

**Senate Economics Legislation Committee**  
ANSWERS TO QUESTIONS ON NOTICE  
Industry, Tourism and Resources Portfolio  
Budget Estimates 2005-2006, 30-31 May 2005

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**AGENCY/DEPARTMENT:** DEPARTMENT OF INDUSTRY, TOURISM AND RESOURCES  
IP AUSTRALIA  
GEOSCIENCE AUSTRALIA  
NATIONAL OFFSHORE PETROLEUM SAFETY AUTHORITY

**TOPIC:** PERFORMANCE PAY

**REFERENCE:** WRITTEN QUESTIONS ON NOTICE

BI 05/83a **QUESTION No.76**  
(Written QON)

**Senator Carr** asked:

Is performance pay available under your Department/Agency certified agreement? If not, how many staff in your Department/Agency are eligible for performance based pay?

**ANSWER**

Department of Industry, Tourism and Resources

Performance pay is not available under the Department's certified agreement, except insofar as progression through pay points is linked to assessments under the performance appraisal system and an employee who is rated 'outstanding' can progress more quickly through pay points. As at 28 June 2005, 132 employees were eligible for performance pay under Australian Workplace Agreements (AWAs).

IP Australia

Performance pay is not available under IP Australia's certified agreement. As at June 2005, 21 employees were eligible for performance pay under AWAs.

Geoscience Australia

Performance pay is not available under Geoscience Australia's certified agreement. As at 30 June 2005, 30 employees were eligible for performance pay under AWAs.

National Offshore Petroleum Safety Authority

NOPSA does not have a certified agreement, all employees (with the exception of the CEO) are covered by AWAs. No employees are eligible for performance pay under AWAs.

BI 05/83b **QUESTION No.77**  
(Written QON)

**Senator Carr** asked:

Please provide a breakdown of performance pay awarded for this financial year to date including the following details:

- a) How many staff have received performance pay?
- b) What levels are those staff at?
- c) What gender, a breakdown please?
- d) How much has each staff member received?
- e) When did they receive it?
- f) What was the rationale for the awarding of performance pay in each instance?
- g) Did the Department/Agency head receive performance pay?
- h) How much?
- i) When?
- j) On what grounds?

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**ANSWER**

Department of Industry, Tourism and Resources

During 2004-05, 125 employees received performance pay. Most payments were made between July and September 2004. The latest payment was made on 3 November 2004. In each case, performance pay was based either on meeting specified performance targets or upon attaining a specified annual performance rating.

A breakdown of these payments is included in the following table.

Classification	Male	Female	Minimum	Maximum	Average
APS1-6	0	2	\$2,528.50	\$3,458.45	\$2,993.48
Executive Level 1	13	5	\$1593.87	\$6,100.00	\$3,491.61
Executive Level 2	27	7	\$729.78	\$16,877.90	\$4,630.43
SES Band 1	41	12	\$2,267.00	\$10,813.00	\$7,551.40
SES Band 2 and 3	13	5	\$8,466.00	\$27,055.00	\$13,225.06

The information on SES officers in this table encompasses SES officers in IP Australia and Geoscience Australia, including Agency heads. The Department understands that the Department of the Prime Minister and Cabinet will provide a response to the Committee in relation to performance pay arrangements for Departmental Secretaries.

IP Australia

During 2004-05, 16 employees received performance pay. A breakdown of these payments is included in the following table.

Classification	Male	Female	Amount Received (male)	Amount Received (female)	Payment Made
Executive Level 2	6	4	\$6,000.00	\$5,000.00	September 2004
			\$5,000.00	\$10854.48	
			\$9045.40	\$4522.70	
			\$5427.24	\$8868.10	
			\$8291.62		
Executive Level 1	2	1	\$7345.00	\$7345.00	September 2004
			\$5141.50		
APS 6	1		\$5997.90		September 2004
APS 3	2		\$3911.90		September 2004
			\$4249.40		

To be eligible for a bonus the employees had to satisfy the following criteria:

- the employee's performance significantly exceeded the standard expected of an employee in relation to levels of skills, experience and work performance required; and
- the employee had achieved excellent results against expectations in relation to key business priorities; and
- the employee had exhibited behaviour strongly consistent with organisational values.

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Geoscience Australia

During 2004-05, 27 employees received performance pay – 24 males and 3 females. These payments were made to staff at the levels of Executive Level 2 and SES Bands 1, 2 and 3 and equivalents.

The total amount paid was \$262 050.89. This was paid to the 27 individuals mentioned above. However two individuals were also paid a pro-rata amount during the year because they left part way through the year. One individual also received a bonus from a previous year that had not been paid. Taking this into account, 30 separate payments were made to the 27 individuals. The average payment was \$8735.03.

The majority of staff received their performance payments in September/October 2004. The payments were made because staff performance was rated effective or high performance for the previous 12 months.

National Offshore Petroleum Safety Authority

NOPSA employees are not eligible to receive performance pay.