

EDUCATION, SCIENCE AND TRAINING

SENATE LEGISLATION COMMITTEE - QUESTIONS ON NOTICE 2005-2006 BUDGET ESTIMATES HEARING

Outcome: All

Output Group: All

DEST Question No. E010_06

Senator Carr provided in writing.

Question:

1. Is performance pay available under your department/agencies certified agreement? If not how many staff in your Department/Agency are eligible for performance based pay?
2. Please provide a breakdown of performance pay awarded for this financial year to date including the following details:
 - (a) When did they receive it?
 - (b) How much has each staff member received? How many staff have received performance pay?
 - (c) What was the rationale for the awarding of performance pay in each instance?
 - (d) What gender, a breakdown please?
 - (e) What levels are those staff at?
 - (f) Did the Department/Agency head receive performance pay?
 - (g) How much?
 - (h) When?
 - (i) On what grounds?

Answer:

Performance pay

1. Performance pay, as a separate lump sum bonus payment, is not available under the DEST Certified Agreement. Performance bonus payments are available to SES employees. Performance pay for the 2004/05 financial year has not yet been awarded. For the 2003/04 cycle, paid in September 2004, 57 employees were paid SES performance pay.

Salary advancement for SES staff and other staff is subject to annual performance assessments. For staff on the Certified Agreement, advancement continues to the top pay point in the salary range, in addition to across the board pay increases.

2.

(a) & (b) Due to privacy issues, the Department is unable to provide individual performance pay outcomes for the 2003/2004 period. In the 2003/2004 performance cycle, the total amount paid in respect of SES performance pay was \$496,421.

(c) to (e) Please refer to previous Departmental response to Question on Notice – E851_05 and E818-05 (updates of E998-04).

(f) to (i) The Secretary of the Department of the Prime Minister and Cabinet has provided the following response on behalf of all secretaries of departments to which the question was addressed.

The performance assessment period for secretaries runs from 1 July to 30 June each year. Any performance pay which a secretary might have received in 2004-05 would therefore have related to performance during the 2003-04 financial year. Under the Prime Minister's determination of secretaries' remuneration and other conditions (which is made following advice from the Remuneration Tribunal), a secretary is eligible each year for performance pay of either 10% of total remuneration for superior performance or 15% for outstanding performance. However, it has been the practice not to provide detailed/individual information on performance ratings and performance bonuses relating to secretaries. Such information has only been disclosed in aggregate form.

For the financial year 2003-04, performance bonuses paid to secretaries, as determined by the Prime Minister on the advice of the Secretary of the Department of the Prime Minister and Cabinet and the Australian Public Service Commissioner, came to a total of approximately \$690,000.

Based on experience in systems overseas and the Commonwealth's particular legislative framework including the APS Values, the following broad areas form the basis of assessment of the performance of Secretaries over the performance cycle.

- (i) Meet government objectives for the agency in a whole-of-government context (taking into account the Minister's Charter Letter, the Portfolio Budget Statements, and any specific areas identified by the Minister).
- (ii) Provide strategic, high quality, frank and timely advice to Ministers.
- (iii) Implement government decisions effectively (include major initiatives in recent years affecting the portfolio).
- (iv) Manage the department in a way that ensures efficient, effective and ethical use of Commonwealth resources, and that maintains or enhances its future capacity including in the area of succession planning.
- (v) Provide leadership to the department: set a vision and strategic focus and motivate others; articulate a clear direction; and cultivate productive relationships between the department and external stakeholders.
- (vi) Maintain a high standard of professional and personal integrity; implement and promote the APS Values and the Code of Conduct.