

## LEGISLATIVE ASSEMBLY OF THE NORTHERN TERRITORY

## WRITTEN QUESTION

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.

Questions are asked of each Minister of their departments and are asked to be responded to by output group within each department.

**Minister for Police, Fire and Emergency Services, in relation to the portfolio areas within the Northern Territory Police, Fire and Emergency Services – Generic Estimates Questions**

**#Note: All HR Questions are as of Pay Cycle 20, 30 March 2011**

**HR Questions:**

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

A1. 1,872.

2. As of 30 March 2011, what is the current FTE staffing of the department, by level?

- A2. 1. The FTE at Pay 20 was 1901.25.  
2. The quarterly FTE for the March 2011 quarter as provided by OCPE was 1,873.

State Code	State Description	FTE Pay Period 20 / 2011
F	PFE Police Fire and Emergency Services	1901.25

**Breakdown by level**

Classification	Classification Description	Total
<b>Police</b>		
COPC	COMMISSIONER OF POLICE	1.00
DCOPC	DEPUTY COMMISSIONER	1.00
ACOPC	ASSISTANT COMMISSIONER	3.00
COMC	COMMANDER	7.00
ACOM	ACTING COMMANDER	2.00

Classification	Classification Description	Total
SUPT	SUPERINTENDENT	37.50
SSGT	SNR SERGEANT	68.23
SGT	SERGEANT	174.89
BRSGT	BREVET SERGEANT	39.00
BSGT	BREVET SERGEANT	1.00
SC1C	SNR CONSTABLE 1/C	100.92
SCONT	SNR CONSTABLE	255.57
CON1C	CONSTABLE 1/C	122.81
PXAMR	PRINCIPAL EXAMINER	7.65
EXAMR	EXAMINER	2.00
CONST	CONSTABLE	239.63
CONTA	CONSTABLE RECRUIT	44.00
SACP	SNR ACPO	26.81
ACP1C	ACPO 1/C	10.00
ACPO	ACPO	36.42
ACPR	ACPO RECRUIT	1.00
SPAUX	SNR POLICE AUXILIARY	8.60
PAX1C	POLICE AUXILIARY 1/C	22.40
PAUX	POLICE AUXILIARY	110.98
		<b>1323.41</b>
<b>Fire</b>		
DOF	DISTRICT OFFICER	9.96
SSO	SNR STATION OFFICER	18.00
SO	STATION OFFICER	28.00
LFF	LEADING FIREFIGHTER	24.50
SFF	SNR FIREFIGHTER	38.98
FFA	FIREFIGHTER A CLASS	19.92
FFB	FIREFIGHTER B CLASS	9.00
FFD	FIREFIGHTER D CLASS	20.00
FFREC	FIREFIGHTER RECRUIT	11.40
FAC	FIRE AUXILIARY	1.02
FA2	FIRE AUXILIARY	0.69
FA1	FIRE AUXILIARY	10.01
		<b>191.48</b>
<b>Public Servants</b>		
E04C	EXECUTIVE CONTRACT OFFICER 4	2.00
E03C	EXECUTIVE CONTRACT OFFICER 3	1.00
E02C	EXECUTIVE CONTRACT OFFICER 2	2.00
E01C	EXECUTIVE CONTRACT OFFICER 1	6.00
SAO2	SNR ADMIN OFFICER 2	3.00
SAO1	SNR ADMIN OFFICER 1	14.00
AO7	ADMIN OFFICER 7	15.87
AO6	ADMIN OFFICER 6	26.90
AO5	ADMIN OFFICER 5	33.00
AO4	ADMIN OFFICER 4	43.76
AO3	ADMIN OFFICER 3	95.28

Classification	Classification Description	Total
AO2	ADMIN OFFICER 2	55.50
AO1	ADMIN OFFICER 1	2.00
AQF3A	NTPS APPRENTICE	2.00
GOVA1	NTPS APPRENTICE	1.00
SP2	SNR PROFESSIONAL 2	1.00
SP1	SNR PROFESSIONAL 1	2.50
P3	PROFESSIONAL 3	7.80
P2	PROFESSIONAL 2	7.20
P1	PROFESSIONAL 1	5.50
PH6R	PHYSICAL 6 - RDO	1.00
PH5	PHYSICAL 5	1.00
PH3	PHYSICAL 3	4.81
PH2R	PHYSICAL 2 - RDO	1.00
PH2	PHYSICAL 2	6.00
SBA	SCHOOL BASED APPRENTICE	1.70
CPIL	CHIEF PILOT	1.00
SPIL	SNR PILOT	5.00
T6	TECHNICAL 6	4.54
T5	TECHNICAL 5	4.00
T4	TECHNICAL 4	12.00
T3	TECHNICAL 3	7.00
T2	TECHNICAL 2	9.00
T1	TECHNICAL 1	1.00
		<b>386.36</b>

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

- If not, please explain

A3. Yes, it is within the 2% allowed variation.

4. How many permanent positions are there in your department?

A4.

State Code	State Description	Permanent Positions
F	PFE Police Fire and Emergency Services	1826

5. 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

A5.

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	1275	458	68

6. What was the turnover rate of staff in the Agency in 2010?

A6.

State Code	State Description	Vacant Positions
	PFE Police Fire and Emergency Services	11.43%

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

7. What is the rate per level?

A7.

Classification	Classification Description	Turnover Rate (%)
<b>Police</b>		
COPC	COMMISSIONER OF POLICE	0.00
DCOPC	DEPUTY COMMISSIONER	106.84
ACOPC	ASST COMMISSIONER	44.44
COMC	COMMANDER	14.84
SUPT	SUPERINTENDENT	9.12
SSGT	SNR SERGEANT	1.82
SGT	SERGEANT	8.77
BRSGT	BREVET SERGEANT	104.63
SC1C	SNR CONSTABLE 1/C	3.13
SCONT	SNR CONSTABLE	4.20
CON1C	CONSTABLE 1/C	10.98
CONST	CONSTABLE	2.56
CONTA	CONSTABLE RECRUIT	3.17
SACP	SNR ACPO	13.89
	ABORIGINAL COMMUNITY	
ACP1C	POLICE 1/C	8.00
ACPO	ABORIGINAL COMMUNITY	10.34

Classification	Classification Description	Turnover Rate (%)
	POLICE	
	ABORIGINAL COMMUNITY	
ACP	POLICE	14.85
ACPR	ACPO RECRUIT	0.00
SPAUX	SNR POLICE AUXILIARY	19.95
PAX1C	POLICE AUXILIARY 1/C	0.00
PAUX	POLICE AUXILIARY	11.92
<b>Fire</b>		
DOF	DISTRICT OFFICER	0.00
SSO	SNR STATION OFFICER	0.00
SO	STATION OFFICER	0.00
LFF	LEADING FIREFIGHTER	3.48
SFF	SNR FIREFIGHTER	2.57
FFA	FIREFIGHTER QUALIFIED	4.48
FFB	FIREFIGHTER B	0.00
FFD	FIREFIGHTER D	6.94
FFREC	FIREFIGHTER RECRUIT	0.00
FAC	FIRE AUXILIARY CAPTAIN	103.31
FA2	FIRE AUXILIARY LEVEL 2	121.58
FA1	FIRE AUXILIARY LEVEL 1	98.38
<b>Public Servants</b>		
	EXECUTIVE CONTRACT	
EO4C	OFFICER 4	0.00
	EXECUTIVE CONTRACT	
EO3C	OFFICER 3	51.72
	EXECUTIVE CONTRACT	
EO2C	OFFICER 2	0.00
	EXECUTIVE CONTRACT	
EO1C	OFFICER 1	0.00
SAO2	SNR ADMIN OFFICER 2	0.00
EO1	EXECUTIVE OFFICER 1	0.00
SAO1	SNR ADMIN OFFICER 1	0.00
AO8	ADMIN OFFICER 8	41.59
AO7	ADMIN OFFICER 7	14.52
AO6	ADMIN OFFICER 6	27.90
AO5	ADMIN OFFICER 5	24.07
AO4	ADMIN OFFICER 4	28.30
AO3R	ADMIN OFFICER 3 - RDO	0.00
AO3	ADMIN OFFICER 3	45.39
AO2	ADMIN OFFICER 2	35.25
AO1	ADMIN OFFICER 1	75.19
AQ3SA	NTPS ADULT APPRENTICESHIP	0.00
AQF3A	NTPS APPRENTICESHIP	82.82
CPIL	CHIEF PILOT NT POLICE	0.00
SPIL	SNR PILOT	0.00
	AUTOMOTIVE APPRENTICE	
GOVA1	(MHRT)	0.00

Classification	Classification Description	Turnover Rate (%)
GRADT	GRADUATE TRAINEE	0.00
SBA	SCHOOL BASED APPRENTICE	369.34
SP2	SNR PROFESSIONAL OFFICER 2	0.00
SP1	SNR PROFESSIONAL OFFICER 1	0.00
P4	PROFESSIONAL 4	0.00
P3	PROFESSIONAL 3	0.00
P2	PROFESSIONAL 2	24.65
P1	PROFESSIONAL 1	18.50
PH7	PHYSICAL 7	0.00
PH6R	PHYSICAL 6 - RDO	0.00
PH6	PHYSICAL 6	0.00
PH5	PHYSICAL 5	0.00
PH3R	PHYSICAL 3 - RDO	0.00
PH3	PHYSICAL 3	0.00
PH2R	PHYSICAL 2 - RDO	0.00
PH2	PHYSICAL 2	26.67
T6	TECHNICAL 6	38.91
T5	TECHNICAL 5	0.00
T4	TECHNICAL 4	10.47
T3	TECHNICAL 3	0.00
T2	TECHNICAL 2	16.91
T1	TECHNICAL 1	59.35

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

8. How many vacant positions are there in the Agency as a whole?

A8.

State Code	State Description	Vacant Positions
F	PFE Police Fire and Emergency Services	92

**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 nominal positions been vacant in the department?

A9. Some positions are vacant due to circumstances that are unique to this agency and will not necessarily result in any recruitment action. NTPFES manages staff deployment to areas of greater need as they arise which allows flexibility.

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 Servant Vacant Days**

<b>Classification</b>	<b>Classification Description</b>	<b>Total Days Vacant</b>
EO2C	EXECUTIVE CONTRACT OFFICER 2	88
SAO1	SNR ADMIN OFFICER 1	7
AO7	ADMIN OFFICER 7	85
AO6	ADMIN OFFICER 6	32
AO6	ADMIN OFFICER 6	139
AO6	ADMIN OFFICER 6	153
AO5	ADMIN OFFICER 5	17
AO5	ADMIN OFFICER 5	114
AO3	ADMIN OFFICER 3	4
AO3	ADMIN OFFICER 3	20
AO3	ADMIN OFFICER 3	26
AO2	ADMIN OFFICER 2	13
AO2	ADMIN OFFICER 2	60
P3	PROFESSIONAL 3	111
P2	PROFESSIONAL 2	119
P2	PROFESSIONAL 2	140
PH2	PHYSICAL 2	43
T3	TECHNICAL 3	9

10. How many staff are currently employed on a temporary contract?

A10.

<b>State Code</b>	<b>State Description</b>	<b>Temporary Contracts</b>
<b>F</b>	<b>PFE Police Fire and Emergency Services</b>	<b>139</b>

**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 30 March 2010 to 30 March 2011, how many temporary contracts have been extended, broken down by level and the number of times extended?

A11.

Classification	Classification Description	Ext. x1	Ext. x2	Ext. x3	Ext. x4	Ext. x5	Total
EO1	EXECUTIVE OFFICER 1 SNR ADMIN		1				1
SAO1	OFFICER 1	2					2
AO7	ADMIN OFFICER 7		1				1
AO6	ADMIN OFFICER 6	2	2		1		5
AO5	ADMIN OFFICER 5	4	1				5
AO4	ADMIN OFFICER 4	5	5		2		12
AO3	ADMIN OFFICER 3	18	6	2	2		28
AO2	ADMIN OFFICER 2	24	4	2		1	31
AO1	ADMIN OFFICER 1	2	1				3
P1	PROFESSIONAL 1	1					1
PH2	PHYSICAL 2	1		1			2
SPIL	SNR PILOT	1					1
T6	TECHNICAL 6		1				1
T4	TECHNICAL 4	1			1		2
T3	TECHNICAL 3		1				1
T2	TECHNICAL 2		3				3
T1	TECHNICAL 1			2			2
<b>Total</b>		<b>61</b>	<b>26</b>	<b>7</b>	<b>6</b>	<b>1</b>	<b>101</b>

**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 30 March 2010 to 30 March 2011, how many positions have been advertised by "expression of interest"?

A12.

State Code	State Description	Positions advertised by Expression of Interest
F	PFE Police Fire and Emergency Services	34

13. 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

A13. 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 manages staff deployment to areas of greater need as they arise which allows flexibility. 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	Commenced	Not Commenced	Total
F	PFE Police Fire and Emergency Services	12	86	98

14. Per position level, what is the average length of time taken for recruitment from advertising to successful applicant?

A14.

State Code	State Description	Agency Average
F	PFE Police Fire and Emergency Services	51.12

**Breakdown by level**

Classification	Classification Description	Average Days
<b>Police</b>		
SSGT	SNR SERGEANT	31.00
SGT	SERGEANT	31.50
BRS GT	BREVET SERGEANT	26.00
CONST	CONSTABLE	34.33
	ABORIGINAL COMMUNITY POLICE	
ACPO	OFFICER	34.33
PAUX	POLICE AUXILIARY	31.00
<b>Fire</b>		
SSO	SNR STATION OFFICER	76.00

<b>Public Servants</b>		
ECO2	EXECUTIVE CONTRACT OFFICER 2	66.00
ECO1	EXECUTIVE CONTRACT OFFICER 1	41.00
AO8	ADMIN OFFICER 8	58.50
AO7	ADMIN OFFICER 7	66.00
AO6	ADMIN OFFICER 6	64.75
AO5	ADMIN OFFICER 5	64.33
AO4	ADMIN OFFICER 4	61.00
AO3	ADMIN OFFICER 3	66.45
P1	PROFESSIONAL 1	61.00
PH6	PHYSICAL 6	76.00
T6	TECHNICAL 6	46.00
T4	TECHNICAL 4	36.00

**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. 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?

A15.

Agency	NTG	Non NTG	Not Advised	Total
<b>Northern Territory Police, Fire and Emergency Services</b>	31	10	16	57

**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 2010, how many positions have been reclassified in the department? What are the level of those positions?

A16.

Level of Position (Post Job Evaluation)	Reclassified Positions *
AO6 - ADMIN OFFICER 6	1
AO5 - ADMIN OFFICER 5	2
AO4 - ADMIN OFFICER 4	1
PO3 - PROF OFFICER 3	4
<b>Total</b>	<b>8</b>

17. How many permanent supernumerary unattached employees do you have in your agency? What levels are they?

A17. Some positions are vacant due to circumstances that are unique to this agency and will not necessarily result in any recruitment action. NTPFES manages staff deployment to areas of greater need as they arise which allows flexibility. 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.

As at 31 March 2011, Public Servant Permanent Supernumerary Unattached

Classification	Classification Description	Unattached Employees
AO6	ADMIN OFFICER 6	1
AO5	ADMIN OFFICER 5	2
AO4	ADMIN OFFICER 4	1
AO3	ADMIN OFFICER 3	5
AO2	ADMIN OFFICER 2	1
PH2	PHYSICAL 2	1
SP1	SNR PROFESSIONAL 2	1
T2	TECHNICAL 2	1
T4	TECHNICAL 4	1
<b>Total</b>		<b>14</b>

**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 works compensation payments. Employees not employed full time are counted as '1'.

18. How many unattached employees have successfully gained nominal positions within the agency or gained employment in another agency in 2010.

A18. From 1 July 2010 to 31 March 2011, Public Servant only

State Code	State Description	Unattached Employees Gaining Nominal Positions
F	PFE Police Fire and Emergency Services	17

**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. How many have resigned?

A19.

State Code	State Description	Unattached Employees Resigned
F	PFE Police Fire and Emergency Services	6

**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. What is the average length of stay of staff in the department?  
Please break this down by position level.

A20.

State Code	State Description	Agency Average Length of Stay (yrs)
F	PFE Police Fire and Emergency Services	7.72

**Average length of stay by level**

Classification	Classification Description	Average length of Stay (Years)
Police		
COPC	COMMISSIONER OF POLICE	1.25
DCOPC	DEPUTY COMMISSIONER	0.68

Classification	Classification Description	Average length of Stay (Years)
ACOPC	ASSISTANT COMMISSIONER	19.79
COMC	COMMANDER	26.81
SUPT	SUPERINTENDENT	21.62
SSGT	SNR SERGEANT	18.79
SGT	SERGEANT	14.41
BRSGT	BREVET SERGEANT	7.80
SC1C	SNR CONSTABLE 1/C	12.03
SCONT	SNR CONSTABLE	10.57
CON1C	CONSTABLE 1/C	4.70
CONST	CONSTABLE	3.02
CONTA	CONSTABLE RECRUIT	0.32
SACP	SNR ABORIGINAL COMMUNITY	9.06
ACP1C	ABORIGINAL COMMUNITY POLICE	4.30
ACPO	ABORIGINAL COMMUNITY POLICE	2.62
ACPR	ABORIGINAL COMMUNITY POLICE	0.59
SPAUX	SNR POLICE AUXILIARY	7.48
PAX1C	POLICE AUXILIARY 1/C	6.38
PAUX	POLICE AUXILIARY	7.46
		<b>8.98</b>
<b>Fire</b>		
DOF	DISTRICT OFFICER FIRE SERVICE	20.10
SSO	SNR STATION OFFICER	23.95
SO	STATION OFFICER	19.71
LFF	LEADING FIREFIGHTER	12.00
SFF	SNR FIREFIGHTER	12.19
FFA	FIREFIGHTER QUALIFIED	14.53
FFB	FIREFIGHTER B CLASS	5.84
FFD	FIREFIGHTER D CLASS	1.61
FFREC	FIREFIGHTER RECRUIT	1.38
		<b>12.37</b>
<b>Public</b>		
EO4C	EXECUTIVE CONTRACT OFFICER 4	8.45
EO3C	EXECUTIVE CONTRACT OFFICER 3	1.06
EO2C	EXECUTIVE CONTRACT OFFICER 2	32.17
EO1C	EXECUTIVE CONTRACT OFFICER 1	8.94
SAO2	SNR ADMIN OFFICER 2	3.61
SAO1	SNR ADMIN OFFICER 1	2.39
A07	ADMIN OFFICER 7	4.72
A06	ADMIN OFFICER 6	6.60
A05	ADMIN OFFICER 5	4.45
A04	ADMIN OFFICER 4	5.77
A03	ADMIN OFFICER 3	4.59
A02	ADMIN OFFICER 2	1.94
A01	ADMIN OFFICER 1	0.51
A08	ADMIN OFFICER 8	1.29
AQF3A	NTPS APPRENTICESHIP AQF3 LEVEL	0.14
CPIL	CHIEF PILOT NT POLICE	5.32
GOVA1	AUTOMOTIVE APPRENTICE (MHRT)	0.89
P1	PROFESSIONAL 1	3.65
P2	PROFESSIONAL 2	2.94
P3	PROFESSIONAL 3	3.46

Classification	Classification Description	Average length of Stay (Years)
PH2	PHYSICAL 2	9.11
PH3	PHYSICAL 3	10.74
PH5	PHYSICAL 5	6.36
SP1	SNR PROFESSIONAL OFFICER 1	5.17
SP2	SNR PROFESSIONAL OFFICER 2	5.28
SPIL	SNR PILOT NT POLICE	2.62
T1	TECHNICAL 1	1.48
T2	TECHNICAL 2	5.67
T3	TECHNICAL 3	9.75
T4	TECHNICAL 4	7.23
T5	TECHNICAL 5	6.69
T6	TECHNICAL 6	6.74
		<b>5.62</b>

**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. How much has been spent to date on advertising employee positions, and can you provide a breakdown of these costs?

A21.	Advertising	108,048.11
	Production	106,647.97
	<b>Total</b>	<b>214,696.08</b>

These costs mainly relate to the recruitment of police officers.

22. In relation to Apprentices and Graduates, in 2010:

A22.

How many graduates started with the department?

11 Apprentices and nil Graduates.

How many have completed the year?

8 Apprentices.

How many have won nominal positions?

No Apprentices won nominal positions, as reporting period of 1 January 2010 to 31 December 2010 is within the Apprentice's first year of service.

How many have left the NTG?

3 Apprentices left the agency during the period 1 January 2010 to 31 December 2010.

What was the length of time each stayed with the NTG before leaving?

2 Apprentices completed 3 months and 1 Apprentice completed 4 months.

**Footnote:** Numbers listed cover all Apprentices and Graduates for the period 1 January 2010 and 31 December 2010 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. In relation to Indigenous Employees, in 2010:

A23.

How many employees do you have in your Department that recognise themselves as Indigenous?

139.

What are the levels of their positions held?

N/A see footnote.

How many at each level?

N/A see footnote.

How many are tenured and at what level?

131.

How many are temporary and at what levels?

8.

How many are acting up in positions and at what level?

30.

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

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

**g) How many have completed the year?**

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

Agency	Indigenous Employees commenced in 2010	Indigenous Staff commenced in 2010 and employed at 31/12/10	Indigenous Staff commenced and ceased in 2010
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<b>NT Police Fire and Emergency Services</b>	<b>15</b>	<b>12</b>	<b>3</b>
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**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. Information relating to level of employee has not been provided due to privacy concerns, as individual employees are easily identifiable.

24. In relation to NTPS staff as of 30 March 2011:

A24.

What is the total amount of accrued leave in the department, broken down by level, long service leave and recreation leave

What is the financial value of that leave?

State Code	State Description	Long Service Leave	Recreation Leave
F	<b>Police Fire and Emergency Services</b>	\$36,000,023.58	

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

Classification	Accrued LSL (Months)	Accrued Recreation Leave (Days)	Highest Individual Accrued LSL (Months)	Highest Individual Accrued Recreation Leave (Days)
<b>Police</b>				
ACOM	14.25	150.91	6.33	72.23
SUPT	192.86	1977.92	11.96	102.75
SSGT	341.01	4049.96	13.63	112.25
SGT	631.81	10471.61	10.6	130.86
BRSGT	112.57	2528.27	11.6	113.83
SC1C	322.54	5720.1	13.13	123.56
SCONT	801.43	15440.49	13.36	163.66
CON1C	245.13	6477.98	6.36	103.08
PXAMR	30.97	378.8	11.93	76.03
EXAMR	5.33	100.42	2.9	59.5
CONST	258.08	10386.79	5.03	103.75
CONTA	5.41	330.4	1.76	40.52
SACP	69.98	1497.43	5.03	97.75
ACP1C	17.98	719.63	2.22	103.83
ACPO	32.85	1229.13	5.53	88.33
ACPR	0.17	21.02	0.17	21.02
SPAUX	24.87	569.72	3.76	93.08
PAX1C	47.14	1189.93	9.47	87.33
PAUX	236.52	4931.77	8.48	154.5
	<b>3,390.90</b>	<b>68,172.28</b>	<b>13.63</b>	<b>163.66</b>
<b>Fire</b>				
DOF	58.6	777.49	14.3	148.49
SSO	123.85	1653.68	19.86	172.3
SO	139.42	2346.57	12.86	227.83
LFF	106.37	2197.75	9.06	145.39
SFF	139.19	3392.87	10.8	179.39
FFA	83.9	1830.2	13.26	244.1
FFB	13.59	681.12	3.84	100.86
FFD	9.9	995.07	0.55	67.57
FFREC	11.47	241.21	4.47	71.23
	<b>686.29</b>	<b>14115.96</b>	<b>19.86</b>	<b>244.1</b>
<b>Public Servants</b>				
SAO2	8.68	233.22	4.02	76.5
SAO1	27.75	512.58	4.8	83.21
AO7	40.61	15.5	6.73	15.5
AO6	63.03	786.64	6.77	86.05
AO5	61.97	1300.18	9.5	127.3
AO4	81.13	1277.1	11.42	102.32
AO3	128.54	1288.93	5.92	107.5
AO2	30.01	3051.4	4.75	103.09

Classification	Accrued LSL (Months)	Accrued Recreation Leave (Days)	Highest Individual Accrued LSL (Months)	Highest Individual Accrued Recreation Leave (Days)
AO1	0.29	712.9	0.17	62.67
AO8	0.37	25.19	0.37	17.69
AQF3A	0.04	5	0.02	2.5
GOVA1	0.25	21.9	0.25	21.9
CPIL	1.57	46.09	1.57	46.09
SPIL	3.84	196.16	1.1	82.18
SP2	3.25	396.34	3.25	73.2
SP1	9.03	218.37	5.33	63
P3	17.3	58.66	3.57	39.08
P2	8.21	7.76	2.5	7.76
P1	3.9	83	3.05	83
PH6R	0.07	257.48	0.07	76.63
PH5	1.9	54.58	1.9	54.58
PH3	7.96	312.02	2.67	87.05
PH2R	1.02	51.5	1.02	51.5
PH2	15.52	128	4.05	41
T6	11.44	264.63	5.19	103.73
T5	8	206.11	2.65	85
T4	15.14	404.66	3.73	67.69
T3	15.96	350.71	4.9	94
T2	14.3	342.43	5.07	73.5
T1	0.42	7.5	0.42	7.5
	<b>581.5</b>	<b>12616.54</b>	<b>11.42</b>	
<b>Total</b>	<b>4,658.69</b>	<b>94904.78</b>	<b>19.86</b>	<b>244.10</b>

**Footnote:** Leave calculations include only leave that has been approved by manager and processed by Payroll. Any leave awaiting these actions are excluded.

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	8,143.05

**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.

How many days sick leave were taken in 2010?

Classification	Classification Description	Days Sick Leave Taken
<b>Police</b>		
SUPT	SUPERINTENDENT	276.17
SSGT	SNR SERGEANT	621.94
SGT	SERGEANT	1,279.79
BRSGT	BREVET SERGEANT	57.00
SC1C	SNR CONSTABLE 1/C	956.39
SCONT	SNR CONSTABLE	2,336.02
CON1C	CONSTABLE 1/C	1,096.06
CONST	CONSTABLE	1,498.13
CONTA	CONSTABLE RECRUIT	20.67
SACP	SNR ACPO	293.45
	ABORIGINAL COMM POLICE OFFICER	
ACP1C	1/C	84.47
ACPO	ABORIGINAL COMM POLICE OFFICER	252.01
ACP	ABORIGINAL COMM POLICE OFFICER	62.00
	ABORIGINAL COMM POLICE OFFICER	
ACPR	RECRUIT	1.00
SPAUX	SNR POL AUXILIARY	70.01
PAX1C	POLICE AUXILIARY 1/C	229.30
PAUX	POLICE AUXILIARY	1,671.56
		<b>10,805.97</b>
<b>Fire</b>		
DOF	DISTRICT OFFICER	44.50
SSO	SNR STATION OFFICER	351.34
SO	STATION OFFICER	255.57
LFF	LEADING FIREFIGHTER	124.13
SFF	SNR FIREFIGHTER	202.25
FFA	FIREFIGHTER QFD	111.75
FFB	FIREFIGHTER B	51.44
FFD	FIREFIGHTER D	47.75
FFREC	FIREFIGHTER RECRUIT	23.41
		<b>1,212.14</b>
<b>Public Servants</b>		
EO1	EXEC OFFICER 1	1.00
SAO1	SNR ADMIN OFFICER 1	15.73
AO8	ADMIN OFFICER 8	57.84
AO7	ADMIN OFFICER 7	214.70
AO6	ADMIN OFFICER 6	220.68
AO5	ADMIN OFFICER 5	150.05
AO4	ADMIN OFFICER 4	628.61
AO3	ADMIN OFFICER 3	752.29
AO2	ADMIN OFFICER 2	380.69
AO1	ADMIN OFFICER 1	19.04
AO396	ADMIN OFFICER 3 96%	5.00
AQF3A	NTPS APPRENTICE	8.43
GOVA1	AUTO APPRENTICE	8.92

SP2	SNR PROFESSIONAL OFFICER 2	1.46
SP1	SNR PROFESSIONAL OFFICER 1	25.00
P4	PROFESSIONAL 4	79.41
P3	PROFESSIONAL 3	21.61
P2	PROFESSIONAL 2	82.27
P1	PROFESSIONAL 1	16.74
PH3	PHYSICAL 3	6.00
PH2	PHYSICAL 2	47.60
SPIL	SNR PILOT	11.00
T6	TECHNICAL 6	24.16
T5	TECHNICAL 5	10.53
T4	TECHNICAL 4	71.30
T3	TECHNICAL 3	47.60
T2	TECHNICAL 2	33.36
T1	TECHNICAL 1	7.00
		<b>2,948.02</b>
<b>Total</b>		<b>14,966.13</b>

**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 30 March 2011:

A25.

What is the total amount of accrued leave in the department, broken down by level, long service leave and recreation leave?

What is the financial value of that leave?

State Code	State Description	Long Service Leave	Recreation Leave
F	Police Fire and Emergency Services	\$1,544,883.30	\$666,839.81

What is the highest individual amount of accrued leave at each employee level?

Classification	Accrued LSL (Months)	Accrued Recreation Leave (Days)	Highest Individual Accrued LSL (Months)	Highest Individual Accrued Recreation Leave (Days)
<b>Police</b>				
COPC	0.37	26.5	0.37	26.50
DCOPC	2.15	11.00	2.15	11.00
ACOPC	8.99	79.42	7.63	53.45
COMC	37.20	342.51	12.83	86.50
	<b>48.71</b>	<b>459.43</b>	<b>12.83</b>	<b>86.50</b>
<b>Public Servants</b>				
EO4C	6.52	37.51	6.30	30.95
EO3C	0.30	20.00	0.30	20.00
EO2C	12.86	85.7	10.55	47.37
EO1C	22.55	234.38	10.47	52.38
	<b>42.23</b>	<b>377.59</b>	<b>10.55</b>	<b>52.38</b>
<b>Total</b>	<b>90.94</b>	<b>837.02</b>	<b>12.83</b>	<b>86.50</b>

**Footnote:** Leave calculations include only leave that has been approved by manager and processed by Payroll. Any leave awaiting these actions are excluded.

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	424.87

**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.

How many days sick leave were taken in 2010, at each employee level?

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

State Code	State Description	Days Sick Leave Taken
F	Police Fire and Emergency Services	78.13

**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.

26. 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

A26.

State Code	State Description	Employees utilising Cash-out Leave
F	PFE Police Fire and Emergency Services	6

**Cash-out of leave by level**

Classification	Classification Description	Number of Staff	Amount of leave (Days)
AO8	ADMIN OFFICER 8	1	10 Days
AO6	ADMIN OFFICER 6	1	10 Days
AO5	ADMIN OFFICER 5	3	40 Days
AO3	ADMIN OFFICER 3	1	6 Days
<b>Total</b>		<b>6</b>	<b>66 Days</b>

**Footnote:** Report scope is employees affected by the NTPS 2010-2013 Enterprise Agreement, date of effect 19 August 2010 (Pay 5). 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. 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

A27.

Classification	Classification Description	Number of Staff	Amount of leave (Days)
PH3	PHYSICAL 3	1	12
<b>Total</b>		<b>1</b>	<b>12 Days</b>

**Footnote:** Report scope is employees affected by the NTPS 2010-2013 Enterprise Agreement, date of effect 19 August 2010 (Pay 5). Employment classifications referenced as well as Pay Transaction Records Entitlement code SAR020.

28. As at 30 March 2011 has the CEO directed 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

A28. No.

29. As at 30 March 2011 has the CEO directed any employee under section 55.3 (a) Long Service Leave to take leave?

Break down by level and the amount of leave

A29. 1 X Physical 3 employee directed to utilise 6 months leave.

30. As at 30 March 2011 how many workers are currently on workers compensation? At what level and is there an expected return date?

A30.

Classification	Expected Return Date	Number of Staff
<b>Total</b>		<b>18</b>
CONSTABLE	NOT KNOWN	2
CONSTABLE 1 <sup>ST</sup> CLASS	NOT KNOWN	1
CONSTABLE 1 <sup>ST</sup> CLASS	RESIGNED WITH EFFECT MAY 2011	1
DISTRICT OFFICER	NOT KNOWN	1
POLICE AUXILIARY	NOT KNOWN	1
SENIOR CONSTABLE	APRIL 2011	2
SENIOR CONSTABLE	NOT KNOWN	4
SENIOR CONSTABLE 1 CLASS	NOT KNOWN	1
SENIOR FIRE FIGHTER	NOT KNOWN	1
SENIOR SERGEANT	NOT KNOWN	1
SENIOR SERGEANT	MAY 2011	1
SERGEANT	NOT KNOWN	1
STATION OFFICER	RESIGNED WITH EFFECT May 2011	1

**Footnote:** Report Scope does not include former employees on workers compensation.

31. From 30 March 2010 – 30 March 2011 how many people received workers compensation in 2010, at what position level and geographic location and how long for each person?

A31. A total of 262 staff received workers compensation payment with a total of 34286 days in receipt of workers compensation.

Region	Level	No	Days
Alice Springs Remote	CONSTABLE	3	386
	CONSTABLE FIRST CLASS	1	194
	PRINCIPAL EXAMINER	1	48
	SENIOR CONSTABLE	1	138
	SENIOR CONSTABLE FIRST CLASS	1	28
	SERGEANT	1	166
		8	960
Alice Springs Urban	ADMINISTRATIVE OFFICER 2	2	282
	ADMINISTRATIVE OFFICER 3	1	145
	ADMINISTRATIVE OFFICER 4	1	40
	ADMINISTRATIVE OFFICER 5	1	93

	ADMINISTRATIVE OFFICER 7	1	61
	BREVET SERGEANT	1	103
	CONSTABLE	10	938
	CONSTABLE FIRST CLASS	9	824
	EXAMINER	1	194
	PRINCIPAL EXAMINER	1	189
	RECRUIT CONSTABLE	1	60
	SENIOR ABORIGINAL COMMUNITY POLICE OFFICER	1	62
	SENIOR CONSTABLE	8	934
	SENIOR CONSTABLE FIRST CLASS	1	194
	SENIOR FIREFIGHTER	1	194
	SERGEANT	1	112
	STATION OFFICER	2	388
	SUPERINTENDENT	1	194
		44	5007
Darwin Remote	ABORIGINAL COMMUNITY POLICE	1	194
	BREVET SERGEANT	3	582
	PHYSICAL 3	1	185
	SENIOR CONSTABLE FIRST CLASS	2	252
	SERGEANT	1	39
		8	1252
Darwin Urban	ABORIGINAL COMMUNITY POLICE	4	475
	ADMINISTRATIVE OFFICER 2	1	194
	ADMINISTRATIVE OFFICER 3	3	545
	ADMINISTRATIVE OFFICER 4	3	346
	ADMINISTRATIVE OFFICER 5	4	545
	ADMINISTRATIVE OFFICER 5 - RDO OFFICERS	1	34
	ADMINISTRATIVE OFFICER 7	1	38
	ASSISTANT COMMISSIONER	1	194
	BREVET SERGEANT	2	388
	CONSTABLE	22	2395
	CONSTABLE FIRST CLASS	17	2369
	DISTRICT OFFICER FIRE SERVICE	1	194
	FIREFIGHTER CLASS D	2	375
	FIREFIGHTER QUALIFIED	2	193
	FIREFIGHTER RECRUIT	1	187
	LEADING FIREFIGHTER(QUALIFIED)	7	986
	POLICE AUXILIARY	8	757
	PRINCIPAL EXAMINER	1	54
	RECRUIT CONSTABLE	1	55
	SENIOR CONSTABLE	28	4372
	SENIOR CONSTABLE FIRST CLASS	10	913
	SENIOR FIREFIGHTER	4	519
	SENIOR POLICE AUXILIARY	1	194
	SENIOR SERGEANT	7	1036
	SERGEANT	17	2786
	STATION OFFICER	2	360
	TECHNICAL 5	1	53

	VOLUNTEER FIRE FIGHTER	1	116
		153	20673
Gove Remote	CONSTABLE	1	194
		1	194
Gove Urban	SENIOR CONSTABLE	2	114
		2	114
Katherine Remote	CONSTABLE	1	194
		1	194
Katherine Urban	ABORIGINAL COMMUNITY POLICE FIRST CLASS	1	109
	CONSTABLE	1	100
	FIRE AUXILIARY	1	194
	POLICE AUXILIARY	2	388
	SENIOR ABORIGINAL COMMUNITY POLICE OFFICER	1	97
	SENIOR CONSTABLE	4	366
	SENIOR CONSTABLE FIRST CLASS	1	194
	SENIOR SERGEANT	1	194
	SERGEANT	2	388
	STATION OFFICER	1	194
		15	2224
Palmerston Urban	ACTING COMMANDER OF POLICE	1	194
	CONSTABLE	6	724
	CONSTABLE FIRST CLASS	2	241
	LEADING FIREFIGHTER(QUALIFIED)	1	194
	SENIOR CONSTABLE	3	256
		13	1609
Tennant Creek Remote	BREVET SERGEANT	3	305
	CONSTABLE	1	28
	SENIOR CONSTABLE	1	188
		5	521
Tennant Creek Urban	CONSTABLE	4	407
	CONSTABLE FIRST CLASS	3	395
	FIRE AUXILIARY LEVEL 1	1	151
	SENIOR CONSTABLE	1	101
	SENIOR CONSTABLE FIRST CLASS	1	112
	SERGEANT	2	372
		12	1538
<b>Grand Total</b>		262	34286

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. From 30 March 2010 – 30 March 2011 how many workers are or were on sick leave or extended leave (excluding recreation leave), longer than 3 weeks, at what level, and for what reason? Are there any still on extended leave?

A32.

Classification	Classification Description	Sick	LSL	Misc Paid	Unpaid	Total Staff
<b>Police</b>						
SUPT	SUPERINTENDENT	1	2			3
SSGT	SNR SERGEANT	1	3		1	5
SGT	SERGEANT		4	3		7
SC1C	SNR CONSTABLE 1/C	1	2	2		5
SCONT	SNR CONSTABLE	2	7	4	6	19
CON1C	CONSTABLE 1/C			1	1	2
CONST	CONSTABLE			2	2	4
SACP	SNR ACPO		1		1	2
PAX1C	POLICE AUXILIARY 1 C				1	1
PAUX	POLICE AUXILIARY	2	3		2	7
<b>Fire</b>						
DOF	DISTRICT OFFICER		1			1
SSO	SNR STN OFFICER		1			1
SO	SNR OFFICER					0
LFF	LEADING FIREFIGHTER		1			1
SFF	SNR FIREFIGHTER		2			2
<b>Public Servants</b>						
EO2C	EXEC CONTRACT OFFICER 2		1			1
AO7	ADMIN OFFICER 7	1				1
AO6	ADMIN OFFICER 6		1	1		2
AO5	ADMIN OFFICER 5		1		1	2
AO4	ADMIN OFFICER 4	2			1	3
AO3	ADMIN OFFICER 3			2	5	7
P2	PROFESSIONAL 2			1		1
P3	PROFESSIONAL 3				1	1
PH3	PHYSICAL 3		1			1
<b>Total</b>		<b>10</b>	<b>31</b>	<b>16</b>	<b>22</b>	<b>79</b>

**Footnote:** Report can only be answered at point in time, ie. who was on extended leave on 30 March 2011. 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. Do you have any personnel under the old Commonwealth superannuation scheme and if so, what is the liability?

A33. NT Treasury to answer liability on a whole of Government basis, disaggregated information is not available at an Agency level to answer the question.

What are the optimal retirement ages for such staff based on superannuation benefit definitions, what are ages of those people, and what are their position levels in the public service?

54 years 11 months

If there are nurses, teachers or police in the CSS, how many are there, at what level and what are their ages?

Classification Code	Classification Description	Staff Age	Staff Numbers
<b>Police</b>			
EXEC	POLICE EXECUTIVE	Avg 52	5
ACOM	ACTING COMMANDER OF POLICE	45	1
SUPT	SUPERINTENDENT - POLICE	41	1
SUPT	SUPERINTENDENT - POLICE	44	1
SUPT	SUPERINTENDENT - POLICE	45	1
SUPT	SUPERINTENDENT - POLICE	46	1
SUPT	SUPERINTENDENT - POLICE	47	1
SUPT	SUPERINTENDENT - POLICE	49	2
SUPT	SUPERINTENDENT - POLICE	50	2
SUPT	SUPERINTENDENT - POLICE	52	1
SUPT	SUPERINTENDENT - POLICE	53	1
SUPT	SUPERINTENDENT - POLICE	54	1
SUPT	SUPERINTENDENT - POLICE	55	1
SSGT	SENIOR SERGEANT	44	1
SSGT	SENIOR SERGEANT	45	1
SSGT	SENIOR SERGEANT	46	2
SSGT	SENIOR SERGEANT	48	1
SSGT	SENIOR SERGEANT	49	1
SSGT	SENIOR SERGEANT	50	2
SSGT	SENIOR SERGEANT	51	2
SSGT	SENIOR SERGEANT	53	1
SSGT	SENIOR SERGEANT	54	2
SSGT	SENIOR SERGEANT	56	1
SSGT	SENIOR SERGEANT	57	1
SGT	SERGEANT	42	1
SGT	SERGEANT	43	1
SGT	SERGEANT	46	2
SGT	SERGEANT	47	2
SGT	SERGEANT	49	2
SGT	SERGEANT	51	4
SGT	SERGEANT	52	3
SGT	SERGEANT	53	1
SGT	SERGEANT	54	3
SGT	SERGEANT	55	1

Classification Code	Classification Description	Staff Age	Staff Numbers
SGT	SERGEANT	57	1
SC1C	SENIOR CONSTABLE FIRST CLASS	43	1
SC1C	SENIOR CONSTABLE FIRST CLASS	44	2
SC1C	SENIOR CONSTABLE FIRST CLASS	47	1
SC1C	SENIOR CONSTABLE FIRST CLASS	48	1
SC1C	SENIOR CONSTABLE FIRST CLASS	49	1
SC1C	SENIOR CONSTABLE FIRST CLASS	53	1
SC1C	SENIOR CONSTABLE FIRST CLASS	54	1
SC1C	SENIOR CONSTABLE FIRST CLASS	55	2
SCONT	SENIOR CONSTABLE	42	1
SCONT	SENIOR CONSTABLE	44	1
SCONT	SENIOR CONSTABLE	45	1
SCONT	SENIOR CONSTABLE	46	3
SCONT	SENIOR CONSTABLE	47	1
SCONT	SENIOR CONSTABLE	48	2
SCONT	SENIOR CONSTABLE	49	2
SCONT	SENIOR CONSTABLE	50	2
SCONT	SENIOR CONSTABLE	51	1
SCONT	SENIOR CONSTABLE	52	2
SCONT	SENIOR CONSTABLE	54	2
			<b>83</b>
<b>Fire</b>			
SSO	SENIOR STATION OFFICER	50	1
SSO	SENIOR STATION OFFICER	58	1
SSO	SENIOR STATION OFFICER	65	2
SSO	SENIOR STATION OFFICER	67	1
SO	STATION OFFICER	45	1
SO	STATION OFFICER	54	1
SFF	SENIOR FIREFIGHTER	49	1
FFA	FIREFIGHTER QUALIFIED	68	1
FFA	FIREFIGHTER QUALIFIED	72	1
			<b>10</b>
<b>Public Servants</b>			
SAO1	SENIOR ADMINISTRATIVE OFFICER 1	52	1
AO7	ADMINISTRATIVE OFFICER 7	47	1
AO7	ADMINISTRATIVE OFFICER 7	51	1
AO6	ADMINISTRATIVE OFFICER 6	61	1
AO4	ADMINISTRATIVE OFFICER 4	58	1
AO4	ADMINISTRATIVE OFFICER 4	66	1
AO3	ADMINISTRATIVE OFFICER 3	47	1
AO3	ADMINISTRATIVE OFFICER 3	51	1
AO3	ADMINISTRATIVE OFFICER 3	63	1
AO2	ADMINISTRATIVE OFFICER 2	55	1
PH3	PHYSICAL 3	48	1
T4	TECHNICAL 4	48	1
<b>Total</b>			<b>105</b>

34. Do they still have 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?

A34.

Classification	Classification Description	Eligible for Airfare
<b>Police</b>		
ACOM	ACTING COMMANDER	1
SUPT	SUPERINTENDENT	22
SSGT	SNR SERGEANT	28
SGT	SERGEANT	52
BRSGT	BREVET SERGEANT	3
	SENIOR CONSTABLE	
SC1C	1/C	20
SCONT	SENIOR CONSTABLE	34
CONST	CONSTABLE	1
PAX1C	POLICE AUXILIARY 1/C	1
PAUX	POLICE AUXILIARY	2
		<b>164</b>
<b>Fire</b>		
DOF	DISTRICT OFFICER	6
SSO	SNR STATION OFFICER	7
SO	STATION OFFICER	9
LFF	LEADING FIREFIGHTER	1
SFF	SNR FIREFIGHTER	6
FFA	FIREFIGHTER QFD	4
		<b>33</b>
<b>Public Servants</b>		
SAO1	SNR ADMIN OFFICER 1	2
AO7	ADMIN OFFICER 7	2
AO6	ADMIN OFFICER 6	7
AO5	ADMIN OFFICER 5	4
AO4	ADMIN OFFICER 4	4
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
		<b>29</b>
<b>Total</b>		<b>226</b>

35. How many complaints have been made in the Department in relation to workplace bullying and harassment?

A35.

State Code	State Description	Complaints in relation to workplace bullying and harassment
F	PFE Police Fire and Emergency Services	11

**Footnote:** Report Scope is internal complaints of bullying and harassment for the period 1 July 2010 – 30 March 2011.

36. From 30 March 2010 – 30 March 2011, 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.

A36.

Recruitment Fares	33,076.64
Removal and Storage Expenses	258,319.22
Relocation Allowances	4,037.47
<b>Total</b>	<b>295,433.33</b>

This expenditure is from 1 July 2010 to 31 March 2011.

37. Please provide a breakdown per business unit.

**Business Units**

Police Recruitment Employees	6,948.76
Police Officers - General	32,300.75
Police Officers - Accelerated Recruits	135,177.36
Aboriginal Community Police Officers	15,834.04
PSYC Employee Support Counselling	516.10
Forensic Chemistry	14,588.82
Counter Terrorism	7,872.25
Tennant Creek Police Station	7,973.37
Ali-Curung Police Station	9,080.52
Alice Springs Fire Station	819.14
Recruit Fire Fighter, New Station 2nd Intake	400.00
NTES - Garden Point	254.55
Op Themis Squad 107	1,844.61
Op Themis Squad 108	32,148.02
Op Themis Squad 107 Training	188.51
Op Themis Squad 108 Training	4,058.10
Office Of Deputy Commissioner	1,675.84
Recruit Training Squad 107	150.80
Recruit Training Squad 108	1,623.24
Recruit Training Squad 109	12,763.25
Recruit Training Squad 110	9,068.96
Recruit Training Squad 106	146.34
<b>Grand Total</b>	<b>295,433.33</b>

38. How much is budgeted for relocation and other appointment and termination expenses in 2010/11.

A38. \$325,000.

39. How much was spent on travel from March 2010 to March 2011, broken down by intrastate, interstate and international fares, accommodation and other expenses?

A39.

From 1 Jul 2010 to 31 Mar 2011	Travel			Total \$
	Accommodation \$	Fares \$	Allowance \$	
Intrastate	194,700.42	300,195.45	1,302,189.37	1,797,085.24
Interstate	116,175.48	229,414.91	90,146.10	435,736.49
International	1,899.10	13,138.76	12,933.73	27,971.59
Other (medical)		175,350.42		175,350.42
				0.00
<b>Total</b>	<b>312,775.00</b>	<b>718,099.54</b>	<b>1,405,269.20</b>	<b>2,436,143.74</b>

40. How much was spent on vehicles by the Department from March 2010 to March 2011?

A40. \$12,081,000.

NB the figure provided last year (\$8.3M) did not include fit-ups in error.

41. How many vehicles does the Department have responsibility for?

A41. On 31 March 2011, the NTPFES had 610 vehicles in-service.

42. What is the change, if any, in these vehicle numbers from 2009?

A42. As at 31 March 2010, as reported to Estimates Committee last year the NTPFES had 600 vehicles in-service.

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

A43. Under the Northern Territory Government's Greening the Fleet Strategy passenger vehicles must have a green vehicle guide of 5.5 or greater.

Total vehicle numbers in Q41 and Q42 above, are based at a point in time, and differ from the Greening the Fleet Strategy which counts all vehicles owned across the reporting period (including those replaced).

NTPFES has improved vehicle reporting which was previously based on vehicles owned at point in time. The previous approach resulted in an undercount of vehicle numbers at last year's Estimates Committee hearing and consequent mileages travelled and carbon emissions across the reporting period.

Last year Estimates Committee was advised that 494 vehicles could be measured for energy efficiency by the green vehicle guide. Improved reporting, back cast to last year, reflects 723 vehicles owned across the reporting period (including those replaced). This has resulted in an improvement in reporting of total tonnes of carbon emissions.

Greening the Fleet Strategy reporting period	Vehicles Measured by the 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 10 to 31 March 11	710	399	306	77%

44. How many vehicles are home garaged?

A44. At 26 April 2011, there were 63 vehicles home garaged.

45. What position levels have vehicles attached or are allowed to home garage?

A45. Home garaging of vehicles is allowed for NTPFES Contract Officers and Police Superintendents in line with their employment conditions.

All other temporary requests require 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.

46. How many credit cards have been issued to department staff?

A46. 374.

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

A47. None

48. How many reports of the improper use of Information Technology have been made?

A48. 20 investigations.

49. How many reports resulted in formal disciplinary action?

A49. 51 members have received disciplinary action under Part IV of the *Police Administration Act (PAA)* and Section 14C of the PAA.

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

Break down by level.

A50. 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:**

51. How much was spent by the Department in 2010 on advertising and marketing programs (and up to 1 April 2011).

A51. \$70,440.84.

52. What was each of those programs and what was the cost of each of those programs?

A52.

Show Circuit	\$36,542
Commonwealth funded Early Intervention Binge Drinking Pilot Program - Glow dark wrist bands, corflute signs, banners	\$10,485
Commonwealth funded Illicit Drug Diversion Program - Beanies x 200	\$ 7,000
Star Program to reduce Indigenous road fatalities - Promotional material: lollies, stickers, polo shirts	\$ 4,381
National Police Remembrance Day - pins, poster	\$ 4,145
Pull up Banners promoting recruitment Volunteer Fire Fighters in Remote Communities	\$ 2,358
Life Be In It Corporate Challenge	\$ 1,818
Dob in a Druggie campaign - Commonwealth Incentive	\$ 1,000
Material at the show circuits to promote the installation smoke alarms	\$ 783
Other	\$ 1,929

**Insurance:**

53. How much was spent on insurance expenses in 2010, further broken down by worker and employee insurances, physical plant and equipment insurances and other insurances?

A53. Travel insurance is the only insurance expense incurred as at 31 March 2011 and totals \$52.84.

54. 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?

A54. 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.

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

A55. 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 relates questions should be referred to the Treasurer.

**Climate Change:**

56. How many tonnes of CO2 did the department emit in 2010?

A56.

Year	Buildings		Vehicles	Total
	Energy Consumption (Giga Joules)	Greenhouse Gas Emissions (Tonnes)	Greenhouse Gas Emissions (Tonnes)	Greenhouse Gas Emissions (Tonnes)
2009-10	45,509	9,830	2,773	12,603

57. What programs and strategies were introduced to reduce CO2 emissions across the department in 2010?

A57. The NTPFES has initiated a number of strategies to reduce its carbon emissions during 2010-11 including:

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.

Peter McAulay Centre, Other Buildings

- the installation of translucent roof sheeting into the Fleet Workshop to utilise daylight instead of the high wattage high bay mercury vapour lighting.

Other NTPFES Buildings

- The 5 new remote multi-purpose police stations to be constructed over the next two years (Yarralin complete), each with 4 houses, will have solar hot water systems installed to the station and houses.

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.
- **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.

#### Police College

- replacement of airconditioning controls and linked into the current Building Management System. This allows efficient zoning and management of the College's airconditioning plant.
- **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;
  - 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; and
- 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, an increase of one from the previous year. 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.

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

- If yes, what % reduction is that from 2010.
- If no, why has a target not been set.

A58. (a) If yes, what % reduction is that from 2010; and

(b) 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.

**Utilities:**

59. What was the cost of power and water to the department in 2010?

A59. The total power, water and sewerage expense in 2009-10 was \$4,119,587.07.

60. What is the projected cost for power and water to the department in 2011?

A60. Estimated expenditure in 2010-11 is \$4.2M.

**Public Events:**

61. List the public events/conferences/forums that were sponsored by the department from 1 January 2010 to 1 April 2011 and what are projected for 2011/12?

A61. 1 January 2010 to 1 April 2011:

- Media forum of the Cyclone and Flood Season - Community Awareness - November 2010.
- 66 x public education forums on cyclone and flood awareness.
- NT Police recruitment 'come and try' fitness mornings.

Projected for 2010/11:

- NT show circuit as part of corporate Police, Fire and Emergency Services display, July 2011.
- Media forum of the Cyclone and Flood Season – Community Awareness, November 2011.
- Public education forums on cyclones awareness.
- NT Police recruitment 'come and try' fitness mornings.

- NT Fire and Rescue recruitment 'come and try' fitness mornings.

62. What is the level of sponsorship provided in terms of financial support or in kind support?

A62.

Media forum for the Cyclone and Flood Season - Community Awareness, November 2010.	Human Resource only
60 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 2010.	\$65,000 in addition to Human resource costs
Public launch of the Cyclone and Flood Season - Community Awareness, November 2010.	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
Australasian Fire and Emergency Service Authority Council – September 2010.	In kind support
NT Police fitness 'come and try' mornings.	Human resource only

**Advertising:**

63. What is the department's budget for advertising for the 10/11 reporting year?

A63. \$100,000.

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

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

A64.

	Advertising	Marketing & Promotion	Total
Newspaper	21,562	1,000	22,562
Radio		525	525
Television			0
Other		7,473	7,473
<b>Total</b>	<b>21,562</b>	<b>8,998</b>	<b>30,560</b>

65. What advertising campaigns have been undertaken or will be undertaken by the department in 2010/11?

A65.

Description
Careers in Policing
Careers in Fire Fighting
NTFRS Volunteers Recruitment
NTES Volunteers Recruitment
National Child Protection Week Child Abuse Taskforce Awareness campaign
Sexual Assault Awareness Month International Day of Action (April 20) Child Abuse Taskforce Awareness campaign
Cyclone season Community service Announcements

66. In 2010 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?

A66. Nil.