

## Question on Notice

No. 1151

Asked on Wednesday, 26 October 2022

**MR S O'CONNOR** ASKED THE MINISTER FOR THE ENVIRONMENT AND THE GREAT BARRIER REEF AND MINISTER FOR SCIENCE AND YOUTH AFFAIRS (HON M SCANLON)—

### QUESTION:

Will the Minister provide the attrition rate for staff of the department (reported separately by service area and year for the last five years)?

### ANSWER:

I thank the Member for the question.

The table below provides the attrition rate for staff of the Department of Environment and Science (DES) reported separately by service area and year for the last four years. Accurate separation data for comparable service areas in 2017-18 is unable to be provided due to the multiple payroll systems across multiple departments that were in place prior to the formation of DES.

Due to both the varying definitions of staff attrition rate as well as movement codes, the table below provides total permanent separations by percentage over the average permanent headcount. This includes separations due a range of reasons including but not limited to appointment to another Queensland Public Sector agency, resignation, ill health, age and early retirement, and dismissal. Employees whose reported separation reason was 'Machinery of Government Change' have been excluded from these separation numbers.

Service Area	Years			
	2018-19	2019-20	2020-21	2021-22
Corporate Governance	17.18%	15.58%	13.62%	17.30%
Science	4.38%	5.03%	7.29%	14.54%
Environmental Policy, Programs and Regulation Services	9.77%	9.06%	7.78%	17.27%
Parks, Wildlife and Conservation Services	13.30%	6.13%	6.10%	13.11%
Heritage Protection Services	10.32%	3.47%	6.68%	7.44%
Youth Engagement*	-	-	0%	50.49%

\*Youth Engagement was not part of the DES portfolio prior to 2020-21 therefore separation data cannot be provided.

The rise in the separation rate in 2021-22 may be attributable to increased interest in exploring new career opportunities following a reduction in attrition associated with the peak of COVID-19 pandemic.

While the above table provides a percentage of separation rates it does not account for active recruitment or onboarding of staff which has taken place. As of November 2022, DES is utilising over 98% of its budgeted full time equivalent establishment with further recruitment underway.