

Senate Committee: Education and Employment

QUESTION ON NOTICE

Supplementary Budget Estimates 2015 - 2016

Outcome: Agency: ACARA

Department of Education and Training Question No. SQ15-000684

Senator O'Neill, Deborah asked on 21 October 2015, Proof Hansard page 108

ACARA - Staffing

Question

Senator O'NEILL: Are there any business units that have change their profile with new positions?

Mr Randall: Over the last two years?

Senator O'NEILL: Yes. Perhaps you could provide that on notice.

Mr Randall: I am interested, in terms of numbers and stuff like that—so, again, at a high level, for the 2013-14 to 2014-15 period, curriculum has declined in numbers because their work is coming up; Dr Rabinowitz's team has increased in size—would you like just a summary of changes in numbers in that period?

Senator O'NEILL: Yes, and the value of the payouts for forced redundancies as part of that skills mix change.

Mr Randall: Sure.

Senator O'NEILL: Have you had any resignations in 2013-14 and 2014-15?

Mr Randall: I expect so. I do not have a data in front of me.

Senator O'NEILL: Are you happy to take that on notice?

Mr Randall: Yes.

Senator O'NEILL: When you put your forced redundancies with your other changes, what is the turnover rate in ACARA?

Mr Randall: I do not have that. I think I asked about the turnover rate the other day, because I was interested in that. I do not, unfortunately, have the figure here. I was reassured we were not anything out of the ordinary, but I will take it on notice and get it for you.

Senator O'NEILL: Okay—that figure, and the mean and median tenure of employees.

Mr Randall: If I can I will do that, but set against the nature of our organisation, the profile of fixed-term contracts and what we call ongoing. I will make that really clear in our answer as it is an important bit of context to understand about our organisation.

Answer

The Australian Curriculum, Assessment and Reporting Authority (ACARA) has provided the following response:

ACARA's staffing profile is informed by the nature of its work, which includes a range of project based activities that require specialist expertise for a fixed period of time for specific tasks or projects (e.g. curriculum subject matter experts) as well as ongoing roles. ACARA's staffing profile is substantially different to a department, which is more likely to be made up of generalists who work on a range of projects and policy areas.

1. Change in profile of business units – new positions

New positions are taken to be additions to the organisational structure.

Business Unit	Total number of new positions – 2013/14	ACARA Classification (with equivalent APS classification)	Total number of new positions – 2014/15	ACARA Classification (with equivalent APS classification)
Assessment & Reporting	1	1 x M2 (SES)	12	1 x M2 (SES) 2 x M1 (EL2) 2 x P3 (EL1) 6 x P2 (APS 6) 1 x A4 (APS 6)
Communications & Strategic Relations and Office of the CEO*	5	1 x EXEC (SES) 1 x M1 (EL2) 1 x P3 (EL1) 1 x P2 (APS 6) 1 x P1 (APS4/APS5)	1	1 x A4 (APS6)
Corporate services	2	1 x M1 (EL2) 1 x P2 (APS 6)	5	2 x M1 (EL2) 1 x P3 (EL1) 2 x P2 (APS 6)
Curriculum	3	3 x P3 (EL1)	3	3 x P2 (APS 6)

2. Value of payouts as a result of forced redundancies

For ACARA, redundancies can apply to people with ongoing contracts as well as those with fixed term contracts. The following tables apply to both situations.

2013/14

Business Unit	Total number of redundant positions	ACARA Classification	Total value of payout (incl. super)
Communications & Strategic Relations	3	1 x M2 (SES) 2 x P3 (EL1)	\$135,753
Corporate services	2	1 x M2 (SES) 1 x P2 (APS 6)	\$113,215
	5		\$248,968

2014/15

Business Unit	Total number of redundant positions	ACARA Classification	Total value of payout (incl. super)
Assessment & Reporting	3	1 x M1 (EL2) 2 x P3 (EL1)	\$153,850
Communications & Strategic Relations and Office of the CEO*	3	2 x P3 (EL1) 1 x A4 (APS6)	\$134,394
Corporate services	12	1 x M2 (SES) 2 x M1 (EL2) 1 x P4 (EL1) 3 x P3 (EL1) 3 x P2 (APS 6) 2 x A3 (APS 4/APS 5)	\$516,968
Curriculum	2	1 x P3 (EL1) 1 x A3 (APS 4/APS 5)	\$70,253
	20		\$875,465

*Communications and Strategic Relations and Office of the CEO information aggregated for privacy reasons.

3. Turnover and attrition rates

Turnover rates in terms of terminations and resignations of ongoing employees and fixed term employees (prior to fixed term contracts ending) were as follows.

- a. 2013/14 – 18.1%
- b. 2014/15 – 14.6%

Staff attrition rates, including terminations, resignations of ongoing employees and fixed term employees (prior to fixed term contracts ending) and redundancies were as follows:

- a. 2013/2014 – 22.6%
- b. 2014/2015 – 32.2%

Note: calculations are based on an average of 1 July and 30 June total employees (ongoing and fixed term) for each financial year.

4. Mean and median tenure of employees

As at 30 October 2015, the mean tenure is 2 years, 11 months and the median tenure is two years, nine months