

## *Executive Leadership Remuneration Policy*

### **Purpose and Scope**

To establish the principles governing remuneration for the Vice Chancellor and Executive Leadership roles at Murdoch University.

This policy applies to the following roles:

- Vice Chancellor
- Deputy Vice Chancellors
- Chief Experience Officer
- Chief People Officer
- Chief Financial Officer

### **Policy**

1. In this policy, the following words have the following meanings:
  - 1.1 “Remuneration” means total remuneration and includes
    - 1.1.1 base salary
    - 1.1.2 superannuation
    - 1.1.3 any performance-related components
    - 1.1.4 leave entitlements
    - 1.1.5 termination-related payments
    - 1.1.6 any additional benefits.
- 2 Remuneration decisions for roles covered by this policy will:
  - 2.1 be informed by appropriate market benchmarking and structured role evaluation, reflecting the size, complexity and responsibilities of the role;
  - 2.2 be generally positioned at or below the median (50<sup>th</sup> percentile) of the relevant market;
  - 2.3 maintain internal equity and consistency across the senior executive cohort, and support equitable remuneration outcomes;
  - 2.4 support the attraction and retention of high-calibre leaders, recognising the University’s public purpose and operating context;

- 2.5 have regard to affordability, financial sustainability, and reputational and community expectations;
- 2.6 be aligned to performance expectations and the achievement of institutional priorities;
- 2.7 be transparent, documented, and subject to appropriate governance, oversight and management of conflicts of interest.

## Governance

<b>Approval Authority</b>	Senate
<b>Owner</b>	University Secretary
<b>Legislation mandating compliance</b>	<a href="#"><u>Fair Work Act 2009 (Cth)</u></a> <a href="#"><u>Workplace Gender Equality Act 2012 (Cth)</u></a>
<b>Category</b>	Primarily a function of Senate
<b>Related University Legislation and Policy Documents</b>	<a href="#"><u>Executive Leadership Remuneration Procedure</u></a> <a href="#"><u>Conflict of Interest Policy</u></a>
<b>Date effective</b>	12/05/2026
<b>Review date</b>	12/05/2029

## Revision History

Approved/Amended	Date Approved	Resolution No. (if applicable)
Approved	12/05/2026	S/16/2026
Recommended	01/05/2026	CNC/03/2026

*Please refer to the electronic copy in the Policy and Procedure Manager to ensure you are referring to the latest version.*