

Response from the Office of National Assessments

PM78 to PM85

Performance pay

1. Is performance pay available under your department/agencies certified agreement?

Yes

2. If not how many staff in your Department/Agency are eligible for performance based pay?

n/a

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?

57

- (b) What levels are those staff at?

SES	7
ONA Band 3	18
ONA Band 2	11
ONA Band 1	21

- (c) What gender, a breakdown please?

Male	40
Female	17

- (d) How much has each staff member received?

Staff receive either an increment or a bonus which is 2% of salary

- (e) When did they receive it?

September 2004

- (f) What was the rationale for the awarding of performance pay in each instance?

Guidelines are detailed in ONA's Certified Agreement

- (g) Did the Department/Agency head receive performance pay?

No – under Remuneration Tribunal Determination 2004/13 no system of performance assessment and remuneration applies.

- (h) How much?

- (i) When?

- (j) On what grounds?

n/a