

Senate Foreign Affairs, Defence and Trade Legislation Committee

Additional estimates 2003–2004, 18 February 2004

Answers to questions on notice from Department of Veterans' Affairs

Question 1

Outcome 1 (Compensation)

Topic: Anthrax vaccinations

Hansard page 103

Senator Mark Bishop asked:

Is the inoculation process one shot or a course of shots?

Answer:

Anthrax inoculation is a course of vaccinations. The number of vaccinations varies according to the manufacturer of the vaccine and the clinical indication. Most commonly, six vaccinations are needed.

Question 2

Outcome 1 (Compensation)

Topic: Bereavement payments to go to an estate

Hansard page 106

Senator Mark Bishop asked:

Have you not received any approaches from any of the organisations to think about amending the Act?

Answer:

Not specifically. However the TPI Federation has written to the Minister requesting that bereavement payments in respect of single TPI veterans be paid to the estate.

Question 3

Outcome 1 (Compensation) and Outcome 2 (Health)

Topic: Child Support Agency

Hansard page 113

Senator Mark Bishop asked:

Do you know in how many cases the disability pension is accessed by the Child Support Agency?

Answer:

The Child Support Agency (CSA) is unable to access disability pension payments through the Department of Veterans' Affairs. Accordingly, the Department has no information on the numbers of cases where a beneficiary under the *Veterans' Entitlements Act 1986* has their bank accounts accessed by the CSA to meet child support liabilities.

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Question 4

Outcome 2 (Health)

Topic: Gold Card

Hansard page 108

Senator Mark Bishop asked:

What is the net cost of an extension of the gold card to Commonwealth and allied mariners, and the number of persons who would be entitled and the annual cost of such an extension.

Answer:

The number of Commonwealth and Allied mariners now living in Australia and the estimated annual net cost to the Budget of extending the Gold card to that group is detailed below.

Year	Population	Total \$m
2003/04	969	\$6.9m
2004/05	904	\$6.9m
2005/06	843	\$7.2m
2006/07	787	\$7.5m

Question 5

Outcome 2 (Health)

Topic: Gold Card

Hansard page 109

Senator Mark Bishop asked:

Does that figure of \$11,650 exclude the cost of Medicare that the vet would forgo using, having been granted a gold care or one of the other cards?

Answer:

No. The average Gold Card gross cost of \$11,650 for 2003–04 is the cost to the Department and was calculated by dividing the total Gold Card expenditure by the total Gold Card treatment population.

The average cost per Gold Card includes all Local Medical Officer and specialist consultations and services, hospitals, the Repatriation Pharmaceutical Benefits Scheme

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(RPBS), Veterans' Home Care (VHC), community nursing, rehabilitation aids and appliances; but excludes the residential aged care subsidy and various minor items not directly related to veterans' health care, for example health research.

When a veteran transfers from the Medicare system to a Gold Card, the expenditure that would have previously been incurred by the Department of Health and Ageing in respect of medical, hospital and pharmaceutical services would now be paid by the Department of Veterans' Affairs. This cost, plus that associated with payment of 100% of medical and hospital costs (including private hospitals), VHC and allied health services, makes up the estimated average cost of \$11,650.

Question 6

Outcome 2 (Health)

Topic: Gold Card

Hansard page 109

Senator Mark Bishop asked:

Do you have the cost for a comparable population to the veterans and a figure for the community at large?

Answer:

Information comparing the cost of Gold Card holders' health care to the rest of the community was published in the following 2002 Australian Institute of Health and Welfare (AIHW) report:

Health Care Usage and Costs: A comparison of veterans and war widows and widowers with the rest of the community.

After taking into account the age, disability and utilisation of Gold Card holders, the cost per Gold Card holder was similar to health expenditure for the rest of the community.

For example, overall Local Medical Officer expenditure per person for Gold Card holders aged 40 years and over for the period 1999–00 was \$397.04 compared to \$302.29 for the rest of the community. However, for Gold Card holders with no disabilities the cost was \$332.96 per person.

Repatriation Pharmaceutical Benefits Scheme script cost per person in 1999–00 for Gold Card holders aged 40 years and over was \$1,067.89, which was similar to the cost per person for the rest of the community (\$1,009.46).

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Question 7

Output Group 6

Topic: Grant to Partners of Veterans Association

Hansard page 106

Senator Mark Bishop asked:

Are you aware of whether any other grants have been made to PVA?

Could you check with the Office of the Status of Women.

Answer:

The Department of Veterans' Affairs (DVA) has paid nine grants, approved by the Minister for Veterans' Affairs, to the Partners of Veterans Association and its sub-Branches since June 1999. The details are set in the Table below.

At the Senate Additional Estimates Hearing on 18 February 2004, the Department advised that the Partners of Veterans Association had been awarded a Grant in Aid in 2003/04 of \$9,551. The amount quoted (\$9,551) was the grant originally sought by the Association. The amount approved was \$8,000.

In addition, the Department provided sponsorship of \$1,347 for four representatives of the Partners of Veterans Association to attend the Australian WomenSpeak 2003 conference. The conference was an event sponsored by the Commonwealth through the Office of the Status of Women.

The Office of the Status of Women advise that to date it has not made any grants directly to the Partners of Veterans Association.

The Department of Finance and Administration has advised that according to the Discretionary Grants Central Register which is the central database for discretionary grants, as at 5 March 2004, DVA is the only Department or agency to have paid grants to the Partners of Veterans Association.

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Organisation name	Amount	Purpose	Grant program	Date approved
Partners of Veterans Support Group, Central Coast	\$1,500	Group to undertake recreational outings, discussion groups, craft etc.	Veteran & Community Grants	16 June 1999
Partners of Veterans Association, NSW Branch	\$10,505	Provide assistance with running several workshops, including the production of information packs for Association members	Veterans & Community Grants	5 October 2000
Partners of Veterans Association, Taree sub-branch	\$2,885	Purchase of equipment to enhance social and recreational activities of the Partners of Veterans Group	Veteran & Community Grants	17 January 2002
Partners of Veterans Support Group, Lake Macquarie	\$3,750	Conduct training sessions in computer and first aid and run a series of relaxation courses	Veteran & Community Grants	17 January 2002
Partners of Veterans Association, Young sub-branch	\$1,895	Assist with administration and purchase of items for fundraising and outreach activities of the group	Veteran & Community Grants	30 August 2002
Partners of Veterans Association of Australia inc, National	\$8,000	Assist with administrative expenses incurred by the Association's inaugural Annual General Meeting (AGM).	Grant in Aid	30 August 2002
Partners of Veterans Association of Australia inc, National	\$8,000	Assist with the purchase of a high capacity printer and office equipment	Grant in Aid	23 July 2003
Partners of Veterans Association, WA Branch	\$3,658	Purchase of a computer to publish a newsletter	Veteran & Community Grants	12 December 2003
Partners of Veterans Association, Singleton sub-branch	\$2,187	Computer skills training	Veteran & Community Grants	12 December 2003

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Question 8

Output Group 6

Topic: Republic of Vietnam

Hansard page 118

Senator Mark Bishop asked:

Is there anything in the grants programs where funds are proposed to be outlaid for any commemorative or community oriented projects in the Republic of Vietnam?

Answer:

There are no proposals for funds to be provided for any commemorative or community oriented projects in the Republic of Vietnam.

Question 9

Output Group 6

Topic: Performance Assessment

Written Question on Notice

Senator Kim Carr asked:

- 1 For each agency within the Department, please provide full details of each of the performance assessment mechanisms linked to the pay outcomes or other financial reward of individual employees, including:
 - a. What are the current process/es of performance assessment within the portfolio agency? If more than one, please provide details of each, and the employee category it applies to;
 - b. For each of the performance assessment process/es identified in (a), please list the range of outcome results an employee can achieve from each of the performance assessment processes identified in (a);
 - c. For each of the performance assessment process/es identified in (a), what pay or other financial change is linked to each outcome or result for the employee from the performance assessment (ie, the pay increase or one-off bonus or classification or level change);
 - d. For each of the performance assessments identified in (a), what is the classification level of employees subject to this performance assessment (eg SES, EL1, EL2 or APS and equivalent);
 - e. What is the principal industrial or other instrument governing each of the performance assessment mechanism/s (eg, the certified agreement or AWA);
 - f. Does the performance assessment operate over a common cycle? Please provide the commencement and end dates of the most recent full cycle of each of the assessment process/es.

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2. For each performance assessment mechanism described in (1), advise the number of male and the number of female employees at each possible outcome, by classification level for the most recent full cycle (if the performance mechanism does not operate over a common cycle - aggregate outcomes using the 2002–03 financial year).

Answer:

1. The Veterans' Affairs Portfolio includes the Department of Veterans' Affairs, Office of Australian War Graves, Veterans' Review Board, and the Vietnam Veterans' Counselling Service, all of which use the same performance management process.

(a) Performance Agreements must be in place for all employees throughout the portfolio. These are agreements between an employee and their manager describing the employee's major responsibilities, performance expectations, training and development needs. The employee and manager hold six-monthly performance reviews and an annual performance assessment to evaluate the employee's performance against the expectations detailed in the performance agreement. It is also expected that employees will receive on-going feedback throughout the agreement cycle in order to identify and address early any issues that may affect their performance outcome.

(b) Employees can achieve one of the following three outcomes in their annual review:

- *Outstanding—all expectations were exceeded;*
- *On Target—Expectations were met, or unforeseen circumstances intervened; and*
- *Not on Target/Unsatisfactory—Expectations were consistently not met.*

(c) All employees who achieve an outcome of Outstanding or On Target in a performance review are eligible for salary progression to the next salary point if not already at the top of the salary range for their classification.

Employees who are not employed on an AWA and have been at the top of the salary range for their classification for 12 months are eligible for a bonus of 1% of their salary for achieving an outcome of Outstanding or On Target. The last payment under this arrangement will be made in September 2004. As from this date, this bonus will be rolled into base salary for the top of range salary point.

- Under an AWA, employees who obtain outcomes of Outstanding or On Target are awarded a bonus of 5% of their salary.
- Those employees on an AWA who achieve a performance outcome of Outstanding may receive a discretionary bonus awarded by the Secretary.

(d) All employees at all classification levels are subject to the same performance assessment process.

(e) The same performance management process applies to both the majority of DVA workers who are employed under an Enterprise Agreement and those employed on an AWA.

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(f) All assessments run over a common financial year cycle 1 July—30 June. 1 July 2002—30 June 2003 was the last complete cycle.

2. The table below details the employee performance outcomes by gender and classification for the 2002/03 cycle. Approximately 279 employees, who did not complete the entire cycle, were not assessed. Reasons for this include long term leave of absence, separation from the Department or commencement of employment part-way through the cycle.

Outcome	Male			Female			Total
	Outstanding	On target	Not on target	Outstanding	On target	Not on target	
Classification							
APS1		14			13		27
APS2		71			95	1	167
APS3		149	1		253		403
APS4		85	1		100	2	188
APS5		218	2		293	1	515
APS6		237	1		279	1	518
EL1		165	1	1	113		280
EL2	1	74		4	31		110
SES	9	22		1	8		40
Grand Total	10	1035	6	6	1186	5	2248

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Question 10

Output Group 6

Topic: Senior Executive Officers

Written Question on Notice

Senator Mark Bishop asked:

How many Senior Executive Officers (or equivalent) were employed in DVA in 1996–97, 1997–98, 1998–99, 1999–00, 2000–01, 2001–02, 2002–03, 2003–04.

Answer:

1996–97	32
1997–98	31
1998–99	30
1999–00	32
2000–01	31
2001–02	31
2002–03	32
2003–04 (at 31/1/04)	33

Question 11

Output Group 6

Topic: Wages

Written Question on Notice

Senator Mark Bishop asked:

What was the base and top (including performance pay) wages of APS 1, 2, 3, 4, 5, 6 (or equivalent), Executive Level 1 and 2 (or equivalent), and SES band 1, band 2 and band 3 (or equivalent) in DVA in 1996–97, 1997–98, 1998–9, 1999–00, 2000–01, 2001–02, 2002–03, 2003–04.

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Answer:

Pay rates effective at 30 June each financial year

Level	1996-97	1997-98	1998-99	1999-00	2000-01	2001-02	2002-03	2003-04	
	\$	\$	\$	\$	\$	\$	\$	\$	
APS1	Base	23,938	24,896	24,896	25,892	26,669	27,869	29,279	30,450
	Top	26,457	27,515	27,515	28,616	29,474	30,800	32,517	33,818
APS2	Base	27,091	28,950	28,950	30,108	31,011	32,406	34,046	35,408
	Top	30,042	31,244	31,244	32,494	33,469	34,975	36,925	38,402
APS3	Base	30,857	32,925	32,925	33,987	35,007	36,582	38,433	39,970
	Top	33,304	34,636	34,636	36,021	37,102	38,772	40,933	42,570
APS4	Base	34,391	36,904	36,904	38,380	39,532	41,311	43,401	45,137
	Top	37,341	38,835	38,835	40,388	41,600	43,472	45,896	47,732
APS5	Base	38,359	41,143	41,143	42,789	44,072	46,055	48,386	50,321
	Top	40,675	42,302	42,302	43,994	45,314	47,353	49,993	51,993
APS6	Base	41,430	44,159	44,159	45,925	47,303	49,432	51,933	54,010
	Top	47,591	49,495	49,495	51,475	53,019	55,405	58,494	60,834
EL1	Base	50,931	59,558	59,558	55,635	57,304	59,883	62,913	65,430
	Top	55,170	59,558	59,558	61,940	63,799	66,670	70,387	73,202
EL2	Base	57,983	67,078	67,078	69,761	71,854	75,087	78,887	82,042
	Top	68,497	74,511	74,511	77,491	79,816	83,408	88,058	91,580
SES1	Base	69,520	75,163	75,163	81,170	83,605	87,367	91,788	95,460
	Top	77,985	88,905	88,905	95,461	98,325	102,750	108,478	112,817
SES2	Base	83,275	89,335	89,335	95,908	98,785	103,230	112,792	117,304
	Top	96,118	108,766	108,766	116,117	119,601	124,983	137,229	142,718

Performance pay rates

Level	1996-97	1997-98	1998-99	1999-00	2000-01	2001-02	2002-03	2003-04
	\$	\$	\$	\$	\$	\$	\$	\$
APS1	N/A	N/A	N/A	N/A	Up to 1%	Up to 1%	Up to 1%	Up to 1%
APS2	N/A	N/A	N/A	N/A	Up to 1%	Up to 1%	Up to 1%	Up to 1%
APS3	N/A	N/A	N/A	N/A	Up to 1%	Up to 1%	Up to 1%	Up to 1%
APS4	N/A	N/A	N/A	5%-15%	Up to 15%	Up to 15%	Up to 15%	Up to 15%

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APS5	N/A	N/A	N/A	N/A	Up to 1%	Up to 1%	Up to 1%	Up to 1%
APS6	N/A	N/A	N/A	5%-15%	Up to 15%	Up to 15%	Up to 15%	Up to 15%
EL1	8%-15%	N/A	N/A	5%-15%	Up to 15%	Up to 15%	Up to 15%	Up to 15%
EL2	8%-15%	Up to 10%	Up to 10%	Up to 20%	Up to 20%	Up to 20%	Up to 20%	Up to 20%
SES1	8%-15%	5%-10%	5%-10%	5%-10%	5%-10%	5%-10%	5%-10%	5%-10%
SES2	8%-15%	5%-10%	5%-10%	5%-10%	5%-10%	5%-10%	5%-10%	5%-10%

Note: DVA does not have any SES Band 3 employees.

Question 12

Output Group 6

Topic: Average salary

Written Question on Notice

Senator Mark Bishop asked:

What was the average salary for an SES (or equivalent) in DVA in 1996–97, 1997–98, 1998–99, 1999–00, 2000–01, 2001–02, 2002–03, 2003–04.

Answer:

Year at 30 June

1996–97	\$ 83,384
1997–98	\$ 91,286
1998–99	\$ 91,522
1999–00	\$ 97,766
2000–01	\$100,159
2001–02	\$106,034
2002–03	\$113,073
2003–04	\$115,406

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Question 13

Output Group 6

Topic: Cars

Written Question on Notice

Senator Mark Bishop asked:

How many SES (or equivalent) were issued with cars in DVA in 1996–97, 1997–98, 1998–99, 1999–00, 2000–01, 2001–02, 2002–03, 2003–04

Answer:

1996–97	30
1997–98	37
1998–99	35
1999–00	37
2000–01	36
2001–02	41
2002–03	40
2003–04	37

Note: includes cars issued to long term acting SES staff.

Question 14

Outcome 1(Compensation) Outcome 2 (Health) Outcome 3(War Graves) and Output Group 6

Topic: Domestic trips

Written Question on Notice

Senator Mark Bishop asked:

What was the total cost of domestic trips of staff of DVA in 1996-97, 1997–98, 1998–99, 1999–00, 2000–01, 2001–02, 2002–03, 2003–04 to date.

- With a breakdown on the cost of accommodation allowances, food allowances and airflights.

Answer:

Please refer to table below.

Notes: The costs for 1996–97 and 1997–98 are unavailable as the Department decommissioned its previous finance system in August 1998. The costs cannot be provided without significant workloads and expense being incurred.

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The costs of accommodation allowances and food allowances cannot be provided separately. The costs of travel allowances cover accommodation, meals and incidentals.

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	1998-1999	1999-2000	2000-2001	2001-2002	2002-2003	2003-2004 To 23 Mar 04
	\$	\$	\$	\$	\$	\$
Air Fares	2,995,594.47	2,721,304.89	2,493,240.90	1,877,463.03	2,626,605.06	1,684,540.14
Travel Allowances	2,154,564.04	2,365,043.25	2,527,282.88	2,356,250.31	2,612,524.48	1,891,559.18
	5,150,158.51	5,086,348.14	5,020,523.78	4,233,713.34	5,239,129.54	3,576,099.32
Other Travel Costs						
• Hire of Vehicles incl. Fuel	773,334.25	841,207.67	762,345.33	830,265.64	865,880.32	642,629.43
• Cabcharge / Taxis	472,548.87	525,992.93	573,487.32	594,598.67	640,589.92	404,710.40
• Other Travel (rail, bus, parking)	234,544.11	286,359.82	241,621.85	174,946.14	158,322.35	82,277.80
	1,480,427.23	1,653,560.42	1,577,454.50	1,599,810.45	1,664,792.59	1,129,617.63

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Question 15

Outcome Output Group 6

Topic: Overseas trips—Ministerial Staff

Written Question on Notice

Senator Mark Bishop asked:

- (a) How many overseas trips of Ministerial Staff were paid for by DVA in 1996–97, 1997–98, 1998–99, 1999–00, 2000–01, 2001–02, 2002–03, 2003–04 to date.
- (b) What was the total cost of overseas trips of Ministerial Staff paid for by DVA in 1996–97, 1997–98, 1998–99, 1999–00, 2000–01, 2001–02, 2002–03, 2003–04 to date.

Answer:

- (a) Nil. The Department of Finance and Administration, through the Ministerial and Parliamentary Services Group (M&PS), funds overseas trips of Ministerial staff.
- (b) Not applicable.

Question 16

Output Group 6

Topic: Publications

Written Question on Notice

Senator Mark Bishop asked:

Did DVA produce publications that provided electorate breakdowns on spending on government programmes in 1996–97, 1997–98, 1998–99, 1999–00, 2000–01, 2001–02, 2002–03, 2003–04 to date.

Answer: No.

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AUSTRALIAN WAR MEMORIAL

Question 17

Topic: Performance Assessment

Written Question on Notice

Senator Kim Carr asked:

- (1) For each agency within the Department, please provide full details of each of the performance assessment mechanisms linked to the pay outcomes or other financial reward of individual employees, including;
 - (a) What are the current process/es of performance assessment within the portfolio agency? If more than one, please provide details of each, and the employee category it applies to;
 - (b) For each of the performance assessment process/es identified in (a), please list the range of outcome results an employee can achieve from each of the performance assessment processes identified in (a);
 - (c) For each of the performance assessment process/es identified in (a), what pay or other financial change is linked to each outcome or result for the employee from the performance assessment (ie, the pay increase or one-off bonus or classification or level change);
 - (d) For each of the performance assessments identified in (a), what is the classification level of employees subject to this performance assessment (eg SES, EL1, EL2 or APS and equivalent);
 - (e) What is the principal industrial or other instrument governing each of the performance assessment mechanism/s (eg, the certified agreement or AWA);
 - (f) Does the performance assessment operate over a common cycle? Please provide the commencement and end dates of the most recent full cycle of each of the assessment process/es.
2. For each performance assessment mechanism described in (1), advise the number of male and the number of female employees at each possible outcome, by classification level for the most recent full cycle (if the performance mechanism does not operate over a common cycle—aggregate outcomes using the 2002–03 financial year).

Answer

(a)

- Statutory Office Holder (Director)—Performance targets and assessment criteria set by employing body (*ie.* AWM Council).
- SES employees—Performance targets and assessment criteria set in AWA.

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- All other employees—Each employee has a performance agreement with their manager. It is reviewed at mid term and again at the end of the financial year and successful performance is rewarded by eligibility to a bonus (agreed under the Certified Agreement as a common percentage applied to their annual salary).

(b)

- Statutory Office Holder (Director)—One-off bonus up to 15% of total remuneration.
- SES employees—One-off bonus up to 10% of annual salary.
- All other employees—employees become eligible for the common bonus set by the Certified Agreement (1.5% of annual salary) and for progression up one paypoint of their particular classification (if applicable).

(c)

- Statutory Office Holder (Director)—one-off bonus up to 15% of total remuneration.
- SES employees—one-off bonus up to 10% of annual salary.
- All other employees—
 - (1) Bonus of 1.5 % of annual salary set by the Certified Agreement;
 - (2) One paypoint advancement through the internal paypoint levels of their particular classification. (Applies on the anniversary of commencement in that classification and only until employee reaches highest paypoint in that classification.)

(d)

- Statutory Office Holder (Director)—Set by Remuneration Tribunal
- SES employees—SES Band 1
- All other employees—EL1, EL2 and APS Level 1 to APS Level 6 and equivalent.

(e)

- Statutory Office Holder (Director)—Remuneration Tribunal Determination 1999/15
- SES employees—AWAs
- All other employees—Certified Agreement.

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(f)

The financial year provides a common cycle for performance assessments for all groups. The dates of the most recent cycle are 1 July 2002 to 30 June 2003.

(2)

(a) Bonus payment	Male	Female	Total
Statutory Officer	1	0	1
SES	2	1	3
EL2	8	9	17
EL1	10	15	25
APSL6	26	21	47
APSL5 (and equiv)	17	24	41
APSL4 (and equiv)	17	19	36
APSL3 (and equiv)	22	23	45
APSL2 (and equiv)	28	23	51
<u>APSL1</u>	<u>0</u>	<u>0</u>	<u>0</u>
Total	131	135	266

Paypoint advancement	Male	Female	Total
Statutory Officer	0	0	0
SES	0	0	0
EL2	0	1	1
EL1	0	2	2
APSL6	1	1	2
APSL5 (and equiv)	0	0	0
APSL4 (and equiv)	1	1	2
APSL3 (and equiv)	3	2	5
APSL2 (and equiv)	3	1	4
<u>APSL1</u>	<u>0</u>	<u>0</u>	<u>0</u>
Total	8	8	16

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Question 18

Australian War Memorial

Topic: Administered programs

Written Question on Notice

Senator Mark Bishop asked:

Could you provide a list of all administered programmes in AWM, including:

- A description of the programme;
- number of people directly receiving funds/assistance under the programme;
- a breakdown on those receiving funds/assistance under the programme by electorate;
- the policy objective of the programme;
- whether the programme is ongoing;
- the funding in each financial year of the forward estimates for the programme (with a breakdown of administered and departmental expenses), including:
 - how much funding was allocated for the programme;
 - how much is committed to the programme; and
 - how much is unspent.
- indication of whether an evaluation of the programme effectiveness has been conducted:
 - if so, when that evaluation occurred; and
 - if so, the conclusion of that evaluation.

Answer:

The AWM does not have any administered programmes.

Question 19

Australian War Memorial

Topic: Senior Executive Officers

Written Question on Notice

Senator Mark Bishop asked:

How many Senior Executive Officers (or equivalent) were employed in AWM in 1996–97, 1997–98, 1998–99, 1999–00, 2000–01, 2001–02, 2002–03, 2003–04.

Answer:

There have been 3 SES officers employed as Assistant Directors at the Memorial for each year in question.

The Director, as the Principal Executive Officer employed under the Remuneration Tribunal, is not classified as SES or equivalent.

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Question 20

Australian War Memorial

Topic: Wages

Written Question on Notice

Senator Mark Bishop asked:

What was the base and top (including performance pay) wages of APS 1, 2, 3, 4, 5, 6 (or equivalent), Executive Level 1 and 2 (or equivalent), and SES band 1, band 2 and band 3 (or equivalent) in AWM in 1996–97, 1997–98, 1998–9, 1999–00, 2000–01, 2001–02, 2002–03, 2003–04.

Answer:

Classification	1996/97	1997/98	1998/99	1999/00	2000/01	2001/02	2002/03	2003/04 *
APS Level 1	\$23,938	\$25,649	\$25,527	\$26,292	\$27,081	\$28,164	\$29,007	\$28,578
	\$26,457	\$28,296	\$28,213	\$29,059	\$29,931	\$31,128	\$32,060	\$31,586
APS Level 2	\$27,091	\$28,962	\$28,889	\$29,755	\$30,648	\$31,874	\$32,828	\$32,343
	\$30,042	\$32,062	\$32,036	\$32,997	\$33,987	\$35,345	\$36,403	\$35,865
APS Level 3	\$30,857	\$32,918	\$32,905	\$33,892	\$34,909	\$36,305	\$37,392	\$36,839
	\$33,304	\$35,489	\$35,514	\$36,579	\$37,677	\$39,184	\$40,357	\$39,761
APS Level 4	\$34,391	\$36,631	\$36,673	\$37,773	\$38,907	\$40,463	\$41,674	\$41,058
	\$37,341	\$39,730	\$39,819	\$41,013	\$42,244	\$43,933	\$45,249	\$44,580
APS Level 5	\$38,359	\$40,800	\$40,904	\$42,132	\$43,396	\$45,131	\$46,482	\$45,795
	\$40,675	\$43,233	\$43,374	\$44,675	\$46,016	\$47,856	\$49,288	\$48,560
APS Level 6	\$41,430	\$44,026	\$44,179	\$45,505	\$46,870	\$48,744	\$50,203	\$49,461
	\$47,591	\$50,499	\$50,749	\$52,272	\$53,840	\$55,993	\$57,668	\$56,816
Executive Level 1	\$53,112	\$56,299	\$56,636	\$58,336	\$60,086	\$62,489	\$64,359	\$63,408
	\$57,351	\$60,753	\$61,157	\$62,991	\$64,881	\$64,933	\$66,876	\$65,888
Executive Level 2	\$61,257	\$64,857	\$65,322	\$67,282	\$69,300	\$72,072	\$74,229	\$73,132
	\$71,771	\$75,903	\$76,534	\$78,830	\$81,195	\$84,442	\$86,970	\$85,685
SES Band 1	\$73,859	\$73,859	\$87,697	\$89,012	\$95,243	\$98,101	\$105,949	\$93,111
	\$82,774	\$82,774	\$92,184	\$93,453	\$100,373	\$103,144	\$113,559	\$106,510

* 2003/04 figures do not include performance pay as this is yet to be determined.

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Question 21

Australian War Memorial

Topic: Average salary

Written Question on Notice

Senator Mark Bishop asked:

What was the average salary for an SES (or equivalent) in AWM in 1996–97, 1997–98, 1998–99, 1999–00, 2000–01, 2001–02, 2002–03, 2003–04.

Answer:

	96/97	97/98	98/99	99/2000	2000/01	2001/02	2002/03	2003/04
Average SES salary	\$76,177	\$77,696	\$83,088	\$85,853	\$92,373	\$95,144	\$102,908	\$103,160

Question 22

Australian War Memorial

Topic: Mobile phones

Written Question on Notice

Senator Mark Bishop asked:

(a) How many staff had mobile phones issued by AWM in 1996–97, 1997–98, 1998–99, 1999–00, 2000–01, 2001–02, 2002–03, 2003–04 to date.

(b) What was the total mobile phone bill for AWM in 1996–97, 1997–98, 1998–99, 1999–00, 2000–01, 2001–02, 2002–03, 2003–04 to date.

Answer:

(a)

Year	No. of phones issued to staff	Total mobile phone bill
1996–1997	4 *	\$ 2,635
1997–1998	9 *	\$ 5,589
1998–1999	20 *	\$12,355
1999–2000	19 *	\$11,935
2000–2001	20	\$15,954
2001–2002	23	\$10,548
2002–2003	21	\$13,002
2003–2004 (to date)	25	\$ 8,188

* Approximate figures

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The Memorial also has 7 mobile phones that are issued to staff occasionally on a temporary basis. For example, Travelling Exhibition staff may be issued with a phone while travelling to install and demount exhibitions on tour. These phones are included in the mobile phone costs.

Question 23

Australian War Memorial

Topic: Cars

Written Question on Notice

Senator Mark Bishop asked:

How many SES (or equivalent) were issued with cars in AWM in 1996–97, 1997–98, 1998–99, 1999–0, 2000–01, 2001–02, 2002–03, 2003–04

Answer:

3 SES officers, Assistant Directors, in the AWM were issued with cars for each year in question.

Question 24

Australian War Memorial

Topic: Management retreats/training

Written Question on Notice

Senator Mark Bishop asked:

1. Could you please list all 'management retreats/training' conducted by AWM which were attended by employees during 2000–01, 2001–02, 2002–03, 2003–04 to date. For such meetings held off-site (from AWM), could you please indicate:
 - where (location and hotel) and when they were held;
 - how much was spent in total;
 - how much was spent on accommodation;
 - how much was spent on food;
 - how much was spent alcohol/drinks; and
 - how much was spent on transport.

Answer:

See attached response.

[This document is available on the Committee's website.]

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Question 25

Australian War Memorial

Topic: Overseas trips

Written Question on Notice

Senator Mark Bishop asked:

(a) How many overseas trips were taken by employees in your agency/department in 1996–97, 1997–98, 1998–99, 1999–00, 2000–01, 2001–02, 2002–03, 2003–04 to date.

(b) What were the destinations of each of these overseas trips.

(c) What was the total cost of overseas trips of staff of AWM in 1996–97, 1997–98, 1998–99, 1999–00, 2000–01, 2001–02, 2002–03, 2003–04 to date.

- With a breakdown on the cost of accommodation allowances, food allowances and airflights.

Answer:

Year	No of Trips	Destinations	Total Cost	Accommodation	Travel Allowance	Air Flights	Tour Packages #
1996-97	N/A *	N/A *	N/A *	N/A *	N/A **	N/A *	N/A *
1997-98	N/A *	N/A *	N/A *	N/A *	N/A *	N/A *	N/A *
1998-99	18	13 – Gallipoli/Western Front 2 – USA 1 – Europe 1 – Turkey/France/England 1 – Hong Kong	\$75,780	\$3,288	\$41,176	\$12,246	\$14,846
1999-00	26	15 – Gallipoli/Western Front 5 – USA 3 – England (note-2 recall to duty) 1 – Turkey 1 – Scotland 1 – Singapore	\$107,404	\$13,176	\$20,048	\$19,796	\$50,255
2000-01	18	7 – Gallipoli/Western Front 1 – England 1 – Papua New Guinea 1 – USA 1 – UK/Crete 1 – France 1 – Korea 1 – Greece/Crete 1 – Barcelona 1 – Europe 1 – Canada (recall to duty) 1 – UK (recall to duty)	\$89,515	\$11,593	\$19,090	\$28,682	\$16,404

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Year	No of Trips	Destinations	Total Cost	Accommodation	Travel Allowance	Air Flights	Tour Packages #
2001-02	13	4 - Gallipoli/Western Front 2 - New Zealand 2 - USA 2 - England 1 - Germany 1 - Europe/USA 1 - recall to duty	\$66,799	\$10,022	\$31,917	\$16,958	\$3,843
2002-03	25	11 - Gallipoli/Western Front 3 - France/Belgium 2 - Canada 2 - Hong Kong/China 2 - UK 1 - Japan 1 - Europe 1 - Turkey/Greece 1 - England 1 - USA (recall to duty)	\$167,524	\$13,037	\$31,689	\$63,174	\$33,193
2003-04 (to date)	10	5 - UK 3 - New Zealand 1 - UK/France 1 - England (recall to duty)	\$48,958	\$11,106	\$12,346	\$14,982	\$5,000

Tour packages—all costs including airfares, accommodation and meals paid to external companies for tours such as Battlefield Tours. Breakdowns of these figures are not available.

* N/A—figures are not available as the information is contained in a superseded computerised financial management system and to gain access would involve very high cost.

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Question 26

Australian War Memorial

Topic: Domestic trips

Written Question on Notice

Senator Mark Bishop asked:

What was the total cost of domestic trips of staff of AWM in 1996–97, 1997–98, 1998–99, 1999–00, 2000–01, 2001–02, 2002–03, 2003–04 to date.

- With a breakdown on the cost of accommodation allowances, food allowances and airflights.

Answer:

The cost of domestic trips for staff of the Australian War Memorial was:

Year	Accom	Meals	Fares #	Total Cost
1996-97	N/A *	N/A *	N/A *	N/A *
1997-98	N/A *	N/A *	N/A *	N/A *
1998-99	\$47,754	\$46,618	\$143,451	\$237,824
1999-00	\$48,681	\$29,214	\$115,786	\$193,681
2000-01	\$62,098	\$53,534	\$149,419	\$265,051
2001-02	\$53,636	\$60,301	\$154,058	\$267,995
2002-03	\$35,162	\$37,209	\$119,985	\$192,356
2003-04 (to date)	\$34,583	\$31,324	\$122,842	\$188,749

Fares—includes all fares, including air and land based.

* N/A—figures are not available as the information is contained in a superseded computerised financial management system and to gain access would involve very high cost.

Question 27

Australian War Memorial

Topic: Overseas trips—Ministerial Staff

Written Question on Notice

Senator Mark Bishop asked:

(b) How many overseas trips of Ministerial Staff were paid for by AWM in 1996–97, 1997–98, 1998–99, 1999–00, 2000–01, 2001–02, 2002–03, 2003–04 to date.

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(b) What was the total cost of overseas trips of Ministerial Staff paid for by AWM in 1996–97, 1997–98, 1998–99, 1999–00, 2000–01, 2001–02, 2002–03, 2003–04 to date.

Answer:

- (a) None.
- (b) Nil.

Question 28

Australian War Memorial

Topic: Advertising

Written Question on Notice

Senator Mark Bishop asked:

(a) How much was spent on advertising by AWM in 1996–97, 1997–98, 1998–99, 1999–00, 2000–01, 2001–02, 2002–03, 2003–04 to date.

(b) How much was spent on advertising which provided electorate breakdowns of spending by the government on programmes within AWM in 1996–97, 1997–98, 1998–99, 1999–00, 2000–01, 2001–02, 2002–03, 2003–04 to date.

Answer:

(a)

Year	\$ Amt
1996–1997	\$79,293
1997–1998	\$159,523
1998–1999	\$118,554
1999–2000	\$86,675
2000–2001	\$216,073
2001–2002	\$332,923
2002–2003	\$257,985
2003–2004 (to date)	\$274,394

Figures taken from AWM Annual Reports

(b) Nil.

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Question 29

Australian War Memorial

Topic: Publications

Written Question on Notice

Senator Mark Bishop asked:

Did AWM produce publications that provided electorate breakdowns on spending on government programmes in 1996–97, 1997–98, 1998–99, 1999–00, 2000–01, 2001–02, 2002–03, 2003–4 to date.

Answer: No.

Question 30

Australian War Memorial

Topic: Consultancies

Written Question on Notice

Senator Mark Bishop asked:

How much was spent on consultancies by AWM in 1996–97, 1997–98, 1998–99, 1999–00, 2000–01, 2001–02, 2002–03, 2003–04 to date.

Answer:

Year	\$ Amt
1996–1997	\$1,679,918
1997–1998	\$2,751,304
1998–1999	\$174,000
1999–2000	\$1,411,260
2000–2001	\$1,097,160
2001–2002	\$311,823
2002–2003	\$565,256*
2003–2004 (to date)	\$244,130*

Figures taken from AWM Annual Reports.

* Figures taken from MIBIS financial management system.

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Answers to questions on notice from Department of Veterans' Affairs

Question 31

Australian War Memorial

Topic: Surveys of attitudes

Written Question on Notice

Senator Mark Bishop asked:

(a) Did AWM conduct any surveys of attitudes towards programmes run by their department in 1996–97, 1997–98, 1998–99, 1999–00, 2000–01, 2001–02, 2002–03, 2003–04 to date.

(b) On what programmes administered by AWM were surveys conducted.

(c) What were the findings of these surveys.

Answer:

(a) Yes, in each year in question the Memorial undertook several surveys of visitor attitudes towards exhibitions, staff and services provided.

(b) ***See attached table.***

[This document is available on the Committee's website.]

(c) The surveys undertaken gauged visitors' attitudes towards current exhibitions, exhibitions under development, staff and services provided by the Memorial. There were a wide range of responses to the surveys, however, for the most part, visitor response to the Memorial has been very favourable.

For example, the Memorial's exhibitions and public programs consistently receive ratings of good or very good by more than 90% of visitors. This equates to an average rating of more than 4.5 on a scale of 1 (very poor) to 5 (very good). When rated on a scale of 1 to 10 the Memorial consistently receives rating of 9 or above. In the last financial year, 58% of surveyed visitors said their visit to the memorial had exceeded their expectations while a further 41% said their expectations had been met. This is typical of visitors' attitudes to the Memorial and our programs.