

**Senate Economics Legislation Committee**

**ANSWERS TO QUESTIONS ON NOTICE**

**Treasury Portfolio**

Budget Estimates, 31 May to 2 June 2005

**Question: Bud 19**

**Topic: SCT – 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. No, but it is available under some AWAs.
2. 5 staff are currently eligible for performance based pay under AWAs.
3.
  - a. 6 staff received performance pay in 2004/2005
  - b. 3 staff at EL 2 level and 3 staff at EL 1 level
  - c. 3 Female and 3 Male
  - d.

\$8,335.53	9% of total salary
\$9,943.56	9% of total salary
\$5,178.48	9% of total salary
\$7,243.66	9% of total salary
\$6,904.38	9% of total salary

**Senate Economics Legislation Committee**  
**ANSWERS TO QUESTIONS ON NOTICE**

**Treasury Portfolio**

Budget Estimates, 31 May to 2 June 2005

\$3,968.91      6% of total salary

9% of salary equates to Exceptional rating, while 6% equates to Highly effective

- e.      September 2004
- f.      Based on AWA condition; scale depending on performance rating
- g.      No
- h. to j. Not applicable