



**PUTTING ENERGY  
INTO OUR PEOPLE**



**ANNUAL REPORT 2019–20**  
Our People and Remuneration  
Supplementary Report



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## ABOUT THIS REPORT

We've introduced a new way to present our annual reporting this year in an effort to help our members, employers and other stakeholders find the information they need more easily. Our 2019-20 Annual Report is teamed with a suite of smaller reports, each with a specific area. The full suite of reports is available on our website.

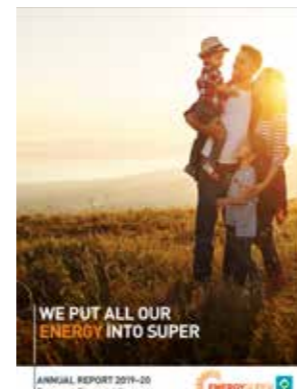
 [energysuper.com.au/annualreport2020](http://energysuper.com.au/annualreport2020)



Annual Report



People and Remuneration



Fees and Financial Statements

## OUR PEOPLE

Our people have the energy and expertise to serve our members' best interests. The combined talent, knowledge and capabilities of our people ensure we continue to deliver outstanding service and outcomes for our members.

We are proud to have an engaged workforce, which reflects our ability to attract, retain and reward high-performing people. It demonstrates that Energy Super is not only a great place to work, but that our employees are truly committed to helping ensure our members achieve a secure financial future and are better off in retirement.

We understand the importance of growing and nurturing a skilled and diverse team, which is why professional development remains at the heart of our success. Energy Super employees are exposed to ongoing training programs to build capability and to better meet the needs of our members.

Every employee is accountable for contributing to Energy Super's performance in line with our values and strategic goals. Our robust and pervasive risk culture is firmly embedded into our employees' behaviours, and shapes the way in which we strive to adopt leading risk practices beyond just regulatory compliance.

### What our staff are saying

“ As a company, we're great at recognising staff—that's what a smaller fund has the ability to do. Please keep that up, because getting a 'thank you' or a 'great work' from the CEO means a lot to us. ”

“ Energy Super makes employees feel valuable and encourages development. ”

“ Great workplace culture, great interdepartmental relationships and supportive executive/management team. ”



Staff remaining COVID safe once returning to the office.



### PROFESSIONAL DEVELOPMENT

We recognise the importance of training—especially in an industry and environment that’s constantly changing. The better equipped and more confident our team is, the better we can meet the needs of our members.

All our staff participate in regular training and industry events. During the financial year, staff completed more than 2,900 hours of training, which is 50% above the minimum requirement to maintain compliance.

In the past year, our ESI Financial Services Financial Advisers focused their professional development on the Financial Adviser Standards and Ethics Authority (FASEA) education requirements. Most of our Advisers have now completed study of the Ethics bridging course and are either preparing for or have completed the FASEA Financial Adviser exam. While the FASEA education standards do not need to be met until 1 January 2026, and the exam does not need to be completed until 1 January 2022, we want to provide the best possible experience to our clients and will strive to have this completed well before the due date.

We also recognise the risk to our members and staff of mental health issues, which have been particularly challenging for people during the COVID-19 pandemic. We take our responsibilities for our people seriously and had prepared for these scenarios as part of our ongoing organisational training. With our partners at Mates in Energy, we rolled out General Awareness Training to all staff, and with an additional 4 frontline staff this year completing the Connector training, we now have 7 staff that have completed this specialist training and are ready to support their colleagues or members should the need arise.

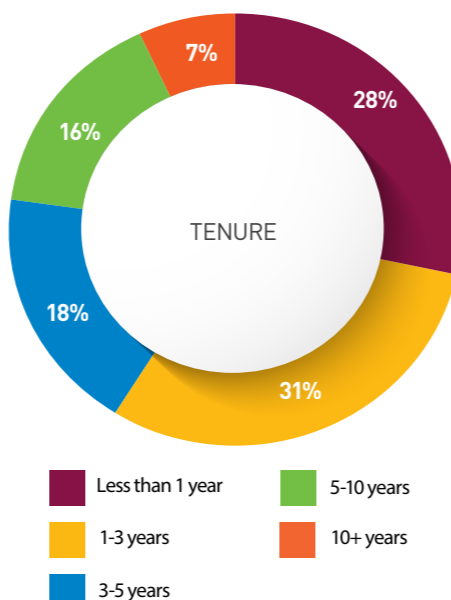
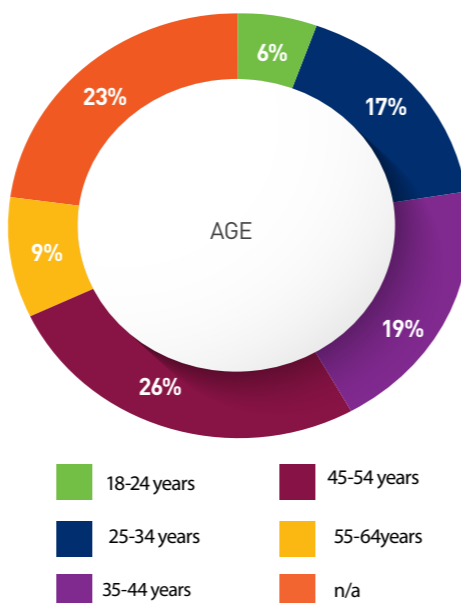
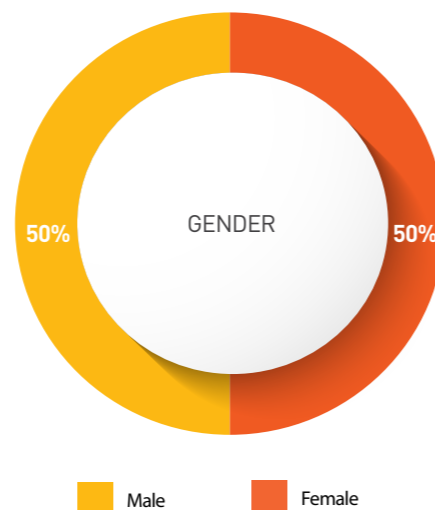
Our diverse training program covers short courses, certificates, diplomas and tertiary qualifications. We’ve set a high benchmark for our people by requiring higher Continuing Professional Development (CPD) hours for our Directors, executives and staff than common industry practice.

Tailoring our training programs is important to meet the needs of the learner and business. We do this by having our executives and managers identify current skill sets and future business requirements. We then create custom training and development plans for all Directors, executives and staff.

We remain committed to developing our people so we can offer members the highest standards of service. Our training highlights for the year include:

- Mates in Energy partnership to deliver Connector Training to four of our member-facing staff
- Our financial advisers have commenced and will complete FASEA education standards before legislative due dates, showing their commitment to providing outstanding advice to our members
- During the challenging times of COVID-19, we facilitated organisation-wide training to uplift our capabilities in the areas of Personal Resilience Strategies and Strategies to Navigate Stressful Events. We recognised the need to support our people so they could support our members.

### WORKFORCE STATS



# Remuneration

The guiding principles for our Remuneration Framework are as follows:

- Simplicity
- Fairness
- Alignment with values
- Appropriate risk behaviour
- Transparency.

These principles apply to the framework at both an organisational and divisional level. They aim to:

- Facilitate the delivery of superior long-term results for the business and members, and promote sound risk management principles
- Sustain the corporate values and desired culture
- Support the attraction, retention, motivation and alignment of the talent we need to achieve our business goals
- Reinforce leadership, accountability, teamwork and innovation
- Be aligned to the contribution and performance of business, teams and individuals.



### Board and Executive team remuneration

Board and Executive remuneration are designed to attract, motivate and retain high-performing individuals. They’re determined based on external benchmarks data for comparable roles in the industry. Short-term incentives are based on sustainable performance that refer to the Fund’s strategic pillars, business objectives and the Fund’s risk management objectives. These incentives do not reward excessive risk-taking.

## EXECUTIVE TEAM

Year ended 30 June 2020	SHORT-TERM EMPLOYEE BENEFITS \$				POST EMPLOYMENT BENEFITS \$	
	Fees & salary incl. short-term leave	Expense allowance	Short-term incentive	Non-monetary benefits	Super	Insurance
Petrou, Robyn	393,231	-	42,606	11,023	25,000	447
Hagen, Phillip	223,950	-	25,395	6,618	23,762	447
Wan Lum, Kevin	331,865	-	28,544	565	25,000	447
Abbott, Michael**	211,451	-	-	10,982	22,113	361
Kay, Lisa	202,714	-	19,067	10,988	20,601	-
Marteene, Sean	199,317	-	18,610	7,754	20,939	447
McKellar, Hamish^	124,730	-	15,316	1,829	11,849	-
Simpson, Katie*	64,412	-	-	5,332	7,609	120

^Mr McKellar commenced on 19/11/2019. \*Mrs Simpson resigned on 27/09/2019. \*\*Mr Abbott resigned on 20/03/2020.

Year ended 30 June 2019	SHORT-TERM EMPLOYEE BENEFITS \$				POST EMPLOYMENT BENEFITS \$	
	Fees & salary incl. short-term leave	Expense allowance	Short-term incentive	Non-monetary benefits	Super	Insurance
Petrou, Robyn	373,227	-	45,151	14,370	25,000	447
Hagen, Phillip	211,348	-	26,174	7,980	24,296	447
Wan Lum, Kevin^	62,500	-	-	243	5,938	86
Graus, William*	147,517	-	-	312	11,011	292
Beal, David**	197,588	-	-	7,185	18,787	412
Abbott, Michael	199,143	-	19,518	14,325	26,664	447
Kay, Lisa	198,232	-	14,139	13,725	21,820	-
Simpson, Katie	200,000	-	-	11,723	19,000	447
Marteene, Sean^^	160,769	-	21,090	1,032	17,277	378

^Mr Wan Lum commenced on 17/04/2019. \*Mr Graus resigned on 22/02/2019. \*\*Mr Beal resigned on 31/05/2019. ^^Mr Marteene commenced on 20/08/2018.

## BOARD

Year ended 30 June 2020	SHORT-TERM EMPLOYEE BENEFITS				POST EMPLOYMENT BENEFITS	
	Fees & salary incl. short-term leave	Expense allowance	Short-term incentive	Non-monetary benefits	Super	Insurance
Wilson, Scott	92,922	2,755	-	60	8,828	-
Flanagan, Richard	54,518	2,755	-	60	5,179	-
Dyson, Teresa	52,199	2,755	-	60	4,959	-
Zeljko, Sarah	52,199	2,755	-	60	4,959	-
Trill, Neisha*	58,941	-	-	60	-	-
Thomas, Jennifer^	61,834	-	-	60	-	-
Ong, Peter*#	29,039	-	-	35	-	-
Mahne, Armand	-	-	-	60	-	-
Girard, Rebecca^	15,160	-	-	25	-	-
Maher, Christine	52,199	2,755	-	60	4,959	-

\*Remuneration paid to the Electrical Trades Union of Employees Qld. ^Remuneration paid to The Services Union. #Mr Ong resigned on 31/01/2020.

Year ended 30 June 2019	SHORT-TERM EMPLOYEE BENEFITS				POST EMPLOYMENT BENEFITS	
	Fees & salary incl. short-term leave	Expense allowance	Short-term incentive	Non-monetary benefits	Super	Insurance
Wilson, Scott	85,215	2,706	-	480	8,095	-
Flanagan, Richard	57,756	2,706	-	480	5,487	-
Dyson, Teresa	51,221	2,706	-	480	4,866	-
Zeljko, Sarah	51,221	2,706	-	480	4,866	-
Trill, Neisha*	56,052	2,706	-	540	-	-
Thomas, Jennifer^	56,069	2,706	-	480	-	-
Ong, Peter*	56,052	2,706	-	480	-	-
Mahne, Armand	-	-	-	-	-	-
Maher, Christine	51,221	2,706	-	540	4,866	-

\*Remuneration paid to the Electrical Trades Union of Employees Qld. ^Remuneration paid to The Services Union.



Ratings are only one factor to be considered when making investment decisions and you should seek financial advice if you are thinking about making changes to your super. Book an appointment at [energysuper.com.au](http://energysuper.com.au) or call **1300 436 374**.

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Disclaimer: This Annual Report - People and Remuneration Supplementary Report is available in print and electronically. To receive a printed copy of this Supplementary Report, and a full copy of the Fund's Annual Report, call 1300 436 374. You can access an electronic copy of this Annual Report from our website at [energysuper.com.au](http://energysuper.com.au). Electricity Supply Industry Superannuation (Qld) Ltd (ABN 30 069 634 439) (AFSL 336567) is the Trustee and issuer of Energy Super (ABN 33 761 363 685). A Product Disclosure Statement (PDS) is available from [energysuper.com.au/pds](http://energysuper.com.au/pds) or by calling 1300 436 374. Any advice contained in this Annual Report is general in nature and not specific to your particular circumstances. You should consider your financial situation before acting on the advice. Financial advice is provided by ESI Financial Services Pty Ltd (ABN 93 101 428 782) (AFSL 224952), a wholly owned entity of Energy Super.