

Mining & Energy Union - National Office (Members)
Remuneration Disclosure for Officers for the period 1 January 2025 to 31 December 2025

National Official	Cash Benefits						Non Cash Benefits
	Salary	Employer Superannuation Contributions	Travel Allowances	Other Income	Termination Payments	TOTAL	Reportable Fringe Benefits
Anthony Maher	285,599.74	25,320.88	5,070.00	29,527.42	818,561.89	\$ 1,164,079.93	27,245.39
Grahame Kelly	278,148.64	29,741.11	13,000.00	-	-	\$ 320,889.75	5,158.85
Stephen Smyth	274,292.12	29,681.38	15,595.00	-	-	\$ 319,568.50	-

Central Councillor	Cash Benefits						Non Cash Benefits
	Salary	Employer Superannuation Contributions	Travel Allowances	Other Income	Termination Payments	TOTAL	Reportable Fringe Benefits
Ricky Gale	67,664.20	7,947.14	2,045.10	-	-	\$ 77,656.44	-
Jason Noonan	17,632.02	2,076.62	1,883.30	-	-	\$ 21,591.94	-
Brett Smith	13,710.27	1,625.62	2,405.50	-	-	\$ 17,741.39	-
Clare Bailey	13,710.27	1,625.62	2,195.55	-	-	\$ 17,531.44	-
Michael Schofield	13,710.27	1,625.62	1,955.00	-	-	\$ 17,290.89	-
Dan Hopkins	13,710.27	1,625.62	1,909.10	-	-	\$ 17,244.99	-
Simon Duff	13,710.27	1,625.62	1,530.00	-	-	\$ 16,865.89	-
Simon West	13,710.27	1,625.62	1,530.00	-	-	\$ 16,865.89	-
Scott Baird	12,894.56	1,527.74	1,984.00	-	-	\$ 16,406.30	-
Logan Muller	12,078.85	1,429.85	1,934.80	-	-	\$ 15,443.50	-
Peter Compton	9,788.52	1,174.62	1,080.00	-	-	\$ 12,043.14	-
Greg Busson	-	-	1,620.00	-	-	\$ 1,620.00	-
Robin Williams	-	-	1,530.00	-	-	\$ 1,530.00	-
Mitch Hughes	-	-	1,440.00	-	-	\$ 1,440.00	-
Bob Timbs	-	-	1,440.00	-	-	\$ 1,440.00	-
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:		
Team Super (was Mine Super)	\$ 35,989	(note - the total funding of \$160,022 received from Team Super is combined and divided equally amongst the National Office, Queensland District, South Western District and Northern Mining & NSW Energy District)
Unity Bank	\$ 57,025	
Coal LSL	\$ 68,493	
Coal Services Pty Ltd	\$ -	(note - the total funding of \$156,094 received from Coal Services is subsequently distributed equally to the South Western and Northern Mining & NSW Energy Districts)
AUSMASA	\$ 7,874	
Net Zero Economy Agency	\$ 60,722	(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)
	\$ 230,102	

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	\$ 105,877	As Director of Team Super Pty Ltd
Grahame Kelly	\$ 22,550	As Director of Team Super Pty Ltd
Grahame Kelly	\$ 6,370	As Director of Team Super Services Pty Ltd
Grahame Kelly	\$ 57,025	As Director of Unity Bank
Grahame Kelly	\$ 40,690	As a Director of Coal LSL
Stephen Smyth	\$ 7,874	As a Director of Mining and Automotive Skills Alliance (AUSMASA)
Eliza Sarlos	\$ 27,803	As a Director of Coal LSL
Robin Williams	\$ 80,391	As Director of Coal Services Pty Ltd
Bob Timbs	\$ 75,703	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	\$ 60,722	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 2025 financial year