

STAFF SUMMARY

The following statistics relate to Bureau staff as at 30 June 2008.

STAFF EMPLOYED UNDER THE PUBLIC SERVICE ACT

	FullTime Ongoing	FullTime Non-ongoing	PartTime Ongoing	PartTime Non-ongoing
Male	984	108	19	14
Female	233	33	41	16
TOTAL	1218	141	60	30

STAFF BY LOCATION, GENDER AND CLASSIFICATION

	HOA	SES	ASO	PO	TO	GSO	ITO	PAO	RS	TR	TOTAL
NSW & ACT											
Female			9*	20	10		1				40*
Male		4*	7	55	55		7				128*
Total		4*	16*	75	65		8				168*
VIC											
Female		3	82	67	12		25		1		190
Male	1	9	77	219	116	3	134	2	18		579
Total	1	12	159	286	128	3	159	2	19		769
QLD											
Female			1	10	14						25
Male		1	8	41	75	1					126
Total		1	9	51	89	1					151
SA											
Female			4	4	6						14
Male			4	27	39	1	2				73
Total			8	31	45	1	2				87
WA											
Female			3	9	9						21
Male		1	3	39	59		1				103
Total		1	6	48	68		1				124
TAS											
Female			3	6	6						15
Male			2	17	33		2				54
Total			5	23	39		2				69
NT											
Female			3	11	4						18
Male			1	22	38		1				62
Total			4	33	42		1				80
Total											
Female		3	105*	127	61		26		1		323*
Male	1	15*	102	420	415	5	147	2	18		1125*
Grand Total	1	18*	207*	547	476	5	173	2	19		1448*

HOA: Head of Agency; SES: Senior Executive Service; ASO: Administrative Service Officer; PO: Professional Officer; TO: Technical Officer; GSO: General Service Officer; ITO: Information Technology Officer; PAO: Public Affairs Officer; RS: Research Scientist; TR: Trainee. * indicates inclusion of seconded staff from CSIRO (1 female, 1 male)

RATES OF PAY – ADULT RATES ONLY – EFFECTIVE FROM 3 APRIL 2008

APS Classification	Salary range (\$)
Cadet APS - Work Placement	36,313 – 40,133
Cadet APS - Full Time Study	20,545 – 22,707
Trainee APS	39,210 – 43,464
Graduate APS	44,461
APS Level 1	36,313 – 40,133
APS Level 2	42,229 – 45,574 (46,673 RP)
APS Level 3	46,810 – 50,519 (54,011 RP)
APS Level 4	52,171 – 56,646
APS Level 5	58,191 – 62,849
APS Level 6	64,411 – 72,196
Executive Level 1	80,569 – 98,032*
Executive Level 2	92,925 – 145,291#

Note: RP means Retention Point

* Includes Public Affairs Officer

Includes Research Scientists

Certified Agreement

As at 30 June 2008 the Bureau had 1422 employees who are covered by a Certified Agreement. The salaries available under the Agreement are listed in the table above, and non-salary benefits provided by the Bureau under the Agreement are outlined below.

Non-Salary Benefits

Non-salary benefits for employees include:

- flexible working arrangements, including flextime, part-time and home-based work;
- provision for leave, including recreation leave, long service leave, sick leave, war service sick leave, personal leave, pregnancy leave, maternity leave, parental leave, family leave, employee-funded extra leave, ceremonial leave, defence leave, jury service leave, and community leave (with and without pay);
- study assistance;
- employee assistance program;
- flexible remuneration packaging scheme;
- provision of business-related equipment; and
- airline club membership.

Australian Workplace Agreements (AWAs)

As at 30 June 2008 there were 17 approved AWAs for the HOA and SES employees and a further nine for Executive Level 2 employees occupying very senior managerial positions.

The salary range available for employees on AWAs was from \$127,787 to \$183,308.

Employees on AWAs also had access to performance pay bonuses. SES AWAs provided non-salary benefits of an executive vehicle, business equipment (home computing facilities and mobile telephone), an option to cash out recreation leave, and airline club membership. Non-SES AWAs included the terms and conditions of the Bureau's Certified Agreement 2006-08.

PERFORMANCE BASED PAY

The Bureau of Meteorology had 21 staff eligible to receive performance based pay. Such payments made in the 2007-08 financial year relate to the performance in the 2006-07 financial year.

1. The number of APS employees at each classification level who received performance pay

(a) Head of Agency, SES Bands 2 & 3 and equivalents	4
(b) SES Band 1	10
(c) Executive Level 2	7

2. The aggregated amount of such performance payments at each classification level

(a) Head of Agency, SES Bands 2 & 3 and equivalents	\$51,011
(b) SES Band 1	\$84,767
(c) Executive Level 2	\$50,374

3. The average bonus payment and the range of such payments at each classification level

	Average	Range
(a) Head of Agency, SES Bands 2 & 3 and equivalents	\$12,753	\$1,614 – \$28,398
(b) SES Band 1	\$8,475	\$2,950 – \$10,834
(c) Executive Level 2	\$7,182	\$5,405 – \$10,219

4. The aggregate bonus payment for the agency as a whole: \$186,052

SENIOR EXECUTIVE SERVICE

	SES 1	SES 2	SES 3	Head of Agency	TOTAL
Male	11	3*	0	1	15*
Female	3	0	0	0	3
	14	3*	0	1	18*

* Includes one SES 2 seconded from CSIRO

SES RECRUITMENT 2007-2008

Transfers within Bureau of Meteorology		1
Promotions within Bureau of Meteorology		3
Secondments/recruitment from outside Bureau of Meteorology		2

Separations

Transfer or Promotion	SES	0
	non SES	3
Termination of Temporary Employment	SES	0
	non SES	65
Resignations	SES	1
	non SES	53
Retirements	SES	1
	non SES	25
Invalidity Retirements	SES	0
	non SES	3
Voluntary Redundancy	SES	0
	non SES	7
Deaths	SES	0
	non SES	3
Termination of Employment	SES	0
	non SES	1
	Total	162

Inoperative Staff as at 30 June 2008

Leave Without Pay	SES	0
	non SES	11
Maternity Leave	SES	0
	non SES	6
Compensation	SES	0
	non SES	3
Long Service Leave	SES	0
	non SES	15
Sick Leave	SES	0
	non SES	1
Public Interest Employment	SES	0
	non SES	0

Recreation Leave	SES	0
	non SES	4
Parental Leave	SES	0
	non SES	2
Time off in lieu	SES	0
	non SES	0
Study Leave	SES	0
	non SES	4
	Total	46