

Senate Finance and Public Administration Legislation Committee

ANSWERS TO QUESTIONS ON NOTICE

Finance and Administration Portfolio

Department of Human Services and agencies

Budget Estimates 2005-2006, 26 May 2005

Question: HS50

Outcome 1, Output 2

Topic: Child Support Agency – Performance pay

Hansard Page/Written Question on Notice: Written

SENATOR CARR asked the Minister representing the Minister for Human Services, upon notice, on 26 May 2005:

1. Is performance pay available under your department/agencies certified agreement?
2. If so, 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. Performance based bonuses are not payable under the Child Support Agency's Certified Agreement. Performance based bonuses are payable under Australian Workplace Agreements.
2. 63
3. (a) (b) (c) (d)

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Level	Gender		Staff eligible	Staff paid	Amount paid (\$)	Average (\$)	Range (\$)
	M	F					
EL 1	4	2	6	6	\$22646	\$3775	
EL 2	19	20	39	21	\$89181	\$4247	\$893 - \$4972
SES Band 1	5	3	8	6	\$36293	\$4537	\$1379 - \$7636
SES Band 2		1	1	1			
Total			54	34			

3. (e)

EL 1 & 2's 12 August 2004

SES Band 1's 7 October 2004

3. (f)

All employees on an AWA participate in a Performance Linked Bonus Scheme. Performance payments are applied according to this scheme consistent with the performance ratings assigned to each individual at the conclusion of an annual performance review.

SES arrangements include a 6% deferred salary component based on performance outcomes.

EL 1 & 2 arrangements include a performance bonus up to 10% of their basic job value.

3. (g)

No.

3. (h)

N/A

3. (i)

N/A

3. (j)

N/A