

LC QON 1668 – Tabled Paper

(a) The Department for Child Protection and Family Support had the following number of 50(d) positions in:

(i)	2012-13:	130
(ii)	2013-14:	107
(iii)	1 July 2014 to date:	111

(b) The following number of 50(d) positions were abolished or reclassified:

- (i) **2013-14:**
An overall reduction of 23 x 50(d) positions occurred during 2013-14 comprising of new, reclassified and abolished 50(d) positions.
- (ii) **1 July 2014 to date:**
An overall increase of 4 x 50(d) positions has occurred from 1 July 2014 to date.

Please see Attachment 1 for a breakdown of 50(d) positions by location as at 2013-14; and 1 July 2014 to date.

(c) The Department has key policy frameworks in relation to recruitment and retention of Aboriginal staff. The *Aboriginal Recruitment and Retention Strategy* and the *Aboriginal Learning and Development Strategy* were both developed as part of the *Aboriginal Services Framework*. 50(d) positions are one of many strategies in place, including Aboriginal employment targets per work unit.

The Department's *Workforce and Diversity Plan 2013-2017* also identifies a number of key workforce strategies and initiatives to build upon the skills and capabilities of the current workforce and attract and retain future skilled workers from diverse backgrounds.

There are currently 20 (14.8 FTE) 50(d) vacant positions in the following locations:

Directorate	Division	Total FTE
Aboriginal Engagement & Coordination:		1.00
Country Services	East Kimberley	2.00
	Goldfields	4.90
	Pilbara	2.50
	West Kimberley	1.00
Total Country Services:		10.40
Metropolitan Services	Armadale	1.00
	Midland	0.40
	Mirrabooka	1.00
	Rockingham	1.00
Total Metro Services:		3.40
Total Vacant 50D Positions		14.80

The Department has a number of direct initiatives emanating from the Aboriginal Services framework which includes, but not limited to:

- Aboriginal Employment Register is maintained to allow for Aboriginal people to express their interest in working for the department.
- Aboriginal Cadetship Program which supports Aboriginal university students studying a qualification relevant to child protection work. The program has eight cadets enrolled with a 100% retention rate.

The total number of Aboriginal employees during the period 30 June 2011 to 30 June 2014 is detailed in the table below:

Year	Aboriginal staff	% of total workforce
30 June 2014	233	8.5
30 June 2013	249	9.2
30 June 2012	268	9.7
30 June 2011	242	9.3

Legislative Council Question on Notice No. 1668
Wednesday, 17 September 2014

Question (b): 50(d) Positions by Location as at 2013-14; and
1 July 2014 to date:

Directorate	Division	50D Positions 2013-14	50D Positions 01/07/2014 to date
Aboriginal Engagement & Coordination		5	5
Total:		5	5
Accommodation & Care Services	Residential Care	2	2
	Fostering Services	1	1
Total:		3	3
Country Services	East Kimberley	18	19
	Goldfields	10	11
	Great Southern	3	3
	Murchison	6	6
	Peel	4	4
	Pilbara	11	11
	South West	2	2
	West Kimberley	15	15
	Wheatbelt	4	4
	District Support	1	1
Total:		74	76
Metropolitan Services	Armadale	5	6
	Cannington	1	1
	Fremantle	2	2
	Joondalup	1	1
	Midland	5	6
	Mirrabooka	4	4
	Perth	1	1
	Rockingham	5	5
Total:		24	26
Policy & Learning	Learning Development	1	1
Total:		1	1
Grand Total		107	111