

SENATE STANDING COMMITTEE ON LEGAL AND CONSTITUTIONAL AFFAIRS
AUSTRALIAN CUSTOMS AND BORDER PROTECTION SERVICE

Question No. 8

Senator Kroger asked the following question at the hearing on 29 May 2013:

Senator KROGER: Thank you very much. I am interested to know how many personnel are in the Border Protection Service?

Mr Pezzullo: In the service generally?

Senator KROGER: Yes. What is the total number?

Mr Pezzullo: Our average staffing level is about 5,100 full-time equivalents.

Senator KROGER: And most of them are full time?

Mr Pezzullo: Most are full time, but if you factor in part-time employees, people on leave and whatnot, people who have got some kind of standing as a border protection officer, our headcount is north of that—it is about 5,600. But our average staffing level across the year—paid full-time equivalent employees—is 5,100.

Senator KROGER: What is the attrition rate?

Mr Pezzullo: It is quite low. It would be single digits. I might have to take the precise number on notice, though.

Senator KROGER: Has there been any change to that attrition rate over the last few years, or has it been consistently—?

Mr Pezzullo: Unless Ms Grant has got a detailed brief in her folder I would probably prefer to give you an accurate databased answer. I think it is fair to say that it has been stable over time.

Senator KROGER: While I am happy for you to take on notice what the attrition rate is, given the way in which you have provided statistics before would you do that on a calendar year or financial year basis?

Mr Pezzullo: I am sure we could do both. Most would be financial year because our accounting and financial statements are all done financial year, but I am sure we could work a separation for the calendar year.

Senator KROGER: Financial year basis is fine, but an indication of the trend line for the last five years would be helpful.

Mr Pezzullo: Okay, Senator.

[Clarification from Senator's office – the answer is to include the attrition rate of the Service as a whole and Border Protection Command as a division]

The answer to the honourable senator's question is as follows:

Attrition Rate (2012/13 Actual YTD) 'On-going CL1-CL5 Employees'					
Data is as at 31 May 2013	08 / 09	09 / 10	10 / 11	11 / 12	12 / 13
Ongoing Full-Time	7.12%	6.56%	9.16%	6.21%	6.29%
Ongoing Part-Time	4.17%	4.89%	8.22%	6.75%	5.96%

Attrition Rate (2012/13 Actual YTD) 'On-going CL1-CL5 Employees' BPC Division					
Data is as at 31 May 2013	08 / 09	09 / 10	10 / 11	11 / 12	12 / 13
Ongoing Full-Time	6.41%	3.52%	9.03%	10.90%	4.10%
Ongoing Part-Time	0%	0%	0%	0% ¹	23.35% ²

¹ There were no Ongoing Part-Time separations from BPC over the period 08/09, 09/10, 10/11 and 11/12 FYs.

² 2012/13 FY represents one (1) separation from BPC during the year and is due to the low average headcount across the FY for Ongoing Part-Time employees within BPC.