

# **Right to Information Decision – Public Disclosure Log**

## **Right to Information No.: RTI201516-100**

### **Decision and Statement of Reasons**

#### **Questions 1 to 4**

These questions were transferred to the Department of Premier and Cabinet as discussed with your office.

#### **Question 5 and 6**

The Workforce Renewal Incentive Program (WRIP) is used to assist the DHHS Head of Agency, to manage the workforce and meet business operational requirements.

WRIP payments were supported for employees who occupied positions, where there was a specific demonstrated need through workforce planning, to re-profile the position. It is not possible to provide a detailed response to questions 5 and 6, as some positions made vacant by WRIP, may not have commenced and/or completed being re-profiled to allow recruitment to the role.

The filling of positions made vacant by either a WRIP does not equate to the appointment of a new employee (on either a headcount or FTE basis).

A commitment remains in place from both the previous Managing Positions in The State Service 2014 and the recently revised Managing Positions in the State Service 2016 framework, to maximise redeployment opportunities across the broader State Service. With this consideration in mind it is evident that there is likelihood that positions vacated by WRIP will be filled by an existing employee.

The Workforce Renewal Incentive Program (WRIP) is an incentive program to encourage employees to leave State Service employment thereby creating opportunities to:

- allow re-profiling and reclassification of that and other vacancies in a work area to better suit the current contemporary way to deliver those services; and/or
- recruit a new employee with a new set of skills, knowledge and experience, including targeting a diversity group like youth/graduates, often at a lower classification point; and/or
- transfer the identified employees or surplus employee into that position

#### **Question 7**

Please find attached a list of current Permanent THS positions that are presently being recruited to.

Those vacancies that are being recruited to, and that are in progression, include those vacancies that are approved, being shortlisted or where offers have been made and waiting to receive confirmation from the successful candidate. They could also include those positions that are in review periods or where pre-employment checks are being carried out.

Where possible a permanent vacancy is filled on a fixed term basis until filled permanently. Please also note that all direct care roles are backfilled by casual or fixed term employees while recruitment processes are undertaken.

**CURRENT FTE OF VACANCIES ADVERTISED, SEEKING APPROVAL TO  
ADVERTISE OR SELECTION PROCESSES PROGRESSING**

| <b>Row Labels</b>                               | <b>Sum of FTE of current vacancy</b> |
|---|--------------------------------------|
| <b>Allied Health Professional</b>               | <b>24.73</b>                         |
| AH Professional Level 1 Yr 1                    | 8.60                                 |
| AH Professional Level 3 Yr 1                    | 13.13                                |
| AH Professional Level 4 Yr 1                    | 3.00                                 |
| <b>Dental</b>                                   | <b>1.20</b>                          |
| Dental Officer Level 1 Year 1                   | 1.20                                 |
| <b>Health and Human Services Award Band 1-9</b> | <b>23.06</b>                         |
| Band 2 Range 1 Lvl 1                            | 6.18                                 |
| Band 3 Range 1 Lvl 1                            | 5.87                                 |
| Band 4 Range 1 Lvl 1                            | 4.00                                 |
| Band 5 Range 1 Lvl 1                            | 5.00                                 |
| Band 7 Range 1 Lvl 1                            | 2.00                                 |
| <b>Health and Human Services Award HSO 1-5</b>  | <b>33.95</b>                         |
| HSO Level 2-1                                   | 14.38                                |
| HSO Level 3-1                                   | 3.09                                 |
| HSO Level 4-1                                   | 6.32                                 |
| HSO Level 5-1                                   | 10.16                                |
| <b>Nursing</b>                                  | <b>66.65</b>                         |
| Enrolled Nurse Grd 2 Yr 1                       | 9.56                                 |
| Registered Nurse Grd 3 Yr 1                     | 7.24                                 |
| Registered Nurse Grd 4 Yr 1                     | 1.00                                 |
| RNur and or RMid Grade 8 Lvl 3                  | 1.00                                 |
| RNur and or RMid Grd 3 Yr b                     | 36.56                                |
| RNur and or RMid Grd 5 Yr 1                     | 3.00                                 |
| RNur and or RMid Grd 6 Yr 1                     | 5.50                                 |
| RNur and or RMid Grd 7a Yr 1                    | 2.00                                 |
| RNur and or RMid Grd 7b Yr 1                    | 0.79                                 |
| <b>Radiation Therapists</b>                     | <b>2.00</b>                          |
| Radiation Therapist L3 IC Unit                  | 1.00                                 |
| Radiation Therapist Lvl 5 Head                  | 1.00                                 |
| <b>Salaried Medical Practitioners</b>           | <b>1.00</b>                          |
| Specialist Med Pract Lvl 1                      | 1.00                                 |
| <b>Grand Total</b>                              | <b>152.58</b>                        |