



LEGISLATIVE ASSEMBLY OF THE NORTHERN TERRITORY

No. 287

WRITTEN QUESTION

J Davis to the Minister for Public Service, Hon Jo-Anne Hersey MLA:

Northern Territory Public Sector (NTPS) Recruitment Timeframes

1. **How many selection processes were commenced, and how many finalised, in 2025–26?**

During 2025–26, a total of 5,940 recruitment processes were commenced, of which 4,831 selection processes were finalised.

2. **Of the completed selection processes, how many were completed within the required six-week timeframe?**

a. **Please provide a breakdown by agency.**

Agency	Finalised <6wks
Aboriginal Areas Protection Authority	14
Department of Agriculture and Fisheries	43
Department of Children and Families	103
Department of Corporate and Digital Development	144
Department of Corrections	126
Department of Education and Training	607
Department of Health	739
Department of Housing, Local Government and Community Development	109
Department of Lands, Planning and Environment	88
Department of Logistics and Infrastructure	104
Department of People, Sport and Culture	25
Department of the Chief Minister and Cabinet	38
Department of Tourism and Hospitality	64
Department of Trade, Business and Asian Relations	61
Department of Treasury and Finance	10
Jacana Energy	6
Land Development Corporation	6
NT Police Force	50
Power and Water Corporation	10
Territory Generation	12
Department of Legislative Assembly	8
Attorney General's Department	119

Department Mining and Energy	40
Auditor General's Office	2
NT Fire and Emergency Services	14
Independent Commissioner Against Corruption	6
Ombudsman's Office	4
Grand Total	2552

b. If completion against the six-week timeframe is not measured, in which system are selection processes recorded, and what dates are captured?

Refer to question 2(a). Selection processes are recorded in the NTPS eRecruit system. The system captures key dates associated with the recruitment process, including the commencement and completion of recruitment actions.

3. What are the consequences for agencies that consistently fail to meet the required timeframe?

The six-week recruitment timeframe supports good recruitment practice and candidate care by encouraging timely decision-making and reducing the risk of agencies missing out on preferred or high-quality applicants.

Responsibility for the effective and timely filling of vacancies rests with agency Chief Executive Officers, who are required under Employment Instruction 1 to develop procedures for filling vacancies that are consistent with the Act, subordinate legislation, and any relevant award or enterprise agreement.

Agency executives receive monthly Enterprise Highlight reports which provide key workforce metrics including Active Recruitment processes and timelines for finalisation. These enable monitoring and action to take in respect to outstanding matters.

Significant delays may be identified through grievance review and promotion appeal mechanisms under the *Public Sector Employment and Management Act 1993*. The Commissioner would raise concerns with the relevant Chief Executive Officer as part of the findings, observations or recommendations arising from the review.

4. For selection processes not completed within the six-week timeframe, what were the exceptional circumstances involved?

Agencies are expected to prioritise recruitment activities to support the timely filling of vacancies and minimise workforce impacts.

Delays may arise for a range of operational and procedural reasons, including changes to panel membership following conflict of interest

disclosures; availability of applicants, referees or key decision makers; the need to obtain further information from applicants to verify qualifications or employment history; differing views among panel members about an applicant's merit; competing operational requirements within the agency.