

## ORGANISATIONAL HEALTH

(Executive Board meeting 16/12/10 included discussion of Attachment A)

*The Human Resources Division reports annually to the Executive Board on a range of staffing data to review organisational health and identify potential risks to building and sustaining organisational capability. The data assists the Board to monitor departmental staffing trends and benchmarks Treasury data with the broader APS and comparator agencies.*

### KEY POINTS

#### Key strengths

- A relatively young workforce with a median age of 32 compared with the APS median age of 42. However, as at July 2010, 21 per cent of employees are eligible for retirement within the next five years.
- An acceptable turnover rate of around 11 per cent to 13 per cent over the last five years.
- 83 per cent of respondents who leave Treasury rated the department as a ‘very good’ or ‘good’ place to work.
- Treasury’s score for employee engagement in the 2010 State of the Service Employee Survey was 97 per cent compared to the APS average of 87 per cent.
- Progress in strategies to improve access to flexible work arrangements including the Treasury expansion of the Abacus Childcare Centre and feedback from the Workplace Relations Committee indicating that the revised time-off-in-lieu arrangements are effective and working well.

#### Potential risks and challenges

- [This section has been removed under s47E(d)]
- Operational pressures in some areas of the department that can impact on work-life balance and contribute to potential OH&S risks and costs associated with increased body stressing and psychological injury.
- Females comprise 45 per cent of the Treasury workforce; 36 per cent of EL2s and 23 per cent of SES are female.
- Treasury’s indigenous representation has increased from 0.3 per cent in 2008-09 to 0.4 per cent in 2009-10, while the APS average remains stable at 2 per cent. Representation for staff who identify as having a disability was 2.1 per cent in 2009-10 compared with the APS average of 3 per cent.

- [This section has been removed under s47E(d)]

## **ATTACHMENTS**

- Treasury's Organisational Health and Wellbeing Data Analysis.

### **Contact Officer:**

Division: Human Resources Division

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