

ICAC and OPI Annual Report Data - Workforce statistics

Total number of employees (as at June 30) ¹

| | 2020-21 ² | 2019-20 ² | 2018-19 ² | 2017-18 ³ | 2016-17 | 2015-16 | 2014-15 | 2013-14 |
|---------|----------------------|----------------------|----------------------|----------------------|---------|---------|---------|---------|
| Persons | 71 | 75 | 75 | 63 | 55 | 51 | 41 | 38 |
| FTEs | 66.7 | 70.3 | 70.1 | 54.5 | 48.1 | 41.5 | 40.4 | 37.6 |

¹ Persons figures, from 2015-16 onwards, include casual employees whereas FTE figures do not.

² While the Commissioner and the Deputy Commissioner have been included in the above tally but they are not employees of the ICAC.

³ While the Commissioner has been include in the above tally, he is not an employee of the ICAC.

Recruitment and separations

| | 2020-21 | 2019-20 | 2018-19 | 2017-18 | 2016-17 | 2015-16 | 2014-15 | 2013-14 |
|---------------------------|---------|---------|---------|---------|---------|---------|---------|---------|
| Recruitment to the agency | 23 | 16 | 28 | 26 | 18 | 19 | 12 | 42 |
| Separated from the agency | 27 | 16 | 15 | 18 | 14 | 13 | 9 | 4 |

Figures include casual employees from 2015-16 onwards.

Employee turnover

| | 2020-21 | 2019-20 | 2018-19 | 2017-18 ² | 2016-17 ² | 2015-16 ² | 2014-15 ² | 2013-14 ² |
|----------------------|---------|---------|---------|----------------------|----------------------|----------------------|----------------------|----------------------|
| Persons ¹ | 37% | 21.3% | 21.7% | 30.5% | 26.4% | 28.3% | 22.8% | 21.1% ³ |
| FTEs | 39.40% | 24.4% | 25.0% | | | | | |

¹ Persons figures, from 2015-16 onwards, include casual employees whereas FTEs figures do not.

² Employee turnover rate was not differentiated between Persons and FTEs in this reporting period.

³ Reported in 2016-17 annual report.

Leave management

Leave type (average days per FTE)

| | 2020-21 | 2019-20 | 2018-19 | 2017-18 | 2016-17 | 2015-16 | 2014-15 | 2013-14 ¹ |
|--|---------|---------|---------|---------|---------|---------|---------|----------------------|
| Sick leave per FTE | 7.2 | 6.2 | 4.7 | 6.9 | 4.5 | 3.5 | 3.7 | 2.2 |
| Family leave per FTE (Family carer's leave) ² | 1.4 | 1.2 | 1.4 | 1.1 | 0.8 | 0.8 | 0.9 | 0.3 |
| Special leave with pay per FTE | 0.8 | 1.0 | 0.5 | 0.8 | 1.1 | 0.5 | 0.8 | 0.7 |

¹ Note averages for the period 2013-14 were calculated over a 10 month period.

² Reported at Family carer's leave prior to 2018-19.

ICAC / OPI performance management and development systems

| Performance management and development system | 2020-21 | 2019-20 | 2018-19 | 2017-18 |
|--|---|--|---|--|
| Performance and Potential Review | 83% of fully inducted employees completed a documented performance and potential review in November 2020. ¹ | 86% of fully inducted employees completed a performance and potential review in November 2019. ³ | 90% of fully inducted employees completed a performance and potential review in November 2018. ⁵ | 100% of fully inducted employees have completed a performance and potential review in November 2017. |
| Annual Performance and Potential Review discussion | 70% of fully inducted employees completed a performance and potential review discussion in May 2021. ² | 87% of fully inducted employees completed a performance and potential review discussion in May 2020. ⁴ | 94% of fully inducted employees completed a performance and potential review in May 2019. ⁶ | 96% of fully inducted employees have completed a performance and potential review in May 2018. ⁷ |
| Mentoring program | Five employees (7.5% of full-time equivalent employees) participated in the ICAC's mentoring program during 2020-21 as either a mentor or a mentee. | 12 employees (17% of full-time equivalent employees) participated in the ICAC's mentoring program during 2019-20 as either a mentor or a mentee. | 18 (26% of full time equivalent employees) participated in ICAC's mentoring program during 2018-19 as either a mentor or a mentee. | |
| Learning and development ¹⁰ | 0.87% of total salary expenditure was committed to providing training and development programs through the ICAC Learning and Development Committee and the Health and Wellbeing Committee during 2020-21. | 0.61% of total salary expenditure was committed to providing training and development programs through the Learning and Development Committee and the Health and Wellbeing Committee during 2019-20. | 0.62% of total salary expenditure was committed to providing training and development programs through the Learning and Development Committee during 2018-19. | 0.58% of total salary expenditure (includes overtime paid, wages for casual employees and employee on costs) |

¹ A small number of employees elected not to participate in the documented performance and potential review as they were either casual employees, on short term secondments or separating employees. Five employees were on extended leave and were not available to participate. The Commissioner and Deputy Commissioner do not participate in the performance and potential review program.

² 0.87% of total salary expenditure was committed to providing training and development programs through the ICAC Learning and Development Committee and the Health and Wellbeing Committee during 2020-21. Ten were not completed. The Commissioner and Deputy Commissioner do not participate in the performance and potential review program.

³ A small number of employees elected not to participate in the documented performance and potential review as they were either casual employees or separating employees. Five employees were on extended leave and were not available to participate.

⁴ A small number of employees elected not to participate in performance and potential review discussions as they were either casual employees or separating employees. Three employees were on extended leave and were not available to participate. Two employees were seconded to SA Health and were not available to participate.

⁵ A small number of employees elected not to participate in the Performance and Potential Review as they were either casual employees or separating employees. One employee was on long service leave. The ICAC and Deputy Commissioner do not participate in the Performance and Potential Review program.

⁶ A small number of casual employees elected not to participate in performance discussions. Two employees were on extended leave and were not available to participate. The ICAC and Deputy Commissioner do not participate in the Performance and Potential Review program.

⁷ A small number of employees whose contracts were approaching expiry elected not to participate in the follow up discussion.

⁸ Excluding those not employed at the time of the performance management cycle or on extended leave at that time. Table does not include Statutory Appointments (Commissioner).

⁹ Does not include Statutory Appointments (Commissioner).

¹⁰ Reported under Learning and Development Committee in 2018-19.

| 2016-17 | 2015-16 | 2014-15 | 2013-14 |
|---|--|--|--|
| 100% of employees have completed a performance and potential review or a probation review in the past six months. | 100% of the total workforce completed a review within the past 6 months. ⁸ | 100% of the total workforce completed a review within the past 12 months. ⁹ | 100% of the total workforce completed a review within the past 12 months. ⁹ |
| | | | |
| Not reported | | | |
| Not reported | 1.46% of total salary expenditure (includes overtime paid and casual employees). Includes total leadership and management development expenditure. | Total training and development expenditure - 0.93% of total salary expenditure, total leadership and management development expenditure - 0.03% of total salary expenditure. | Total training and development expenditure - 1.10% of total salary expenditure, total leadership and management development expenditure - 0.06% of total salary expenditure. |