

DEPARTMENT OF HEALTH — STAFF — ANNUAL LEAVE

1259. Hon Tjorn Sibma to the parliamentary secretary representing the Minister for Health:

- (1) What was the total value of the Department of Health's 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 Alanna Clohesy replied:

The Department of Health advises the figures are provided as at 31 March 2018 to align with the end of the financial quarter reporting.

- (1) \$10,389,384.
- (2)
 - (a) 101.
 - (b) 65.
 - (c) 50.
 - (d) 66.
 - (e) 165.
- (3)
 - (a) \$1,051,189.07.
 - (b) \$757,453.60.
 - (c) \$680,195.65.
 - (d) \$1,151,482.22.
 - (e) \$4,911,315.63.
- (4) The WA Health Leave Management Policy was in effect until September 2017 and required the following practices to be in place:
 - encourage employees to take leave as soon as practicable, preferably in the year accrued
 - use flexibility within relevant Industrial Agreements to assist in managing leave entitlements
 - close monitoring of the utilisation of leave entitlements
 - direct employees to reduce accumulated excess leave in accordance with the relevant Industrial Agreement
 - use excess leave management plans to manage excess leave
 - consider and utilise leave management strategies to manage leave entitlements.

A revised Department of Health Leave Management Policy is in development which will strengthen controls and incorporate the requirements detailed in the *Public Sector Labour Relations Policy Statement: Management of Accrued Leave in the Public Sector*, issued on 23 March 2018. In the interim staff including managers have been advised to adhere to the previous arrangements. The revised Policy

will be accompanied by a communication and implementation plan to better inform and assist employees and managers to manage leave entitlements.

There was a 10% reduction in the Department of Health's annual leave liability in the year to 31 March 2018.