

**Question on Notice  
No. 210  
Asked on 1 March 2006**

MRS R MENKENS asked the Minister for Child Safety (MR REYNOLDS) -

**QUESTION:**

With reference to staffing in the Department of Child Safety at 14 February 2006

- (1) What was the number of full-time permanent staff (reported separately for each regional office)?
- (2) What was the number of (a) unfilled vacant positions and (b) positions filled by acting or temporary staff?
- (3) What was the number of staff that were on (a) recreation or long service leave, (b) maternity or special leave, (c) leave on medical grounds and (d) staff seconded to other duties or agencies?

**ANSWER:**

- (1) For the payment fortnight ending 19 February 2006, there were a total of 1217 permanent full-time staff and 274 permanent part-time staff. This is a total of 1491 permanent staff as a head count and 1291.59 represented as full-time equivalent (FTE) staff. This is an increase of 49.13 FTE permanent staff since 19 October 2005 (when it was 1242.46 FTE). The breakdown is listed in the table below:

	<b>Permanent</b>			
	<b>Full-time</b>		<b>Part-time</b>	
	<b>Full-time equivalent</b>	<b>Head count</b>	<b>Full-time equivalent</b>	<b>Head count</b>
Brisbane North & Sunshine Coast Zone	183	183	12.72	43
Brisbane South & Gold Coast Zone	159	159	20	55
Central Zone	156	156	7.53	27
Far Northern Zone	91	91	2.3	9
Ipswich & Western Zone	114	114	5.23	17
Logan & Brisbane West Zone	127	127	0.93	18
Northern Zone	84	84	3.52	15
Statewide Services Branch including Crisis Care and Enquiries Unit, Court Services Unit, Intercountry Adoptions Unit, Local and Post Adoptions Unit, Service Support Unit, Sexual Abuse Counselling Unit	69	69	9.22	30
Corporate and Executive Services, Policy and Programs, Service Delivery Partnerships, Office of the Director-General, Internal Audit, Ethical Standards, Complaints, Case Reviews and Investigations	234	234	13.14	60
<b>Total</b>	<b>1217</b>	<b>1217</b>	<b>74.59</b>	<b>274</b>

- (2)(a) The Department of Child Safety estimated a budgeted FTE staffing allocation of 1944 as at June 2006 in the Ministerial Portfolio Statement for 2004-05.

As at 19 February 2006, as a result of budget allocated in 2005-06, the Department of Child Safety has a total budgeted FTE staffing allocation of 1960.02.

The Department of Child Safety successfully implemented a nationwide recruitment campaign and a graduate child protection bridging program for child safety officers to fill vacancies in regional areas outside of South East Queensland. These initiatives have resulted in the vast majority of child safety officer vacancies being filled.

Taking all into account, as at the fortnight ending 19 February 2006, there were 5.94 unfilled funded vacant positions across the state.

(2)(b) As at 19 February 2006, there were 662.49 FTE staff who were temporarily employed by the department. This is an increase of 47.31 FTE temporary staff since 19 October 2005 (when it was 615.18 FTE).

It is important to note that in late October 2005, the Department of Child Safety received approval and funding from the Cabinet Budget Review Committee to temporarily employ 46 FTE Record Keeping Officers (AO3), one (1) in each Child Safety Service Centre, through until 30 June 2007. An additional five (5) temporary officers were also funded to be employed in the Information Services Branch in Brisbane to supervise, coordinate and train these Record Keeping Officers. This totals 51 additional temporary staff that the department has employed.

The department continues to work towards increasing the level of permanent employment. Between July 2005 and February 2006, the department has converted 208 staff from temporary to permanent employment. The number of staff employed temporarily is due to a number of factors including:

- the need to temporarily backfill positions due to permanent staff taking recreation, long service, maternity and special leave;
- the need to temporarily backfill positions as a result of staff attending training programs such as the child safety officer entry level competency based training program;
- the need to temporarily backfill positions due to the secondment of permanent staff to other duties and agencies;
- the need to temporarily backfill positions due to permanent staff performing higher duties in other positions; and
- the employment of specialist staff to complete specific, time limited projects.

The department is currently implementing another statewide process to convert temporary staff to permanent employment where possible.

The department's workforce planning and data analysis continues to improve. Consequently, additional information that can be provided to the Member for Burdekin, is that as at 19 February 2006, there were 204.1 FTE staff that were permanently appointed to positions with the department, who were performing higher duties in another position. At the time of the last response to the Member for Burdekin's question, that is 19 October 2005, there were 239.17 FTE staff that were permanently appointed to positions with the department, who were performing higher duties in another position.

(3) (a), (b), (c) and (d)

Data is provided effective for the fortnight ending 19 February 2006. Head count data is provided for absences on leave or secondment.

	<b>(a) Recreation or long service leave</b>	<b>(b) Maternity or special leave</b>	<b>(c) Leave on medical grounds</b>	<b>(d) Seconded to other duties or agencies</b>
<b>Total</b>	<b>61</b>	<b>87</b>	<b>18</b>	<b>42</b>