

MAIN ROADS WA — STAFF — ANNUAL LEAVE

1253. Hon Tjorn Sibma to the minister representing the Minister for Transport:

- (1) What was the total value of the Main Roads Western Australia's annual leave liability for all of its employees as at 30 March 2018?
- (2) As at 30 March 2018, how many of these staff had accrued annual leave balances of between:
 - (a) four – five weeks;
 - (b) five – six weeks;
 - (c) six – seven weeks;
 - (d) seven – eight weeks; and
 - (e) greater than eight weeks?
- (3) As at 30 March 2018, what was the financial value of Main Roads Western Australia's liability for accrued annual leave balances of between:
 - (a) four – five weeks;
 - (b) five – six weeks;
 - (c) six – seven weeks;
 - (d) seven – eight weeks; and
 - (e) greater than eight weeks?
- (4) For the twelve months preceding 30 March 2018, what management strategies had been implemented to reduce the incidence of excessive accrued annual leave balances, and what were the results of those efforts?

Hon Stephen Dawson replied:

- (1) \$11,914,724.91
- (2)
 - (a) 92
 - (b) 65
 - (c) 69
 - (d) 53
 - (e) 232
- (3)
 - (a) \$941,584.69
 - (b) \$792,939.28
 - (c) \$1,026,282.55
 - (d) \$1,042,245.51
 - (e) \$6,143,838.30
- (4) A reporting mechanism has been introduced that identifies the status of Main Roads' leave liability. This is reported on a monthly basis to Corporate Executive for review. The reporting tracks the status of Main Roads' leave liability against a target set by Treasury. It also identifies the number of employees outside the parameters of Main Roads' industrial instruments. Managers are notified of employees with excess leave and are required to work with them to develop a plan on how to reduce the leave liability. This process has ensured that leave liability is better managed and escalated to Corporate Executive to ensure the appropriate controls are in place and that as many employees as possible remain within the parameters of the industrial instruments. As a result of this mechanism, the number of employees with excess leave liability has been reduced.