

## APPENDIX H STAFFING OVERVIEW

Finance has a four-level structure:

- Level A includes SES bands 1–3;
- Level B includes Executive Level 2;
- Level C includes Executive Level 1 and APS Level 6;
- Level D includes APS Levels 1–5.

### Ongoing, Non-ongoing and Casual Staff at 30 June 2001

|              |                 | Finance Level A |           | Finance Level B |            | Finance Level C |            | Finance Level D |            | Total      |            |
|--------------|-----------------|-----------------|-----------|-----------------|------------|-----------------|------------|-----------------|------------|------------|------------|
|              |                 | 1999            | 2000      | 1999            | 2000       | 1999            | 2000       | 1999            | 2000       | 1999       | 2000       |
|              |                 | -00             | -01       | -00             | -01        | -00             | -01        | -00             | -01        | -00        | -01        |
| Ongoing      | Female          | 9               | 12        | 38              | 36         | 96              | 95         | 145             | 153        | 288        | 296        |
|              | Male            | 21              | 24        | 64              | 60         | 116             | 104        | 155             | 123        | 356        | 311        |
|              | <i>Subtotal</i> | 30              | 36        | 102             | 96         | 212             | 199        | 300             | 276        | 644        | 607        |
| Non-ongoing  | Female          | 4               | 1         | 1               | 4          | 11              | 8          | 40              | 21         | 56         | 34         |
|              | Male            | 9               | 11        | 7               | 2          | 13              | 6          | 11              | 20         | 40         | 39         |
|              | <i>Subtotal</i> | 13              | 12        | 8               | 6          | 24              | 14         | 51              | 41         | 96         | 73         |
| Casual       | Female          |                 |           |                 |            |                 |            | 38              | 38         | 38         | 38         |
|              | Male            |                 |           |                 |            |                 |            | 140             | 136        | 140        | 136        |
|              | <i>Subtotal</i> |                 |           |                 |            |                 |            | 178             | 174        | 178        | 174        |
| <b>Total</b> |                 | <b>43</b>       | <b>48</b> | <b>110</b>      | <b>102</b> | <b>236</b>      | <b>213</b> | <b>529</b>      | <b>491</b> | <b>918</b> | <b>854</b> |

### Full-time, Part-time and Casual Staff at 30 June 2001

|              |                 | Finance Level A |           | Finance Level B |            | Finance Level C |            | Finance Level D |            | Total      |            |
|--------------|-----------------|-----------------|-----------|-----------------|------------|-----------------|------------|-----------------|------------|------------|------------|
|              |                 | 1999            | 2000      | 1999            | 2000       | 1999            | 2000       | 1999            | 2000       | 1999       | 2000       |
|              |                 | -00             | -01       | -00             | -01        | -00             | -01        | -00             | -01        | -00        | -01        |
| Full time    | Female          | 13              | 13        | 38              | 39         | 101             | 96         | 171             | 158        | 323        | 306        |
|              | Male            | 30              | 35        | 70              | 62         | 128             | 105        | 159             | 136        | 387        | 338        |
|              | <i>Subtotal</i> | 43              | 48        | 108             | 101        | 229             | 201        | 330             | 294        | 710        | 644        |
| Part time    | Female          |                 |           | 1               | 1          | 6               | 7          | 14              | 16         | 21         | 24         |
|              | Male            |                 |           | 1               | 0          | 1               | 5          | 7               | 7          | 9          | 12         |
|              | <i>Subtotal</i> |                 |           | 2               | 1          | 7               | 12         | 21              | 23         | 30         | 36         |
| Casual       | Female          |                 |           |                 |            |                 |            | 38              | 38         | 38         | 38         |
|              | Male            |                 |           |                 |            |                 |            | 140             | 136        | 140        | 136        |
|              | <i>Subtotal</i> |                 |           |                 |            |                 |            | 178             | 174        | 178        | 174        |
| <b>Total</b> |                 | <b>43</b>       | <b>48</b> | <b>110</b>      | <b>102</b> | <b>236</b>      | <b>213</b> | <b>529</b>      | <b>491</b> | <b>918</b> | <b>854</b> |

## Location of Staff at 30 June 2001

|              |               | Finance Level A |           | Finance Level B |            | Finance Level C |            | Finance Level D |            | Total      |            |
|--------------|---------------|-----------------|-----------|-----------------|------------|-----------------|------------|-----------------|------------|------------|------------|
|              |               | 1999            | 2000      | 1999            | 2000       | 1999            | 2000       | 1999            | 2000       | 1999       | 2000       |
|              |               | -00             | -01       | -00             | -01        | -00             | -01        | -00             | -01        | -00        | -01        |
| ACT          | Female        | 13              | 13        | 38              | 40         | 106             | 103        | 191             | 192        | 348        | 348        |
|              | Male          | 30              | 35        | 70              | 62         | 120             | 105        | 196             | 189        | 416        | 391        |
| NSW          | Female        |                 |           |                 |            |                 |            | 12              | 4          | 12         | 4          |
|              | Male          |                 |           |                 |            | 3               | 1          | 46              | 37         | 49         | 38         |
| NT           | Female        |                 |           |                 |            |                 |            | 1               | 1          | 1          | 1          |
|              | Male          |                 |           |                 |            | 1               |            |                 |            | 1          |            |
| QLD          | Female        |                 |           |                 |            |                 |            | 4               | 2          | 4          | 2          |
|              | Male          |                 |           |                 |            | 1               | 1          | 14              | 10         | 15         | 11         |
| SA           | Female        |                 |           |                 |            | 1               |            | 4               | 4          | 5          | 4          |
|              | Male          |                 |           |                 |            |                 |            | 9               | 9          | 9          | 9          |
| TAS          | Female        |                 |           |                 |            |                 |            |                 |            |            |            |
|              | Male          |                 |           |                 |            | 2               | 1          | 6               | 3          | 8          | 4          |
| VIC          | Female        |                 |           | 1               |            |                 |            | 9               | 7          | 10         | 7          |
|              | Male          |                 |           | 1               |            | 1               | 1          | 25              | 23         | 27         | 24         |
| WA           | Female        |                 |           |                 |            |                 |            | 2               | 2          | 2          | 2          |
|              | Male          |                 |           |                 |            | 1               | 1          | 10              | 8          | 11         | 9          |
| <b>Total</b> | <b>Female</b> | 13              | 13        | 39              | 40         | 107             | 103        | 223             | 212        | 382        | 368        |
|              | <b>Male</b>   | 30              | 35        | 71              | 62         | 129             | 110        | 306             | 279        | 536        | 486        |
| <b>Total</b> |               | <b>43</b>       | <b>48</b> | <b>110</b>      | <b>102</b> | <b>236</b>      | <b>213</b> | <b>529</b>      | <b>491</b> | <b>918</b> | <b>854</b> |

## THE CERTIFIED AGREEMENT AND AUSTRALIAN WORKPLACE AGREEMENT

## Number of Staff Covered by the CA/AWA (Excluding Casuals)

| Finance Level   | APS Classification | AWA        | CA         | Total      |
|-----------------|--------------------|------------|------------|------------|
| Finance Level D | APS1-5 (non-SES)   | 147        | 170        | 317        |
| Finance Level C | APS6-EL1 (non-SES) | 148        | 65         | 213        |
| Finance Level B | EL2 (non-SES)      | 81         | 21         | 102        |
| Finance Level A | SES1-3             | 48         | 0          | 48         |
| <b>Total</b>    |                    | <b>424</b> | <b>256</b> | <b>680</b> |

## Salary Ranges Available (Excluding Casuals)

| Finance Level   | APS Classification | Minimum  | Maximum   |
|-----------------|--------------------|----------|-----------|
| Finance Level D | APS1-5 (non-SES)   | \$24,720 | \$55,000  |
| Finance Level C | APS6-EL1 (non-SES) | \$44,290 | \$85,000  |
| Finance Level B | EL2 (non-SES)      | \$64,890 | \$95,000  |
| Finance Level A | SES1-3             | \$68,228 | \$150,000 |

## NON-SALARY BENEFITS

Finance offers all staff a variety of non-salary benefits that are individually negotiated between staff and their respective managers. Examples of benefits included in packages are leased motor vehicles, contributions to a private superannuation fund, laptop computers, study assistance, private health insurance payments, association and club membership, airline frequent flyer programmes and lounge membership programmes.

## PERFORMANCE PAY

### Employees By Classification—Performance Pay

| Finance Level   | APS Classification | Employees Who Received Performance Pay | Aggregated Performance Pay | Minimum Performance Payment <sup>1</sup> | Maximum Performance Payment | Average Payment |
|-----------------|--------------------|----------------------------------------|----------------------------|------------------------------------------|-----------------------------|-----------------|
| Finance Level D | APS1–5 (non-SES)   | 297                                    | \$1,013,965                | \$511                                    | \$10,000                    | \$3,414         |
| Finance Level C | APS6–EL1 (non-SES) | 225                                    | \$1,300,588                | \$700                                    | \$18,000                    | \$5,780         |
| Finance Level B | EL2 (non-SES)      | 96                                     | \$935,949                  | \$1,200                                  | \$18,000                    | \$9,749         |
| Finance Level A | SES1–3             | 46                                     | \$770,155                  | \$2,000                                  | \$35,000                    | \$16,743        |
| <b>Total</b>    |                    | <b>664</b>                             | <b>\$4,020,657</b>         |                                          |                             | <b>\$6,055</b>  |

<sup>1</sup> Includes pro rata payments.

## SES MOVEMENTS

### Senior Executive Service Movements 2000–01

#### Gains/Promotions

| Name             | Reason                                                                       |
|------------------|------------------------------------------------------------------------------|
| Kathryn Campbell | Promoted from SES Band 1 to Band 2                                           |
| Anna Clendinning | Transferred from Department of Transport and Regional Services at SES Band 1 |
| Jamie Clout      | Promoted to SES Band 1                                                       |
| Darren Condon    | Term engagement at SES Band 1                                                |
| Judy Costello    | Transferred from Department of Veterans' Affairs at SES Band 1               |
| Peter Diddams    | Term engagement at SES Band 1                                                |
| Jonathan Hutson  | Promoted from SES Band 1 to Band 2                                           |
| Barry Jackson    | Term engagement at SES Band 1                                                |
| Brett Kaufmann   | Transferred from ANAO at SES Band 1                                          |
| Robert Knapp     | Term engagement at SES Band 1                                                |
| Trixie Makay     | Transferred from OASITO at SES Band 1                                        |
| Jan Mason        | Promoted from SES Band 1 to Band 2                                           |
| Kevin Nixon      | Term engagement at SES Band 1                                                |
| Michael Pahlow   | Term engagement at SES Band 1                                                |
| Todd Ritchie     | Term engagement at SES Band 1                                                |
| Lembit Suur      | Promoted from SES Band 1 to Band 2                                           |
| Guy Verney       | Transferred from DEWRSB at SES Band 1                                        |
| Mark Wiggins     | Promoted to SES Band 1                                                       |

#### Losses

| Name                  | Reason                                                                      |
|-----------------------|-----------------------------------------------------------------------------|
| Alistair Cochrane     | Transferred to the Australian Customs Service (SES Band 2)                  |
| Phillip Gouldson      | Voluntary redundancy (SES Band 1)                                           |
| Maureen Grear         | Resigned (SES Band 1)                                                       |
| Catherine Mckenzie    | Transferred to the Department of Family and Community Services (SES Band 1) |
| David Martine         | Transferred to Treasury (SES Band 1)                                        |
| Jenny Morawska-Ahearn | Resigned (SES Band 3)                                                       |
| Louise Saave-Fairley  | Resigned (SES Band 1)                                                       |
| Eric Thorn            | Age Retirement (SES Band 3)                                                 |
| Homer Vanniasinkam    | Resigned (SES Band 1)                                                       |