Our workforce

As at 30 June 2011, the QCAT registry has 110 permanent employees and five trainee staff. An additional two trainees completed traineeships in May 2011 after the successful completion of their Certificate III in Business Administration.

Of the 110 staff, 15 are employed on part-time arrangements. During this reporting period, there has been an 8 per cent permanent separation rate.

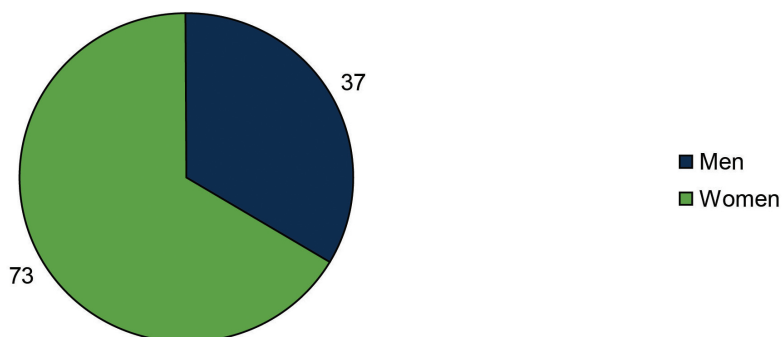The graph below depicts the ratio of men and women within the registry.

Figure 11: Ratio of male and female staff within the QCAT registry

Statutory appointments include the President, the Deputy President, four senior members, 10 members and eight adjudicators (seven of the members and adjudicators are employed on a part-time basis).

As at 30 June 2011, there were 139 appointed sessional members (including five members concurrently appointed as adjudicators).

Workforce planning

In 2010-11, QCAT undertook specific recruitment programs focussed on Indigenous Australian trainees. This initiative was recognised via the Department of Justice and Attorney-General's 2011 staff excellence awards where staff received a commendation in the Commitment to Reconciliation category.

QCAT is committed to the attraction and retention of staff and promotes work life balance strategies.

In 2011 the QCAT Executive Director was a champion for a pilot project within the Department of Justice and Attorney-General to promote and trial work-life balance opportunities. QCAT provides a representative to the department's Work Life Balance Strategy Committee, which is dedicated to the development and implementation of work life balance strategies for all employees.

A number of QCAT employees achieve work/life balance through part-time and flexible working hours.

A carer's room is provided (equipped with a computer, bedding and children's activities) for use by all staff and their families.

Workforce capability

All registry staff are supported through appropriate communication, negotiation and consultation including a performance effectiveness program.

QCAT has provided training and development opportunities to build staff and management performance and capability to ensure continuous improvement of service and knowledge standards.

Early retirement, redundancy and retrenchment

As at the 30 June 2011 QCAT had not awarded any early retirement, redundancy or retrenchment packages in 2010-11.

Governance operations

List of consultants   Nil

Cost of overseas travel   Nil