

# Senate Finance and Public Administration Legislation Committee— Budget Estimates 2005-06 (May 2005)

## Parliament Portfolio, Department of Parliamentary Services

### Answers to Questions on Notice

#### Topic: Performance pay

#### Question P14 (written questions)

- 1 Is performance pay available under your department/agencies certified agreement?
- 2 If not 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?

#### Answers:

- 1 No.
- 2 2 staff were eligible.
- 3 Performance payments were made as follows.
  - (a) 2 staff were paid.
  - (b) Both were SES Band 1.
  - (c) Both were male.
  - (d) One received \$6,000 and the other received \$4,500.
  - (e) Both payments were made in November 2004.
  - (f) SES officers from the former Joint House Department were required to participate in an annual Executive Leader Performance Appraisal process. The

Secretary approved the performance payments, noting that both officers had managed large and diverse groups through a period of change.

(g) The Secretary did not receive any performance pay.

(h) N/A.

(i) N/A.

(j) N/A.