

## EDUCATION, SCIENCE AND TRAINING

### SENATE LEGISLATION COMMITTEE - QUESTIONS ON NOTICE 2003-2004 SUPPLEMENTARY BUDGET ESTIMATES HEARING

**Outcome:** 2

**Output Group:** 2.4 – Funding for higher education

#### **DEST Question No. E670\_04**

Senator Stott Despoja asked on 6 November 2003

#### **Question:**

- (a) What does DEST estimate it will cost universities to implement the HEWRR?
- (b) What does DEST estimate it will cost universities to implement the Workplace Productivity Programme?
- (c) How will the Workplace Productivity Programme differ from the HEWRRS?

#### **Answer:**

##### *Cost of HEWRR Implementation*

- (a) There is no way of estimating the cost to individual universities of implementing the HEWRRs. The costs of delivering the terms and conditions of certified agreements will be subject to the negotiated outcomes of each institution with their staff.
- (b) See answer to (a).
- (c) The requirements of the Workplace Productivity Programme will be determined in 2004, in consultation with the sector. Essential features are expected to include a focus on improved productivity and performance and evidence of a fair and open performance management system which links access to salary movements to an individual's performance.