

**SENATE EMPLOYMENT, WORKPLACE RELATIONS AND EDUCATION
LEGISLATION COMMITTEE**

**2003-2004 ADDITIONAL ESTIMATES HEARING
19 FEBRUARY 2004**

EMPLOYMENT AND WORKPLACE RELATIONS PORTFOLIO

QUESTIONS ON NOTICE

Outcome: Corporate

Question Number: W331-04

Question:

Senator Campbell asked at *Hansard* page 49:

How does DEWR's staff turnover rate of 13% for 2002-03 compare to other Government Departments?

Answer:

DEWR's staff turnover rate for 2002-03 (13%) included both employee and employer initiated separations.

DEWR is a member of the InfoHRM benchmarking programme and benchmarks are based on calendar years only. Information relates to employee initiated separations only and Employer initiated separations are not included.

DEWR employee initiated turnover rate, that is 'Voluntary Separation Rate', at the end of 2003 was 11.99%, and included:

- Resignations
- Self-initiated retirements
- Fixed-term contract staff who resign prior to the end of their contract
- Transfers to other APS agencies

DEWR is between the median of 10.96% and 75th percentile of 13.09% compared to other Australian Government Departments included in the benchmarking database.