

**Senate Standing Committee on Economics**

**ANSWERS TO QUESTIONS ON NOTICE**

**Treasury Portfolio**

Additional Estimates

26 February 2014

**Question: AET 1706-1709**

**Topic: Performance management of staff**

**Written: 7 March 2014**

**Senator BUSHBY asked:**

1706. Does your agency ever observe connection between performance management of staff and claims of stress leave or other forms of sick leave?
1707. What is the number of staff on stress leave or psychological injury claims at any one time in your agency? How many harassment claims are there at any one time? How many of these cases are connected to performance cases? Have you observed any instances of stress claims and harassment claims being a tactic used by staff which the agency tries to performance-manage?
1708. Looking at the length of time claimed for sick leave, are you seeing longer absences for people with physical injuries or people claiming to have psychological injuries? What's the degree of difference?
1709. How much would be saved from your workforce insurance costs if you did not have the current levels of stress-related claims and other psychological injury claims?

**Answer:**

1706. The Treasury has not observed any connection between performance management and instances of stress claims.
1707. In 2012-13 there were 13 staff who took a combined 50.7 days of personal leave and indicated the leave related to stress. At any one time this would equate to less than one FTE.
- For the same period, the Treasury experienced no workers compensation claims relating to harassment.
- As there were no workers compensation claims relating to harassment in 2012-13, analysis of these claims and their connection to performance management cannot be undertaken.
- The Treasury has not observed any instances of stress claims and harassment claims being a tactic used by staff which the department has performance managed.
1708. At the Treasury, personal leave for psychological injuries makes up two per cent of all personal leave taken. Instances of psychological personal leave are too low for analysis to result in meaningful outcomes regarding the length of absences in comparison with physical injuries.
1709. The 2013-14 workers compensation premium reflects claim experience of injuries suffered in the four calendar years prior to the premium year. The 2013-14 premium is impacted by the performance of claims with a date of injury in 2009, 2010, 2011 and 2012.
- The Treasury's 2013-14 workers compensation premium was impacted by two accepted psychological injury claims. The two claims have a total liability of \$28,015.65.