

CPS511 Remuneration disclosures as at 30 June 2024

This disclosure is pursuant to APRA Prudential Standard CPS511 – Remuneration and APS330 – Public Disclosure and provides an overview of Fire Service Credit Union’s remuneration policy , practices and governance.

Overview

APRA Prudential Standard CPS511 – Remuneration requires Authorised Deposit-Taking Institutions (ADIs) which are governed under the Banking Act 1959 (Cth) to undertake annual disclosure regarding their remuneration practices. CPS511 sets out requirements to ensure entities maintain remuneration arrangements which appropriately incentivise individuals to prudently manage the risks they are responsible for and apply consequences for poor risk outcomes. On the other hand, APS330 requires ADIs which are governed under the Banking Act to undertake periodic disclosure of qualitative and quantitative information on their remuneration practices.

Fire Service Credit Union (FSCU) does not presently have any variable remuneration arrangements. The current remuneration model is based on the total remuneration concept.

The key requirements of CPS511 are that:

- The Board of an APRA-regulated entity is responsible for the remuneration framework and its effective application, consistent with the size, business mix and complexity of the entity;
- An entity must maintain a remuneration framework that promotes effective management of financial and non-financial risks;
- Remuneration outcomes must be commensurate with performance and risk outcomes;
- Higher standards must be met for key roles and certain large, complex entities; and
- An APRA-regulated entity must make clear, comprehensive, meaningful, consistent and comparable public disclosures on remuneration.

FSCU , as a non-significant financial institution (non-SFI), is required to make the disclosures as outlined in CPS511. Disclosures under CPS511 commence from the first full financial year following 1 January 2024, with annual disclosures required within 6 months on an entity’s financial year-end.

Governance and remuneration

The Board has responsibility for remuneration practices, as required by APRA Prudential Standard CPS510 – Governance. This includes:

- Remuneration of Senior Managers
- Regular reviews of the Remuneration Policy and Remuneration Framework.

In the 2024 financial year there were changes to the remuneration governance structure. In February 2024 , with a separate Remuneration Committee not specifically required under CPS511, the Board agreed that Remuneration Committee responsibilities would become board responsibilities. The Remuneration Committee was subsequently disbanded.

Total remuneration paid to Board members in the 2024 financial year was \$29,463. This represents the total fees paid to all directors for their positions on the Board. Twelve board meetings were held during the 2024 financial year.

FSCU's **Remuneration Framework** applies to all employees of the Credit Union and its objectives are as follows:

- Attracting and retaining capable, motivated managers and staff;
- Attracting managers with strategic vision, able to drive growth while maintaining stability and financial soundness of FSCU;
- Promote the effective management of financial and non-financial, sustainable performance and FSCU's long-term soundness;
- To support the prevention and mitigation of conduct risk;
- Aligns with FSCU's business plan, strategic objectives and risk management framework; and
- Advancing and protecting the interests of FSCU, its members and its depositors.

The policy is reviewed annually by the Board, with the last review in March 2024

The following employees are identified as Senior Managers in accordance with CPS510 – Governance and the Credit Union's remuneration policy for the 2024 financial year:

- Chief Executive Officer
- Chief Operations Officer
- Chief Finance Officer
- Risk and Compliance Manager

FSCU has no other employees that it considers as material risk takers or Senior Managers in accordance with CPS510 Governance.

Board oversight and governance of the Credit Union's Remuneration Framework

The Board of the Credit Union is responsible for the oversight of the sound and prudent management of the Credit Union including the Remuneration Framework including:

- Regular review and approval of FSCU's Remuneration Policy
- Annual review of remuneration of Senior Managers

Remuneration Review

The Board regularly reviews the performance and remuneration of Senior Managers and assesses performance having regard to:

- The relevant position description, responsibilities and other performance criteria;
- FSCU's current and long term financial soundness and the Senior Manager's role and contribution to that position;
- The integrity and continued resilience of FSCU's risk management framework and the Senior Manager's role and contribution to that position;
- FSCU's Human Resources Policy sets out the process to be followed in the event of underperformance or serious misconduct.

Reporting and Review

The Board regularly reviews the content and coverage of the Remuneration Policy on a regular basis having regard to:

- Relevant Prudential Standards, best practices in relation to Corporate Governance and Senior Manager remuneration and any guidance and/or directions from APRA;
- The nature and extent of FSCU's business risks;
- Changes to key personnel, including Senior Managers and others who should or will be subject to the Remuneration Policy
- The assessed performance of Senior Managers and others subject to this policy

Fixed Remuneration Component

As captured in FSCU's Board-approved Remuneration Policy, all remuneration arrangements for Senior Managers comply with the following:

- Provision of remuneration only in the form of fixed salary, reviewed annually;
- May contain elements of 'salary sacrifice'
- May include non-cash benefits reasonably required and associated with the Senior Manager's work responsibilities

Remuneration arrangements exclude the following:

- Any component or form of remuneration (whether in cash or kind) that is performance based, linked, varied in accordance with or otherwise dependent upon specific performance or business activities and/or outcomes;
- Any equity-related benefits

FSCU does not offer variable remuneration and therefore is not currently subject to deferred variable remuneration.

Other remuneration disclosures

	2024		2023	
Variable remuneration, guaranteed bonuses, signon awards, and termination payments during the financial year.	No. of employees	Amount	No. of employees	Amount
No. of variable remuneration awards	-	-	-	-
No. and total guaranteed bonuses awarded	-	-	-	-
No. of sign-on awards	-	-	-	-
No. and total termination payments	-	-	-	-
Deferred Remuneration	Total amount		Total amount	
Outstanding deferred remuneration, split into cash, shared and share-linked instruments and other forms	-		-	
Deferred remuneration paid out in the financial year	-		-	

Total value of remuneration awards for senior managers / material risk takers for the financial year	Unrestricted	Deferred	Unrestricted	Deferred
Fixed Remuneration				
Cash-based, including superannuation	\$436,025	-	\$355,635	-
Shares and share-linked instruments	-	-	-	-
Other	-	-	-	-
Variable Remuneration				
Cash-based, including superannuation	-	-	-	-
Shares and share-linked instruments	-	-	-	-
Other	-	-	-	-