

QUESTION TAKEN ON NOTICE

SUPPLEMENTARY BUDGET ESTIMATES HEARING : 17 October 2016

IMMIGRATION AND BORDER PROTECTION PORTFOLIO

(SE16/115) - Staff bonuses - Internal Product (DIBP)

Senator Carr, Kim (L&CA) written:

In relation to staff bonuses:

Can you please provide a list of individual bonus payments made to each SES staff member?

Can you please provide an average wage for an individual working in the DIBP?

Can you please provide examples of where staff 'performed above agreed requirements' or 'met agreed requirements'?

Answer:

SES officers within the Department of Immigration and Border Protection have not been paid bonuses.

The average wage for an individual working in DIBP is \$79,127. There were 14,241 individuals working in the Department as at 30 June 2016, including ongoing & non-ongoing staff, ranging from APS1 to SES Officers.

Employee performance is assessed against their individual Performance Development Agreement using a three point rating scale. A description against each rating sets out the level of performance that an employee must achieve for the rating to apply.

A 'Superior' (performed above agreed requirements) rating requires evidence that the employee has exceeded the requirements of the majority of work activities, goals and standards, making a sustained positive contribution to achieving the Department's goals and demonstrated capabilities beyond their classification level. Employees who receive this rating will have delivered exceptional quality work within the expected timeframes on a sustained basis.

An 'Effective' (met agreed requirements) rating requires evidence that the majority of work activities, goals and standards have been met, and the employee has contributed effectively to the achievement of the department's goals. Employees who receive this rating will have delivered expectations consistent with their classification levels.