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# Tax Office Remuneration Policy



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## OVERVIEW

The Tax Office Remuneration Policy provides core employment conditions and benefits through workplace agreements either collective agreements for the majority of employees or through non SES Australian Workplace Agreements (AWAs) based on business requirements. The policy operates within the government policy parameters applying to the Commonwealth Public Sector.

This document provides information for Tax Office managers and employees on the Tax Office Remuneration Policy and should be read in conjunction with accompanying policy guidelines.

The Remuneration Policy outlines the intent and direction of remuneration and related matters across the Tax Office.

## OBJECTIVES

The objectives of the Remuneration Policy are to provide a framework that:

1. ensures the Tax Office remains well positioned in the labour market, particularly the public sector market, to attract, reward and retain appropriately skilled and high performing staff;
2. allows business driven access to the flexibility provided by the Workplace Relations framework, including the capacity to attract premium market skills; and
3. recognises the work value, skill and effort of individual employees and the collective contribution of all staff to the overall achievement of the Tax Office's performance.

## PRINCIPLES

The following principles underpin the application of the Remuneration Policy. The policy will:

1. deliver remuneration outcomes that position the Tax Office within the top quarter for pay and conditions compared with public sector agencies that we compete with to attract and retain core skills;
2. provide for a system with the flexibility to reward and recognise contributions and behaviours that contribute to business outcomes and the organisation's success; and
3. ensure an appropriate balance between internal equity and market competitiveness.

AWAs are to be primarily used to provide more flexible arrangements of existing terms and conditions to suit both employee and business needs.

Except where there is a clear business case to do otherwise the Tax Office will continue to cover the salary and conditions of employment to the substantial element of its ongoing workforce through its two collective agreements; the ATO (General Employees) Agreement 2006 and the ATO (Executive Level 2) Agreement 2006.

SES and non SES employees engaged in a capacity other than ongoing will be covered under an individual AWA.

## GOVERNANCE

The application of the Remuneration Policy will be assured through the ATO Remuneration Committee.

## ELEMENTS OF THE REMUNERATION FRAMEWORK

- Tax Office Collective Agreements
- Australian Workplace Agreements for SES employees
- Australian Workplace Agreements for non SES employees
- Tax Office Classification System

## RELATED LEGISLATION, POLICY AND GUIDELINES

- *Workplace Relations Act 1996*
- *Public Service Act 1999*
- ATO (General Employees) Agreement 2006
- ATO (Executive Level 2) Agreement 2006
- SES Remuneration Management Guidelines
- 2006 EL2 Performance and Base Pay Guidelines

## CONTACTS

Remuneration and Classification