

Senate Standing Committee on Education and Employment

QUESTIONS ON NOTICE Budget Estimates 2015 - 2016

Agency - Fair Work Ombudsman

Department of Employment Question No. EMSQ15-000165

Senator Lines asked on 02 June 2015 on proof Hansard page 16

Question

FWO - Unscheduled leave

Senator LINES: So you are proposing at this point a three-year agreement. So if unscheduled leave is reduced by two days over what period?

Mr Campbell: Again, we would have to get an agreement bargained.

Senator LINES: What is your proposition?

Mr Campbell: We would take a point in time and say that this is day one of the period—

Senator LINES: Is that the day the agreement is registered?

Mr Campbell: It may be. Again, my preference would be, if it got up, putting in place positive steps, training, management protocols and support to help staff and managers decrease that reliance on unscheduled absenteeism and then start the clock. Again, this has not been negotiated. I probably would not do it from day one, but if that is what is bargained then that may be what we do. You take a point in time 12 months later and if globally we have been able to decrease the average by two days, then the bonus would be made payable.

Senator LINES: What is 0.25 per cent worth?

Mr Campbell: It would depend on the pay classification and pay level.

Senator LINES: What is your average pay classification at fair work?

Mr Scully: We work on an average of \$90,000 per person.

Senator LINES: How many staff do you have?

Ms James: As of 31 March this year we had 789 staff, which is 736 full-time equivalents.

Senator LINES: What is the saving to if you save two days per person?

Mr Campbell: I would have to see how the modelling shapes up. Can I take it on notice.

Senator LINES: Haven't you modelled that already?

Mr Campbell: We have, but I do not have that information with me.

Senator LINES: If you could give us that—

Mr Campbell: I am happy to take that on notice and give you the modelling we have used.

Senator LINES: Perhaps you could tell us what it is worth for your average \$90,000 employee.

Answer

As at 2 June 2015, the Agency's offer to staff included a 0.25 per cent one off bonus if the average annual unscheduled absence rate was reduced by two days per person.

Achieving a reduction in the average unscheduled absence rate for 2 days x \$383 (average cost per day) x 698.1 (budgeted ASL) = \$534,744.60.

Average cost of the 0.25 per cent one off bonus on the average cost per ASL (\$99,502) x 0.25 per cent = \$249 and \$249 x 789 (current staff headcount) = \$196,461.