

LEGISLATIVE ASSEMBLY OF THE NORTHERN TERRITORY

WRITTEN QUESTION

Mr Elferink to Minister for Justice and Attorney-General

NT Worksafe – Bellin Report

The Bellin Report was conducted as an organisation assessment of NT Worksafe and made a number of recommendations in relation to staffing levels in the department.

Could you please advise: -

1. As of June 30th for each of the years 2007, 2008, 2009, 2010 and 2011 –
 - (a) The number of positions, and levels, of all workers in the NT Worksafe organisation;
 - (b) The positions and levels assigned permanently to the centres of Alice Springs, Tennant Creek, Katherine and Darwin/Palmerston;
 - (c) The number, and level, of positions vacant at that time; and
 - (d) The number and level of positions where a person was acting on higher duties at that time.

 2. As of June 30th for each of the years of 2007, 2008, 2009, 2010 and 2011 -
 - (a) The number of staff, by position level that left the organization;
 - (b) The length of service of each member of staff that left the organization, identified by position level;
 - (c) The turnover rate of the organization as a whole; and
 - (d) The turnover rate in the centres of Alice Springs, Tennant Creek, Katherine and Darwin/Palmerston.
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Question 1(a)

Number and levels, of all workers in NT Worksafe as at 30 June each year					
Designation	2007	2008	2009	2010	2011
AO2	2	2	2	1	1
AO3	3	2	3	2	2
AO4	6	7	5	8	10
AO5	2	5	2	2	4
AO6	3	4	5	6	14
AO7	1	0	1	1	5
SAO1 (formerly AO8)	3	0	1	1	1
SAO2 (formerly EO1)	1	5	6	6	5
EO1C	0	0	1	0	1
EO3C	0	1	1	1	1
NTPSA (Apprentice)	2	0	0	0	0
P2	0	0	0	1	0
P3	0	2	2	1	2
T3	8	7	7	5	1
T4	9	14	16	17	9
T5	2	8	7	7	6
T6	1	1	2	1	1
Grand Total	43	58	61	60	63

Includes casuals, workers on paid and unpaid leave and workers compensation.

The FTE value for the total number of employees since transfer to the Department of Justice is as follows:

- 30 June 2009 59.96
- 30 June 2010 54.3
- 30 June 2011 55

In 2008 positions and employees increased due to a restructure associated with the amalgamation of mines and electrical safety functions.

Question 1(b)

Number of positions and levels permanently assigned						
Location	Designation	2007	2008	2009	2010	2011
Alice Springs	AO6	0	0	0	0	1
	P3	0	1	1	0	0
	T3	0	1	0	0	0
	T4	2	2	2	2	1
	T5	0	1	2	1	1
Alice Springs Total		2	5	5	3	3
Darwin	AO2	2	2	2	1	1
	AO3	3	2	2	2	2
	AO4	6	6	6	6	8
	AO5	2	4	3	2	4
	AO6	3	4	5	6	10
	AO7	1	0	0	0	2
	SAO1 (formerly AO8)	3	0	1	1	1
	SAO2 (formerly EO1)	1	5	5	4	4
	EO1C	0	0	1	1	1
	EO3C	0	1	1	1	1
	NTPSA (Apprentice)	1	0	0	0	0
	P2	0	0	1	1	0
	P3	0	1	1	1	2
	T3	8	5	6	6	2
	T4	6	11	13	14	9
	T5	2	6	5	6	5
T6	0	1	1	1	1	
Darwin Total		38	48	53	53	53
Katherine	AO6	0	0	0	0	0
	T3	0	1	1	1	1
	T4	1	1	1	1	1
Katherine Total		1	2	2	2	2
Grand Total		41	55	60	58	58

This data does not capture casuals, workers on paid and unpaid leave and workers compensation.

Employees within the NTPS are nominally held to a position at a level.

The assignment of positions and / or resources to particular regions, or with particular industry focus is made on the basis of workload demand.

Positions are filled within FTE staff cap limits with priority given to front line services.

Where unable to recruit and fill positions within regions with appropriately skilled employees, existing resources will travel to other centres to support workload demands.

At this time NTWS maintains offices in Darwin, Alice Springs and Katherine. The current workload demand is in the Darwin and Alice Springs regions.

Question 1(c)

Positions actually vacant by level as at 30 June each year					
Designation	2007	2008	2009	2010	2011
AO2	0	0	0	0	0
AO3	0	0	0	1	1
AO4	0	0	0	1	0
AO6	0	0	1	0	0
EO1	0	0	0	0	0
SAO2	0	0	0	0	0
T3	0	0	1	1	0
T4	0	2	3	1	3
T5	0	0	0	0	3
T6	0	0	0	0	0
Grand Tot	0	2	5	4	7

As at 30 June 2007 there were no vacant positions. .

As at 30 June 2008 there were 2 vacant positions at T4 level.

As at 30 June 2009 there were 5 vacant positions at T3, T4 and AO6 levels.

As at 30 June 2010 there were 4 vacant positions at T3, T4, AO4 and AO6 level.

As at 30 June 2011, there were 7 vacant positions at T3 and T4, AO2 and AO4 levels.

Question 1(d)

Number and level of positions occupied by a person on temporary transfer/H.D.A as at 30 June each year					
Designation	2007	2008	2009	2010	2011
AO3	0	0	1	1	0
AO4	0	1	1	3	2
AO5	0	3	1	0	1
AO6	1	1	0	3	6
AO7	0	0	1	1	4
AO8	1	0	0	0	0
EO1	0	0	2	0	0
P4	0	1	0	0	0
T3	0	1	0	0	0
T4	0	0	2	2	3
T5	0	2	0	0	1
T6	0	0	2	0	0
Grand Total	2	9	10	10	17

Higher duties allowance is paid to backfill:

- Absences eg: sick leave, recreational leave, maternity leave, long service leave
- Temporary transfers eg: for short term promotion or secondment
- Position reclassifications eg: change of stream and JES review of position
- Resignations and permanent transfers pending advertising and recruitment to vacancy. .

As at 30 June 2007, 2 positions were occupied by a person on temporary transfer and / or Higher Duties Allowance.

As at 30 June 2008, 9 positions were occupied by a person on temporary transfer and / or Higher Duties Allowance

As at 30 June 2009, 10 positions were occupied by a person on temporary transfer and / or Higher Duties Allowance

As at 30 June 2010, 10 positions were occupied by a person on temporary transfer and / or Higher Duties Allowance

As at 30 June 2011, 17 positions were occupied by a person on temporary transfer and / or Higher Duties Allowance

Question 2 (a)

Information requested would place in the public domain details attributable to an individual and therefore breach privacy, the information has not been provided at the individual designation. In the interests of transparency, collated information for classification streams is provided.

Separation figures include resignations, cessation of casual and temporary contracts, retirements, terminations and invalidity.

Number of NTWS employees by stream who have separated					
Designation	2007	2008	2009	2010	2011
Administration/Executive	5	12	5	6	3
Technical/Professional	7	7	5	9	8
Total NTWS Separations	12	19	10	15	11

Question 2 (b)

Information requested would place in the public domain details attributable to an individual and therefore breach privacy, the information has not been provided at the individual designation. In the interests of transparency, collated information for classification streams is provided.

Stream	Average Length of Service in Years	Highest Length of Service
Administration/Executive	1.81	*27.57
Technical/Professional	6.4	30.26

*Employee retired

Separation figures include resignations, cessation of casual and temporary contracts, retirements, terminations and invalidity.

For administrative stream separations the highest length of service was 27.57 years. The average length of service of those separating from the administrative stream is 1.81 years.

For technical / professional stream separations the highest length of service was 30.26 years. The average length of service of those separating from the technical / professional stream is 6.4 years.

Question 2(c)

NTWS Turn Over as at 30 June each Year				
2007	2008	2009	2010	2011
29.20%	41.30%	15.60%	25.40%	18.03%

Figure has been calculated based on separation of permanent and temporary staff separations.

Separation figures include resignations, retirements, terminations and invalidity.

Question 2(d)

NTWS Turn over by location as at 30 June each year					
	2007	2008	2009	2010	2011
Darwin	26.20%	32.70%	15.60%	23.50%	12.70%
Katherine	100%	0%	0%	0%	100%
Alice Springs	50%	16.70%	20%	75%	33%

Calculations rely on individual employee locations. PIPS data capture by region is not compulsory; therefore employee addresses have been used to identify employees by region. Data can only be relied upon based on the assumption that all employees live and work in the same location, and that all employees have maintained or updated their address information in the central repository.

Figure has been calculated based on separation of both permanent and temporary staff.

Separation figures include resignations, cessation of casual and temporary contracts, retirements, terminations and invalidity.
