

Senate Standing Committee on Economics

ANSWERS TO QUESTIONS ON NOTICE

Treasury Portfolio

Budget Estimates

1 June – 3 June 2010

Question: BET 29

Topic: ASIC Staff Overtime

Hansard Page: E124 (01/06/2010)

Senator BUSHBY asked:

Senator BUSHBY—Are you able to detail the total amount of overtime worked by ASIC staff members in 2009-10?

Mr D'Aloisio—Yes, we can. Obviously I do not have it, but we can get that for you, yes. We would keep those records. For where we pay overtime?

Senator BUSHBY—Well, where you pay it, yes.

Mr D'Aloisio—In those categories where we pay overtime, we can get those statistics for you.

Senator BUSHBY—Taking that further, do you have any understanding of unpaid overtime that is worked by members of staff? Is there a high incidence of staff working longer hours than they are required to for no extra recompense?

Mr D'Aloisio—Well, at the professional level, if you look at the tiers of staff, there are the senior

executives—the SES level—

Senator BUSHBY—You work until you get the job done?

Mr D'Aloisio—And the commission and the SES would work to get the job done. Then at the EL1 and EL2 level again, it is very professional. They work to get the job done. So there would be a considerable amount of time. Now we obviously try to ameliorate that—

Senator BUSHBY—Do you monitor that at all?

Mr D'Aloisio—We will see if we can get you some estimates, but we try to ameliorate that by obviously allowing people to then take some time off and pick up, particularly when they have been under heavy stress. But with the sort of work we have had in the organisation for the last two or three years, the organisation has worked very hard. I am sure I would not be doing justice to things—

Senator BUSHBY—It is one of the reasons why I am asking these questions.

Mr D'Aloisio—At the commission level we are obviously very conscious of it as well. You can overwork people, because we have had a lot of jobs on. We will see if we can give you a clearer answer. But we are alive to the issue, particularly at that senior level, and our people in development group are really conscious of what we need to do to ease the pressure. But there is a lot of work on.

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Senator BUSHBY—One way it might highlight if the pressure is getting to people is if people are going out on leave for stress reasons. I wonder whether you could advise the number of staff that ASIC currently has on leave for stress purposes.

Mr D'Aloisio—Again, we will take that on notice.

Answer:

1. Overtime

ASIC 1-4 level staff (APS1-6) are entitled to paid overtime. Under the ASIC Executive Level Enterprise Agreement, Executive Level staff are not eligible for paid overtime. ASIC only records paid overtime.

A total of 9,994 hours of paid overtime were worked by ASIC1-4s in 2009-10.

Two hundred and thirty-four (234) ASIC1-4 staff accessed overtime entitlements (the average number for ASIC1-4 staff employed over the year was 991).

2. Personal leave

ASIC had two stress related (psychological injury) compensation claims in 2009-2010.

The individual reasons for staff taking Personal Leave are not recorded.