

**Senate Standing Committee on Economics**

**ANSWERS TO QUESTIONS ON NOTICE**

Resources, Energy and Tourism Portfolio

Supplementary Budget Estimates

18 October 2012

**Question:** SR28  
**Topic:** Staffing  
**Proof Hansard Page:** Written

**Senator Bushby asked:**

1. How many ongoing staff recruited this financial year to date? What classification are these staff?
2. How many non-ongoing positions exist or have been created this financial year to date? What classification are these staff?
3. This financial year to date, how many employees have been employed on contract and what is the average length of their employment period?
4. How many ongoing staff left the department/agency in the year 2011-12? What classification were these staff?
5. How many non-ongoing staff left department/agency in the year 2011-12? What classification were these staff?
6. How many contract staff left department/agency in the year 2011-12? What classification were these staff?
7. How many ongoing staff were recruited in the year 2011-12? What classification were these staff?
8. How many non-ongoing staff were recruited in the year 2011-12? What classification were these staff?
9. How many contract staff were recruited in the year 2011-12? What classification were these staff? What is the average length of their employment period?
10. Are there any plans for staff reduction? If so, please advise details including if there is a reduction target, how this will be achieved, and if any services/programs will be cut.
11. If there are plans for staff reductions, please give the reason why these are happening.

**Answer:**

***The Department***

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1. As at 31 October 2012, four ongoing staff have been recruited this financial year to date. Two at the APS6 level and two at the Executive Level 1.

2. As at 31 October 2012, 14 non-ongoing positions exist. Ten have been created in this financial year. Classification levels:

Classification	Number
SES Band 1	1
EL2	2
EL1	5
APS6	2
APS5	1
APS4	3
<b>Total</b>	<b>14</b>

3. There were 12 employees engaged on non-ongoing contracts, with an average length of 5.5 months (165 days).
- 4-5. Below is a list of ongoing and non-ongoing staff that has left the Department during the 2011-12 financial year:

Ongoing Staff Departures	
Classification	Number of Positions
APS2	1
APS3	1
APS4	6
APS5	18
APS6	27
EL1	45
EL2 (and equivalent)	17
Graduate	1
SESB1	1
SESB2	1
<b>TOTAL</b>	<b>118</b>

Non-Ongoing Staff Departures	
Classification	Number of Positions
APS2	1
APS3	4
APS4	11
APS5	1
APS6	5
EL1	9
EL2 (and equivalent)	2
Graduate	0
SESB1	0
SESB2	0
<b>TOTAL</b>	<b>33</b>

6. Contracted staff that left the Department during the 2011-12 financial year:

Classification	Number of Positions
APS2	1
APS3	4
APS4	11
APS5	1
APS6	5
EL1	9
EL2 (and equivalent)	2
Graduate	0
SESB1	0
SESB2	0
<b>TOTAL</b>	<b>33</b>

7-8. Ongoing and non-ongoing staff recruited during 2011-12 financial year:

<b>Ongoing Staff Recruited</b>	
<b>Classification</b>	<b>Number of Positions</b>
APS2	0
APS3	0
APS4	3
APS5	25
APS6	30
EL1	40
EL2 (and equivalent)	26
Graduate	19
SESB1	3
SESB2	2
<b>TOTAL</b>	<b>148</b>

<b>Non-Ongoing Staff Recruited</b>	
<b>Classification</b>	<b>Number of Positions</b>
APS2	1
APS3	3
APS4	6
APS5	2
APS6	5
EL1	7
EL2 (and equivalent)	2
Graduate	0
SESB1	1
SESB2	0
<b>TOTAL</b>	<b>27</b>

9. Contractors recruited during the 2011-12 financial year:

<b>Classification</b>	<b>Number of Positions</b>
APS2	1
APS3	3
APS4	6
APS5	2
APS6	5
EL1	7
EL2 (and equivalent)	2
Graduate	0
SESB1	1
SESB2	0
<b>TOTAL</b>	<b>27</b>

The average length of contract was approximately 7 months (211 days).

10. Nil.

11. Nil.

### ***Australian Renewable Energy Agency***

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There has been one (Chief Executive Officer (CEO) (Remuneration Tribunal) and one Chief Financial Officer (CFO) (Executive Level 2) employed within the Australian Renewable Energy Agency (ARENA) since its creation. There are no plans for staff reduction.

### ***Geoscience Australia***

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1. Below is a list of ongoing staff recruited this financial year to date:

<b>Classification</b>	<b>Number of Staff</b>
EL2	2
EL1	4
APS6	2
APS5	2
APS4	1
APS3	1
<b>Total</b>	<b>12</b>

2. Below is a list of non-ongoing positions this financial year to date:

<b>Non-Ongoing Positions Existed</b>	
<b>Classification</b>	<b>Number of Staff</b>
EL2	9
EL1	26
APS6	19
APS5	25
APS4	19
APS3	3
APS2	0
APS1	1
<b>Total</b>	<b>102</b>

<b>Non-Ongoing Positions Filled</b>	
<b>Classification</b>	<b>Number of Staff</b>
EL2	1
EL1	4
APS6	5
APS5	1
APS4	8
APS3	1
APS2	0
APS1	0
<b>Total</b>	<b>20</b>

3. Geoscience Australian (GA) has employed 49 contractors with an average employment period of 31 weeks. This assumes the question is referring to contractors opposed to staff employed directly by GA.

- 4-5. Below is a list of ongoing and non-ongoing staff that have left GA during the 2011-12 financial year:

<b>Ongoing Staff Departed</b>	
<b>Classification</b>	<b>Number of Staff</b>
SES1	2
EL2	16
EL1	16
APS6	16
APS5	7
APS4	4
APS3	0
APS2	0
APS1	1
<b>Total</b>	<b>62</b>

<b>Non-Ongoing Staff Departed</b>	
<b>Classification</b>	<b>Number of Staff</b>
SES1	0
EL2	3
EL1	12
APS6	8
APS5	7
APS4	13
APS3	13
APS2	8
APS1	2
<b>Total</b>	<b>66</b>

6. A total of 77 contracted staff left GA in the 2011-12 financial year. Contractors are paid an hourly rate based on capability and do not have a classification. This answer assumes the question is referring to contractors as opposed to staff employed directly by GA.

- 7-8. Below is a list of ongoing and non-ongoing staff recruited in the 2011-12 financial year:

<b>Ongoing Staff Recruited</b>	
<b>Classification</b>	<b>Number of Staff</b>
SES2	2
SES1	1
EL2	19
EL1	18
APS6	21
APS5	19
APS4	10
APS3	0
APS2	0
APS1	0
<b>Total</b>	<b>90</b>

<b>Non-Ongoing Staff Recruited</b>	
<b>Classification</b>	<b>Number of Staff</b>
SES2	0
SES1	0
EL2	7
EL1	12
APS6	11
APS5	15
APS4	16
APS3	12
APS2	8
APS1	1
<b>Total</b>	<b>82</b>

9. A total of 88 contractors were recruited during the 2011-12 financial year. Contractors are paid an hourly rate based on capability and do not have a classification. The average period of engagement was 23 weeks. This answer assumes the question is referring to contractors as opposed to staff employed directly by GA.
10. There are no plans for staff reductions at GA.
11. There are no plans for staff reductions at GA.

### ***Tourism Australia***

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1. Below is a list of ongoing staff recruited this financial year to date:

<b>Classification</b>	<b>Number of Staff</b>
Band 4	1
Band 3	8
Band 2	5
Band 1	1
<b>Total</b>	<b>15</b>

2. Below is a list of non-ongoing positions this financial year to date:

<b>Classification</b>	<b>Number</b>
Band 4	3
Band 3	6
Band 2	6
<b>Total</b>	<b>15</b>

3. There has been three contract staff hired this financial year to date:

<b>Classification</b>	<b>Number</b>
Band 6	2
Band 5	1
<b>Total</b>	<b>3</b>

- 4-5. Below is a list of ongoing and non-ongoing staff that have left Tourism Australia during the 2011-12 financial year:

<b>Ongoing Staff Departed</b>	
<b>Classification</b>	<b>Number of Staff</b>
Band 4	8
Band 3	14
Band 2	8
Band 1	4
<b>Total</b>	<b>34</b>

<b>Non-Ongoing Staff Departed</b>	
<b>Classification</b>	<b>Number of Staff</b>
Band 4	0
Band 3	3
Band 2	2
Band 1	1
<b>Total</b>	<b>6</b>

6. There were eight contract employees that have left Tourism Australia during the 2011-12 financial year:

<b>Classification</b>	<b>Number</b>
Band 7	1
Band 5	3
Band 4	4
<b>Total</b>	<b>8</b>

7-8. Below is a list of ongoing and non-ongoing staff recruited in the 2011-12 financial year:

<b>Ongoing Staff Recruited</b>	
<b>Classification</b>	<b>Number of Staff</b>
Band 4	5
Band 3	13
Band 2	11
Band 1	6
<b>Total</b>	<b>35</b>

<b>Non-Ongoing Staff Recruited</b>	
<b>Classification</b>	<b>Number of Staff</b>
Band 4	0
Band 3	2
Band 2	2
Band 1	2
<b>Total</b>	<b>6</b>

9. There were six contracted employees recruited during the 2011-12 financial year:

<b>Classification</b>	<b>Number</b>
Band 7	2
Band 5	4
<b>Total</b>	<b>6</b>

10. There are no plans for staff reductions. However, all roles are continually monitored and all vacancies are rigorously assessed before recruitment action is initiated.

11. There are no plans for staff reductions.

### ***National Offshore Petroleum Safety and Environment Management Authority***

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1. Below is a list of ongoing staff recruited this financial year to date:

<b>Classification</b>	<b>Number of Staff</b>
EL2	3
EL1	7
APS6	1
APS5	1
APS3	1
<b>Total</b>	<b>13</b>

2. Below is a list of non-ongoing positions this financial year to date:

<b>Non-Ongoing Positions Existed</b>	
<b>Classification</b>	<b>Number of Staff</b>
EL1	2
APS6	2
<b>Total</b>	<b>4</b>

3. There were six positions covered by a contract/temporary agency staff. The average length of their employment is 6 months.

4. Below is a list of ongoing and non-ongoing staff that have left the National Offshore Petroleum and Environment Management Authority (NOPSEMA) during 2011-12:

<b>Ongoing Staff Departed</b>	
<b>Classification</b>	<b>Number of Staff</b>
EL2	1
EL1	6
APS6	2
APS5	1
APS4	1
<b>Total</b>	<b>11</b>

5. There were no non-ongoing staff to leave NOPSEMA during 2011-12.
6. There were eight positions covered by a contact/temporary agency staff that left NOPSEMA during 2011-12. Contracted staff do not have a classification.
- 7-8. Below is a list of ongoing and non-ongoing staff recruited in the 2011-12 financial year:

<b>Ongoing Staff Recruited</b>	
<b>Classification</b>	<b>Number of Staff</b>
SES	1
EL2	3
EL1	19
APS6	8
APS5	1
APS4	1
APS3	1
<b>Total</b>	<b>34</b>

<b>Non-Ongoing Staff Recruited</b>	
<b>Classification</b>	<b>Number of Staff</b>
SES	0
EL2	0
EL1	3
APS6	2
APS5	0
APS4	2
APS3	1
<b>Total</b>	<b>8</b>

9. There were four contract staff/temporary agency staff that were recruited in 2011-12, whom are still with NOPSEMA. Contracted staff do not have a classification.
10. There are no plans for staff reductions.
11. There are no plans for staff reductions.

### ***Australian Solar Institute***

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1. The Australian Solar Institute (ASI) has not recruited any ongoing staff this financial year to date.
2. There are no non-ongoing positions that exist or have been created this financial year to date.
3. One employee has been employed this financial year to date on a three month contract.
4. No ongoing staff left ASI in the 2011-12 financial year.
5. No non-ongoing staff left ASI in the 2011-12 financial year.
6. No contracted staff left ASI in the 2011-12 financial year.
7. There was one ongoing staff member recruited in the 2011-12 financial year.
8. No non-going staff were recruited in the 2011-12 financial year.
9. No contracted staff were recruited in the 2011-12 financial year.
10. The total headcount will be reduced by three when ASI merges into ARENA on 31 December 2012.
11. As answered in the response to question 10.