

## EDUCATION, SCIENCE AND TRAINING

### SENATE LEGISLATION COMMITTEE - QUESTIONS ON NOTICE 2007-2008 BUDGET ESTIMATES HEARING

**Outcome** CSIRO

#### **DEST Question No. E043\_08**

Senator Carr asked on 30 May 2007, EWRE Hansard page 59.

#### **Question:**

**Senator Carr** – How many officers are eligible for bonuses between zero and 25 per cent?

**Dr Garrett** – I would have to take that on notice, but it is probably of the order of the number reported in the annual report – 37.

**Senator Carr** – Is that on top of the four per cent they get as well?

**Dr Garrett** – No. As I indicated earlier on, the increase last year on the fixed remuneration was an average of 2.2. per cent.

#### **Answer:**

CSIRO has provided the following response.

#### *Bonuses*

The CSIRO Board's policy is that all senior officers whose remuneration is liable to be reported in the Executive Remuneration Note in CSIRO's Annual Report (members of the Executive Team, Chiefs of Divisions, Joint Venture Chief Executive Officers, and Flagship Directors) be engaged on contracts which provide for an at risk annual performance payment of up to 25% of their fixed remuneration package.

However, there are two situations where an eligibility will not subsist:

(1) because performance payments are assessed and paid in retard, the remuneration of newly appointed senior officers paid above the reporting threshold for the financial year will not include a performance payment: their eligibility does not arise until the following financial year; and

(2) some officers included in the Executive Remuneration Note are temporarily performing those duties and their terms and conditions do not include the at risk annual performance payment to the 25% maximum.

As at 30 May 2007 CSIRO had 38 senior officer positions of whom 6 were filled in an acting capacity.