

**Question on notice no. 221**

**Portfolio question number: NIAA221**

**2024-25 Budget estimates**

**Finance and Public Administration Committee, Cross Portfolio Indigenous matters**

**Senator David Pocock:** asked the Anindilyakwa Land Council on 20 June 2024—

Please provide an itemised list of previous and current roles held by each of Mark Hewitt and Sophy Liu at the ALC or any other entity which receives or has received funding from the ALC. For each role, please indicate:

the nature, duration and total value of any remuneration and benefits received by Mark Hewitt or Sophy Liu; and

for positions held by Sophy Liu:

an explanation of how the hiring process was conducted (including whether a competitive, public recruitment process was undertaken) , and

any documented process for the management of Mr Hewitt's conflicts of interest.

**Answer —**

Please see attached.

**Senate Finance and Public Administration Legislation Committee**  
**ANSWERS TO QUESTIONS ON NOTICE**  
**Budget Estimates 2024-2025**

**Prime Minister and Cabinet Portfolio**

**Department/Agency:** Anindilyakwa Land Council (ALC)

**Topic:** Roles held by Mark Hewitt and Sophy Liu

**Senator:** David Pocock

**Question reference number:** NIAA221

**Type of question:** Written

**Date set by the committee for the return of answer:** 25 July 2024

**Number of pages:** 6

**Question:**

- Please provide an itemised list of previous and current roles held by each of Mark Hewitt and Sophy Liu at the ALC or any other entity which receives or has received funding from the ALC. For each role, please indicate:
  - the nature, duration and total value of any remuneration and benefits received by Mark Hewitt or Sophy Liu; and
  - for positions held by Sophy Liu:
    - an explanation of how the hiring process was conducted (including whether a competitive, public recruitment process was undertaken), and
    - any documented process for the management of Mr Hewitt’s conflicts of interest.

**Answer:** -

**Table 1: ALC Roles held by Mark Hewitt and Sophy Liu**

Name	Role	Duration	Total remuneration and benefits		
			Financial year	Base salary (\$)	Benefits (\$)
Mark Hewitt	Chief Executive Officer ALC	Sept 2011-current	2023-24	308,578 <sup>o</sup>	197,802 <sup>~^</sup>
			2022-23	254,506*	184,481 <sup>**</sup>
			2021-22	241,873*	177,635 <sup>**</sup>
			2020-21	249,739*	304,391 <sup>**&gt;</sup>
			2019-20	336,700* <sup>#</sup>	63,844 <sup>**</sup>
			2018-19	245,078*	156,926 <sup>**</sup>
			2017-18	293,608	150,153 <sup>^</sup>

			2016-17	269,369	170,106 <sup>^</sup>
			2015-16	268,558	155,035 <sup>^</sup>
			2014-15	237,995	107,938 <sup>^</sup>
			2013-14	177,260	39,912 <sup>^</sup>
			2012-13	171,374	54,856 <sup>^</sup>
Name	Role	Duration	Total remuneration and benefits		
			Financial Year	Base Salary (\$)	Benefits (\$)
Sophy Liu	Major Investment and Development Coordinator - Royalty Development Unit	June 2022-current (part-time)	2023-24	33,122	4,853
			2022-23	31,415	5,946
	Finance Officer	June 2016 - June 2022 (full time)	2021-22	107,820	16,938
			2020-21	106,725	38,725
			2019-20	104,832	16,752
			2018-19	99,641	20,237
			2017-18	101,986	14,611
			2016-17	94,538	19,117

~ 2023-24 information is based on unaudited financial statements.

°The base salary listed in 2023-24 is higher than previous years due to base salary included back pay amounting to \$34,760.88 in December, along with CPI adjustments of 4% in both October and December.

\*sourced from ALC Annual Report KMP remuneration tables for respective financial years. The benefits listed are a total of all amounts from the Annual Report table excluding base salary.

<sup>^</sup>Benefits may include contract incentive amounts (bonus), leave paid out, annual leave entitlements, and housing on Groote Eylandt, fringe benefits tax, vehicle, superannuation contributions and long service leave.

<sup>></sup> Higher amount reported due to cashing out annual leave resulting in higher benefits and allowances compared to other years.

<sup>#</sup>Base salary reported in this year includes \$23,200 contract incentive amount, \$23,924 fringe benefits, and \$32,994 annual leave accrual, which in other years were classified under bonus, and benefits.

**Table 2: Explanation of the hiring process for Sophy Liu at ALC:**

<b>Role</b>	<b>Explanation of hiring process</b>
<p>Major Investment and Development Coordinator – Royalty Development Unit- June 2022- current (part-time)</p>	<p>The ALC HR team provided Sophy Liu with a new part time contract on 26 June 2022, when Sophy reduced her hours at the ALC to 10 hours per week.</p> <p>An “Employee Variation Request” was completed and processed by HR and Finance to facilitate this change.</p> <p>There was no public recruitment process, because this was a transfer of an existing employee to a new position, in circumstances where Sophy Liu had been instrumental in establishing the initiative that the position serves.</p>
<p>Finance Officer - June 2016- June 2022 (full-time)</p>	<p>The matter of Sophy Liu’s employment was tabled at the ALC Board meeting on 30 May 2016. The minutes record that Mark Hewitt declared a conflict of interest and left the room for this item. The ALC Board passed a resolution supporting Sophy Liu in the position.</p> <p>There was no public recruitment process, because this was a position which was established to perform the duties of a previous position at the Angabunumanja Aboriginal Corporation. Sophy was employed in that previous position, which ceased existence after her transfer to the ALC.</p> <p>This position reported to the Royalty Development Team Leader. This position, although differently named, is substantially similar to the Major Investment and Development Coordinator position.</p>

**Table 3: Roles held by Mark Hewitt in other entities.**

Note the information provided in this table relates to the business of other entities. The ALC has made best efforts to source information for these responses from relevant entities.

Entity	Role	Duration	Total remuneration and benefits		
			Financial Year	Base salary (\$)	Benefits (\$)
GHAC (registered Feb 2021-ORIC).	Director	Feb 2021-current	2023-24	0	0
			2022-23	0	0
			2021-22	0	0
			2020-21	0	0
Winchelsea Mining (registered June 2018-ASIC).	Director	June 2018-current	2023-24	199,999	35,818
			2022-23	187,692	76,953
			2021-22	200,000	96,015
			2020-21	203,845	102,132
			2019-20	200,000	42,887
			2018-19	161,538	15,345

**Table 4: Roles held by Sophy Liu in other entities**

Note the information provided in this table relates to the business of other entities. The ALC has made best efforts to source information for these responses from relevant entities.

Entity	Role	Duration	Total remuneration and benefits		
			Financial Year	Base salary (\$)	Benefits (\$)
GHAC (registered Feb 2021- ORIC)	Chief Operating Officer <sup>1</sup>	Apr 2022-current	2023-24	194,549	28,509
			2022-23	187,692	33,307
			2021-22	46,153	4,615
	Marketing and Clan Business Manager <sup>2</sup>		N/A	0	0
Winchelsea Mining	Executive Assistant	2018-24	2023-24	55,000	8,676
			2022-23	51,615	52,806
			2021-22	55,000	73,209
			2020-21	56,057	58,780
			2019-20	55,000	29,562
			2018-19	43,365	4,119
Angabunu-manja Aboriginal Corporation	Business Manager	2014-16	2015-16	92,192	2,417
			2014-15	29,149	0
Anindilyakwa Services Aboriginal Corporation	Business Manager/part-time manager	2014-15	N/A	Data not available	Data not available
Amangarra Aboriginal Corporation	Business Manager/ part-time manager	2014-15	N/A	Data not available	Data not available

<sup>1</sup>Sophy Liu reports directly to the Board.

<sup>2</sup> Sophy Liu was noted on the organisation chart in this role but was not paid remuneration from GHAC until commencing the Chief Operating Officer role in April 2022.

**Table 5: Explanation of the hiring process for Sophy Liu in other entities**

Note the information provided in this table relates to processes run by other entities. The ALC has made best efforts to source information for this response from relevant entities.

<b>Role</b>	<b>Explanation of hiring process</b>
GHAC- Chief Operating Officer	In summary: <ol style="list-style-type: none"><li>1. COO role job description was prepared by or with the assistance of a consultant.</li><li>2. The job description and proposed salary were reviewed by a consultant.</li><li>3. Sophy submitted CV.</li><li>4. The GHAC board considered and approved Sophy Liu for the position at a board meeting on 16 March 2022. Mark Hewitt was not involved in that decision.</li><li>5. Employment contract prepared by a consultant and signed. The employment contract contained a 6-month probation period.</li></ol>

The ALC has been unable to obtain further information on the hiring processes of the other entities.