

Appendix B – Staffing Overview

The following tables provide an overview of staffing at DVA as specified in the Requirements for annual reports (June 2009).

Number of employees

Table B1. Total number of employees by actual classification and location

Table B2. Full time and part-time employees by sex and location

Table B3. Non-ongoing employees by sex and location

Salary ranges by classification structure

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Table B9. WVCS – Veterans and Veterans Families Counselling Service (administrative)

Table B10. WVCS – Veterans and Veterans Families Counselling Service (professional)

Table B11. Office of Australian War Graves (field staff)

Table B12. Performance payments to employees on Australian Workplace Agreements or section 24(1) determinations

Table B1. Number of employees by actual classification and location ⁽¹⁾

	NSW	Qld	SA	NT	Tas	Vic	WA	ACT	Total
APS 1	5	6	2		5			4	22
APS 2	32	19	5	1	1	10	4	5	77
APS 3	64	71	42	2	20	69	26	19	313
APS 4	41	45	14	2	8	36	18	43	207
APS 5	115	125	51	3	21	73	32	84	504
APS 6	62	71	26	2	16	72	20	159	428
EL 1	23	42	14	1	2	26	10	173	291
EL 2	6	17	2	2	3	6	2	83	121
GAPS	1	2	-	-	-	-	-	8	11
Legal 1	2	-	-	-	-	1	-	9	12
Legal 2	-	-	-	-	-	-	-	3	3
MO 3	-	2	-	-	-	-	-	-	2
MO 4	-	1	-	-	-	-	-	-	1
PAO 1	-	-	-	-	-	-	-	3	3
PAO 2	-	-	-	-	-	-	-	4	4
PAO 3	-	1	-	-	-	-	-	3	4
SPAO	-	-	-	-	-	-	-	1	1
SES 1	3	1	1	-	-	2	1	13	21
SES 2	1	1	-	-	-	2	-	7	11
Advocate	2	4	1	-	-	6	1	-	14
Statutory	-	5	-	-	-	-	-	6	11
Total	357	413	158	13	76	303	114	627	2061

1. Actual staff numbers at 30 June 2009 exclude contractors and consultants. Included are:

- all employees of the Department of Veterans' Affairs, including employees working in Defence Service Homes Insurance, Office of Australian War Graves, Repatriation Medical Authority, Vietnam Veterans Counselling Service and Veterans' Review Board
- full time and part-time ongoing and non-ongoing employees and statutory officers.

Key:

APS	Australian Public Service	PAO	Public Affairs Officer
EL	Executive Level	SPAO	Senior Public Affairs Officer
GAPS	Graduate Australian Public Service	SES	Senior Executive Service
Legal	Legal Officer	Advocate	Advocate
MO	Medical Officer	Statutory	Statutory Officer

Table B2. Full time and part-time employees by sex and location ⁽¹⁾

	<i>NSW</i>	<i>Qld</i>	<i>SA</i>	<i>NT</i>	<i>Tas</i>	<i>Vic</i>	<i>WA</i>	<i>ACT</i>	<i>Total</i>
Full time male	143	136	65	5	25	154	48	248	824
Full time female	179	234	73	7	40	120	53	310	1016
Part-time male	2	2	1	–	3	7	1	9	25
Part-time female	33	36	19	1	8	22	12	54	185
Total	357	408	158	13	76	303	114	621	2050

1. Does not include statutory officers.

Table B3. Non-ongoing employees by sex and location

	<i>NSW</i>	<i>Qld</i>	<i>SA</i>	<i>NT</i>	<i>Tas</i>	<i>Vic</i>	<i>WA</i>	<i>ACT</i>	<i>Total</i>
Male	1	4	2	–	–	9	–	7	23
Female	3	17	11	–	2	7	–	13	53
Total	4	21	13	–	2	16	–	20	76

Table B4. Administrative and Executive levels

<i>APS structure</i>	<i>DVA broadband</i>	<i>Salary from 1 January 2008</i>	<i>Salary from 1 January 2009</i>
APS1	DVA Band 1	\$35,622	\$37,314
		\$37,497	\$39,278
		\$39,903	\$41,798
APS2		\$41,422	\$43,390
		\$43,064	\$45,110
		\$45,311	\$47,463
APS3	DVA Band 2	\$46,789	\$48,980
		\$48,159	\$50,447
		\$50,229	\$52,615
APS4		\$52,804	\$55,312
		\$54,185	\$56,759
		\$56,320	\$58,995
APS5		\$58,868	\$61,664
		\$59,698	\$62,534
		\$61,349	\$64,263

Table B4. Administrative and Executive levels cont.

<i>APS structure</i>	<i>DVA broadband</i>	<i>Salary from 1 January 2008</i>	<i>Salary from 1 January 2009</i>
APS6	DVA Band 3	\$63,184	\$65,711
		\$67,003	\$69,683
		\$71,779	\$74,650
EL1		\$76,544	\$82,726
		\$80,880	\$86,715
		\$86,372	\$90,867
EL2	DVA Band 4	\$95,977	\$99,816
		\$101,296	\$105,348
		\$108,058	\$112,380

Table B5. Public Affairs Officers

<i>APS structure</i>	<i>DVA broadband</i>	<i>Salary from 1 January 2008</i>	<i>Salary from 1 January 2009</i>
APS5	DVA (PAO 1)	\$55,370	\$61,664
		\$61,349	\$64,263
APS6	DVA (PAO 2)	\$67,784	\$70,495
		\$73,962	\$76,920
EL1	DVA (PAO 3)	\$91,472	\$95,131
		\$97,278	\$101,169
EL2	DVA (SPA0)	\$103,158	\$107,284
		\$109,900	\$114,296

Table B6. Medical Officers

<i>APS structure</i>	<i>DVA broadband</i>	<i>Salary from 1 January 2008</i>	<i>Salary from 1 January 2009</i>
MO 1	MO Band 1	\$72,357	\$75,251
		\$78,384	\$81,519
		\$84,364	\$87,739
		\$94,254	\$98,024
MO 2	MO Band 2	\$101,782	\$105,853
		\$107,105	\$111,389
MO 3	MO Band 3	\$113,755	\$118,305
		\$118,956	\$123,714
MO 4	MO Band 4	\$124,068	\$129,031
		\$128,909	\$134,065
		\$136,405	\$141,861

Table B7. Legal Officers

<i>APS structure</i>	<i>DVA broadband</i>	<i>Salary from 1 January 2008</i>	<i>Salary from 1 January 2009</i>
APS3	DVA Legal 1	\$47,311	\$49,558
		\$50,467	\$52,864
APS4		\$53,994	\$56,559
		\$57,457	\$60,186
APS5		\$61,651	\$64,579
APS6		\$65,296	\$67,908
		\$68,897	\$71,653
EL1		\$78,909	\$84,525
		\$85,218	\$88,627
		\$97,278	\$101,169
EL2	DVA Legal 2	\$104,795	\$108,987
		\$110,822	\$115,255

Table B8. Advocates

<i>APS structure</i>	<i>DVA broadband</i>	<i>Salary from 1 January 2008</i>	<i>Salary from 1 January 2009</i>
APS6	Advocacy Band	\$67,003	\$69,683
		\$71,779	\$74,650
EL1		\$76,554	\$82,726
		\$80,880	\$86,715
		\$86,372	\$90,867

Table B9. WVCS – Veterans and Veterans Families Counselling Service (administrative)

<i>APS structure</i>	<i>DVA broadband</i>	<i>Salary from 1 January 2008</i>	<i>Salary from 1 January 2009</i>
APS1	DVA Band 1	\$35,622	\$37,314
		\$37,497	\$39,278
		\$39,903	\$41,798
APS2		\$41,422	\$43,390
		\$43,064	\$45,110
		\$45,311	\$47,463
APS3	DVA Band 2	\$46,789	\$48,980
		\$48,159	\$50,447
		\$50,229	\$52,615

Table B9. WVCS – Veterans and Veterans Families Counselling Service (administrative) cont.

APS4		\$52,804	\$55,312
APS structure	DVA broadband	Salary from 1 January 2008	Salary from 1 January 2009
		\$54,185	\$56,759
		\$56,320	\$58,995
APS5		\$58,868	\$61,664
		\$59,698	\$62,534
		\$61,349	\$64,263
APS6	DVA Band 3	\$63,184	\$65,711
		\$67,003	\$69,683
		\$71,779	\$74,650
EL1		\$76,544	\$82,726
		\$80,880	\$86,715
		\$86,372	\$90,867
EL2	DVA Band 4	\$95,977	\$99,816
		\$101,296	\$105,348
		\$108,058	\$112,380

Table B10. WVCS – Veterans and Veterans Families Counselling Service (professional)

APS structure	DVA broadband	Salary from 1 January 2008	Salary from 1 January 2009
APS4		\$52,804	\$55,312
		\$54,185	\$56,759
		\$56,320	\$58,995
APS5		\$58,868	\$61,664
		\$61,349	\$64,263
APS6		\$63,521	\$66,062
		\$67,003	\$69,683
		\$71,779	\$74,650
EL1		\$78,908	\$84,524
		\$86,372	\$90,867
EL2		\$90,968	\$94,607
		\$95,977	\$99,816
		\$103,158	\$107,284
		\$108,058	\$112,380

Table B11. Office of Australian War Graves (field staff)

<i>APS structure</i>	<i>DVA broadband</i>	<i>Salary from 1 January 2008</i>	<i>Salary from 1 January 2009</i>
APS1	OAWG broadband	\$35,622	\$37,314
		\$37,497	\$39,278
		\$39,903	\$41,798
APS2		\$41,422	\$43,390
		\$43,064	\$45,110
		\$45,311	\$47,463
APS3		\$46,789	\$48,980
		\$48,159	\$50,447
		\$50,229	\$52,615
APS4		\$52,804	\$55,312
		\$54,185	\$56,759
		\$56,320	\$58,995
APS5		\$58,868	\$61,664
		\$59,698	\$62,534
		\$61,349	\$64,263
APS6		\$63,184	\$65,711
		\$67,003	\$69,683
		\$71,779	\$74,650

Performance pay

Table B12. Performance payments to employees on Australian Workplace Agreements or section 24(1) determinations ⁽¹⁾

<i>Classification</i>	<i>Total performance pay (\$)</i>	<i>Number of employees</i>
APS3	502	1
APS4	10,180	5
APS5	2,760	1
APS6/PA02	392,302	248
EL1/Legal 1/PA03	526,809	241
EL2/Legal 2/SPA0	247,033	91
MO1/MO2/MO3/MO4	3,807	2
SES/Secretary	102,427	29
Total	1,285,820	618

1. The performance payments listed above are for the full year 2008–09.