

EDUCATION, SCIENCE AND TRAINING

SENATE LEGISLATION COMMITTEE - QUESTIONS ON NOTICE 2006-2007 BUDGET ESTIMATES HEARING

Outcome: All
Output Group: All

DEST Question No. E420_07

Senator Wong provided in writing.

Refers to DEST Question No E012_06.

Question:

- (1) Please update E012_06:
 - (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 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?

Please also provide the number of AWAs at each classification level compared to the number of employees on a certified agreement at that classification level.

- (2) What is the average annual salary or wage for an employee on an AWA at each classification level and for an employee on a certified agreement at the same classification level?

Answer:

AWAs in DEST

- (1)
 - (a) As at 31 May 2006, 297 DEST employees were covered by an Australian Workplace Agreement (AWA).
 - (b) Of DEST employees covered by an AWA, 142 (48%) were male and 155 (52%) were female. Refer to the table below for a breakdown by classification.
 - (c) 163 DEST employees covered by an AWA are currently being paid more than the band for their classification.
 - (d) These staff were not 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.

Refer to the table below for the number of AWAs and Certified Agreements (CAs) at each classification level.

- (2) The average annual salary for employees on the CA at the Executive Level 2, Executive Level 1 and APS Level 5 aligns with the top salary point for the corresponding salary scale in the CA, this is, \$95,295, \$78,954 and \$54,632 respectively. The average annual salary for employees on the CA at the APS Level 6, APS Level 4, APS Level 3 and APS Level 2 aligns with the penultimate salary point for

the corresponding salary scale in the CA, that is, \$62,180, \$48,917, \$43,513 and \$40,053 respectively.

The average annual salary for employees covered by an AWA is below.

Classification	Average AWA Salary	AWA coverage	CA coverage
APS 1	-	0	28
APS 2	-	0	72
APS 3	-	0	106
APS 4	\$47,989	10	187
APS 5	\$59,359	8	371
APS 6	\$67,073	5	524
EL1	\$80,224	9	664
EL2	\$99,544	191	94
SES	\$126,700	72	-

Note: Figures do not include Questacon
CA employee numbers are based on actual data as at 31 May 2006