

Senate Standing Committee on Economics

ANSWERS TO QUESTIONS ON NOTICE

TREASURY

Australian Taxation Office

(Budget Estimates 29 May 2007)

Question **BET 89**
Topic: **AVO/SES bonus system**
Hansard Page: **E20**

Senator Bernardi asked:

You mentioned that the AVO is operating in a quasi-commercial environment— they have to be competitive. Some jobs would be much more lucrative than others within external responsibilities. Could there be an opportunity for senior executives to choose the most attractive jobs that may reflect on their bonus system?

Mr D'Ascenzo—I do not think people have that level of discretion. I am not sure there is a variance among the sort of jobs in the AVO. I think they have a much more mundane, structured application of that bonus. It has not been a significant bonus over many years. But we can provide more information about how that works out.

Answer:

Larger, higher value AVO jobs are allocated to individual project managers by AVO Product Line / Business Managers based on the manager's background and skills. Some jobs are completed by individuals alone, others by a team of valuers depending on the size and complexity of the project.

All valuers involved are required to record their times against all jobs (their "chargeable time") and overall progress to job completion is tracked by national office management.

Apart from geographic location, which for efficiency reasons can determine which valuers are allocated to certain jobs, care is taken to ensure that all valuers have reasonable opportunity to request participation on large, high value jobs. The national allocation of jobs ensures that valuer skill sets and previous client experience are also considered in the job allocation process.