

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

**2006-2007 ADDITIONAL SENATE ESTIMATES HEARING  
15 FEBRUARY 2007  
EMPLOYMENT AND WORKPLACE RELATIONS PORTFOLIO**

**QUESTIONS ON NOTICE**

**Corporate**

**Question Number: W1155-07**

**Question:**

Senator Wong asked in writing: What was the rate of absences for DEWR staff since 27 March 2006 and for each year over the period 1996 – 2006 for reasons a) sick leave b) personal carer's leave c) study leave d) annual leave e) leave following a workplace incident for which workers' compensation application/payment was made f) jury leave g) leave without pay.

**Answer**

For the period 1 April 2006 to 31 December 2006 the DEWR unscheduled absence rate was:

<b>Quarterly Results</b>	<b>Unscheduled Absence Rate</b>
<b>October – December 2006</b>	3.62%
<b>July – September 2006</b>	4.35%
<b>April – June 2006</b>	4.04%

For the years 2003 to 2006 the DEWR unscheduled absence rate was:

<b>Year</b>	<b>Unscheduled Absence Rate</b>
<b>2006</b>	3.87%
<b>2005</b>	4.10%
<b>2004</b>	4.13%
<b>2003</b>	3.96%

**Please Note**

- The unscheduled absence rate includes Sick Leave, Workers' Compensation, Carers Leave and Miscellaneous Leave.
- Unscheduled absence is calculated using headcount not full time equivalent employee count. The department is unable to calculate average number of days absent per employee using full time equivalent.

a) DEWR's absence rate due to Sick Leave only, for the years 2003 to 2006 and quarterly results were:

**Annually**

Year	Sick Leave Rate
2006	2.86%
2005	2.99%
2004	3.07%
2003	2.97%

**Quarterly**

Oct – Dec 2006	Jul – Sep 2006	Apr - Jun 2006
2.73%	3.30%	2.90%

b) DEWR's absence rate due to Carers Leave only, for the years 2003 to 2006 and quarterly results were:

**Annually**

Year	Careers Leave Rate
2006	0.70%
2005	0.66%
2004	0.69%
2003	0.64%

**Quarterly**

Oct – Dec 2006	Jul – Sep 2006	Apr - Jun 2006
0.67%	0.77%	0.74%

c) DEWR's absence rate due to Annual Leave only, for the years 2003 to 2006 and quarterly results were:

**Annually**

Year	Annual Leave Rate
2006	6.51%
2005	8.30%
2004	7.43%
2003	6.89%

**Quarterly**

Oct – Dec 2006	Jul – Sep 2006	Apr - Jun 2006
7.15%	5.93%	4.99%

**Please note**

The Department is unable to calculate the comparative absence rate for the following categories:

- Jury leave;
- Leave following a workplace incident for which workers compensation application/payment was made; and
- Study leave

Information prior to 2003 is not readily ascertainable, and to provide the requested answer(s) would require an unreasonable diversion of departmental/portfolio resources.

**All data is based on information recorded in DEWR's systems as at 31 December 2006.**

**Estimated cost:** Using the FOI calculator, to prepare this answer it has taken approximately 2.66 hours at an estimated cost of \$52.40.