

**SENATE EMPLOYMENT, WORKPLACE RELATIONS AND EDUCATION
LEGISLATION COMMITTEE**

**2005-2006 ADDITIONAL SENATE ESTIMATES HEARING
16 FEBRUARY 2006
EMPLOYMENT AND WORKPLACE RELATIONS PORTFOLIO**

QUESTIONS ON NOTICE

Outcome: Corporate

Question Number: W749-06

Question:

Senator Wong asked in writing:

Page 5 of the AWA handbook refers to factors that should be considered when negotiating an appropriate salary, which included 'market factors' and 'parity within the work group'. How does DEWR assess the market factors relevant to salary negotiations? What methodology is used?

Answer:

Remuneration packages under AWAs are assessed by DEWR on a case-by-case basis, and market factors would include the degree of difficulty to attract and/or retain staff to work in particular areas of the department.