

Who We Are

Treasury People

Staff Snapshot as at 30 June 2009

Treasury's workforce is dynamic, young and professional with skills and knowledge in economics, finance, accounting, commerce, law, resource management, information communication and technology, policy and corporate services. Treasury is very proud of its reputation for providing quality expert advice to government and recognises that this could not be achieved without bright, motivated and dedicated employees. Treasury prides itself on providing a working environment in which staff are challenged to grow and develop both professionally and personally.

Its people are Treasury's most valuable asset.

Demographics

- As at 30 June 2009, Treasury (including Northern Territory Treasury Corporation) employed 192 staff on a full-time equivalent (FTE) basis. This is higher than the average of 187 per pay throughout 2008-09 due to the number of tertiary students employed over the mid-year vacation period.
 - Staff numbers as at 30 June 2008 and 30 June 2009 remained stable, with an increase of one FTE from the previous year.
 - 60 per cent of Treasury's workforce are women and women comprise 42 per cent of staff at the executive level, compared to 63 per cent and 40 per cent respectively for the Northern Territory Public Sector (NTPS).
 - Eight staff or 4 per cent are Indigenous.
 - 83 per cent of Treasury staff have recorded their equal employment opportunity (EEO) details.
 - During 2008-09, 45 people were employed in Treasury's various employment programs.
 - More than one-quarter of Treasury's staff began their Treasury careers as graduates in the Finance Officers in Training (FOIT) program.
 - Almost half the FOITs since the program began in 1998 remain in Treasury and the wider NTPS.
 - As at 30 June 2009, 37 employees or 18 per cent had completed more than 10 years service with Treasury, including 10 with between 20 and 40 years of service with the agency.
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Staffing

Table 1: Treasury Staff Snapshot as at 30 June 2009

	Number	Percentage	NTPS Comparison
Staff Numbers			
FTE staff	192		
FTE average per pay day in 2008-09	187		
Part-time staff	9	4	
Graduates, cadets, trainees and vacation employees	21	10	
Total number of staff paid (including casuals)	204		
Demographics			
Male: female ratio (FTE)	76:116	40:60	37:63
Male: female executive ratio (FTE)	16:12	58:42	60:40
People with a disability	5	2	2%
Indigenous staff	8	4	8%
Average age	36 years		43 years
Turnover			
Commencements ¹	46		
Separations ²	37		
Staff turnover rate ³		20	24%

1. Includes employees on temporary transfer to Treasury but excludes casual and temporary vacation employees and NT Build staff.

2. Includes resignations, end of contract and permanent transfers from Treasury but excludes casuals and temporary vacation employees.

3. Calculated as the number of separations divided by the FTE average per pay day in 2008-09.

Note: Unless otherwise indicated, staffing figures in this report refer to Treasury and Treasury Corporation staff, but do not include NT Build.

Gender and Level

Table 2 provides a comparison by gender for each classification level. Females occupy the majority of Treasury's AO3 to AO5 positions. The gender balance is fairly even in the middle and senior management levels of AO6, AO8, ECO2 and ECO3. The highest number of staff are in the AO4, AO5 and AO6 levels. This information is also presented in Figure 5.

Table 2: FTE Staff by Gender and Classification as at 30 June 2009

Designation	Male	Female	Total
Graduate	6	5	11
Trainee		1	1
Cadet	2	1	3
AO1		1	1
AO2	2	3	5
AO3	3	9	12
AO4	6	31	37
AO5	11	17	28
AO6	14	16	30
AO7	5	11	16
AO8	11	10	21
EO1	8		8
EO1C	1	7	8
EO2C	2	2	4
EO3C	3	2	5
EO4C	2		2
EO6C		1	1
Total	76	116	192

Notes:

Figures may not add due to rounding to the nearest FTE. These figures do not include staff on leave without pay or staff who were employed, but unpaid (such as casuals), as at 30 June 2009.

Demographics

Average Age

The average age of Treasury staff is 36 years, compared to the NTPS average age of 43 years. The age and gender of Treasury's staff are shown in Table 3 and Figure 3.

Graduates, Cadets and Trainees

This comparatively young age is mostly attributed to staff employed under Treasury's graduate, cadetship and apprenticeship programs, who represented 10 per cent of total staff at 30 June 2009, and many of whom are under 25 years of age.

These programs are key elements in Treasury's long-term strategy to recruit locals, who are more inclined to stay and develop their careers in the Territory. During 2008-09, a total of 45 people participated in Treasury's various employment programs, 73 per cent of these are local. Of the FOITs who have remained in Treasury since the program began in 1998, 55 per cent were recruited locally.

Details of Treasury's employment programs are provided in the Human Resource Management section of the Annual Report.

Women in the Workforce

Figure 4 illustrates that the ratio of males to females in Treasury has remained fairly consistent over the past 10 years. Of Treasury's 192 FTE staff employed as at 30 June 2009, 60 per cent (116 staff) were women, slightly less than the ratio in the NTPS, where women make up 63 per cent of the workforce.

As at 30 June 2009, the proportion of Treasury women at the executive level was 42 per cent compared to 54 per cent in the previous year, due to an increase of 5 FTE male executives in 2008-09. Although this has decreased Treasury's relative proportion of female executives, it remains above the 2009 NTPS figure of 40 per cent.

Long-Term Employees

As at 30 June 2009, 52 or 25 per cent of Treasury's 204 staff had completed 17 or more years of service with the NTPS, 10 with between 20 and 40 years of service. Of these 52 employees, 37 or 18 per cent

have completed more than 10 years service with Treasury, with 10 staff serving between 20 and 40 years with the agency (Figure 6). Staff with more than 30 years of service were previously employed with the Commonwealth and transferred to Treasury at Self Government in 1978. Treasury recognises the significant roles these staff have played in the agency, and their contribution to the Northern Territory Government.

Equal Employment Opportunity and Workforce Diversity

As at 30 June 2009, data from the Personnel Integrated Payroll System (PIPS) indicated that 83 per cent of Treasury's employees had recorded their EEO details, up slightly from 82 per cent from 2007-08. Treasury conducts a census every year, encouraging staff to update their contact, next of kin and EEO details in PIPS. The data is used to assist in workforce planning, reporting and for business continuity purposes.

Table 3: Treasury Staff Demographics (FTE)

Age	Female	Male	Total	% of Total
Under 19	2.2	1.4	3.6	2
20 - 24	16.5	12.4	28.9	15
25 - 29	23.0	14.0	37.0	19
30 - 34	23.4	15.0	38.4	20
35 - 39	10.0	3.0	13.0	7
40 - 44	16.1	13.0	29.1	15
45 - 49	9.0	8.0	17.0	9
Over 50	15.5	9.2	24.7	13
Total	115.7	76.0	191.7	100

Note: Totals may not add due to rounding.

Table 4: EEO Profile as at 30 June 2009

	Female	Male	Total	% of agency employees	% NTPS Comparison
Aboriginal and Torres Strait Islanders	6	2	8	4.0	8.0
Non-English speaking background, neither parents' first language is English and came to Australia after the age of five	4	1	5	2.5	4.0
Non-English speaking background, at least one parent's first language is English or came to Australia before the age of five	4	1	5	2.5	6.0
People with a disability	4	1	5	2.5	2.0

Source: PIPS

Figure 3: Age Profile as at 30 June 2009

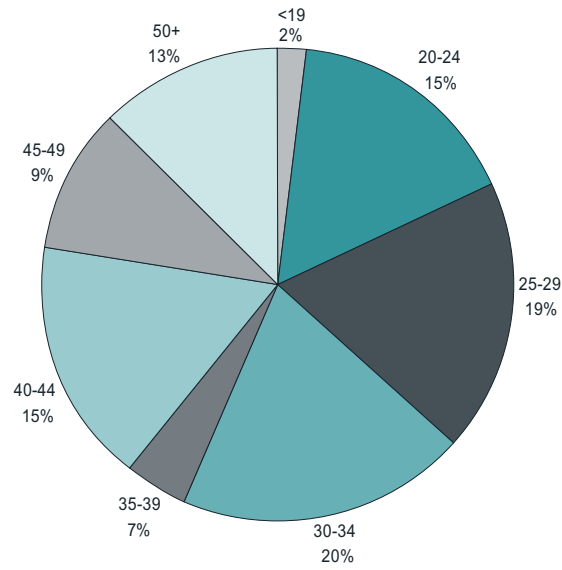


Figure 4: Gender Comparison Over Past 10 Years



Figure 5: Staff by Classification and Gender as at 30 June 2009

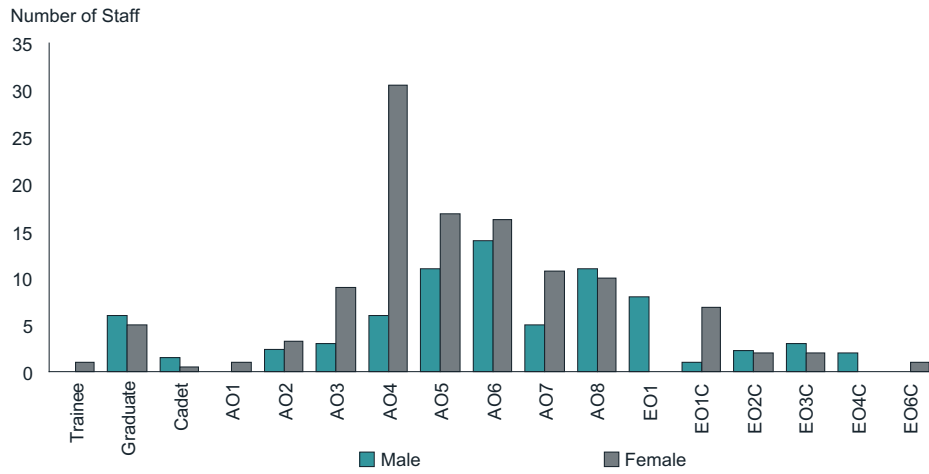


Figure 6: Staff with More Than 10 Years of Service in Treasury as at 30 June 2009

