

Question on notice no. 356

Portfolio question number: 94

Additional estimates

Foreign Affairs, Defence and Trade Committee, Defence Portfolio

Senator Jordon Steele-John: asked the Australian War Memorial on 4 March 2020

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(1. The base remuneration of the War Memorial Director is determined by the Remuneration Tribunal. The Annual Report 2018-19 of the Memorial shows that the former Director was also paid a performance bonus of \$60 000 on top of his basic salary. Whether or not to pay that performance bonus was a matter for the Remuneration Committee of the War Memorial Council. What factors did the Remuneration Committee consider in deciding to pay that bonus?

Answer —

Answer attached

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**Senate Standing Committee on Foreign Affairs, Defence and Trade
Additional Estimates 2019 - 2020 – 4 March 2020
Answers to questions on notice from the Veterans' Affairs portfolio**

Question 94

Outcome: All Program: All
Topic: Director Remuneration
(Written Question on Notice)

Senator Jordon Steele-John asked:

The base remuneration of the War Memorial Director is determined by the Remuneration Tribunal. The *Annual Report 2018-19* of the Memorial shows that the former Director was also paid a performance bonus of \$60,000 on top of his basic salary. Whether or not to pay that performance bonus was a matter for the Remuneration Committee of the War Memorial Council. What factors did the Remuneration Committee consider in deciding to pay that bonus?

Answer

Performance Assessment of the Memorial Director is determined based on the following factors:

1. Effective management of the Memorial indicated by reports to and observations by Council, assessments by Australian National Audit Office and including an unqualified set of financial statements, adherence to required legislative requirements and the overall performance of the Memorial and its staff.
2. Achievement against the annual business plan.
3. Development and achievement of strategic objectives as evidenced in the Corporate Plan (as reviewed) considering as relevant environmental circumstances such as funding availability, etc.
4. Effective representation of the Memorial within Government, with stakeholders and the general public as relevant.