

HOUSE OF REPRESENTATIVES STANDING COMMITTEE ON ECONOMICS

REVIEW OF THE FOUR MAJOR BANKS

ANZ

ANZ59QON: Dr LEIGH: But for most of the time since ANZ was founded in 1835, the ratio of pay between the CEO and the lowest-paid worker was much less than what it is now. Does it trouble you that that gap has grown so wide?

Mr Elliott: I think we'd have to go and look at the data. I don't have data about that at my fingertips. I understand why people are concerned about that. With respect, I don't think that's an issue particularly around ANZ. What we do know is that, in my time at ANZ—and I'm not talking about just the CEO—the relativity between the most senior people and the most junior people has reduced. My pay—and, again, I acknowledge that it's a lot of money—is substantially less than my predecessor's was. Everybody that has joined my team, which are the most senior people—and we've had significant turnovers; we've built a new team—have come in at less pay than their predecessors. In fact, if you look at the total cost of senior management over time, it's actually been on a downward trend. I'm sure there would be many who would prefer it came down faster. Again, what a fair and reasonable compensation for management is is an issue for the board and for our shareholders to determine.

Answer: We do not have anything further to add to Mr Elliott's response.