

Economics Legislation Committee
ANSWERS TO QUESTIONS ON NOTICE
Industry and Science Portfolio
Additional Budget Estimates Hearing 2014-15
26 February 2015

AGENCY/DEPARTMENT: Commonwealth Scientific and Industrial Research Organisation (CSIRO)

TOPIC: Bonus System for Executives

REFERENCE: Question on Notice (Written, Senator Carr)

QUESTION No.: AI-62

In relation to CSIRO's bonus system under its remuneration arrangements for Executives:

1. What is the timing on bonuses – when are performances assessed and bonuses paid?
2. On what basis are bonuses to CSIRO Executives paid? What kinds of performance criteria are considered?
3. How are bonus amounts determined.
4. If possible, please provide details of the amounts of bonuses paid (without identifying individuals)?
5. Did all of the senior executive team receive bonuses at the end of the last performance assessment period?
6. Given that it is estimated CSIRO will have lost nearly one in five staff positions over the two years to the end of 2014-15, is there an expectation that executive bonuses will be put on hold this year?

ANSWER

1. The performance period is based on the financial year. Performance is assessed in August for the previous financial year.
2. These are provided for individual contracts. The basis for payments is a moderated assessment of organisation and individual performance.
3. Refer question 2.
4. It is CSIRO's practice, consistent with privacy principles, not to disclose private and confidential information about individual staff remuneration. CSIRO discloses the average remuneration of its senior executives against reportable remuneration brackets in its Annual Report, including averaged actual bonuses in each remuneration bracket. Data for the last assessment period can be found at Note 32 in the financial statements of the CSIRO Annual Report 2013-14.
5. Yes.
6. Performance payments are assessed annually based on organisation and individual performance. As stated in answer to question 1, performance is assessed in August for the previous financial year and consideration of 2014-15 performance payments have not yet commenced.