

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: F70

Outcome: General, Output: General

Topic: AWAs

Written Question on Notice: 6 June 2005

Senator Evans asked:

- 1) How many staff are covered by AWAs in your Agency/Department?
- 2) Can you provide a breakdown of AWAs by gender and by classification?
- 3) Can you tell me how many of the staff on AWAs are paid more than the band for their classification under the certified agreement?
- 4) Why were these staff not simply promoted to a higher classification?

Answer:

- 1) 1,174 staff, of a total 1,239 staff, were covered by Australian Workplace Agreements (AWAs) as at 31 May 2005.
- 2) A breakdown is provided by gender and classification at Attachment A.
- 3) Finance has a salary structure for employees engaged under AWAs and a salary structure each for the following Certified Agreements:
 - Department of Finance and Administration Certified Agreement 1997-1999;
 - COMCAR Certified Agreement 1997-1999;
 - COMCAR Drivers' Certified Agreement 2002-2005; and
 - National Office for the Information Economy (NOIE) Certified Agreement 2002-2005.

99.5% of Finance employees covered by an AWA are paid more than the salary band available for their classification level under their applicable certified agreement. The certified agreements do not cover salary scales for SES employees. The Department of Finance and Administration Certified Agreement 1997-1999 and COMCAR Certified Agreement 1997-1999, have passed their nominal expiry date, and the maximum salary at each classification level from APS1 – EL2 contained in these certified agreements is less than the minimum for each of these levels under an AWA.

- 4) Employees are paid within the AWA salary scale applicable for their classification level.