

## EDUCATION, SCIENCE AND TRAINING

### SENATE LEGISLATION COMMITTEE - QUESTIONS ON NOTICE 2006-2007 SUPPLEMENTARY ESTIMATES HEARING

**Outcome:** ALL  
**Output Group:** ALL

#### DEST Question No. E564\_07

Senator Wong asked on 1 November 2006, Hansard page EWRE 139.

#### Question:

Senator WONG - Could you briefly explain to me the increase in total staffing levels on page 181.

Ms Paul - They relate to two things: machinery of government change, particularly ANTA that had about 80-plus positions, and budget funded new initiatives. They are the reasons.

Ms Paul - Budget funded new initiatives—new initiatives arising from the election and the budget.

Senator WONG—What component relates to each of them?

Ms Paul—I would have to take that on notice.

#### Answer:

##### *Increase in Total Staffing Levels*

The staffing levels referred to on page 181 (Table 8.5) of the DEST Annual Report 2005-2006 are based on 'actual headcount' which is a measure of the actual number of employees employed by DEST at particular points in time (30 June 2005 and 30 June 2006 in this case). Actual headcount figures include inoperative employees, for example, those people who may be on leave without pay as at a particular date. It also includes employees who work on a part time basis who are counted as a single employee regardless of how many hours a week they work.

The figures in Table 8.5 show that DEST's actual headcount staffing levels increased by 365 from 30 June 2005 to 30 June 2006, ie from 2,014 to 2,379.

However, as the allocation of staffing resources in DEST is based on Average Staffing Levels (ASL) rather than actual headcount, the following information is based on ASL figures. ASL is defined as the average number of employees receiving salary/wages (or compensation in lieu of salary/wages) over a financial year.

It is important to note that ASL figures are usually lower than actual headcount figures because with ASL, adjustments are made for part-time employees to show the full-time equivalent. ASL also does not include people who are on leave without pay (DEST had a total of 167 employees on leave without pay as at 30 June 2006).

In 2005-2006 DEST's total ASL grew by 225 from 2004-2005.

The growth in ASL was the result of Machinery of Government (MoG) changes and budget initiatives.

MoG related ASL increases included the Australian National Training Authority (ANTA) (80) and the transfer of Income Support for Students from the Department of Families, Community Services and Indigenous Affairs (12).

The main increases to ASL due to budget initiatives were Investing in Our Schools (75), Australian Network of Industry Career Advisors (23) and Higher Education Reform Implementation (15).

The remaining increases to ASL were distributed across a range of departmental programmes and initiatives.