

DEPARTMENT OF TRANSPORT — STAFF — ANNUAL LEAVE

1255. Hon Tjorn Sibma to the minister representing the Minister for Transport:

- (1) What was the total value of the Department of Transport'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 Stephen Dawson replied:

- (1) \$5,924,869
- (2)
 - (a) 169
 - (b) 88
 - (c) 47
 - (d) 12
 - (e) 11
- (3)
 - (a) \$1,307,690
 - (b) \$787,193
 - (c) \$494,092
 - (d) \$158,313
 - (e) \$219,559
- (4) DoT has adjusted its leave management policy for employees to hold no more than 150 hours annual leave at any time and to clear their long service leave entitlement within three years (aligned to the Award/General Agreement and exceptional circumstances were allowed to defer leave). Monthly reports are a feature of each Corporate Executive meeting. Business unit monthly reports are provided to each Executive to assist with accountability and responsibility to manage their people in accordance with the policy and DoT's Corporate Executive endorsed strategy. The financial outcome of the strategy was achieved in July 2017. DoT continues to operate below its Treasury leave liability cap. The leave liability reduction strategy required a cultural change to allow employees to take leave as they earn it. Leave planning is now discussed as part of formal performance review discussions every six months.