

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: HS63

Outcome 1, Output 3

Topic: CRS Australia - AWAs

Hansard Page/Written Question on Notice: Written

SENATOR CARR asked the Minister representing the Minister for Human Services, upon notice, on 26 May 2005:

1. How many staff are covered by AWAs in your Agency/Department?
2. Can you provide a break down 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:

Question 1

Eighty eight staff in CRS Australia are covered by AWAs.

Question 2

	Female	Male
APS5	1	
Executive Level 1	39	31
Executive Level 2B	7	6
Executive Level 2A	Nil	1
SES	1	2
Total	48	40

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Question 3

Benefit	Numbers
Car with private use component	60
Car allowance	21
Performance Bonus	2
Skills Allowance	9
Retention Bonus	1 (also receives skills allowance)
Rental Allowance	1 (also receives skills allowance)
4% stretch	1

Sixty employees, including three SES, are provided with business motor vehicle with a personal use component in their AWAs. They do not receive payments which are above the salary band for their classification however the value of their total reward package exceeds the salary bandwidth.

Twenty one employees have elected to take a Car Allowance rather than the motor vehicle with a personal use component. Whilst the allowance takes their total payments above the top of the band for their classification it is not part of the base salary, is not considered for superannuation purposes and is not increased with pay increases.

Nine employees receive a Skills Allowance and one also receives a Retention Bonus. Like the Car Allowance these allowances raises the top of the band for their classification but are not considered salary for superannuation purposes.

One employee receives a payment of Rental Allowance which is similar in effect to the allowance discussed above. One employee receives an additional 4% base salary. This is to compensate the employee whose salary would otherwise have decreased on transfer from another agency and is paid in recognition of the skills this employee brings to CRS Australia.

Question 4

The CRS Australia Certified Agreement 2002-2005 provides for performance bonus payments. All staff at the top of the band width for their classification may receive a bonus payment which is above the top of the band for their classification. However, these bonus payments are 'at risk' payments and are not part of their ongoing salary. They are designed to motivate staff performance.

The median base salary paid to executive level staff in CRS Australia is slightly less than in other APS Agencies. The benefits provided in AWAs are designed to attract and retain skilled staff. These benefits do not become part of the employees' salary and are therefore not increased at the same rate as salary. They are a cost effective way of enhancing the remuneration of executive staff.

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The provision of a Motor Vehicle with a personal use component is a cost effective way of providing for the transport requirements of Executive staff as well as providing a benefit which adds to the attractiveness of the Executive Level remuneration package and is a tool in attracting and retaining staff.

Skills Allowance is paid in recognition of high level skills that some staff bring to CRS Australia. This allowance is paid to attract and retain highly skilled staff.

The Retention Allowance is paid to retain a staff member who has particularly valuable skills and knowledge and who may otherwise separate from the organisation.

The Rental Allowance is used to compensate an employee who has moved to a remote location where the cost of rental accommodation is high.

The 4 % stretch is paid as part of ongoing salary and was offered to compensate an employee who transferred from another Agency and whose salary would otherwise have been reduced.