

**Senate Finance and Public Administration Legislation Committee**

**ANSWERS TO QUESTIONS ON NOTICE**

**Finance and Administration Portfolio**

**Department of Finance and Administration**

Budget Estimates Hearings, 25-26 May 2005

**Question: F58**

**Outcome: General, Output: General**

**Topic: Performance Pay**

**Written Question on Notice: 6 June 2005**

**Senator Carr asked:**

1. Is performance pay available under your department/agencies certified agreement?
2. If so how many staff in your department/agency are eligible for performance based pay?
3. Please provide a breakdown of performance pay awarded for this financial year to date including the following details:
  - (a) How many staff have received performance pay?
  - (b) What levels are those staff at?
  - (c) What gender, a breakdown please?
  - (d) How much has each staff member received?
  - (e) When did they receive it?
  - (f) What was the rationale for the awarding of performance pay in each instance?
  - (g) Did the Department/Agency head receive performance pay?
  - (h) How much?
  - (i) When?
  - (j) On what grounds?

**Answers:**

1. Performance bonuses are available under the following Certified Agreements applying to Finance staff.
  - Department of Finance and Administration Certified Agreement 1997-1999;
  - COMCAR Certified Agreement 1997-1999; and
  - COMCAR Drivers' Certified Agreement 2002-2005.

Performance pay is not available under the National Office for the Information Economy (NOIE) Certified Agreement 2002-2005, which continues to apply to certain staff who transferred to Finance as a result of the October 2004 changes to the Administrative Arrangements Order.

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2. 64 staff employed under the Department's Certified Agreements are eligible for performance bonuses.

3(a) – 3(j) inclusive. No performance bonuses have been awarded or paid to date for this financial year.