**Appendix 4: Executive Remuneration**

This appendix contains information about the remuneration of the Australian Human Rights Commission (the Commission) key management personnel and Senior Executive Service.

**Key Management Personnel**

The Commission has determined that our key management personnel (KMP) are the President, Commissioners, Senior Executive Service (SES) Officers, General Counsel and Chief Finance Officer for the duration of the reporting period. The Race and Disability Discrimination Commissioner appointments both changed during the reporting period.

The Names of KMP and their term as KMP are summarised below:

|  |  |  |
| --- | --- | --- |
| **Name** | **Position title** | Term As KMP |
| Rosalind Croucher | President | Full Year |
| Alastair McEwin | Disability Discrimination Commissioner | Part Year - Terminated on 3 April 2019 |
| Ben Gauntlett | Disability Discrimination Commissioner | Part Year- Appointed 7 May 2019 |
| Kate Jenkins | Sex Discrimination Commissioner | Full Year |
| June Oscar | Aboriginal and Torres Strait Islander Social Justice Commissioner | Full Year |
| Tim Soutphommasane | Race Discrimination Commissioner | Part Year - Terminated on 19 August 2018 |
| Chin Tan | Race Discrimination Commissioner | Part Year - Appointed 8 October 2018 |
| Kay Patterson | Age Discrimination Commissioner | Full Year |
| Megan Mitchell | National Children's Commissioner | Full Year |
| Edward Santow | Human Rights Commissioner | Full Year |
| Padma Raman | Chief Executive | Full Year |
| Julie O’Brien | General Counsel | Full Year |
| Darrell Yesberg | Chief Finance Officer | Full Year |
| Natasha De Silva | Senior Policy Executive | Full Year |
| Darren Dick | Senior Policy Executive | Full Year |
| Rachel Holt | Senior Executive Investigation & Conciliation | Full Year |



Details for KMP remuneration for the period ended 30 June 2019 are in note 4.2 of the financial statements. Disaggregated information is shown in table at note 4.5 of the financial statements and is prepared in accordance with *the Public Governance, Performance and Accountability Rule 2014* (PGPA Rule) and *Commonwealth Entities Executive Remuneration Reporting Guide for Annual Reports, Resource Management Guide No. 138* (April 2018).

**Remuneration Policies and Practices**

Remuneration for the President and Commissioner’s is set by the Remuneration Tribunal. The Remuneration Tribunal also determines increases to remuneration and allowances.

The Commission’s remuneration for SES and other highly paid staff is determined by the President under S24(1) of the *Public Service Act 1999*. When determining SES and other highly paid staff remuneration, the President has regard to the Australian Public Service Remuneration report and comparable agencies.

SES determinations set out salary on commencement and provide for increments of salary, in line with percentage increases awarded to the Commissioners by the Remuneration Tribunal.

**Table KMP Remuneration**

