

Commissioner for Public Employment

	2005-06 Estimate	2006-07 Budget
	\$000	\$000
Output Group		
Public Employment	8 581	8 592
Total Expenses	8 581	8 592
Output Appropriation	5 830	6 120
Capital Appropriation		

2006-07 Staffing: 52

Agency Profile

The primary role of the Office of the Commissioner for Public Employment is to support the Commissioner for Public Employment's statutory role, as defined in the *Public Sector Employment and Management Act*. The Commissioner is also required to provide strategic and policy advice to support the Minister in achieving the Minister's duties under the Act.

This office has principal responsibility to Government in the areas of public sector management and industrial relations.

The office identifies emerging issues and provides a strategic focus for collaborative partnerships with chief executives on developing a dynamic, highly skilled and motivated public sector.

Roles and functions of the office are to:

- provide sound and timely advice to Government on all aspects of human resource issues affecting the Northern Territory Public Sector (NTPS);
- support chief executive officers and their agencies to develop relevant human resource management policies and practices;
- advise chief executive officers on the implementation of human resource policies and practices;
- represent the interests of the Northern Territory Government in workplace negotiations and tribunal hearings as the statutory employer;
- coordinate sector-wide training and development programs;
- resolve employee grievances through appropriate review and appeal mechanisms; and
- provide leadership and guidance in the above matters across the sector.

Strategic issues facing the agency in 2006-07 include:

- developing initiatives, in partnership with agencies and Government, that focus on developing people and introducing contemporary workforce management practices that position the NTPS as 'an employer of choice' which ensures that the NTPS is best placed to contribute to the social and economic development of the Territory;
- negotiating new NTPS enterprise bargaining agreements (EBAs) in accordance with Government's strategic directions and budget limitations;

- continuing implementation of initiatives contained in the Office of the Commissioner for Public Employment's Strategic Plan 2005-10;
- implementing and evaluating policies and practices that emphasise equity, diversity and the achievement of work life balance;
- developing, implementing and monitoring strategies to improve employment and career development outcomes for Indigenous people in the NTPS; and
- assessing the implications of the Work Choices legislation, and developing and implementing appropriate responses for both public and private sectors.

Budget Highlights

- Ongoing implementation of the Northern Territory Public Sector Remote Workforce Strategy.
- Monitor, implement and consolidate the Indigenous Employment and Career Development Strategy which has increased the overall representation of Indigenous employees in the NTPS by 55 per cent, from 4.6 per cent in 2002 to 6.8 per cent in 2006.
- Implement workplace bullying strategies and provide ongoing promotion and awareness for agencies.
- Develop protocols and provide training for including conciliation as an integral part of the grievance review process.
- Continue improvements to the human resource and industrial relations management capability within the NTPS.
- Develop and implement responses to the Work Choices legislation, including the establishment of a workplace advocacy service to assist and advise Territory employees and employers.
- Develop and implement a sector-wide strategy to ensure leadership growth within the NTPS and address emerging succession management issues.
- Evaluate the Lookrukin Indigenous Women's Leadership Development pilot program.
- Over the next three years \$0.55 million has been allocated to develop and implement a career mapping system that will explicitly identify career mapping pathways within the NTPS.
- Evaluate the Work Life Balance pilot study commenced in 2005-06 and work with agencies to encourage, promote and implement work life balance initiatives in the workplace.
- Funding of \$30 000 to implement a revised mentoring framework for NTPS employees and develop a register of trained mentors.
- Funding of \$50 000 million to develop and coordinate the inaugural Chief Minister's Awards for Excellence in the NTPS.
- Implement the 'Broadening our Horizons' policy paper and piloting of structured mobility programs with NTPS agencies.
- Investigate options for improving quality, range and timeliness of employee data to assist agencies with workforce planning and development.
- Finalise new EBA for nurses, medical officers and Darwin Port Corporation staff.
- Evaluate the Women in Leadership and Management program and policy and consider future direction.

Output and Performance

Output Group/Output	2005-06 Estimate	2006-07 Budget	Variation
	\$000	\$000	\$000
Public Employment	8 581	8 592	11
Employment Framework	1 751	1 745	-6
Workforce Development	4 355	4 378	23
Government Policy Advice	2 475	2 469	-6
Total Expenses	8 581	8 592	11

Key Variations

Additional funding of \$0.23 million for 'Strengthening the Public Sector' strategy commences in 2006-07. The strategy includes mentoring, mobility and exchange program, personal achievement planning and career planning. Offsetting this increased funding in the Workforce Development output is a reduction of \$0.1 million for one-off Strategic Human Resource Planning and Public Sector Government Framework development for East Timor. The completion of the pilot Certificate IV in Government program in 2005-06 at a cost of \$0.12 million further offsets this increase.

Output Group: Public Employment

Develop and implement employment strategies with internal and external stakeholders that include the effective and efficient management of appeals, reviews of employee treatment, workforce management and workforce planning policies.

The outcome is a skilled, unbiased and creative public sector.

Employment Framework

Develop and manage employment policies and provide employment services that ensure merit, equity and fairness and the application of legislative requirements. This includes the effective, efficient and unbiased management of appeals and reviews of employee treatment, occupational health and safety matters, employee conduct, redeployment, industrial claims and disputes and executive employment.

Performance Measures		2005-06 Estimate	2006-07 Estimate
<i>Quantity</i>	Employment-related services finalised	475	475
	Industrial claims and disputes negotiated, including enterprise bargaining agreements	80	80
	Reviews of employee treatment, appeals and complaints resolved	119	133
<i>Quality</i>	Services provided in accordance with agreed standards	95%	95%
	Clients who report high level of satisfaction with service	95%	95%
	Reviews of employee treatment and appeals provided with due diligence as determined by established standards	95%	95%
<i>Timeliness</i>	Employment-related services provided within agreed timeframes	90%	90%
	Reviews of employee treatment, appeals and complaints resolved within agreed timeframes	90%	90%

Workforce Development

Build capability within the NTPS through the formulation, implementation and evaluation of policy and strategies that facilitate better practice in relation to effective organisational development, workforce management and planning, cultural change, Indigenous employment and workplace diversity within the NTPS. Design and coordinate executive and leadership development activities for the NTPS.

Performance Measures		2005-06 Estimate	2006-07 Estimate
<i>Quantity</i>	Programs, workshops and workforce development events	30	29
	Reports and submissions which focus on workforce policy and strategy development, implementation and/or review	33	44
	Remote workforce development initiatives:		
	- administration	\$0.27M	\$0.16M
	- grants	\$0.35M	\$0.20M
	- scholarships	\$0.20M	\$0.20M
	- professional development	\$0.18M	\$0.44M
<i>Quality</i>	Programs, workshops and events delivered according to established standards	95%	95%
	Reports completed in accordance with agreed standards	95%	95%
	Remote workforce development initiatives approved in accordance with agreed standards	95%	95%
<i>Timeliness</i>	Projects delivered within agreed timeframes	90%	90%

Government Policy Advice

Strategic and operational advice to Government, chief executive officers and Territory employees on a range of employment and workforce practices, policies and industrial relations matters.

Performance Measures		2005-06 Estimate	2006-07 Estimate
<i>Quantity</i>	Capacity to provide policy advice	\$2.47M	\$2.47M
<i>Quality</i>	Service in accordance with standards	90%	90%
<i>Timeliness</i>	Advice provided within agreed timeframes	90%	90%

Operating Statement

	2005-06 Estimate	2006-07 Budget
	\$000	\$000
INCOME		
Taxation revenue		
Grants and subsidies revenue		
Current		
Capital		
Output revenue	5 830	6 120
Sales of goods and services	1 890	1 661
Interest revenue		
Goods and services received free of charge	809	809
Gain(+)/loss(-) on disposal of assets		
Other revenue	2	2
TOTAL INCOME	8 531	8 592
EXPENSES		
Employee expenses	4 068	4 025
Administrative expenses		
Purchases of goods and services	3 256	2 987
Repairs and maintenance	8	6
Depreciation and amortisation		
DCIS services free of charge	809	809
Other administrative expenses	25	
Grants and subsidies expenses		
Current	415	765
Capital		
Community service obligations		
Interest expense		
TOTAL EXPENSES	8 581	8 592
NET SURPLUS(+)/DEFICIT(-)	- 50	

Balance Sheet

	2005-06 Estimate	2006-07 Budget
	\$000	\$000
ASSETS		
Cash and deposits	148	148
Receivables	86	86
Prepayments		
Inventories		
Advances and investments		
Property, plant and equipment	266	266
Other assets		
TOTAL ASSETS	500	500
LIABILITIES		
Deposits held		
Creditors and accruals	1 139	1 139
Borrowings and advances		
Provisions	597	597
Other liabilities		
TOTAL LIABILITIES	1 736	1 736
NET ASSETS	- 1 236	- 1 236
EQUITY		
Capital		
Opening balance	573	- 229
Equity injections/withdrawals	- 802	
Reserves	- 1	- 1
Accumulated funds		
Opening balance	- 956	- 1 006
Current year surplus(+)/deficit(-)	- 50	
Accounting policy changes and corrections		
TOTAL EQUITY	- 1 236	- 1 236

Cash Flow Statement

	2005-06 Estimate	2006-07 Budget
	\$000	\$000
CASH FLOWS FROM OPERATING ACTIVITIES		
Operating receipts		
Taxes received		
Grants and subsidies received		
Current		
Capital		
Receipts from sales of goods and services		
Output revenue received	5 830	6 120
Other agency receipts	1 892	1 663
Interest received		
Total operating receipts	7 722	7 783
Operating payments		
Payments to employees	4 068	4 025
Payments for goods and services	3 264	2 993
Grants and subsidies paid		
Current	415	765
Capital		
Community service obligations		
Interest paid		
Total operating payments	7 747	7 783
NET CASH FROM OPERATING ACTIVITIES	- 25	
CASH FLOWS FROM INVESTING ACTIVITIES		
Investing receipts		
Proceeds from asset sales		
Repayment of advances		
Sales of investments		
Total investing receipts		
Investing payments		
Purchases of assets		
Advances and investing payments		
Total investing payments		
NET CASH FROM INVESTING ACTIVITIES		
CASH FLOWS FROM FINANCING ACTIVITIES		
Financing receipts		
Proceeds of borrowings		
Deposits received		
Equity injections		
Capital Appropriation		
Other equity injections		
Total financing receipts		
Financing payments		
Repayment of borrowings		
Finance lease payments		
Equity withdrawals	985	
Total financing payments	985	
NET CASH FROM FINANCING ACTIVITIES	- 985	
Net increase(+)/decrease(-) in cash held	- 1 010	
Cash at beginning of financial year	1 158	148
CASH AT END OF FINANCIAL YEAR	148	148