



**Eastern Waste Management Authority**

Trading as

**East Waste**

***Remuneration Policy  
for the Chair of the Board***

**Adopted: October 2012**

This Policy has been developed and adopted by the Authority to guide the decision making process of the Board when reviewing the remuneration payable to the Chair of the Board for his/her services during a financial year. This Policy is designed to ensure consistency, transparency and certainty in the review process from year to year.

## **Remuneration**

Remuneration is payable to the Chair of the Eastern Waste Management Authority on an annual basis for the services he/she provides to the Authority during a financial year. The quantum of the remuneration is to reflect the level of expertise and services required from the Chair in discharging his/her duties of office. Payment of the remuneration will be in accordance with the terms agreed between the Chair and the Authority. The remuneration is payable in addition to any amounts paid to the Chair by way of reimbursement of expenses reasonably incurred in the exercise of his/her duties of office in accordance with the Authority's Reimbursement of Expenses Policy.

The Directors appointed to the Board by each of the Constituent Councils are not remunerated by the Authority. The Directors are eligible for reimbursement of expenses reasonably incurred in the exercise of their duties of office in accordance with the Authority's Reimbursement of Expenses Policy.

Remuneration is not payable to the Deputy Chair during those times the Deputy Chair is undertaking the functions of the appointed Chair.

## **Determination of Remuneration**

The Board will resolve on an annual basis as to the amount of the remuneration which is payable to the Chair for his/her services in the current financial year (the relevant financial year).

The Chair must not be present for either the discussion or vote when the matter of his/her remuneration is discussed and determined by the Board.

The issue of the Chair's remuneration will be placed on the Agenda of the first Ordinary meeting of the Board after 31 May in each year. Where the Board resolves to adjust the Chair's remuneration then such adjustment will operate retrospectively from 1 July of the relevant financial year.

## **Considerations in determining the level of remuneration**

When determining the quantum of the remuneration which will be provided to the Chair, the Board will have regard to the following factors:

- (1) the remuneration paid to the Chair in the preceding financial year;
- (2) the most recent annual Consumer Price Index ("CPI for Adelaide") as published by the Australian Bureau of Statistics;
- (3) the likely increase (or decrease) in the level of services required from the Chair in the relevant financial year;
- (4) the likely increase (or decrease) in the level of expertise required from the Chair in the relevant financial year;
- (5) the Market rate for similar positions; and
- (6) any other factors that the Board considers relevant.

If the Board anticipates that there will be no substantial change in the level of services or expertise required from the Chair over the relevant financial year, then, unless there is some other reason to vary the level of remuneration payable to the Chair, the Board should resolve that the Chair's remuneration will be the remuneration paid in the preceding financial year increased only by CPI.

### **Grievance Procedure**

If the Chair is dissatisfied with the decision of the Board in relation to any variation of (or decision not to vary) the level of remuneration, then he/she may set out to the Board in writing the grounds upon which he/she considers that the remuneration should be varied.

The Board will consider the Chair's written submissions at its next Ordinary meeting and in doing so, may seek independent advice. The Board may resolve to either affirm its original decision or to vary the remuneration in light of the Chair's submissions. If the Board resolves to vary the Chair's remuneration, the variation will apply retrospectively from 1 July of the relevant financial year.

### **Governance**

This Policy will be reviewed every three years by the Board. However, the Board has the discretion to review this Policy at any time in order to take into account any significant new information, legislative, or organisational change which may warrant an amendment to this document.

A review of this Policy will incorporate consultation with the Constituent Councils.

Copies of the Policy are available from the East Waste website [www.eastwaste.com](http://www.eastwaste.com) or the Authority's office at 1 Temple Court Ottoway SA 5013.

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This Policy was approved by the Board at its meeting on 25 October 2012.

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### *Review history*

*Nil*