

Mining & Energy Union - National Office (Members)
Remuneration Disclosure for Officers for the period 1 January 2024 to 31 December 2024

	<i>Cash Benefits</i>						<i>Non Cash Benefits</i>
<i>National Official</i>	<i>Salary</i>	<i>Employer Superannuation Contributions</i>	<i>Travel Allowances</i>	<i>Other Income</i>	<i>Termination Payments</i>	<i>TOTAL</i>	<i>Reportable Fringe Benefits</i>
Anthony Maher	249,949.03	27,450.41	10,240.00	28,391.74	-	\$ 316,031.18	4,115.71
Grahame Kelly	265,759.00	27,851.61	11,085.00	-	-	\$ 304,695.61	5,134.53
Stephen Smyth	252,225.65	27,814.21	10,835.00			\$ 290,874.86	-

	<i>Cash Benefits</i>						<i>Non Cash Benefits</i>
<i>Central Councillor</i>	<i>Salary</i>	<i>Employer Superannuation Contributions</i>	<i>Travel Allowances</i>	<i>Other Income</i>	<i>Termination Payments</i>	<i>TOTAL</i>	<i>Reportable Fringe Benefits</i>
Ricky Gale	44,835.00	5,038.85	2,714.40	-	-	\$ 52,588.25	-
Michael Schofield	14,751.80	1,677.60	3,780.50	-	-	\$ 20,209.90	-
Simon Duff	14,751.80	1,677.60	3,684.00	-	-	\$ 20,113.40	-
Brett Smith	14,751.80	1,677.60	3,026.05	-	-	\$ 19,455.45	-
Scott Baird	14,751.80	1,677.60	2,476.40	-	-	\$ 18,905.80	-
Dan Hopkins	14,751.80	1,677.60	2,155.05	-	-	\$ 18,584.45	-
Peter Compton	14,751.80	1,677.60	1,620.00	-	-	\$ 18,049.40	-
Logan Muller	11,765.25	1,353.00	2,138.90	-	-	\$ 15,257.15	-
Clare Bailey	10,980.90	1,262.80	2,266.50	-	-	\$ 14,510.20	-
Jason Noonan	11,765.25	1,353.00	1,260.00			\$ 14,378.25	
Simon West	11,765.25	1,353.00	1,260.00			\$ 14,378.25	
Heath Timmins	3,770.90	414.80	632.00	-	-	\$ 4,817.70	-
Sharon Smoothy	3,770.90	414.80	604.00	-	-	\$ 4,789.70	-
George Pearce	3,770.90	414.80	450.00	-	-	\$ 4,635.70	-
Greg Busson	-	-	1,620.00	-	-	\$ 1,620.00	-

Robin Williams	-	-	1,620.00	-	-	\$ 1,620.00	-
Mitch Hughes	-	-	1,260.00	-	-	\$ 1,260.00	-
Bob Timbs	-	-	990.00			\$ 990.00	
Graeme Osborne	-	-	360.00	-	-	\$ 360.00	-
Andy Smith	-	-	-	-	-	\$ -	-

Reportable Fringe Benefits : These include non cash benefits provided to Officials, where FBT is applicable. Each Official is provided with a fully maintained motor vehicle which is subject the the relevant FBT noting utility vehicles and electric plug in vehicles are FBT exempt .

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	\$ 72,728	(note - the total funding of \$290,914 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	\$ 126,310	(note - the funding from Coal Services is subsequently distributed equally to the South Western and Northern Mining & NSW Energy Districts)
Unity Bank	\$ 45,642	
Coal LSL	\$ 30,712	
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>\$ 277,733</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	\$	93,000	As Director of Mine Superannuation Fund
Grahame Kelly	\$	100,750	As Director of Mine Superannuation Fund
Grahame Kelly	\$	28,436	As Director of Mine Super Services Pty Ltd
Grahame Kelly	\$	45,642	As Director of Unity Bank
Grahame Kelly	\$	15,642	As a Director of Coal LSL
Eliza Sarlos	\$	15,070	As a Director of Coal LSL
Robin Williams	\$	72,580	As Director of Coal Services Pty Ltd
Graeme Osborne	\$	53,730	As Director of Coal Services Pty Ltd up to 30 June 2024 when he stopped being an MEU Official

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 2024 financial year