Discrimination Commissioner	Part Year - Terminated on 3 April 2019
Ben Gauntlett	Disability Discrimination Commissioner	Part Year- Appointed 7 May 2019
Kate Jenkins	Sex Discrimination Commissioner	Full Year
June Oscar	Aboriginal and Torres Strait Islander Social Justice Commissioner	Full Year
Tim Soutphommasane	Race Discrimination Commissioner	Part Year - Terminated on 19 August 2018
Chin Tan	Race Discrimination Commissioner	Part Year - Appointed 8 October 2018
Kay Patterson	Age Discrimination Commissioner	Full Year
Megan Mitchell	National Children's Commissioner	Full Year
Edward Santow	Human Rights Commissioner	Full Year
Padma Raman	Chief Executive	Full Year
Julie O'Brien	General Counsel	Full Year
Darrell Yesberg	Chief Finance Officer	Full Year
Natasha De Silva	Senior Policy Executive	Full Year
Darren Dick	Senior Policy Executive	Full Year
Rachel Holt	Senior Executive Investigation & Conciliation	Full Year

<sup>1</sup> The position of Disability Discrimination Commissioner had two occupants during the Year

<sup>2</sup> The position of Race Discrimination Commissioner had 2 occupants during the year.

Details for KMP remuneration for the period ended 30 June 2019 are in note 4.2 of the financial statements. Disaggregated information is shown in table at note 4.5 of the financial statements and is prepared in accordance with *the Public Governance, Performance and Accountability Rule 2014* (PGPA Rule) and *Commonwealth Entities Executive Remuneration Reporting Guide for Annual Reports, Resource Management Guide No. 138* (April 2018).

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### Remuneration Policies and Practices

Remuneration for the President and Commissioner's is set by the Remuneration Tribunal. The Remuneration Tribunal also determines increases to remuneration and allowances.

The Commission's remuneration for SES and other highly paid staff is determined by the President under S24(1) of the *Public Service Act 1999*. When determining SES and other highly paid staff remuneration, the President has regard to the Australian Public Service Remuneration report and comparable agencies.

SES determinations set out salary on commencement and provide for increments of salary, in line with percentage increases awarded to the Commissioners by the Remuneration Tribunal.

**Table KMP Remuneration**

Name	Position title	Short-term benefits			Post-employment benefits	Other long-term benefits		Termination benefits	Total remuneration
		Base salary	Bonuses	Other benefits and allowances	Superannuation contributions	Long service leave	Other long-term benefits		
Rosalind Croucher	President	465,539.28			20,530.90	10,587.49			496,657.67
Alastair McEwin	Disability Discrimination Commissioner	235,341.24			15,793.00	-	7129.71		258,263.95
Ben Gauntlett	Disability Discrimination Commissioner	51,509.06			5,120.36	1,183.06			57,812.48
Kate Jenkins	Sex Discrimination Commissioner	345,746.82		39,896.67	20,530.90	8,097.92			414,272.31
June Oscar	Social Justice Commissioner	356,756.33		39,999.96	20,530.90	8,097.92			425,385.11
Tim Soutphommasane	Race Discrimination Commissioner	14,970.82			3,158.60	-	30,607.96		48,737.38
Chin Tan	Race Discrimination Commissioner	234,634.97		3,750.00	24,321.71	5,708.40			268,415.08
Kay Patterson	Age Discrimination Commissioner	337,626.34			20,530.90	8,096.19			366,253.43
Megan Mitchell	National Children's Commissioner	291,725.96			46,854.22	7,631.13			346,211.31
Edward Santow	Human Rights Commissioner	329,974.34			20,530.90	8,096.19			358,601.43
Padma Raman	Chief Executive Officer	324,175.04			42,522.18	7,690.00			374,387.22
Julie O'Brien	General Counsel	188,466.51			28,873.90	4,558.93			221,899.34
Darrell Yesberg	Chief Financial Officer	156,713.20			28,192.48	4,028.00			188,933.68
Natasha De Silva	Senior Policy Executive	209,953.14			37,543.26	4,991.10			252,487.50
Darren Dick	Senior Policy Executive	207,593.26			38,176.84	4,894.27			250,664.37
Rachel Holt	Senior Executive Investigation & Conciliation	178,803.03			25,783.80	4,414.74			209,001.57
		\$3,929,529.36	\$ -	\$ 83,646.63	\$ 398,994.85	\$ 88,075.34	\$ -	\$ 37,737.67	\$ 4,537,983.85