

## EDUCATION, SCIENCE AND TRAINING

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

**Outcome:** All  
**Output Group:** All

#### DEST Question No. E012\_06 (Amended)

Senator Carr provided in writing.

#### Question:

- (a) How many staff are covered by AWAs in your Agency/Department?
- (b) Can you provide a breakdown of AWAs by gender and by classification?
- (c) Can you tell me how many of the staff on AWAs 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:

AWAs

- (a) As at 15 June 2005, 294 DEST employees are covered by an Australian Workplace Agreement (AWA).
- (b) 143 or 49% of those DEST employees covered by an AWA are male, and 151 or 51% of those DEST employees covered under an AWA are female.

The breakdown of AWAs by classification is as follows:

Graduate	19
APS4	13
APS5	6
APS6	6
EL1	7
EL2	189
SES	54

- (c) 164 DEST employees, covered by an AWA, are currently being paid more than the band for their classification in the DEST Certified Agreement.
- (d) These staff were not simply promoted to a higher classification as work level standards assessed against the duties of the positions determine the classification level. The higher payments apply for reasons such as attraction and retention purposes.