

MINISTER FOR ENVIRONMENT — PORTFOLIOS —
FIXED-TERM CONTRACT AND CASUAL STAFF

104. Hon Tjorn Sibma to the Minister for Environment:

For the 2016–17 financial year, can the Minister provide the following information:

- (a) the total dollar amount spent on employees on fixed term contracts and casual staff by each department and agency under the Minister's control;
- (b) the total number of employees on fixed term contracts and casual staff by department/agency and with information concerning their individual position and level;
- (c) how many employees on fixed term contracts and casual staff are currently employed in each department/agency under the Minister's control;
- (d) how many employees on fixed term contracts and casual staff have worked in the same position for longer than six months;
- (e) under what criteria or process may fixed term contract or casual staff be made permanent; and
- (f) will the Minister list the types of contracts used for the purpose of short term employment?

Hon Stephen Dawson replied:

Office of the Environmental Protection Authority

- (a) \$1 383 293
- (b) 20

Chairman	GRP2
Environmental Officer	SCL2
Principal Environmental Officer	SCL4
Senior Environmental Officer	SCL3
Senior Media Officer	L7
Senior/Environmental Officer	SCL3
Environmental Officer	SCL1
GIS Analyst	L4
Business Support Officer	L3
GIS Analyst	L4
Environmental Officer	SCL2
Senior/ Principal Environmental Officer	SCL3
Senior Environmental Officer	SCL2
Environmental Officer	SCL2
Environmental Officer	SCL2
Environmental Officer	SCL1
Environmental Officer	SCL1
Director, Strategic Policy and Planning	CL1

- (c) 18
- (d) 9
- (e) As per WA Labor's 2017 election commitment, processes and criteria for transition from fixed and casual employment to permanency are currently under review.
- (f) Direct employment contracts are made pursuant to Clause 64(b) of the *Public Sector Management Act 1994*.

Department of Environment Regulation

Extract from Hansard
[COUNCIL — Wednesday, 13 September 2017]
p3916c-3919a
Hon Tjorn Sibma; Hon Stephen Dawson

(a) \$2 656 294

(b) 29

Senior Environmental Officer – Appeals	SCL3
Manager Web Publishing and Community Information	L7
Air Quality Officer	L6
Policy Officer	L5
CSC Services Coordinator	L6
Senior Environmental Officer – Clearing Regulation	SCL3
Compliance Administration Officer	L2
Coordinator Cockburn Sound Management Council Services	SCL3
Environmental Officer – Clearing Regulation	SCL1
Contaminated Sites Administration Officer	L3
Director General Environment Regulation	BAND3
Environmental Officer – Air Quality	SCL1
Ministerial Services Officer	L4
Environmental Officer – Licensing	SCL1
Programs Officer	L1
Noise Regulation Officer	L3
Administrative Assistant Waste Wise	L2
Environmental Officer – Clearing Regulation	SCL1
Finance Officer	L3
Senior Investigator	L6
Licensing Administration Officer	L2
Communications Officer	L3
Communications Officers	L4
CSC Services Administration Officer	L3
Principal Environmental Officer – Licensing	SCL4
Finance Officer	L2
Principal Legal Officer – Human Resources	SCL5
Business Systems Administration Officer	L2
Finance Officer	L3

(c) 28

(d) 18

(e) As per WA Labor's 2017 election commitment, processes and criteria for transition from fixed and casual employment to permanency are currently under review.

(f) Direct employment contracts are made pursuant to Clause 64(b) of the *Public Sector Management Act 1994*.

Keep Australia Beautiful Council

(a) \$57 039

(b) 3

Project Officer	L4
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School Based Trainee – KABC	L1
Community Education Coordinator	SCL1

- (c) 2
- (d) Nil
- (e) As per WA Labor's 2017 election commitment, processes and criteria for transition from fixed and casual employment to permanency are currently under review.
- (f) Direct employment controls are made pursuant to Clause 64(b) of the *Public Sector Management Act 1994*.

For the former Department of Parks and Wildlife

- (a) \$29,042,328
- (b) Collation of information concerning each individual fixed term or casual staff member's position title and level is considered to be an undue use of agency resources. For the remainder of what the question asks, please refer to clause (c).
- (c) 371 – included any paid fixed term contract and casual employees as at 30 June 2017(excluding SES).
- (d) 271 – included any paid fixed term contract and casual employees who had been paid basic hours each pay continuously for the past six months (229) and those who had remained in their current positions for more than six months (42) as at 30 June 2017 (excluding SES).
- (e) As per WA Labor's 2017 election commitment, processes and criteria for transition from fixed and casual employment to permanency are currently under review.
- (f) Fixed term contracts or casual contracts were primarily used to fill short-term vacancies for seasonal work, or where the position was for work for a fixed period of time, often linked to external funding, or when the position was under review and/or when there was no guarantee of permanent ongoing funding. The appointment of fixed term contract or casual employees was made in accordance with Public Sector Commissioner's Instruction No.2 'Filling a Public Sector Vacancy' and the relevant Award or Agreement.

For the Zoological Parks Authority

- (a) \$3,012,879
- (b) Collation of information concerning each individual fixed term or casual staff member's position title and level is considered to be an undue use of agency resources. For the remainder of what the question asks, please refer to clause (c).
- (c) 115 – included any paid fixed term contract and casual employees as at 30 June 2017 (excluding SES).
- (d) 90 – included any paid fixed term contract and casual employees who had been paid basic hours each pay continuously for the past six months (27) and those who had remained in their current positions for more than six months (63) as at 30 June 2017 (excluding SES).
- (e) As per WA Labor's 2017 election commitment, processes and criteria for transition from fixed and casual employment to permanency are currently under review.
- (f) The Zoological Parks Authority operates 365 days per year and primarily uses casual employees to provide flexibility in the workforce noting around the unpredictability of visitation and bookings. Fixed term contracts were used to fill short-term vacancies where there was a requirement to fill a position for a one-off period of relief (e.g. leave coverage), and/or when there was no guarantee of permanent ongoing employment.

For the Botanic Gardens and Parks Authority

- (a) \$2,901,357
- (b) Collation of information concerning each individual fixed term or casual staff member's position title and level is considered to be an undue use of agency resources. For the remainder of what the question asks, please refer to clause (c).
- (c) 91 – included any paid fixed term contract and casual employees as at 30 June 2017 (excluding SES).
- (d) 52 – included any paid fixed term contract and casual employees who had been paid basic hours each pay continuously for the past six months (37) and those who had remained in their current positions more than six months (15) as at 30 June 2017 (excluding SES).
- (e) As per WA Labor's 2017 election commitment, processes and criteria for transition from fixed and casual employment to permanency are currently under review.

- (f) Fixed term contracts or casual contracts were primarily used to fill short-term vacancies for seasonal work, or where the position was for work for a fixed period of time, often linked to external funding, or when the position was under review and/or when there was no guarantee of permanent ongoing funding.