

Senate Economics Legislation Committee

ANSWERS TO QUESTIONS ON NOTICE

Treasury Portfolio

Budget Estimates, 31 May to 2 June 2005

Question: Bud 14

Topic: ABS – 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?

Answer:

1. No.
2. All ongoing employees are eligible for performance based pay. Non ongoing employees are also eligible provided they have been engaged continuously for 12 months or more and participate in the Performance Management Scheme.

Senate Economics Legislation Committee
ANSWERS TO QUESTIONS ON NOTICE

Treasury Portfolio

Budget Estimates, 31 May to 2 June 2005

The ABS has an integrated salary adjustment system in place which recognises an individual employee's contribution to productivity improvements through the payment of performance based pay. The salary adjustment system is the same for all classification levels from APS1 through to SESB3. Performance based pay is available to employees either through the ABS Certified Agreement (CA) or through Australian Workplace Agreements (AWAs). The salary adjustment system is the same under both the ABS CA or AWAs.

Salary increases occur annually and are paid as an increase in base salary. For APS1 to EL2 employees, salary increases are effective on or after the first pay period commencing in July each year and for SES employees on or after the first pay period commencing in January each year. The overall cost of each pay rise is linked to productivity outcomes achieved and recognises the contribution that ABS employees have made to improved productivity.

Salary increases consist of two separate components. The first component is a general salary increase and the other a performance component based on an individual employee's salary rating. Employees rated as fully effective receive 1.5 times the general salary increase and those rated as outstanding receive 2.0 times the general salary increase. Employees at or near the top of the salary range do not receive the full increase as they cannot exceed the maximum of the range - they do receive a small one off bonus if their performance is rated as outstanding.

3. The ABS does not have performance pay. The answers to the above questions are outlined in question 2 above in relation to performance based pay.

In relation to question 3(f) above, the Australian Statistician is not eligible for performance based pay. Questions 3(g-i) are therefore not applicable.