

EDUCATION, SCIENCE AND TRAINING

SENATE LEGISLATION COMMITTEE - QUESTIONS ON NOTICE 2005-2006 SUPPLEMENTARY ESTIMATES HEARING

Outcome: CSIRO

Output Group: CSIRO

DEST Question No. E726_06

Senator Wong provided in writing.

Question:

What is the performance bonuses regime?

What percentage of pay is performance based?

Is it based on an annual rating by the CSIRO Board?

If so, what was the Board's rating for the Organisation's performance in 2004/05?

What performance pay did the senior management receive in each of the last 3 years?

What proportion were performance bonuses of the senior officers pay?

Answer:

CSIRO has provided the following response.

Performance Bonuses

Officers included in the table in Note 32 receive a fixed remuneration package plus an 'at risk' performance payment. The maximum value of the performance payments included in the table in Note 32 was 15% of the fixed remuneration package.

In general, performance payments reflect performance assessment decisions made in relation to individual and organisational outcomes. Half of each payment reflects the officer's performance based on individual assessment and half the Board's organisational assessment. Performance pay outcomes are heavily influenced by results achieved, qualitative assessments, and relevant metrics. Assessments are confidential.

Performance payments made over the last three years were:

	2004/05	2003/04	2002/03
Performance payments	\$876,698	\$727,336	\$543,619
Proportion of fixed remuneration	9.4%	9.5%	7.4%