

**Senate Committee: Education and Employment**

**QUESTION ON NOTICE  
Additional Estimates 2016 - 2017**

**Outcome: Agency: ACARA**

**Department of Education and Training Question No. SQ17-000330**

Senator O'Neill, Deborah provided in writing

*Also refer to previous hearing Question No. SQ16-001043*

***ACARA - Staffing***

**Question**

Please provide details of the benchmarks referred to on page 23 of the Authority's 2016-17 corporate plan which will be used to measure ACARA's staff turnover and retention.

**Answer**

*The Australian Curriculum Assessment & Reporting Authority (ACARA) has provided the following response.*

Page 23 of ACARA's 2016–17 Corporate Plan has a target that 'Staff turnover rate [will be] consistent with turnover and retention benchmarks.

ACARA monitors the Australian Public Service (APS) separation rate, which is currently less than 10 per cent.

ACARA is using the following metrics used by the Australian Public Service Commission. These measures apply to ongoing staff only.

***Retention rates***

$$\frac{[\text{Headcount (ongoing, start of period)} + (\text{ongoing, recruited}) - \text{terminations/contracts ending (ongoing)}]}{[\text{Headcount (ongoing, start of period)} + (\text{ongoing, recruited})]} * 100.$$

Formula for retention rate from APSC Common Workforce Metrics:

<http://www.apsc.gov.au/publications-and-media/current-publications/workforce-analysis/appendix-a>

***Separation rates***

$$[\text{Separation (ongoing)}] / [\text{average headcount (ongoing)}] * 100$$

Formula for separation rate from APSC Common Workforce Metrics:

<http://www.apsc.gov.au/publications-and-media/current-publications/workforce-analysis/appendix-a>