

Senate Economics Legislation Committee
ANSWERS TO QUESTIONS ON NOTICE
Industry, Tourism and Resources Portfolio
Budget Estimates 2005-2006, 30-31 May 2005

AGENCY/DEPARTMENT: DEPARTMENT OF INDUSTRY, TOURISM AND RESOURCES
IP AUSTRALIA
GEOSCIENCE AUSTRALIA
NATIONAL OFFSHORE PETROLEUM SAFETY AUTHORITY

TOPIC: AUSTRALIAN WORKPLACE AGREEMENTS

REFERENCE: WRITTEN QUESTIONS ON NOTICE

BI 05/85a QUESTION No.85
(Written QON)

Senator Carr asked:

How many staff are covered by AWAs in your Agency/Department?

ANSWER

The numbers of staff covered by AWAs are as follows:

Department of Industry, Tourism and Resources	193	(as at 30 April 2005)
IP Australia	33	(as at July 2005)
Geoscience Australia	34	(as at June 2005)
National Offshore Petroleum Safety Authority	30	(as at 30 June 2005)

BI 05/85b QUESTION No.86
(Written QON)

Senator Carr asked:

Can you provide a break down of AWAs by gender and by classification?

ANSWER

Breakdowns of staff covered by AWAs are set out in the following tables.

Department of Industry, Tourism and Resources

Classification	Gender		Total
	Male	Female	
SES	50	16	66
SES equivalent	10	1	11
Executive Level 2	44	17	61
Executive Level 1	23	13	36
APS 1 to APS 6	8	11	19
Total	135	58	193

Note: SES information includes IP Australia and Geoscience Australia.

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IP Australia

Classification	Male	Female
SES Level 2	1	
SES Level 1	3	2
EL 2	9	5
EL 1	7	3
APS 6	2	
APS 3	1	
Total	23	10

Geoscience Australia

GA Level	APS level	Male	Female	Total staff
Band 2 level 4	APS 6	0	1	1
Band 3 Level 5	EL 1	0	1	1
Band 3 Level 6	EL 2	8	2	10
Band 3 Level 7	EL 2	4	0	4
Band 3 Level 8	EL 2	6	2	8
SES Band 1 or Equivalent	SES Band 1 or Equivalent	5	0	5
SES Band 2 or Equivalent	SES Band 2 or Equivalent	3	0	3
SES Band 3 or Equivalent	SES Band 3 or Equivalent	2	0	2
Total staff		28	6	34

National Offshore Petroleum Safety Authority

Classification	Male	Female	Total
NOPSA Team Leader (SES Band 1)	3	-	3
NOPSA Executive 2 (EL 2)	1	-	1
NOPSA Executive 1 (EL 1)	1	-	1
NOPSA Regulator (EL 2)	13	1	14
NOPSA Base Regulator (EL 1)	2	-	2
NOPSA Administrator 3 (APS 6)	1	2	3
NOPSA Administrator 2 (APS 5)	-	2	2
NOPSA Administrator 1 (APS 4)	-	4	4
Total	21	9	30

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BI 05/85c QUESTION No.87
(Written QON)

Senator Carr asked:

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

Department of Industry, Tourism and Resources

The following table represents employees on AWAs who are paid more than the band for their classification under the certified agreement as at 30 April 2005. The table does not include SES officers as they are not covered by the certified agreement.

Classification	Number paid more than their band
Executive Level 2	58
Executive Level 1	36
APS 1 to APS 6	15
Total	109

IP Australia

This question is not applicable to the six SES staff as their salaries are not covered by the certified agreement but are determined by the Secretary of the Department.

A total of 25 non-SES staff are paid more than the band for their classification when their salary payments and additional allowances available through their AWA are combined. The additional entitlements may include payment of a Skills and Task Loading or an Attraction/Retention Allowance, or a combination of both.

Geoscience Australia

One employee is paid higher than their band.

National Offshore Petroleum Safety Authority

NOPSA does not have a certified agreement. All employees (with the exception of the CEO) are covered by AWAs.

BI 05/85d QUESTION No.88
(Written QON)

Senator Carr asked:

Why were these staff not simply promoted to a higher classification?

ANSWER

Department of Industry, Tourism and Resources

This question was answered by Mr Philip Noonan [Head of Corporate Division] during the Budget Estimates Hearing on 30 May 2005 (refer to page E25 of the Proof Hansard).

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IP Australia

Additional entitlements payable under AWAs may reflect additional workload, skills, knowledge or responsibilities compared to other employees or positions at that particular level. Positions are classified according to Work Level Standards which reflect work value and there is a range of work value for each classification. Some positions within the same work value range can differ in terms of workload, responsibilities and specialist skills required without changing the classification. The additional payments can recognise those differences of requirements among positions within the same classification or work value range.

Geoscience Australia

An employee's work level is determined by examining the work level standards which form part of the Geoscience Australia certified agreement. Salary under the certified agreement is connected to these levels, however an AWA enables special situations to be recognised. For example:

- to enable an existing but higher salary in another agency to be maintained on joining Geoscience Australia;
- to recognise special skills of an employee; or
- to attract staff with special skills in a strong market for those skills.