

## Question on notice no. 153

### Portfolio question number: 153

#### 2017-18 Supplementary budget estimates

#### Environment and Communications Committee, Communications and the Arts Portfolio

**Senator Stirling Griff:** asked the NBN Co. Ltd on 24 October 2017—

1. Can NBN please advise the full KPIs/measures the boards remuneration committee uses to determine whether bonuses will be paid to management? Please also advise how each of these measures is weighted.

2. Are bonuses paid as an annual lump sum or in instalments (e.g. quarterly) ? If in instalments, does that mean any upcoming payment is at risk if performance criteria are not meant?

**Answer —**

1. KPIs vary each year based on the priorities of the business. As noted in the Annual Report FY17 they were:

2. Bonuses are paid as an annual lump sum, except for executive level staff where one-quarter of the bonus earned is deferred for 2 years.

Corporate Objectives	Measures	FY16-17 Weighting
Ready for Service	A rollout region is ready for service when nbn is ready to begin connecting premises in that rollout region to the nbn <sup>TM</sup> network	30%
Premises Activated	Premises which have an active service installed. Premises are activated after receiving and provisioning a service order from a Retail Service Provider	30%
Customer Engagement Metric	Measures customer satisfaction through surveys to Retail Service Providers	20%
Total Revenue	Measures revenue earned in the year	10%
Scaling the Business	Measures nbn's overall achievement against the FY2017 targets as well as an assessment of its preparedness for the even more significant ramp in scale required in FY2018	10%