

Who manages Tasplan

Our board

Tasplan's trustee is Tasplan Ltd, ABN 13 009 563 062. The trustee board is responsible for all decisions regarding the management and operation of Tasplan to ensure that it's run in the best interests of members.

During the 2015-16 financial year, the following directors retired from the board:

- Barrie Macdonald
- Angela Briant

We thank Barrie and Angela for their efforts while serving on our board, and wish them all the best in their future endeavours.

The directors as at 30 June 2016 were as follows:

Name	Position	Start date	Board meetings attended 2015-16
Naomi Edwards	Chair, independent director	14 October 2011	8 of 10
Anthony Stacey AM	Employer director	24 January 1995	7 of 10
Paul Griffin	Member director	13 November 1995	8 of 10
Roz Madsen	Member director	4 March 2011	8 of 10
Steve Walsh	Member director	10 October 2014	9 of 10
Paul Arnold	Employer director	24 March 2015	10 of 10
Susan Parr	Employer director	24 March 2015	9 of 10
Frank Barta	Employer director	1 December 2015	7 of 7
Allan Garcia	Employer director	1 December 2015	7 of 7
Mike Tidey	Member director	1 December 2015	7 of 7
Nick Heath	Member director	1 December 2015	4 of 7

The following changes have occurred since 30 June 2016:

Retired directors

Name	Position	Start date	End date
Anthony Stacey AM	Employer director	24 January 1995	18 July 2016
Nick Heath	Member director	1 December 2015	18 July 2016

New directors appointed

Name	Position	Start date
Brian Scullin	Employer director	18 July 2016
John Mazengarb	Member director	18 July 2016
Neroli Ellis	Member director	18 July 2016
Rebekah Burton	Employer director	18 July 2016

More information about our directors is available at www.tasplan.com.au/about-us

Directors remuneration

Directors were paid an annual fee of \$43,044 for the 2015-2016 financial year. The Chair was paid an annual fee of \$85,840 plus a short term allowance of \$12,000 relating to the additional work associated with the merger with Quadrant and RBF.

We operate a number of separate committees which oversee different aspects of our operations.

Directors on each committee attend these meetings in addition to board meetings. These are:

- Audit, risk and compliance committee
- Investment committee
- Remuneration committee
- Administration committee
- RBF merger governance committee

Directors and Chair also received committee membership and chairmanship fees from 1 December 2015.

Audit, risk and compliance		
Role	Name	Fee paid
Chair	Nick Heath	\$12,900
Members	Mike Tidey, Steve Walsh, Tony Stacey	\$8,600
Investment		
Role	Name	Fee paid
Chair	Naomi Edwards	\$12,900
Members	Roz Madsen, Frank Barta, Paul Arnold	\$8,600
Remuneration		
Role	Name	Fee paid
Chair	Naomi Edwards	\$6,450
Members	Susan Parr, Steve Walsh	\$4,300
Administration		
Role	Name	Fee paid
Members	Allan Garcia, Paul Griffin, Susan Parr	\$4,300
RBF merger governance		
Role	Name	Fee paid
Chair	Naomi Edwards	\$6,450
Members	Roz Madsen, Frank Barta	\$4,300

Director remuneration for 2015-16 and 2014-15

Director	Financial year	Short-term benefits <i>Cash salary, fees and short-term compensated absences</i>	Post-employment benefits <i>Super and pension benefits</i>	Total (Note 5)	Third party payments <i>Included in short-term benefits</i>
Naomi Edwards Chair Term: 14/10/11 - current	2016	\$107,707	\$10,306	\$118,013	
	2015	\$115,196	\$11,520	\$126,716	
Anthony Stacey Term: 24/01/95 – 18/07/16	2016	\$15,388	\$34,780	\$50,168	
	2015	\$8,211	\$32,721	\$40,932	
Barrie Macdonald Term: 1/07/03 – 15/10/15	2016	\$12,787	\$1,220	\$14,007	
	2015	\$37,211	\$3,721	\$40,932	
Paul Arnold Term: 24/03/15 - current	2016	\$46,943	\$4,360	\$51,303	
	2015	\$9,016	\$902	\$9,918	
Susan Parr Term: 24/03/15 - current	2016	\$45,808	\$4,360	\$50,168	
	2015	\$9,016	\$902	\$9,918	
Angela Briant Term: 16/05/03 – 15/10/15	2016	\$6,616	\$7,391	\$14,007	\$6,616 (Note 1)
	2015	\$35,139	\$5,793	\$40,932	\$24,277 (Note 1)
Roz Madsen Term: 4/03/11 - current	2016	\$48,119	\$4,579	\$52,698	\$48,119 (Note 2)
	2015	\$37,211	\$3,721	\$40,932	\$37,211 (Note 2)
Paul Griffin Term: 13/11/95 - current	2016	\$43,497	\$4,140	\$47,637	\$43,497 (Note 3)
	2015	\$37,211	\$3,721	\$40,932	\$37,211 (Note 3)
Steve Walsh Term: 10/10/14 - current	2016	\$48,119	\$4,579	\$52,698	\$48,119 (Note 4)
	2015	\$25,760	\$2,576	\$28,338	\$25,761 (Note 4)
Frank Barta Term: 01/12/15 – current	2016	\$25,834	\$7,087	\$32,921	
	2015	-	-	-	
Allan Garcia Term: 01/12/15 – current	2016	\$19,385	\$8,475	\$27,860	
	2015	-	-	-	
Nick Heath Term: 01/12/15 – 18/07/16	2016	\$30,065	\$2,856	\$32,921	
	2015	-	-	-	
Mike Tidey Term: 01/12/15 – current	2016	\$27,754	\$2,637	\$30,391	
	2015	-	-	-	

Note 1: 60% of director fees paid to Unions Tasmania.

Note 2: 40% of director fees and 100% committee membership fees paid to Australian Education Union. 60% of director fees paid to Unions Tasmania.

Note 3: 40% of director fees and 100% committee membership fees paid to Shop Distributive & Allied Employees Association. 60% of director fees paid to Unions Tasmania.

Note 4: 100% director and committee membership fees paid to Unions Tasmania.

Note 5: Total fees paid include committee membership and chairmanship fees.

Executive management team

We employ a team of executive officers to manage the day to day operations of the fund. Our executive officers have met minimum levels of education, experience and integrity, as prescribed by ASIC, to be responsible for the legal obligations under our Australian financial services licence (AFSL).

The executive officers were as follows as at 30 June 2016:

Name	Position
Wayne Davy	Chief Executive Officer
Michael Irwin	Chief Operations Officer
Mark Williams	Investment Manager
Greg Hanigan	Company Secretary
Steve Thomas	General Manager Fund Administration & Technology

We have reviewed our executive management team since 30 June 2016 and have made some changes. Our new executive team is as follows:

Name	Position
Wayne Davy	Chief Executive Officer
Nick Connor	Chief Operations Officer
Ningning Lyons	Chief Financial Officer
Ian Lundy	Chief Investment Officer
Greg Hanigan	Executive Manager, Governance, Risk and Compliance
Lisa Free	Executive Manager, Brand and Marketing
Robyn Judd	Executive Manager, People and Culture
Keryn Welch	Executive Manager, Strategy

More information about our executive officers is available at www.tasplan.com.au/about-us

Executive officer remuneration for 2015-16 and 2014-15

Executive officer	Financial year	Short-term benefits <i>Cash salary, fees and short-term compensated absences</i>	Post-employment benefits <i>Super and pension benefits</i>	Non-monetary benefits (Note 1)	Performance bonus	Termination payments	Total
Wayne Davy (Note 2)	2016	\$392,509	\$19,959	-	\$20,000	-	\$432,468
	2015	\$117,560	\$6,502	\$4,518	-	-	\$128,580
Michael Irwin	2016	\$274,651	\$41,575	\$3,345	\$60,000	-	\$379,571
	2015	\$250,325	\$33,718	\$2,186	-	-	\$286,229
Mark Williams	2016	\$203,440	\$30,961	\$2,456	-	-	\$236,857
	2015	\$161,677	\$25,815	\$2,094	-	-	\$189,586
Greg Hanigan	2016	\$164,904	\$17,449	\$2,347	-	-	\$184,700
	2015	\$138,965	\$16,924	\$2,478	-	-	\$158,367
Neil Cassidy (Note 3)	2016	\$261,934	\$35,000	\$7,636	-	\$323,100	\$627,670
	2015	\$272,725	\$35,000	\$13,267	-	-	\$320,992
Steve Thomas (Note 4)	2016	\$141,984	\$22,688	-	\$60,000	-	\$224,672
	2015	-	-	-	-	-	-

Note 1: Non-monetary benefits include motor vehicle, parking and expense payment benefits and any associated fringe benefits tax.

Note 2: Wayne Davy's remuneration was paid by Quadrant Superannuation Pty Ltd, ABN 82 067 516 938, from 1 July 15 to 30 November 2015.

Note 3: Neil Cassidy, former Chief Executive Officer, terminated his employment with Tasplan due to genuine redundancy on 1 November 2015.

Note 4: Steve Thomas commenced as General Manager, Fund Administration & Technology of QT Administration Pty Ltd, a subsidiary of Tasplan, from 1 December 2015.