

SENATE STANDING COMMITTEE ON LEGAL AND CONSTITUTIONAL AFFAIRS
CRIMTRAC

Question No. 81

Senator Humphries asked the following question at the hearing on 12 February 2013:

1. What payments were made to Mr Jeff Storer and Mr Darin Brumby during their tenure? Provide detail on all bonuses paid, ex gratia payments, severance packages, remuneration and pay increases?
2. Have any ex gratia payments been made to an employee/s of CrimTrac during Mr Smith's tenure? Please provide detail.
3. Was Mr Storer or Mr Brumby offered a redundancy?
4. What were the circumstances surrounding Mr Storer's and Mr Brumby's departure from CrimTrac?
5. Has Mr Murray Rankin ever been consulted by CrimTrac on increases to executive salaries?
6. At the time of their departure from CrimTrac, was either Mr Storer or Mr Brumby under investigation, or had they been under investigation?
7. Have there been any instances whereby an executive's salary was being paid by CrimTrac after their resignation?
8. Have there been any instances where an executive employee of CrimTrac has moved overseas to take on another career opportunity without having sought preapproval for external employment whilst still employed by CrimTrac?
9. Please provide detail of all bonuses and ex gratia payments awarded to staff since the commencement of Mr Smith's tenure to the current date. Provide detail on the reason for the award, the amount, date of payment, and please indicate where more than one award has been made to the same employee.

The answer to the honourable senator's question is as follows:

1. **Mr Storer**

Salary and Allowance Payments

Date	Type of Payment	Amount	Details
1 September 2008	Salary Car Allowance	\$163,000 p.a \$ 22,000 p.a	Salary upon Commencement with CrimTrac
1 July 2009	Salary Car Allowance	\$167,890 p.a \$ 22,000 p.a	Salary Increase
1 July 2010	Salary Car Allowance	\$172,927 p.a \$ 22,000 p.a	Salary Increase
1 May 2011	Salary	\$250,000 p.a	Salary Increase

Performance Bonus Payments

Date	Type of Payment	Amount	Details
3 September 2009	Performance Pay – 2008/09	\$13,494	Lump Sum Payment
22 June 2011	Performance Pay – 2009/10	\$16,789	Lump Sum Payment (payment delayed to 22 June 2011) due to request to salary sacrifice
14 September 2011	Performance Pay – 2010/11	\$14,403	Lump Sum Payment

Severance Packages

Mr Storer was offered an incentive to retire under section 37 of the Public Service Act 1999.

Mr Storer was provided with a payment pursuant to section 73 of the *Public Service Act 1999*.

Ex gratia payments

No ex gratia payments have been made to Mr Storer.

Mr Brumby

Salary and Allowance Payments

Date	Type of Payment	Amount	Details
7 June 2010	Salary Car Allowance	\$167,890 p.a \$ 22,000 p.a	Salary upon Commencement with CrimTrac
1 July 2010	Salary Car Allowance	\$172,927 p.a \$ 22,000 p.a	Salary Increase
1 May 2011	Salary	\$250,000	Salary Increase

Performance Bonus Payments

Date	Type of Payment	Amount	Details
14 September 2011	Performance Pay -2011	\$14,403	Lump Sum Payment

Severance Payments

No severance packages have been offered or paid to Mr Brumby.

Ex gratia payments

No ex gratia payments have been made to Mr Brumby.

2. No
3. Mr Brumby was not offered a redundancy.

Mr Storer was offered an incentive to retire under section 37 of the *Public Service Act 1999* as approved by the Australian Public Service Commissioner. The amount - \$115,015.92 (gross).

Mr Storer was provided with a payment pursuant to section 73 of the *Public Service Act 1999*. The amount - \$100,000 (gross).

4. The required separation payments were made to Mr Brumby.

Separation payments with regard to Mr Storer are made in accordance with a Deed of Settlement and Release dated 9 November 2012.

5. No.
6. Yes.
7. No.

8. CrimTrac received informal information relating to Mr Brumby's possible overseas engagement. CrimTrac initiated contact with Mr Brumby's relevant contact person to confirm if Mr Brumby was intending to provide requisite notice and formalise his resignation from CrimTrac. A resignation letter was received on 19 August 2012.

9. Performance bonuses totalling \$889,516 were paid to 159 staff for the 2010-11 performance assessment period. One employee received an additional performance bonus payment, in accordance with standard CrimTrac employment conditions at the time. This payment which related to the 2009-10 performance assessment period was prior to the commencement of Mr Smith's tenure. No ex-gratia payments have been made.

The payment of monetary bonuses is no longer applicable under the current CrimTrac Enterprise Agreement.