

Senate Standing Committee on Environment and Communications
Answers to Senate Estimates Questions on Notice
Supplementary Budget Estimates Hearings October 2016
Communications Portfolio
NBN Co Limited

Question No: 125

NBN Co Limited

Hansard Ref: Page 133, 18/10/2016

Topic: Executive Pay - nbn

Senator O'Neill, Deborah asked:

Senator O'NEILL: We noted today that there was considerably more transparency about executive pay in the NBN report than in the Australia Post one. Would you be able to tell us what your salary is?

Mr Morrow: I do not think that is appropriate.

Senator Fifield: I will leave it to the chief executive, but for certain levels in the organisation transparency is appropriate, but—

Senator DASTYARI: Fair enough. What band is it?

Mr Morrow: It is band B.

Senator O'NEILL: What does that roughly equate to?

Mr Morrow: In terms of compensation, do you mean?

Senator O'NEILL: Remuneration.

Mr Morrow: It will range. I could not recall off the top of my head, but it might range anywhere from \$300,000 up to \$500,000 or \$600,000, depending on the role. Again, I am roughly speaking on this. We are happy to take that on notice and come back to you, if that is what you are interested in.

Answer:

Band B remuneration packages consists of total fixed remuneration (base salary and superannuation), and 'at risk' remuneration delivered through a Short Term Incentive program. nbn does not grant long-term incentive awards to any of its Band B executives.

Band B roles cover a range of executive roles across a broad range of functions. Therefore, given the unique nature of each Band B role, a broad remuneration range is not available. Each role is evaluated using a globally recognised job evaluation methodology and then benchmarked against related roles of similar size and complexity in the external market to determine the appropriate remuneration range for each Band B role.