

# LEGISLATIVE ASSEMBLY OF THE NORTHERN TERRITORY

## WRITTEN QUESTION 325

Mr Mills to Minister for Police, Fire and Emergency Services, in relation to the portfolio areas within the Northern Territory Police, Fire and Emergency Services.

### Northern Territory Police, Fire and Emergency Services

#### HR Questions:

**1. What is the NTG FTE Cap for your Agency.**

The NTPFES FTE cap is 1,911 for 2011-12.

**2. At Pay day 20, 28 March 2012, what is the current FTE staffing of the department, by level.**

State Code	State Description	Total FTE
F	PFE Police Fire and Emergency Services	1910.31

#### Breakdown by level

Classification	Classification Description	Total
Police		
COPC	COMMISSIONER OF POLICE	1.00
DCOPC	DEPUTY COMMISSIONER	1.14
ACOPC	ASSISTANT COMMISSIONER	3.43
COMC	COMMANDER	9.20
SUPT	SUPERINTENDENT	34.34
SSGT	SNR SERGEANT	63.83
SGT	SERGEANT	178.31
RSGT	REMOTE SERGEANT	38.43
SC1C	SNR CONSTABLE 1/C	111.88
SCONT	SNR CONSTABLE	248.27
CON1C	CONSTABLE 1/C	144.86
PXAMR	PRINCIPAL EXAMINER	10.73
EXAMR	EXAMINER	1.57
CONST	CONSTABLE	238.97
CONTA	CONSTABLE RECRUIT	23.00
SACP	SNR ACPO	27.33
ACP1C	ACPO 1/C	19.25
ACPO	ACPO	21.42
ACPR	ACPO RECRUIT	3.66
SPAUX	SNR POLICE AUXILIARY	62.21
PAX1C	POLICE AUXILIARY 1/C	15.29
PAUX	POLICE AUXILIARY	54.41
PAUXR	POLICE AUXILIARY RECRUIT	21.26
		1333.79
Fire		
DOF	DISTRICT OFFICER	8.57
SSO	SNR STATION OFFICER	15.47
SO	STATION OFFICER	26.70
LFF	LEADING FIREFIGHTER	33.03
SFF	SNR FIREFIGHTER	36.46
FFA	FIREFIGHTER A CLASS	20.97

Classification	Classification Description	Total
FFC	FIREFIGHTER C CLASS	14.86
FFD	FIREFIGHTER D CLASS	10.14
FFREC	FIREFIGHTER RECRUIT	16.14
FAC	FIRE AUXILIARY	0.91
FA2	FIRE AUXILIARY	1.15
FA1	FIRE AUXILIARY	6.42
		190.82

Public Servants		
EO4C	EXECUTIVE CONTRACT OFFICER 4	1.00
EO3C	EXECUTIVE CONTRACT OFFICER 3	1.00
EO2C	EXECUTIVE CONTRACT OFFICER 2	2.57
EO1C	EXECUTIVE CONTRACT OFFICER 1	6.14
SAO2	SNR ADMIN OFFICER 2	2.00
SAO1	SNR ADMIN OFFICER 1	18.43
AO7	ADMIN OFFICER 7	21.64
AO6	ADMIN OFFICER 6	28.74
AO5	ADMIN OFFICER 5	36.29
AO4	ADMIN OFFICER 4	35.84
AO3	ADMIN OFFICER 3	100.47
AO2	ADMIN OFFICER 2	51.23
AO1	ADMIN OFFICER 1	2.56
AQF3A	NTPS APPRENTICE	1.41
GOVA1	NTPS APPRENTICE	1.00
SP2	SNR PROFESSIONAL 2	1.85
SP1	SNR PROFESSIONAL 1	3.71
P3	PROFESSIONAL 3	10.17
P2	PROFESSIONAL 2	3.47
P1	PROFESSIONAL 1	4.04
PH6R	PHYSICAL 6 - RDO	1.00
PH5	PHYSICAL 5	1.00
PH3	PHYSICAL 3	4.14
PH2	PHYSICAL 2	6.57
CPIL	CHIEF PILOT	1.00
SPIL	SNR PILOT	4.56
T6	TECHNICAL 6	3.54
T5	TECHNICAL 5	4.29
T4	TECHNICAL 4	10.88
T3	TECHNICAL 3	7.00
T2	TECHNICAL 2	8.14
		385.70
Total		1910.31

**3. Is this figure in line with the NTG FTE Cap.**

Yes, this figure is in line with the NTG FTE cap.

**4. At Pay day 20, 28 March 2012, how many funded permanent positions are there in your department?**

State Code	State Description	Permanent Positions
F	PFE Police Fire and Emergency Services	1847

5. At Pay Day 20, 28 March 2012, how many of these positions were nominally filled and how many were filled by persons acting in positions or are temporary appointments?

- Please separate by permanent/temporary/acting by level

State Code	State Description	Permanent Employees Held in Nominal Positions	Permanent Employees Acting in Temporary Positions	Temporary Employment Contracts
F	PFE Police Fire and Emergency Services	1276	293	69

6. In the period 01 July 2011 to 31 March 2012, what was the turnover rate of staff in the Agency?

State Code	State Description	Turnover Rate (%)
F	PFE Police Fire and Emergency Services	12.23%

**Footnote:** Turnover includes cessations and transfers (temporary and permanent) of employees to other NTG Agencies.

7. What is the rate per level.

Classification	Classification Description	Turnover Rate (%)
<b>Police</b>		
COPC	COMMISSIONER OF POLICE	0.00
DCOPC	DEPUTY COMMISSIONER	0.00
ACOPC	ASST COMMISSIONER	0.00
COMC	COMMANDER	29.88
SUPT	SUPERINTENDENT	8.76
SSGT	SNR SERGEANT	4.73
SGT	SERGEANT	2.74
BRSGT	BREVET SERGEANT	0.00
SC1C	SNR CONSTABLE 1/C	6.37
SCONT	SNR CONSTABLE	4.58
CON1C	CONSTABLE 1/C	6.40
EXAMR	POLICE EXAMINER	54.04
CONST	CONSTABLE	2.86
CONTA	CONSTABLE RECRUIT	9.58
SACP	SNR ACPO	10.58
ACP1C	ABORIGINAL COMMUNITY POLICE 1/C	0.00
ACPO	ABORIGINAL COMMUNITY POLICE	12.06
ACPR	ACPO RECRUIT	15.63
SPAUX	SNR POLICE AUXILIARY	10.10
PAX1C	POLICE AUXILIARY 1/C	13.01
PAUX	POLICE AUXILIARY	15.22
<b>Fire</b>		
DOF	DISTRICT OFFICER	12.74
SSO	SNR STATION OFFICER	11.93
SO	STATION OFFICER	3.88
LFF	LEADING FIREFIGHTER	3.06
SFF	SNR FIREFIGHTER	0.00
FFA	FIREFIGHTER QUALIFIED	9.12

Classification	Classification Description	Turnover Rate (%)
FFB	FIREFIGHTER B	0.00
FFC	FIREFIGHTER C	22.86
FFD	FIREFIGHTER D	12.01
FFREC	FIREFIGHTER RECRUIT	0.00
FAC	FIRE AUXILIARY CAPTAIN	101.63
FA2	FIRE AUXILIARY LEVEL 2	260.53
FA1	FIRE AUXILIARY LEVEL 1	114.30

Public Servants		
EO4C	EXECUTIVE CONTRACT OFFICER 4	0.00
EO3C	EXECUTIVE CONTRACT OFFICER 3	0.00
EO2C	EXECUTIVE CONTRACT OFFICER 2	51.28
EO1C	EXECUTIVE CONTRACT OFFICER 1	28.99
SAO2	SNR ADMIN OFFICER 2	35.71
SAO1	SNR ADMIN OFFICER 1	0.00
AO7	ADMIN OFFICER 7	30.58
AO6	ADMIN OFFICER 6	26.91
AO5	ADMIN OFFICER 5	29.28
AO4	ADMIN OFFICER 4	45.11
AO3	ADMIN OFFICER 3	37.01
AO2	ADMIN OFFICER 2	59.82
AO1	ADMIN OFFICER 1	93.68
AQF3A	NTPS APPRENTICESHIP	79.83
SPIL	SNR PILOT	20.64
GOVA1	AUTOMOTIVE APPRENTICE (MHRT)	0.00
SBA	SCHOOL BASED APPRENTICE	493.83
SP2	SNR PROFESSIONAL OFFICER 2	0.00
SP1	SNR PROFESSIONAL OFFICER 1	65.47
P3	PROFESSIONAL 3	25.32
P2	PROFESSIONAL 2	27.87
P1	PROFESSIONAL 1	87.72
PH6R	PHYSICAL 6 - RDO	0.00
PH5	PHYSICAL 5	0.00
PH3	PHYSICAL 3	21.54
PH2	PHYSICAL 2	15.96
T6	TECHNICAL 6	0.00
T5	TECHNICAL 5	0.00
T4	TECHNICAL 4	0.00
T3	TECHNICAL 3	29.85
T2	TECHNICAL 2	11.61
T1	TECHNICAL 1	0.00

**Footnote:** Turnover includes cessations and transfers (temporary and permanent) of employees to other NTG Agencies.

**8. At Pay day 20, 28 March 2012, how many funded positions are vacant in the Agency.**

State Code	State Description	Vacant Positions
F	PFE Police Fire and Emergency Services	110

**Footnote:** A position is counted as 'vacant' where no employee is held nominally or actually against the position. Vacant positions do not count absent employees.

**9. How long, in total days, have funded positions been vacant since 01 July 2011.**

Due to the nature of our business and the need to deploy staff as situations arise, the measure of the total number of days for Police and Fire is not a meaningful figure.

**Public Servant Vacant Days**

Classification	Classification Description	Total Days Vacant
AO5	ADMIN OFFICER 5	87
AO5	ADMIN OFFICER 5	55
AO3	ADMIN OFFICER 3	9
AO3	ADMIN OFFICER 3	30
AO3	ADMIN OFFICER 3	58
AO3	ADMIN OFFICER 3	13
AO3	ADMIN OFFICER 3	13
AO2	ADMIN OFFICER 2	56
SP1	SENIOR PROFESSIONAL 1	13
P3	PROFESSIONAL 3	271
P3	PROFESSIONAL 3	9
P2	PROFESSIONAL 2	179
P2	PROFESSIONAL 2	16
P2	PROFESSIONAL 2	88
P1	PROFESSIONAL 1	23
P1	PROFESSIONAL 1	166
SPIL	SENIOR PILOT	43
T3	TECHNICAL 3	135
T3	TECHNICAL 3	27
T2	TECHNICAL 2	118

**10. At Pay day 20, 28 March 2012, how many staff are currently employed on a temporary contract.**

State Code	State Description	Temporary Contracts
F	PFE Police Fire and Emergency Services	142

**Footnote:** Temporary employees include employees on temporary employment contracts, casuals, honorary (board members), executive contracts, apprentices and graduates.

The numbers represent 'Head Count' for both operative and inoperative employees but exclude previous employees being paid workers compensation payments. Employees not employed full time are counted as "1".

11. In the period 01 July 2011 to 31 March 2012, how many temporary contracts have been extended, broken down by level and the number of times extended.

Classification	Classification Description	Ext. x1	Ext. x2	Ext. x3	Ext. x4	Ext. x5	Total
EO1	EXECUTIVE OFFICER 1	1					1
SAO2	SNR ADMIN OFFICER 2	1					1
SAO1	SNR ADMIN OFFICER 1	1	2				3
AO7	ADMIN OFFICER 7	5	1				6
AO6	ADMIN OFFICER 6	3					3
AO5	ADMIN OFFICER 5	6	3				9
AO4	ADMIN OFFICER 4	7	2	2		2	13
AO3	ADMIN OFFICER 3	23	12	9			44
AO2	ADMIN OFFICER 2	25	13	2			40
AO1	ADMIN OFFICER 1	1		1			2
P1	PROFESSIONAL 1	1					1
P3	PROFESSIONAL 3	1	1				2
PH2	PHYSICAL 2	1					1
SPIL	SNR PILOT	1					1
T6	TECHNICAL 6		1				1
T3	TECHNICAL 3	1					1
T2	TECHNICAL 2	2	2				4
T1	TECHNICAL 1		1				1
Total		80	38	14		2	134

**Footnote:** Data source is RMS (Recruitment Management System)

Where provided in the data employees are identified by AGS number. Where the AGS number is not available, name matching has been used. Where AGS or name matching does not align, the employee will be displayed as a separate record on the report.

12. In the period 01 July 2011 to 31 March 2012, how many positions have been advertised by “expression of interest”.

State Code	State Description	Positions advertised by Expression of Interest
F	PFE Police Fire and Emergency Services	93

13. At 31 March 2012, In relation to all vacant positions, what is the breakdown of recruitment actions by:

- Selection process commenced and
- Selection process (including position advertising) not commenced

NTPFES has a rolling recruitment schedule for police and fire-fighters and has an ongoing transfer and promotion program to cater for those vacancies that need to be filled.

Some positions are vacant due to circumstances that are unique to this agency and will not necessarily result in any recruitment action. NTPFES uses establishment management methods which allow flexibility of staff deployment to areas of greatest need as they arise. This will result in vacant positions in some areas while staffing is increased in other areas but does not create a situation where a vacant position necessarily needs to be filled.

## Public Servants Selection Process

State Code	State Description	Selection Process Commenced	Selection Process Not Commenced
F	PFE Police Fire and Emergency Services	95	6

14. In the period 01 July 2011 to 31 March 2012, per position level, what is the average length of time taken for recruitment from advertising to successful applicant.

State Code	State Description	Agency Average
F	PFE Police Fire and Emergency Services	44.99

### Breakdown by level

Classification	Classification Description	Average Days
Police		
SUPT	SUPERINTENDENT	17.00
SSGT	SNR SERGEANT	18.20
SGT	SERGEANT	21.76
RSGT	REMOTE SERGEANT	15.00
CONST	CONSTABLE	18.32
ACPO	ABORIGINAL COMMUNITY POLICE OFFICER	15.00
PAUX	POLICE AUXILIARY	17.86
Fire		
SSO	SNR STATION OFFICER	71.00
SO	STATION OFFICER	51.00
DOF	DISTRICT OFFICER	121.00
Public Servants		
ECO2	EXECUTIVE CONTRACT OFFICER 2	56.00
SAO1	SNR ADMIM OFFICER 1	56.00
AO7	ADMIN OFFICER 7	43.50
AO6	ADMIN OFFICER 6	49.33
AO5	ADMIN OFFICER 5	68.14
AO4	ADMIN OFFICER 4	61.00
AO3	ADMIN OFFICER 3	50.09
AO2	ADMIN OFFICER 2	1.00
AO1	ADMIN OFFICER 1	1.00
P3	PROFESSIONAL 3	36.00
P2	PROFESSIONAL 2	76.00
P1	PROFESSIONAL 1	96.00
T3	TECHNICAL 3	41.00
T2	TECHNICAL 2	78.50

**NT Police Recruitment:** Time is based on the number of working days between the gazetting of a position in the NT Police Gazette and the gazetting of the successful applicant in the NT Police Gazette.

**Public Sector Recruitment:** Time is based on the number of working days between the advertising of a position, and the gazetting of the successful applicant on the NT Employment Opportunities website.

15. In the period 01 July 2011 to 31 March 2012, what is the number of positions that have been filled by the recruitment of an existing public servant, and how many from the general public.

Agency	NTG	Non NTG	Not Advised	Total
Northern Territory Police, Fire and Emergency Services	41	12	16	69

**Footnote:** Application Status is Successful or Successful Letter Required.

Data source is the NTG RMS (Recruitment Management System), and reflects the self declaration of the applicants at the time of recruitment. The RMS data is not reconciled against the HR Information System PIPS.

16. In the period 01 July 2011 to 31 March 2012, how many positions have been reclassified in the department. What are the level of those positions?

Level of Position (Post Job Evaluation)	Reclassified Positions *
SAO1 SNR ADMIN OFF 1	1
P2 PROF 2	2
AO7 ADMIN OFF 7	2
AO6 ADMIN OFF 6	2
AO5 ADMIN OFF 5	4
AO4 ADMIN OFF 4	3
AO3 ADMIN OFF 3	3
Total	17

\* Jobs evaluation outcomes are approved by agency delegated officers and actioned in PIPS.

17. At Pay day 20, 28 March 2012, how many permanent supernumerary unattached employees do you have in your agency? What levels are they?

Some employees are unattached due to circumstances that are unique to this agency and will not necessarily result in any recruitment action. NTPFES uses establishment management methods which allow flexibility of staff deployment to areas of greatest need as they arise. This will result in vacant positions in some areas while staffing is increased in other areas but does not create a situation where a vacant position necessarily needs to be filled.

Classification	Classification Description	Unattached Employees
Public Servants		
AO7	ADMIN OFFICER 7	1
AO6	ADMIN OFFICER 6	1
AO3	ADMIN OFFICER 3	3
AO2	ADMIN OFFICER 2	2
SP1	SENIOR PROFESSIONAL 1	1
P3	PROFESSIONAL 3	1
Total		9

**Footnote:** Employee Status is Permanent (P) and Nominal Position Classification is Unattached. Agency State code is based on Nominal position.



The numbers represent 'Head Count' for both operative and inoperative staff including Casuals, Honorary (Board Members), Executive Contractors, Apprentices and Graduates but excludes previous staff being paid workers compensation payments. Employees not employed full time are counted as '1'.

- 18. In the period 01 July 2011 to 31 March 2012, how many unattached employees have successfully gained nominal positions within the Agency or gained employment in another Agency.**

State Code	State Description	Employees
F	PFE Police Fire and Emergency Services	16

**Footnote:** The "Number of Unattached Officers" is based on 'Head Count' for both operative and in-operative employees. Employees not employed full-time are counted as "1".

- 19. In the period 01 July 2011 to 31 March 2012, how many unattached employees resigned.**

State Code	State Description	Employees Resigned
F	PFE Police Fire and Emergency Services	9

**Footnote:** The "Number of Unattached Officers" is based on 'Head Count' for both operative and in-operative employees. Employees not employed full-time are counted as "1".

- 20. At Pay day 20, 28 March 2012, what is the average length of stay of staff in the department? Please break this down by position level.**

State Code	State Description	Agency Average Length of Stay (yrs)
F	PFE Police Fire and Emergency Services	8.75

**Average length of stay by level**

Police		
COPC	COMMISSIONER OF POLICE	2.26
DCOPC	DEPUTY COMMISSIONER	1.68
ACOPC	ASSISTANT COMMISSIONER	20.14
COMC	COMMANDER	22.40
SUPT	SUPERINTENDENT	21.91
SSGT	SNR SERGEANT	18.21
SGT	SERGEANT	14.89
RSGT	REMOTE SERGEANT	17.1
SC1C	SNR CONSTABLE 1/C	12.32
SCONT	SNR CONSTABLE	10.84
CON1C	CONSTABLE 1/C	5.11
EXAMR	POLICE EXAMINER	2.47
PXAMR	PRINCIPAL EXAMINER	16.68
CONST	CONSTABLE	3.03
CONTA	CONSTABLE RECRUIT	0.64
SACP	SNR ABORIGINAL COMMUNITY POLICE OFF	10.06
ACP1C	ABORIGINAL COMMUNITY POLICE 1/C	5.15
ACPO	ABORIGINAL COMMUNITY POLICE	3.21
ACPR	ABORIGINAL COMMUNITY POLICE RECRUIT	0.15
SPAUX	SNR POLICE AUXILIARY	12.40

PAX1C	POLICE AUXILIARY 1/C	5.72
PAUX	POLICE AUXILIARY	2.07
		9.06
Fire		
DOF	DISTRICT OFFICER FIRE SERVICE	20.47
SSO	SNR STATION OFFICER	24.32
SO	STATION OFFICER	19.22
LFF	LEADING FIREFIGHTER	12.42
SFF	SNR FIREFIGHTER	13.71
FFA	FIREFIGHTER QUALIFIED	13.96
FFC	FIREFIGHTER C CLASS	2.61
FFD	FIREFIGHTER D CLASS	2.41
FFREC	FIREFIGHTER RECRUIT	0.63
		12.20
Public		
EO4C	EXECUTIVE CONTRACT OFFICER 4	17.06
EO3C	EXECUTIVE CONTRACT OFFICER 3	0.57
EO2C	EXECUTIVE CONTRACT OFFICER 2	9.61
EO1C	EXECUTIVE CONTRACT OFFICER 1	5.78
SAO2	SNR ADMIN OFFICER 2	5.75
SAO1	SNR ADMIN OFFICER 1	4.42
AO7	ADMIN OFFICER 7	3.36
AO6	ADMIN OFFICER 6	5.00
AO5	ADMIN OFFICER 5	4.30
AO4	ADMIN OFFICER 4	5.50
AO3	ADMIN OFFICER 3	4.34
AO2	ADMIN OFFICER 2	2.73
AO1	ADMIN OFFICER 1	0.53
AQF3A	NTPS APPRENTICESHIP AQF3 LEVEL A	0.13
CPIL	CHIEF PILOT NT POLICE	6.32
GOVA1	AUTOMOTIVE APPRENTICE (MHRT)	1.89
SP1	SENIOR PROFESSIONAL 1	6.04
SP2	SENIOR PROFESSIONAL 2	4.73
P1	PROFESSIONAL 1	1.56
P2	PROFESSIONAL 2	4.81
P3	PROFESSIONAL 3	4.08
PH2	PHYSICAL 2	9.49
PH3	PHYSICAL 3	13.25
PH5	PHYSICAL 5	7.36
SP1	SNR PROFESSIONAL OFFICER 1	6.04
SP2	SNR PROFESSIONAL OFFICER 2	4.73
SPIL	SNR PILOT NT POLICE	2.69
T2	TECHNICAL 2	6.44
T3	TECHNICAL 3	11.53
T4	TECHNICAL 4	8.55
T5	TECHNICAL 5	7.69
T6	TECHNICAL 6	8.39
		6.39

**Footnote:** The 'Average Length of Service' calculation is derived from the current period of service in the current Agency divided by the total number of staff (Head Count).

21. In the period 01 July 2011 to 31 March 2012, how much has been spent to date on advertising employee positions, and can you provide a breakdown of these costs.

Recruitment Advertising

NT Police	124,799
NT Fire & Rescue	43,127
NT Emergency Service	8,748
Public Sector	92,522
<b>Total</b>	<b>269,197</b>

22. In relation to Apprentices and Graduates, who commenced during the 2011 calendar year:

- **How many started with the department?**  
4 Apprentices and Nil Graduates.
- **How many have completed the year?**  
4 Apprentices.
- **How many have won nominal positions?**  
No Apprentices won nominal positions, as reporting period of 1 January 2011 to 31 December 2011 is within the Apprentice's first year of service.
- **How many have left the NTG?**  
2 Apprentices left the agency during the period 1 January 2011 to 31 December 2011.
- **What was the length of time each stayed with the NTG before leaving?**  
1 Apprentice completed 11 months, 1 Apprentice completed 10 months.

**Footnote:** Numbers listed cover all Apprentices and Graduates for the period 1 January 2011 and 31 December 2011 that use the following classifications. It does not cover any Graduates or Apprentices that may be recorded against other classifications within PIPS (e.g. AO4/AO5).

**Graduates:** GRADT

**Apprentices:** AQF3A, AQ3SA, SBA, AQF3B, SBA02, AQF3C, AQF4A, AQFSA, GOVAM, AQF4B, AQ4SB, GOVA1, AQF4C, AQ4SC, GOVA2

23. At Pay day 20, 28 March 2012, In relation to Indigenous Employees:

- a) **How many employees do you have in your department that recognise themselves as indigenous?** 145
- b) **What are the levels of their positions held?** N/A see footnote
- c) **How many at each level?** N/A see footnote
- d) **How many are tenured and at what level?** 132  
*See Footnote regarding level*
- e) **How many temporary and at what levels?** 13  
*See Footnote regarding level*

**f) How many are acting up in positions and at what level? 8**

*See Footnote regarding level*

**Footnote:** Only employees that have voluntarily self identified themselves as being of Indigenous or Torres Strait Islander descent in the HR System are included in the report.

EEO information is collected for purposes of statistical reporting. Privacy legislation directs that no individuals are to be identified.

Information relating to level of employee has not been provided due to privacy concerns, as individual employees are easily identifiable.

**In relation to Indigenous Employees who commenced with the NTG during the 2011 calendar year:**

**g) How many were still employed at 31/12/2011?**

**h) How many have left the NTG?**

Agency	Indigenous Employees commenced in 2011	Indigenous Staff commenced in 2011 and employed at 31/12/11	Indigenous Staff commenced and ceased in 2011
NT Police Fire and Emergency Services	11	9	2

**Footnote:** Only staff that have voluntarily self identified themselves as being of Indigenous or Torres Strait Islander decent in the HR System are included in the report.

EEO information is collected for purposes of statistical reporting. Privacy legislation directs that no individuals are to be identified.

**24. In relation to NTPS staff as at Pay Day 20, 28 March 2012:**

**a) What is the total amount of accrued leave in the department, broken down by level, long service leave and recreation leave? Long Service Leave 5,079.69 Months.**

**b) What is the financial value of that leave? \$40,994,647.07.**

**c) What is the highest individual amount of accrued leave at each position level?**

Classification	Accrued Long Service Leave (Months)	Highest Individual Amount Accrued (Months)
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Police		
SUPT	184.89	12.36
SSGT	316.28	12.60
SGT	742.36	14.03
BRSMT	6.59	4.96
RSGT	143.67	12.00
SC1C	368.84	10.06
SCONT	857.82	13.76
CON1C	346.29	6.76
PXAMR	39.12	8.95
EXAMR	0.96	0.96

Classification	Accrued Long Service Leave (Months)	Highest Individual Amount Accrued (Months)
CONST	296.37	4.80
CONTA	9.84	3.22
SACP	74.95	5.43
ACP1C	39.48	4.43
ACPO	30.56	5.86
ACPR	0.21	0.03
SPAUX	242.51	13.03
PAX1C	43.28	4.87
PAUX	66.31	4.30
	3,810.33	14.03
Fire		
DOF	51.44	11.43
SSO	91.02	20.26
SO	176.10	13.26
LFF	129.70	9.46
SFF	128.99	11.20
FFA	88.12	13.66
FFC	14.05	1.13
FFD	15.60	6.36
FFREC	9.00	3.33
	704.02	20.26
Public Servants		
SAO2	3.29	1.92
SAO1	38.93	5.60
AO7	41.38	4.72
AO6	56.15	6.22
AO5	69.35	11.47
AO4	58.68	10.30
AO3	112.45	4.22
AO2	43.17	5.05
AO1	0.59	0.47
AQF3A	0.04	0.02
GOVA1	0.55	0.55
CPIL	1.87	1.87
SPIL	3.94	1.22
SP2	7.00	3.55
SP1	11.27	5.63
P3	13.80	2.80
P2	6.27	3.35
P1	1.79	1.22
PH5	2.20	2.20
PH3	6.26	2.39
PH2	16.37	4.35
T6	10.99	5.49
T5	9.20	2.95
T4	17.34	6.53
T3	16.12	5.20
T2	16.34	5.07
	565.34	13.03
Total	5,079.69	20.26

- d) What is the total amount of accrued leave in the department, broken down by level, long service leave and recreation leave? Recreation Leave – 95,778.76 days.
- e) What is the financial value of that leave? \$34,173,662.55.

f) What is the highest individual amount of accrued leave at each position level?

Classification	Accrued Recreation Leave (Days)	Highest Individual Amount Accrued (Days)
Police		
SUPT	1,928.61	121.24
SSGT	3,892.90	117.75
SGT	12,015.55	141.13
BSGT	56.75	41.58
RSGT	2,459.43	99.67
SC1C	5,930.81	116.37
SCONT	13,967.85	198.66
CON1C	7,570.00	117.25
PXAMR	655.09	110.78
EXAMR	53.00	53.00
CONST	10,512.24	138.75
CONTA	449.92	59.26
SACP	1,435.33	107.62
ACP1C	999.96	84.84
ACPO	820.09	77.42
ACPR	17.50	2.92
SPAUX	3,465.18	137.69
PAX1C	972.02	103.88
PAUX	2,402.13	85.33
	69,604.34	(c) 198.66
Fire		
DOF	581.86	99.74
SSO	1,394.74	175.72
SO	2,543.95	180.07
LFF	2,307.91	183.16
SFF	2,760.41	230.57
FFA	1,693.13	223.97
FFC	684.61	78.49
FFD	528.02	88.33
FFREC	176.34	36.84
	12,670.96	(c) 230.57
Public Servants		
SAO2	138.09	69.50
SAO1	845.04	87.00
AO7	929.55	103.21
AO6	1,242.66	143.30
AO5	1,408.86	167.34
AO4	1,152.40	84.95
AO3	3,127.88	83.59
AO2	1,107.53	104.50
AO1	60.11	47.61
AQF3A	5.00	2.50
GOVA1	33.62	33.62
SP2	94.97	87.20
SP1	229.96	102.18
P3	379.26	51.50
P2	108.67	39.08
P1	82.36	35.19
PH5	82.82	82.82
PH3	256.45	88.76

Classification	Accrued Recreation Leave (Days)	Highest Individual Amount Accrued (Days)
PH2	441.43	114.10
CPIL	75.50	75.50
SPIL	135.00	52.00
T6	246.62	104.73
T5	202.53	68.00
T4	427.91	137.74
T3	373.68	103.03
T2	315.53	50.85
	13,503.46	(c) 143.30
Total	95,778.76	(c) 230.57

**g) What is the current total of sick leave entitlement of employees in the department?**

State Code	State Description	Total Sick Leave Entitlement (Weeks)
F	PFE Police Fire and Emergency Services	7,750.46

**Footnote:** Police employees are excluded from this report as per clause 60.3 (PATD). A member shall be entitled to unlimited personal leave in circumstances where he/she is, was or will be unable to attend duty due to a genuine personal illness subject to satisfactory proof of documentation.

**h) In relation to NTPS staff how many days sick leave were taken between 01 July 2011 and 31 March 2012 at each employee level?**

Classification	Classification Description	Days Sick Leave Taken
<b>Police</b>		
SUPT	SUPERINTENDENT	133.39
SSGT	SNR SERGEANT	625.59
SGT	SERGEANT	1,935.30
RSGT	REMOTE SERGEANT	89.50
SC1C	SNR CONSTABLE 1/C	792.85
SCONT	SNR CONSTABLE	2,839.17
CON1C	CONSTABLE 1/C	1,093.52
CONST	CONSTABLE	1,673.33
CONTA	CONSTABLE RECRUIT	13.89
SACP	SNR ACPO	427.14
ACP1C	ABORIGINAL COMM POLICE OFFICER 1/C	202.88
ACPO	ABORIGINAL COMM POLICE OFFICER	243.75
SPAUX	SNR POL AUXILIARY	900.73
PAX1C	POLICE AUXILIARY 1/C	251.41
PAUX	POLICE AUXILIARY	655.20
PAUXR	POLICE AUXILIARY RECRUIT	11.00
		11,888.65
<b>Fire</b>		
DOF	DISTRICT OFFICER	17.38
SSO	SNR STATION OFFICER	77.57
SO	STATION OFFICER	195.45
LFF	LEADING FIREFIGHTER	179.63
SFF	SNR FIREFIGHTER	294.16
FFA	FIREFIGHTER QFD	133.25
FFB	FIREFIGHTER B	3.75

Classification	Classification Description	Days Sick Leave Taken
FFC	FIREFIGHTER C	36.75
FFD	FIREFIGHTER D	121.18
FFREC	FIREFIGHTER RECRUIT	9.00
		1,068.12
Public Servants		
SAO2	SNR ADMIN OFFICER 2	8.00
SAO1	SNR ADMIN OFFICER 1	111.31
AO7	ADMIN OFFICER 7	120.54
AO6	ADMIN OFFICER 6	222.24
AO5	ADMIN OFFICER 5	240.52
AO4	ADMIN OFFICER 4	385.09
AO3	ADMIN OFFICER 3	691.87
AO2	ADMIN OFFICER 2	390.57
AO1	ADMIN OFFICER 1	9.00
AQF3A	NTPS APPRENTICE	4.46
GOVA1	AUTO APPRENTICE	1.00
SP2	SNR PROFESSIONAL OFFICER 2	7.82
SP1	SNR PROFESSIONAL OFFICER 1	7.00
P3	PROFESSIONAL 3	31.80
P2	PROFESSIONAL 2	37.20
P1	PROFESSIONAL 1	36.15
PH3	PHYSICAL 3	1.95
PH2	PHYSICAL 2	26.70
SPIL	SNR PILOT	40.76
T6	TECHNICAL 6	20.90
T5	TECHNICAL 5	16.70
T4	TECHNICAL 4	47.18
T3	TECHNICAL 3	84.18
T2	TECHNICAL 2	10.00
		2,532.04
Total		15,488.81

**Footnote:** 'Days Sick Leave Taken' is calculated from an 8 hour day, however some employees (Police Officers) work 12 hour shifts in one day and any leave taken is calculated as though it was an 8 hour day. For Example: 1 x 12 hour shift is converted to 1.5 days.

**25. In relation to Contract (ECO1 and above) staff as of 31 March 2012:**

- a) What is the total amount of accrued leave in the department, broken down by level, long service leave and recreation leave?
- b) What is the financial value of that leave? \$1,819,849.92.
- c) What is the highest individual amount of accrued leave at each position level?

Classification	Accrued Long Service Leave (Months)	Highest Individual Amount Accrued (Months)
Police		
COPC	0.85	0.85
DCOPC	2.45	2.45
ACOPC	14.22	8.03
COMC	55.48	11.93
	73.0	(c) 11.93
Public Servants		
EO4C	6.60	6.60



Classification	Accrued Long Service Leave (Months)	Highest Individual Amount Accrued (Months)
EO3C	0.15	0.15
EO2C	11.04	10.85
EO1C	16.99	10.77
	34.78	(c) 10.85
Total	107.78	(c) 11.93

**In relation to Contract (EC01 and above) Staff as at Pay Day 20, 28 March 2012:**

- i) What is the total amount of accrued leave in the department, broken down by level, long service leave and recreation leave? 976.21 Days.**
- ii) What is the financial value of that leave? \$783,871.36.**
- iii) What is the highest individual amount of accrued leave at each position level?**

Classification	Accrued Recreation Leave (Days)	Highest Individual Amount Accrued (Days)
Police		
COPC	46.50	46.50
DCOPC	25.16	25.15
ACOPC	139.47	63.45
COMC	486.03	94.68
	697.16	94.68
Public Servants		
EO4C	37.49	37.49
EO3C	6.50	6.50
EO2C	54.99	49.33
EO1C	180.06	57.32
	279.05	57.32
Total	976.21	94.68

- d) In relation to Contract (E01 and above) Staff - What is the current total of sick leave entitlement of employees in the department?**

Police employees on Executive Contracts have been removed due to privacy concerns as individual employees are easily identifiable.

State Code	State Description	Total Sick Leave Entitlement (Weeks)
F	PFE Police Fire and Emergency Services	253.93

(e) In relation to Contract (ECO1 and above) staff how many days sick leave were taken between 1 July 2011 and 31 March 2012, at each employee level?

Police employees on Executive Contracts have been removed due to privacy concerns as individual employees are easily identifiable.

Classification	Classification Description	Days Sick Leave Taken
Public Servants		
EO4C	EXEC OFF 4 CNTR	4.46
EO2C	EXEC OFF 2 CNTR	2.00
EO1C	EXEC OFF 1 CNTR	46.64
Total		53.10

**Footnote:** 'Days Sick Leave Taken' is calculated from an 8 hour day.

26. In the period 01 July 2011 to 31 March 2012, how many employees have utilised section 52.8 Cash-out of Leave – (Recreation Leave), under the NTPS 2010-2013 Enterprise Agreement.

- Break down by level and amount of leave

State Code	State Description	Employees utilising Cash-out Leave
F	PFE Police Fire and Emergency Services	9

**Cash-out of leave by level**

Classification	Classification Description	Number of Staff	No. of Days
AO6	ADMIN OFFICER 6	4	55
AO4	ADMIN OFFICER 4	1	10
AO3	ADMIN OFFICER 3	2	23
T6	TECHNICAL 6	1	29
T4	TECHNICAL 4	1	10
Total		9	127

**Footnote:** Report scope is employees affected by the NTPS 2010-2013 Enterprise Agreement, date of effect 19 August 2010. Employment classifications referenced as well as Pay Transaction Records Entitlement code SAR049 and SAR050.

Employee must have a minimum balance of 20 days recreation leave remaining after cash out of leave.

27. In the period 01 July 2011 to 31 March 2012, how many employees have utilised section 55.3 (b) Long Service Leave cash out of 10 years, under the NTPS 2010-2013 Enterprise Agreement.

- Break down by level and amount of leave

Classification	Classification Description	Number of Staff	No. Days
AO6	ADMIN OFFICER 6	1	13
Total		1	13

**Footnote:** Report scope is employees affected by the NTPS 2010-2013 Enterprise Agreement, date of effect 19 August 2010. Employment classifications referenced as well as Pay Transaction Records Entitlement code SAR020.

28. During the period 01 July 2011 to 31 March 2012, did the CEO direct any employee under section 52.7 Excess Leave of the NTPS 2010-2013 Enterprise Agreement to take leave? Break down by level and the amount of leave taken.

No.

29. During the period 01 July 2011 to 31 March 2012, did the CEO direct any employee under section 55.3 (a) Long Service Leave to take leave.

- Break down by level and the amount of leave

No.

**30. At Pay day 20, 28 March 2012, how many workers were on workers compensation. At what level and is there an expected return date.**

There were 12 claimants on workers compensation leave as at 28 March 2012.

Classification	Return Date	No. of Employees
Police		
Constable 1 <sup>st</sup> Class	Returned	1
Senior Constable	Returned	1
Senior Constable	June 2012	1
Senior Constable	Not Known	2
Senior Constable 1 <sup>st</sup> Class	May 2012	1
Sergeant	Not Known	2
Senior Sergeant	Not Known	1
		9
Civilian		
Admin Officer 3	Not Known	1
		1
Fire		
Station Officer	Not Known	1
Senior Firefighter	Not Known	1
		2
Total		12

*Only current employees were reported on who were unfit on the date of effect and therefore in receipt of benefits (benefits only, not other expenditure).*

*Former employees, disputed claims, claimants who had already returned to work, and workers with no time lost or duplicate workers have not been included in the above response.*

**31. From 01 July 2011 to 31 March 2012, how many people received workers compensation, at what position level and geographic location and how long for each person.**

A total of 221 staff received workers compensation payments, with a total of 35,218 days in receipt of workers compensation.

Region / Level	Number	Days
Alice Springs Remote	5	935
Constable	3	561
Constable 1 Class	1	187
Sergeant	1	187
Alice Springs Urban	32	5210
Administrative Officer 3	1	187
Administrative Officer 4	1	187
Constable	13	2260
Constable 1 Class	4	748
Fire-fighter Recruit	1	187
Fire-fighter Class D	2	63
Leading Fire-fighter	1	187

Senior Aboriginal Community Police Officer	1	187
Senior Constable	2	374
Senior Fire-fighter	2	374
Senior Sergeant	1	187
Sergeant	3	269
Darwin Remote	10	1473
Constable	3	498
Constable 1 Class	3	337
Physical 3	1	77
Senior Constable 1 Class	1	187
Sergeant	2	374
Darwin Urban	130	21082
Aboriginal Community Police Officer	3	392
Administrative Officer 2	2	249
Administrative Officer 3	2	229
Administrative Officer 4	1	172
Administrative Officer 5	2	229
Administrative Officer 6	1	187
Constable	18	3025
Constable 1 Class	16	2740
Executive Contract Officer 1	1	94
Fire Auxiliary	1	187
Fire-fighter Class A	2	325
Fire-fighter Class D	1	13
Government Apprentice 1	1	187
Leading Fire-fighter	3	351
NTES Volunteer	1	187
Police Auxiliary	4	748
Police Auxiliary 1 Class	2	374
Senior Aboriginal Community Police Officer	1	111
Senior Constable	31	5250
Senior Constable 1 Class	8	1496
Senior Fire-fighter	4	592
Senior Police Auxiliary	2	315
Senior Sergeant	4	688
Sergeant	16	2380
Station Officer	3	561
Gove Urban	1	187
Senior Constable	1	187
Katherine Remote	2	374
Constable	1	187
Senior Constable 1 Class	1	187
Katherine Urban	15	2163
Aboriginal Community Police Officer	1	40
Aboriginal Community Police Officer 1 Class	1	187
Constable	2	262
Constable 1 Class	3	512
Police Auxiliary	2	374

Senior Constable	4	414
Sergeant	2	374
Palmerston Urban	19	2927
Constable	7	1061
Constable 1 Class	5	628
Leading Fire-fighter	1	187
Senior Aboriginal Community Police Officer	1	187
Senior Constable	4	748
Superintendent	1	116
Tennant Creek Urban	7	867
Constable	2	364
Senior Aboriginal Community Police Officer	1	12
Senior Constable	1	187
Senior Police Auxiliary	1	81
Sergeant	2	223
<b>Grand Total</b>	<b>221</b>	<b>35218</b>

For the purpose of this response, 'received workers compensation' refers to payment of weekly benefits to recompense for time lost due to illness or injury or payment of medical intervention/rehabilitation expenses incurred.

**32. At Pay day 20, 28 March 2012, how many workers were on sick leave or extended leave (excluding recreation leave), longer than 3 weeks, at what level, and for what reason.**

Classification	Classification Description	Sick	LSL	Misc Paid	Misc Unpaid	Total Staff
Police						
ACOPC	ASSISTANT COMMISSIONER	1				1
SUPT	SUPERINTENDENT	1	2			3
SSGT	SNR SERGEANT	3	1		1	5
SGT	SERGEANT	5	6	1	2	14
RSGT	REMOTE SERGEANT			1		1
SC1C	SNR CONSTABLE 1/C	1	2		1	4
SCONT	SNR CONSTABLE	3	6	1	14	24
CON1C	CONSTABLE 1/C	1			2	3
CONST	CONSTABLE	3	1	1	2	7
PXAMR	PRINCIPAL EXAMINER		2			2
SACP	SNR ACPO	1	1	2		4
ACPO	ABORIGINAL COMM POL				1	1
SPAUX	SNR POLICE AUXILIARY	3	4		1	8
PAX1C	POLICE AUXILIARY 1 C				2	2
PAUX	POLICE AUXILIARY				3	3
Fire						
DOF	DISTRICT OFFICER		1			1
SO	SNR OFFICER		1			1
SFF	SNR FIREFIGHTER		1			1
Public Servants						
AO4	ADMIN OFFICER 4				2	2

AO3	ADMIN OFFICER 3	1	2		5	8
AO2	ADMIN OFFICER 2			2	1	3
T6	TECHNICAL 6		1			1
Total		23	31	8	37	99

**Footnote:** Report can only be answered at a point in time, ie. Who was on extended leave on 30 March 2012. Leave awaiting approval or awaiting processing are not included in this report.

Miscellaneous leave includes (but is not limited to) Maternity, Leave Without Pay, Sick Leave Without Pay, Secondment, Study Leave and extended absences consisting of multiple leave types.

**33. At Pay day 20, 28 March 2012, were there any NTPS public servants who were employed in the 80's and eligible for return flight to Adelaide every 2 years. How many and at what level.**

Classification	Classification Description	Eligible for Airfare
Police		
SUPT	SUPERINTENDENT	23
SSGT	SNR SERGEANT	30
SGT	SERGEANT	51
RSGT	REMOTE SERGEANT	2
SC1C	SENIOR CONSTABLE 1/C	18
SCONT	SENIOR CONSTABLE	29
SPAUX	SNR POLICE AUXILIARY	2
		155
Fire		
DOF	DISTRICT OFFICER	4
SSO	SNR STATION OFFICER	8
SO	STATION OFFICER	8
LFF	LEADING FIREFIGHTER	1
SFF	SNR FIREFIGHTER	6
FFA	FIREFIGHTER QFD	4
		31
Public Servants		
SAO1	SNR ADMIN OFFICER 1	3
AO7	ADMIN OFFICER 7	1
AO6	ADMIN OFFICER 6	5
AO5	ADMIN OFFICER 5	3
AO4	ADMIN OFFICER 4	3
AO3	ADMIN OFFICER 3	5
AO2	ADMIN OFFICER 2	1
PH3	PHYSICAL 3	1
T2	TECHNICAL 2	1
T3	TECHNICAL 3	1
T4	TECHNICAL 4	1
		25
Total		211

**34. How many complaints have been made in the Department in relation to workplace bullying and harassment? In relation to each output group within the Department.**

State Code	State Description	Complaints in relation to workplace bullying and harassment
F	PFE Police Fire and Emergency Services	10

**Footnote:** Report Scope is internal complaints of bullying and harassment for the period 1 April 2011 to 28 March 2012.

**35. From 01 July 2011 to 31 March 2012, how much has been spent on relocation cost for commencement of employment and either completion or termination of employment (removalists, airfares, accommodation and allowances) in the Department.**

Recruitment Fares	38,756.76
Removal and Storage Expenses	116,642.65
Relocation Allowances	0
Total	155,399.41

**36. Please provide a breakdown per business unit.**

Recruitment Fares	
Business Improvement & Planning Branch	970.08
SAFE/NT	686.32
Recruitment Squad 112	9,285.73
Recruitment Squad 113	10,401.55
Recruitment Squad 114	7,692.17
Recruitment Squad 115	3,078.07
Police Auxiliary Squad 41	6,642.84
Total	38,756.76

Removal and Storage Expenses	
Recruitment Squad 112	45,614.39
ACPO Recruitment Squad 18	4,705.69
Recruitment Squad 113	66,322.57
Total	116,642.65

**37. How much is budgeted for relocation and other appointment and termination expenses in 2011/12.**

\$450,000.

An increase in recruiting is forecast for the remainder of the financial year due to the funding for the Detention Centre initiative and the additional staff required.



**38. How much was spent on travel from 01 July 2011 to 31 March 2012, broken down by intrastate, interstate and international fares, accommodation and other expenses.**

From 1 July 2011 to 31 March 2012

Travel Type	Accommodation \$	Fares \$	Travel Allowance \$	Total \$
Intrastate	361,320.05	515,484.74	1,515,717.91	2,392,522.70
Interstate	131,927.93	288,564.10	120,498.26	540,990.29
International	7,591.95	48,655.95	8,137.28	64,385.18
Other (medical)		5,446.24		5,446.24
Air, bus & boat charter (intrastate)		118,745.40		118,745.40
<b>Total</b>	<b>500,839.93</b>	<b>976,896.43</b>	<b>1,644,353.45</b>	<b>3,122,089.81</b>

**39. How much was spent on vehicles by the Department from 01 July 2011 to 31 March 2012.**

\$11.468 million.

**40. How many vehicles does the Department have responsibility for.**

On 31 March 2012, the NTPFES had 621 vehicles in-service.

**41. What is the change, if any, in these vehicle numbers from the previous year.**

The vehicle in-service increase is 11 compared to the same time last year however, in reality, varies due to timing variations in purchasing and auction activity over each reporting period.

NTPFES purchased an additional 17 vehicles over the reporting period - the armoured bear cat, 9 Toyota Hilux's for the Remote Policing Command's Community Engagement Police Officers and associated Darwin / Alice Springs reserve pools, 2 Ford Ranger's for NT Emergency Service Area Manager's for Katherine and Tennant Creek, the Holden Commodore concept car, the Katherine Mobile Police Station, the red Volvo Fire Truck for NTFRS training, trial Isuzu Grass Fire Truck and a Holden Rodeo seized under the Kava Management Act and subsequently gifted to the NT Police by the NT Licensing Commission.

**42. What proportion of those vehicles meet the emission standard of 5.5 out of 10 under the Commonwealth Government's Green Vehicle Guide.**

Total vehicle numbers in Q40 and Q41 above, are based at a point in time, and differ from the NTG Greening the Fleet Strategy which counts all vehicles owned across the reporting period (including those replaced).

Greening the Fleet Strategy reporting period	Vehicles Measured by the Commonwealth's Green Vehicle Guide			
	Total Vehicles (incl 4WD utilities and station wagons)	Passenger Vehicles (number)	Passenger Vehicles >5.5 (number)	Passenger Vehicles >5.5 (percentage)
1 April 09 to 31 March 10	723	401	298	74%
1 April 10 to 31 March 11	710	399	306	77%
1 April 11 to 31 March 12	727	410	322	79%

During the current NTG Greening the Fleet Strategy reporting period of 1 April 2011 to 31 March 2012, 727 light commercial and passenger vehicles can be measured for energy efficiency by the green vehicle guide of which 410 are passenger vehicles. Of the passenger vehicles, 322 or 79% are at the emission standard of 5.5 or above.

This is a 2% increase on the previous NTG Greening the Fleet Strategy reporting period at 77% and is largely a result of a steady improvement in emission standards of manufacturer's new model vehicles.

Vehicles that do not meet the emission standard are due to specific operational requirements such as Road Safety traffic pursuit vehicles and the Territory Response Group's counter disaster vehicles.

The agency also has additional specialist vehicles, predominately vans, fire tankers, trucks and mobile police stations, motorbikes and others that are not measured for energy efficiency by the Commonwealth's Green Vehicle Guide.

**43. How many vehicles are home garaged.**

At 31 March 2012, there were 62 vehicles home garaged.

**44. What position levels have vehicles attached or are allowed to home garage.**

Home garaging of vehicles is allowed for NTPFES Contract Officers and Police Superintendents in line with their employment conditions. All other home garaging is to be in line with the policy below.

For Contract Officers, home garaging of motor vehicles is in line with their employment conditions. With regard to the remainder of the agency's vehicles, cases of monthly standing or overnight approval to home garage a motor vehicle requires the written approval of the relevant Divisional Police Superintendent, NT Fire and Rescue Service Divisional Officer, Director NT Emergency Service or Executive Director, Corporate Service, provided:

1. the driver is undertaking duties requiring the use of that motor vehicle prior to the commencement of their next rostered shift;
2. the driver is performing duties in the field (away from the station or work place) using a motor vehicle and it is operationally expedient and cost effective to go straight home after work rather than returning to the workplace;
3. the driver proceeds to duty away from their normal workplace directly from their home on the following day; and
4. the driver is liable to be recalled to duty and/or is "on-call" and the home garaging of the vehicle is operationally necessary.

**45. How many credit cards have been issued to department staff.**

356.

**46. How many repayment transactions (and the value) for personal items and services are outstanding.**

Nil.

**47. How many reports of the improper use of Information Technology have been made.**

A total of 15 reports were investigated in relation to improper use of Information Technology.

**48. How many reports resulted in formal disciplinary action?**

10 members received disciplinary action under Section 14C or Part IV of the *Police Administration Act*.

**49. How many staff are considered 'Essential' in your Agency, for the purposes of an Emergency eg- Cyclone**

**- Break down by level**

All police, fire and emergency services staff and volunteers are considered 'essential'. Some civilian support staff such as CCTV monitor operators, call takers, media and logistic support including supply, facilities and ICT are also considered essential. The number and level of people deployed in each emergency event will be determined in accordance with the size and nature of the emergency. Additional staff will also be assigned with specific duties and responsibilities at different stages of the response and recovery.

**Marketing:**

**50. From 01 July 2011 to 31 March 2012, how much was spent by the Department on advertising and marketing programs.**

\$0.11 million.

**51. What was each of those programs and what was the cost of each of those programs.**

Program	Cost
Road Safety Campaign (seatbelts)	2,076.00
Show Expenses	26,984.36
National Police Remembrance Day	2,521.36
White Ribbon Day	1,177.91
Smoke Alarm Campaign	272.50
Northern Territory Emergency Services Campaigns (flooding, community resilience, emergency kits)	2,116.81
Promotional Items Child Abuse Task Force	1,642.50
Promotional Items Binge Drinking Early Intervention Pilot Program (Commonwealth funded)	37,665.35
General promotional items NTPFES (for use in all campaigns)	8,646.91
Interpretive Talking Posters - Alcohol Initiatives (Commonwealth funded)	28,763.64
Total	111,867.34

**Insurance:**

- 52. From 01 July 2011 to 31 March 2012, how much was spent on insurance expenses; further broken down by worker and employee insurances, physical plant and equipment insurances and other insurances.**

<b>Insurance Type</b>	<b>Cost</b>
Travel Insurance	482.68
Public Liability Insurance for the Junior Police Ranger programs	8,285.03
Total	8,767.71

- 53. What areas of the department are self-insured. What areas are commercially insured. If there are areas that are commercially insured, who provides this insurance, when is it due for renewal and what is the cost of this insurance provision and does it attract any thresholds under which insurance is not provided or any payments on item replacement.**

- The Northern Territory Government applies a self insurance policy for its general government sector insurable risks. The self insurance policy covers property and assets, workers compensation, public liability and professional indemnity related liabilities.
- With the Treasurer's approval, agencies may procure commercial insurance cover where a net benefit can be demonstrated.
- With the exception of workers compensation cover, government businesses and corporations, such as the Power and Water Corporation, are excluded from the self insurance framework, and are required to purchase appropriate commercial insurance cover.
- The Territory does not purchase reinsurance cover for natural disasters or other insurable risks under the self insurance policy. Instead, the Territory makes provision in the Budget for disaster related events, complemented by the Natural Disaster Recovery and Relief Arrangements (NDRRA) with the Commonwealth to provide assistance for natural disaster events that are outside of the Territory's control and where commercial insurance is not readily available or affordable.
- The Territory is currently reviewing its natural disaster insurance arrangements, following changes to the NDRRA announced by the Commonwealth in March 2011.
- Any whole of government insurance policy related questions should be referred to the Treasurer.

**54. What provision has been made for disaster or major catastrophe insurance?**

- Treasurer's Advance is available to agencies in the event disaster costs exceed budget during the year.
- The Territory does not purchase reinsurance cover for natural disasters or other insurable risks under the self insurance policy. Instead, the Territory makes provision in the Budget for disaster related events, complemented by the Natural Disaster Recovery and Relief Arrangements (NDRRA) with the Commonwealth to provide assistance for natural disaster events that are outside of the Territory's control and where commercial insurance is not readily available or affordable.
- Any whole of government insurance policy related questions should be referred to the Treasurer.

**Climate Change:**

**55. From 01 July 2011 to 31 March 2012, how many tonnes of CO2 did the department emit.**

The NTG Energy Smart Buildings Policy is calculated on an annual basis. In 2010-11, the NTPFES' building energy consumption was 47,625 giga joules corresponding to 10,141 tonnes of greenhouse gas emissions.

The NTG Greening the Fleet Strategy reporting period is 1 April 2011 to 31 March 2012. During this period, greenhouse gas emissions from NTPFES vehicles from 1 April 2011 to 31 March 2012 was 2,661 tonnes.

Total tonnes of greenhouse gas emissions emitted is 12,802 tonnes.

Year	Buildings		Vehicles	Total
	Energy Consumption (Giga Joules)	Greenhouse Gas Emissions (Tonnes)	Greenhouse Gas Emissions (Tonnes)	Greenhouse Gas Emissions (Tonnes)
2008-09	43,816	9,552	2,922	12,474
2009-10	45,509	10,231	2,773	13,004
2010-11	47,625	10,141	2,661	12,802

Some key initiatives (with additional buildings) directly increased energy usage during the year:

- New college training facility and drug dog kennels at Peter McAulay Centre completed late 2009/10;
- New Yarralin Police Station;
- Alice Springs Crime Scene Examination extension for additional office and laboratory accommodation;
- Alice Springs Fire Station extension for additional offices and sleeping quarters;
- Alice Springs NT Emergency Services headquarters extension for Emergency Operations Centre;
- Jabiru Fire Station extension for additional office space, visiting officers quarters and lecture/training area; and
- Police Beat in Parap.

**56. From 01 July 2011 to 31 March 2012, what programs and strategies were introduced to reduce CO2 emissions across the department?**

Whilst NTPFES has not introduced new projects in the reporting period, the agency continues to rollout previous initiatives wherever possible.

As can be seen below, NTPFES has previously undertaken a number of strategies to reduce carbon emissions:

Peter McAulay Centre, Main Building

- Airconditioning vents – ongoing installation of cushion head vents that close when desired temperature is reached. This lowers airflow pressure and allows airconditioning plant to run more efficiently;
- Airconditioning timers – each floor operates on timers and has been manually adjusted to reflect operational requirements.
- the installation of a heat reflective film for PMC, Main Building's windows.
- progression of an internal lighting upgrade through the Government Energy Efficiency Program (GEEP) which will have energy saving benefits in future reporting years. This initiative is currently at the tender advertising / assessment stage.

Previous projects at Peter McAulay Centre include:

- Power-factor-correction – The Main, College and the Forensic buildings have installed power-factor-correction devices that even out energy spikes and reduce energy consumption.
- NTPFES Fleet Workshop - the installation of translucent roof sheeting to utilise daylight instead of the high wattage high bay mercury vapour lighting.
- Airconditioning systems - considerable work has been conducted on the airconditioning systems to improve the operation of the main plant and energy efficiency. This has included:

Main Building

- replacement of airconditioning air handling units and main chillers;
- cleaning of several airconditioning coils and ducts;
- adjustment of time-clocks to minimise after hours usage; and
- installation of several split system airconditioning units for small areas that are required to work after normal business hours.

Energy efficient lighting

Considerable work has been conducted including:

- the sphere light fittings for PMC car parks and roadways have been upgraded;
- street lights to the visiting/single officer's quarters are all timer driven. The pool/tennis courts lights are also on timers;
- the agency changes to energy efficient light bulbs wherever it can. NTPFES use low energy tri-phosphorous tubes;

- PMC Main Building lighting – reduction of 4 fluorescent lights in each ceiling cavity to 3 on fluoro replacement; and
- motion activated light sensors have been installed in some areas. JESCC has a computer managed lighting system to modify lighting based on shifts and Tri-Service sections within.

#### Police College

- replacement of air-conditioning controls and linked into the current Building Management System. This allows efficient zoning and management of the College's air-conditioning plant.

#### Other NTPFES Buildings

- The 5 new remote multi-purpose police stations (Yarralin complete, Ramingining and Gapuwiyak under construction and Alparra / Imanpa in future), each with 4 houses, will have solar hot water systems installed to the station and houses.
- NAB House runs energy efficient lighting and air-conditioning systems.
- New Casuarina Police Station - the previous station was the highest energy intensity building in NTPFES' portfolio. The new Casuarina Police Station has significantly lower energy intensity per square meter.

#### Vehicles

- NTPFES now purchases the turbo-diesel Hilux vehicle in lieu of the previously purchased un-leaded petrol base model Workmate Hilux. This has resulted in a 28% reduction in carbon emissions (grams per kilometre) for each vehicle. Hilux's make up 30% of the vehicle fleet and therefore a considerable reduction is being achieved.
- The agency has three hybrid vehicles for the NTPFES vehicle fleet. Also the prisoner transport cages utilise natural ventilation (no air-conditioning required) unlike many other jurisdictions.

#### Other:

- The agency promotes good energy efficient behaviour and work place practices amongst staff, including:
  - Computers and other applicable appliances are turned off on leaving the workplace where 24/7 operations are not required;
  - Shared drives have been established so that documents can be accessed by several users, thus minimising printing of documents; and
  - Single printer, scanner and fax machines are being installed to service a large number of users, which replaces multiple devices, thus saving energy usage.

**57. Has a target for departmental CO2 emissions been set for the coming financial year.**

- **If yes, what % reduction is that from the previous year.**
- **If no, why has a target not been set.**
  
- The NTPFES is working towards the reduction target set in the Northern Territory Government Energy Smart Buildings Policy for the 2011/12 financial year.
- That target is a 10% reduction in energy usage per square metre across the agency's building portfolio compared to a 2004/05 baseline.
- In addition, NTPFES is working towards the reduction target set in the Northern Territory Greening the Fleet Strategy that aims to reduce energy usage per kilometre travelled in the Territory Government's passenger and light commercial fleet by 20% by 2014 and 50% by 2020.
- The Northern Territory Government has committed to become carbon neutral by 2018 under the *Northern Territory Climate Change Policy*. Under this target, whole of government systems to account for greenhouse gas emissions according to recognised international greenhouse accounting standards will be progressively rolled out over the next eight years for Government processes.

**58. From 01 July 2011 to 31 March 2012, what was the cost of power and water to the department?**

The cost of power and water for NTPFES for the period 1 July 2011 to 31 March 2012 was \$3.084 million. This includes sewerage which cannot be separated out.

**59. What is the projected cost for power and water to the department for the 2012/13 financial year.**

\$4.485 million.

**Public Events:**

**60. From 01 July 2011 to 31 March 2012, list the public events/conferences/forums that were sponsored by the department.**

1 July 2011 to 31 March 2012:

- Media forum of the Cyclone and Flood Season - Community Awareness - November 2011.
- 57 x public education forums on cyclone and flood awareness.
- NT Aboriginal Community Police Officer recruitment 'come and try' fitness mornings.
- NT Fire and Rescue Service recruitment 'come and try' fitness mornings.
- White Ribbon Day, preventing violence against women awareness raising BBQ in Raintree Park, Darwin.



**What are projected for the 2012/13 financial year?**

Projected for 2012/13:

- NT show circuit as part of corporate Police, Fire and Emergency Services display, July 2012.
- Media forum of the Cyclone and Flood Season – Community Awareness, November 2012.
- 60 x Public education forums on cyclones awareness.
- NT Police recruitment ‘come and try’ fitness mornings.
- NT Fire and Rescue recruitment ‘come and try’ fitness mornings.

**61. What is the level of sponsorship provided in terms of financial support or in kind support.**

Media forum for the Cyclone and Flood Season - Community Awareness, November 2011.	Human Resource only
57 x number of small public education forums on cyclones/flood awareness were conducted as part of the emergency management public education campaign (preparation and delivery).	Human resource only
NT show circuit as part of corporate Police, Fire and Emergency Services display, May/July 2011.	\$65,000 in addition to Human resource costs
Public launch of the Cyclone and Flood Season - Community Awareness, November 2011.	Human resource only
A number of small public education forums on cyclones/flood awareness were conducted as part of the emergency management public education campaign.	Human resource only
NT Aboriginal Community Police Officer fitness ‘come and try’ morning.	Human resource only
NT Fire and Rescue Service recruitment ‘come and try’ fitness morning.	Human resource only
White Ribbon Day, preventing violence against women awareness raising BBQ in Raintree Park, Darwin.	\$2695 in addition to Human resource costs

**Advertising:**

**62. What is the department’s budget for advertising for the 2011/12 reporting year?**

The NTPFES budget for advertising for 2011/12 is \$100,000.

The response last year included recruitment advertising. This has been excluded this year based on the whole-of-Government standard responses.

**63. How much is year to date expenditure? Please breakdown into newspaper, radio and TV?**

Advertising	Marketing & Promotion	Total	
Newspaper	36,808	1,731	38,539
Radio	13,390	500	13,890
Television	16,841		16,841
Other	12,190		12,190
<b>Total</b>	<b>79,229</b>	<b>2,231</b>	<b>81,459</b>

**64. What advertising campaigns have been undertaken or will be undertaken by the department in 2011/12?**

Description
Careers in Policing
Careers in Fire Fighting
NTFRS Volunteers Recruitment
NTES Volunteers Recruitment
New Smoke Alarm Legislation Education Campaign
Don't be a fool Smoke Alarm Campaign
Cyclone season Community service Announcements

**65. From 01 July 2011 to 31 March 2012, how many consultancies were let in the year, at what cost, how many were NT firms and how many interstate and what was the value of those intra-territory and those interstate.**

Nil.

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