**325. Northern Territory Police, Fire and Emergency Services**

**Mr MILLS to MINISTER for POLICE, FIRE and EMERGENCY SERVICES**

HR questions:

1. What is the NTG FTE cap for your agency?
2. As at pay day 20, 28 March 2012, what is the current FTE staffing of the department, by level?
3. Is this figure in line with the NTG FTE cap? If not, please explain.
4. As at pay day 20, 28 March 2012, how many funded permanent positions are there in your department?
5. As 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.
6. In the period 1 July 2011 to 31 March 2012, what was the turnover rate of staff in the agency?
7. What is the rate per level?
8. As at pay day 20, 28 March 2012, how many funded positions are vacant in the agency?
9. How long, in total days, have funded positions been vacant since 1 July 2011?
10. As at pay day 20, 28 March 2012, how many staff are currently employed on a temporary contract?
11. In the period 1 July 2011 to 31 March 2012, how many temporary contracts have been extended, broken down by level and the number of times extended?
12. In the period 1 July 2011 to 31 March 2012, how many positions have been advertised by expression of interest?
13. As at 31 March 2012, in relation to all vacant positions, what is the breakdown of recruitment actions by:
14. selection process commenced; and
15. selection process, including position advertising, not commenced?
16. In the period 1 July 2011 to 31 March 2012, per position level, what is the average length of time taken for recruitment from advertising to successful applicant?
17. In the period 1 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?
18. In the period 1 July 2011 to 31 March 2012, how many positions have been reclassified in the department? What are the levels of those positions?
19. As at pay day 20, 28 March 2012, how many permanent supernumerary unattached employees do you have in your agency? What levels are they?
20. In the period 1 July 2011 to 31 March 2012, how many unattached employees have successfully gained nominal positions within the agency or gained employment in another agency?
21. In the period 1 July 2011 to 31 March 2012, how many unattached employees resigned?
22. As 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.
23. In the period 1 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?
24. In relation to apprentices and graduates who commenced during the 2011 calendar year:
25. how many graduates started with the department;
26. how many have completed the year;
27. how many have won nominal positions;
28. how many have left the NTG; and
29. what was the length of time each stayed within the NTG before leaving?
30. As at pay day 20, 28 March 2012, in relation to Indigenous employees:
31. how many employees do you have in your department who recognise themselves as Indigenous;
32. what are the levels of their positions held;
33. how many at each level;
34. how many are tenured and at what level;
35. how many are temporary and at what levels;
36. how many are acting up in positions and at what level;
37. how many were still employed at 31 December 2011; and
38. how many have left the NTG?
39. In relation to NTPS staff as at 31 March 2012:
40. what is the total amount of accrued leave in the department, broken down by level, long service leave and recreation leave;
41. what is the financial value of that leave;
42. what is the highest individual amount of accrued leave at each position level;
43. what is the current total of sick leave entitlement of employees in the department; and
44. how many days sick leave were taken between 1 July 2011 and 31 March 2012, at each employee level?
45. In relation to contract, ECO1 and above, staff as at 31 March 2012:
46. what is the total amount of accrued leave in the department, broken down by level, long service leave and recreation leave;
47. what is the financial value of that leave;
48. what is the highest individual amount of accrued leave at each employee level;
49. what is the current total of sick leave entitlement of employees in the department; and
50. how many days sick leave were taken between 1 July 2011 and 31 March 2012, at each employee level?
51. In the period 1 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.
52. In the period 1 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.
53. During the period 1 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.
54. During the period 1 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.
55. As at pay day 20, 28 March 2012, how many workers were on workers compensation, at what level, and is there an expected return date?
56. From 1 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?
57. As at pay day 20, 28 March 2012, how many workers were on sick leave or extended leave, excluding recreation leave, longer than three weeks, at what level, and for what reason?
58. As at pay day 20, 28 March 2012, were there any NTPS public servants who were employed in the 1980s and eligible for return flight to Adelaide every two years? How many and at what level?
59. 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:

1. From 1 July 2011 to 31 March 2012, how much has been spent on relocation costs for commencement of employment and either completion or termination of employment (removalists, airfares, accommodation and allowances) in the department?
2. Please provide a breakdown per business unit.
3. How much is budgeted for relocation and other appointment and termination expenses in 2011‑12?
4. How much was spent on travel from 1 July 2011 to 31 March 2012, broken down by intrastate, interstate and international fares, accommodation and other expenses?
5. How much was spent on vehicles by the department from 1 July 2011 to 31 March 2012?
6. How many vehicles does the department have responsibility for?
7. What is the change, if any, in these vehicle numbers from the previous year?
8. What proportion of those vehicles meet the emission standard of 5.5 out of 10 under the Commonwealth government’s Green Vehicle Guide?
9. How many vehicles are home garaged?
10. What position levels have vehicles attached or are allowed to home garage?
11. How many credit cards have been issued to department staff?
12. How many repayment transactions, and the value, for personal items and services are outstanding?
13. How many reports of the improper use of information technology have been made?
14. How many reports resulted in formal disciplinary action?
15. How many staff are considered essential in your agency for the purposes of an emergency; for example, cyclone? Break down by level.

Marketing:

1. From 1 July 2011 to 31 March 2012, how much was spent by the department on advertising and marketing programs?
2. What was each of those programs and what was the cost of each of those programs?

Insurance:

1. From 1 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?
2. 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; 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?
3. What provision has been made for disaster or major catastrophe insurance?

Climate Change:

1. From 1 July 2011 to 31 March 2012, how many tonnes of CO2 did the department emit?
2. From 1 July 2011 to 31 March 2012, what programs and strategies were introduced to reduce CO2 emissions across the department?
3. Has a target for departmental CO2 emissions been set for the coming financial year?
4. If yes, what percentage reduction is that from the previous year; and
5. if no, why has a target not been set?

Utilities:

1. From 1 July 2011 to 31 March 2012, what was the cost of power and water to the department?
2. What is the projected cost for power and water to the department for the 2012‑13 financial year?

Public Events:

1. From 1 July 2011 to 31 March 2012, list the public events/conferences/forums that were sponsored by the department? What are projected for the 2012‑13 financial year?
2. What is the level of sponsorship provided in terms of financial support or in‑kind support?

Advertising:

1. What is the department’s budget for advertising for the 2011‑12 financial year?
2. How much is year to date expenditure? Please breakdown into newspaper, radio and TV.
3. What advertising campaigns have been undertaken or will be undertaken by the department in 2011‑12 financial year?
4. From 1 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?

**ANSWER**

HR questions:

1. The NTPFES FTE cap is 1911 for 2011-12.
2. See table below.

|  |  |  |
| --- | --- | --- |
| 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 |
| 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 |

1. Yes, this figure is in line with the NTG FTE cap.
2. See table below.

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

1. See table below.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 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 |

1. See table below.

|  |  |  |
| --- | --- | --- |
| 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.

1. See table below.

| Classification | Classification Description | Turnover Rate (%) |
| --- | --- | --- |
| Police |
| 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 |
| Fire |
| 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 |
| 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.

1. See table below.

|  |  |  |
| --- | --- | --- |
| State Code | State Description | Vacant Positions |
| F | PFES 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.

1. See table below. 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 |

1. See table below.

|  |  |  |
| --- | --- | --- |
| 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’.

1. See table below.

| Classification | Classification Description | Ext x 1 | Ext x 2 | Ext x 3 | Ext x 4 | Ext x 5 | 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.

1. See table below.

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

1. (a) and (b)

NTPFES has a rolling recruitment schedule for police and firefighters 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 andEmergency Services | 95 | 6 |

1. See tables below.

|  |  |  |
| --- | --- | --- |
| 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 Adnim 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.

1. See table below.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 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.

1. See table below.

|  |  |
| --- | --- |
| 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.

1. See table below. 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.

|  |  |  |
| --- | --- | --- |
| Public Servants Classification | Classification Description | Unattached Employees |
| 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’.

1. See table below.

|  |  |  |
| --- | --- | --- |
| 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 inoperative employees. Employees not employed full-time are counted as ‘1’.

1. See table below.

|  |  |  |
| --- | --- | --- |
| 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 inoperative employees. Employees not employed full-time are counted as ‘1’.

1. See tables below.

|  |  |  |
| --- | --- | --- |
| State Code | State Description | Agency Average Length of Stay (Years) |
| 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 |
| Police |
| 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 Servants |
| 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 |
| Public Servants |
| 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).

1. See table below.

|  |  |
| --- | --- |
| Recruitment Advertising | Amount $ |
| NT Police | 124 799 |
| NT Fire and Rescue | 43 127 |
| NT Emergency Service | 8 748 |
| Public Sector | 92 522 |
| Total | 269 197 |

1. (a) Four apprentices and nil graduates;
2. four apprentices;
3. 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;
4. two apprentices left the agency during the period 1 January 2011 to 31 December 2011; and
5. one apprentice completed 11 months, one 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 who may be recorded against other classifications within PIPS; for example, AO4/AO5.

Graduates: GRADT.

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

1. (a) One hundred and forty‑five.
2. Not applicable. See footnote.

(c) Not applicable. See footnote.

1. One hundred and thirty‑two. See footnote regarding level.
2. Thirteen. See footnote regarding level.
3. Eight. 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.

(g) and (h) See table below.

|  |  |  |  |
| --- | --- | --- | --- |
| 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 andEmergency Services | 11 | 9 | 2 |

Footnote: Only staff who 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.

1. (a) Long Service Leave: 5079.69 months. Recreation Leave: 95 778.76 days. See tables below.
2. Long Service Leave: $40 994 647.07. Recreation Leave: $34 173 662.55. See tables below.
3. See tables below.

Long Service Leave:

| Classification | Accrued Long Service Leave (Months) | Highest Individual Amount Accrued (Months) |
| --- | --- | --- |
| Police |
| SUPT | 184.89 | 12.36 |
| SSGT | 316.28 | 12.60 |
| SGT | 742.36 | 14.03 |
| BRSGT | 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 |
| 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 |
|  | 3810.33 | 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 | 5079.69 | 20.26 |

Recreation Leave:

|  |  |  |
| --- | --- | --- |
| 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 |
| 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 |

1. See table below.

|  |  |  |
| --- | --- | --- |
| State Code | State Description | Total Sick Leave Entitlement (Weeks) |
| F | PFE Police, Fire and Emergency Services | 7750.46 |

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.

1. See table below.

| Classification | Classification Description | Days Sick Leave Taken |
| --- | --- | --- |
| Police |
| 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 |
| Fire |
| 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 |
| 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 eight 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 eight hour day. For example: 1 x 12 hour shift is converted to 1.5 days.

1. (a) Long Service Leave: 107.78 months. Recreation Leave: 976.21 days. See tables below.
2. Long Service Leave: $1 819 849.92. Recreation Leave: $783 871.36. See tables below.
3. See tables below.

Long Service Leave:

|  |  |  |
| --- | --- | --- |
| 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 |
| 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 |

Recreation Leave:

| 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 |

1. See table below. 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 |

1. See table below. 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 Officer 4 Cntr | 4.46 |
| EO2C | Exec Officer 2 Cntr | 2.00 |
| EO1C | Exec Officer 1 Cntr | 46.64 |
| Total | 53.10 |

 Footnote: ‘Days Sick Leave Taken’ is calculated from an eight hour day.

1. See tables below.

|  |  |  |
| --- | --- | --- |
| 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.

1. See table below.

|  |  |  |  |
| --- | --- | --- | --- |
| Classification | Classification Description | Number of Staff | Number of Days |
| AO6 | Admin Officer 6 | 1 | 13 |
| Total | 1 | 12 |

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.

1. No.
2. No.
3. See table below. There were 12 claimants on workers compensation leave as at 28 March 2012.

| Classification | Return Date | Number of Employees |
| --- | --- | --- |
| Police |
| Constable 1st Class | Returned | 1 |
| Senior Constable | Returned | 1 |
| Senior Constable | June 2012 | 1 |
| Senior Constable  | Not Known | 2 |
| Senior Constable 1st 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 |  | 1 |

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.

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

| Region/Level | Number | Days |
| --- | --- | --- |
| Alice Springs Remote | 5 | 935 |
| Constable | 3 | 561 |
| Constable 1 Class | 1 | 187 |
| Sergeant | 1 | 187 |
| Alice Springs Urban | 32 | 5 210 |
| Administrative Officer 3 | 1 | 187 |
| Administrative Officer 4 | 1 | 187 |
| Constable | 13 | 2 260 |
| 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 | 1 473 |
| Constable | 3 | 498 |
| Constable 1 Class | 3 | 337 |
| Physical 3 | 1 | 77 |
| Senior Constable 1 Class | 1 | 187 |
| Sergeant | 2 | 374 |
| Darwin Urban | 130 | 21 082 |
| 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 | 3 025 |
| Constable 1 Class | 16 | 2 740 |
| Executive Contract Officer 1 | 1 | 94 |
| Fire Auxiliary | 1 | 187 |
| Firefighter Class A | 2 | 325 |
| Firefighter Class D | 1 | 13 |
| Government Apprentice 1 | 1 | 187 |
| Leading Firefighter | 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 | 5 250 |
| Senior Constable 1 Class | 8 | 1 496 |
| Senior Firefighter | 4 | 592 |
| Senior Police Auxiliary | 2 | 315 |
| Senior Sergeant | 4 | 688 |
| Sergeant | 16 | 2 380 |
| 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 | 2 163 |
| 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 | 2 927 |
| Constable | 7 | 1 061 |
| Constable 1 Class | 5 | 628 |
| Leading Firefighter | 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 |
| Grand Total | 221 | 35 218 |

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.

1. See table below.

| 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, that is, 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.

1. See table below.

| 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 |

1. See table below.

|  |  |  |
| --- | --- | --- |
| 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.

In relation to each output group within the department:

1. See table below.

|  |  |
| --- | --- |
| Item | Amount $ |
| Recruitment Fares | 38 756.76 |
| Removal and Storage Expenses | 116 642.65 |
| Relocation Allowances | 0 |
| Total | 155 399.41 |

1. See table below.

|  |  |
| --- | --- |
| Recruitment Fares | Amount $ |
| Business Improvement and 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 | Amount $ |
| Recruitment Squad 112 | 45 614.39 |
| ACPO Recruitment Squad 18  | 4 705.69 |
| Recruitment Squad 113 | 66 322.57 |
| Total | 116 642.65 |

1. The amount is $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.
2. See table below. From 1 July 2011 to 31 March 2012:

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| From 1 July 2011 to 31 March 2012Travel 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 and boat charter (intrastate) |  | 118 745.40 |  | 118 745.40 |
| Total | 500 839.93 | 976 896.43 | 1 644 353.45 | 3 122 089.81 |

1. The amount spent was $11.468m.
2. On 31 March 2012, the NTPFES had 621 vehicles in service.
3. 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, nine Toyota Hilux’s for the Remote Policing Command’s Community Engagement Police Officers and associated Darwin/Alice Springs reserve pools, two 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.

1. Total vehicle numbers in Question 40 and Question 41 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). See table below.

|  |  Vehicles Measured by the Commonwealth’s Green Vehicle Guide |
| --- | --- |
| Greening the Fleet Strategy reporting period | Total Vehicles (including four‑wheel‑drive utilities and station wagons) | Passenger Vehicles (number) | Passenger Vehicles >5.5(number) | Passenger Vehicles >5.5(percentage) |
| 1 April 2009 to 31 March 2010 | 723 | 401 | 298 | 74% |
| 1 April 2010 to 31 March 2011 | 710 | 399 | 306 | 77% |
| 1 April 2011 to 31 March 2012 | 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.

1. As at 31 March 2012, there were 62 vehicles home garaged.
2. 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:

* the driver is undertaking duties requiring the use of that motor vehicle prior to the commencement of their next rostered shift;
* 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;
* the driver proceeds to duty away from their normal workplace directly from their home on the following day; and
* the driver is liable to be recalled to duty and/or is on call and the home garaging of the vehicle is operationally necessary.
1. There are 356 credit cards that have been issued to department staff.
2. Nil.
3. A total of 15 reports were investigated in relation to improper use of Information Technology.
4. Ten members received disciplinary action under section 14C or Part IV of the *Police Administration Act*.
5. 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:

1. The amount was $0.11m.
2. See table below.

|  |  |
| --- | --- |
| 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:

1. See table below.

|  |  |
| --- | --- |
| Insurance Type | Cost $ |
| Travel Insurance  | 482.68 |
| Public Liability Insurance for the Junior Police Ranger programs | 8 285.03 |
| Total | 8 767.71 |

1. 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 nett 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.

1. 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:

1. The NTG Energy Smart Buildings Policy is calculated on an annual basis. In 2010-11, the NTPFES’ building energy consumption was 47 625 gigajoules 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. See table below.

|  |  |  |  |
| --- | --- | --- | --- |
| Year | Buildings | Vehicles | Total |
|  | Energy Consumption (Gigajoules) | 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.
1. 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:

* Air‑conditioning vents – ongoing installation of cushion head vents that close when desired temperature is reached. This lowers air flow pressure and allows air‑conditioning plant to run more efficiently;
* Air‑conditioning 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; and
* 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; and
* Air‑conditioning systems - considerable work has been conducted on the air‑conditioning systems to improve the operation of the main plant and energy efficiency. This has included:

Main Building:

* replacement of air‑conditioning air handling units and main chillers;
* cleaning of several air‑conditioning coils and ducts;
* adjustment of time-clocks to minimise after hours usage; and
* installation of several split system air‑conditioning 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 four fluorescent lights in each ceiling cavity to three 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 five new remote multipurpose police stations (Yarralin complete, Ramingining and Gapuwiyak under construction and Alparra/Imanpa in future), each with four 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 metre.

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. Hiluxes 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.
1. (a) and (b)

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 TerritoryClimateChange 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.

1. The cost of power and water for NTPFES for the period 1 July 2011 to 31 March 2012 was $3 084m. This includes sewerage which cannot be separated out.
2. $4 485m.

Public Events:

1. From 1 July 2011 to 31 March 2012:
* Media forum of the Cyclone and Flood Season - Community Awareness - November 2011.
* Fifty‑seven 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.

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.
* Sixty 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.
1. See table below.

|  |  |
| --- | --- |
| Media forum for the Cyclone and Flood Season - Community Awareness, November 2011. | Human Resource only |
| Fifty‑seven 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. | Human Resource only |

Advertising:

1. 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.
2. See table below.

|  |  |  |  |
| --- | --- | --- | --- |
| Advertising | Marketing and Ppromotion | Amount $ | Total $ |
| Newspaper | 36 808 | 1 731 | 38 539 |
| Radio  | 13 390 | 500 | 13 890 |
| Television  | 16 841 |  | 16 841 |
| Other  | 12 190 |  | 12 190 |
| Total | 79 229 | 2 231 | 81 459 |

1. See table below.

|  |
| --- |
| 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 |

1. Nil.