



Mildura Health CPS 511 Remuneration Prudential Standard Disclosure Statement at 30 June 2025 **Available publicly on the Mildura Health Fund website**

CPS 511 is an Australian Prudential Regulation Authority (APRA) standard that sets out requirements for remuneration arrangements within APRA-regulated entities. Its purpose is to strengthen risk management and promote sound remuneration practices in the financial sector. Mildura Health as a regulated entity that is defined as a non-significant financial organisation is required to publicly disclose remuneration governance arrangements.

[Key Principles of CPS 511](#)

- **Risk Alignment:** Remuneration practices must align with prudent risk management and the long-term financial soundness of the organisation.
- **Accountability:** Remuneration frameworks should reinforce accountability for conduct and performance.
- **Transparency:** Entities must provide clear disclosures about remuneration structures and outcomes.
- **Governance:** Boards are responsible for overseeing and approving remuneration arrangements, ensuring they are consistent with regulatory requirements.

[Remuneration Arrangements](#)

Mildura Health's remuneration framework is designed to comply with CPS 511 requirements. Mildura Health's remuneration arrangements consist of fixed remuneration including salary and superannuation. Fixed remuneration components are reviewed annually.

[CPS 511 Disclosure Statement](#)

In accordance with CPS 511, Mildura Health discloses the following information about the remuneration arrangements:

- The Board is responsible for Mildura Health's Remuneration Framework.
- A Remuneration and Nomination Committee (RNC) of the Board provides oversight of remuneration and reports matters to the Board for approval. The Board approves remuneration for Responsible Persons including Directors and Senior Management. Consideration is given to alignment of remuneration with Mildura Health's strategic objectives, risk management framework, sustainable performance, conduct expectations and long-term soundness.
- A Remuneration framework is in place with no variable remuneration paid.
- Remuneration policies for Directors and Employees are regularly reviewed and approved by the Board.
- Remuneration is benchmarked against industry.
- Remuneration structures promote risk awareness and accountability.
- Members approve the overall Directors Remuneration at the Annual General Meeting when a change is required to the cap set.

In the financial year ended 30 June 2025, the Board met ten times and the RNC met three times.

If you require further information on our remuneration arrangements or CPS 511 compliance, please contact our Chief Governance Officer or refer to our Annual Report.