Council Remuneration Policy

Section 1 - Purpose

(1) The purpose of this Policy is to provide:

a. guidance for the payment of remuneration and out of pocket expenses to members of Council and Independent External Members of Council Committees; and
b. detail any other benefits and/or entitlements due to members of Council.

Section 2 - Scope

(2) This Policy applies to members of Council and Independent External Members of Council Committees as defined below.

Section 3 - Principles

Remuneration Determination

(3) Under section 11(3) of the University of Canberra Act 1989 (ACT), Council has the power to determine the remuneration rates for all Council Members, including external Council members.

(4) Where remuneration has not been set, the determination made by the ACT Remuneration Tribunal remains in force for members appointed by the ACT Chief Minister.

(5) Council may determine, from time to time, the remuneration payable to student members of Council.

(6) Council may determine, from time to time, the remuneration payable to Independent External Members of Council Committees.

(7) Staff members of Council or its committees are not entitled to additional remuneration as a member of Council or a committee.

(8) Any remuneration set by Council must be passed by at least a two-thirds majority.

(9) Remuneration of external Council Members will be reviewed every three years by an external advisor.

(10) The Nominations and Senior Appointments Committee will make recommendations to Council on remuneration.

(11) Superannuation is additional to remuneration amounts determined by Council.

(12) Taxation is payable on all remuneration payments made to members and will be deducted from payments made by the University.

(13) Functions and other activities not relating to formal Council and committee meetings including reading time, travel time and attendance at graduations and other events is factored into the annual remuneration amount

determined by Council.

(14) The current remuneration payable to Council Members is detailed in the table below.

Remuneration Payments

(15) Remuneration will be paid fortnightly through the payroll system.

(16) All payments will be made by the University by direct deposit to an account nominated by the member.

(17) Members may choose to donate all or part of their payments to the UC Foundation.

(18) Elected staff members of Council and other academic and professional staff who are advisory or co-opted members of committees, are not separately remunerated for their role on Council or a committee. Membership is considered a valuable part of a staff member's professional development and is supported by the staff member's faculty or business unit.

(19) Members who commence or retire during a pay period will be paid on a pro-rata basis for that period.

Time Relief for Staff Members of Council and Committees

(20) Staff members will be supported by their workplace through time release for meeting preparation and attendance at Council, committee meetings, Academic Board and other events.

(21) Meeting preparation should be the equivalent of the time allocated for the meeting. For example, if a Council meeting is scheduled for three hours then the expected preparation time for that meeting would be three hours.

Out of Pocket Expenses

(22) All members of Council and Independent External Members of Council Committees may be reimbursed by the University for reasonable out-of-pocket expenses incurred in carrying out Council-related duties for which they are not otherwise reimbursed. For example, members may incur travel costs in order to attend meetings of the Council, committees or graduation ceremonies.

Remuneration Payable to Council Members and Independent External Committee Members

	Amount at Effective Date	Basis of calculation	Effective Date	Annual increase
Chancellor	$55,000	As recommended by external consultants (Mercer) representing the 50th percentile in the sector at the effective date	1 January 2023 (by resolution of Council December 2022)	Annual CPI increases calculated from 1 January 2023 in accordance with the relevant University of Canberra Enterprise Agreement
Deputy Chancellor	$36,667	66.7% of the Chancellor's fee	1 January 2023 (by resolution of Council December 2022)	Annual CPI increases calculated from 1 January 2023 in accordance with the relevant University of Canberra Enterprise Agreement

	Amount at Effective Date	Basis of calculation	Effective Date	Annual increase
External Council member who is also the Chair of the Audit and Risk Management Committee, Finance Committee or Planning and Development Committee	$33,000	60% of the Chancellor's fee	1 January 2023 (by resolution of Council December 2022)	Annual CPI increases calculated from 1 January 2023 in accordance with the relevant University of Canberra Enterprise Agreement
External Council member	$27,500	50% of the Chancellor's fee	1 January 2023 (by resolution of Council December 2022)	Annual CPI increases calculated from 1 January 2023 in accordance with the relevant University of Canberra Enterprise Agreement
Student Member	$8,212		1 January 2023 (by resolution of Council December 2022)	
Staff members of Council	Nil			
Independent external Committee Chairs (not member of Council)	$1250 Per Meeting		1 January 2023 (by resolution of Council December 2022)	Not applicable
Independent external Committee member (not member of Council)	$750 Per Meeting		1 January 2023 (by resolution of Council December 2022)	Not applicable

Section 4 - Procedures

(23) Nil.

Section 5 - Definitions

Terms	Definitions
Council Member	Any member of Council appointed or elected under Section 11 of the University of Canberra Act 1989.
External Council Member	Any member of Council appointed by the ACT Chief Minister under Section 11(d) of the University of Canberra Act 1989.
Independent External Members of Council Committees	Any member of a Council committee who has been appointed by Council, but is not a member of Council.
University	University of Canberra, ABN 81 633 873 422

Status and Details

Status	Current
Effective Date	31st March 2023
Review Date	31st March 2024
Approval Authority	Council
Approval Date	31st March 2023
Expiry Date	To Be Advised
Custodian	Bill Shorten Vice-Chancellor
Responsible Manager	Stephanie Payne University Secretary
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