

Mining & Energy Union - National Office (Members)
Remuneration Disclosure for Officers for the period 1 January 2023 to 31 December 2023

National Official	Cash Benefits					Non Cash Benefits	
	Salary	Employer Superannuation Contributions	Travel Allowances	Other Income	Termination Payments	TOTAL	Reportable Fringe Benefits
Anthony Maher	243,324.80	25,671.73	6,200.00	27,445.33	-	\$ 302,641.86	12,658.41
Grahame Kelly	270,647.97	25,834.93	3,260.00	-	-	\$ 299,742.90	7,169.20
Stephen Smyth	85,128.25	9,166.59	2,520.00	-	-	\$ 96,814.84	-

Central Councillor	Cash Benefits					Non Cash Benefits	
	Salary	Employer Superannuation Contributions	Travel Allowances	Other Income	Termination Payments	TOTAL	Reportable Fringe Benefits
Ricky Gale	26,562.28	2,863.01	1,838.40	-	-	\$ 31,263.69	-
Michael Dobie	8,940.26	965.13	2,105.00	-	-	\$ 12,010.39	-
Heath Timmins	8,940.26	965.13	2,035.65	-	-	\$ 11,941.04	-
Michael Schofield	8,940.26	965.13	1,741.00	-	-	\$ 11,646.39	-
Dan Hopkins	8,940.26	965.13	1,524.70	-	-	\$ 11,430.09	-
George Pearce	8,940.26	965.13	1,091.75	-	-	\$ 10,997.14	-
Peter Compton	8,940.26	965.13	1,055.00	-	-	\$ 10,960.39	-
Simon Duff	4,525.08	497.76	1,142.00	-	-	\$ 6,164.84	-
Sharon Smoothy	3,704.96	396.56	642.00	-	-	\$ 4,743.52	-
Matthew Reid	2,196.60	230.64	-	-	-	\$ 2,427.24	-
Scott Baird	1,508.36	165.92	404.00	-	-	\$ 2,078.28	-
Greg Busson	-	-	1,145.00	-	-	\$ 1,145.00	-
Robin Williams	-	-	1,055.00	-	-	\$ 1,055.00	-
Graeme Osborne	-	-	785.00	-	-	\$ 785.00	-
Brett Smith	6,033.44	663.68	720.00	-	-	\$ 7,417.12	-
Mitch Hughes	-	-	630.00	-	-	\$ 630.00	-
Grant Hedley	-	-	-	-	-	\$ -	-
Trevor Williams	-	-	-	-	-	\$ -	-

Note: Central Council amounts noted above are paid by the National Office. They may also be shown in any District disclosures outlining remuneration of District representatives. For avoidance of doubt, these are not a double up, the representative receives payment only once for attendance at Central Council meetings.

Reportable Fringe Benefits: These include non cash benefits provided to Officials, where FBT is applicable. Each Full time Official is provided with a fully maintained motor vehicle.

Grahame Kelly and Stephen Smyth are provided with accommodation whilst in Sydney undertaking their employment duties. Anthony Maher, who resides in Sydney receives a cash payment (which is subject to FBT) in lieu of these arrangements. The housing subsidy amount is reviewed annually by Central Council. Other non cash benefits such as mobile phones and other electronic work devices are exempt benefits for FBT purposes and are considered immaterial for the purpose of this report.

The Fringe Benefits Tax year runs from 1 April to 31 March

Disclosure of Boards or Committees where remuneration is paid:

Note: No Official personally received remuneration for a Board position that they hold as a result of being an Officer of the Union. Where board fees can only be paid to the individual and not directly to the Union a payroll deduction for the corresponding board fees is deducted from the Official's wages. These fees are included in the relevant remuneration calculations for disclosure to Fair Work Commission as part of the required Officer and Related Party Disclosure Statement. Board fees paid directly to the Union are not disclosed in the Officer and Related Party Disclosure Statement.

The National Office received the following amounts relating to Board positions nominated by the Union:

Mine Super	\$ 67,730	(note - the total funding of \$289,900 received from Mine Super is combined and divided equally amongst the National Office, Queensland District, South Western District and Northern Mining & NSW Energy District)
Coal Services Pty Ltd	\$ 78,051	(note - the funding from Coal Services is subsequently distributed equally to the South Western and Northern Mining & NSW Energy Districts)
Unity Bank	\$ 52,052	
Coal LSL	\$ 22,246	
Net Zero Economy Agency	\$ 2,342	(Note - these Board Fees can only be paid to individuals. They are paid to Anthony Maher and forwarded to the Union via payroll deduction from Anthony Maher's wages)
	<u>\$ 222,421</u>	

The following Board Payments relate to the individual Official that are nominated by the Union to Board positions. For the avoidance of doubt, no board payments were made directly to the respective Official. All Board payments are made to the Union.

Anthony Maher	\$ 89,600	As Director of Mine Superannuation Fund
Grahame Kelly	\$ 97,050	As Director of Mine Superannuation Fund
Grahame Kelly	\$ 29,600	As Director of Mine Super Services Pty Ltd
Grahame Kelly	\$ 52,052	As Director of Unity Bank
Grahame Kelly	\$ 17,038	As a Director of Coal LSL
Eliza Sarlos	\$ 4,368	As a Director of Coal LSL
Adam Walkaden	\$ 840	As a Member of the Coal LSL Independent Review Committee
Graeme Osborne	\$ 78,051	As Director of Coal Services Pty Ltd

The following Board Payments relate to the individual Officials that are nominated by the Union to Board positions. Board fees for these Officials are not able to be paid to the Union and can only be paid to individuals. Board fees are paid to the Official and a deduction is made from the wages of that Official for amount equal to the Board fees received.

Anthony Maher	\$ 2,342	As a Board member of the Net Zero Economy Agency Advisory Board
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Payments to Related Parties and Declared Persons and Bodies

There were no payments made to Related Parties or Declared Persons and Bodies for the 2023 financial year