

Date: 29 April 2019

Our Ref: SN913

Mr Andrew Hough  
31 Weymouth Street  
Adelaide SA 5000

Via email: [Andrew.hough@news.com.au](mailto:Andrew.hough@news.com.au)

Dear Mr Hough

### **Freedom of Information – Determination**

I refer to your application made under the South Australian *Freedom of Information Act, 1991* ("the Act") received by SA Water on 6 March 2019, seeking access to

*"Details of any incentive payments, such as but not limited to performance allowances, performance-related payments, retention payments, or any additional monetary payments made in addition to annual contract remuneration packages paid out to the executive level management, or employees paid \$130,000 or more, as well as all workers, directly or indirectly, for the past five financial years (2014-15 to present day).*

*Please provide any details on what these payments were made for, the worker classification and amounts paid. Please also include a classification and salary range for employees.*

*Please provide this information electronically and in table format"*

As per your request, SA Water has created the attached table containing the information you seek.

SA Water did not pay any bonuses between 2014/15 to 6 March 2019, however, there were two other broad categories of incentive payments provided to SA Water employees. These are outlined below:

1. Performance allowance provided to Enterprise Agreement employees

As part of SA Water's Enterprise Agreement (EA) employees can access a small 'performance allowance' should their performance be deemed 'above target' or 'superior' in a twelve month period. This incentive payment is in recognition of service that is above and beyond the required deliverables of the role. This payment had been offered to EA employees for three of the last four years with payments of 1.5% of base salary for each period payable for one year only. EA employees paid this allowance is a small fraction of the total SA Water EA workforce, as is evident in the 2017-18 performance year, 13.20% of SA Water EA staff were deemed eligible to receive the performance allowance.

2. Retention allowance payments

Employment contracts of a small number of SA Water employees allowed for a retention allowance payment upon either completion of major works, both capital and contractual in nature, or retention of skillsets and SA Water specific knowledge. In the 2017-18 performance year, 0.13% of SA Water staff were deemed eligible to receive this payment.

If you are dissatisfied with this determination, you are entitled to exercise your rights to internal review and appeal as outlined under Section 29 of the Act. To apply for an internal review, you must lodge an internal review application form with SA Water within 30 days of this determination. Internal review applications can be addressed to the Principal Officer, GPO Box 1751, Adelaide SA 5001.

In accordance with the requirements of the Premier and Cabinet Circular PC045 - Disclosure Logs for Non-Personal Information Released through Freedom of Information, details of your FOI application, a copy of this notice of determination and the documents to which you have been given access, will be published on the SA Water website FOI disclosure log. A copy of PC045 can be found at <http://dpc.sa.gov.au/what-we-do/services-for-government/premier-and-cabinet-circulars>.

If you have any queries in relation to the above, or if you wish to obtain a copy of the internal review application form, please contact me on telephone (08) 7424 1777 or via email at [freedomofinformation@sawater.com.au](mailto:freedomofinformation@sawater.com.au).

Yours sincerely



Ben Roberts

**ACCREDITED FREEDOM OF INFORMATION OFFICER**

**Summary of EB Above Target Allowances**

Year 'PAID'	01/07/2014 - 30/06/2015 (1.5%)			01/07/2015 - 30/06/2016			01/07/2016 - 30/06/2017 (1.5%)			01/07/2017 - 30/06/2018 (1.5%)			01/07/2018 - 30/06/2019 (1.5%)		
Classification	Number Paid	Total Paid	Salary Range at 01/07/2014	Number Paid	Total Paid	Salary Range at 01/07/2015	Number Paid	Total Paid	Salary Range at 01/07/2016	Number Paid	Total Paid	Salary Range at 01/07/2017	Number Paid	Total Paid	Salary Range at 01/07/2018
Apprentice	0	\$0.00	\$23,641.93 - \$47,281.26	<b>No Enterprise Agreement Performance Allowance approved for this Financial Year</b>	0	\$0.00	\$29,617.63 - \$48,465.44	0	\$0.00	\$31,117.63 - \$49,965.44	0	\$0.00	\$32,617.63 - \$51,465.44		
SAW1	0	\$0.00	\$41,488.15 - \$44,448.61		0	\$0.00	\$43,162.70 - \$46,245.75	0	\$0.00	\$44,662.70 - \$47,745.75	0	\$0.00	\$46,162.70 - \$49,245.75		
SAW2	24	\$18,309.25	\$47,883.76 - \$53,110.88		17	\$12,945.68	\$49,819.17 - \$53,849.04	17	\$13,176.43	\$51,319.17 - \$55,349.04	13	\$7,155.32	\$52,819.17 - \$56,849.04		
SAW3	22	\$18,370.43	\$53,110.88 - \$59,986.45		20	\$17,015.30	\$55,254.93 - \$60,482.03	19	\$16,278.32	\$56,754.93 - \$61,982.03	24	\$13,552.62	\$58,254.93 - \$63,482.03		
SAW4	29	\$26,421.60	\$61,838.37 - \$66,251.67		17	\$15,403.17	\$64,337.15 - \$68,927.82	19	\$17,548.99	\$65,837.15 - \$70,427.82	18	\$12,291.01	\$67,337.15 - \$71,927.82		
SAW5	36	\$38,853.54	\$68,972.16 - \$75,245.20		34	\$38,175.72	\$71,757.86 - \$78,286.52	25	\$25,890.51	\$73,257.86 - \$80,086.52	32	\$24,565.32	\$74,757.86 - \$81,886.52		
SAW6	29	\$34,604.14	\$78,023.08 - \$85,109.92		46	\$57,196.15	\$81,173.94 - \$88,550.31	38	\$46,335.75	\$82,973.94 - \$90,350.31	41	\$34,319.59	\$84,773.94 - \$92,150.31		
SAW7	28	\$38,040.61	\$86,116.73 - \$95,689.32		34	\$40,081.23	\$89,596.25 - \$99,554.87	32	\$37,635.50	\$91,396.25 - \$101,354.87	25	\$20,675.99	\$93,196.25 - \$103,154.87		
SAW8	2	\$2,906.79	\$96,891.76 - \$107,658.96		0	\$0.00	\$100,806.87 - \$112,009.66	0	\$0.00	\$102,606.87 - \$113,809.66	1	\$905.82	\$104,406.87 - \$115,609.66		
Trainee	0	\$0.00	\$11,998.33 - \$31,195.67		1	\$461.97	\$12,624.33 - \$32,760.67	0	\$0.00	\$13,041.67 - \$33,856.17	0	\$0.00	\$13,511.17 - \$35,056.00		
													<b>**To date payments 1 July 2018 - 01 March 2019</b>		
<b>Total</b>	<b>170</b>	<b>\$177,506.36</b>			<b>169</b>	<b>\$181,279.22</b>			<b>150</b>	<b>\$156,865.50</b>			<b>154</b>	<b>\$113,465.67</b>	

**Retention Allowances 2014-2015 to 1 March 2019**

Financial Year	Number of Staff	Total Retention Payments	Employment Level	Contract Type
2014-2015	2	20,868.97	Executive	Individual
2014-2015	2	23,769.95	Performance	Individual
2015-2016	2	36,913.64	Executive	Individual
2015-2016	2	15,757.18	Performance	Individual
2016-2017	1	3,622.99	Executive	Individual
2016-2017	1	15,680.58	Performance	Individual
2017-2018	1	9,968.11	Performance	Individual
2017-2018	1	306.71	SAW7	Enterprise Agreement
2018-2019	1	3,258.81	Performance	Individual
2018-2019	1	1,380.24	SAW6	Enterprise Agreement