

Senate Finance and Public Administration Legislation Committee

ANSWERS TO QUESTIONS ON NOTICE

Finance and Administration Portfolio

Department of Human Services and agencies

Budget Estimates 2005-2006, 26 May 2005

Question: HS52

Outcome 1, Output Group 1.1

Topic: Centrelink – Performance pay

Hansard Page/Written Question on Notice: Written

SENATOR CARR asked on 26 May 2005:

- (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.
- (2) Performance pay may be paid to employees who have an Australian Workplace Agreement. As at June 2005, 446 Centrelink employees were entitled to performance pay arrangements.

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(3) Performance pay awarded for this financial year to date including the following details:

a) to c)

	APS 6	EL1	EL2	SESB 1	SESB 2	SESB 3	Total
Female	6	16	114	26	4	0	166
Male	6	26	211	35	2	0	280
Total	12	42	325	61	6	0	446

d) Generally 4 per cent of base salary is paid to employees entitled to performance pay.

e) Generally employees receive performance pay on a 1 per cent quarterly basis from the commencement of their Australian Workplace Agreement.

f) Performance pay is only paid subject to an employee having in place a performance agreement and suitability fulfilling the deliverable to the standard required.

g) – j) Centrelink is unable to respond to these questions as remuneration arrangements for Centrelink's Chief Executive Officer are set by the Remuneration Tribunal.