

Senate Finance and Public Administration Legislation Committee
ANSWERS TO QUESTIONS ON NOTICE
SENATE ESTIMATES SESSION

Prime Minister and Cabinet Portfolio

Department/Agency: Department of the Prime Minister and Cabinet

Outcome/Program: Outcome 2: Indigenous

Topic: Turnover rate for RSAS staff/average length of service

Senator/s: Senator Jan McLucas, Senator Rachel Siewart

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Number of pages: 3

Question:

Senator SIEWERT: I missed if you told us the figure on what the turnover rate of truancy officers is. Does that make sense? It is not a very good way of putting it, but the number of people that are coming in and then leaving?

Mr Fordham: We do not have that information. There is a turnover rate. Obviously there are quite large numbers of people spread across those various schools and communities. We could provide you with that information but it would be quite a detailed spreadsheet of information. We would need to pick a point in time as to what you are wanting. But just to revise, there are 115 supervisors, 430 student attendance officers, 65 in the pipeline, and about 90 to 100 vacant. So that gives you a flavour for the scope of it.

Senator SIEWERT: That is why I was asking if you had some more detail on that. So has there ever been a time when you have had all of them filled?

Mr Fordham: No.

Ms Carroll: And the reason for that is that what we have had is a number of our school attendance officers and supervisors actually move on to other jobs. In particular the Department of Human Services has picked up some of our staff. A lot of the schools pick up the staff over time. I understand what you mean by turnover rate. I think the difficulty for us is working out what they have gone on to. But we can have a look at what might be possible.

Senator McLUCAS: Question No. 54, Mr Fordham, you completed it for me and I thank you for that. That was the breakdown by state of the number of SASs and SAOs. I wonder if you could update that to current figures—the figures that you have given Senator Peris—but also if you could identify the number of people in the pipeline that you identified by state as well?

Mr Fordham: Sure.

Senator McLUCAS: Thank you. With the turnover, is there an average length of service or some easy figure that you know—I do not want you to go to work—that you are not collecting already?

Ms Hefren-Webb: It is worth saying the program has only been operational since term 1, 2014, so we are in a fairly early stage of the program that has been rolled out in two

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phases and the recruitment has taken place over that time. It is a bit early to measure a turnover rate and to have it be indicative of where we might get to, because often when you are starting a program there are issues recruiting enough trained people. There have been delays, as Mr Fordham and the minister said, in relation to people receiving the appropriate cheques, so a position might sit vacant for three months because of reasons outside the control of the employer which are not an indication of people being dissatisfied with the work. There is an element where people take that work—

Senator McLUCAS: I am not trying to extrapolate that turnover equals dissatisfaction—it often does, but I am not extrapolating that today. If there is a measure of length of employment, I think that would be helpful.

Ms Carroll: We will have a look at that, at what is possible.

Answer:

The Australian Government does not currently have access to the information required to calculate staff turnover rates or average length of service as RSAS staff are employed by third parties.

The Department has received anecdotal information from providers that a number of School Attendance workers have left their position to take up full time work. Other reasons for leaving include illness and mobility.

The latest SAS/SAO employment and pipeline figures are at Attachment A.

Attachment A. Remote School Attendance Strategy - School Attendance Supervisors and Officers Employment Report											
10/03/2015	School	Community	SAS targets	SASs Employed	SASs engaged on participation (Awaiting wages employment)	SASs in recruitment pipeline/not commenced	SAO targets	SAOs employed	SAOs engaged on participation (Awaiting wages employment)	SAOs in recruitment pipeline/not commenced	
NSW	Stage 1	Boggabilla Central School	Boggabilla	2	1		0	6	6		
		Walgett Community School	Walgett	2	2			8	4	4	
		Wilcannia Central School	Wilcannia	1	1			6	6		
		Totals Stage 1		5	4	0	0	20	16	0	
NT	Stage 1	Alekareng School	Ali Curung	1	0			5	5		
		Barunga School	Barunga (Bamyili)	1	1			4	4		
		Borroolool School	Borroolool	3	2			12	11		
		Bulman School	Bulman	1	1			4	0		
		Epenarra School	Epenarra	1	2			4	3		
		Gapuwiyak School	Gapuwiyak	2	1			24	20		
		Gunbalanya School	Gunbalanya	2	1			15	15		
			Gunyangara	1	1			2	2		
		Lajamanu School	Lajamanu	2	1			10	3		
		Ltyentye Apurte Catholic School	Santa Teresa	1	1			8	7		
		Maningrida School	Maningrida	3	3			18	18		
		Milingimbi School	Milingimbi	2	2			15	15		
		Ntaria School	Ntaria	2	2			10	7		
		Ramingining School	Ramingining	2	4			13	13		
	Shepherdson College	Galiwinku	3	3			16	16			
	Tennant Creek Primary School	Tennant Creek	2	1			10	10			
	Wugularr School	Beswick (Wugularr)	1	1			4	3			
	Xavier Catholic College	Bathurst Island	1	1			5	4			
	Yirrkala School	Yirrkala	2	2			16	16			
	Yuendumu School	Yuendumu	2	2			10	10			
			Totals Stage 1		35	32	0	0	205	182	0
		Stage 2	Alyangula Area School	Alyangula(Groote)	1	1			2	2	
			Alyarrmandumanja Umbakumba School	Umbakumba	1	1			5	5	
			Ampilatwatja School	Ampilatwatja	1	2			5	5	
	Angurugu School		Angurugu	3	4			14	12	2	
	Murrupurtiyanwu Catholic Primary School		Bathurst Island	1	1			5	4		
	Elliott School		Elliott	0	0			2	3		
	Jilkminggan School		Jilkminggan	1	1			4	3		
	Kalkarindji School		Kalkarindji	2	2		1	5	3	2	
	Milyakburra		Milyakburra	1	1			1	0	1	
	Ngukurr School		Ngukurr	4	3			11	7		
	Numbulwar School	Numbulwar	2	0			6	6			
	Our Lady of the Sacred Heart (OLSH)	Wadeye	4	3			10	11			
	Papunya School	Papunya	1	1			4	2			
	Tennant Creek High	Tennant Creek	1	1			5	5			
	Yarralin School	Yarralin	1	1			2	1			
		Totals Stage 2		24	22	0	1	81	69	0	
QLD*	Stage 1	Bwgcolman Community School	Palm Island	1	1			8	8		
		St Michael's School		1	1			4	4		
		Camooweal State School	Camooweal	1	1			2	1		
		Doomadgee State School	Doomadgee	2	2			10	8		
		Mornington Island State School	Mornington Island	2	2			10	7		
			Totals Stage 1		7	7	0	0	34	28	0
	Stage 2	Cherbourg School	Cherbourg	1	1			6	5		
		Kowanyama	Kowanyama	2	2			7	5		
		Lockhart	Lockhart	1	1			5	5		
		Normanton State School	Normanton	2	2			7	7		
Northern Peninsula Area State College		Injinoo and Bamaga	5	3			21	15			
Pormpuraaw State School		Pormpuraaw	1	4			4	4			
	Woorabinda State School	Woorabinda	1	0			5	4			
		Totals Stage 2		13	13	0	0	55	45	0	
SA	Stage 1	Amata	Amata (APY Lands)	1	1			5	2		
		Ernabella & Kenmore Park's (Stage 2) Anangu Schools	Ernabella/Yunyarinyi (APY Lands)	1	1			5	5	2	
		Fregon Anangu School	Fregon (APY Lands)	1	1			3	3		
		Indulkana Anangu School	Indulkana (APY Lands)	1	1			4	4		
		Mimili School	Mimili (APY Lands)	0	0			5	2		
		Oak Valley Aboriginal School	Yalata/Oak Valley	1	1			2	2		
		Pipalyatjara	Pipalyatjara (APY Lands)	2	2			3	3		
		Yalata Anangu School	Yalata/Oak Valley	2	2			2	2	1	
			Totals Stage 1		9	9	0	0	29	23	0
	Stage 2	Cooper Pedy Area School	Cooper Pedy	3	3			12	7	1	
Koonibba Aboriginal School		Koonibba	1	1			1	1			
	Murputja Anangu Schools #	Nyapari (APY Lands)	1	1			1	1			
		Totals Stage 2		5	5	0	0	14	9	1	
WA	Stage 1	Carnarvon Community college	Carnarvon	4	3			20	22	4	
		Halls Creek District School	Halls Creek	2	2			6	7		
		Luurmpa Catholic School	Balgo	2	1			4	2		
		Kalumburu Remote Community School	Kalumburu	1	1			6	2		
		Meekatharra District High School	Meekatharra	2	2			8	5		
		Ngaanyatjarra Lands School	Warburton/Waraku	3	2		1	15	13	2	
		Onslow Primary School	Onslow	1	1			6	3	3	
		Roebourne District High School	Roebourne	2	3			10	10	5	
		Rawa Community School	Punmu/Kunawarriritji	1	1			4	2		
			Totals Stage 1		18	16	0	1	79	66	0
Stage 2	Derby	Derby	5	4			15	14	1		
	Fitzroy Valley School	Fitzroy Crossing	3	0			10	2	2		
	Wiluna Remote Community School	Wiluna	1	1			2	2	2		
		Totals Stage 2		9	5	0	0	27	18	5	
Grand Totals Stage 1			74	68	0	1	367	315	0	21	
Grand Totals Stage 2			51	45	0	1	177	141	1	12	
Employment Total			125	113	0	2	544	456	1	33	

grouped - Darker shading indicates communities with more than one RSAS school

¹ Walgett Community Primary School and Walgett Community High School are a single school known as Walgett Community College

*Note QLD data is for w/e 20 Feb 2015