

**Senate Economics Legislation Committee**

**ANSWERS TO QUESTIONS ON NOTICE**

**Treasury Portfolio**

Budget Estimates, 31 May to 2 June 2005

**Question: Bud 17**

**Topic: ACCC – 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:
  - 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?

Answers:

1. Performance pay is not available under the ACCC's certified agreement.
2. There are currently 14 staff eligible for performance based pay.
3. The table below sets out a breakdown of the performance pay awarded for this financial year to date:

How many staff have received performance pay?	14
What levels are those staff at?	Senior Executive Band 1 and Senior Executive Band 2
What gender, a breakdown please?	4 female, 10 male
How much has each staff member received?	In the range 0% - 15% per annum of base salary, as provided for in the SES Performance Pay scheme detailed in their

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	AWAs
When did they receive it?	Half yearly payments were made in December 2004 and June 2005
What was the rationale for the awarding of performance pay in each instance?	The standard to which each one met the criteria identified in the scheme
Did the Department/Agency head receive performance pay?	No – remuneration for the Agency head is determined by the Remuneration Tribunal
How much?	Not applicable
When?	Not applicable
On what grounds?	Not applicable