

**Senate Finance and Public Administration Legislation Committee**

**ANSWERS TO QUESTIONS ON NOTICE**

**Finance and Administration Portfolio**

**Department of Finance and Administration**

Additional Estimates Hearings 2002-2003 – 11 February 2003

**Question: F31**

**Outcome 1, 2 and 3, Output 1.1, 2.1, 2.3 and 3.1**

**Topic: Devolution of maternity leave costs within the Department**

**Hansard Page: N/A**

**Written Question on Notice: 11 February 2003**

**Senator Stott Despoja asked:**

The DOFA structure has organisational units at various levels including divisions and sections.

- a) Do the organisational units in DOFA have their own internal budgets?
- b) Does this include staffing budgets?
- c) If yes, how are the costs of maternity leave handled in the Department?  
Is it;
  - (i) a central cost, or
  - (ii) does each organisational unit cover their own maternity leave costs in their own budgets?
- d) If maternity leave is a devolved cost can you please identify all of the organisational units which are required to handle maternity leave?
- e) If maternity leave is a devolved cost, can you provide analysis (actual, FTE and percent) of staffing numbers per organisational unit by:
  - (i) gender, and
  - (ii) provide number (actual, FTE and percent) of women under 45 per organisational unit.

**Answer:**

- a) Finance organisational units have their own internal budgets.
- b) It does include staffing budgets.
- c) Costs of maternity leave:
  - (i) are not a central cost; and
  - (ii) each organisational unit covers its own maternity leave costs within the group's own budget.
- d) The organisational units which are required to handle maternity leave are: Budget Group, Asset Management Group, Corporate Group, Financial and e-Solutions Group, Ministerial and Parliamentary Services Group and Financial Management Group

**Senate Finance and Public Administration Legislation Committee**

**ANSWERS TO QUESTIONS ON NOTICE**

**Finance and Administration Portfolio**

**Department of Finance and Administration**

Additional Estimates Hearings 2002-2003 – 11 February 2003

e) Analysis (Actual, FTE and percent) of staffing numbers per organisational unit is as follows:

(i) Gender analysis of Finance Business Groups:

actual staff numbers

<b>Group</b>	<b>Female</b>	<b>Male</b>	<b>Grand Total</b>
Asset Management	51	60	111
Budget	74	89	163
Corporate	48	29	77
Financial & e-Solutions	44	35	79
Financial Management	55	55	110
Ministerial & Parliamentary Services	132	261	393
<b>Grand Total</b>	<b>404</b>	<b>529</b>	<b>933</b>

FTE staff numbers

<b>Group</b>	<b>Female</b>	<b>Male</b>	<b>Grand Total</b>
Asset Management	50.12	59.80	109.92
Budget	71.43	88.22	159.65
Corporate	46.10	28.60	74.70
Financial & e-Solutions	43.22	35.00	78.22
Financial Management	52.19	54.80	106.99
Ministerial & Parliamentary Services	113.53	188.73	302.26
<b>Grand Total</b>	<b>376.59</b>	<b>455.15</b>	<b>831.74</b>

<b>Group</b>	<b>Female</b>	<b>Male</b>	<b>Grand Total</b>
Asset Management	5.47%	6.43%	11.90%
Budget	7.93%	9.54%	17.47%
Corporate	5.14%	3.11%	8.25%
Financial & e-Solutions	4.72%	3.75%	8.47%
Financial Management	5.89%	5.89%	11.79%
Ministerial & Parliamentary Services	14.15%	27.97%	42.12%
<b>Grand Total</b>	<b>43.30%</b>	<b>56.70%</b>	<b>100.00%</b>

**Senate Finance and Public Administration Legislation Committee**

**ANSWERS TO QUESTIONS ON NOTICE**

**Finance and Administration Portfolio**

**Department of Finance and Administration**

Additional Estimates Hearings 2002-2003 – 11 February 2003

(ii) Percentage staff numbers

Percentage women under 45 (as a % of total staff number)

<b>Group</b>	<b>Female &lt; 45 (as a % of Total Staff Number)</b>
Asset Management	4.18%
Budget	6.75%
Corporate	3.75%
Financial & e-Solutions	3.64%
Financial Management	4.50%
Ministerial & Parliamentary Services	8.47%
<b>Grand Total</b>	<b>31.30%</b>

Number of women under 45, and FTE women under 45

<b>Group</b>	<b>Actual Women &lt; 45</b>	<b>FTE Women &lt; 45</b>
Asset Management	39	38.12
Budget	63	60.43
Corporate	35	33.20
Financial & e-Solutions	34	33.22
Financial Management	42	39.86
Ministerial & Parliamentary Services	79	70.10
<b>Grand Total</b>	<b>292</b>	<b>274.93</b>