

**Finance and Public Administration Legislation Committee**

**ANSWERS TO QUESTIONS ON NOTICE**

**Prime Minister and Cabinet Portfolio**

**Australian Public Service Commission**

Estimates 2005-06 – Budget Estimates, May 2005

**Question: PM 80**

**Topic: Performance Pay**

**Senator Carr asked:**

**Performance pay**

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. The APS Commission's Certified Agreement contains a Performance Appraisal Scheme that applies to all employees covered by that Agreement and provides the basis for the possibility of salary advancement and performance bonuses.
2. All staff are eligible for consideration for performance pay.
3. (a) Performance bonus payments made in 2004-05 represent payments for the performance cycle 2003-2004 and were paid in July 2004. They are set out in the table at Attachment A.
  - (b) Refer to table at Attachment A.
  - (c) Refer to table at Attachment A.
  - (d) Refer to table at Attachment A.
  - (e) Performance bonuses are effective from 1 July.

- (f) Eligibility for a performance bonus is based on achieving a rating of 4 or 5 through the performance appraisal process. Ratings are based on achievements against commitments in performance agreements.
- (g) Under the Public Service Commissioner's terms and conditions, determined by the Minister after seeking advice from the Remuneration Tribunal, the Commissioner is entitled to receive an annual payment in lieu of a performance bonus.
- (h) 7% of total remuneration.
- (i) Payment is made in July each year in respect of the previous financial year.
- (j) Payment is automatic.

**Attachment A**

**Performance pay in respect of the 2003-2004 performance appraisal cycle and paid in 2004-05**

<b>Classification</b>	<b>Staff at level</b>	<b>Number received</b>	<b>Male</b>	<b>Female</b>	<b>Total Payment</b>	<b>Average Payment</b>	<b>Range</b>
APS 1/2	4	3	1	2	\$3,000	\$1,000	\$900-\$1200
APS 3/4	42	8	3	5	\$9,000	\$1,125	\$600-\$1200
APS 5/6	49	21	4	17	\$28,800	\$1,371	\$800-\$2400
EL 1	58	21	9	12	\$35,700	\$1,700	\$1200-\$3000
EL 2*	28	17	5	12	\$40,125	\$2,360	\$1875-\$4500
SES*	7	3	1	2	\$21,000	\$7,000	\$3000-\$12000
<b>TOTAL</b>	<b>188</b>	<b>73</b>					

**Note:** Most EL2 and all SES staff are covered by AWAs which provide access to the Commission's performance appraisal arrangements and provide for performance pay.

**Certified Agreement Performance Bonus Amounts**

<b>Classification</b>	<b>Rating 4</b>	<b>Rating 5</b>
APS 1- 6	\$1200	\$2400
EL1	\$1500	\$3000
EL2	\$2250	\$4500