

MOP(S) Act Ongoing Employees: Staff Turnover

Inquiry: *SBE 09*

Summary - Calendar Year Analysis

Date/Time: *20/10/09*Witness Name: *Dept fin & Deveg*

Calendar Year	Ongoing Employees at Start	Ongoing Employees at End	Average Ongoing Employees in Period	Total Turnover	Total Resignation	Total Turnover %	Total Resignation %
2006	1246	1297	1271.5	258	196	20.3%	15.4%
2007	1297	1026	1161.5	842	255	72.5%	22.0%
2008	1026	1423	1224.5	374	235	30.5%	19.2%
2009	1423	1431 (1 July 2009)	1427	205	156	14.4%	10.9%

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Total turnover includes: age retirement, statutory termination, death, termination by the employer, resignation and return to APS employment. Termination by the employer includes termination on probation. Statutory termination is an automatic termination of employment under the provisions of the MOP(S) Act, for example, due to an Office Holder ceasing to hold office or cessation of a Senator or Member.

Total resignation data includes: age retirement, resignation and 50% of return to APS employment. It is assumed that 50% of employees who return to APS employment resign to do so.

Turnover rates are based on the average number of ongoing employees in each calendar year.

NB: 2009 data from 1 January 2009 to 30 June 2009.

Explanation and further information:

The above table calculates the total turnover of ongoing MOP(S) Act employees from 1 January 2006 to 30 June 2009. The table also separates the number of resignations from the total turnover for each calendar year. The statistical information on page 2 displays the percentage of each turnover category for each calendar year in relation to the total turnover figures.

A higher total turnover in the 2007 and 2008 calendar years is considered to be due to the 2007 Federal election, the end of the Senate term in 2008 and the change in Opposition leadership in 2008. These events are reflected in both the higher total turnover (72.5 per cent for 2007 and 30.5 per cent for 2008) and the higher proportion of statutory terminations (67.9 per cent for 2007 and 31.6 per cent for 2008). In 2006 and 2009 (non-election or end of Senate term years), resignation accounted for approximately 76 per cent of total turnover, though turnover due to resignation in those periods accounted for 15.4 per cent and 10.9 per cent of total ongoing MOP(S) Act employees.

In comparison, in the 2007-08 financial year, the Australian Public Service (APS) experienced a combined rate of age retirement, resignation and retrenchment of 8.2 per cent, with resignations accounting for 72.2 per cent of the total. The APS data does not include employees who transfer to other APS agencies.

1 October 2009

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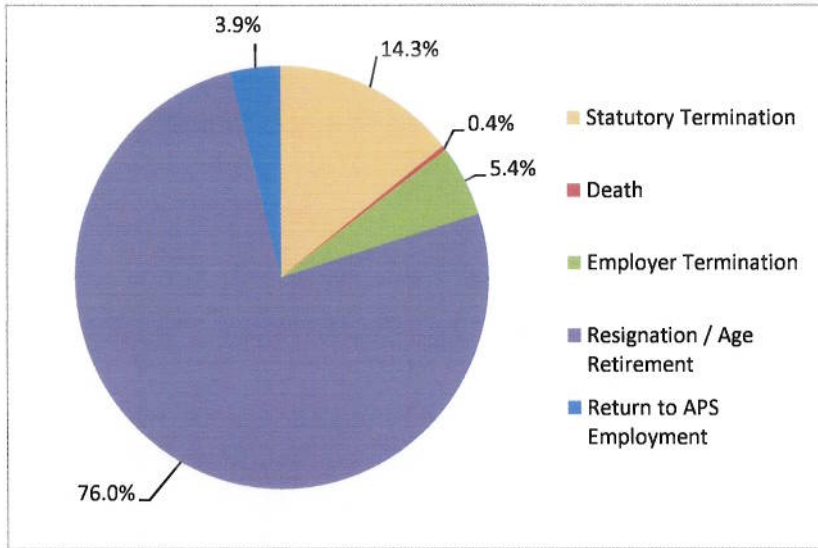
Date/Time: *20/10/09*

Witness Name: *Dept Fin & Dev*

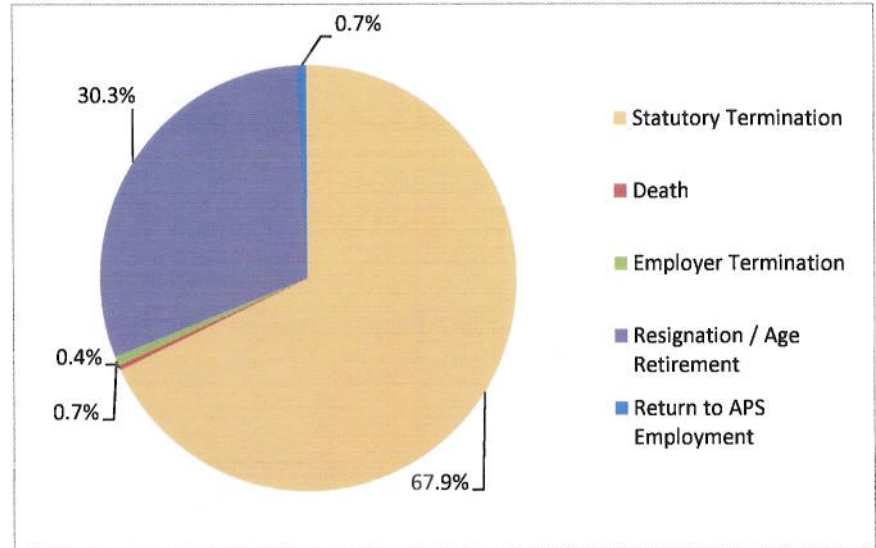
Organisation:

Breakdown of Terminations

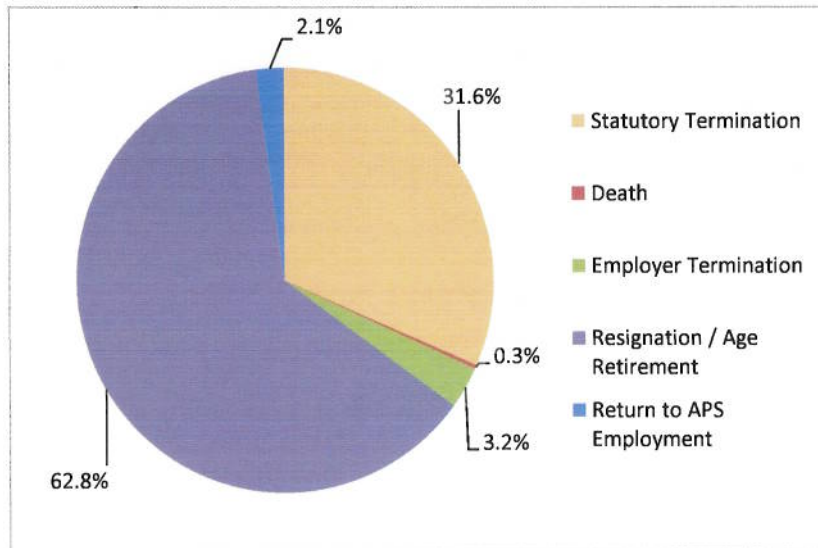
2006 Calendar Year: Total Turnover 20.3%



2007 Calendar Year: Total Turnover 72.5%



2008 Calendar Year: Total Turnover 30.5%



2009 Calendar Year: Total Turnover 14.4%

