

s. 22 Irrelevant material

From: s.47F Personal privacy
Sent: Friday, May 1, 2026 4:27 PM
To: Michael Schwager
Cc: Chief People Officer
Subject: FW: Russell Wilson Acting GC - s.47F Personal privacy

Hi Michael,

s.47F Personal privacy

Please let me know if you need anything further here.

Have a good weekend.

Kind regards,

s.47F Personal privacy

Human Resources Business Partner (Divisional HR)

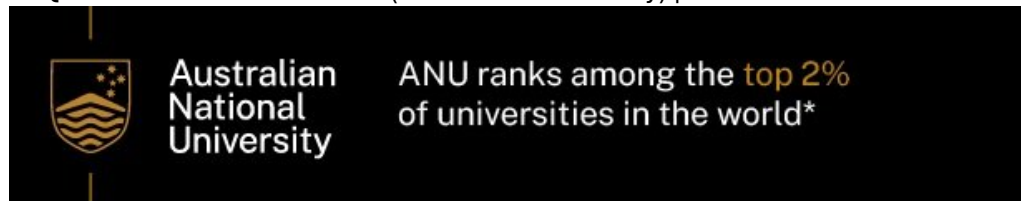
People & Culture Division
Level 1, Chancelry Building 10B | East Road
The Australian National University
Canberra ACT 2600, Australia

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From: ANU Payroll <payroll@anu.edu.au>
Sent: Friday, 1 May 2026 4:10 PM
To: s.47F Personal privacy
Cc: HRD Remuneration <hrd.remuneration@anu.edu.au>; ANU Payroll <payroll@anu.edu.au>
Subject: RE: Russell Wilson Acting GC s47F

Hi s.47F Personal privacy

Confirming that the HDA **s.47F** for Russell Wilson has been processed, **s.47F Personal privacy**
s.47F Personal privacy

Please let me know if you have any questions.

Kind regards,

s.47F Personal privacy

HR Client Services Officer

Remuneration & Conditions Branch / People & Culture Division

Ngunnawal and Ngambri Country

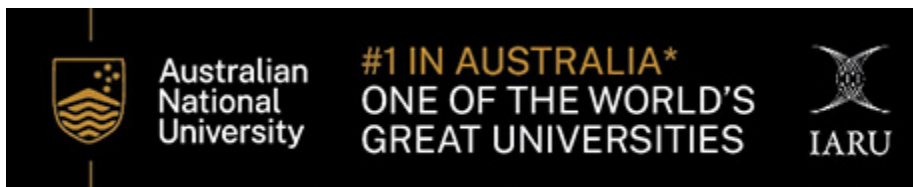
Chancelry Building 10B

The Australian National University

Acton ACT 2601

E: payroll@anu.edu.au

CRICOS Provider 00120C | ABN: 52 234 063 906



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The Australian National University acknowledges, celebrates and pays our respects to the Ngunnawal and Ngambri people of the Canberra region and to all First Nations Australians on whose traditional lands we meet and work, and whose cultures are among the oldest continuing cultures in human history.

From: HRD Remuneration <hrd.remuneration@anu.edu.au>

Sent: Friday, 1 May 2026 2:45 PM

To: ANU Payroll <payroll@anu.edu.au>

Cc: HRD Remuneration <hrd.remuneration@anu.edu.au>

Subject: FW: Russell Wilson Acting GC **s.47F**

Hi Team

For processing please.

As per the email below can you please advise [REDACTED] once processed.

Kind regards

[REDACTED]

From: s.47F Personal privacy [REDACTED]
Sent: Friday, 1 May 2026 10:58 AM
To: HRD Remuneration <hrd.remuneration@anu.edu.au>
Cc: s.47F Personal privacy [REDACTED]
Subject: FW: Russell Wilson Acting GC s47F [REDACTED]

Hi Paul and Team,

Can I ask for your support in securing s47F [REDACTED] for Russell Wilson as acting General council.

Please see a confirmation from the CPO and the COO below.

Specifically the following arrangement would be:

- HDA period: s.47F Personal privacy [REDACTED]
- Proposed payment: s.47F Personal privacy [REDACTED]

Please let me know if you have any questions and can I please get a confirmation once this has been processed.

Thank you in advance.

Kind regards,

s.47F Personal privacy [REDACTED]

Human Resources Business Partner (Divisional HR)

People & Culture Division
Level 1, Chancelry Building 10B | East Road
The Australian National University
Canberra ACT 2600, Australia

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Australian
National
University

ANU ranks among the **top 2%**
of universities in the world*

*QS World University Rankings 2025

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From: Michael Schwager [s.47F Personal privacy](#)
Sent: Thursday, 30 April 2026 4:29 PM
To: Chief People Officer <cpo@anu.edu.au>; [s.47F Personal privacy](#)
Cc: Kate Witenden [s.47F Personal privacy](#)
Subject: RE: Russell Wilson Acting GC

And mine. Many thanks.

Michael Schwager – he/him
Chief Operating Officer

Chancelry Building 10 East Road
The Australian National University Acton ACT 2601

E: coo@anu.edu.au
[s.47F Personal privacy](#) | ea.coo@anu.edu.au

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From: Chief People Officer <cpo@anu.edu.au>
Sent: Thursday, 30 April 2026 2:05 PM
To: [s.47F Personal privacy](#) Michael Schwager [s.47F Personal privacy](#)
Cc: Kate Witenden [s.47F Personal privacy](#)
Subject: RE: Russell Wilson Acting GC

Thanks [s.47F Personal privacy](#)

This has my support.

Kind regards,
Kate

Kate Witenden
Chief People Officer

People & Culture Division | Chancelry Building 10A
The Australian National University | Canberra ACT 2600

s.47F Personal privacy

TEQSA Provider ID: PRV12002 (Australian University) | CRICOS Provider: #00120C



*QS World University Rankings by Subject 2023

From: Luke D Aquino <Luke.DAquino@anu.edu.au>

Sent: Wednesday, 29 April 2026 5:22 PM

To: Michael Schwager s.47F Personal privacy

Cc: Kate Witenden s.47F Personal privacy; Chief People Officer <cpo@anu.edu.au>

Subject: RE: Russell Wilson Acting GC

Hi Michael and Kate,

Thank you for your patience with my response.

s.47F Personal privacy

If you are comfortable with the above approach, I have attached a revised HDA form for your review and approval.

Please let me know if you have any questions.

Kind regards,

s.47F Personal privacy

Human Resources Business Partner (Divisional HR)

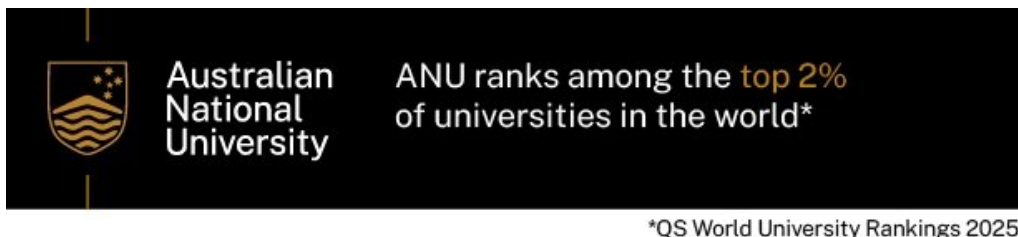
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From: Kate Witenden **s.47F Personal privacy**
Sent: Wednesday, 29 April 2026 8:59 AM
To: Michael Schwager **s.47F Personal privacy**; Chief People Officer <cpo@anu.edu.au>; **s.47F Personal privacy**
s.47F Personal privacy
Cc: Office of the COO <office.coo@anu.edu.au>; Chief Finance Officer <cfo@anu.edu.au>
Subject: RE: Russell Wilson Acting GC

Hi Michael,

I have asked the HRBP who support the ULO, **s.47F Personal privacy** to look at a proposal for you.

At the senior levels, we would only consider this for a period around this length and beyond. Under this period, it is not normally compensated.

We do higher duties for roles covered by the EA, however.

From a process perspective, this is an action that is normally initiated by the manager going on leave.

Given the length, I am supportive for Russell, and we will come back with some numbers for you.

Kind regards,

Kate Witenden
Chief People Officer

People & Culture Division | Chancelry Building 10A
The Australian National University | Canberra ACT 2600

s.47F Personal privacy
TEQSA Provider ID: PRV12002 (Australian University) | CRICOS Provider: #00120C



From: Michael Schwager [s.47F Personal privacy](#)
Sent: Tuesday, 28 April 2026 7:26 PM
To: Chief People Officer <cpo@anu.edu.au>; Kate Witenden [s.47F Personal privacy](#)
Cc: Office of the COO <office.coo@anu.edu.au>; Chief Finance Officer <cfo@anu.edu.au>
Subject: Russell Wilson Acting GC

Hi CPO

With Russell Wilson acting as General Counsel [s.47F Personal privacy](#) can I assume he automatically gets all the GC position delegations.

And [@Kate Witenden](#) Can your team please let me know how the increase salary arrangements during” acting” work in this case. [s.47F Personal privacy](#)

Michael Schwager – he/him
Chief Operating Officer

Chancelry Building 10 East Road
The Australian National University Acton ACT 2601

E: coo@anu.edu.au
Executive Assistant: [s.47F Personal privacy](#) | ea.coo@anu.edu.au

TEQSA Provider ID: PRV12002 (Australian University) | CRICOS Provider Code: 00120C



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s. 22 Irrelevant material

From: Philip Harrison s.47F Personal privacy
Sent: Tuesday, April 28, 2026 7:52:22 PM
To: Russell Wilson s.47F Personal privacy
Cc: Chief Operating Officer <COO@anu.edu.au>
Subject: Delegations and acting arrangements

Hi Russell

COO has requested that you act in my absence and exercise my delegations. s.47F Personal privacy
I have now transferred
all delegations to you.

Cheers, Philip

Philip Harrison
General Counsel

University Legal Office

Legal, Governance & Risk Division

Baldessin Building #110, Ellery Crescent

s.47F Personal privacy

[REDACTED] | legal.office@anu.edu.au | <https://services.anu.edu.au/business-units/legal-governance-risk>

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s. 22 Irrelevant material

From: Michael Schwager
Sent: Tuesday, April 28, 2026 5:22 PM
To: Russell Wilson
Subject: RE: PH absence

This was raised with me first thing this morning and I have made it quite clear you would be acting GC while Philip was on leave.

Call me on s.47F Personal privacy anytime.

Michael Schwager – he/him
Chief Operating Officer

Chancelry Building 10 East Road
The Australian National University Acton ACT 2601

E: coo@anu.edu.au
Executive Assistant: s.47F Personal privacy | ea.coo@anu.edu.au

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From: Michael Schwager s.47F Personal privacy
Sent: Tuesday, April 28, 2026 7:26 PM
To: Chief People Officer; Kate Witenden
Cc: Office of the COO; Chief Finance Officer
Subject: Russell Wilson Acting GC

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And @Kate Witenden Can your team please let me know how the increase salary arrangements during” acting” work in this case s.47F Personal privacy

Michael Schwager – he/him
Chief Operating Officer

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