

**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: W758-06

Question:

Senator Wong asked in writing:

After a staff member has reached agreement on performance bonus with the DEWR negotiator, is there a third party outside of the negotiation process that reviews and/or approves the agreement? What happens if the third party does not endorse the agreement? How long does this process take?

Answer:

- a) Agreement on performance assessment and any bonus is indicative until checked for consistency by the Remuneration Subcommittee (RSC).
- b) If the RSC finds that performance assessments or any bonuses are not consistent with the rest of the department, they are referred back to the employee's manager for further consideration, often with commentary.
- c) As part of the performance assessment process, the RSC holds a special session around late July, after which managers and staff are advised of the outcome of the consistency check. Any outstanding issues tend to be resolved soon thereafter.