

Senate Finance and Public Administration Legislation Committee
ANSWERS TO QUESTIONS ON NOTICE
ADDITIONAL BUDGET ESTIMATES 2013

Prime Minister and Cabinet Portfolio

Department/Agency: Australian Public Service Commission

Outcome/Program: 1/ 1.1.1

Topic: Unscheduled absences

Senator: Mason

Question reference number: 42

Type of question: Written

Date set by the committee for the return of answer: Tuesday, 2 April 2013

Number of pages: 1

Question:

1. Unscheduled absences appeared on the agenda for the meeting of the Secretaries Board of the Australian Public Service Commission in November 2012. With respect to unscheduled absences:
 - a) What specifically was discussed at the meeting?
 - b) Were any reports tabled?
 - c) What were the outcomes of the meeting and what action was agreed to be taken?
 - d) Will the minutes of the meeting be made publicly available?
2. When will unscheduled absences next be considered by the Secretaries Board and what specific matters will be addressed?
3. Please provide a breakdown of unscheduled absences in the Australian Public Service in each of the five years to 2011/12 according to:
 - a) APS job classification;
 - b) gender; and
 - c) days of the week.

Please provide a list of each category of unscheduled absences (sick leave, carer's leave and other) for the five worst-performing large Australian Public Service agencies (i.e. agencies with over 1,000 APS employees) in each of the five years to 2011/12.

Answer:

1a) The Secretaries Board discussed:

- total unscheduled absence days per employee by absence type for small, medium and large agencies, drawing on data from the 2012-13 State of the Service Report Agency Survey
- those agencies with the highest and lowest absence rates
- strategies identified by the best performing agencies in their responses to the State of the Service Agency Survey

1(b) The Secretaries Board considered a paper that drew together the data listed above

1(c) The Secretaries Board noted that:

- further research and analysis was being undertaken on the issue by the Australian Public Service Commission; and
- The issue would be the subject of further discussion by Secretaries.

1 (d) No

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2. Unscheduled absences will be discussed periodically at meetings of the Secretaries Board. The specific matters to be discussed have not been settled at this time.
3. Unscheduled absence data is collected at the whole-of-agency level. It is not possible to break it down to this level of detail.
4. The data are shown below. Figures are average days leave per FTE:

2012

Agency	Sick	Carer	Other	Overall
ATO	11.95	2.06	1.46	15.46
HEALTH	10.77	2.02	2.37	15.16
DAFF	10.56	2.01	2.59	15.16
DVA	10.97	1.75	2.28	15.00
DHS	11.23	1.83	1.88	14.94

2011

Agency	Sick	Carer	Other	Overall
HEALTH	11.57	2.06	2.44	16.07
DAFF	10.82	1.77	2.80	15.40
DVA	10.86	1.78	2.15	14.79
ATO	11.41	1.88	1.41	14.70
HUMAN SERVICES	0.00	0.00	0.00	14.39

2010

Agency	Sick	Carer	Other	Overall
HEALTH	11.71	2.03	2.12	15.85
ATO	11.61	1.80	1.30	14.71
DVA	10.22	1.77	2.65	14.64
MEDICARE	11.06	1.78	1.52	14.36
DAFF	10.37	1.70	2.19	14.26

2009

Agency	Sick	Carer	Other	Overall
DVA	11.22	1.90	2.98	16.10
HEALTH	11.37	1.79	1.96	15.12
DAFF	10.96	1.86	1.58	14.40
ATO	11.26	1.86	1.10	14.23
FAHSCIA	10.15	1.76	2.15	14.05

2008

Agency	Sick	Carer	Other	Overall
DVA	11.01	2.04	3.15	16.20
DIAC	10.14	1.42	2.95	14.52
ATO	11.38	1.69	1.25	14.32
HEALTH	10.53	1.82	1.87	14.22
DAFF	10.36	1.78	1.68	13.82