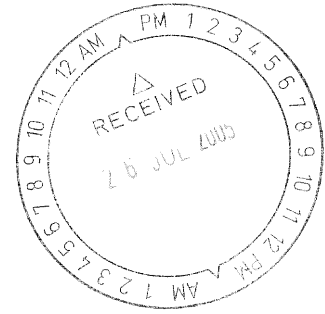


Senate Economics Legislation Committee

ANSWERS TO QUESTIONS ON NOTICE

Treasury Portfolio

Budget Estimates, 31 May to 2 June 2005



Question: Bud 16

Topic: Productivity Commission – Performance Pay

Hansard Page: Written

Senator Carr asked:

1. Is performance pay available under your department/agencies 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:
 - 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?

Answer:

1. Yes
2. Not applicable
3.
 - a. 29
 - b. Executive Level 2 (15) and Executive Level 1 (14)
 - c. Executive Level 2 — Male 11, Female 4
Executive Level 1 — Male 8, Female 6
 - d. Varies. Performance Pay is 2%, 4% or 6% of salary based on two six-monthly ratings. For 2004-05, the average payment to EL 2 was \$2245 and to EL 1 was \$1203
 - e. 30 June 2005

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- f. To receive performance pay staff must achieve the highest possible rating of 'Excellent'.
- g. No
- h. Not applicable
- i. Not applicable
- j. Not applicable