

Senate Finance and Public Administration Legislation Committee

ANSWERS TO QUESTIONS ON NOTICE

Finance and Administration Portfolio

Commonwealth Grants Commission

Budget Estimates Hearings, 25-26 May 2005

Question: F63

Outcome: Commonwealth Grants Commission

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. Yes. The Commonwealth Grants Commission (CGC) Performance Feedback Scheme (PFS) provides for all employees to be eligible for payments if specified conditions relating to performance are met. Depending on performance and current salary point positions, employees can receive either pay point advancement, a percentage bonus or a combination of both.
2. All employees of the CGC are eligible for performance based pay.

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3.

(a) 24 employees received a bonus under the PFS.

(b) Bonus payments were made to employees at the following levels:

APS 4	1
APS 5	1
APS 6	5
Exec level 1	7
Exec level 2	7
SES Band 1	2
SES Band 2	1

(c) Bonus payments were made to male and female employees as follows:

	<u>Male</u>	<u>Female</u>
APS 4		1
APS 5		1
APS 6	2	3
Exec level 1	4	3
Exec level 2	5	2
SES Band 1	1	1
SES Band 2	1	

(d) The total bonus amounts paid were \$55, 613; the average amount paid was \$2, 317; the lowest amount paid was \$771 and the highest was \$13, 159.

(e) 21 April 2005

(f) Satisfaction of criteria contained in the CGC Performance Feedback Scheme, the Commonwealth Grants Commission Certified Agreement 2004-2005 and in individual Australian Workplace Agreements.

(g) Yes

(h) 10%

(i) 21 April 2005

(j) Satisfaction of criteria contained in the CGC Performance Feedback Scheme, the Commonwealth Grants Commission Certified Agreement 2004-2005 and in individual Australian Workplace Agreements.