

Economics Legislation Committee
ANSWERS TO QUESTIONS ON NOTICE
Industry, Innovation and Science Portfolio
2016 - 2017 Additional Estimates
2 March 2017

AGENCY: COMMONWEALTH SCIENTIFIC AND INDUSTRIAL RESEARCH ORGANISATION

TOPIC: CSIRO CEO Remuneration

REFERENCE: Question on Notice (Hansard, 2 March 2017, page 70-71)

QUESTION No.: AI-17

Senator KIM CARR: Dr Marshall, I have been pursuing the question of executive remuneration in a number of committees. The secretary has been good enough to provide the information in regard to ANSTO, and I would ask the same question in regard to the CEO of the CSIRO. What is your current remuneration package?

Dr Marshall: Are you asking me?

Senator KIM CARR: I think the secretary may wish to intervene at this point, so I am—

Ms Beauchamp: As I said previously, these positions are covered under the Remuneration Tribunal framework as Principal Executive Offices. I should say that the head of CSIRO it is actually part of the Principal Executive Office class E. I will just get it right, seeing as I gave you incorrect advice earlier. Dr Marshall's remuneration—the advice was sought from the board of the Remuneration Tribunal in terms of what that should be. Under that class E, total remuneration for the CEO of CSIRO is \$673,712.

Senator KIM CARR: Sorry, \$600—

Ms Beauchamp: \$673,712.

Senator KIM CARR: Well, that is interesting, because the last time this was published in the annual report, Dr Marshall's predecessor was being paid a lot more than that.

Senator Sinodinos: A lot more?

Senator KIM CARR: Yes, a lot more than that. I am surprised that you say it is \$673,000, because schedule E of the Remuneration Tribunal, from memory, has a number of categories of offices contained in it—I will just find that—including the head of Australia Post, the Governor of the Reserve Bank, the Deputy Governor of the Reserve Bank and the head of the ABC. They are not being paid \$673,000.

Ms Beauchamp: These offices are in a different category under the Remuneration Tribunal framework. As I mentioned, they are categorised as Principal Executive Offices, and that table of those positions that applies to this range of positions is identified on the Remuneration Tribunal website.

Senator KIM CARR: Is that the total package, or his salary?

Ms Beauchamp: It is the total remuneration.

Senator KIM CARR: It is the total package?

Ms Beauchamp: Yes.

Senator KIM CARR: \$673,000.

Ms Beauchamp: Yes, with a component at risk, which is determined by the board.

Senator KIM CARR: So, what component is determined by the board? Is that on top of the \$673,000?

Ms Beauchamp: That is correct—based on performance.

Senator KIM CARR: So, what is that sort of performance bonus?

Ms Beauchamp: I think that is in the order of 30 per cent.

Senator KIM CARR: Thirty per cent on top of this?

Ms Beauchamp: Yes.

Senator KIM CARR: So, what is the total package—which is the question I asked.

Ms Beauchamp: The total package is as I have indicated. There is an at-risk component based on performance.

Senator KIM CARR: What was it last year?

Senator Sinodinos: You mean the total package plus bonus?

Senator KIM CARR: That is the total package. That is what the word 'total' usually means. Is it the case that it is 30 per cent on top of 673?

Ms Beauchamp: That is correct.

Senator KIM CARR: How much is that?

Dr Marshall: Maybe I can clear this up.

Senator KIM CARR: I did ask to begin with you. What is the total package? That is what I am interested in.

Dr Marshall: There are two things: in the banding information of my predecessor, you would find mine is something like two or three per cent more than that. That is the \$673,000-odd that the secretary mentioned, but there is also an at-risk component of up to 30 per cent of the base amount, so up to 30 per cent of the 673. That figure is also mandated by the Rem Tribunal, but whether I get that 30 per cent or what fraction of it I get is up to the board.

Senator KIM CARR: That is why I asked. What was the package last year?

Dr Marshall: I believe last year I would have got roughly 85 per cent of that 30 per cent.

Senator KIM CARR: Can you give me a total number so I do not get confused?

Dr Marshall: I would have to go do the sum. I can give it to you on notice if you like.

ANSWER

The Chief Executive's total remuneration package for 2015/2016 was:

Chief Executive's Total Remuneration package	
Total Remuneration	\$673,712
Maximum Performance Payment	\$202,114
Maximum Reward	\$875,826

The Chief Executive received 83.2 per cent of the maximum performance payment which equated to \$168,159. In total the Chief Executive received \$841,871 in 2015/16.