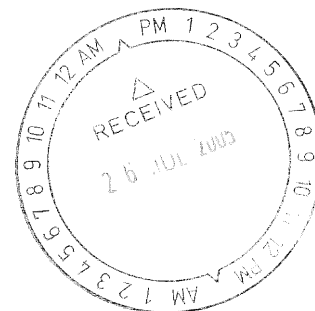


**Senate Economics Legislation Committee**

**ANSWERS TO QUESTIONS ON NOTICE**

**Treasury Portfolio**

Budget Estimates, 31 May to 2 June 2005



**Question: Bud 18**

**Topic: ASIC – Performance Pay**

**Hansard Page: Written**

Senator Carr asked:

1. Is performance pay available under your department/agencies certified agreement?
2. If not how many staff in your Department/Agency are eligible for performance based pay?
3. Please provide a breakdown of performance pay awarded for this financial year to date including the following details:
  - a. How many staff have received performance pay?
  - b. What levels are those staff at?
  - c. What gender, a breakdown please?
  - d. How much has each staff member received?
  - e. When did they receive it?
  - f. What was the rationale for the awarding of performance pay in each instance?
  - g. Did the Department/Agency head receive performance pay?
  - h. How much?
  - i. When?
  - j. On what grounds?

Answer:

1. No
2. 604
3. a) 581  
b) APS 6, Executive Level 1, Executive Level 2, SES  
c) 358 male, 223 female  
d) Staff below SES level received either 3%, 6% or 9% of salary depending on their performance rating.

**Senate Economics Legislation Committee**

**ANSWERS TO QUESTIONS ON NOTICE**

**Treasury Portfolio**

Budget Estimates, 31 May to 2 June 2005

e) 7 October 2004

f) Performance measured through annual performance management cycle. A bonus is paid on attaining a performance rating of effective and better. The percentage of bonus paid based on annual salary is 3% for effective, 6% for highly effective and 9% for exceptional.

g) No. Agency Head remuneration is determined by the Remuneration Tribunal.