

Senate Finance and Public Administration Legislation Committee

ANSWERS TO QUESTIONS ON NOTICE

Finance and Administration Portfolio

Department of Finance and Administration

Supplementary Estimates Hearings - 1 November 2005

Question: F2

Across all outcomes

Topic: Business turnover and exit rates

Hansard Page: F&PA 11

Senator Sherry asked:

Obviously you have statistics by business group, then, on turnover and exit rates. Can you provide on notice a copy of the detail of that analysis? When you have done it by business group do you then identify – and lets take the issue of pressure of work, which was the major reason given – whether there are particular circumstances within a business group, such as management style? Do you attempt to identify issues to do with that?

Answer:

The table below details by business group ongoing employee separation rates using headcount. The separation rate is based on the 12-month period 1 July 2004 to 30 June 2005. The total separation rate for ongoing staff as reported in the Department's 2004/05 Annual Report was 22%. Separations include retirements, move to other agencies and resignations.

Business Group	Separation¹ Rate
Australian Government Information Management Office	34% ²
Asset Management Group	17.75%
Budget Group	33%
Corporate Group	31.5%
Financial & e-Solutions Group	14%
Financial Management Group	21%
Ministerial and Parliamentary Services	10.5%

¹ The number of employees is the average number of staff for the specified financial year.

² It should be noted that AGIMO joined Finance in October 2004.

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Telstra Taskforce	0%
Total	22%

As referenced in the 2004-05 Annual Report, initiatives introduced in 2004-05 include the introduction of a non-compulsory and confidential Exit Interview Program, to provide exiting staff with the opportunity of providing frank and honest feedback as to the reasons they are leaving Finance. The information gained from these interviews facilitates the development of strategies and policies to address the concerns.

Success of the exit program relies heavily on the confidentiality of responses. Staff may nominate to have their interview report provided to their manager or Business Group General Manager at their discretion or to provide an anonymous response to Finance.

The results obtained through the exit program are provided to the Executive Board on a monthly and quarterly basis in a way that protects the identity of any individuals. The information in these reports assists in the development of priorities and strategies to address these issues.