

Executive Remuneration Policy

Approval Date:	June 2025	Approval Authority:	LUSA Executive
Review Date:	September 2026	Contact Officer:	LUSA President

Purpose

1. The purpose of this policy is to clarify how the remuneration for the President and the Executive is structured, particularly with regards to accountability, commitment and performance

Procedures

2. The governance of this Policy is by the Executive, however any changes can only be made by recommendation of the Advisory Panel. All conflicts must be recorded and will result in that person's right to vote being temporarily removed. In the event of a hung vote, the President shall have the deciding vote.

President Salary Implementation

3. The President shall receive a total remuneration package of \$61,360 (gross per annum) in the form of honorarium. This total remuneration package includes any and all payments received from the Lincoln University Council for sitting as a Member, after which the Association is responsible to pay the remainder.
4. An annual review of the President's remuneration will be conducted by the General Manager in conjunction with the Advisory Panel between May-June each year. The outcome of the review and any recommended increases will be presented to the Board at the Board Meeting that falls closest to, or within, June. The Executive (excluding the President) will vote on whether to accept or decline the review and proposed increase within the same Board Meeting.
5. The majority (at least 51%) of the Executive must vote to accept the review and proposed increase for the increase to come into effect.
6. If accepted by the Executive, the new remuneration will come into effect from the first day of Semester 2 of the current year and remain in place for the remainder of Semester 2 (of the current year) and Semester 1 (of the following year).
7. If the General Manager or any Executive member believes that the President is not meeting their contractual obligations, a complaint may be submitted in writing via the General Manager to the Advisory Panel and a decision on further action (if any) will then be made.
8. The President may take up to four weeks leave during their term without any deductions to the honorarium. There is no entitlement for any un-used leave balance to be paid out at the end of the term or 12-month period.
9. It is expected that the President works on average 40 hours a week to receive the full honorarium

Tumuaki Salary Implementation

10. The Tumuaki shall receive a total remuneration package of \$61,360 (gross per annum) in the form of honorarium. This total remuneration package includes any and all payments received from the University Council subcommittee – Ahumairaki for sitting as a member, after which Te Awhioraki is responsible to pay the remainder.
11. An annual review of the remuneration of the Tumuaki Takirua will be conducted by the General Manager in conjunction with the Advisory Panel between May-June each year, in conjunction with the LUSA President's remuneration. The outcome of the review and any recommended increases

will be submitted in writing by the General Manager to the Te Awhioraki Executive by the end of Semester 1. The Te Awhioraki Executive (excluding the Tumuaki Takirua) will vote on whether to accept or decline the review and proposed increases within their next Te Awhioraki Executive Meeting following submittal of the review.

12. The majority (at least 51%) of the Executive must vote to accept the review and increases in order for the increases to come into effect.
13. If accepted by the Te Awhioraki Executive, the new remuneration will come into effect from the first day of Semester 2 (of the current year) and remain in place for the remainder of Semester 2 (of the current year) and Semester 1 (of the following year).
14. As stated in the Te Awhioraki Constitution, The Tumuaki shall resign when called to do so by a two thirds majority at a Te Awhioraki Special General Meeting called for that purpose. Any such motion requires notice to be given at least seven (7) days before the Special General Meeting.
15. The Tumuaki may take up to four weeks leave during their term without any deductions to the honorarium. There is no entitlement for any un-used leave balance to be paid out at the end of the term or 12-month period.
16. It is expected that the Tumuaki works on average 40 hours a week to receive the full honorarium.

All Other Executive Implementation

17. The Vice-President shall receive a total remuneration package of \$11,724.75 (gross per annum) in the form of honorarium.
18. The Executive shall receive a total remuneration package of \$7816.50 (gross per annum) in the form of honorarium.
19. 50% of the total remuneration shall be paid as a base.
20. 50% of the total shall be paid based on performance, in line with the expectations provided to Executive members in regards to portfolios and the governance component of their Executive member roles.
21. Overall performance will be measured and reviewed by the President, in consultation with the Vice-President and General Manager, or General Manager only in the case of the Vice-President's Performance.
22. Performance shall be broken into five categories (as seen in the table below). It is expected most Executive Members shall fall into the highest category and receive the maximum payment.

Score	% of max. twice-yearly payment
75-100 (Fully engaged)	100%
50-74 (Engaged)	75%
25-49 (Partial Engagement)	50%
1-24 (Minimum Engagement)	25%
0 (Fully Disengaged)	0%

LUSA Executive Remuneration Reviews

23. LUSA is committed to being a living wage employer. As such, the remuneration of the Executive (excluding the President) will automatically increase on the first day of Semester 2 to match the equivalent hourly wage of the NZ Living Wage set on 1 April of the current year.
24. The updated remunerations will remain in place for the Semester 2 (of that year) and Semester 1 (of the following year).
25. The Vice-President's updated remuneration will be based on the NZ Living Wage set on 1 April of the current year x 15 hours per week x 27 weeks per year
26. The remainder of the Executives updated remuneration will be based on the NZ Living Wage set on 1 April of the current year x 10 hours per week x 27 weeks per year

Te Awhioraki Executive Remuneration Reviews

27. LUSA is committed to ensuring pay parity between LUSA's Executive and Te Awhioraki's Executive. As such, the General Manager will actively work with, and support, Te Awhioraki with implementing equal increases for their Executive to come into effect within the same period.

Process

28. Payments to the President will be made on a weekly basis from the start of the calendar year and will be paid over 52 weeks.
29. Other Executive:
- 29.1. Base payments will be made on a fortnightly basis during term time, beginning at the start of the academic year, and aligned to LUSA's pay roll schedule.
 - 29.2. The 50% performance fee will be paid twice-yearly at the end of every semester.

Appeal process for performance payments

30. On written request to the President from an Executive member, justification of remuneration will be provided in writing from the President within two working days of the request.
31. Once justification has been received, the Executive member may appeal, in writing within seven days or before the next Advisory Panel meeting (whichever is later) to the Advisory Panel via the General Manager.
32. A final decision will be made by the Advisory Panel within a further seven days from the meeting.

Special Circumstances

33. Occasionally there will be extenuating circumstances which will be taken into account when implementing this policy.

Review

34. This policy should be reviewed annually by the LUSA Executive. The Executive may change this policy in the interim.

Appendix 1 – Executive Benefits

1. This appendix is to provide some sort of structure to the benefits that the LUSA Executive receive throughout the year. It is neither comprehensive nor exhaustive, merely a guide for LUSA Staff and Executive.
- 1.1. Clothing: The Executive will be given personalised LUSA Executive clothing at the start of year. This is to be organised by the President, or delegate, with reference to the budget allocation.