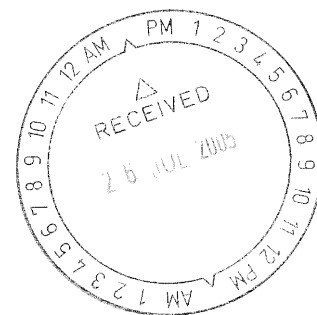


Senate Economics Legislation Committee

ANSWERS TO QUESTIONS ON NOTICE

Treasury Portfolio

Budget Estimates, 31 May to 2 June 2005



Question: Bud 15

Topic: APRA – Performance Pay

Hansard Page: Written

Senator Carr asked:

1. Is performance pay available under your Department/Agency's certified agreement?
2. If not how many staff in your Department/Agency are eligible for performance based pay?
3. Please provide a breakdown of performance pay awarded for this financial year to date including the following details:
 - How many staff have received performance pay?
 - What levels are those staff at?
 - What gender, a breakdown please?
 - How much has each staff member received?
 - When did they receive it?
 - What was the rationale for the awarding of performance pay in each instance?
 - Did the Department/Agency head receive performance pay?
 - How much?
 - When?
 - On what grounds?

Answer:

1. - 3. There is no certified agreement in APRA. All fixed pay adjustments at all levels within APRA are based on an annual remuneration review each January whereby staff are assessed on their level of contribution to APRA and the acquisition and application of identified capabilities for their role and performance. Four per cent of the salaries budget is set aside for fixed pay increases arising from these reviews. In addition, APRA has an annual performance review where each June staff are assessed against their agreed performance plan over the previous 12 months. Staff meeting or exceeding their performance targets are eligible for a performance bonus. In 2003/2004, the average performance bonus was just below \$4000. Staff who have been identified as underperformers do not receive either a fixed pay increase or performance bonus.

As APRA's Members are statutory office holders, they do not receive performance pay.