

A list of individual payment amounts made under the workforce renewal incentive program [for the 2014-15 financial year].

Refer to the attached list of individual payments (de-identified) at *Appendix 1*.

Of the 1996 positions considered by central vacancy control during the 2014-15 financial year, how many proceeded to advertisement? Of these, how many were filled?

The State Service Management Office (SSMO) does not hold information about how many positions proceeded to advertisement following 'clearance' through the Central Vacancy Control (CVC) process.

In some instances, agencies may withdraw vacancies that have been approved and choose not to continue the filling process (i.e. by advertising or other means). Agencies are not required to report information about withdrawals to SSMO.

Some totals in the table below may reflect multiple clearances of the same position (e.g. a position is cleared for filling via Expression of Interest and no suitable applicants are received; the agency then re-submits the position to Central Vacancy Control to advertise it in the Gazette). In such an instance the position will have been counted as both an EOI and Gazette clearance.

Numbers do also not reflect Full Time Equivalents (FTEs) or head counts of the positions. Some clearances are for multiple FTEs but only counted as one clearance. When presenting a request to CVC, this is counted as one position; a final FTE or head count is not known.

Not all positions are required to be presented to CVC. Therefore the number of positions cleared for Gazette through CVC will not be the same as total jobs advertised in the Gazette over the financial year.

Of the 1966 positions considered by Central Vacancy Control during the 2014-2015 financial year, the following clearances¹ were given by the State Service Management Office (SSMO):

Approved filling method	Count
Appoint from Employment Register	423
Change Employment Status Request (ED 1)	1
Closed Expression of Interest (EOI) at level	8
EOI at level	35
EOI open	193
Extension fixed term or higher duties	263
Gazettal	902
Gazette + EOI (concurrent)	1
Higher Duties	1
Increase hours existing employee	2
MRDA	3
Subsequent selection	63
Transfer at level	47
Withdrawn	24
TOTAL	1966

¹ 'Clearance' means that the position has gone through the Central Vacancy Control process, and the agency can then fill the position.

Of the positions considered by central vacancy control during the 2014-15 financial year, how many have yet to have a final determination made?

All of the 1966 have received approval for filling, including filling through a transfer at level resulting from a successful suitability assessment.

How many of these vacancies were exempted from Employment Direction No. 1 provisions?

None.

How many were exempted from the minimum 9 day advertising requirements?

None.

What are the operating costs of central vacancy control?

Central vacancy control activities are undertaken as part of the greater task under *Managing Positions in the State Service (MPSS)* which includes work on Targeted and Negotiated Voluntary Redundancies, Workforce Renewal Incentive Programs, FTE reporting as well as central vacancy control.

During the 2014 - 2015 financial year, four SSMO employees were directly involved in the management and administration of MPSS. These employees also undertake other duties across employment policy, industrial relations and employer approvals, and the hours spent on MPSS duties are not tracked.

Appendix I – Amounts paid through Workforce Renewal Incentive Program to individual employees during the 2014-15 financial year.

\$20,000.00	\$15,883.56	\$27,621.00	\$30,000.00
\$19,886.13	\$4,886.00	\$14,559.93	\$28,614.00
\$10,000.00	\$27,801.00	\$9,432.00	\$30,000.00
\$27,548.00	\$15,000.00	\$30,000.00	\$19,425.00
\$4,176.00	\$23,223.30	\$22,001.38	\$14,448.00
\$15,000.00	\$9,485.00	\$27,624.00	\$23,154.00
\$31,882.00	\$30,000.00	\$29,379.00	\$34,221.00
\$10,000.00	\$17,991.00	\$30,000.00	\$13,641.33
\$6,720.00	\$23,628.00	\$30,000.00	\$30,000.00
\$30,000.00	\$6,000.00	\$24,732.00	\$26,133.00
\$14,706.00	\$18,000.00	\$16,602.00	\$24,000.00
\$8,910.00	\$30,000.00	\$19,338.00	\$18,000.00
\$11,739.00	\$26,472.60	\$28,926.00	\$30,000.00
\$30,000.00	\$5,931.00	\$7,918.00	\$22,500.00
\$8,790.99	\$8,163.00	\$23,820.00	\$30,000.00
\$10,507.02	\$14,736.00	\$9,492.00	\$29,538.00
\$30,000.00	\$27,942.00	\$25,383.00	\$14,533.46
\$12,656.00	\$26,375.62	\$20,400.00	\$19,233.00
\$35,282.00	\$27,954.00	\$37,985.10	\$29,283.00
\$30,000.00	\$9,504.00	\$11,793.00	\$14,364.00
\$20,163.75	\$17,978.61	\$27,468.00	\$27,573.00
\$7,323.75	\$9,550.00	\$15,918.00	\$30,000.00
\$3,000.00	\$5,822.00	\$19,438.83	\$30,000.00
\$10,500.00	\$30,000.00	\$14,049.00	\$30,000.00
\$9,000.00	\$20,742.00	\$30,000.00	\$30,000.00
\$26,857.80	\$4,753.00	\$28,632.00	\$16,131.00
\$22,800.00	\$5,000.00	\$30,000.00	\$24,308.00
\$30,000.00	\$28,500.00	\$26,599.00	\$18,000.00
\$27,801.00	\$16,326.00	\$30,000.00	\$24,000.00
\$9,000.00	\$30,000.00	\$9,672.00	\$25,191.00
\$3,000.00	\$30,000.00	\$21,178.08	\$27,836.00
\$26,472.60	\$30,000.00	\$28,629.00	\$27,378.00
\$24,864.30	\$15,040.00	\$17,583.10	\$30,000.00
\$9,175.00	\$22,629.00	\$30,000.00	\$30,000.00
\$30,000.00	\$26,472.60	\$9,536.00	\$24,534.00
\$12,491.00	\$21,879.00	\$30,000.00	\$14,867.01
\$13,500.00	\$30,000.00	\$22,482.00	\$10,205.00
\$24,687.29	\$30,000.00	\$19,116.00	\$24,000.00
\$6,082.00	\$30,000.00	\$30,000.00	\$26,553.00
\$29,586.00	\$30,000.00	\$3,000.00	\$26,778.00
\$6,000.00	\$13,236.30	\$15,411.00	\$31,825.50
\$27,258.00	\$17,530.16	\$30,000.00	\$18,000.00
\$15,025.00	\$29,070.00	\$24,000.00	\$4,200.00
\$22,002.00	\$24,045.00	\$30,000.00	\$28,500.00

\$24,000.00	\$29,730.00	\$29,199.00	\$30,000.00
\$15,883.56	\$15,264.00	\$30,000.00	\$27,183.00
\$30,000.00	\$23,343.00	\$30,000.00	\$30,000.00
\$21,600.00	\$27,030.00	\$15,883.56	\$22,041.00
\$30,000.00	\$18,006.00	\$16,800.00	\$41,801.00
\$14,967.00	\$25,500.00	\$13,247.00	\$15,600.00
\$28,500.00	\$27,000.00	\$27,600.00	\$21,783.00
\$30,000.00	\$30,000.00	\$19,428.00	\$18,000.00
\$30,000.00	\$9,171.00	\$30,000.00	\$15,354.11
\$30,000.00	\$30,000.00	\$19,233.00	\$40,323.30
\$28,460.70	\$5,323.00	\$7,730.00	\$17,334.26
\$23,169.00	\$30,000.00	\$24,000.00	\$30,000.00
\$11,714.00	\$30,000.00	\$11,515.00	\$9,795.00
\$24,111.00	\$4,163.00	\$22,731.00	\$19,500.00
\$19,537.00	\$25,500.00	\$28,044.00	\$31,852.50
\$8,551.00	\$21,142.00	\$15,000.00	\$7,636.00
\$31,852.50	\$30,000.00	\$23,673.00	\$24,489.00
\$31,852.50	\$29,256.00	\$37,985.10	\$15,000.00
\$30,000.00	\$30,000.00	\$5,212.35	\$30,000.00
\$21,940.49	\$21,921.96	\$21,930.00	\$30,000.00
\$12,000.00	\$10,500.00	\$8,273.00	\$30,000.00
\$6,499.00	\$18,381.00	\$24,000.00	\$18,530.82
\$30,000.00	\$17,640.00	\$30,000.00	\$31,852.50
\$27,000.00	\$14,705.53	\$30,000.00	\$9,693.00
\$30,000.00	\$17,958.00	\$7,940.00	\$30,000.00
\$30,000.00	\$6,000.00	\$30,000.00	\$12,191.00
\$12,246.00	\$28,215.00	\$21,422.10	\$13,500.00
\$18,222.00	\$27,867.00	\$19,500.00	\$14,694.00
\$30,000.00	\$24,712.43	\$34,221.00	\$27,000.00
\$30,000.00	\$7,197.00	\$24,000.00	\$40,434.30
\$17,724.00	\$7,837.00	\$3,751.00	\$31,852.50
\$7,296.00	\$12,702.00	\$13,319.00	\$24,000.00
\$37,985.10	\$30,000.00	\$28,413.00	\$7,143.00
\$30,000.00	\$23,187.00	\$30,000.00	\$4,775.00
\$14,333.00	\$26,521.80	\$31,852.50	\$18,135.61
\$17,403.00	\$30,000.00	\$19,797.00	\$29,661.00
\$15,300.00	\$13,134.00	\$30,000.00	\$30,000.00
\$29,802.00	\$30,000.00	\$23,685.00	\$30,000.00
\$18,000.00	\$30,000.00	\$30,000.00	\$30,000.00
\$15,600.00	\$28,110.00	\$31,852.50	\$20,067.00
\$17,958.00	\$30,000.00	\$27,000.00	\$30,000.00
\$25,524.00	\$30,000.00	\$11,277.00	\$14,412.00
\$13,092.00	\$27,000.00	\$18,903.00	\$27,000.00
\$30,000.00	\$5,423.00	\$30,000.00	\$26,730.00
\$26,472.60	\$28,500.00	\$11,021.00	\$30,000.00
\$30,000.00	\$28,070.00	\$20,409.00	\$20,962.00

\$23,640.00	\$9,856.00	\$22,500.00	\$30,000.00
\$26,636.00	\$19,097.00	\$30,000.00	\$10,000.00
\$30,000.00	\$12,000.00	\$20,000.00	\$34,221.00
\$10,500.00	\$4,500.00	\$30,000.00	\$30,000.00
\$26,472.60	\$30,000.00	\$33,941.00	\$15,000.00
\$30,000.00	\$17,730.00	\$30,000.00	\$6,720.00
\$2,976.00	\$30,000.00	\$14,340.00	\$22,500.00
\$9,662.00	\$5,443.00	\$6,000.00	\$28,000.00
\$15,000.00	\$28,500.00	\$2,000.00	\$34,221.00
\$7,460.00	\$30,000.00	\$30,000.00	\$30,000.00
\$20,000.00	\$7,268.00	\$21,959.00	\$26,400.00
\$12,537.00	\$27,717.00	\$8,000.00	\$30,000.00
\$30,000.00	\$30,000.00	\$30,000.00	\$19,500.00
\$24,207.00	\$12,000.00	\$30,000.00	\$30,000.00
\$10,500.00	\$30,000.00	\$27,000.00	\$7,800.00
\$26,118.00	\$9,714.00	\$27,000.00	\$27,300.00
\$16,271.00	\$21,930.00	\$30,000.00	\$34,221.00
\$28,725.00	\$10,500.00	\$10,712.00	\$24,000.00
\$29,493.00	\$20,000.00	\$6,000.00	\$15,000.00
\$31,852.50	\$20,000.00	\$32,784.00	\$7,500.00
\$30,000.00	\$30,000.00	\$26,000.00	\$16,740.00
\$7,830.00	\$30,000.00	\$30,000.00	\$6,900.00
\$31,852.50	\$9,000.00	\$6,000.00	\$11,550.00
\$18,000.00	\$6,450.00	\$16,310.00	\$12,960.00
\$30,708.60	\$30,000.00	\$30,000.00	\$30,000.00
\$26,472.60	\$30,000.00	\$30,000.00	\$22,500.00
\$11,134.00	\$30,000.00	\$15,001.00	\$30,000.00
\$30,000.00	\$30,000.00	\$30,000.00	\$27,600.00
\$30,000.00	\$30,000.00	\$30,000.00	\$28,500.00
\$18,000.00	\$43,560.00	\$30,000.00	\$7,500.00
\$30,000.00	\$13,000.00	\$20,000.00	\$15,000.00
\$25,500.00	\$30,000.00	\$22,621.00	\$30,000.00
\$25,757.84	\$30,000.00	\$30,000.00	\$30,000.00
\$40,323.30	\$30,000.00	\$30,000.00	\$13,500.00
\$3,519.00	\$24,000.00	\$3,345.00	\$27,000.00
\$8,036.00	\$9,555.00	\$30,000.00	\$9,030.00
\$28,500.00	\$20,000.00	\$27,877.00	\$28,500.00
\$26,472.60	\$7,260.00	\$12,045.00	\$6,000.00
\$5,000.00	\$30,000.00	\$5,625.00	\$16,000.00
\$30,000.00	\$30,000.00	\$27,781.00	\$19,500.00
\$30,000.00	\$30,000.00	\$20,000.00	\$18,000.00
\$30,000.00	\$1,500.00	\$12,405.00	\$16,000.00
\$27,002.10	\$15,001.00	\$3,375.00	\$15,375.00
\$17,643.17	\$20,000.00	\$11,000.00	\$26,000.00
\$10,362.00	\$9,000.00	\$20,000.00	\$17,000.00
\$24,000.00	\$20,000.00	\$13,572.00	\$9,000.00

\$20,000.00	\$15,000.00	\$30,000.00
\$30,000.00	\$29,998.00	\$16,277.00
\$30,000.00	\$22,382.00	\$8,416.00
\$16,100.00	\$20,000.00	\$9,695.00
\$30,000.00	\$25,000.00	\$25,000.00
\$30,000.00	\$23,523.00	\$14,500.00
\$27,000.00	\$30,000.00	\$12,000.00
\$22,000.00	\$23,268.00	\$11,540.00
\$20,547.00	\$10,000.00	\$30,000.00
\$5,473.00	\$25,000.00	\$28,000.00
\$15,600.00	\$30,000.00	\$20,515.00
\$9,073.00	\$30,000.00	\$20,000.00
\$24,861.00	\$30,000.00	\$22,000.00
\$10,001.00	\$8,500.00	\$30,000.00
\$22,757.00	\$12,862.00	\$9,380.00
\$7,780.11	\$10,000.00	\$30,000.00
\$30,000.00	\$30,000.00	\$23,714.00
\$30,000.00	\$30,000.00	\$16,101.90
\$14,580.00	\$3,369.00	\$15,816.00
\$17,638.00	\$30,000.00	\$18,000.00
\$12,231.00	\$7,500.00	\$30,000.00
\$17,360.77	\$13,500.00	\$6,000.00
\$8,186.50	\$17,000.00	\$5,000.00
\$30,000.00	\$15,000.00	\$10,000.00
\$8,981.02	\$22,000.00	\$20,000.00
\$9,766.00	\$15,000.00	\$20,000.00
\$30,000.00	\$15,214.00	\$10,000.00
\$20,000.00	\$6,650.00	
\$20,000.00	\$23,518.00	
\$12,500.00	\$13,700.00	
\$13,000.00	\$5,435.00	
\$30,000.00	\$2,000.00	
\$25,710.00	\$15,000.00	
\$30,000.00	\$20,000.00	
\$12,918.00	\$15,000.00	
\$15,000.00	\$24,222.00	
\$12,000.00	\$5,729.00	
\$5,475.00	\$20,000.00	
\$20,000.00	\$26,000.00	
\$8,000.00	\$30,000.00	
\$20,000.00	\$15,492.00	
\$15,000.00	\$30,000.00	
\$29,700.00	\$20,000.00	
\$18,000.00	\$30,000.00	
\$15,000.00	\$20,000.00	
\$10,000.00	\$30,000.00	