

Senate Committee: Education and Employment

**QUESTION ON NOTICE
Additional Estimates 2016 - 2017**

Outcome: Agency: ACARA

Department of Education and Training Question No. SQ17-000050

Senator O'Neill, Deborah asked on 01 March 2017, Proof Hansard page 30

Also refer to previous hearing Question No. SQ16-001043

ACARA - retention benchmarks

Question

Senator O'NEILL: It was SQ16-001043.

Mr Randall: Bear with me while I find that one.

Senator O'NEILL: It was a question where I asked you—the target you set in your capability statement was to be consistent with the staff turnover and retention benchmarks—what is the benchmark? And you said, 'Against the broader public sector measure.' I will check that; I do not have it with me. And then the answer came back saying that ACARA intended to benchmark against the Australian Public Service exit rate, at a minimum. Is there such a beast? I do not believe that there is.

Mr Randall: I will take that on notice. We would have put that answer there saying that we were comparing ourselves to that, whether it is exactly called that. But I guess the intention was that we are checking ourselves against other public sector agencies. But as I read it there, I cannot—we put the answer back to you. I will follow that up and make sure we give you a more complete answer.

Answer

The Australian Curriculum, Assessment & Reporting Authority (ACARA) has provided the following response:

Please refer to the response provided to SQ17-000330.

The APSC Common Workforce Metrics defines "Agency exit rate" as the number of ongoing employees who left the *organisation* during the period (voluntarily and non-voluntarily) as a percentage of the average headcount (ongoing) for the period.

At APS level this same calculation is called the "APS separation rate" which is the number of ongoing employees who left the APS during the period (voluntarily and non-voluntarily) as a percentage of the total average headcount (ongoing) for the period.

Source: APSC Common Workforce Metrics: <http://www.apsc.gov.au/publications-and-media/current-publications/workforce-analysis/appendix-a>