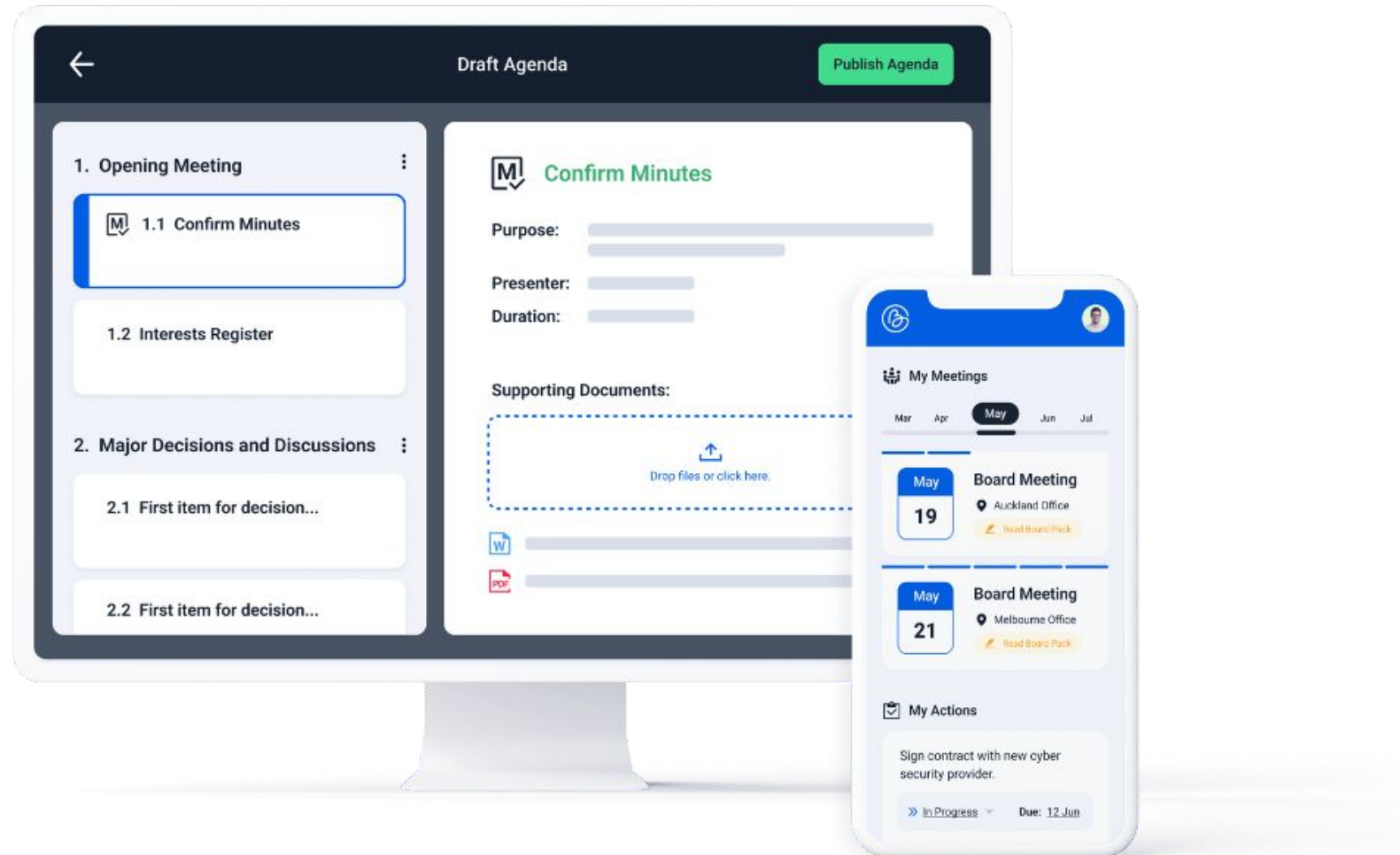




**Board Remuneration  
and Director Fees in  
Australia**









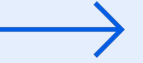
**Making the fundamentals of  
governance free and  
easy to implement**



Governance Made Easy

# Governance Resource Center

[boardpro.com/resource-centre](https://boardpro.com/resource-centre)



**David Maywald**

Company Director



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Board and Governance  
Specialist  
**Directors Australia**



**Lisa Cook**

Managing Director  
**Get on board Australia**



# Genesis of David's research project

## **Synthesising disparate sources and forming a holistic view:**

- Two-page summary will be circulated with the recording
- 15,000 word Thought Piece is publicly available at LinkedIn (including sources, analysis, data, and calculations):  
<https://www.linkedin.com/pulse/thought-piece-board-remuneration-director-fees-david/>

## **Two key asks spring from the conclusions of this work:**

- Broaden the payment of director fees across many more companies, nonprofits, and other organisations, in order to recognise the value of directors' time.
- Introduce tax deductibility for necessary costs incurred in volunteering (including training, professional development, and memberships).



# Misperception #1

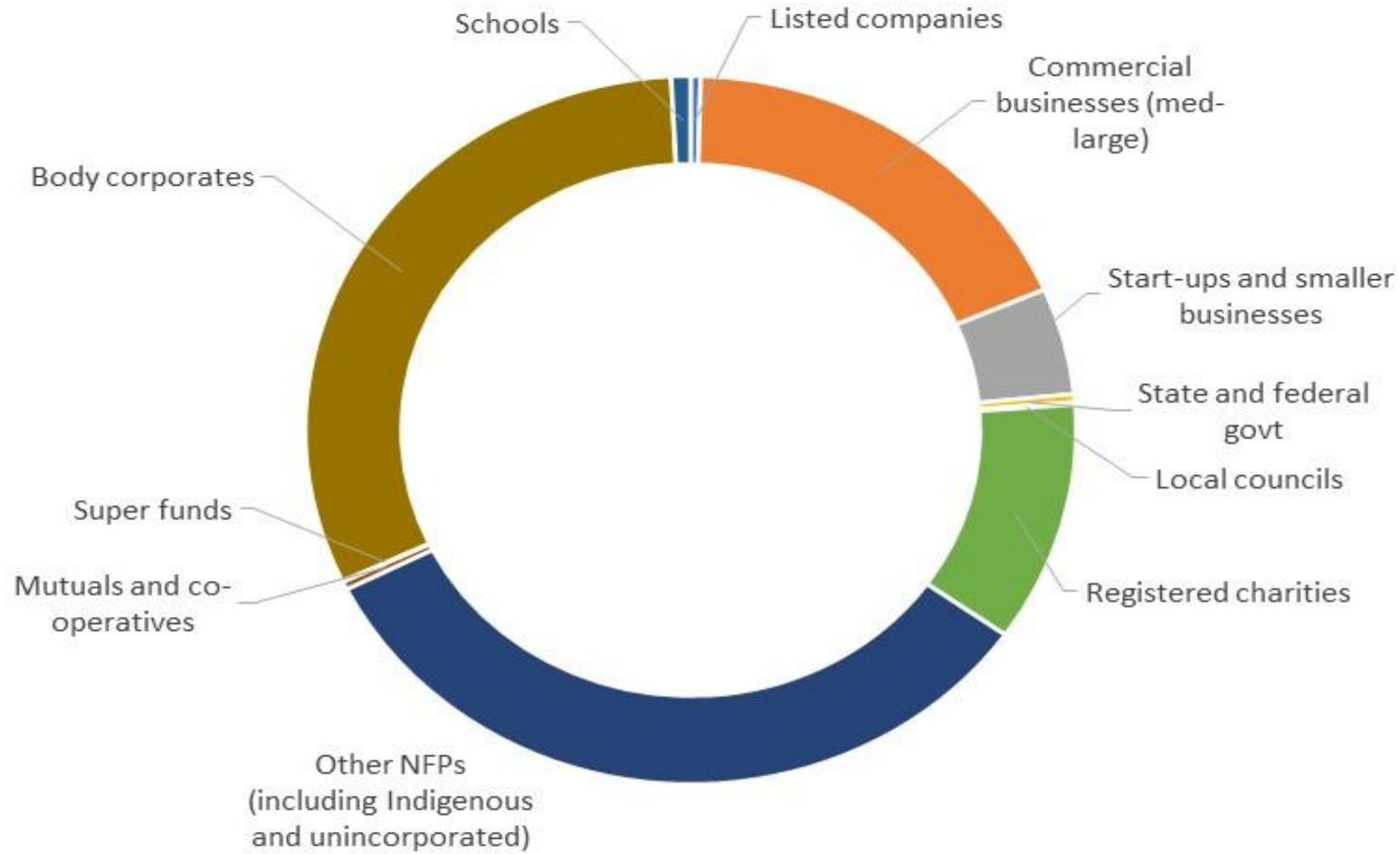
→ There are a few thousand boards, and the first ones coming to mind are listed companies, large charities, and government bodies. These are the ones that I aspire to joining.







There are over half a million governing bodies in Australia  
(520k central estimate, with range of estimates from 380k to 670k)

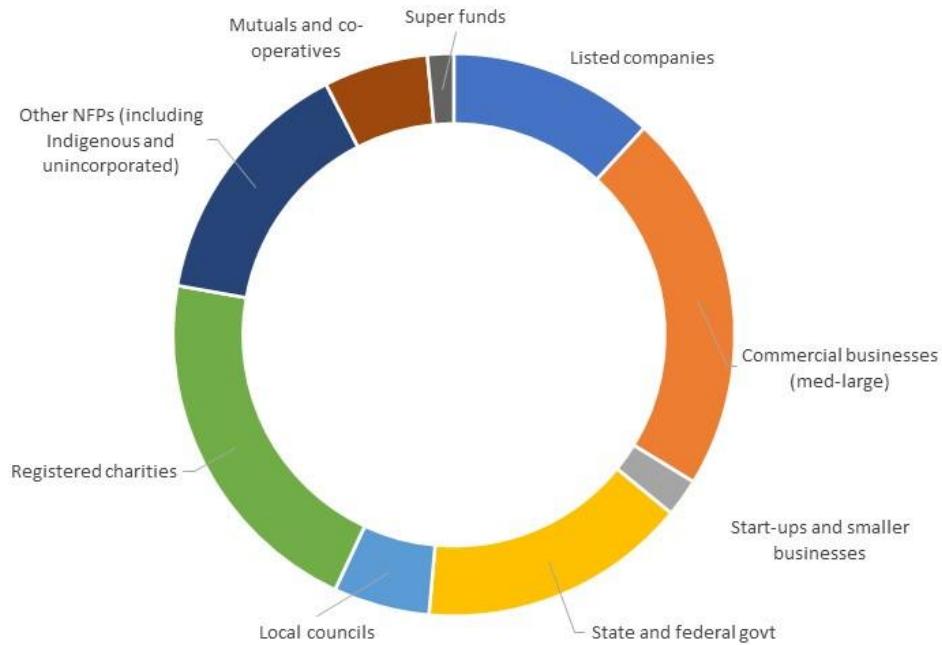


# Myth #2

→ There are lots of well-paid board roles, and it's easy to build a portfolio of non-exec roles to live off.



There are about 100k non-exec board roles that pay more than you spend on them (range of estimates from 73k to 120k)



## Reality:

less than 10% of board roles are paid, and about 3% of directors take 90% of the remuneration pool



# Impression #3

- Board diversity is a simple, narrow, and quick issue to address. We can use director succession to tick diversity boxes and then move onto more pressing issues...



# Inconvenient truths (tensions and trade-offs)



01

Structural factors have resulted in a lack of diversity:

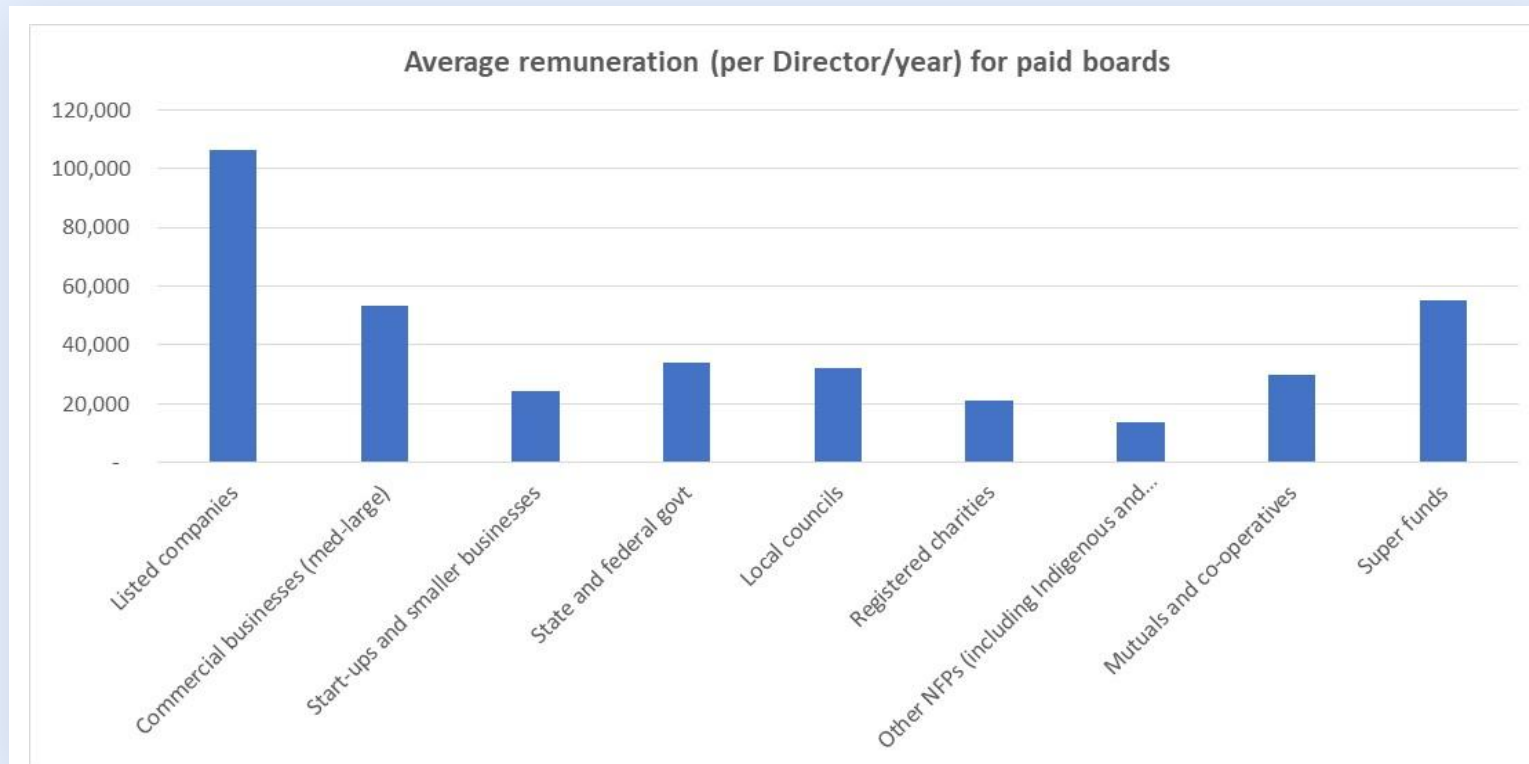
- When 90% plus of board roles are voluntary, who has the time available to contribute in a governance capacity?
- Board members tend to be unrepresentative of key stakeholders, such as clients/beneficiaries and employees.
- It often suits management and employees to have a disengaged board, especially for smaller organisations.

02

It's harder to lead and manage a very diverse team. It takes more time (for voluntary Chairs, for busy CEOs, and for Chairs of Board Committees).

# Where are the well-paid roles, that many directors aspire to?

---





What is crucial to any discussion on relative remuneration levels – the legal obligations, exposures, skillsets/experience, time commitment and level of responsiveness required of directors in particular roles?



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# Webinar Schedule

<https://www.boardpro.com/resource-centre/webinars>

61.	How to continually refresh your annual board strategy	On Demand
62.	Create a CEO Report that will delight your board	On Demand
63.	Board remuneration and director fees - research findings	On Demand
64.	How late reporting kills the CEO	Oct 26
65.	Cultural Literacy - The Rules of Belonging	Nov 2
66.	Exposing the hidden risk of organisational culture - Deep dive	Nov 16
67.	Understanding board dynamics	Nov 30
68.	Let's go beyond the boards: How to open up your strategy process	Dec 6



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## Elevate Your Leadership Skills

February 1 | February 15 | March 8  
AEDT 9:00am | NZDT 11:00am

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# Master the Art of Effective Board Meeting Minutes

February 13 | February 20  
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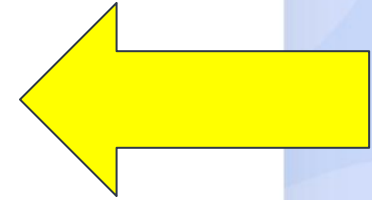
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**Thank you**

