

Senate Standing Committee on Economics
ANSWERS TO QUESTIONS ON NOTICE
Innovation, Industry, Science and Research Portfolio
Supplementary Budget Estimates Hearing 2011-12
19 October 2011

AGENCY/DEPARTMENT: COMMONWEALTH SCIENTIFIC AND INDUSTRIAL RESEARCH ORGANISATION

TOPIC: CSIRO STAFF PAYMENTS

REFERENCE: Written Question – Senator Colbeck

QUESTION No.: SI-80

Are there also ‘at risk performance’ payments made to some CSIRO staff? If so, how many staff and at what level of seniority – and what objectives or goals do they need to satisfy to receive these payments?

ANSWER

Yes. The contractual arrangements for some CSIRO staff include eligibility for at risk performance payments. In addition to the senior executives listed in the CSIRO Annual Report, 264 other CSIRO officers at levels ranging from classification level CSOF 5 to classification level CSOF 9 received payments in the 2010 -11 financial year. Performance payments are based on the achievement of objectives set in individual Annual Performance Agreements and can be based on factors such as the achievement of stretch goals, leadership behaviours, organisational objectives and health and safety performance.