

QUESTION TAKEN ON NOTICE

ADDITIONAL ESTIMATES HEARING: 12 February 2007

IMMIGRATION AND CITIZENSHIP PORTFOLIO

(28) Output: Internal Product

Senator Ludwig asked:

1. In the most recent quarter (September to December 2006), was there an increase in the number of DIAC staff on AWAs? Please provide the increase in numbers and by APS, EL and SES and as a percentage.
2. Do all AWAs with DIAC provide for performance based pay?
 - (a) Please provide the Performance pay for 2005/06 financial year for annual report.
 - (b) Employees by classification who received performance pay.
 - (c) Aggregated amount of performance payments by classification level.
 - (d) Average bonus payment and range of payments by classification level.
 - (e) Aggregate bonus payment for the agency as a whole.

Answer:

1. In the most recent quarter (September to December 2006), DIAC increased the number of people on AWAs from 272 to 370 – an increase of 36%.

	as at 30/09/2006	as at 31/12/2006	% increase
APS 4	0	2	∞
APS 5	1	4	300%
APS 6	14	11	-27%
EL1	97	117	21%
EL2	75	148	97%
SES	85	88	4%
Total	272	370	36%

2. All new DIAC AWAs make provision for performance based pay. Some older AWAs (pre Workchoices reforms) do not contain provisions for performance based pay. Details of performance pay for 2005-06 financial year are detailed below.

Classification level	b. No. received Performance Pay	c. Total amount of Performance Pay	d. Average Payment per employee	d. Range
APS	4	\$ 19,924	\$4,981	\$1,250 – \$ 8,264
EL1	17	\$109,038	\$6,414	\$2,539 – \$11,105
EL2	64	\$453,641	\$7,088	\$1,125 – \$14,157
SES	73	\$810,559	\$11,103	\$3,808 – \$27,465
Total	158	e. \$1,393,162		