

EDUCATION, SCIENCE AND TRAINING

SENATE LEGISLATION COMMITTEE – QUESTIONS ON NOTICE 2005-2006 BUDGET ESTIMATES HEARING

Outcome: CSIRO
Output Group: CSIRO

DEST Question No. E195_06

Senator Carr provided in writing.

Question:

- a) What were Mr Mehrdad Baghai's performance requirements during his tenure at CSIRO?
- b) How often were these reviewed, and by whom? (In other words, who judged his performance?)
- c) Was the financial performance of the Business Development and Commercialisation unit one of these requirements?
- d) Is Mr Baghai receiving any severance payment or package at the end of his employment with CSIRO? If so, how much?

Answer:

CSIRO has provided the following response.

Mr Mehrdad Baghai

- a) Mr Baghai's performance objectives were set on an annual basis and related to his roles in the organisation. His major role related to the performance of the corporate Business Development and Commercialisation group (see (c) below). He also performed a role within the Office of the Chief Executive in the area of strategic planning.
- b) Mr Baghai's performance objectives were reviewed regularly by the Chief Executive usually on a monthly basis, with input during the year from the Chairman of the CSIRO Board Commercial Committee and the Chairman of the CSIRO Board.
- c) Yes. Progress against the IP Revenue targets (from the Financial Scenario included in the 2003-07 Strategic Plan), and the lifetime value of contracts for co-investment and consulting services with key client sectors, were two measures included in the performance of the Corporate Business Development and Commercialisation group and Mr Baghai's personal performance objectives reflect this. Performance in relation to business development and commercialisation activities against corporate governance objectives was also a requirement, as was the performance of CSIRO's corporate legal group.
- d) Dr Garrett answered this question on page EWRE67 of Hansard. Mr Baghai is not receiving any severance payment.