



Australian Government



NHFIC

National Housing Finance
and Investment Corporation



National Housing Finance
and Investment Corporation
Remuneration Report 2021–22

Remuneration

NHFIC's remuneration strategy is designed to attract and retain the right people, with the necessary skills and expertise, to deliver its purpose and achieve the strategic objectives and targets as set out in its corporate plan. NHFIC strives for a high-performance culture that recognises highly capable employees while remaining aligned to market practices and complying with the Australian Government's policies for its statutory agencies.

2021–22 remuneration structure

Board remuneration

All Board members of NHFIC are appointed by the Australian Government through the Minister. The Board is established and governed by the provisions of the NHFIC Act.

Fees for Board members are set and paid according to the determinations of the Australian Government Remuneration Tribunal (the Tribunal), an independent statutory authority overseeing the remuneration of key Commonwealth offices. NHFIC is required to comply with the Tribunal's determinations and plays no role in the consideration or determination of Board member fees.

The Tribunal sets annual Chair and Board fees (exclusive of statutory superannuation contributions). The Chair's fee includes all activities undertaken by the Chair on behalf of NHFIC (inclusive of committee participation), however additional fees are payable to the Board members appointed to the Audit and Risk Committee.

Statutory superannuation is paid in addition to the fees set by the Tribunal.

Executive remuneration

NHFIC's remuneration structure is designed to be competitive and reward high-performing senior executives and staff, while complying with all of NHFIC's regulatory obligations.

In June 2021, the Board ceased the use of performance bonuses or 'at risk' remuneration and effected a new remuneration structure based on Government guidance. The new structure took effect from 1 July 2021 and comprises fixed annual remuneration (FAR) only.

For senior executives and highly paid employees, their expertise, relevant government policies and industry benchmarks influence the setting of their FAR. NHFIC works within the parameters of the Australian Government's Public Sector Workplace Relations Policy 2020, which provides flexibility for an agency to adopt the form of workplace arrangement that best suits its employees and business needs. Under the policy, a funding declaration was approved for NHFIC with remuneration increases of up to six per cent averaged over three years from September 2019, ending in September 2021. Future remuneration increases will be based on the percentage increase of the June quarter wage price index (WPI).

Factors considered when setting the appropriate FAR for senior executives and staff include market data for comparable roles, complexity of the role, internal relativities, an individual's skills and experience, and individual performance assessments.

NHFIC uses current Financial Institutions Remuneration Group (FIRG) data and other relevant Government information to provide independent benchmarking in determining appropriate remuneration for roles across the organisation.

NHFIC benchmarks remuneration with the aim to position remuneration competitively against comparable organisations. The guiding principle for remuneration benchmarking is to position remuneration towards the mid-point of the benchmark for comparable roles in the Australian market, while working within the parameters set by the Australian Public Service Commission.

The FAR for NHFIC's CEO is determined by the Tribunal and the role is classified as a full-time public office holder. The FAR includes base salary, allowances, superannuation contributions and any non-cash benefits. The CEO also accrues long service leave and does not receive a discretionary bonus.

Table 14: Key management personnel (KMP) as at 30 June 2022

Name	Title	2021–22 status	KMP status
Adrian Harrington	Board member (Chair)	Full year	Current
Teresa Dyson	Board member	Full year	Current
Tony De Domenico OAM	Board member	Full year	Current
Phillip Barresi	Board member	Full year	Current
Kelvin Ryan	Board member	Part year	Current
Jane Hewitt	Board member	Full year	Current
Brendan Crotty	Board member (Chair)	Part year	Former
David Cant	Board member	Part year	Former
Kylie Rampa	Board member	Part year	Former
Nathan Dal Bon	Chief Executive Officer	Full year	Current
Stuart Neilson	Chief Financial Officer & Chief Operating Officer	Full year	Current

Remuneration governance arrangements

Management

Management is accountable for ensuring it rewards employees responsibly, with regard to the performance of NHFIC, individual performance, statutory and regulatory requirements, and current business norms.

For Executive remuneration decisions, management achieves this by:

- the CEO making FAR recommendations for new senior executives, which are endorsed by the Chair
- senior executives making FAR recommendations for employees within their business areas, including other highly paid employees, which are endorsed by the CEO
- implementing performance management and remuneration policies and practices, as agreed.

Board

The Board is responsible for ensuring NHFIC has coherent policies and practices that fairly and responsibly manage the performance and remuneration arrangements for the CEO and senior executives. The Board achieves this by:

- monitoring management's performance against NHFIC's annual corporate plan
- assessing the performance of the CEO
- providing guidance to the CEO on matters concerning the appointment and evaluation of senior executives.

Key management remuneration

During the year ending 30 June 2022, NHFIC had nine Board members and two senior executives who met the definition of KMP. Their names and length of term as KMP are summarised in Table 14.

The following changes were made in KMP during the year:

- Brendan Crotty ceased to be a KMP on 18 July 2021.
- Kelvin Ryan was appointed as a KMP on 19 July 2021.
- David Cant ceased to be a KMP on 25 July 2021.
- Jane Hewitt was appointed as a KMP on 26 July 2021.
- Kylie Rampa ceased to be a KMP on 31 January 2022.

In accordance with the PGPA Rule 2014, this report contains summary data of the remuneration received by KMP (Table 15), senior executives (Table 16) and other highly paid employees (Table 17) in 2021–22. Other highly paid employees are employees who are neither KMP nor senior executives and whose total remuneration exceeds the \$230,000 threshold for this reporting period.

Table 15: Remuneration of key management personnel for the reporting period 2021–22

Name	Position title	Salary	Annual leave adjustment	Base salary	Short-term benefits			Post-employment benefits			Total remuneration \$	
					Bonuses	benefits and allowances	Superannuation contributions	Long service leave	Other long-term benefits	Termination benefits		
Adrian Harrington	Board	108,820	-	108,820	-	-	-	10,882	-	-	-	119,702
Teresa Dyson	Board	71,750	-	71,750	-	-	-	7,175	-	-	-	78,925
Tony De Domenico OAM	Board	62,544	-	62,544	-	-	-	6,254	-	-	-	68,798
Phillip Barresi	Board	63,590	-	63,590	-	-	-	6,359	-	-	-	69,949
Kelvin Ryan	Board	52,730	-	52,730	-	-	-	5,273	-	-	-	58,003
Jane Hewitt	Board	57,997	-	57,997	-	-	-	5,800	-	-	-	63,797
Brendan Crotty	Board	5,117	-	5,117	-	-	-	512	-	-	-	5,629
David Cant	Board	4,158	-	4,158	-	-	-	416	-	-	-	4,574
Kylie Rampa	Board	32,334	-	32,334	-	-	-	3,233	-	-	-	35,567
Nathan Dal Bon	CEO	447,034	6,825	453,859	-	-	-	66,927	11,126	-	-	531,912
Stuart Neilson	CFO & COO	420,521	14,082	434,603	-	-	-	32,057	9,910	-	-	476,570
Total		1,326,595	20,907	1,347,502	-	-	-	144,888	21,036	-	-	1,513,426

NB: This table should be read in conjunction with Note 4.2 of the financial statements which details the basis of the calculation.

