



## Productivity Commission staffing numbers

### Key points

- Recruitment activity has continued to be a key priority for the Commission.
- For the 2021-22 financial year:
  - 22 merit-based selection exercises were conducted and finalised.
  - Four employment registers were launched during 2021-22 and continue to be actively utilised as an additional way to fill vacancies as they arise.
  - 66 employees commenced (45 ongoing and 21 non-ongoing).
  - 45 employees departed (35 ongoing and 10 non-ongoing).
- From 1 July to 31 October 2022:
  - 8 merit-based selection exercises commenced – 5 completed and 3 still underway.
  - 16 employees have commenced across the Commission (11 ongoing and 5 non-ongoing).
  - 21 employees departed (17 ongoing and 4 non-ongoing).

### Budget paper average staffing levels

The table below shows the **average staffing levels** for the Productivity Commission that were reported in Budgets from 2017-18 to 2022-23.

2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	
					164	2022-23 Budget (Oct)
				167	192	2022-23 Budget
			162	190*		2021-22 Budget
		174	172			2020-21 Budget
	162	176				2019-20 Budget
174	176					2018-19 Budget
174						2017-18 Budget

\*The increase from 172 to 190 ASL relates to the new functions associated with Closing the Gap.

- The variance in the Commission's Average Staffing Level from budget to actual reflects in part additional staffing associated with new functions under the National Agreement on Closing the Gap (announced in the 2020-21 Budget), as well as unanticipated staff turnover.

## Closing the Gap

The Commission has a number of positions to fill in connection with its new functions in respect of the National Agreement on Closing the Gap, and has been recruiting for these positions since October 2021.

- As at 31 October 2022, the Closing the Gap team comprises 20 team members (17.83 FTE).
- Recruitment for one additional non-ongoing position (1.0 FTE) is currently underway, and recruitment to fill vacancies will continue in 2023 as needed.

The funding associated with the Closing the Gap functions provides for FTE as outlined below:

2020-21	2021-22	2022-23	2023-24
5.7	14.0	15.5	11

## Background

### Closing the Gap Budget Measure

The 2020-21 Budget included a measure for funding for the Commission to deliver functions under the National Agreement on Closing the Gap:

The Government will provide \$10.1 million over four years from 2020-21 (and \$2.6 million per year ongoing) to the Productivity Commission to deliver an annual progress report and an improved dashboard to measure progress towards Closing the Gap targets, as well as a three-yearly review. (Budget paper no. 2, p. 146).

The Commission's functions are:

- developing and maintaining an Information Repository
- developing and maintaining a publicly accessible dashboard, to be updated on a regular basis (at a minimum, annually)
- providing an annual data compilation report
- reviewing progress every three years.

For reference, the 2021-22 PC Annual report outlines the Commission's total expenditure was \$32.5 million and employee benefits (including wages and salaries, superannuation, leave and other entitlements) were \$25.5 million.

- The ongoing provision for the Commission's CtG measures are equivalent to about 7.6 per cent of the Commission's total expenditure and 9 per cent of its expenditure on employee benefits.

### Staffing Snapshot: Overview by Location\*

Staffing as at 31 October 2022			
Overview by Location	Ongoing	Non-ongoing (includes casuals)	Total
Melbourne	100	18	118
Canberra	58	2	60
Totals	158	20	178

### Staffing Snapshot: by Location and Employment Type\*

Staffing as at 31 October 2022						
Employment Type/Location	Full-time ongoing	Full-time non-ongoing	Part-time Ongoing	Part-time Non-ongoing	Casuals	Total
Melbourne	78	11	22	3	4	118
Canberra	48	1	10	0	1	60
Totals	126	12	32	3	5	178

### Staffing Snapshot: by Gender and Employment Type\*

Staffing as at 31 October 2022						
Employment Type/Gender	Full-time ongoing	Full-time non-ongoing	Part-time Ongoing	Part-time Non-ongoing	Casuals	Total
Female	72	4	22	2	3	102
Male	54	8	10	1	2	76
Totals	126	12	32	3	5	178

\* Numbers include SES, but exclude Commissioners employed under the Remuneration Tribunal

- Reports are based on a snapshot in time. Information received after end of month processing will not be retrospectively processed for these reports.

## Ongoing employee cessations

### Current Financial Year Cessations

For the period 1 July 2022 – 31 October 2022, there have been a total of 17 **ongoing** employee separations recorded.

Separation Type – Ongoing – This financial year	
Other	0
Permanent transfer to another APS Agency	3
Promotion to another APS Agency	2
Resignation	9
Retirement	3
<b>TOTAL</b>	<b>17</b>

### Current Secondments

Secondments out – as at 31 October 2022	4
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As at 31 October 2022, there were 4 secondments to the following Agencies:

- The Treasury
- Department of Health
- Department of Agriculture, Water and the Environment (DAWE)
- Northern Territory Government

### Previous Financial Year

For the period 1 July 2021 – 30 June 2022, there was a total of 35 **ongoing** employee separations recorded.

Separation Type – Ongoing last financial year	
Other	1
Permanent transfer to another APS Agency	9
Promotion to another APS Agency	2
Resignation	17
Retirement	6
<b>TOTAL</b>	<b>35</b>