

Board Fees Report

Board Policy and Practices
July 2025

For Member Profit Sector

Policy and Practices July 2025

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Introduction:

Lorem Ipsum is simply dummy text of the printing and typesetting industry. Lorem Ipsum has been the industry's standard dummy text ever since the 1500s, when an unknown printer took a galley of type and scrambled it to make a type specimen book. It has survived not only five centuries, but also the leap into electronic typesetting, remaining essentially unchanged. It was popularised in the 1960s with the release of Letraset sheets containing Lorem Ipsum passages, and more recently with desktop publishing software like Aldus PageMaker including versions of Lorem Ipsum.

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Fee Movements and Levels

For member profit

Same Incumbent Mean Increases

	Base Fee Increase		Total Fee Increase	
	Chair	NED	Chair	NED
NSW	2.5%	2.2%	2.6%	2.6%
Victoria	3.5%	2.6%	3.6%	2.7%
Queensland	2.5%	3.5%	2.6%	2.6%
South Australia	1.5%	2.5%	2.6%	2.6%
Western Australia	2.5%	1.5%	2.6%	2.6%
Tasmania	3.5%	2.5%	3.6%	2.8%
ACT	2.2%	2.5%	2.6%	2.6%
Australia (Total)	2.5%	2.4%	2.6%	2.8%

Year on Year Average Change to Median Fees:

	Base Fee Increase		Total Fee Increase	
	Chair	NED	Chair	NED
NSW	2.5%	2.2%	2.6%	2.6%
Victoria	3.5%	2.6%	3.6%	2.7%
Queensland	2.5%	3.5%	2.6%	2.6%
South Australia	1.5%	2.5%	2.6%	2.6%
Western Australia	2.5%	1.5%	2.6%	2.6%
Tasmania	3.5%	2.5%	3.6%	2.8%
ACT	2.2%	2.5%	2.6%	2.6%
Australia (Total)	2.5%	2.4%	2.6%	2.8%



Median Fees (per annum)

For Member Profit

	Base Fee		Total Fee	
	Chair	NED	Chair	NED
NSW	\$100,000	\$75,000	\$112,500	\$84,375
Victoria	\$147,527	\$94,322	\$165,968	\$106,112
Queensland	\$109,418	\$62,089	\$123,095	\$69,850
South Australia	\$114,350	\$98,101	\$128,644	\$110,364
Western Australia	\$99,521	\$68,293	\$111,961	\$76,830
Tasmania	\$118,196	\$72,967	\$132,971	\$82,088
ACT	\$144,585	\$95,815	\$162,658	\$107,792
Australia (Total)	\$119,085	\$80,941	\$133,971	\$91,059

Revenue / Budget	Base Fee		Total Fee	
	Chair	NED	Chair	NED
0-49M	\$25,000	\$20,000	\$27,000	\$22,000
50-99M	\$28,750	\$23,000	\$31,050	\$25,300
100 – 499M	\$35,938	\$28,750	\$38,813	\$31,625
500M – 999M	\$44,922	\$35,938	\$48,516	\$39,531
1B+	\$67,383	\$53,906	\$72,773	\$59,297

Commentary:

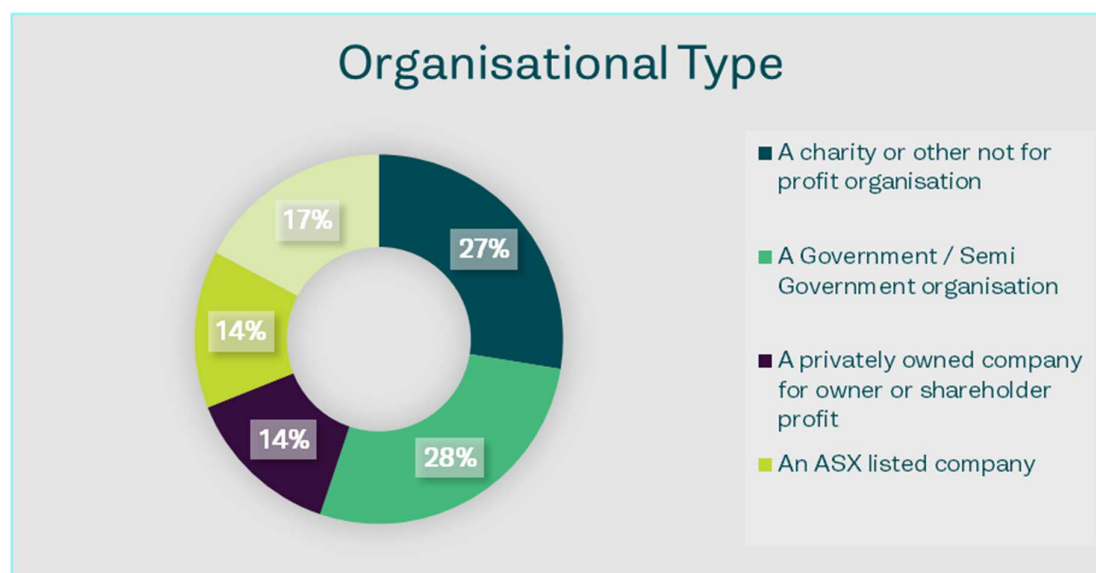
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Board Practices

We asked participants about the practices applied to their boards. For this section of the report data is from all participants, not just for member profit organisations: Aenean massa. Cum sociis natoque penatibus et magnis dis parturient montes, nascetur ridiculus mus. Donec quam felis, ultricies nec, sagittis magna. Sed consequat, leo eget bibendum sodales, augue velit cursus nunc

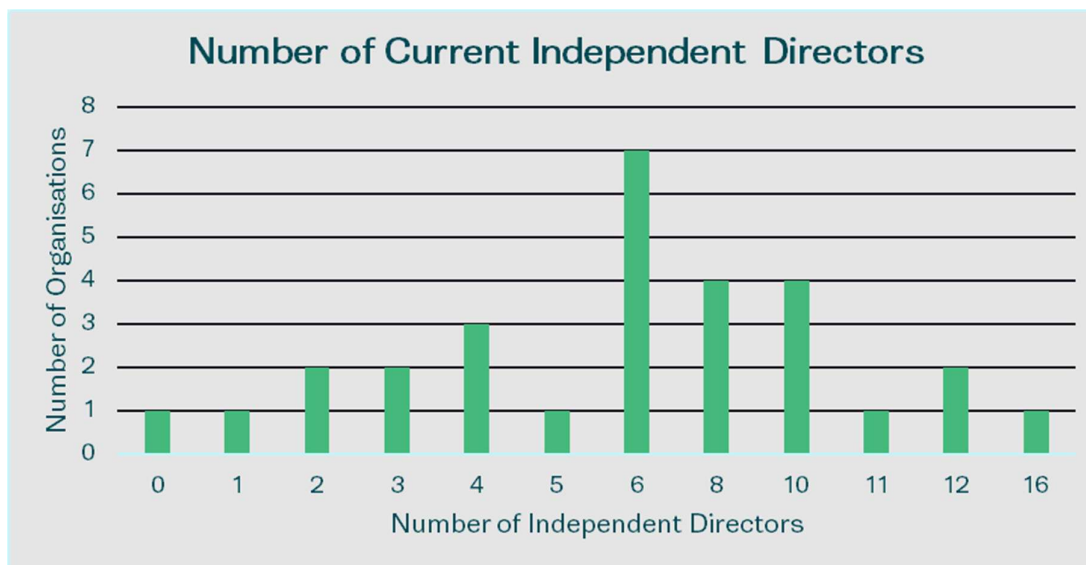
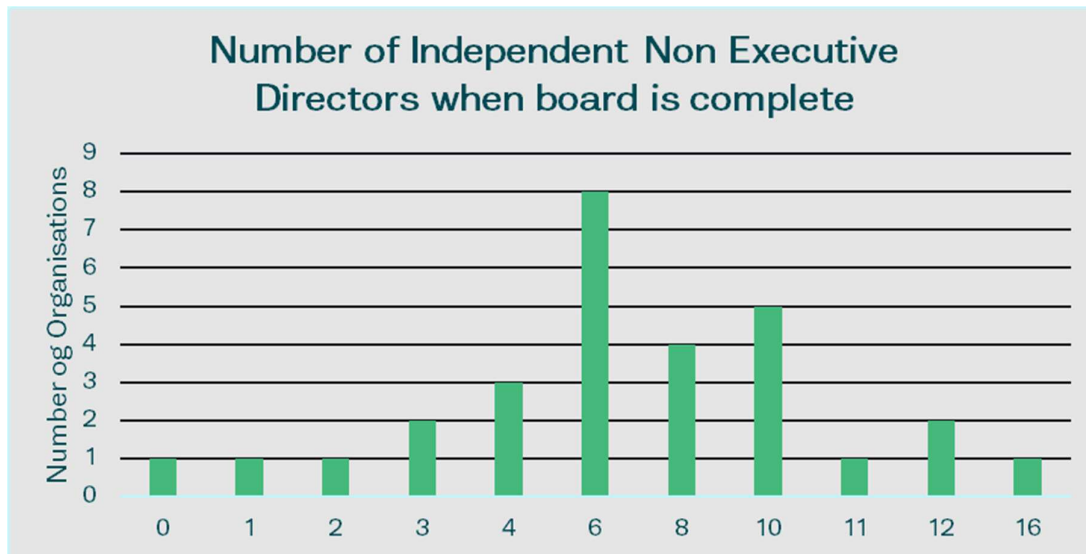
Data Base Makeup

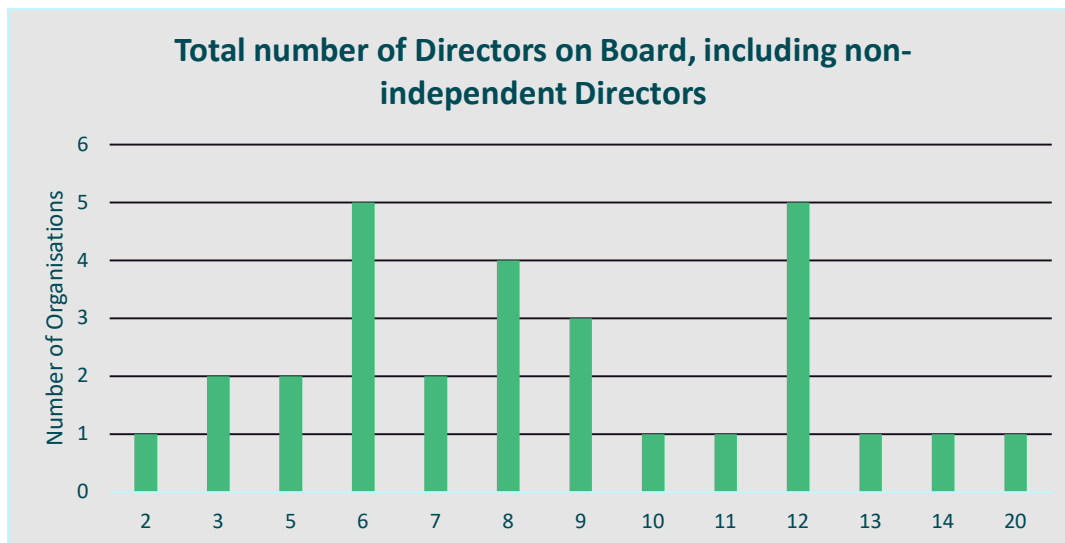


Organisational Type	Number of Organisations
A charity or other not for profit organisation	8
A Government / Semi Government organisation	8
A privately owned company for owner or shareholder profit	4
An ASX listed company	4
An organisation run for member profit or benefit e.g. a Mutual Health Insurer or a Member Services Organisation	5
Grand Total	29



Board Makeup



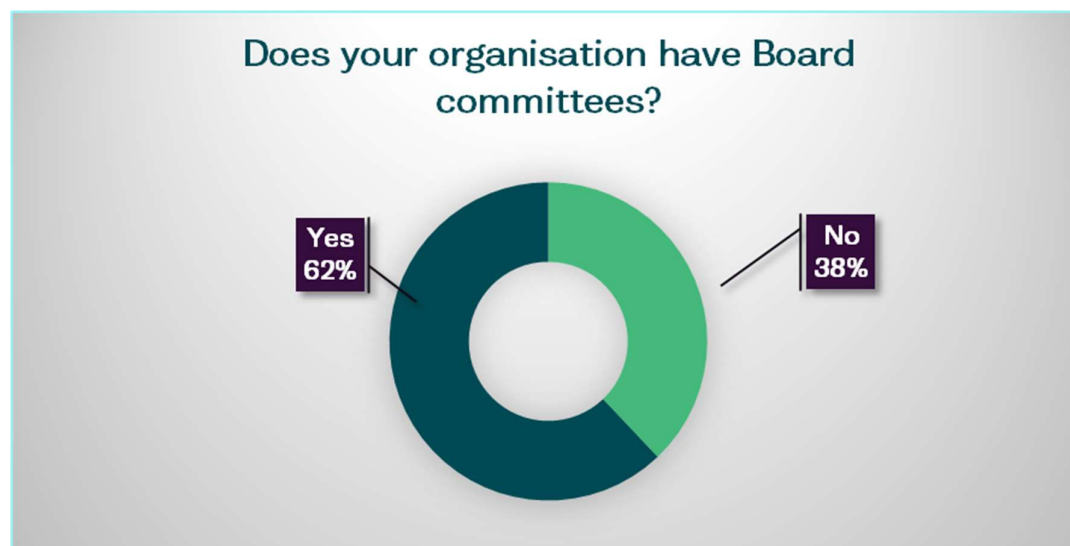


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Committees



Which Board committee do you have?	Number of Organisations
Audit	6
Audit & Appointments / Remuneration	4
Audit & Governance	1
Audit, Governance & Appointments / Remuneration	2
Governance	1
Governance & Audit	1
No Committees	12

Average number of committee members

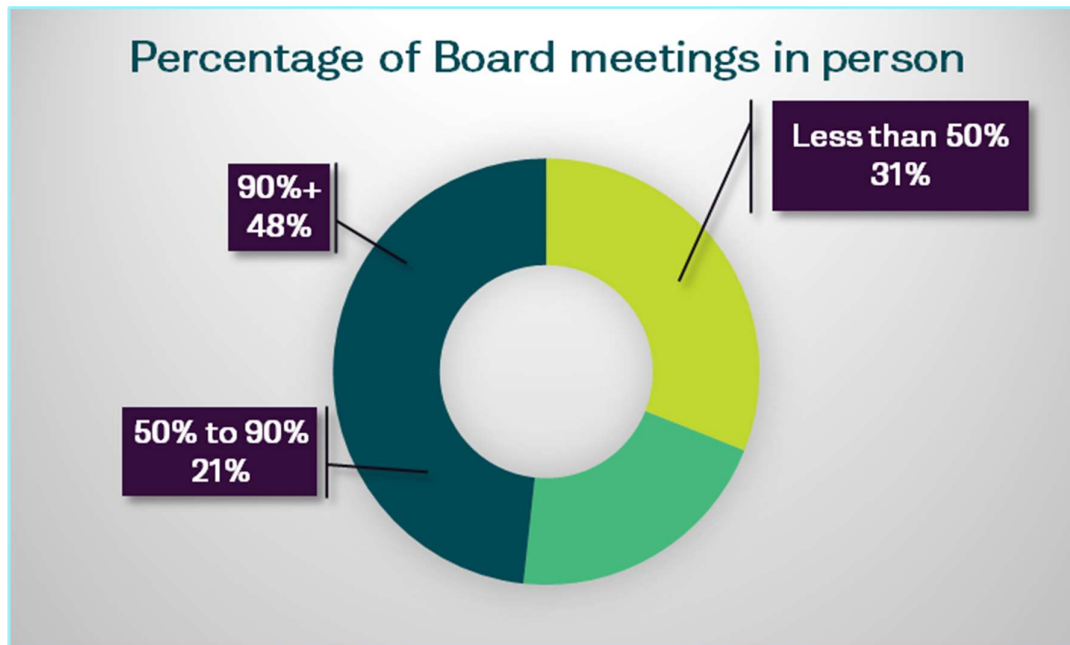
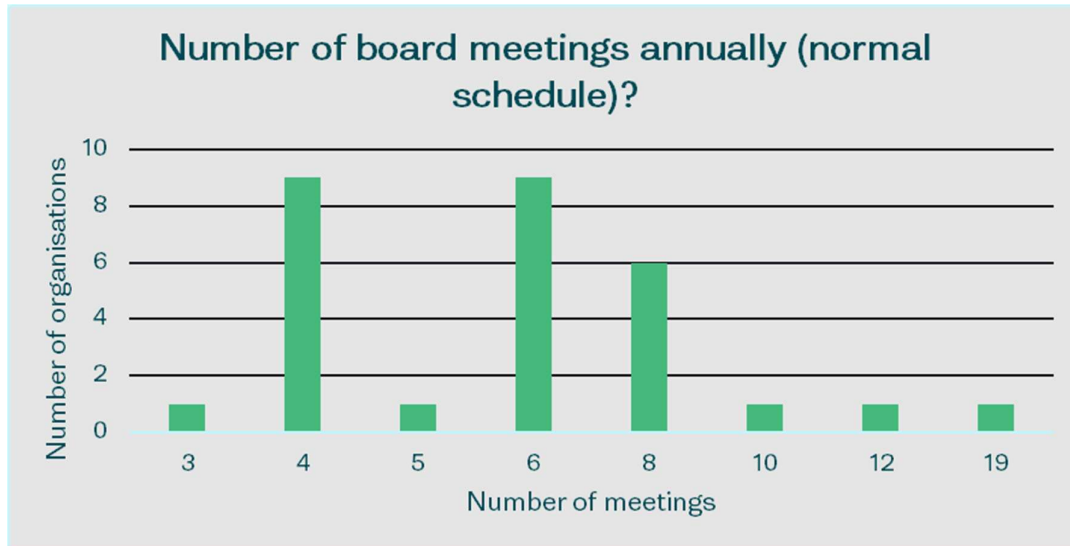
Committee	Average
Audit	3.4
Governance	3.8
Appointments / Remuneration	3.5
Other	4.0

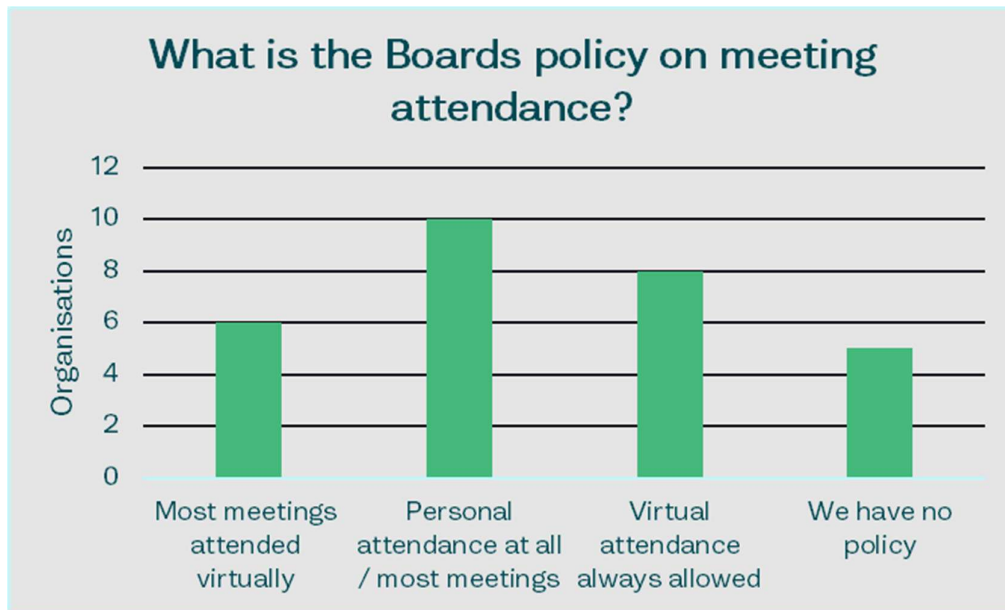
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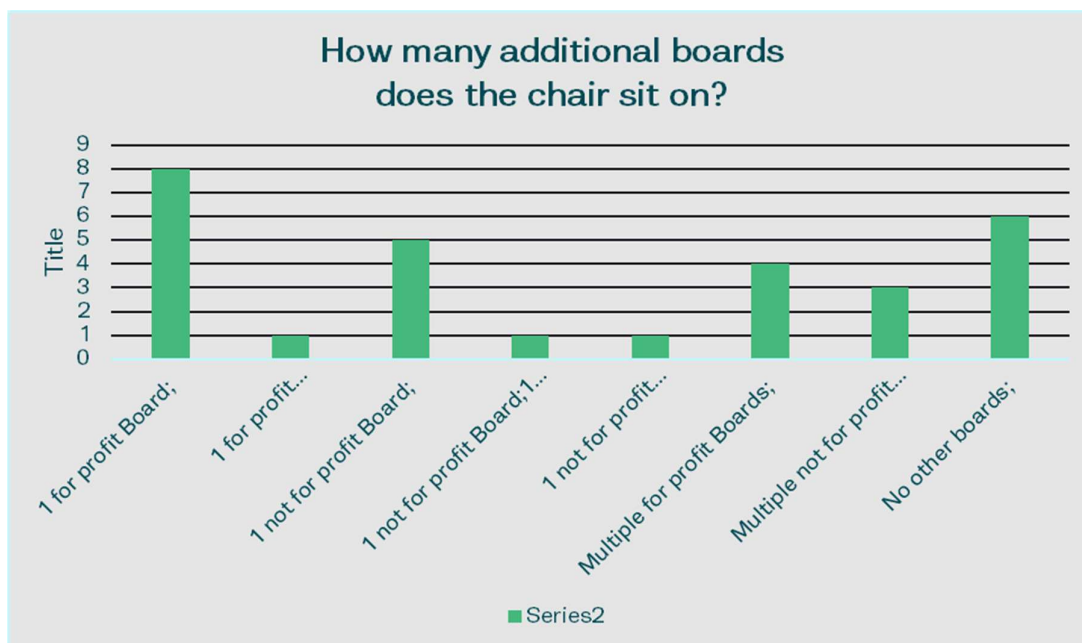
Time Commitments





Role	Mean Time Required per Month (hrs)
Chair	13.76
NED	7.83
Extra for Committee Chair	5.1
Extra for Committee Member	2.93

Other Commitments



Fee Practices



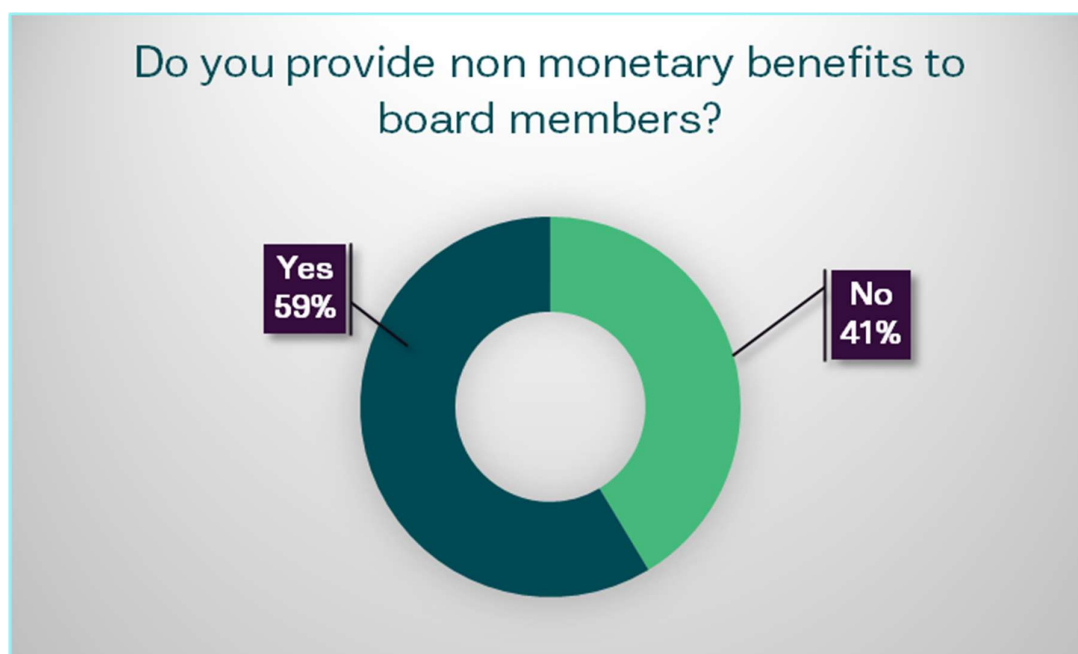
Organisation Type	Average of total approved board fee pool
A charity or other not for profit organisation	\$57,750
A Government / Semi Government organisation	\$141,250
A privately owned company for owner or shareholder profit	\$70,000
An ASX listed company	\$480,000
An organisation run for member profit e.g. a Mutual Health Insurer	\$105,800

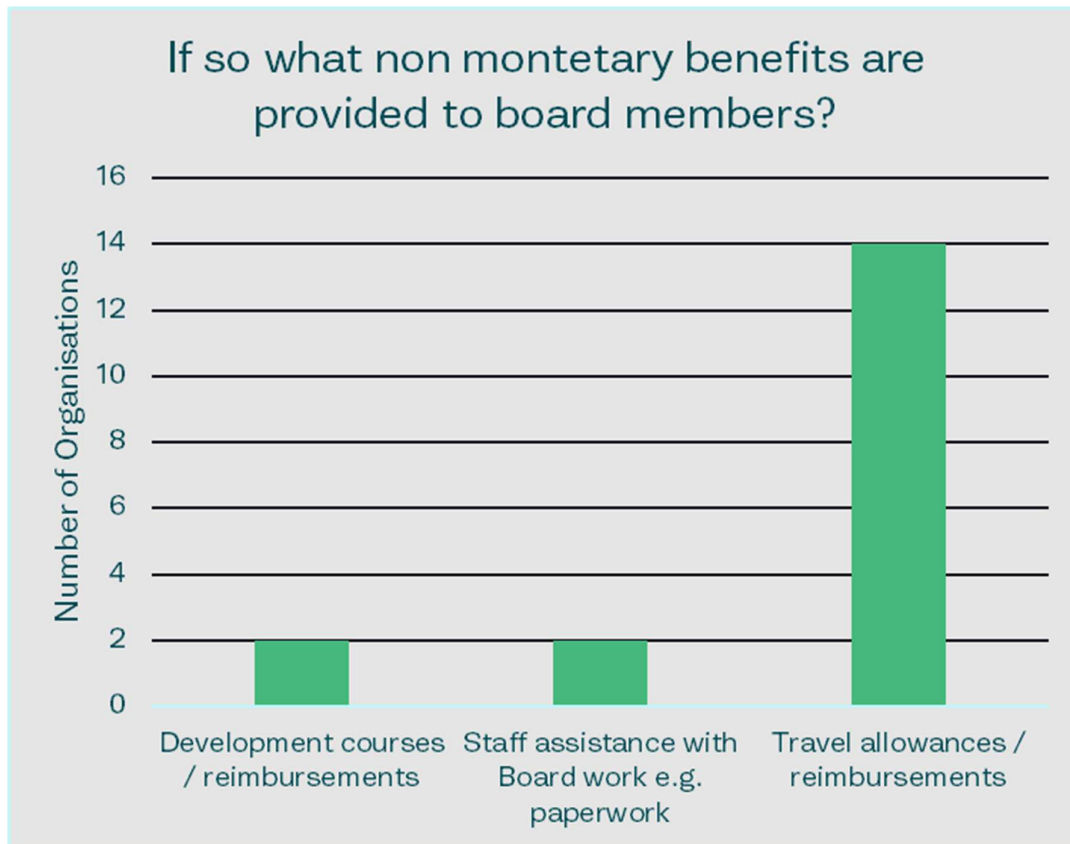
How often are fees reviewed?



Policy and Practices July 2025

Organisation Type	Annually	Biennially (every 2 years)	On an "as needs" basis	No Policy
A charity or other not for profit organisation	1	2	1	4
A Government / Semi Government organisation	4	2	2	
A privately owned company for owner or shareholder profit	1	2		1
An ASX listed company	3			1
An organisation run for member profit e.g. a Mutual Health Insurer	2	2	1	





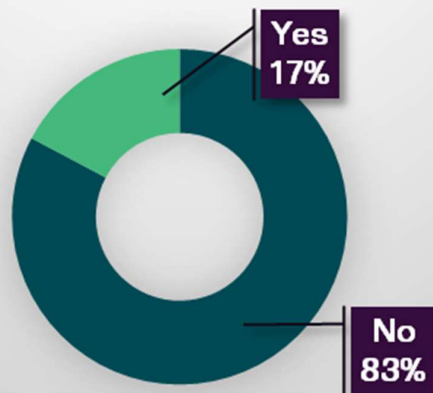
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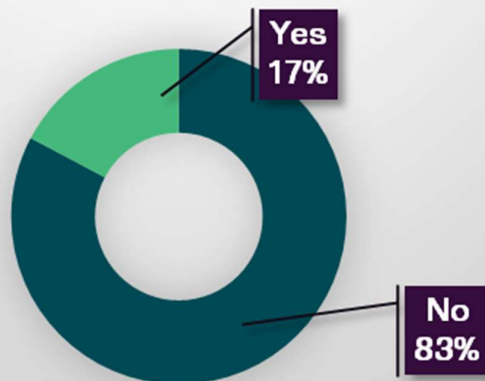


Board Performance and Development

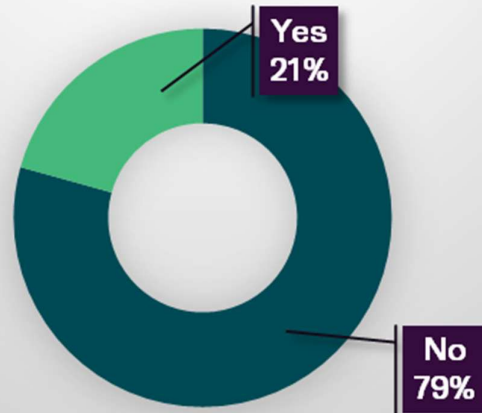
Does your board have a formal board performance assessment process?



Are new Non Executive Directors offered training / on boarding on commencement?



Does your organisation have an ongoing board development program?



How are board members generally recruited?

