

Senate Finance and Public Administration Legislation Committee

ANSWERS TO QUESTIONS ON NOTICE

Finance and Administration Portfolio

CSS/PSS Board

Budget Estimates Hearings, 25-26 May 2005

Question: F61

Outcome: CSS/PSS Board

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?

Answer:

1. No, there is no certified agreement in place in respect of employees of the CSS Board. All employees are employed on individual contracts.
2. Not applicable.
3. Individual contracts of employment allow for performance pay to be awarded to employees. Details in respect of the 2004-05 financial year are as follows:
 - (a) 10
 - (b) Not applicable, there are no classifications equivalent to APS classifications.
 - (c) Females, 8 and Males, 2.

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(d) The following table shows the amounts received:

Amount	No of staff
\$615	6
\$1,230	2
\$9,395	1
\$11,070	1

The above amounts include only expenditure of relevant public moneys and exclude expenditure related to the management and investment of the CSS Fund.

(e) Performance pay is paid throughout the year, depending on the anniversary of the date that the employee commenced with the Board.

(f) Performance pay was awarded on the basis of employees work performance and the extent to which this contributed to the Board achieving its objectives.

(g) Yes.

(h) The amount paid by the CSS Board was \$11,070. (This amount is in respect of relevant public moneys and excludes expenditure related to the management and investment of the CSS Fund.)

(i) The payment was made in February 2005.

(j) The CEO's performance pay is set by the CSS Board after conducting a review of the CEO's performance for the year against set objectives.