

**Andrew Barkla**  
**Chief Executive Officer**  
**IDP Education Australia Limited Liability Corporation**

17 June 2017

<https://au.linkedin.com/in/andrew-barkla-a4b88b>

Reference: <http://www.thefreeschool.education/language-tests-review.html>

Andrew,

This letter congratulates you for earning \$1, 026, 629 during financial year 2016. During this period, citizens of Cambodia earned around \$1,480 per person.

<http://data.un.org/CountryProfile.aspx?crName=Cambodia>

I salute you for earning *circa* 694 times the average income of Cambodia's citizens. The cost of sitting one IELTS test, \$330, equates to around 22% of the average annual income earned by Cambodian citizens. Many IELTS's customers are forced to sit multiple tests.

You list "human rights" as an interest on your LinkedIn page. I propose that you donate your \$14 million dollar salary options to a *pro bono* law firm that specializes in prosecuting corporate criminals who commit mass crimes against humanity against the poor.

I have witnessed the suffering, anguish, humiliation and impoverishment that IELTS's flawed, secretive, complex, Western-centric scholastic aptitude test inflicts on many test-takers, most of whom are citizens of developing economies or economies in transition.

J. Jericho DSocSc Syd

## IDP Education

### Publicly Listed Corporation (Australian Stock Exchange)

<https://investors.idp.com/Investor-Centre/>

#### Executive salaries

##### Executive KMP FY16 remuneration

The table below represents the FY16 actual remuneration for Executive KMP.

Statutory remuneration disclosures prepared in accordance with the Corporations Act 2001 and Australian Accounting Standards differ in the numbers presented below. The statutory remuneration disclosures include (among other benefits) expensing for LTI equity grants that are yet to realise and may never be realised. The statutory remuneration table in respect of the Executive KMP members is presented in the following section.

| <b>FY2016</b>                | <b>Base salary and superannuation</b> | <b>Cash STI awards for performance in FY16</b> | <b>Other cash payments</b> | <b>Total payments in relation to FY16</b> | <b>Deferred STI awards for performance to FY16<sup>3</sup></b> | <b>Total FY16 actual remuneration</b> |
|------------------------------|---------------------------------------|--|----------------------------|---|--|---------------------------------------|
| <b>Executive KMP</b>         |                                       |  |                            |   |  |                                       |
| Andrew Barkla <sup>1</sup>   | 699,395                               | 200,000 <sup>2</sup>                           | –                          | 899,395                                   | 127,234  | 1,026,629                             |
| Murray Walton                | 340,627                               | –  | –                          | 340,627                                   | 162,799  | 503,426                               |
| Warwick Freeland             | 404,353                               | –  | –                          | 404,353                                   | 193,255  | 597,608                               |
| <b>Former Executive KMP</b>  |                                       |  |                            |   |  |                                       |
| Andrew Thompson <sup>4</sup> | 116,902                               | –  | –                          | 116,902                                   | –  | 116,902                               |

[https://investors.idp.com/FormBuilder/\\_Resource/\\_module/v1AiEHYL20-\\_Rje11PzkYA/file/IDP%20FY16%20Annual%20Report.pdf](https://investors.idp.com/FormBuilder/_Resource/_module/v1AiEHYL20-_Rje11PzkYA/file/IDP%20FY16%20Annual%20Report.pdf)

# Cambridge Assessment

## Executive salaries

CAMBRIDGE ASSESSMENT GROUP  
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 JULY 2016 (continued)

7. STAFF COSTS (continued)

Staff emoluments over £100,000  
(Excluding employer's pension contributions)

|                     | Group |      | Cambridge Assessment |      |
|---------------------|-------|------|----------------------|------|
|                     | 2016  | 2015 | 2016                 | 2015 |
|                     | No.   | No.  | No.                  | No.  |
| £100,000 - £110,000 | 5     | 4    | 3                    | 4    |
| £110,001 - £120,000 | 3     | 4    | 3                    | 4    |
| £120,001 - £130,000 | 3     | 2    | 3                    | 1    |
| £130,001 - £140,000 | 1     | 1    | 1                    | 1    |
| £140,001 - £150,000 | 4     | 3    | 3                    | 3    |
| £170,001 - £180,000 | -     | 1    | -                    | 1    |
| £180,001 - £190,000 | 1     | -    | 1                    | -    |
| £190,001 - £200,000 | -     | 2    | -                    | 1    |
| £200,001 - £210,000 | 2     | 1    | 2                    | 1    |
| £210,001 - £220,000 | 1     | -    | 1                    | -    |
| £240,001 - £250,000 | 1     | 1    | 1                    | 1    |
| £250,001 - £260,000 | 1     | -    | 1                    | -    |
| £420,001 - £430,000 | 1     | 1    | 1                    | 1    |

<http://www.cambridgeassessment.org.uk/Images/346655-annual-report-15-16.pdf>

## The British Council

### Executive salaries

#### Executive remuneration

| <b>NAME AND POSITION</b>  | <b>SALARY 2015-16<br/>(IN BANDS OF<br/>£5,000)</b> | <b>SALARY 2014-15<br/>(IN BANDS OF<br/>£5,000)</b> | <b>BONUS PAYMENTS<br/>2015-16 (IN BANDS<br/>OF £5,000)</b> |
|---|--|--|--|
| Devane, C, Chief Executive<br>Full year equivalent  | 185-190  | 45-50<br>185-190                                   | N/A  |
| Greer, A, Chief Operating Officer   | 140-145  | 135-140  | 10-15  |
| Robson, M, Director English   | 145-150  | 140-145  | 15-20  |
| Worne, J <sup>1</sup> , Director Strategy<br>Full year equivalent                                     | 60-65<br>125-130                                   | 120-125  | 10-15  |
| Sheffield, G, Director Arts   | 120-125  | 120-125  | 10-15  |
| Beall, J, Director Education and Society  | 120-125  | 120-125  | 10-15  |
| Walton, R <sup>2</sup> , Director Partnerships<br>and Business Development<br>Full year equivalent    | 50-55<br>120-125                                   | 120-125  | 10-15  |
| Murley, H, Director Global<br>Human Resources   | 125-130  | 125-130  | 10-15  |
| Stockmann, C, Chief Financial Officer<br>Full year equivalent   | 140-145  | 130-135<br>140-145                                 | N/A  |
| Ewart-Biggs, K <sup>3</sup> , Director Global Network   | 95-100   | 80-85  | 5-10   |
| Cross, H <sup>4</sup> , Director Strategy and Engagement<br>Full year equivalent                      | 25-30<br>115-120                                   | N/A  | N/A  |
| Horton, A <sup>5</sup> , Director of Digital, Partnerships<br>and Innovations<br>Full year equivalent | 5-10<br>115-120                                    | N/A  | N/A  |
| Highest paid  | 185-190  | 185-190  |  |
| Median <sup>6</sup>   | 37,979   | 32,519   |  |
| Remuneration ratio  | 4.90:1   | 5.7:1  |  |

<https://www.britishcouncil.org/sites/default/files/annual-report-2015-2016.pdf>

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