

**Senate Standing Committee on Environment and Communications**  
**Answers to Senate Estimates Questions on Notice**  
**Additional Estimates February 2017**  
**Communications Portfolio**  
**NBN Co Limited**

**Question No: 224**

**NBN Co Limited**

**Hansard Ref: Written, 14/03/2017**

**Topic: Staff salaries**

**Senator Urquhart, Anne asked:**

With reference to salary packages of employees on the NBN Co payroll please provide the following information:

- (a) Number of employees with salary between \$100,000 and \$200,000?
- (b) Number of employees with salary between \$200,000 and \$300,000?
- (c) Number of employees with salary between \$300,000 and \$400,000?
- (d) Number of employees with salary between \$400,000 and \$500,000?
- (e) Number of employees earning above \$500,000.

**Answer:**

nbn's classification systems do not correspond precisely with the stipulated categories; however, for permanent and fixed-term employees:

- a) Approx. 92 per cent of salaries are below \$200,000
- b) Approx. 98 per cent of salaries are below \$300,000
- (c)-(e) less than 2 per cent of salaries are greater than \$300,000. This includes salaries of Key Management Personnel (KMP) and these disclosures are set out in detail on Page 66 of the Annual Report.

Many nbn employees are highly specialised engineering, IT or other technical professionals. nbn undertakes extensive market analysis and benchmarks against the external labour market to ensure the company can remain competitive and attract and retain quality people in these positions. We aim to benchmark pay at the 50<sup>th</sup> percentile of the market.