

## EDUCATION, SCIENCE AND TRAINING

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

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

#### **DEST Question No. E577\_07**

Senator Wong provided in writing.

#### **Question:**

In the past three years, what studies has the Department undertaken itself, or commissioned to be undertaken by a consultant, on reasons for separation for all staff exiting employment with the department? What are the results of those studies, and can a full copy of the report/s be made available to the committee?

#### **Answer:**

##### *Separation of Staff Studies*

DEST has arrangements in place to monitor and analyse trends in staff separations. These include:

- Quarterly reporting against two separation related benchmark measures to DEST's corporate HR Committee (People and Leadership Committee). As part of this arrangement, separation trends are analysed against an APS agency benchmark. DEST's results for these indicators at 30 June 2006 were either within, or very close to, departmental benchmark targets.
- Quarterly reporting of separation data to line managers (Branch level and above).
- Consideration of separation data in the annual workforce planning process.
- Providing employees with the opportunity to undertake an exit interview with their manager and/or an online staff separation questionnaire prior to departure. Completion of these instruments is voluntary and results are considered as part of line area workforce planning.

DEST has not commissioned or undertaken a specific study into reasons for people separating from the department in the last three years.