

**DEPARTMENT OF INFRASTRUCTURE, TRANSPORT, REGIONAL DEVELOPMENT  
AND COMMUNICATIONS**

Question No. 2386

**Senator Kitching** asked the Minister representing the Minister for Communications, Urban Infrastructure, Cities and the Arts, Senator the Hon Jane Hume, upon notice, on **03 December 2020**

With reference to the NBN Co Limited:

1. In each of the 2018-19 and 2019-20 financial years and the 2020-21 financial year to date, has NBN engaged, employed or hired the services of a social media influencer; if so, who was engaged, employed or hired, for what purpose and at what cost.
2. In each of the 2018-19 and 2019-20 financial years and the 2020-21 financial year to date, has NBN engaged employed or hired the services of a media personality; if so, who was engaged, employed or hired, for what purpose and at what cost.
3. In each of the 2018-19 and 2019-20 financial years and the 2020-21 financial year to date, has NBN engaged, employed or hired the services of a business/ executive coach; if so, who was engaged, employed or hired, for what purpose and at what cost.
4. In each of the 2018-19 and 2019-20 financial years and the 2020-21 financial year to date, has NBN engaged, employed or hired the services of a motivational speaker; if so, who was engaged, employed or hired, for what purpose and at what cost.
5. In each of the 2018-19 and 2019-20 financial years and the 2020-21 financial year to date, has NBN engaged, employed or hired the services of an entertainer (including but not limited to musicians, performers and DJs) ; if so, who was engaged, employed or hired, for what purpose and at what cost.
6. In each of the 2018-19 and 2019-20 financial years and the 2020-21 financial year to date, has NBN engaged, employed or hired the services of an events planner; if so, who was engaged, employed or hired, for what purpose and at what cost.
7. In each of the 2018-19 and 2019-20 financial years and the 2020-21 financial year to date, has NBN engaged, employed or hired the services of an events designer/events stylist; if so, who was engaged, employed or hired, for what purpose and at what cost.
8. In each of the 2018-19 and 2019-20 financial years and the 2020-21 financial year to date, has NBN engaged, employed or hired the services of a marketing agency; if so, who was engaged, employed or hired, for what purpose and at what cost.
9. In each of the 2018-19 and 2019-20 financial years and the 2020-21 financial year to date, has NBN engaged, employed or hired the services of a business development agency; if so, who was engaged, employed or hired, for what purpose and at what cost.
10. In each of the 2018-19 and 2019-20 financial years and the 2020-21 financial year to date, did NBN hold 'end of the network build' celebratory events.
11. In 2019-20 financial years and the 2020-21 financial year to date, how many 'all staff' events have been held.
12. In each of the 2018-19 and 2019-20 financial years and the 2020-21 financial year to date, with reference to 'all staff' events, on how many occasions was equipment hired or purchased. Please specify for what purpose, the supplier and at what cost.
13. In each of the 2018-19 and 2019-20 financial years and the 2020-21 financial year to date, with reference to 'all staff' events, on how many occasions was catering organised. Please specify for what purpose, the supplier and at what cost.
14. In each of the 2018-19 and 2019-20 financial years and the 2020-21 financial year to date,

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with reference to 'all staff' events, on how many occasions did NBN hire a venue. Please specify for what purpose, the venue and at what cost.

15. In each of the 2018-19 and 2019-20 financial years and the 2020-21 financial year to date, with reference to 'all staff' events, on how many occasions did NBN hire transport. Please specify for what purpose, the supplier and at what cost.

16. In each of the 2018-19 and 2019-20 financial years and the 2020-21 financial year to date, with reference to 'all staff' events, on how many occasions did NBN purchase or hire flowers or plants. Please specify for what purpose, the supplier and at what cost.

17. In each of the 2018-19 and 2019-20 financial years and the 2020-21 financial year to date, with reference to 'all staff' events, on how many occasions did NBN purchase or hire decorations. Please specify for what purpose, the supplier and at what cost.

18. In each of the 2018-19 and 2019-20 financial years and the 2020-21 financial year to date, with reference to 'all staff' events, on how many occasions did NBN hire security. Please specify for what purpose, the supplier and at what cost.

19. Please produce a copy of all relevant policies relating to declarations of interest and conflicts of interest.

20. Please produce a copy of the register of declarations of interest as at 1 December 2020.

21. In the 2018-19 financial year, were real/fresh floral displays or indoor plants or pot plants purchased, hired or leased for display; if so:

- a. who were the contracts with;
- b. how much did each contract cost;
- c. if the real/fresh floral displays were purchased for specific dinners or gatherings, provide a description of the purpose of the gathering; and
- d. what was the total expenditure for the period.

22. In the 2018-19 financial year, were artificial floral displays or indoor plants or pot plants purchased, hired or leased for display; if so:

- a. who were the contracts with;
- b. how much did each contract cost;
- c. if the artificial displays were purchased for specific dinners or gatherings, provide a description of the purpose of the gathering; and
- d. what was the total expenditure for the period.

23. In the 2019-20 financial year, were real/fresh floral displays or indoor plants or pot plants purchased, hired or leased for display; if so:

- a. who were the contracts with;
- b. how much did each contract cost;
- c. if the real/fresh floral displays were purchased for specific dinners or gatherings, provide a description of the purpose of the gathering; and
- d. what was the total expenditure for the period.

24. In the 2019-20 financial year, were artificial floral displays or indoor plants or pot plants purchased, hired or leased for display; if so:

- a. who were the contracts with;
- b. how much did each contract cost;
- c. if the artificial displays were purchased for specific dinners or gatherings, provide a description of the purpose of the gathering; and
- d. what was the total expenditure for the period.

25. For the period 1 July 2020 to 1 December 2020, were real/fresh floral displays or indoor plants or pot plants purchased, hired or leased for display; if so:

- a. who were the contracts with;
- b. how much did each contract cost;
- c. if the real/fresh floral displays were purchased for specific dinners or gatherings, provide a description of the purpose of the gathering; and
- d. what was the total expenditure for the period.

26. For the period 1 July 2020 to 1 December 2020, were artificial floral displays or indoor plants or pot plants purchased, hired or leased for display; if so:

- a. who were the contracts with;

- b. how much did each contract cost;
  - c. if the artificial displays were purchased for specific dinners or gatherings, provide a description of the purpose of the gathering; and
  - d. what was the total expenditure for the period.
27. What was the aggregate total of bonuses paid in the 2012-13 financial year to:
- a. executives;
  - b. employees (excluding executives) ;
  - c. contractors engaged directly by NBN; and
  - d. contractors not engaged directly by NBN.
28. What was the aggregate total of bonuses paid in the 2018-19 financial year to:
- a. executives;
  - b. employees (excluding executives) ;
  - c. contractors engaged directly by NBN; and
  - d. contractors not engaged directly by NBN.
29. What was the aggregate total of short-term incentives paid in the 2018-19 financial year to:
- a. executives;
  - b. employees (excluding executives) ;
  - c. contractors engaged directly by NBN; and
  - d. contractors not engaged directly by NBN.
30. What was the aggregate total of bonuses paid between 1 July 2020 and 1 December 2020 to:
- a. executives;
  - b. employees (excluding executives) ;
  - c. contractors engaged directly by NBN; and
  - d. contractors not engaged directly by NBN.
31. What was the aggregate total of short-term incentives paid between 1 July 2020 and 1 December 2020 to:
- a. executives;
  - b. employees (excluding executives) ;
  - c. contractors engaged directly by NBN; and
  - d. contractors not engaged directly by NBN.
32. What was the aggregate total of bonuses paid between 14 April 2020 and 30 June 2020 to:
- a. executives;
  - b. employees (excluding executives) ;
  - c. contractors engaged directly by NBN; and
  - d. contractors not engaged directly by NBN.
33. What was the aggregate total of short-term incentives paid 14 April 2020 and 30 June 2020 to:
- a. executives;
  - b. employees (excluding executives) ;
  - c. contractors engaged directly by NBN; and
  - d. contractors not engaged directly by NBN.
34. How many employees received an increase to their base salary between 14 April 2020 and 1 December 2020.
35. How many executives received an increase to their base salary between 14 April 2020 and 1 December 2020.
36. With reference to Senate question on notice 1902, of the 13 employees who earn above \$500,001:
- a. how many received a bonus in 2020 to date; and
  - b. what was the quantum of bonuses paid in 2020 to date.
37. With reference to Senate question on notice 1902, of the 21 employees who earn between \$400,001 and \$500,000:
- a. how many received a bonus in 2020 to date; and
  - b. what was the quantum of bonuses paid in 2020 to date.
38. With reference to Senate question on notice 1902, of the 110 employees who earn between \$300,001 and \$400,000:
- a. how many received a bonus in 2020 to date; and

- b. what was the quantum of bonuses paid in 2020 to date.
39. With reference to Senate question on notice 1902, of the 733 employees who earn between \$200,001 and \$300,000:
- a. how many received a bonus in 2020 to date; and
- b. what was the quantum of bonuses paid in 2020 to date.
40. With reference to Senate question on notice 1902, of the 3,982 employees who earn between \$100,000 and \$200,000:
- a. how many received a bonus in 2020 to date; and
- b. what was the quantum of bonuses paid in 2020 to date.
41. Of the Freedom of Information (FOI) requests entered by Senator Kitching, did Mr Singh or a member of his team alert any senior executive of NBN or their office at the time of receipt; if so, who and when.
42. Of the FOI requests entered by Senator Kitching, did Mr Singh or a member of his team alert the Minister's office at the time of receipt; if so, who in that office and when.
43. Of the FOI requests entered by Senator Kitching, did Mr Singh or a member of his team alert the Department at the time of receipt; if so, who in that office and when.
44. Subsequent to lodgement of FOI requests by Senator Kitching, did any senior executive of NBN or a member of staff in their office contact Mr Singh or a member of his team with respect to the status, processing or otherwise of the FOI requests; if so, which senior executive and when did this occur.
45. Subsequent to lodgement of FOI requests by Senator Kitching, did the Minister or a member of his staff contact NBN with respect to the status or processing or otherwise of these FOI requests; if so, who made contact and when did this occur.
46. Subsequent to lodgement of FOI requests by Senator Kitching, did the Department contact NBN with respect to the status or processing or otherwise of these FOI requests; if so, who made contact and when did this occur.
47. Did Mr Singh or a member of his team receive verbal communication in relation to the receipt, the processing, the handling and/or any other aspect of one or more of Senator Kitching's FOI requests; if so, from who and when.
48. Did Mr Singh or a member of his team receive written communication (including but not limited to letters, emails, text messages, file notes, notes, memorandums, messages sent through encrypted messaging applications such as Signal or Whatsapp) in relation to the receipt, the processing, the handling and/or any other aspect of one or more of Senator Kitching's FOI requests; if so, from who and when.
49. In 2018, of the FOI requests received by NBN, how many resulted in the Australian Information Commissioner being involved.
50. In 2019, of the FOI requests received by NBN, how many resulted in the Australian Information Commissioner being involved.
51. In 2020 to date, of the FOI requests received by NBN, how many resulted in the Australian Information Commissioner being involved.

**Senator the Hon Jane Hume** – the answer to the Senator's question is as follows:

1. Please refer to Question on Notice 19 from the Senate Standing Committee on Environment and Communications Budget Estimates Hearing 2020.
2. NBN Co does, from time to time, engage external professionals for employee engagement or education purposes.

The majority of these professionals are engaged at little to no cost to NBN Co. For instance, NBN Co may engage a speaker to provide a cultural experience perspective to NAIDOC week celebrations at no cost. Other examples include speakers engaged by the LGBTI Pride committee for events such as the International Day Against Homophobia, Biphobia, Intersexism and

Transphobia or Wear It Purple Day. These speakers are often gifted a small token of appreciation (such as a bottle of wine or chocolates) for their time. Across FY19, FY20 and FY21 year to date, NBN Co's recorded spend on speakers for Diversity and Inclusion events was \$38,545.

These events are important for developing an inclusive workplace that reflects the inclusivity of a wider society – which is a priority for NBN Co.

As these sessions are organised, approved, and executed by the individual business units, there is no comprehensive centralised list of these engagements. To compile a central list of all such engagements would require a significant diversion of resources and time.

For information on NBN Co's travel and expense policy, please see Question on Notice 299 from the Senate Standing Committee on Environment and Communications Budget Estimates Spillover Hearing 2020.

3. NBN Co provides Executive coaching to selected leaders to support promotion to strategic or critical roles, talent and diversity retention. Coaching is provided via a panel through relationships with a range of coaching companies. Across FY19, FY20 and FY21 year to date, NBN Co's spend on Business/Executive coaching was \$258,410.

4. Please refer to Question 2.

5. Please refer to Question 2.

6. Please refer to Question 2.

7. Please refer to Question 2.

8. NBN Co works with a number of marketing agencies to provide a variety of services to meet the needs of the business. These include areas such as creative & copy, one to one, experiential, media and social. Specific details of the individual vendor arrangements are Commercial In Confidence with each vendor, so cannot be widely shared.

9. Assuming this question is referring to an agency that would come into a small business and assist with its overarching strategy and in identifying new revenue streams and customers, NBN Co has not engaged a business development agency.

10. In the financial year ended 30 June 2020, NBN Co held a virtual event for all staff to mark the completion of the volume rollout. This event was not held in any other financial years.

11. As a national company with staff located across every state and territory, 'all staff' events are typically held in different locations for different areas and on different days across the country. These events allow staff to hear and see Executive Management talk about the company and direction, give staff an opportunity to question management directly, and are an important employee engagement tool. Typically, only one of these 'all staff' events is conducted per year. Due to the COVID-19 pandemic, the one 'all staff' event in calendar year 2020 was held via video conference. In financial year ended 30 June 2019 NBN Co held 1 'all staff' event.

In the financial year ended 30 June 2020 NBN Co held 2 ‘all staff’ events (one virtual as per Q10 above)

To date (Dec-20) in the financial year 30 June 2021 – there have been no ‘all staff’ events.

12. In relation to the ‘all staff’ event held in the financial year ended 30 June 2019 (noting as per the response to Q11 that this consisted of a number of functions spread across the country) the cost of sound and visual equipment that was hired was \$100,242. These services were provided by Encore Event Technologies Ltd.

In relation to the ‘all staff’ events held in the financial year ended 30 June 2020 the cost of sound and visual equipment that was hired was \$69,248. These services were provided by Encore Event Technologies Ltd.

13. In relation to the ‘all staff’ event held in the financial year ended 30 June 2019 the cost of catering for the event was included within venue hire costs (see part 14)

In relation to the ‘all staff’ events held in the financial year ended 30 June 2020 the cost of catering for the event was included within venue hire costs (see part 14).

14. In relation to the ‘all staff’ event held in the financial year ended 30 June 2019 the cost of venue hire (including catering, decorations and security (as applicable)) for the event was \$551,979 (noting again that this was for a series of venue hires in different states) Suppliers of services included W Brisbane, Melbourne Convention & Exhibition Trust, ICC Sydney Pty Ltd, Burswood Property Trust, Showtime event centre, Fourth Wall Events Pty Ltd.

In relation to the two ‘all staff’ events held in the financial year ended 30 June 2020 the cost of venue hire (including catering, decorations and security (as applicable)) for the events were \$505,855. Note that one of the events was virtual and, as per the information above, the other was a series of functions in various states. Suppliers of services included Adelaide Venue management, Burswood Property Trust, Melbourne Convention & Exhibition Trust, ICC Sydney Pty Ltd, Fourth Wall Events Pty Ltd.

15. In relation to the ‘all staff’ event held in the financial year ended 30 June 2019 the cost of hiring transport for the event was \$11,017. In relation to the ‘all staff’ events held in the financial year ended 30 June 2020 the cost of hiring transport for the event was \$14,260.

16. In relation to the ‘all staff’ event held in the financial year ended 30 June 2019 the cost of any flowers or plants for the event was included within Venue hire costs.

In relation to the ‘all staff’ events held in the financial year ended 30 June 2020 the cost of any flowers or plants for the event would be included within venue hire costs.

17. In relation to the ‘all staff’ event held in the financial year ended 30 June 2019 the cost of any decorations for the event was included within Venue hire costs.

In relation to the ‘all staff’ events held in the financial year ended 30 June 2020 the cost of any decorations for the event was included within venue hire costs.

18. In relation to the ‘all staff’ event held in the financial year ended 30 June 2019 the cost of any security for the event was included within Venue hire costs.

In relation to the ‘all staff’ events held in the financial year ended 30 June 2020 the cost of any security for the event was included within venue hire costs.

19. NBN Co’s Conflict of Interest (COI) policy can be found on the website here:

<https://www.nbnco.com.au/content/dam/nbnco2/2018/documents/Policies/Conflicts%20of%20Interest%20Employee%20and%20Contractors%20-%202020.pdf>

20. NBN Co adheres to a strong governance and oversight regime, which has regard to a range of Commonwealth legislation, the GBE guidelines and, those ASX principles and recommendations relevant to NBN Co. NBN Co’s COI Register is reported directly to NBN Co’s Board monthly in line with this governance regime.

You can find more information on the role of NBN Co’s Board, the current standing committees and governance framework here: <https://www.nbnco.com.au/corporate-information/about-nbn-co/governance>

21-26.

Rentokil Initial Pty Ltd trading as Ambius provides all plants and arrangements (if any) at a monthly fee to six NBN Co offices.

Financial Year	Expenditure
<b>FY 19</b>	145,104
<b>FY 20</b>	124,288
<b>FY 21 to date (1 July- 1 December 2020)</b>	41,620

27. NBN Co operates a short-term incentive (STI) scheme (Please refer to Question 29) not a bonus scheme.

28. Please refer to Question 27.

29. The data set out below was for cash STI awards paid in the 2018-19 financial year (i.e. in the period 1 July 2018 – 30 June 2019) and deferred STI awards from the 2015-16 financial year that vested for payment in the period 1 July 2018 to 30 June 2019.

- Executives: \$ 3,275,427 (~ Data includes CEO and Executive Committee only).
- Employees (excluding executives): \$ 40,121,549.
- Contractors engaged directly by NBN Co are not eligible to participate in the STI Program.
- Contractors not engaged directly by NBN Co are not eligible to participate in the STI Program.

30. Please refer to Question 27.

31. The data set out below was for cash STI awards paid in the period 1 July 2020 – 1 December 2020 and deferred STI awards from the 2017-18 financial year that vested for payment in the period 1 July 2020 – 1 December 2020.

- Executives: \$ 4,330,641 (~ Data includes CEO and Executive Committee only).
- Employees (excluding executives): \$73,265,421.
- Contractors engaged directly by NBN Co are not eligible to participate in the STI Program.
- Contractors not engaged directly by NBN Co are not eligible to participate in the STI Program.

32. Please refer to Question 27.

33. No STI awards were paid during this period.

34. In the specified period, fixed remuneration increases were awarded to 1,440 employees. The significant majority of fixed remuneration increases were awarded to our EBA covered employees and are attributed to the fulfillment of our obligations under the EBA.

35. During this period no Total Fixed Remuneration increases were awarded to Executive Committee members for merit/annual remuneration review. In the specified period, three (3) Executive Committee members received Total Fixed Remuneration increases in recognition of appointment to roles with increased scope, complexity and accountability. The Total Fixed Remuneration increases in these three (3) cases was determined after consideration of a range of factors including role scope, complexity and skills. The Total Fixed Remuneration increases were reviewed and approved in accordance with the governance framework set out in the NBN Co Annual Report.

36. Please refer to Question 27

37. Please refer to Question 27

38. Please refer to Question 27

39. Please refer to Question 27

40. Please refer to Question 27

41. Under NBN Co's FOI policy, while the FOI Officer may seek advice from employees, decisions regarding access to NBN Co documents are the ultimate responsibility of the FOI Officer. The FOI Officer uses their discretion to consult and inform relevant NBN Co staff as appropriate to the circumstances of each FOI request.

42. NBN Co's FOI officer does not contact external parties regarding FOI applications unless a third-party consultation is required to process the FOI application.

43. Please refer to Question 42.

44. Please refer to Question 41.

45. Please refer to Question 42.

46. Please refer to Question 42.

47. Please refer to Question 41.

48. Please refer to Question 41.

49. Please refer to pg. 164 of NBN Co Annual Report 2018

50. Please refer to pg. 172 of the NBN Co Annual Report 2019

51. Please refer to pg. 197 of the NBN Co Annual Report 2020