

**Senate Economics Legislation Committee**

**ANSWERS TO QUESTIONS ON NOTICE**

**TREASURY**

**Australian Taxation Office**

(Budget Estimates 2 June 2005)

**Outcome 2**

**Topic: AWAs**

**Written Question on notice Supp C9**

Senator Carr asked:

- a) How many staff are covered by AWAs in your Agency/Department?
- b) Can you provide a break down of AWA's by gender and by classification?
- c) Can you tell me how many of the staff on AWA's are paid more than the band for their classification under the certified agreement?
- d) Why were these staff not simply promoted to a higher classification?

**Answer:**

- a) The total number of staff covered by AWAs is 239.
- b) Currently there are 221 Senior Executives on AWAs, 12 Executive Level 2s and 6 Executive Level 1s. The breakdown by gender and classification follows:

Classification	EL1s	EL2s	SES
Male	6	11	168
Female	0	1	53
Total	6	12	221

- c) There are currently 18 non-SES employees on AWA's who are paid more than the band for their classification under the certified agreement.
- d) AWAs for non-SES employees are used to address specific recruitment/retention issues identified through our workforce planning processes. The use of AWAs is part of Tax Office recruitment/retention strategies as a means of responding to prevailing market conditions and critical Tax Office business needs. AWAs for non-SES are not used to reward employees for higher value work, therefore a promotion would not be appropriate.