

Senate Community Affairs Committee
ANSWERS TO ESTIMATES QUESTIONS ON NOTICE
FAMILIES, HOUSING, COMMUNITY SERVICES AND
INDIGENOUS AFFAIRS PORTFOLIO
2010-11 Supplementary Estimates Hearings

Outcome Number: Cross - EOWA

Question No: 212

Topic: Pay Scales - EOWA

Hansard Page: Written

Senator Cash asked:

What is the effect of rolling the performance bonus into base ongoing salary? Does this practice give an effective pay rise outside the agreed band and have the potential of moving an employee through the recognised pay scales at an accelerated rate? If not, what is the policy that underpins such a practice?

Answer:

Provision for the payment of performance bonuses to staff ceased in the Equal Opportunity for Women in the Workplace Certified Agreement 2009-2012. A one-off adjustment to salaries across the salary bands was made at the commencement of the agreement.

This did not give a pay rise out of the agreed bands nor provide for an employee to move through the pay scales at an accelerated rate.

As this practice no longer occurs, no policy exists.