

**Senate Standing Committee on Environment and Communications**

**Answers to Senate Estimates Questions on Notice**

**Additional Estimates Hearings May 2014**

**Communications Portfolio**

**NBN Co Limited**

**Question No: 256**

**Program No. NBN Co Limited**

**Hansard Ref: Page 95-96 (29/5/2014)**

**Topic: Mr Morrow - Salary**

**Senator Conroy asked:**

I just want to follow up on the question I was asking. As you are aware, everyone well knew Mr Quigley's salary from almost day one. It is not a secret and it was available to the committee whenever anyone asked. I am seeking to establish his salary, to understand if he is being paid on a salary, plus bonus circumstances. If you do not answer, the committee will seek to press, which is available to the committee. Could you indicate his salary?

**Senator Fifield:** My understanding is that, in many circumstances, the salaries of individuals are not—

**Senator CONROY:** Mr Quigley's was \$2 million. It was asked and answered.

**Senator Fifield:** I am happy to take it on notice.

**Senator CONROY:** There is no need for it to be taken on notice. The man who can answer the question is sitting right there.

**Senator Fifield:** I have taken it on notice, Senator.

**Senator CONROY:** That is a straight up abuse of parliamentary process and demeans the—

**CHAIR:** Senator Conroy, the minister says he will take it on notice. He will come back with the answer.

**Senator CONROY:** Mr Quigley's salary was \$2 million. It was well known and he took no bonuses.

**Senator Fifield:** My understanding is that remuneration of the senior executive staff will certainly be in the annual report, but I have taken your question on notice.

**Senator CONROY:** Is there a component at risk—to use the phrase that we use, Mr Morrow? Is it all salary, as Mr Quigley's was, \$2 million? Or is there salary, plus bonus?

**Mr Payne:** I would have to take that on notice. I do not have the details with me of Mr Morrow's—

**Senator CONROY:** You were chief financial officer. You actually signed the cheque.

**Mr Payne:** I know. I understand that, but I do not have the details with me here today—

**Senator CONROY:** No, I asked whether there was salary plus bonus.

**Mr Payne:** That is the normal arrangement for senior executives, yes.

**Senator CONROY:** I appreciate that others do, and we will get to that when we get to that. But I am asking for you to confirm a simple fact, not even an amount. So has Mr Morrow got a package that includes remuneration and at-risk?

**Mr Payne:** To the best of my knowledge, yes.

**Answer:**

Mr Morrow's Total Fixed Remuneration (base salary plus superannuation) is \$2,300,000. There is also a Short Term Incentive "bonus" opportunity at target performance of \$690,000.