



Malcolm Hazell

Official Secretary to the Governor-General

PM2 OOSGG ABETZ F&PA 57-58 **Senator ABETZ**—... In relation to staff turnover, can you give us an indication of the percentage of the turnover over the past, say, three or five years?

The answer to Senator Abetz's question is that the turnover (attrition) of long-term staff employed by the Official Secretary to the Governor-General over the past five years is as follows:

Year	03/04	04/05	05/06	06/07	07/08
Total employees	85	87	89	91	96
Turnover (Attrition)	21.18%	18.39%	15.73%	21.98%	20.83%

These figures should be seen in the context of a number of factors: Nearly all employees of the Office are employed on a contract basis depending on the operational needs of the Office. The most common period of engagement is for five years, though some staff are required for less than this period, while other remain longer. It should also be noted that as the Office is a small agency, a number of the staff who leave do so because they have gained a promotion that would not be possible in this Office.