

## Australian Workplace Agreements

### ANAO Response to QON 97

**Question 1:** How many staff are covered by AWAs in your agency/department?

**Answer to Question 1:** 68.

**Question 2:** Can you provide a breakdown of AWAs by gender and classification.

**Answer to Question 2:** The breakdown of AWAs by gender and classification is set out in the table below.

Level	Male	Female	Total
SES Band 3	1	-	1
SES Band 2	4	-	4
SES Band 1	16	4	20
EL2	16	10	26
EL1	4	6	10
APS6	-	6	6
APS3	-	1	1
<b>TOTAL</b>	<b>41</b>	<b>27</b>	<b>68</b>

**Question 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?

**Answer to Question 3:** 13.

**Question 4:** Why were these staff not simply promoted to a higher classification?

**Answer to Question 4:** The staff in question were not promoted for the following main reasons:

- to temporarily recognise additional responsibility;
- acknowledge an individual's temporary contribution to meeting corporate objectives and priorities; and
- AWA's allow payment of a "salary at risk" remuneration component which may be reviewed in the event of significant changes in the employee's responsibilities.