The Hon Joe Francis MLA
Minister for Emergency Services; Fisheries;
Corrective Services; Veterans

Our Ref: 51-10922; 51-10925

Attn: Mr Mark Warner
Committee Clerk
Estimates and Financial Operations Committee
Parliament House
PERTH WA 6000

Via email: lcefoc@parliament.wa.gov.au

Dear Mr Warner

QUESTIONS 1.11 – 1.20 - 2016-17 BUDGET ESTIMATES HEARINGS - GENERIC QUESTIONS TO AGENCIES

I refer to the letter dated 30 May 2016 from the Hon Ken Travers MLC, Chair of the Estimates and Financial Operations Committee and the email from Ms Tracey Sharpe, Committee Clerk regarding the above matter.
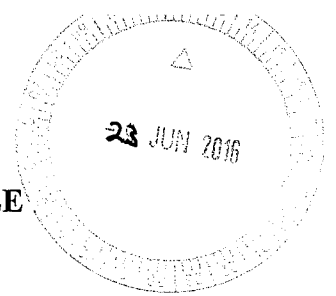
Please find enclosed responses from:

- The Department of Emergency Services
- The Department of Corrective Services

Yours sincerely

Stephen Barton
CHIEF OF STAFF

2 3 JUN 2016

ESTIMATES AND FINANCIAL OPERATIONS COMMITTEE

Department of Fire and Emergency Services (DFES)

The Committee asked:

1.11 How many vehicles does your agency expect to sell in the 2015-16 financial year?

<u>Answer:</u> Approximately 59 replaced fire and emergency vehicles of various types will be disposed of.

1.12 How many vehicles does your agency expect to sell in the 2016-17 financial year?

<u>Answer:</u> Approximately 69 emergency services vehicles of various types due for replacement will be disposed of.

1.13 What is the estimated total proceeds from the sales in each of the above financial years and how will those funds be allocated?

<u>Answer:</u>
2015-16 $742,000
2016-17 $869,000

Monies will be returned to the DFES operating accounts in accordance with the Fire and Emergency Services Act 1998

1.14 Will any of the sales in 2016-17 be part of the Agency Expenditure Review program and, if yes, how many?

<u>Answer:</u> No

1.15 What will be the impact on agency staff (i.e. what alternative arrangements have been made for their transport)? What will be the cost of any alternative transport arrangements compared to the cost of retaining the vehicles?

<u>Answer:</u> Not applicable

1.16 What is the estimated total number of FTE staff in your agency for the 2015-16 and 2016-17 financial years?

<u>Answer:</u>
2015-16 – 1509
2016-17 – 1535

1.17 In each financial year, what proportion of your staff are engaged in:
- **A contract of service (permanent staff)?**
- **A contract for services (contracted staff)?**

Answer:
Contract of service staff
2015-16 – 1509
2016-17 – 1535

Contract for services staff
2015-16 – 30
2016-17 – 20

1.18 Of those staff that are engaged by a contract for services, please explain why they are not engaged as permanent staff.

Answer: Labour hire is a valid business management mechanism and sometimes necessary for coverage for long term absences, fluctuating work demands, restructures and provision of specialist skillsets for a number of major projects currently being undertaken at DFES.
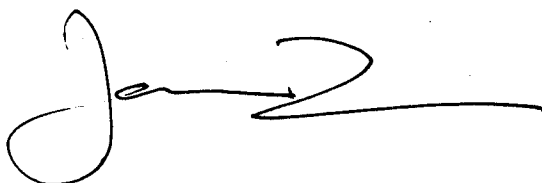
1.19 What is the cost to the agency of engaging contracted staff, including contract preparation, negotiation, payroll modifications, (i.e. where the contracts are renewed for staff on 6 month contracts) and cost of HR staff who manage the contracts?

Answer: There are no existing mechanisms to measure effort in accordance with administrative work related to recruitment tasks (whether it be fixed term, or permanent) as they are business as usual work activities for HR staff. Given the insignificant number of labour hire arrangements, the costs of engagement etc. are immaterial and accordingly unable to be separated from business as usual costs.

1.20 Are staff employed as contractors paid at a different rate to those who are permanent employees in a similar role and, if so, please provide details and explain why.

Answer: Contract for service arrangements are sometimes necessary to provide coverage for vacancies, fluctuating work demands, restructures and the provision of specialist skillsets.

Typically, yes, contract for service staff are paid at a different rate due to other employment costs (recruitment, leave, insurance, superannuation, etc.) for which DFES is not responsible.