

This is the first year that NZKGI have used the services of an Independent Remuneration Committee to ascertain and recommend a remuneration package for NZKGI representatives. The NZKGI Forum chose John Cook and John Bourke as Grower Members and Mike Williams as the non-grower, independent representative on this Committee.

In line with the Terms of Reference previously accepted and passed by the Forum on 9 May 2019 the Committee met on three occasions. Forum members had earlier replied to a request to supply the time involved when representing kiwifruit growers at NZKGI Forum level. The full Committee met with Chairman and Deputy Chairman to establish with greater accuracy the time commitments involved in carrying out the additional responsibilities of their positions. The analysis of the Forum workload considered both the work load and time demands, as well as comparisons with like organisations. The current CPI was also used as an economic guideline. Once the recommended rates were established, the Remuneration Committee Chairman presented the results and performance expectations to the NZKGI Executive and also to the Forum.

The following recommendations were made.

Role	2021 Recommended Rate	2020 Rate
President	\$65,500.00 pa	\$64,000.00 pa
Vice President	\$35,500.00 pa	\$30,500.00 pa
ISG Representative	\$15,000.00 pa	\$15,000.00 pa
Meeting Fees	\$400.00 per day \$200.00 ½ day \$100.00 minimum	\$360.00 per day \$180.00 ½ day \$95.00 minimum
Mileage	IRD specified rate	IRD specified rate
Executive Members	\$12,000.00 pa	\$12,000.00 pa
Off Orchard time for those representatives residing outside of BOP	\$185.00 per day	\$180.00 per day
Meals	Breakfast \$30.00 Dinner \$55.00	Breakfast \$30.00 Dinner \$55.00
Special Allowance \$25k at the discretion of the Executive Committee	Not included in the NZKGI budget therefore removed from consideration	\$25,000.00

John Bourke
Chairman