

Executive Remuneration Reporting
Financial Year ended 30 June 2017



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 2017)

Total remuneration	Executives No:	Average Reportable Salary \$	Average Contributed Superannuation \$	Average Allowances \$	Average Bonus Paid \$	Average Total Remuneration \$
\$200,000 and less	3	75,098	8,255	2,256	-	85,609
\$200,001 to \$225,000	1	184,146	24,507	-	-	208,652
\$225,001 to \$250,000	1	198,602	32,644	-	-	231,246
\$250,001 to \$275,000	2	239,954	25,973	-	-	265,928
\$275,001 to \$300,000	2	243,700	41,274	-	-	284,976
\$325,001 to \$350,000	2	303,753	31,763	-	-	335,517
\$375,001 to \$400,000	2	258,501	19,616	130	105,463	383,711
\$400,001 to \$425,000	1	270,427	19,616	-	113,151	403,195
\$500,001 to \$525,000	1	381,377	19,616	-	118,910	519,904
\$600,001 to \$625,000	1	434,579	19,616	-	167,868	622,063
Total number of executives	16					

Table B: Average annual reportable remuneration paid to other highly paid staff during the reporting period (Financial year ended 30 June 2017)

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	4	146,785	15,820	-	42,689	205,294
\$225,001 to \$250,000	2	165,724	17,064	-	50,148	232,937
\$250,001 to \$275,000	1	188,647	16,768	-	47,813	253,228
\$350,001 to \$375,000	1	303,140	19,316	-	47,946	370,402
Total number of other highly paid staff	8					

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 2017 was 1,585.

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