

**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: HS65**

**Outcome 1, Output Group 1.1**

**Topic: Health Insurance Commission - AWAs**

**Hansard Page/Written Question on Notice: Written**

**SENATOR CARR** asked:

1. How many staff are covered by AWAs in 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:**

1. HIC has 321 employees covered by an AWA.
2. The following table provides details, by classification and gender, of those HIC employees covered by an AWA.

<b>Classification</b>	<b>Male</b>	<b>Female</b>
Senior Executive	27	16
Medical Advisor	18	8
Legal 2	2	2
HIC 8	94	48
HIC 7	51	47
HIC 6	4	2
HIC 5	0	1
HIC 4	0	1
Total	196	125

3. The HIC has 191 employees receiving a salary under an AWA which exceeds the salary range of their classification level as contained in the HIC's prevailing certified agreement.

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4. Under HIC policy, the salary of an employee entering into an AWA reflects not only the work value of the job, but individual capability, contribution and where applicable relevant market considerations.

The HIC uses work value as the basis for determining the appropriate classification for a job of work and differentiating between work levels.