Economics Legislation Committee
ANSWERS TO QUESTIONS ON NOTICE
Industry, Science and Resources Portfolio
2026 - 2027 Budget Estimates

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

OUTCOME: Agencies

TOPIC: Chief Executive Bonus

REFERENCE: Spoken Question (Hansard Page 85-86) – Senator Barbara Pocock

QUESTION DATE: 02 June 2026

QUESTION No.: BI-132

Senator BARBARA POCOCK: So the CEO is going to receive a bonus this year; is that correct?
Mr Munyard: That's subject to the decision of the board at the end of the financial year in terms of performance et cetera.
Senator BARBARA POCOCK: Did they receive a bonus last year?
Mr Munyard: Yes.
Senator BARBARA POCOCK: How much?
Mr Munyard: The figure that was received is outlined in the annual report. We provided that. Apologies—
Prof. Huntington: While Mr Munyard finds that number, I'll just note Dr Hilton has previously expressed discomfort about being the only person in the organisation to receive a bonus and that he is working with board on that. But that is a board decision.
Senator BARBARA POCOCK: I'm really sorry, but I missed what you said then, Professor Huntington.
Prof. Huntington: Dr Hilton has previously expressed discomfort about being the only member of the leadership team to receive a bonus, and he's working with the CSIRO board on that issue. But that is a board matter and it is for them to decide.
Senator BARBARA POCOCK: In the current year and back—
Prof. Huntington: In terms of his employment contract writ large.
Mr Munyard: As I said, it's set by the Remuneration Tribunal. The board determines a percentage of the bonus that he will receive in line with performance. We've published the figure on page 115 of our annual report, in our financial statements in the key management personnel remuneration table. The salary at-risk payment or bonus payment in that financial year was $139,474.
Senator BARBARA POCOCK: But, if I understand what you've just said, that's under negotiation and review this year and there is a reluctance to take another bonus?
Prof. Huntington: I'm not across the details, sorry.
Senator BARBARA POCOCK: Could you provide further information on notice about what is planned and unfolding for the bonus in the current year.
Prof. Huntington: Yes.

ANSWER

The CSIRO Chief Executive is a position within the Commonwealth Principal Executive Office structure and is assigned to the Band “E” classification. The Remuneration Tribunal sets the Total Remuneration Reference Rate (TRRR) and the maximum achievable Performance Payment for the position. The CSIRO Board People and Safety Committee considered Dr Hilton’s request to

explore removal of a performance bonus, within the Remuneration Tribunal guidelines. The decision was to continue the Chief Executive's current total remuneration package structure, which includes a performance payment for 2025-26.