

Senate Finance and Public Administration Legislation Committee

ANSWERS TO QUESTIONS ON NOTICE

Finance and Administration Portfolio

Comsuper

Budget Estimates Hearings, 25-26 May 2005

Question: F60

Outcome: Comsuper

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 not 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?

Answer:

1. Performance pay is not available under the ComSuper Certified Agreement but is accessible through individual Australian Workplace Agreements (AWAs) and is limited to staff performing duties at the Executive 1, Executive Level 2 and Senior Executive levels.
2. 65
3.
 - (a) 65, including agency head.

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(b) Executive Level 1 39
 Executive Level 2 21
 Senior Executive 1 4
 Agency Head 1

(c) Female 24
 Male 41

(d)

Payment ID	EL1	EL2	SES1	SES3	Total
1	6464.57				6464.57
10	3548.39				3548.39
15		2185.71			2185.71
18		5555.55			5555.55
22		2247.45			2247.45
23		6904.46			6904.46
28	5526.94				5526.94
32		7730.25			7730.25
34		7988.82			7988.82
35	5526.94				5526.94
36	6476.71				6476.71
39		8140.5			8140.5
40	3690.7				3690.7
41		4015.53			4015.53
72	3684.63				3684.63
77	4793.14				4793.14
85		7795.56			7795.56
98	8239.51				8239.51
114	3309.77				3309.77
118	4065.42				4065.42
121	1493.94				1493.94
126	3684.63				3684.63
135	5526.94				5526.94
141	3383.85				3383.85
144	3769.22				3769.22
160	3883.42				3883.42
170	4589.31				4589.31
184	5322.58				5322.58
188	4511.79				4511.79
207	5550.47				5550.47
208	4451.35				4451.35
245	6431.62				6431.62
254	5526.94				5526.94
276	5728.08				5728.08
281		7402.21			7402.21
292	4622.26				4622.26
294	6225.54				6225.54
301	5322.58				5322.58

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322		12154.87		12154.87
448	4589.31			4589.31
480	5526.94			5526.94
506	5413.75			5413.75
511	3345.92			3345.92
525			24167	24167
544	6484.87			6484.87
574		11634.35		11634.35
645	5526.94			5526.94
647	4555.38			4555.38
653		7968.02		7968.02
655			8250	8250
656			8250	8250
658			11400	11400
661		9153.47		9153.47
673	2284.74			2284.74
677		7166.33		7166.33
678		7435.28		7435.28
684		9290.57		9290.57
705	1875.27			1875.27
708		4202.84		4202.84
713	2040.41			2040.41
725		2414.84		2414.84
728	2787.39			2787.39
744		2050.42		2050.42
747		2327.4		2327.4
752		1114.01		1114.01
Totals	179782.16	125244.09	39534.35 24167	368727.6

- (e) Executive 1 and 2 levels received their payments on the 24 September 2004 and 24 February 2005. Payments for these staff at these levels that do not fall on these dates are for terminated staff or new employees awaiting OEA approval of AWA's.

The Senior Executive employees received their payments on 7 October 2004.

The Commissioner for Superannuation / Chief Executive Officer received his payment on 16 December 2004.

- (f) Payment of performance bonuses are subject to assessment of achievements against specific outcomes outlined in each employee's AWA and Personal Performance Agreements. Based on these assessments a percentage amount for the calculation of performance pay is then determined for each employee. All performance bonus payments are at risk.

- (g) Yes

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- (h) \$24,167.00
- (i) 16 December 2004.
- (j) Payment of the performance bonus is dependant on the comparison of results achieved with the agreed outcomes in the Agency Head's Performance Agreement. This comparison is carried out by the Department of Finance and Administration taking into account information provided by the Agency Head as well as other known information. Taking into account this information an overall performance rating is then determined.