

s 22(1)(a)(ii)

From: s 22(1)(a)(ii) @industry.gov.au>
Sent: Thursday, October 12, 2023 11:13 AM
To: s 22(1)(a)(ii) @industry.gov.au>
Cc: s 22(1)(a)(ii) @industry.gov.au>; s 22(1)(a)(ii) @industry.gov.au>
Subject: DRAFT skills matrix - Glenn Thompson [SEC=PROTECTED, CAVEAT=SH:CABINET]

PROTECTED//CABINET

Hi^s
22(1) ,

Please find the draft skills matrix for Glenn Thompson [here](#) for your review.

As discussed I suggest:

- Transmitting to Finance for their input and to confirm their assessment of Glenn Thompson as eligible for appointment to the NRFC Board under section 19 of the Act.
- Attaching Glenn's email with his CV and PID, and noting we've integrated his CV into the skills matrix.
- Noting we are integrating his CV info into the approved PM&C template. We will send this to them in due course.

Cheers,

s 22(1)
(a)(ii)

s 22(1)(a)(ii) (she/her)

Senior Policy Officer

Manufacturing & National Reconstruction Fund

Ngunnawal Country | Industry House, 10 Binara Street, Canberra, ACT 2601
GPO Box 2013, Canberra, ACT, 2601
Department of Industry, Science and Resources
P s 22(1)(a)(ii) **E s 22(1)(a)(ii)** [@industry.gov.au](mailto:industry.gov.au)

industry.gov.au ABN 74 599 608 295

Supporting economic growth and job creation for all Australians | We are collaborative, innovative, respectful and strive for excellence



Acknowledgement of Country

Our department recognises the First Peoples of this nation and their ongoing connection to culture and country. We acknowledge First Nations Peoples as the Traditional Owners, Custodians and Lore Keepers of the world's oldest living culture and pay respects to their Elders past, present and emerging.

Connection to Country, 2021 Shaenice Allan



PROTECTED//CABINET

National Reconstruction Fund Corporation Board – Skills Matrix

Candidates	Geographic & Gender Diversity	Sub-Committee membership		Industry/Manufacturing <i>Industrial Relations s19(2)(j)</i> <i>Industry Growth s19(2)(k)</i>	Commercial/Financial <i>Banking and Finance s19(2)(c)</i> <i>VC, PE or investment by way of lending or provision of credit s19(2)(d)</i> <i>Economics s19(2)(e)</i> <i>Accounting s19(2)(g)</i> <i>Commercialisation of Innovative research s19(2)(ka)</i>	Legal & Governance <i>Law s19(2)(h)</i>	Government <i>Government funding programs or bodies s19(2)(f)</i>	Priority Areas						
		Risk & Audit	HR & Rem					A	B	C	D	E	F	G

s 22(1)(a)(ii)

Candidates	Geographic & Gender Diversity	Sub-Committee membership		Industry/Manufacturing <i>Industrial Relations s19(2)(l)</i> <i>Industry Growth s19(2)(k)</i>	Commercial/Financial <i>Banking and Finance s19(2)(c)</i> <i>VC, PE or investment by way of lending or provision of credit s19(2)(d)</i> <i>Economics s19(2)(e)</i> <i>Accounting s19(2)(g)</i> <i>Commercialisation of Innovative research s19(2)(ka)</i>	Legal & Governance <i>Law s19(2)(h)</i>	Government <i>Government funding programs or bodies s19(2)(f)</i>	Priority Areas						
		Risk & Audit	HR & Rem					A	B	C	D	E	F	G

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Thompson, Glenn	M	VIC	X	X	The Australian Manufacturing Workers Union; National Entitlement Security Trust	Australian Super; Cbus; Australian Construction Industry Trust	Various senior governance roles.	Rail Industry Innovation Council			X			X
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s 22(1)(a)(ii)

PRIVATE INTERESTS DECLARATION

PROPOSED POSITION & ORGANISATION	MEMBER, NATIONAL RECONSTRUCTION FUND (NRF) CORPORATION BOARD
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Please answer the following questions by circling the reply that applies to your personal circumstances. **If you answer "yes" to any question, please provide details in the provided attachment to this form, signed and dated.** Please note that answering "yes" to any question does not necessarily preclude you from being appointed. Your response will be treated as confidential and will only be used for purposes connected with this proposed appointment.

1. Do you have any disclosable criminal convictions, i.e. convictions as an adult that form part of your criminal history other than those protected by the Spent Convictions Scheme (see Part VIIIC of the <i>Crimes Act 1914</i>)?	s45(1), s 47F
2. Are you, or have you been, the respondent or defendant in any civil or criminal court action (including as a company director or other office holder)?	
3. (a) Have you ever been declared bankrupt, entered into a debt agreement under Part IX of the Bankruptcy Act 1996 (the Bankruptcy Act) or entered into a personal insolvency agreement under Part X of the Bankruptcy Act? (b) If you are in a partnership, have any of your partners ever been declared bankrupt, entered into a debt agreement under Part IX of the Bankruptcy Act or entered into a personal insolvency agreement under Part X of the Bankruptcy Act?	
4. Has any business or commercial enterprise for which you, or if applicable your partner(s), have had responsibility ever gone into receivership or a similar scheme or arrangement?	
5. During the last 10 years have you, or if applicable your partner(s), been the subject of a court order in connection with monies owing to another party?	
6. Have you ever been summonsed or charged concerning non-payment of tax or outstanding tax debts, investigated for tax evasion or defaults, or negotiated with the Australian Taxation Office over outstanding tax debts?	
7. Have you ever been the subject of a complaint to a professional body which has been substantiated, or is currently under investigation?	
8. Have you ever been dismissed from employment because of a discipline or misconduct issue?	
9. Are you the director of a company? <u>If yes, please provide details in the following page.</u>	
10. Do you or your immediate family have any financial interest in any company or business, or are you or your immediate family employed or engaged by any company or business, which might have dealings with, or an interest in the decisions of, the office to which you may be appointed? If yes, include advice in a separate attachment on how this conflict of interest would be managed.	
11. Are you a lobbyist registered on the Australian Government's Lobbyists Register or the register of a state or territory? If yes, please provide details in a separate attachment.	
12. Are you currently employed by the Commonwealth, the Administration of a Territory, or a public statutory corporation or incorporated company owned by the Commonwealth on a full-time/part-time basis? If yes, please provide details.	
13. Is there any other information which could be relevant to your suitability for the proposed appointment? <u>i.e. advisory roles/not-for-profit boards or any relevant information.</u>	

ASSURANCE

I advise that to the best of my knowledge my private, business and financial interests, including taxation affairs, would not conflict with my public duties or otherwise cause embarrassment to myself or to the Government during my term of appointment.

I also undertake to advise the responsible minister should a situation arise in the future which might cause a conflict of interest with my responsibilities under this appointment.

s 47F

s 47F

12/10/2023
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Name

Department of Indust

Signature

rces

Date

PRIVATE INTERESTS DECLARATION - ATTACHMENT

PROPOSED POSITION & ORGANISATION	MEMBER, NATIONAL RECONSTRUCTION FUND (NRF) CORPORATION BOARD
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Please provide details for all 'yes' answers to any question on the Private Interests Declaration form. Please detail how any conflict(s), actual or perceived, will be managed if appointed. Please note that responses to Q12 may be relevant to remuneration payable for part-time appointments with reference to section 7(11) of the *Remuneration Act 1973*. The Act provides that a person is not entitled to remuneration for part-time appointments when holding certain full-time employment, engagement or appointment. Your responses will be treated as confidential and will only be used for purposes connected with the proposed appointment.

Please provide any conflict of mitigation strategies for all directorships and advisory board roles.
Please note, a detailed conflict mitigation strategy is required for all directorships and advisory board roles.
"No Conflict" is not a sufficient response.

QUESTION	DETAILS <u>WITH</u> CONFLICT MITIGATION STRATEGY
9 & 12	s 47F, s45(1)

ASSURANCE

<p>I declare that to the best of my knowledge, the information provided above is true and correct.</p>		
<p>s 47F</p> <p>_____ Name</p>	<p>s 47F</p> <p>_____ Signature</p>	<p>12/10/2023</p> <p>_____ Date</p>

APPOINTMENT DETAILS PRO-FORMA

Proposing Minister/s	The Hon Ed Husic MP, Minister for Industry and Science The Hon Katy Gallagher MP, Minister for Finance						
Organisation	National Reconstruction Fund (NRF) Corporation Board						
Proposed Position	Member						
Is this a New Appointment or a Reappointment?	New Appointment						
Proposed Appointee	Mr Glenn Thompson						
Nominee's Current Position and / or Relevant Credentials	<ul style="list-style-type: none"> s 47F, s45(1) 						
DOB	s 47F, s45(1)	Gender	M	State of Residence	s 47F	EEO Category*	
Proposed Term	For 4 years from date of appointment.				Full time (FT) or Part Time (PT) Part Time (PT)		
Remuneration	\$63,690 per annum and Tier 1 travel.				Set by Remuneration Tribunal		
Has the APSC Merit and Transparency policy for Agency Heads and Statutory Offices been followed?	Exempt. The relevant office is part-time.	Is the Private Interests Declaration attached?		Yes			
		Is a current CV attached?		Yes			
For all <u>other</u> vacancies, has the Minister addressed appointment options?	N/A. No other vacancies.	Is the current membership list of the body attached?		Yes			
What is the legislative authority?					Section 19, <i>National Reconstruction Fund Corporation Act 2023</i>		
Have all legislative requirements been met?					Yes.		
Who appoints?					The Shareholder Ministers		
Departmental Contact Officer	s 22(1)(a)(ii)				Phone	s 47F, s 22(1)(a)(ii)	

CURRICULUM VITAE

s45(1), s 47F

EEO categories
(if available):



SENATOR THE HON KATY GALLAGHER
Minister for Finance

THE HON ED HUSIC MP
Minister for Industry and Science

PDR: MS23-001697

s 47F

Dear Mr Thompson *Glenn,*

Appointment as Board Member of the National Reconstruction Fund Corporation

We are pleased to appoint you as a Board Member of the National Reconstruction Fund Corporation ('**NRFC**') for a 4 year term. The conditions of the appointment as determined under section 27 of the *National Reconstruction Fund Corporation Act 2023* ('**the Act**') are set out below. Attached to this letter is a copy of the Instrument of Appointment.

The NRFC's role

The NRFC is a corporate Commonwealth entity established to provide finance in the form of debt and equity for projects in priority areas to diversify and transform Australia's industry and economy. The Department of Industry, Science and Resources will send you a Conflict of Interest Declaration and Confidentiality Deed Poll. Once you have completed and returned these documents, you will receive a preliminary briefing pack which contains background to the role of the NRFC. Staff from our Departments will provide you with verbal briefings, as required, to supplement the information contained in that preliminary briefing pack and prepare you for your role as Board Member.

The Board's role

The role of the Board is to provide stewardship, strategic leadership, governance and oversight of the NRFC. The Board is accountable to us, as the Ministers under the Act, for:

- governance and reporting;
- promoting accountability for Government resources; and
- ensuring sound financial management and commercial operation by the NRFC.

The Board has ultimate fiduciary responsibility for the performance of the NRFC. The Board will decide the strategies and policies to be followed by the NRFC, and ensure the NRFC performs its functions in a manner that is proper, efficient and consistent with sound commercial practice. To that end, we expect the NRFC Board to

monitor the integrity and effectiveness of the NRFC's governance processes and to manage potential financial and operational risks.

Your role

We are appointing you to the office of Board Member part-time for a period of 4 years from the commencement of the appointment.

The remuneration payable to you by the NRFC will be in accordance with the determination of the Remuneration Tribunal, as required by the *Remuneration Tribunal Act 1973*. As a Board member, your remuneration is currently set at \$63,690 per annum with Tier 1 travel allowance, as specified under the *Remuneration Tribunal (Remuneration and Allowances for Holders of Part-time Public Office) Determination (No.2 2023)*.

In accepting the position of Board member to the NRFC Board, you consent to the publication of your name and remuneration, consistent with the reporting requirements. Your remuneration will also be disclosed in the NRFC's Annual Report.

The NRFC will make superannuation contributions to the superannuation fund chosen by you or your existing "stapled" fund in accordance with legislative requirements. As a Board Member you are eligible to join the PSS accumulation plan administered by Commonwealth Superannuation Corporation which has a higher employer contribution rate than generally required under the superannuation guarantee legislation. You should seek your own advice on your superannuation arrangements.

You would be aware that in certain circumstances, Board Members may find it necessary to seek independent professional advice to carry out their duties. In such cases, you should discuss your requirements with the Chair who will advise the procedures involved and the basis on which the NRFC will bear the costs.

Governance

It is important that you familiarise yourself with the Act which includes provisions that are relevant to your appointment as Board Member.

As a non-executive Board Member of the NRFC your fiduciary duties are prescribed in the *Public Governance, Performance and Accountability Act 2013* ('PGPA Act'). For the purpose of the PGPA Act, we remind you of the positive obligation as a member of the Board to govern the NRFC in a way that promotes the proper use and management of public resources for which the Board is responsible. Accordingly, you are required to acquaint yourself with public governance requirements through the NRFC's induction processes. The Department of Finance is available to brief you on the PGPA obligations. It is also the Government's expectation, as good governance practice, that you receive ongoing updates or refresher training on these obligations.

As a corporate Commonwealth entity, the NRFC may be subject to both Parliamentary and Commonwealth audit processes. The NRFC is also subject to general public sector performance and accountability obligations, including but not limited to, those set out under the PGPA Act.

Confidentiality

Until a Deed of Access, Insurance and Indemnity is entered into, you should treat any information provided to you or which you may receive by virtue of your role as a member of the NRFC Board as confidential to the NRFC and the Commonwealth. Such

information may not be disclosed to any person except as specifically authorised by the Board, the Commonwealth (as relevant) or according to legislative requirements, unless that information is already available in the public arena. The obligation to ensure and maintain confidentiality will continue after you cease to be a Board Member.

To address confidentiality requirements, you are asked to submit and comply with the Confidentiality Deed Poll provided to you by the Department of Industry, Science and Resources.

Security clearance

Please note that you will be required to obtain an Australian Government security clearance to perform your role on the NRFC Board. In accepting this position, you agree to take all necessary steps to obtain at least a Baseline level security clearance. You should let us know immediately if you have any concerns about your ability to obtain a Baseline level security clearance.

Conflicts of interest

As a Board Member, you have been asked to submit a Conflict of Interest Declaration in the form provided to you by the Department of Industry, Science and Resources. If you become aware of any conflict, potential conflict or perceived conflict of interest, you are required to declare any such conflict immediately. You should make the circumstances known immediately, and follow any relevant policies.

In addition, you must follow relevant policies and provide notice before accepting any subsequent directorships or appointments with another company or entity as well as any changes in your personal circumstances that might impact your ability to perform your role as a Board Member of the NRFC.

Response

We would appreciate a response to this letter within 5 days confirming your acceptance of your appointment as a Board member of the NRFC. In responding, we ask that you provide an undertaking to advise us of any changes in your personal circumstances that might impact your ability to perform the role.

Congratulations on your appointment and we look forward to working with you in your role as Board Member of the NRFC.

Yours sincerely

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Paty Gallagher
Minister for Finance

Ed Husic
Minister for Industry and Science

16 OCT 2023

INSTRUMENT OF APPOINTMENT



COMMONWEALTH OF AUSTRALIA

NATIONAL RECONSTRUCTION FUND CORPORATION

National Reconstruction Fund Corporation Act 2023

INSTRUMENT OF APPOINTMENT

Board member of the National Reconstruction Fund Corporation

We, Katy Gallagher, Minister for Finance and Ed Husic, Minister for Industry and Science:

- (a) appoint **GLENN THOMPSON** under section 19(1) of the *National Reconstruction Fund Corporation Act 2023* (Cth) as a member of the National Reconstruction Fund Corporation Board on a part-time basis for a period of 4 years from the date of appointment.

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Minister for Finance

Dated this 16th day of October 2023

The Hon Ed Husic MP
Minister for Industry and Science

Dated this 16th day of October 2023