

Senate Economics Legislation Committee

ANSWERS TO QUESTIONS ON NOTICE

Treasury Portfolio

Supplementary Budget Estimates

2016 - 2017

Division/Agency: Australian Charities and Not-for-profits Commission (ACNC)

Question No: 132

Topic: Workforce

Reference: Written

Senator: Ketter, Chris

Question:

- 1) Can you give a summary of your current staffing resources, ie staff numbers and APS levels?
- 2) How does that compare to your resources twelve months ago?
- 3) How long will it take to replace the experience and expertise that was lost while the government was seeking to disband the ACNC?
- 4) Can you give an overview of trends in staff morale and retention rates over the last eight months?

Answer:

1)

2016-17	
FTE Employees by Classification	Total
APS4	17.60
APS5	15.80
APS6	33.05
EL1	25.87
EL2.1	6.84
EL2.2	.92
SES1	2
SES2	1
Total	103.08

2)

2015-16	
FTE Employees by Classification	Total
APS4	16
APS5	15.70
APS6	30.68
EL1	24.71
EL2.1	7
EL2.2	.92
SES1	2
SES2	1
Total	98.01

3) While a number of key staff with relevant expertise left the ACNC in the past 12 months, targeted recruitment has resulted in a number of talented staff joining the ACNC.

4) Staff morale has been high with the majority of staff reporting in the 2016 APS Census that they are engaged in their jobs, with their team, their supervisor and the agency overall. Recruitment activity has enabled the ACNC to advertise and permanently fill ongoing positions which has positively impacted morale.

The ACNC has recently implemented a Reward and Recognition scheme and a more structured learning and development capability which aims to further increase morale and engagement.