

DEPARTMENT OF COMMUNITIES — STAFF — ANNUAL LEAVE

1256. Hon Tjorn Sibma to the Leader of the House representing the Minister for Community Services:
- (1) What was the total value of the Department of Communities' annual leave liability for all its employees as at 30 March 2018?
  - (2) As at 30 March 2018, how many of these staff had accrued annual leave balances of between:
    - (a) four – five weeks;
    - (b) five – six weeks;
    - (c) six – seven weeks;
    - (d) seven – eight weeks; and
    - (e) greater than eight weeks?
  - (3) As at 30 March 2018, what was the financial value of the department's liability for accrued annual leave balances of between:
    - (a) four – five weeks;
    - (b) five – six weeks;
    - (c) six – seven weeks;
    - (d) seven – eight weeks; and
    - (e) greater than eight weeks?
  - (4) For the twelve months preceding 30 March 2018, what management strategies had been implemented to reduce the incidence of excessive accrued annual leave balances, and what were the results of those efforts?

**Hon Sue Ellery replied:**

- (1) \$35 375 997.13
- (2)
  - (a) 494 staff
  - (b) 389 staff
  - (c) 284 staff
  - (d) 191 staff
  - (e) 621 staff
- (3)
  - (a) \$3 814 634.08
  - (b) \$3 825 593.41
  - (c) \$3 310 880.42
  - (d) \$2 728 905.52
  - (e) \$11 908 483.30
- (4) The Department of Communities has implemented a number of management strategies to reduce the incidence of excessive accrued annual leave balances. Examples include:
  - reporting and monitoring of excess leave liability across all management levels including Corporate Executive
  - ensuring all staff with excess leave have a leave management reduction plan in place with their line manager
  - the provision of opportunities for staff with excess leave to reduce balances through initiatives such as cashing-out of leave, clearing leave at double pay and leave compactionThe above strategies have resulted in a reduction in excess leave liability of \$983 075.79 over the past twelve months to 30 March 2018.