

1. POLICY STATEMENT

This Policy has been developed and adopted by the Authority to guide the decision-making process of the Board when reviewing the allowance payable to Independent Board Members, including the Independent Chairperson for their services during a financial year. This Policy is designed to ensure consistency, transparency and equity in the review process from year to year.

2. ALLOWANCE

Allowances are payable to Independent Board Members on a monthly basis to reflect the time commitment, expertise, and responsibilities required to fulfill their governance duties. These allowances are in addition to any approved reimbursement of expenses reasonably incurred in the exercise of their duties of office.

3. DETERMINATION OF ALLOWANCE

The Board shall resolve on an annual basis as to the amount of the allowance payable to each Independent Board Member for their services in the current financial year.

The Chairperson and Independent Members must not be present for any part of the discussion or vote relating to their own allowance.

The matter of the Independent Board Member's allowance will be placed on the agenda of the first ordinary meeting of the Board after May 31st of each year. Where the Board resolves to adjust the Independent Member Allowance then such adjustments will operate retrospectively from 1 July of the relevant financial year.

4. CONSIDERATIONS IN DETERMINING QUANTUM OF ALLOWANCE

When determining the quantum of allowances, the Board will consider:

1. the allowance paid in the preceding financial year;
2. the most recent annual Consumer Price Index ("CPI for Adelaide") as published by the Australian Bureau of Statistics;
3. the expected time commitment and complexity of duties in the relevant financial year;
4. the level of expertise required from the Chairperson and Independent Members in the relevant financial year;
5. the Market rate for similar positions; and
6. any other factor the Board considers relevant.

The Board shall perform a Market Remuneration review at least every three years and within 6 months of the appointment or re-appointment of the Chairperson or Independent Member.

If the Board anticipates that there will be no substantial change in the level of services or expertise required from the Chairperson and Independent Members over the relevant financial year, then, unless there is some other reason to vary the allowances, the Board should resolve that the allowances will be the allowances paid in the preceding financial year increased only by CPI.

7. GRIEVANCE PROCEDURE

If the Chairperson or an Independent Member is dissatisfied with the decision of the Board in relation to their allowance, then they may make a written submission to the Board outlining their concerns. The Board will consider the written submissions at its next ordinary meeting and in doing so, may seek independent advice before affirming or varying its decision. Any variation will apply retrospectively from 1 July of the relevant financial year.

8. POLICY REVIEW

This policy will be reviewed at least once every three years or if any significant new information, legislative, or organisational change warrants an amendment to this document.

9. DOCUMENT HISTORY

Version No:	Issue Date:	Description of Change:
V1	4 June 2007	
V2	2 June 008	
V3	1 June 2009	
V4	7 June 2010	
V5	6 June 2011	
V6	4 June 2012	
V7	5 August 2013	
V8	2 June 2014	
V9	6 June 2016	
V10	5 June 2017	
V11	6 August 2018	
V12	7 June 2021	Reviewed for currency of language and content.
V13	25 August 2025	Updated to reflect inclusion of the Independent Members. Policy previously known as Chairperson Allowance Review Policy

10. DOCUMENT CONTROL

Original Issue Date:	4 June 2007
Review Version:	V13
Next Review Date:	August 2028
Adopted:	August 2025