

Senate Economics Legislation Committee
ANSWERS TO QUESTIONS ON NOTICE

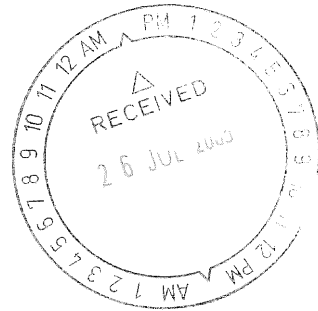
Treasury Portfolio

Budget Estimates, 31 May to 2 June 2005

Question: Bud 25

Topic: 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. Treasury's certified agreement and performance management system provide that base salary is determined on the basis of demonstrated performance.
2. All employees are appraised under the performance management system. The outcomes from those appraisals feed into the Treasury's remuneration systems, and may result in salary increases within classifications and broadbands. There is also scope for temporary payments – known as loadings – for employees up to and including the APS 5 level, for demonstrated performance at a higher classification level.

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Employees at APS 6 and above who have entered into Australian Workplace Agreements have base salary determined by remuneration committees, taking account of various factors, including performance appraisal outcomes.

SES employees are also subject to performance appraisal; their base pay can be determined by their performance rating.

In that sense, all Treasury employees are eligible for performance based pay. Increases in base pay can be attained until the employee reaches the top point of the salary scale for their classification.

There are no performance bonuses. In limited circumstances, loadings may be retrospective and therefore may be paid as a lump sum.

3. In 2004-05, 379 employees (181 men and 197 women) between APS 3 and Senior Executive Band 2 received increases in base pay following performance appraisals and determinations by remuneration committees. Those increases were made in September 2004 and March 2005

Performance pay for Secretaries is determined by the Prime Minister; his Department has provided a response to parts g to j, on behalf of all departments.