

**Executive Remuneration Reporting**  
**Financial Year ended 30 June 2018**



**Australian Government**  
**Indigenous Land Corporation**

The following tables are for the Indigenous Land Corporation consolidated group being:

Indigenous Land Corporation  
 Voyages Indigenous Tourism Australia Pty Ltd  
 Australian Indigenous Agribusiness Company Pty Ltd  
 National Centre for Indigenous Excellence Ltd

**Table A: Average annual reportable remuneration paid to substantive executives during the reporting period (Financial year ended 30 June 2018)**

Total remuneration	Executives No:	Average Reportable Salary \$	Average Contributed Superannuation \$	Average Allowances \$	Average Bonus Paid \$	Average Total Remuneration \$
\$200,000 and less	4	80,243	7,765	2,477	-	90,486
\$200,001 to \$225,000	2	196,502	24,874	-	-	221,376
\$225,001 to \$250,000	2	180,636	19,686	-	32,749	233,070
\$250,001 to \$275,000	2	239,542	24,758	-	-	264,300
\$275,001 to \$300,000	3	226,544	26,329	-	34,043	286,917
\$300,001 to \$325,000	1	270,742	36,928	-	-	307,670
\$325,001 to \$350,000	1	305,067	40,059	-	-	345,126
\$400,001 to \$425,000	2	306,837	20,030	486	78,798	406,151
\$450,001 to \$475,000	2	313,562	17,543	-	127,051	458,155
\$475,001 to \$500,000	1	289,791	20,049	70,943	111,595	492,378
<b>Total number of executives</b>	<b>20</b>					

**Table B: Average annual reportable remuneration paid to other highly paid staff during the reporting period (Financial year ended 30 June 2018)**

Total remuneration	Highly Paid Staff No:	Average Reportable Salary \$	Average Contributed Superannuation \$	Average Allowances \$	Average Bonus Paid \$	Average Total Remuneration \$
\$200,001 to \$225,000	3	148,543	15,928	-	44,089	208,560
\$225,001 to \$250,000	1	163,171	17,058	-	48,722	228,951
\$275,001 to \$300,000	1	214,223	15,452	-	51,383	281,058
\$375,001 to \$400,000	1	308,742	19,501	-	65,070	393,313
<b>Total number of other highly paid staff</b>	<b>6</b>					

**Indigenous Land Corporation (ILC)** is a corporate Commonwealth entity under the PGPA Act established on 1 June 1995 as a component of the national settlement after the Mabo judgment (1992) recognised common law native title rights to land. Its purposes, as defined in section 191B of the ATSI Act, are:

- (a) To assist Aboriginal persons and Torres Strait Islanders to acquire land; and
- (b) To assist Aboriginal persons and Torres Strait Islanders to manage Indigenous-held land.

so as to provide economic, environmental, social or cultural benefits for Aboriginal persons and Torres Strait Islanders.

**Voyages Indigenous Tourism Australia Pty Ltd**, (a wholly owned subsidiary of the ILC) owns and manages Ayers Rock Resort, NT, and manages two other tourism enterprises (Home Valley Station, WA, and Mossman Gorge Centre, Qld) developed and owned by the ILC.

**Australian Indigenous Agribusiness Company Pty Ltd**, (a wholly owned subsidiary of the ILC) manages a number of ILC-developed agribusinesses, all but one involved in the northern Australian beef industry, as well as the ILC Group's carbon farming projects.

**National Centre of Indigenous Excellence Ltd**, (a wholly owned subsidiary of the ILC) manages the ILC-developed social enterprise of the same name in Redfern, Sydney, NSW. NCIE Ltd aims to build capability and create opportunity with and for young Indigenous Australians, both from the Sydney community and from across Australia.

Total number of employees (head count) for the ILC Group as at 30 June 2018 was 1,568.

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