

EDUCATION, SCIENCE AND TRAINING

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

Outcome: CSIRO

Output Group: CSIRO

DEST Question No. E727_06

Senator Wong provided in writing.

Question:

Remuneration of officers increased by over \$2 million in the last year. What were the reasons behind this? How much of this increase was related to performance pay?

Answer:

CSIRO has provided the following response.

Remuneration costs - senior executives

Reasons for the increase in remuneration costs for the group reported on in Note 32 include:

- o **Numbers:** There are more officers included in the 2004/05 figures than for 2003/04.
- o **Superannuation costs:** The rate of actuarially determined defined benefit superannuation scheme costs has increased. This represents an increased cost to the employer but without any change in the defined benefits of employees. This increased cost applies to all CSIRO staff in the relevant scheme.
- o **Leave accrual:** A change in accounting rules resulted in a change in the method of calculating the accrual in 2004/05, which increased the remuneration costs significantly in some cases. In addition, some officers appointed on fixed terms have an added accrual for long service leave in 2004/05.
- o **Remuneration increase:** The 2004/05 base rate of increase in individual fixed remuneration packages for officers included in the table was 4% (except for the Chief Executive which was 3.9%). Some officers received a higher increase relating to performance or increased responsibilities.
- o **Performance payments:** Aggregate expenditure on performance payments in 2004/05 was \$876,698 compared to \$727,336 in 2003/04, an increase of \$149,362.