

Council and Committees Remuneration

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1.0 Purpose

This policy provides the principled basis for the remuneration of Council and external committee members, and payment or reimbursement of costs for activities associated with the requirements of their service to the University.

2.0 Scope

The policy applies to the Chancellor, Council members, and external members of specific committees as designated by Council.

3.0 Policy Statement

Griffith is committed to the appropriate remuneration of Council members to acknowledge that:

- The governing body makes a significant contribution to the overall performance of the University.
- Good corporate governance contributes towards the University's sustained and long-term value.
- All members are entitled to receive remuneration for their work.

3.1 Remuneration

Remuneration is offered because:

- Universities are placing increasing demands on Council members' time and expertise in line with community accountability expectations.
- It is fair to remunerate Council members and external committee members in order to recognise the time and expertise they contribute.
- Remunerating Council members and external committee members strengthens their role and indicates to other members of the University community and the general public that membership is a professional and accountable role requiring skilled and experienced individuals committed to making a meaningful contribution.

3.2 Equity and Council Composition

Remuneration supports the goal of a more equitable and diverse composition of Council and its committees and enables the University to:

- Attract a broader range of well-suited people for Council membership.

- Ensure that Council membership is not limited to people in circumstances that allow them to donate considerable time without compensation.
- Ensure that people who are members of under-represented, disadvantaged or marginalised groups are not expected to provide further unpaid labour in the service of providing their valuable and diverse perspectives to the University.

3.3 Industry Parity

Remuneration will be in line with tertiary sector norms in Queensland and Australia, but not aligned to commercial levels. State government guidelines will be used as a reference point in setting fair and equitable rates, taking account of established practice and emerging trends within the sector.

Remuneration levels, conditions and terms are established in the Council and Committees Remuneration Procedure.

3.4 Superannuation and Tax

Remuneration is inclusive of superannuation. Council members and external committee members should seek their own taxation advice.

3.5 Donations

The University recognises that some members may hold strong beliefs in the principle of volunteerism and may therefore regard Council and committee membership as a way to give back to the community.

Such members may elect not to be remunerated, or alternatively to donate their remuneration to a student scholarship already established by the University.

3.6 Review

Remuneration will be reviewed every two years by Council. The review will be informed by independent advice sought in accordance with the terms outlined in section 3.3 of this Policy.

4.0 Roles, responsibilities and delegations

ROLE	RESPONSIBILITY
Council	Review remuneration every two years. Designate those committees with members eligible to receive remuneration.
Chancellor	Authorise Council member and external Council committee member activities associated with the requirements of their service to the University where costs may be incurred.
Chair, Audit and Risk Committee	Authorise the Chancellor's international travel arrangements.

Council Secretary

Approve payment of travel, out-of-pocket expenses and other benefits to Council members and external Council committee members as required by their role and authorised by the Chancellor.

Approve payment of travel, out-of-pocket and other benefits to the Chancellor and to the Chancellor as required by the role, and for international travel, as authorised by the Chair, Audit and Risk Committee.

5.0 Definitions

For the purposes of this policy and related policy documents, the following definitions apply:

Remuneration, in the context of this Policy, means the annual payment, inclusive of superannuation, made to Council members and external members of Committees, as set out in the Council and Committees Remuneration Procedure.

Specific committees designated by Council, which in the context of this Policy, includes the Audit and Risk Committee, the Finance and Infrastructure Committee and the Griffith University Elders and First Peoples Knowledge Holders Advisory Board and any other committee that Council formally approves for remuneration in accordance with this Policy.

For advice and support contact policy@griffith.edu.au for Governance and Operational policy documents.

6.0 Information

Title	Council and Committees Remuneration Policy
Document number	2023/0001030
Purpose	This policy provides the principled basis for the remuneration of Council and external committee members.
Audience	Public
Category	Governance
Subcategory	Governance
UN Sustainable Development Goals (SDGs)	This document aligns with Sustainable Development Goal/s: 8: Decent Work and Economic Growth
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Effective date	1 January 2022
Review date	2024 (Currently under review)
Policy advisor	Head, Corporate Governance
Approving authority	University Council

7.0 Related Policy Documents and Supporting Documents

Legislation	Griffith University Act 1998
Policy	Code of Conduct
Procedures	Council and Committees Remuneration Procedure

Council Handbook
Council Meetings Procedure

Local Protocol

N/A

Forms

N/A
