

## Staff profile

During the period 27 March 2009 to 30 June 2009, the department employed 5434.2 full-time equivalent (FTE) employees. Approximately 88 per cent of employees were permanent.

DERM employee data as at 30 June 2009 are summarised in the tables opposite (excludes staff on leave without pay and board members).

## Workforce planning

Reviews of human resource policies, plans and strategies commenced during the reporting period in response to machinery-of-government changes. Those under review included the workforce strategic and sustainability plans, Aboriginal and Torres Strait Islander employment plans, workforce diversity strategies, workforce planning frameworks and workforce policies.

Consultation about the draft DERM Aboriginal and Torres Strait Islander Employment and Retention Plan occurred during June 2009, and the revised workforce planning framework is ready for implementation in the first quarter of next financial year.

The department's Strategic Workforce Plan and Aboriginal and Torres Strait employment plans are scheduled for release during the 2009-10 financial year.

## Workplace health and safety

Intervention strategies to reduce physical and psychological incidents in the department were continued, along with various training and information sessions. An external audit of the former Environmental Protection Agency's programs was conducted and the department is waiting for the results to determine which programs will be required in 2009-10.

The department again offered staff the influenza vaccination, following the spread of the H1N1 (swine flu) virus in Australia, and piloted an exercise challenge with 256 employees across the state.

The 'Working together - Walking together' 10-week exercise challenge was trialled in response to the Toward Q2 goal of making Queensland healthy. In this challenge, employees were credited 'steps' for exercise they undertook (e.g. walking, cycling, aerobics, swimming and squash) and an online program plotted their virtual walk around New Zealand and Australia.

## Total number by occupation

Occupational stream	(FTE at 30 June 2009)		
	Female	Male	Total
Administrative	1580.4	1095.8	2676.2
Operational	16.1	56.1	72.2
Professional	499.4	916.2	1415.6
Ranger	158.2	634.9	793.1
Technical	47.0	149.5	196.5
Forestry officer	18.5	52.7	71.2
Forestry employee	3.0	43.0	46.0
Other	0.0	3.7	3.7
SO	20.8	97.0	117.8
SES	6.0	30.0	36.0
S122	1.0	5.0	6.0
<b>Total</b>	<b>2350.4</b>	<b>3083.9</b>	<b>5434.3</b>

## Total number by employee type

Employment type	FTE		% total FTE		Total FTE	% total FTE
	Female	Male	Female	Male		
Casual	15.8	23.9	0.7%	0.8%	39.7	0.7%
Contract	6.0	31.0	0.3%	1.0%	37.0	0.7%
Permanent	1987.9	2791.6	84.5%	90.5%	4779.4	88.0%
Temporary	340.7	237.4	14.5%	7.7%	578.1	10.6%
<b>Total</b>	<b>2350.4</b>	<b>3083.9</b>	<b>100%</b>	<b>100%</b>	<b>5434.2</b>	<b>100%</b>

## Ranger numbers

Employment type	(FTE at 30 June 2009)		
	Female	Male	Total
Casual	8.0	15.3	23.3
Permanent	113.2	544.6	657.8
Temporary	37.0	74.9	111.9
<b>Total</b>	<b>158.2</b>	<b>634.8</b>	<b>793.0</b>

Initial feedback has been very positive and, depending on results of an evaluation of the program, staff may be offered this challenge again.

## Initiatives for women

The department is committed to increasing the representation of women throughout the agency and providing training and professional development opportunities. Women comprise 41.4 per cent of the total agency workforce with 20 per cent of Senior Officer positions and Senior Executive Service positions held by women.

A review of the former EPA and NRW initiatives for women is scheduled for next financial year and findings will be reflected in DERM's Workforce Strategic Plan.

## Volunteers

The department's former agencies have long enjoyed the valuable support of the community through a range of volunteer programs and initiatives.

Approximately 1200 dedicated volunteers participated in activities across the state over the past year, donating their time, skills and experience. These activities included approximately 30 seasonal and permanent programs as well as many local national park arrangements.

Most volunteers supported the business of Queensland Parks and Wildlife Service and Environmental Sciences through roles such as public contact and interpretation, research and monitoring, wildlife rescue and care, weed removal and repair of degraded areas, campground hosting, and helping staff. Their help has enabled the department to deliver a broader range of environmental programs.

The department is looking forward to fostering an even more cooperative relationship with the Queensland community through the Toward Q2 policy which encourages a greater level of volunteer participation.

## Staff Welfare Association

The former EPA set up the Staff Welfare Association in 2006. Members of the association unanimously voted to include all DERM employees following the machinery-of-government changes in March 2009.

The association is independent of the department, and has the endorsement of the Director-General as it supports the broader direction of 'valuing our people'.

It raises money through membership contributions, collected fortnightly through payroll deductions. The money is used to provide financial assistance to any current or retired employee and their families in times of need or hardship.

The association is administered by an elected management committee. The management committee also includes a representative nominated by the Director-General, and receives in-kind support from the department.

## *Public Sector Ethics Act 1994*

The Code of Conduct outlines the department's expectations and the standards of behaviour required of all staff. Departmental officers are trained in the Code of Conduct to ensure they understand their responsibilities in relation to their conduct and their ethical obligations as public servants under the *Public Sector Ethics Act 1994*.

A review of the Code of Conduct for the former EPA and NRW began in May 2009. A draft Code for DERM is currently under consideration and is expected to be finalised later in 2009.

## Voluntary Early Retirement

One voluntary early retirement package was offered during the reporting period at a cost of \$148 425.

## Retrenchments

One retrenchment occurred during the reporting period at a cost of \$341 582.

## Awards and recognition

The inaugural DERM Excellence Awards, held in Brisbane on 26 June 2009, acknowledged outstanding efforts and staff achievements. Entries were based on work completed prior to the formation of DERM.

Thirteen winners received trophies from John Bradley (then Acting Director-General) and Minister for Climate Change and Sustainability Kate Jones.

There were two pinnacle awards:

- Director-General's award—best overall of the environment categories—was presented to Michael Short for his leadership and direction in the *Pacific Adventurer* oil spill clean-up
- Fenwick trophy—best overall of the resource management categories—was awarded to the Wild River Rangers program in far north Queensland. The Fenwick perpetual trophy was adopted by NRW in 2001 in honour of the department's former Director-General, Tom Fenwick.

The resource management winners were:

- Sustainable environment (service award)—Forest Products team for world-class forestry certification
- Sustainable environment (departmental award)—State Land Management team and technical group for the Delbessie Agreement guidelines
- Engaging and serving communities (departmental award)—Wild River Rangers team for their Indigenous ranger program in far north Queensland
- Leadership excellence (service award)—State Land Asset Management team for putting service first across the state
- Leadership excellence (departmental award)—Vegetation management team for their work on the vegetation regrowth moratorium.

The environment category winners were:

- Innovation and improvement—Queensland Water and Energy Sustainable Technology Network for their network initiative
- Focusing on our people—Donna Walsh for establishing the staff welfare fund
- Health and safety—Noelene Lucjan for driving safer work practices
- Technical and professional excellence—Steven Howell for biodiversity resource management
- Leadership excellence—Colin Lawton for leadership in conservation
- Partnerships, collaboration and volunteering—joint winners—Carnarvon Gorge visitor engagement team and Mamu Canopy Walkway construction team.

# Service delivery contacts

## DERM business centre districts

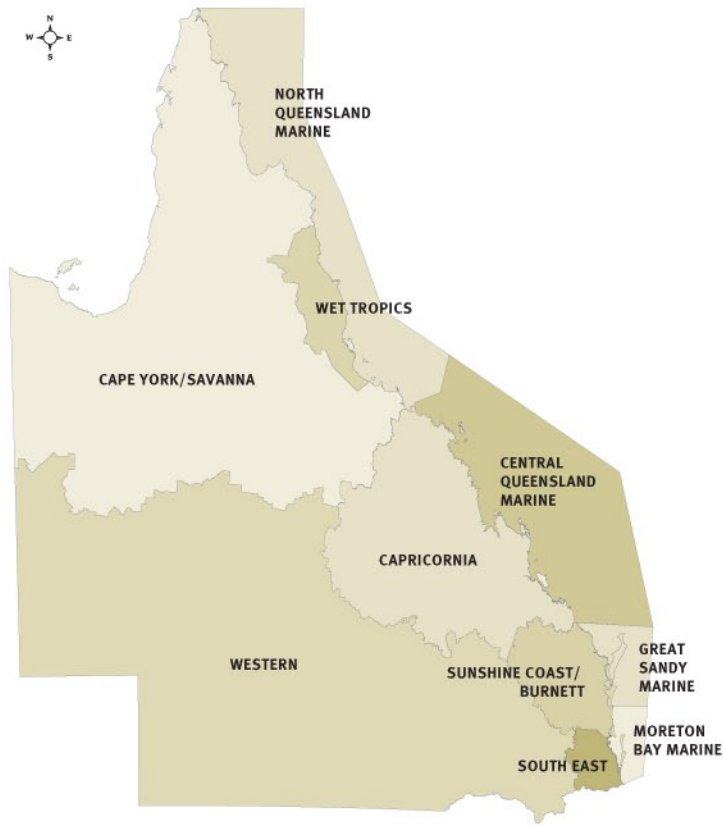


### Location

### Location details

<b>Atherton</b>	29B Mable Street, Atherton Qld 4883 (moving to 25 Mable Street)
<b>Ayr</b>	Little Drysdale Street, Ayr Qld 4807
<b>Beenleigh</b>	Ground Floor, 32 Tansey Street Beenleigh Qld 4207
<b>Brisbane CBD</b>	Landcentre, cnr Main and Vulture Streets, Woolloongabba Qld 4102
<b>Bundaberg</b>	16–32 Enterprise Street Bundaberg Qld 4670
<b>Caboolture</b>	Level 4, 33 King Street Caboolture Qld 4510
<b>Cairns</b>	William McCormack Building 5B Sheridan Street, Cairns Qld 4870
<b>Charleville</b>	Hood Street, Charleville Qld 4470
<b>Cloncurry</b>	Ground Floor, 72 Uhr Street Cloncurry Qld 4824
<b>Dalby</b>	Level 3, 30 Marble Street Dalby Qld 4405
<b>Emerald</b>	99 Hospital Road, Emerald Qld 4720
<b>Gold Coast</b>	Level 1, AVC Building 14 Edgewater Court, Robina Qld 4226
<b>Goondiwindi</b>	24–26 McLean Street Goondiwindi Qld 4390
<b>Gympie</b>	O'Connell Street, Gympie Qld 4570
<b>Ipswich</b>	Level 4, Hayden Centre, cnr South and East Streets, Ipswich Qld 4305
<b>Kingaroy</b>	Shop 2, 16 Alford Street Kingaroy Qld 4610
<b>Longreach</b>	Landsborough Highway Longreach, Qld 4730
<b>Mackay</b>	22–30 Wood Street Mackay Qld 4740
<b>Mareeba</b>	Blk B, Floor 1, 28 Peters Street Mareeba Qld 4880
<b>Maryborough</b>	Station Chambers, 120 Lennox Street Maryborough Qld 4650
<b>Mount Isa</b>	13 Isa Street, Mount Isa Qld 4825
<b>Nambour</b>	Centenary Square, 52–64 Currie Street Nambour Qld 4560
<b>Rockhampton</b>	State Government Building 209 Bolsover Street Rockhampton Qld 4701
<b>Roma</b>	1–3 Alfred Street, Roma Qld 4455
<b>St George</b>	126 Alfred Street, St George Qld 4487
<b>Toowoomba</b>	203 Tor Street, Toowoomba Qld 4350
<b>Townsville</b>	Floor 3, State Government Building 187–209 Stanley Street Townsville Qld 4810
<b>Warwick</b>	Floor 1, Government Office, cnr Guy and Fitzroy Streets, Warwick Qld 4370

## Queensland Parks and Wildlife Service boundaries



### Location

### Location details

#### Terrestrial

##### Wet Tropics

1st Floor, 5B Sheridan Street  
Cairns Qld 4870

##### Sunshine Coast/ Burnett

29 The Esplanade  
Cotton Tree Qld 4558

##### Cape York/ Savanna

1st Floor, 5B Sheridan Street  
Cairns Qld 4870

##### Capricornia

30 Tennyson Street  
Mackay Qld 4740

##### South East

60 Mt Nebo Road  
The Gap Qld 4061

##### Western

Landsborough Highway  
Longreach Qld 4730

#### Marine

##### North Queensland Marine

Ground Floor, Pallarenda Road  
Townsville Qld 4810

##### Central Queensland Marine

Corner Mandalay Road and  
Shute Harbour Road, Jubilee Pocket,  
Airlie Beach Qld 4802

##### Great Sandy Marine

Corner Lennox and Alice Streets  
Maryborough Qld 4650

##### Moreton Bay Marine

127 Russell Street, Cleveland Qld 4163