

13 December 2021

Mr Stephen Palethorpe
Secretary
Senate Environment and Communications Legislation Committee
By email: ec.sen@aph.gov.au

Dear Mr Palethorpe

Supplementary Estimates 2021-22 – Clarifications

On 26 October 2021, in my capacity as General Counsel and Corporate Secretary, I appeared with other Australia Post representatives as witnesses before the Environment and Communications Legislation Committee (Committee) for Supplementary Budget Estimates 2020-21.

During the hearing my colleagues and I answered questions about various matters. The purpose of this letter is to clarify for the Committee a small number of responses provided to the Committee at the hearing.

In responding to questions from Senator Kitching relating to enterprise agreements within the Australia Post Group (Group), Mr Graham stated that Decipha was a payments business. To clarify, Decipha is an inbound information management services business. The Group does include a payments business, known as SecurePay.

In responding to questions from Senator Small relating to the two days of industrial action undertaken by Transport Workers Union members, Mr Barnes stated that, in relation to the first day, *“I think approximately 500 to 600 staff chose to participate in that action that day”* and that, in relation to the second day, *“In our StarTrack premium business, for example, we saw less than 20 staff take action. Across our StarTrack express business, it was about 450...”*. To clarify, approximately 800 team members participated in industrial action on 23 September 2021, and approximately 640 team members participated in industrial action on 21 October 2021.

In responding to questions from Senators Kitching and Sheldon in relation to remuneration in respect of financial year 2020-21, Mr Graham stated that Ms Davies received 100% of her base salary (that is to say, as an incentive payment in that financial year). To clarify, the amount received was 94.25% of her base salary of \$757,500. 100% was the maximum potential incentive payment that could have been received.

In responding to questions from Senator Sheldon, Ms Davies stated that she believed that the executive received a 2% increase to their base salary but that she would confirm that. This statement related to the annual remuneration review of senior executives in 2019. In that review, the former Group Chief Executive & Managing Director received an increase of 2%, six senior executives received an increase of 1% and two senior executives did not receive an increase.

In responding to questions from Senator Kitching relating to senior executive remuneration in financial year 2020-21, Mr Graham stated that there was no bonus paid the prior year to anybody in Australia Post. To clarify, there were no bonuses paid to senior executives in respect of that year (ie financial year 2019-20) however other eligible employees received incentive payments in respect of that financial year.

Information relating to remuneration is set out in Australia Post's remuneration reports, which are included in Australia Post's annual reports that are tabled in Parliament, and are available for review on Australia Post's website at: <https://auspost.com.au/about-us/news-media/publications>.

Sincerely

A solid black rectangular box used to redact the signature of Nick Macdonald.

Nick Macdonald
General Counsel and Corporate Secretary