

Improving housing outcomes for Australians



Key management remuneration

In 2024–25, Housing Australia had 8 current Board members and 5 current senior executives who met the definition of KMP (see Table 17).

Remuneration strategy

Housing Australia is reviewing its remuneration framework to ensure a best practice approach to governance, aligned with Housing Australia's strategic objectives and stakeholder expectations.

Our talent acquisition strategy is also being reviewed to drive efficiency by leveraging technology and to ensure our sourcing strategy and processes assist us to identify people with the skills and experience required to meet the goals outlined in the Corporate Plan. The organisation operates within a performance-based framework and adheres to relevant Australian Government policies applicable to statutory agencies.

2024–25 remuneration structure

Board remuneration

All members of the Housing Australia Board are appointed by the Australian Government through the responsible Minister, in accordance with the provisions of the Housing Australia Act.

Board member fees are determined and administered by the Australian Government Remuneration Tribunal, an independent statutory authority responsible for setting remuneration for specified Commonwealth offices. Housing Australia is required to comply with the Tribunal's determinations and does not participate in the fee-setting process.

The Tribunal sets annual fees for the Chair and Board members, exclusive of statutory superannuation contributions. The Chair's fee covers all responsibilities, including committee participation. Additional fees apply to Board members who serve on the ARC. Statutory superannuation is paid in addition to the fees determined by the Tribunal.

Executive remuneration

Housing Australia's remuneration structure consists solely of Fixed Annual Remuneration (FAR) which is designed to comply with regulatory requirements and reflect relevant market conditions.

For senior executives and highly paid employees, FAR is determined based on a combination of expertise, applicable government policies and industry benchmarks. As a public financial corporation, Housing Australia operates within the framework of the Australian Government's *Public Sector Workplace Relations Policy 2023*, to the extent practicable and in line with its commercial and competitive context.

Factors considered in setting FAR include market data for comparable roles, role complexity, internal relativities, individual skills and experience and performance assessments. Independent benchmarking is informed by data from the Financial Institutions Remuneration Group and relevant government sources.

The FAR for the CEO is determined by the Remuneration Tribunal. The role is classified as a full-time public office holder. The FAR includes base salary, allowances, superannuation contributions, and any non-cash benefits. The CEO accrues long service leave and is not eligible for a discretionary bonus.

The CEO sets all other remuneration.

Remuneration governance arrangements

Board

The Board is responsible for overseeing the development and implementation of policies and practices that govern the performance and remuneration arrangements for the CEO and senior executives. This responsibility is carried out through:

- monitoring management's performance against the objectives outlined in the annual Corporate Plan
- assessing the performance of the CEO through an annual performance evaluation
- providing guidance to the CEO on matters related to the appointment and evaluation of senior executives, and
- succession planning for the CEO and key leadership roles.

A performance assessment of the CEO, referable to the year ended 30 June 2025, was completed as part of Housing Australia's performance planning and management process.

Financial remuneration information

In accordance with the PGPA Rule 2014, the following tables contain summary data of the remuneration received by KMP (Table 17), senior executives (Table 18) and other highly paid employees (Table 19) in 2024–25. Other highly paid employees are employees who are neither KMP nor senior executives and whose total remuneration exceeds the \$270,000 threshold for this reporting period.

Table 17: Remuneration of key management personnel for the reporting period 2024–25

Short-term benefits		Post-employment benefits			Other long-term benefits		
Name	Position title	Short-term benefits		Other benefits and allowances	Post-employment benefits		Total remuneration \$
		Base salary	Bonuses		Superannuation contributions	Long service leave	
Cathie Armour	Board member	77,885	-	-	8,957	-	86,842
Carol Austin	Chair	122,620	-	-	14,101	-	136,721
Lisa Braid	Chief Operating Officer	171,994	-	-	18,378	2,697	193,069
Nathan Dal Bon	Chief Executive Officer	121,582	-	-	13,789	-	135,371
Robert Elliott	Chief Financial Officer	208,283	-	-	12,666	2,858	223,807
Stuart Neilson	Chief Financial Officer & Chief Operating Officer	116,629	-	-	4,632	-	121,261
Jane Hewitt	Board member	12,417	-	-	1,428	-	13,845
Nicola Jacobs	Chief Legal Officer and Board Secretary	536,033	-	38,547	38,588	6,174	619,342
Scott Langford	Chief Executive Officer	419,893	-	-	30,775	3,221	453,889
David Le	Acting Chief Financial Officer	174,920	-	-	20,472	4,675	200,067
Kirsten O'Donoghue	Chief Risk Officer	468,757	-	-	52,343	9,468	530,568
Matina Papathanasiou	Board member	61,320	-	-	7,052	-	68,372
Mary Ploughman	Board member	68,100	-	-	7,831	-	75,931
Nigel Ray	Board member	70,360	-	-	8,091	-	78,451
Kelvin Ryan	Board member	61,320	-	-	7,052	-	68,372
Damien Tangey	Board member	34,337	-	-	3,949	-	38,286
Richard Wynne	Board member	61,320	-	-	7,052	-	68,372
Total		2,787,770	-	38,547	257,156	29,093	3,112,566

Table 18: Remuneration of senior executives for the reporting period 2024–25

Remuneration band	Number of senior executives	Short-term benefits			Post-employment benefits	Other long-term benefits		Termination benefits	Total remuneration
		Average base salary	Average bonuses	Average other benefits and allowances	Average superannuation contributions	Average long service leave	Average other long-term benefits	Average termination benefits	Average total remuneration
		\$	\$	\$	\$	\$	\$	\$	\$
\$270,001 – \$295,000	1	249,435	-	–	28,500	4,915	–	–	282,850
\$295,001 – \$320,000	1	271,516	-	–	22,316	5,787	–	–	299,619
\$320,001 – \$345,000	1	231,159	-	–	25,667	–	–	86,942	343,768
\$395,001 – \$420,000	1	359,041	-	–	39,114	8,462	–	–	406,617
\$445,001 – \$470,000	1	319,400	-	–	29,380	–	–	120,721	469,501
\$495,001 – \$520,000	1	438,805	-	18,568	41,861	3,469	–	–	502,703
\$520,001 – \$545,000	1	466,554	-	16,779	37,331	12,688	–	–	533,352
	7								

Table 19: Remuneration of other highly paid employees for the reporting period 2024–25

Short-term benefits					Post-employment benefits	Other long-term benefits		Termination benefits	Total remuneration
Remuneration band	Number of highly paid employees	Average base salary	Average bonuses	Average other benefits and allowances	Average superannuation contributions	Average long service leave	Average other long-term benefits	Average termination benefits	Average total remuneration
		\$	\$	\$	\$	\$	\$	\$	\$
\$260,000 – \$270,000	3	217,939	–	–	25,464	5,004	–	16,849	265,256
\$270,001 – \$295,000	15	246,701	–	309	27,701	5,619	–	951	281,281
\$295,001 – \$320,000	10	274,947	–	–	30,049	6,372	–	–	311,368
\$320,001 – \$345,000	7	280,601	–	–	32,969	6,579	–	13,859	334,008
\$345,001 – \$370,000	7	310,264	–	1,719	34,771	7,003	–	–	353,757
\$370,001 – \$395,000	1	328,432	–	–	36,385	7,472	–	–	372,289
\$420,001 – \$445,000	2	379,253	–	–	41,926	8,478	–	–	429,657
45									

