

Senate Standing Committee on Economics

ANSWERS TO QUESTIONS ON NOTICE

Resources, Energy and Tourism Portfolio

Budget Estimates

4 June 2013

Question: BR31
Topic: Staffing in Tourism Australia
Proof Hansard Page: Written

Senator Ronaldson asked:

Regarding Tourism Australia:

- a. What is the number of full time, part time, casual and total staff currently employed?
- b. What is the current number of salary bands available, including for the SES?
- c. What are the current salary ranges for each salary band?
- d. What was, and is, the total cost of staffing expenses for 2010-11, 2011-12 and 2012-13?
- e. What was, and is, the number of corporate cost saving initiatives, including any ongoing savings initiatives, implemented by Tourism Australia in 2009-10, 2010-11, 2011-12 and 2012-13?
 - i. What was the value of each cost saving item in each year?
 - ii. What was the total cost of all initiatives in each year?
 - iii. For each cost saving measure, is the cost saving ongoing or temporary?
- f. What was, and is, the number of employees that have left the organisation through:
 - i. resignation;
 - ii. redundancy;
 - iii. other separation method;
 - iv. for each year of 2010-11, 2011-12, 2012-13, 2013-14, 2014-15 and 2015-16?
- g. What was, and is, the value of total recruitment costs for each year of 2010-11, 2011-12, 2012-13, 2013-14, 2014-15 and 2015-16?

Answer:

- a. There were a total of 210 staff employed at Tourism Australia as at 15 June 2013:
 - Full Time – 182
 - Part Time – 28
 - Casual – 0
- b. There are currently 7 salary bands.

- c. The current salary ranges for each salary band is below:

Band	Minimum	Maximum
7	\$309,000	\$355,000
6	\$170,000	\$270,000
5	\$90,000	\$245,000
4	\$62,000	\$195,000
3	\$20,000*	\$141,000
2	\$15,000*	\$110,000
1	\$0.00	\$75,000

* please note that these are junior staff members in India and China where salary levels and the strong Australian dollar impact.

- d. Total staffing expenses as at 15 June 2013:

2010-11 - \$26.3 million

2011-12 - \$26.4 million

2012-13 - \$26.2 million

- e. Tourism Australia had no formal budget savings measures in 2009-10, 2010-11 and 2011-12. In 2012-13 Tourism Australia reduced support costs of \$1.82 million through three measures:

Reduction in contractors and consultants costs:

(ii) Ongoing

(iii) Over \$1 million in savings are forecast in 2012-13.

(iv) Nil cost to implement

Implementation of reduced budgets and tighter restrictions on staff travel:

(ii) Ongoing

(iii) Tourism Australia reduced its staff travel budget by 21% or \$722,000 for 2012-13.

(iv) Nil cost to implement

Implementation of a managed print service for onsite printing minimising costs for paper, toners and equipment:

(ii) Ongoing

(iii) \$100,000 (as at 15 June 2013.)

(iv) Nil cost to implement

- f-g. The number of employees that have left Tourism Australia and total recruitment costs:

Year	Resignation	Redundancy	Other	Total	Recruitment spend
2010-11	27	2	7	36	\$448,955
2011-12	29	5	14	48	\$215,685
2012- 2013 (as at 15 June 2013)	29	4	6	39	\$327,072