

Policy Title: Remuneration of Council and Advisory Board Members

Policy Owner: Council

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1. INTENT

This policy outlines the principles and the process for making submissions to the Salaries and Allowances Tribunal on the remuneration payable to eligible members of the Council and of the Advisory Boards.

2. ORGANISATIONAL SCOPE

Members of Council, members of the ECU South West Campus (Bunbury) Advisory Board and members of the Advisory Board of the Western Australian Academy of Performing Arts.

3. DEFINITIONS

TERM	DEFINITION
Advisory Board	means either ECU South West Campus (Bunbury) Advisory Board (s.20 ECU Act), or the Advisory Board of the Western Australian Academy of Performing Arts (s.25 ECU Act).
Council	means the governing body of the University as defined in section 8 of the <i>Edith Cowan University Act 1984</i> .
Council Committee	means a committee established by resolution of Council which reports to Council and which consists principally but not exclusively of members of Council, and for the purposes of this Policy includes the ECU Foundation Board established under Statute 17 of the University.
Determination	means a determination made by the Tribunal under the <i>Salaries and Allowances Act 1975</i> (as amended) in respect of the remuneration of members of Council and the Advisory Boards.
Eligible members	means members of the Council or of the Advisory Boards eligible to receive remuneration pursuant to the Determination.

Remuneration	includes salary, allowances, fees, emoluments and benefits (whether in money or not) as defined in the <i>Salaries and Allowances Act 1975</i> .
Remuneration Committee	means the committee established by resolution of Council which reports to Council on the terms and conditions of employment of the Vice-Chancellor and Remuneration for the members of the Council and of the Advisory Boards.
Tribunal	means the Salaries and Allowances Tribunal established under the <i>Salaries and Allowances Act 1975</i> with the responsibility for determining remuneration provisions for members of University governing councils.

4. REMUNERATION PRINCIPLES

The principles to be considered in making any submission to the Tribunal on the Remuneration payable to eligible members of the Council or of the Advisory Boards are:

- 4.1 Remuneration submissions will be developed in a manner that is consistent with the University's values and strategic objectives;
- 4.2 Eligible members serve in their capacity as Council or Advisory Board members on an honorary basis;
- 4.3 Remuneration may recompense eligible members of Council for the associated activities and functions related to Council membership, including attendance at functions, graduation ceremonies, reading and preparation for Council meetings, participation on Council Committees and ad-hoc committee work and meetings;
- 4.4 Remuneration may recompense eligible members of an Advisory Board for the associated activities and functions related to membership on the Advisory Board, including reading and preparation for meetings, attendance at functions and graduation ceremonies, and ad-hoc committee work and meetings;
- 4.5 When setting any proposed Remuneration levels, consideration will be given to the additional workload of the Chancellor, Deputy Chancellor, Chairs of the Advisory Boards and Council Committee Chairs by virtue of their leadership roles and/or additional associated responsibilities;
- 4.6 When proposing the selection of designated Council Committees from which members of Council are eligible for Remuneration at higher rates for acting as Chair or serving as a member of the designated Council Committee, the proposal will ensure that each designated Council Committee has sufficient scope and workload to justify the higher level of Remuneration;
- 4.7 When determining proposed Remuneration levels, consideration will be given to:
 - a.) broader market rates for members of higher education sector boards and members of comparable public sector boards;
 - b.) the University's ability to attract and retain skilled and experienced members for membership to the Council or to the Advisory Boards; and
 - c.) the University's financial capacity to pay the remuneration and associated expenses.

5. REMUNERATION DETERMINATION PROCESS

- 5.1 On an annual basis, the Remuneration Committee will consider the principles set out in this policy and make a recommendation as to the terms of a submission to the Tribunal on the Remuneration payable to eligible members of the Council and the Advisory Boards:
- 5.2 The Council will consider the recommendation of the Remuneration Committee provided in accordance with paragraph 5.1. Council will:
- (a) approve the terms of any submission to the Tribunal having regard to the principles set out in this policy; or
 - (b) determine that no submission be made to the Tribunal that year.
- 5.3 The submission approved by Council under paragraph 5.2 will be remitted to the Tribunal for a determination on the Remuneration payable to eligible members of the Council and of the Advisory Boards.

6. REMUNERATION PAYMENT

Any Remuneration payable in accordance with a Determination will be paid in accordance with the *Procedures for Remuneration of Council and Advisory Board members*.

7. ACCOUNTABILITIES AND RESPONSIBILITIES

In relation to this policy, the following positions are responsible for the following:

The Director, Strategic and Governance Services has overall responsibility for the content of this policy and its operation at the University.

8. RELATED DOCUMENTS

Other documents which are relevant to the operation of this policy are as follows:

- *Salaries and Allowance Tribunal Determination;*
- *Council and Advisory Board Remuneration Schedule;*
- *Procedures for Remuneration of Council and Advisory Board members;*
- *Guidelines for expenses for members of Council, Advisory Boards and Council Committees.*

9. CONTACT INFORMATION

For queries relating to this document please contact:

Policy Owner	Council
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10. APPROVAL HISTORY

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