

CONSOLIDATED FINANCIAL STATEMENTS
NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS

3.2 (a) Key Management Personnel Remuneration

CSIRO Key Management Personnel Remuneration									
Name	Position	Base Salary	Salary at risk payments	Other Benefits and Allowances	Super-annuation Contributions	Long Service Leave	Other Long Term Benefits	Termination Benefits	Total Remuneration
		\$	\$	\$	\$	\$	\$	\$	\$
Doug Hilton	Chief Executive	588,810	-	18,786	25,787	6,365	-	-	639,748
Kirsten Rose	Chief Executive (Acting)	163,984	46,202	6,029	2,055	4,607	-	-	222,877
Kirsten Rose	Executive Director - Future Industries	362,136	-	16,016	23,289	13,361	-	-	414,802
Kirsten Rose	Deputy Chief Executive	71,768	-	2,875	2,915	1,730	-	-	79,288
Tom Munyard	Chief Operating Officer	364,585	-	24,920	73,376	18,920	-	-	481,801
Peter Mayfield	Executive Director - Environment, Energy & Resources	518,765	-	24,920	87,405	21,202	-	-	652,292
Michael Robertson	Executive Director - Future Industries (Acting)	109,686	-	7,946	22,681	14,696	-	-	155,009
Elanor Huntington	Executive Director - Digital, National Facilities and Collections	487,821	-	24,920	90,694	7,114	-	-	610,549
Total remuneration for CSIRO Key Management Personnel		2,667,555	46,202	126,412	328,202	87,995	-	-	3,256,366
CSIRO Subsidiary Key Management Personnel									
Orlando Jimenez	Fundación CEO	293,754	-	4,300	-	-	-	-	298,054
Total remuneration for Fundación		293,754	-	4,300	-	-	-	-	298,054
Total Consolidated Remuneration for Key Management Personnel									
		2,961,309	46,202	130,712	328,202	87,995	-	-	3,554,420

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Accounting Policy Key management personnel are those persons having authority and responsibility for planning, directing and controlling the activities of CSIRO, directly or indirectly, including any director of CSIRO. Those key management personnel along with their remuneration are reported in table above. Board remuneration is reported at Note 3.3. This note has been prepared on an accrual basis for substantive and long term acting key management personnel during the period. Individuals included in the above table were employed in their positions for the reporting period (1 July 2023 to 30 June 2024) except for the below: Dr Doug Hilton AO commenced as Chief Executive from 30 September 2023. Ms Kirsten Rose was acting Chief Executive for the period 1 July 2023 to 29 September 2023, Executive Director – Future Industries for the period 30 September 2023 to 19 May 2024 and Deputy Chief Executive from 20 May 2024 onwards. Mr Michael Robertson was acting Executive Director – Future Industries for the period 1 July 2023 to 29 September 2023 and from 3 June 2024 onwards. Short term benefits remuneration includes: • Base salary includes salary paid and accrued, salary paid while on annual leave, salary paid while on personal leave, annual leave accrued and higher duties allowances. • Salary at risk payments represent remuneration amounts at risk within employment contracts. Actual performance payment amounts are decided by the board following the end of year. • Other benefits and allowances include monetary benefits such as car allowances. Post employment benefits paid to staff include superannuation contributions, being CSIRO's superannuation contributions, including productivity components, for the period. Other long term benefits includes long service leave comprises the amount of leave accrued, leave taken in the period and the impacts of a reduction in the net discount rate. Other long term benefits is the amount of long service leave accrued and deferred. Termination payments are included in the above table based on the relevant period in which the decision was made to make the payment.

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3.2 (b) Senior Executive Staff Remuneration

Remuneration Band	Number of Senior Executive Staff	Average Base Salary	Average salary at risk payments	Average Other Benefits and Allowances	Average Superannuation Contributions	Average Long Service Leave	Average Other Long Term Benefits	Average Termination Benefits	Average Total Remuneration
\$		\$	\$	\$	\$	\$	\$	\$	\$
\$0 - \$220,000	4	86,575	-	7,713	12,326	6,135	-	-	112,749
\$270,001 - \$295,000	1	224,115	-	16,975	42,334	6,994	-	-	290,418
\$320,001 - \$345,000	2	264,730	-	22,789	31,036	14,653	-	-	333,208
\$345,001 - \$370,000	1	264,060	-	23,003	36,412	36,068	-	-	359,543
\$370,001 - \$395,000	4	303,277	58	24,920	45,482	13,301	-	-	387,038
\$395,001 - \$420,000	1	323,822	-	24,920	30,586	15,918	-	-	395,246
\$420,001 - \$445,000	1	331,212	-	24,920	50,969	13,919	-	-	421,020
\$445,001 - \$470,000	2	345,320	-	41,136	58,295	19,477	-	-	464,228
\$495,001 - \$520,000	1	436,532	-	24,240	26,739	12,121	-	-	499,632
\$620,001 - \$645,000	1	525,666	23,250	24,920	30,801	18,806	-	-	623,443
\$720,001 - \$745,000	1	272,726	-	18,594	51,895	33,525	-	367,378	744,118
Total remuneration for CSIRO Senior Executive		3,378,035	23,308	254,130	416,875	190,917	-	367,378	4,630,643

Accounting Policy

This table reports the average total average remuneration of senior executives who received remuneration during the reporting period. This table has been prepared on an accrual basis for substantive and long term acting senior executive personnel during the period.

Short term benefits includes:

- The average base salary includes salary including paid and accrued, salary paid while on annual leave, salary paid while on personal leave, annual leave accrued and higher duties allowances.
- The average salary at risk payments which represent remuneration amounts at risk within employment contracts.
- The average of other benefits and allowances include monetary benefits such as car allowances.

Post employment benefits are superannuation contributions and includes the average of CSIRO's superannuation contributions, including productivity components, for the period.

Other long term benefits includes the average of long service leave comprises the amount of leave accrued, leave taken in the period and the impacts of a reduction in the net discount rate. Other long term benefits is the average amount of long service leave accrued and deferred.

Termination payments are included in the above table based on the average amount and the relevant period in which the decision was made to make the payment.

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3.2. (c) Remuneration of other highly paid staff

Remuneration Band	Number of Highly Paid Staff	Average Base Salary	Average salary at risk payments	Average Other Benefits and Allowances	Average Superannuation Contributions	Average Long Service Leave	Average Other Long Term Benefits	Average Termination Benefits	Average Total Remuneration
		\$	\$	\$	\$	\$	\$	\$	\$
\$250,000 - \$270,000	62	199,715	1,434	12,564	34,348	10,881	-	-	258,942
\$270,001 - \$295,000	50	213,580	902	16,980	36,800	10,846	-	3,195	282,303
\$295,001 - \$320,000	22	229,742	1,062	23,417	36,479	8,864	-	5,376	304,940
\$320,001 - \$345,000	11	240,401	3,355	22,411	40,183	18,953	-	8,999	334,302
\$345,001 - \$370,000	11	263,059	-	24,797	37,469	12,679	-	18,264	356,268
\$370,001 - \$395,000	4	240,647	-	18,690	41,860	17,610	-	58,783	377,590
\$395,001 - \$420,000	5	311,698	-	26,593	51,865	18,426	-	-	408,582
\$420,001 - \$445,000	1	345,340	-	24,920	50,044	7,996	-	-	428,300
\$445,001 - \$470,000	1	393,748	-	-	55,838	5,597	-	-	455,183

Accounting Policy

This table reports the average total average remuneration of highly paid staff who received remuneration during the reporting period over the reporting threshold. This table has been prepared on an accrual basis.

Average short term benefits includes:

- The average base salary includes salary including paid and accrued, salary paid while on annual leave, salary paid while on personal leave, annual leave accrued and higher duties allowances.
- The average salary at risk payments which represent remuneration amounts at risk within employment contracts.
- The average of other benefits and allowances include monetary benefits such as car allowances.

Post employment benefits comprise superannuation contributions. Reported above are the average of CSIRO's superannuation contributions, including productivity components, for the period.

Other long term benefits includes the average long service leave, being the amount of leave accrued, leave taken in the period and the impacts of a reduction in the net discount rate. Other long term benefits is the average amount of long service leave accrued and deferred.

Termination payments are included in the above table based on the average amount and the relevant period in which the decision was made to make the payment.

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3.3. Remuneration of Board Members

	Base Salary	Other benefits and allowances	Super- annuation Contributions	Total 2023-24 Remuneration
Board member	\$	\$	\$	\$
Dr Michele Allan AO	67,647	14,718	9,501	91,866
Prof Alex Brown	79,904	-	9,668	89,572
Prof Edwina Cornish AO	32,269	8,538	4,489	45,296
Kathryn Fagg AO (Chair)	159,788	-	19,389	179,177
Emeritus Professor Roy Green	45,176	3,046	6,309	54,531
Prof Emma Johnston AO	64,538	-	8,005	72,543
David Knox	16,595	-	2,556	19,151
Ming Long AM	615	-	95	710
Ian Macfarlane	79,904	17,587	11,894	109,385
Terry Moran AC	615	-	95	710
Total remuneration for CSIRO Board Members	547,051	43,889	72,001	662,941
Board Members (Chile Fundación)				
Maria Del Rosario Navarro	18,000	-	-	18,000
Total remuneration for Board Members (Chile Fundación)	18,000	-	-	18,000
Total Consolidated Remuneration for CSIRO Group	565,051	43,889	72,001	680,941

Accounting Policy

Remuneration related to short term benefits comprise base salary and other benefits and allowances. Base salary includes salary paid and accrued during the period. Other benefits and allowances included above relate to positions on other subcommittees.

Post employment benefits includes superannuation contributions, including any productivity components for the period.

Board members included above were Board members for the full reporting period (1 July 2023 to 30 June 2024), except for:

Dr Michele Allan AO: term ended 4 May 2024

Prof Edwina Cornish: term ended 25 November 2023

Emeritus Professor Roy Green: term commenced 7 December 2023

Prof Emma Johnston: term commenced 22 August 2023 and duties commenced 11 September 2023

David Knox: resigned effective 14 September 2023

Ming Long AM: term commenced 1 May 2024 and duties commenced 27 June 2024

Prof Tanya Monro AC: term ended 24 February 2024

Terry Moran AC: term commenced 24 April 2024 and duties commenced 27 June 2024

Maria Del Rosario Navarro: term ended 13 September 2023

The remuneration of the Chief Executive, who is also a CSIRO Board Member is reported under Note 3.2 Key Management Personnel Remuneration.

Prof Tanya Monro AC due to her appointment as the Chief Defence Scientist was not entitled to remuneration based on the *Remuneration Tribunal Act 1973*.