

Staff Summary 2008-09

The following statistics relate to Bureau staff as at 30 June 2009.

Staff Employed under the *Public Service Act 1999*

	Full time ongoing	Full time non-ongoing	Part time ongoing	Part time non-ongoing
Male	1,010	120	24	19
Female	259	49	52	13
TOTAL	1,269	169	76	32

Staff by Location, Gender and Classification

	HOA	SES	ASO	PO	TO	GSO	ITO	PAO	RS	TR	TOTAL
NSW & ACT											
Female			12	28	11		2				53
Male		5	9	66	48		15			1	144
Total		5	21	94	59		17			1	197
VIC											
Female		3	96	75	17		29		3	5	228
Male	1	8	77	240	114	3	143	2	19	11	618
Total	1	11	173	315	131	3	172	2	22	16	846
QLD											
Female			2	14	9						25
Male		1	6	44	72	1	3				127
Total		1	8	58	81	1	3				152
SA											
Female			4	4	8						16
Male			4	23	38	1	2				68
Total			8	27	46	1	2				84
WA											
Female			4	8	8						20
Male		1	2	43	59		1			1	107
Total		1	6	51	67		1			1	127
TAS											
Female			3	6	6						15
Male			2	20	31		1				54
Total			5	26	37		1				69
NT											
Female			4	9	3						16
Male			1	20	33					1	55
Total			5	29	36					1	71
Total											
Female		3	125	144	62		31		3	5	373
Male	1	15	101	456	395	5	165	2	19	14	1,173
Grand Total	1	18	226	600	457	5	196	2	22	19	1,546

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.

Senior Executive Service (SES)

	SES 1	SES 2	SES 3	Head of Agency	TOTAL
Male	12	3		1	16
Female	3				3
	15	3		1	19

SES Recruitment 2008-2009

Transfers within Bureau of Meteorology	0
Promotions within Bureau of Meteorology	0
Secondments/recruitment from outside Bureau of Meteorology	4

Separations During 2008-09

Transfer or Promotion	SES	0
	non SES	3
Termination of Temporary Employment	SES	0
	non SES	61
Resignations	SES	1
	non SES	59
Retirements	SES	0
	non SES	25
Invalidity Retirements	SES	0
	non SES	1
Voluntary Redundancy	SES	0
	non SES	1
Deaths	SES	0
	non SES	2
Termination of Employment	SES	0
	non SES	2
	Total	154

Inoperative Staff as at 30 June 2009

Leave Without Pay	SES	0
	non SES	15
Maternity Leave	SES	0
	non SES	12
Compensation	SES	0
	non SES	2
Long Service Leave	SES	0
	non SES	10
Sick Leave	SES	0
	non SES	7
Public Interest Employment	SES	0
	non SES	2
Recreation Leave	SES	0
	non SES	11
Parental Leave	SES	0

	non SES	1
Time off in lieu	SES	0
	non SES	0
Study Leave	SES	0
	non SES	0
	Total	60

Adult Rates of Pay, 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

Collective Agreement

As at 30 June 2009 the Bureau had 1,522 employees 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 2009 there were 16 approved AWAs for the HOA and SES employees and a further eight for Executive Level 2 employees occupying very senior managerial positions.

The salary range available for employees on AWAs was \$132,846 to \$176,670.

Employees on AWAs also had access to performance pay bonuses. SES AWAs provide 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 include the terms and conditions of the Bureau's Certified Agreement 2006-08.

Agency Determinations under Sub-Section 24(1) of the *Public Service Act 1999*

Under sub-section 24(1) of the *Public Service Act 1999*, the head of power for the payment of salaries and administration of conditions of service for Head of Agency and SES employees is an Agency Determination. Agency Determinations provide for 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.

As at 30 June 2009, there were nine approved Agency Determinations for the Head of Agency, SES and Executive Level 2 employees occupying very senior managerial positions.

The salary range available for employees on Agency Determinations was \$132,846 to \$183,670.

Agency Determinations under Sub-Section 24(1) of the *Public Service Act 1999* – Machinery of Government Changes

During 2008, employees of the Ionospheric Prediction Service (IPS) were transferred to the Bureau as part of Machinery of Government changes. As a result, an Agency Determination under sub-section 24(1) of the *Public Service Act 1999* was made to cover continuation of entitlements under the Department of Industry, Tourism and Resources Certified Agreement for a small number of IPS employees (i.e. a subsidy for health-related lifestyle expenses and a Health and Safety Representative or Fire Warden Allowance). The Bureau is obliged to maintain these allowances until such time as a new Collective Agreement is negotiated.

Determinations under Part 9 – Executive Agencies, Sub-Section 68 of the *Public Service Act 1999*

Consistent with the provisions of this section of the Act, the Minister determined the remuneration and other conditions of appointment for the Agency Head.

Performance Pay

The Bureau had 24 staff eligible to receive performance pay. Such payments made in the 2008-09 financial year relate to the performance in the 2007-08 financial year.

1. The number of APS employees at each classification level who received performance pay:
 - (a) Head of Agency, SES Bands 1, 2 & 3 and equivalents 12
 - (b) Executive Level 2 2

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

(a) Head of Agency, SES Bands 1, 2 & 3 and equivalents	\$160,071
(b) Executive Level 2	\$17,759

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

	Average	Range
(a) Head of Agency, SES Bands 1, 2 & 3 and equivalents	\$13,339	\$3,102 – \$18,331
(b) Executive Level 2	\$8,879	\$7,081 – \$10,678

4. The aggregate bonus payment for the Bureau as a whole is \$177,830.