

Rural and Regional Affairs and Transport Committee
ANSWERS TO QUESTIONS ON NOTICE
Budget Estimates May 2013
Agriculture, Fisheries and Forestry

Question: 204

Division/Agency: People and Service Delivery Division

Topic: Unplanned Absences Cost

Proof Hansard page: 10 (27/05/2013)

Senator COLBECK asked:

Senator COLBECK: Just on the same topic, at the last estimates in question on notice No. 200 you told us that the financial costs in base salaries of the department due to unplanned absences for the 2000-12 financial year was \$17.6 million. Does that include superannuation costs?

Ms O'Brien: Base salary, Senator.

Senator COLBECK: Base salary—so it does not include super?

Ms O'Brien: No.

Senator COLBECK: So there would be additional costs on top of that? Is any of that cost recovered?

Ms O'Brien: The cost of the employees are part cost recovered and part appropriation. So the same patterns would apply.

Senator COLBECK: Can you give us a sense of what proportion of that \$17.6 million is cost recovered?

Ms O'Brien: I could, Senator. We would have to look at the breakdown of the staff and that might be part of the modelling that we could do on the usage of leave vis-a-vis the cost recovered staff versus the appropriation staff.

Answer:

The base salary cost of unplanned absences provided in Question on Notice 200 from Additional Estimates in February 2013 of \$17.6 million, was based on the 2011–12 financial year only.

Modelling the base salary cost on recovery structures across the Department of Agriculture, Fisheries and Forestry (DAFF) indicates that approximately 57 per cent of the \$17.6 million was attributable to employees in cost recovered areas.

The DAFF Enterprise Agreement 2011–14 has provisions for 20 days Personal Leave per annum, pro rata on ordinary hours worked. Employees can access this leave for personal illness or injury purposes or to provide care to the employee's immediate family or a member of the employee's household.

Ongoing employees may be granted additional unpaid Personal Leave for personal illness or injury where paid Personal Leave leave have been exhausted.

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Question: 205

Division/Agency: People and Service Delivery Division

Topic: Sick Leave

Proof Hansard page: 17 (27/05/2013)

Senator HEFFERNAN asked:

Senator HEFFERNAN: If the median and the mean sick leave are evened up, is that a two per cent saving in overall budget?

Ms O'Brien: I would have to take that one on notice, Senator.

Answer:

No. If the department's average 2011-12 unscheduled absence rate per Full Time Equivalent (FTE) was reduced from 15.2 days per FTE to 7.9 days per FTE the saving would be approximately 1.2 per cent of departmental expenses.

A number of assumptions have been made in preparing the response to this question.

Definitions that were adopted include:

- taking 'sick' leave as the standard Australian Public Service Commission definition of an unscheduled absence that includes sick, carers, compensation, miscellaneous and unauthorised leave¹
- taking the Department of Agriculture, Fishery and Forestry's total 2011-12 departmental expenses² as its "overall budget".

¹ Australian Public Service Commission, 2006, *Fostering an Attendance Culture*, Commonwealth of Australia, p8.

² Department of Agriculture, Fisheries and Forestry, 2012, *DAFF 2011-12 Annual Report*, Commonwealth of Australia, p282.

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ANSWERS TO QUESTIONS ON NOTICE

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Agriculture, Fisheries and Forestry

Question: 206

Division/Agency: People and Service Delivery Division

Topic: Staffing Levels

Proof Hansard page: Written

Senator COLBECK asked:

There has been a reduction in funding in the department and a reduction in staffing. In what areas will there be staffing reductions? E.g. Forestry, Horticulture, wool, grain, dairy, meat and livestock, rural programs, quarantine export

Which of the divisions in Quarantine Operations are cost recovered:

- Cargo and Shipping?
- Industry Arrangements and Performance?
- Passengers and Mail?

The number of staff has risen most dramatically in Cargo and Shipping – what have been the drivers for this?

Answer:

Staff reductions of 230 are expected during the 2013–14 financial year, in order to reach the revised average staffing level as outlined in the 2013–14 Portfolio Budget Statements. These will be across all areas of the department, including cost recovered and corporate areas. Details are being finalised as the business planning and internal budget setting process is completed. Finalisation is expected by the end of July 2013.

Business areas within Border Compliance Division (previously Quarantine Operations Division) which are fully cost recovered are Cargo and Shipping Branch and Industry Arrangements and Performance Branch. Although predominantly appropriation funded, Passengers and Mail Branch receives \$8.2m from Australia Post. The Northern Australia Quarantine Service (NAQS) is fully appropriation funded.

As provided in the department's response to Question on Notice 153 from Additional Estimates in February 2013, increases to staffing numbers in the Passengers and Mail Branch, and Cargo and Shipping Branch in 2012–13 are the result of internal departmental restructuring. During this period responsibility and appropriation for the Imported Food Program and the Investigation and Enforcement Program were moved into the Border Compliance Division.

Cargo and Shipping Branch continues to maintain strict staffing level controls despite taking on a range of additional responsibilities during the restructure mentioned above. Increased staffing levels in some work areas reflects reinvestment of staff to the monitoring and regulation of higher level and emerging import risk pathways in line with the department's intelligence and evidence based data analysis approach to biosecurity reform.

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Question: 207

Division/Agency: People and Service Delivery Division

Topic: Staffing

Proof Hansard page: Written

Senator HEFFERNAN asked:

How many ongoing staff left the department/agency this financial year to date? What classification were these staff?

How many non-ongoing staff left department/agency this financial year to date? What classification were these staff?

How many contract staff left department/agency in the year this financial year to date? What classification were these staff?

Answer:

Department of Agriculture, Fisheries and Forestry

During the period 1 July 2012 to 30 April 2013, 268 ongoing staff left the department. Their classifications were as follows:

Classification	Number of ongoing staff who left the department
APS 1	1
APS 2	2
APS 3	54
APS 4	44
APS 5	43
APS 6	42
EL1	33
EL 2	26
Meat Inspector 1	16
Meat Inspector 3	1
Secretary	1
SES 1	3
SES 2	2
Total	268

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Question: 207 (continued)

During the period 1 July 2012 to 30 April 2013, 149 non-ongoing staff left the department. Their classifications were as follows:

Classification	Number of non-ongoing staff who left the department
APS 1	12
APS 2	5
APS 3	28
APS 4	26
APS 5	7
APS 6	30
EL 1	16
EL 2	6
Meat Inspector 1	5
Meat Inspector 2	14
Total	149

During the period 1 July 2012 to 30 April 2013, 65 contract staff left the department. Contract staff are not engaged at a particular classification.

Australian Fisheries Management Authority (AFMA)

During the period 1 July 2012 to 30 April 2013, 22 ongoing staff left AFMA. Their classifications were as follows:

Classification	Number of ongoing staff who left AFMA
APS 2	1
APS 3	1
APS 5	1
APS 6	7
EL1	7
EL 2	4
SES	1
Total	22

During the period 1 July 2012 to 30 April 2013, 11 non-ongoing staff left AFMA. Their classifications were as follows:

Classification	Number of non-ongoing staff who left AFMA
APS 2	7
APS 3	1
APS 4	2
EL 1	1
Total	11

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Question: 207 (continued)

During the period 1 July 2012 to 30 April 2013, four contract staff left AFMA. Their classifications were as follows:

Classification	Number of contract staff who left AFMA
EL 1	4

Australian Pesticides and Veterinary Medicines Authority (APVMA)

During the period 1 July 2012 to 30 April 2013, 11 ongoing staff left APVMA. Their classifications were as follows:

Classification	Number of ongoing staff who left APVMA
CEO	1
EL 2	1
EL 1	6
APS 6	2
APS 4	1
Total	11

During the period 1 July 2012 to 30 April 2013, 17 non-ongoing staff left APVMA. Their classifications were as follows:

Classification	Number of non-ongoing staff who left APVMA
EL 2	2
EL 1	4
APS 6	3
APS 5	2
APS 4	2
APS 3	4
Total	17

During the period 1 July 2012 to 30 April 2013, ten contract staff left APVMA. Their classifications were as follows:

Classification	Number of contract staff who left APVMA
EL 2	2
APS 5	4
APS 3	4
Total	10

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Question: 207 (continued)

Cotton Research and Development Corporation (CRDC)

During the period 1 July 2012 to 30 April 2013, one ongoing staff member left CRDC. Their classification was as follows:

Classification	Number of ongoing staff who left CRDC
Project Administration Manager (Non-APS Fulltime)	1

During the period 1 July 2012 to 30 April 2013, no non-ongoing staff left CRDC.

During the period 1 July 2012 to 30 April 2013, no contract staff left CRDC.

Fisheries Research and Development Corporation (FRDC)

This financial year (as at 30 April 2013), one ongoing staff member left FRDC. Their classification was as follows:

Classification	Number of ongoing staff who left FRDC
Office Administrator	1

During the period 1 July 2012 to 30 April 2013, no non-ongoing staff left FRDC.

During the period 1 July 2012 to 30 April 2013, no contract staff left FRDC.

Grains Research and Development Corporation (GRDC)

During the period 1 July 2012 to 30 April 2013, three ongoing staff left GRDC. Their classifications were as follows:

Classification	Number of ongoing staff who left GRDC
Administrative Coordinator	1
Manager Capacity Building	1
Communications Coordinator	1
Total	3

During the period 1 July 2012 to 30 April 2013, five non-ongoing staff left GRDC. Their classifications were as follows:

Classification	Number of non-ongoing staff who left GRDC
Administrative Coordinator	3
Records Manager	1
Lawyer	1
Total	5

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Question: 207 (continued)

During the period 1 July 2012 to 30 April 2013, one contract staff member left GRDC. Their classification was as follows:

Classification	Number of ongoing staff who left GRDC
Administrative Coordinator	1

Grape and Wine Research and Development Corporation

During the period 1 July 2012 to 30 April 2013, one ongoing staff member left GWRDC. Their classification was as follows:

Classification	Number of ongoing staff who left GWRDC
APS 4 (equivalent)	1

During the period 1 July 2012 to 30 April 2013, one non-ongoing staff member left GWRDC. Their classification was as follows:

Classification	Number of non-ongoing staff who left GWRDC
APS 5 (equivalent)	1

During the period 1 July 2012 to 30 April 2013, one contract staff member left GWRDC. Their classification was as follows:

Classification	Number of contract staff who left GWRDC
APS 4 (equivalent)	1

Rural Industries Research and Development Corporation (RIRDC)

During the period 1 July 2012 to 30 April 2013, one ongoing staff member left RIRDC. Their classification was as follows:

Classification	Number of ongoing staff who left RIRDC
APS 8 (EL2 equivalent)	1

During the period 1 July 2012 to 30 April 2013, two non-ongoing staff left RIRDC. Their classifications were as follows:

Classification	Number of non-ongoing staff who left RIRDC
APS 8 (EL2 equivalent)	1
APS 6	1
Total	2

During the period 1 July 2012 to 30 April 2013, no contract staff left RIRDC.

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Question: 207 (continued)

Sugar Research and Development Corporation (SRDC)

During the period 1 July 2012 to 30 April 2013, two ongoing staff left the SRDC. Their classifications were as follows:

Classification	Number of ongoing staff who left SRDC
APS 4	1
EL 1	1
Total	2

During the period 1 July 2012 to 30 April 2013, no non-ongoing staff left SRDC.

During the period 1 July 2012 to 30 April 2013, two contract staff left SRDC. Their classifications were as follows:

Classification	Number of contract staff who left SRDC
APS 3	1
APS 4	1
Total	2

Wine Australia

During the period 1 July 2012 to 30 April 2013, four ongoing staff left Wine Australia. Their classifications were as follows:

Classification	Number of ongoing staff who left Wine Australia
\$130 000 + super	1
\$61 685 + super	1
\$53 700 + super	1
\$42 380 + super	1
Total	4

During the period 1 July 2012 to 30 April 2013, no non-ongoing staff left Wine Australia.

During the period 1 July 2012 to 30 April 2013, no contract staff left Wine Australia.