

26 May 21  
 Communications

**ATTACHMENT A – Responses from portfolio agencies**

<b>Agency</b>	<b>Response</b>
<b>Australian Communications and Media Authority</b>	<ul style="list-style-type: none"> <li>• \$122,671 - 1 July 2019 to 30 June 2020. Performance pay for Executive Level 2 employees under the Australian Communications and Media Authority (ACMA) Enterprise Agreement 2017-20; and</li> <li>• Nil - 1 July 2020 to 10 December 2020. Performance pay provision removed under the ACMA Enterprise Agreement 2020-23.</li> </ul>
<b>Australia Council</b>	<p><b><u>Period 1 July 2019 to 30 June 2020</u></b></p> <ul style="list-style-type: none"> <li>• Performance bonuses paid to senior executives totalled \$72,391. Bonus remuneration arrangements for senior executive were terminated in 2019-20.</li> <li>• The CEO was entitled to a bonus of up to \$51,958 (15% of TRP) in respect of the 2019-20 year (in accordance with Remuneration Tribunal arrangements) but elected not to accept the bonus in light of the impact of COVID-19 on the art sector.</li> <li>• These above matters were disclosed in the Australia Council 2019-20 Annual Report.</li> <li>• Two Executive Directors departed after long tenure. Recognition gifts provided to combined value of \$995.</li> <li>• Tenure recognition awards for 10, 15, 20 and 25 years of service (launched in period recognising prior service) - \$3,200 in aggregate.</li> </ul> <p><b><u>1 July 2020 to 10 December 2020</u></b></p> <ul style="list-style-type: none"> <li>• No performance bonuses were paid in the period.</li> <li>• The CEO remains entitled to a bonus of up to \$51,958 (15% of TRP) in respect of the full 2020-21 year (in accordance with Remuneration Tribunal arrangements).</li> <li>• All 112 staff received an end of year gift voucher of \$50pp in lieu of staff awards and in recognition of additional work undertaken in response to COVID-19, and in absence of an end of year function.</li> <li>• Tenure recognition awards for 10, 15, 20 and 25 years of service - \$1,900 in aggregate.</li> </ul> <p><b><u>Other rewards re employee welfare</u></b></p> <ul style="list-style-type: none"> <li>• Token gifts eg for funerals, major health issues; infrequent and nominal in amount</li> </ul>

<b>Australian Film Television and Radio School</b>	The Australian Film Television and Radio School paid former CEO, Neil Peplow, a performance bonus of \$24,270.68 on 18 September 2019, however it related to 2018/19 performance. No other performance bonuses, incentives or gifts were paid in the reporting periods outlined below				
<b>Australian National Maritime Museum</b>	<b>Period</b>	<b>Expenditure (\$)</b>			<b>Total Expenditure (\$)</b> (A+B+C+D)
		<b>A. Bonuses (performance bonuses)</b>	<b>B. Short term incentives (other short term benefits)</b>	<b>C. Rewards</b>	<b>D. Gifts</b>
	<b>Expenditure for period 1 July 2019 to 30 June 2020</b>	Key management personnel: \$92,221* Other \$12,500	Key management personnel: \$152,617*	\$0	The Museum highly values the 600 active volunteers who contributed 48,919 volunteer hours to the institution during 2019-20. During 2019-20, \$27,687 was spent on volunteer benefits including an annual thank you luncheon and awards  The Museum also provides gifts of low material value (\$20-50) to visiting diplomats and dignitaries consisting of Museum published books and or exhibition catalogues already within the control of the Museum and estimates the annual cost is less than \$1,000.
	<b>Expenditure for period 1 July 2020 to 10 December 2020</b>	Key management personnel: \$0 Other \$16,000	\$0	\$0	The Museum volunteering program was impacted by COVID-19 during this period including the annual luncheon and awards.  The Museum also provides gifts of low material value (\$20-50) to visiting diplomats and dignitaries consisting of Museum books and or exhibition catalogues already within the control of the Museum and estimates the cost of <\$500.
* Information is published in the Australian National Maritime Museum Annual Report 2019-20					

<b>Australian Rail Track Corporation</b>	<p>The Australian Rail Track Corporation (ARTC) conducts performance based incentive programmes for eligible employees. The following table summarises the related and approved expenditure:</p> <table border="1" data-bbox="488 320 1570 651"> <thead> <tr> <th data-bbox="488 320 846 376">Performance Period</th> <th data-bbox="846 320 1021 376">Amount</th> <th data-bbox="1021 320 1570 376">Reason</th> </tr> </thead> <tbody> <tr> <td data-bbox="488 376 846 560"><i>1 July 2019 to 30 June 2020</i></td> <td data-bbox="846 376 1021 560">\$17,034,562</td> <td data-bbox="1021 376 1570 560">Performance incentive related remuneration  The amount is inclusive of KMP executive incentive payments, as disclosed in ARTC's Annual Report</td> </tr> <tr> <td data-bbox="488 560 846 651"><i>1 July 2020 to 10 December 2020</i></td> <td data-bbox="846 560 1021 651">\$0</td> <td data-bbox="1021 560 1570 651">n/a</td> </tr> </tbody> </table> <p>These practices apply across ARTC's workforce of 1,800+ employees and are subject to specific eligibility, performance and governance requirements.</p> <p>ARTC does not have a practice of providing rewards or gifts.</p>	Performance Period	Amount	Reason	<i>1 July 2019 to 30 June 2020</i>	\$17,034,562	Performance incentive related remuneration  The amount is inclusive of KMP executive incentive payments, as disclosed in ARTC's Annual Report	<i>1 July 2020 to 10 December 2020</i>	\$0	n/a
Performance Period	Amount	Reason								
<i>1 July 2019 to 30 June 2020</i>	\$17,034,562	Performance incentive related remuneration  The amount is inclusive of KMP executive incentive payments, as disclosed in ARTC's Annual Report								
<i>1 July 2020 to 10 December 2020</i>	\$0	n/a								
<b>Australian Transport Safety Bureau</b>	<p>The Australian Transport Safety Bureau (ATSB) did not pay bonuses, short-term incentives or gifts – monetary or otherwise over the specified periods.</p> <p>That acknowledged, ATSB have utilised our internal Rewards and Recognition framework over these periods where an individual staff member receives a recognition certificate and \$300 gift voucher and/or a team receives a shared \$500 gift voucher.</p>									
<b>Bundanon Trust</b>	<p>Nil</p>									
<b>Civil Aviation Safety Authority</b>	<p>The Civil Aviation Safety Authority does not have any bonuses or short-term incentive payments for staff.</p>									

<b>Creative Partnerships Australia</b>	<p>1 July 2019 – 30 June 2020:      \$1,020.40  1 July 2020 – 10 Dec 2020:      \$3,678.99</p> <p>All expenditures fall under the category of gifts.</p>
<b>National Capital Authority</b>	<p>For the period 1 July 2019 – 30 June 2020 the NCA paid bonuses to two SES officers, totalling \$19,518.50. These were related to performance in 2018-19.</p> <p>For the period 1 July 2020 – 10 December 2020 NIL bonuses paid.</p>
<b>National Faster Rail Agency</b>	<p>For the period of 1 July 2019 to 10 December 2020, the National Faster Rail Agency (NFRA) <u>did not pay</u> any bonuses, short-term incentives, rewards or gifts of a monetary nature or otherwise to any of NFRA executives, employees, or contractors. In addition, no such payments, rewards or gifts were paid to any other person by the NFRA.</p>
<b>National Library of Australia</b>	<p>The National Library of Australia does not have bonuses, short-term incentives or similar arrangements in place for Library staff or other parts of its workforce or Council members.</p>
<b>National Museum of Australia</b>	<p>The following summary information in respect of bonuses and incentives received by employees of the National Museum of Australia.</p> <p><u>Period: 1 July 2019 to 30 June 2020</u></p> <p>Bonuses:      \$48,628.00 (n.b. payment in respect of remuneration package for FY 2018/19)  Gifts:            \$8827.00  <b>Total:            \$57,455.00</b></p> <p><u>Period: 1 July 2020 to 10 December 2020</u></p> <p>Bonuses:      \$0  Gifts:            \$220.92  <b>Total:            \$220.92</b></p>

<p><b>National Portrait Gallery of Australia</b></p>	<p>The following performance pays were paid by the National Portrait Gallery of Australia (NPGA) during the requested periods:</p> <p style="text-align: center;"><b><u>1 July 2019 to 30 June 2020</u></b></p> <p style="text-align: center;">Director, External Relations – Paid 21 November 2019 – \$25,950 NPGA Director – Paid 4 March 2020 – \$17,077</p> <p style="text-align: center;"><b><u>1 July 2020 to 10 December 2020</u></b></p> <p style="text-align: center;">Director, External Relations – Paid 29 October 2020 – \$23,355 NPGA Director – Paid 12 November 2020 – \$33,612</p> <p>No other bonuses, short-term incentives, rewards or gifts were awarded to any executive, employee, officer, contractor or any other person during the periods.</p> <p><b>Note:</b> The NPGA Director is eligible for performance pay of up to 15% of total remuneration under the <i>Remuneration Tribunal (Principal Executive Offices—Classification Structure and Terms and Conditions) Determination</i>. The Director, External Relations' non-going contract included a performance pay component due to the philanthropic, commercial sponsorship and partnership responsibilities of the role.</p>
<p><b>National Transport Commission</b></p>	<p>Nil</p>
<p><b>NBN Co</b></p>	<p>For information around bonuses, short-term incentives, rewards or gifts - monetary or otherwise for NBN Co Limited, please refer to:</p> <ul style="list-style-type: none"> <li>• Parliamentary Questions on Notice SQIW2386 and SQIW3240; and</li> <li>• Department of Infrastructure, Transport, Regional Development and Communications, answers to written questions on notice for the Australia Post Inquiry asked by Senator Kitching on 5 May 2021 - NBN gifts and bonuses.</li> </ul>

<b>North Queensland Water Infrastructure Authority</b>	The North Queensland Water Infrastructure Authority has not provided any bonuses, short-term incentives, rewards or gifts - monetary or otherwise, to any staff member for the periods 1 July 2019 to 30 June 2020 and 1 July 2020 to 10 December 2020.		
<b>SBS CO</b>	1 July 2019 to 30 June 2020	\$2,909,431	
	1 July 2020 to 10 December 2020	\$1,588,366	