

LEGISLATIVE ASSEMBLY OF THE NORTHERN TERRITORY

WRITTEN QUESTION

Mr Higgins to the Minister for Public Employment:

Appropriation Bill – Office of the Commissioner for Public Employment

Please provide copies of:

- All questions, which you have received from the public in relation to the Estimates process and consideration of the Appropriation Bill for the 2017/18 financial year; and
- the answers to those questions that were presented to the Estimates Committee.

Please provide the information requested below for Agencies and Government authorities for which have responsibility, as at 31 March 2017.

OFFICE OF THE COMMISSIONER FOR PUBLIC EMPLOYMENT

Please accept apologies if questions are not under the correct Output. Where this is the case, it would be appreciated if you could indicate the appropriate Output in your response. Thank You.

OUTPUT GROUP: EMPLOYMENT SERVICES

OUTPUT: WORKFORCE PLANNING AND DEVELOPMENT

1. The Treasurer announced \$55 million cut to the public service in financial year 2017/18 and \$96 million cut to the public service in financial year 2018/19. How do these savings measures translate into a reduction in jobs and/or positions?
2. How many overall reductions in positions have occurred in the public service?
3. How many positions will not be renewed through natural attrition?
4. How many temporary contracts will not be renewed?
5. How many public servants are currently 'inoperative'?
6. How many public servants are currently 'unattached'?

7. How long have these public servants been unattached and what is the likelihood of these public servants being found a permanent position?

OUTPUT: PUBLIC SECTOR APPEALS AND GRIEVANCE REVIEWS

1. How many grievances and appeals have been lodged in the 2016/17 financial year, to date?
2. What has been the cost to Government of the grievances and appeals lodged for the 2016/17 financial year, to date?
3. Why has there been a reduction in funding for financial year 2017/18 for this area when compared with the previous year?

OUTPUT GROUP: CORPORATE AND GOVERNANCE

OUTPUT: CORPORATE AND GOVERNANCE

Staffing

The next questions are further to the answers provided in response to the Global Questions on staffing:

1. How many Full Time Equivalents are currently employed within this Agency, broken down by Output and Business Unit?
 2. How many Full Time Equivalents have resigned, retired, taken a redundancy package or been made redundant, or terminated? Please break these numbers by Output and Business Unit?
 3. What has happened to these positions? Has the work been reallocated to existing staff?
 4. Are there any plans to fill these positions in the near future?
 5. Which Enterprise Bargaining Agreements are due for negotiations in the 2017/18 financial year?
 6. What is the anticipated timetable for the negotiations for the Enterprise Bargaining Agreements that are due to be renewed in 2017/18?
 7. Will Police, Fire and Emergency Services personnel be subject to the wages increase cap announced by the Government in the Budget?
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LEGISLATIVE ASSEMBLY OF THE NORTHERN TERRITORY

WRITTEN QUESTION ANSWERS

OUTPUT GROUP: EMPLOYMENT SERVICES

1.

There have been no reductions in jobs or positions as a result of the savings measures.

2.

In the 2016-17 financial year (as at 31 March 2017) the OCPE did not have any reduction in relation to overall full-time equivalents (FTEs).

3.

In the 2016-17 financial year (as at 31 March 2017) the OCPE did not have any positions that were not renewed through natural attrition.

4.

In the 2016-17 financial year (as at 31 March 2017) the OCPE did not have any temporary contracts that were not renewed.

5.

The NTPS does not use the term 'inoperative'.

6.

In the 2016-17 financial year (as at 31 March 2017) the OCPE had eight unattached officers.

7.

Of the officers in OCPE who were unattached (as at 31 March 2017):

One was a School Based Apprentice	<ul style="list-style-type: none">• School Based Apprentices are employed for one year only while undertaking the apprenticeship.
Three were on Leave Without Pay (LWOP)	<ul style="list-style-type: none">• These officers are on LWOP for varying times and, should they choose to, will return to their ongoing positions once the LWOP has concluded.
Four were employed for a specific period of time to undertake a special project.	<ul style="list-style-type: none">• Two officers now work for other NTPS agencies.• One of the special projects is due to cease on 1 December 2017.• One of the special projects has been completed and the officer has ceased working for the NTPS.

OUTPUT: WORKFORCE PLANNING AND DEVELOPMENT

OUTPUT: PUBLIC SECTOR APPEALS AND GRIEVANCE REVIEWS

1.

In the 2016-17 financial year (as at 31 March 2017):

- 67 grievances were lodged.
- 20 promotion appeals were lodged.
- 6 disciplinary appeals were lodged.
- 1 inability appeal was lodged.

2.

To 31 March 2017, the cost to Government of the grievances and appeals lodged for the 2016-17 financial year was nil not including the normal salary of officers involved.

3.

The reduction in funding for the financial year 2017-18 when compared with 2016-17 is the accumulated effect of efficiencies being applied from each budget process.

OUTPUT GROUP: CORPORATE AND GOVERNANCE

OUTPUT: CORPORATE AND GOVERNANCE

Staffing

1.

OUTPUT GROUPS

Output Group	FTE
Corporate and Governance	2.8
Employee and Industrial Relations	12.51
Workforce Planning and Development	14
Public Sector Appeals & Grievance Reviews	4.8
TOTAL	34.11

BUSINESS UNITS

Output Group	FTE
Corporate and Governance	2.8
Employee Relations Division	12.51
Strategic Workforce Planning and Development Division	10
Aboriginal Employment and Career Development Division	4
Public Sector Appeals & Grievance Reviews	4.8
TOTAL	34.11

2.

Output Group	Resigned	Retired	Redundancy	Terminated
Commissioners Office	0	0	0	0
Indigenous Employment & Career Development	0	1	0	0
Public Sector Appeals & Grievance Reviews	1	0	0	0
Employee Relations	0	0	0	0
Strategic Workforce Planning & Development	2	0	0	0

3.

Positions have generally been re-filled as individuals have resigned or retired.

4.

Positions have generally been re-filled as individuals have resigned or retired.

5.

Seven of the 10 NTPS enterprise agreements, and the NT Police Force Consent Agreement, are due to expire in 2017.

These include the general agreement which covers the majority of NTPS employees; Jacana Energy, Nurses and Midwives, Teachers and Educators, Fire Fighters, Correctional Officers, Medical Officers, and Police.

The table below lists the Police and NTPS agreement expiry dates, and when negotiations for each should commence by.

Agreement	Nominal Expiry Date	Negotiations to commence by
Police	29 June 2017	1 February 2017
Jacana Energy	30 June 2017	28 February 2017
Nurses and Midwives	9 August 2017	9 April 2017
NTPS General	10 August 2017	10 April 2017

Agreement	Nominal Expiry Date	Negotiations to commence by
Teachers and Educators	11 October 2017	11 June 2017
Fire Fighters	7 November 2017	7 July 2017
Correctional Officers	2 December 2017	2 August 2017
Medical Officers	31 December 2017	31 August 2017
Power and Water	15 July 2018	15 March 2018
Territory Generation	15 July 2018	15 March 2018
Dentists	21 August 2018	21 April 2018

6.

Enterprise bargaining with unions and bargaining representatives to negotiate terms and conditions for NTPS employees is conducted in accordance with the *Fair Work Act*.

7.

Yes. All bargaining parameters are subject to meeting the NTPS Wages Policy 2017-2020 provisions, and are subject to consultation with relevant agencies. The wages policy applies to all Northern Territory Public Sector employees, including police.