

1. Bonus payments to Executive Officers

During 2009 UTS introduced a new model for performance incentive pay across the Executive group. Previously the majority of the Deputy Vice-Chancellors had been included in the performance pay scheme outlined in the UTS Senior Staff Group Collective Agreement 2007 (Clause 12), however, in recognition of market practice in 2009 the Deputy Vice-Chancellors progressively moved onto a specific Senior Executive Performance Incentive scheme.

The bonus payments made in 2009 to Professor Alexander and Ms Dwyer were made under the terms of the Senior Staff Group Collective Agreement 2007. Bonus payments made in 2009 also attracted 9% employer superannuation contribution. From 2010 all Deputy Vice-Chancellors are covered by the Senior Executive Performance Incentive scheme.

Professor Shirley Alexander - Deputy Vice-Chancellor (Teaching, Learning & Equity)

2009	\$2,173	2010	\$40,875
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Professor Peter Booth - Senior Deputy Vice-Chancellor

2009	\$37,515	2010	\$49,050
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Professor Attila Brungs - Deputy Vice-Chancellor (Research)

2009	n/a	2010	\$30,656
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Dr Rosalind Dubs - Deputy Vice-Chancellor (External Relations) & Registrar

2009	\$17,010	2010	n/a
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Ms Anne Dwyer - Deputy Vice-Chancellor (Corporate Services)

2009	\$2,473	2010	\$43,600
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Professor Ross Milbourne - Vice-Chancellor

2009	\$66,500	2010	\$77,663
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Professor William Purcell - Deputy Vice-Chancellor (International & Development)

2009	n/a	2010	\$54,500
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Mr Patrick Woods - Deputy Vice-Chancellor (Resources)

2009	\$28,215	2010	\$54,500
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2. Remuneration and Benefits paid to the Vice-Chancellor in 2009

- Salary \$360,366
- Bonus \$66,500
- Vehicle and Accommodation (inclusive of FBT payable on these benefits) \$182,818
- Superannuation \$67,247

3. Remuneration and Benefits paid to the Vice-Chancellor in 2010

- Salary \$379,695
- Bonus \$77,663
- Vehicle and Accommodation (inclusive of FBT payable on these benefits) \$194,368
- Superannuation \$64,547

4. Performance indicators for the Vice-Chancellor for 2009

The UTS Key Performance Indicators are the primary performance indicators referenced in relation to the Vice-Chancellor's performance in 2009 – these are published in the 2009 UTS Annual Report on page 65.

<http://www.gsu.uts.edu.au/publications/utsannualreport.html>

In addition to these there were a number of personal activities:

- Initial fundraising success
- Raise UTS profile in Business Community
- UTS views represented in Government policy and media
- New University Partnership arrangements
- Research Infrastructure Funding increases for sector.

5. Performance indicators for the Vice-Chancellor for 2010

The UTS Key Performance Indicators are the primary performance indicators referenced in relation to the Vice-Chancellor's performance in 2010. This information is soon to be published on page 68 of the UTS 2010 Annual Report which will be submitted to be tabled in the NSW Parliament shortly. See Document 2 for an extract of the relevant information.

In addition to these there were a number of personal activities:

- Success in achieving recognition for UTS, through:
 - representing the University externally,
 - Chairing the Australian Technology Network of Universities,
 - participation in the Research Workforce Development Strategy and
 - work with State and Federal Governments and Departments on infrastructure and research.

6. Contracted remuneration and benefits for the Vice-Chancellor for 2011

The Vice-Chancellor's remuneration and benefits package is reviewed each year by the UTS Council Remuneration Committee and any variations apply from 1 July each year. The remuneration package effective from 1 July 2010 is shown in the attached copy of the Appendix to the Vice-Chancellor's employment contract (see Document 3). The next review is due in July 2011.

Key Performance Indicator	Met/Exceeded Target	Within tolerance of target	Of concern
1	Domestic market share		✓
2	Graduate workplace success		✓
3	Internationalisation of student experience	✓	
4	Teaching quality		✓
5	Student equity		✓
6	Research leadership and recognition		✓
7	Research outcomes - higher research degree completions	✓	
8	Student Satisfaction with services and facilities	✓	
9	Indigenous student participation		✓
10	Indigenous staff participation	✓	
11	Annual donations and pledges	✓	
12	Commitment to diversity (students)	✓	
13	Staff equity		✓
14	Operating surplus	✓	
15	Workforce cost sustainability	✓	
16	Greenhouse gas reductions	✓	

Note: this is not a complete set of KPIs as some are in development or not tracked during 2010.

Appendix A.1**Remuneration, Benefits and Arrangements available to the Vice-Chancellor and President**

This Appendix supersedes and replaces Appendix A to the employment contract dated 2 August 2006 between the University of Technology, Sydney and Ross David Milbourne.

TOTAL REMUNERATION PACKAGE for 2010 of \$726,125 consisting of:

Salary: Effective **01 July 2010**, gross per annum **\$388,700**

Residence: It is expected that the Vice-Chancellor will reside in the University's residential accommodation: [REDACTED]

In consideration of the supply of accommodation, the Vice-Chancellor will provide employment services to UTS. The current agreed rental value (as at 01.01.08) is assessed as equivalent of up to \$1500 per week. Reviews occur in line with the property re-evaluation and indexed annually.

When the Vice-Chancellor is in residence, UTS will meet the cost of applicable rates, fees and levies, utilities, building insurance, contents insurance for UTS owned inclusions, security system and general maintenance costs. UTS will also meet the cost of household cleaning once a week and, where necessary, prior to and after functions associated with the business usage of the premises.

Taxable value (\$87,379) plus FBT (payable by UTS) (\$75,948)

Total housing benefit value: **\$163,328**

Motor Vehicles: An official vehicle will be provided on a 100% business usage basis. Package value (including \$9,856 of FBT payable by UTS): **\$30,355**

Superannuation: Employer contributions will be made equal to 17% of base salary and will include compulsory employer contributions made in accordance with the Superannuation Guarantee (Administration) Act 1992. Package value: **\$66,079**

TOTAL EMPLOYMENT COST (TEC) **\$648,462**
(Base salary plus housing and vehicle benefit, plus superannuation)

Performance-based Reward: Based on assessment of your performance and contribution to UTS in 2009, you will be paid a one-off bonus of: **\$77,663**

This amount will comprise:

- a cash value of \$71,250 and
- an employer superannuation contribution of 9% of this amount, the dollar value of which is \$6,413, or
- a total cash value of \$77,663 with no superannuation.

Other arrangements:**Domestic and International Travel:**

Business class airfares will be provided by the University when you travel on UTS business. First class airfares may be approved by the Chancellor when circumstances make it appropriate.

Study Program: UTS will meet the reasonable cost of a study program (which may be overseas) undertaken during a period of up to 3 months of Special Development Leave to be taken during the 5 year period of the employment contract.

Signed: *Vicki Sara* Date: *6/10/10*
Vicki Sara, Chancellor

Accepted: *Ross Milbourne* Date: *7/10/10*
Ross Milbourne