

**Senate Finance and Public Administration Legislation Committee**

**ANSWERS TO QUESTIONS ON NOTICE**

**Finance and Administration Portfolio**

**Australian Electoral Commission**

Budget Estimates Hearings, 25-26 May 2005

**Question: F59**

**Outcome: Australian Electoral Commission**

**Topic: Performance pay**

**Written Question on Notice: 6 June 2005**

**Senator Carr asked:**

1. Is performance pay available under your Agency's certified agreement?
2. If not how many staff in your 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 Agency head receive performance pay?
  - (h) How much?
  - (i) When?
  - (j) On what grounds?

**Answer:**

The AEC advises as follows:

1. No
2. 16.
3. (a) 16.
  - (b) Statutory appointees and senior executives. Statutory appointees include Australian Electoral Officers and the Deputy Electoral Commissioner who are designated as Principal Executive Officers under the *Remuneration Tribunal Act 1973* and are employed under the *Commonwealth Electoral Act 1918* (Electoral Act). Other senior executive staff in Central Office are employed under the Electoral Act.
  - (c) 4 females and 12 males.
  - (d) The aggregated amount awarded for this financial year for the 16 statutory appointees and senior executives was \$239,980. The performance pay average

was 9.55% of the employee's total remuneration (including all items of remuneration, not just superannuable salary), with the minimum payment being \$6,517 and the maximum \$23,399.

- (e) December 2004.
- (f) Performance pay for statutory appointees was determined by the AEC within the parameters set by the Remuneration Tribunal. For other senior executives employed under the Electoral Act, performance pay was determined by the Electoral Commissioner in line with the AEC's senior executive performance appraisal guidelines.
- (g) No.
- (h) Not applicable.
- (i) Not applicable.
- (j) Not applicable.