



Hon Peter Collier MLC
Minister for Education; Aboriginal Affairs; Electoral Affairs
Leader of the Government in the Legislative Council

Your Ref: EHW17
Our Ref: 34-66720; 34-66759

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

Dear Mr Warner

2016-17 LEGISLATIVE COUNCIL ESTIMATES HEARING

Please find attached responses to Questions Prior to Hearing 1.11 – 1.20, submitted by the Estimates and Financial Operations Committee (Committee) with respect to the Department of Education and the Department of Aboriginal Affairs.

As you would be aware, the Committee made some amendments to these questions, and subsequently granted an extension for the responses to 16 June 2016.

Kind regards

Hon Peter Collier MLC
MINISTER FOR EDUCATION; ABORIGINAL AFFAIRS

Att.

15 JUN 2016

ESTIMATES AND FINANCIAL OPERATIONS COMMITTEE

QUESTIONS ON NOTICE PRIOR TO HEARING

Department of Education

The Committee asked:

Sale of Vehicles

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

Answer: Nil.

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

Answer: Nil.

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

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

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?

Answer:

1.13 – 1.15: Not applicable.

Full time/contract staff

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

Answer: The Department of Education has forecast 36,422 full-time equivalent (FTE) staff in 2015-16 and 37,475 FTE staff in 2016-17.

1.17) In each financial year, what proportion of your staff are engaged in:

a. A contract of service (permanent staff)?

b. A contract for services (contracted staff)?

Answer: (a) and(b)

The current average FTE for 2015-16, excluding casual employees, is split 80.5% permanent and 19.5% fixed-term contractors. This is consistent with the historical average split of approximately 80/20.

For 2016-17, the Department's FTE forecasts include all permanent, fixed-term and casual employees. The Department does not prepare forecasts specifically for permanent staff or staff with different employment conditions. Approximately 97% of staff are employed in schools. The principal of each school is responsible for employment arrangements within his or her school.

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

Answer: Reasons for not employing all staff as permanent include:

- leave coverage, including parental leave, sick leave, annual leave and long service leave;
- backfill for acting arrangements;
- project-based work;
- backfill for professional development opportunities; and
- where a reduction in staffing is expected from falling student enrolments.

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: The Department does not employ human resources staff to specifically manage employment contracts and therefore does not measure these 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: All staff are paid at the same rate except casual employees. Casual employees receive an additional 20% loading as compensation for the lack of paid leave provisions.