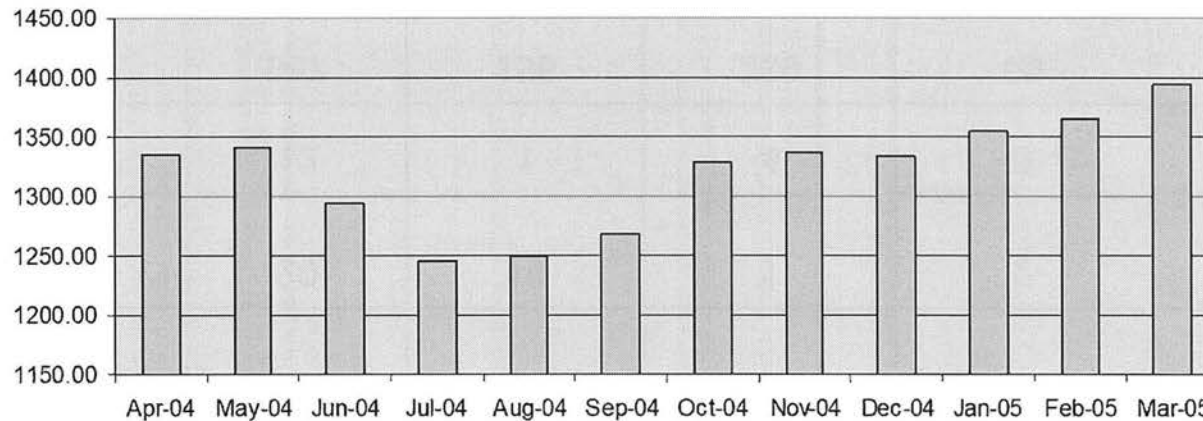


**MARCH 2005 WORKFORCE
DEMOGRAPHIC PROFILE REPORT**

Profile of Department of Conservation and Land Management Employees at March 2005

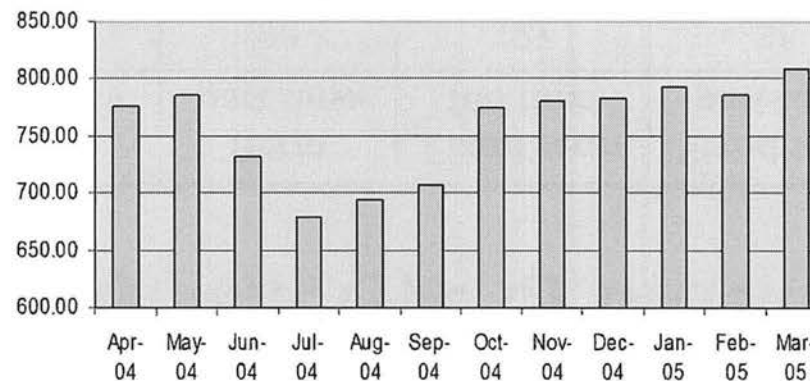
	FTE	Head Count	Percentage
Totals at March 2005	1393.85	1561	
Distribution by Division			(% by FTE)
Regional Services	808.89	915	58.03%
Science	160.40	183	11.51%
Corporate Services	121.46	131	8.71%
Nature Conservation	100.11	111	7.18%
Parks & Visitor Services	93.24	97	6.70%
Sustainable Forest Management	57.50	59	4.13%
Strategic Development and Corporate Affairs	32.04	41	2.30%
Executive	20.21	24	1.45%

Department of Conservation and Land Management FTE – April 2004 to March 2005



Description: CALM had an FTE at March 2005 of 1393.85. The graph above documents the changes in FTE over the past 12 months for the Department as a whole. The graph below documents Regional Services Division. All figures include seasonal and casual staff.

Regional Services Division



Employment Type by Division

Division	Perm full time	Perm part time	Fixed term full time	Fixed term part time	Casual	Seasonal
Regional Services	544	90	127	38	83	33
Science	103	16	26	12	26	0
Corporate Services	83	15	28	1	4	0
Nature Conservation	64	13	23	6	5	0
Parks & Visitor Services	65	7	21	1	2	1
Sustainable Forest Management	46	4	9	0	0	0
Strategic Development and Corporate Affairs	20	10	1	2	8	
Executive	12	1	4	0	7	0
Total	937	156	239	60	135	34

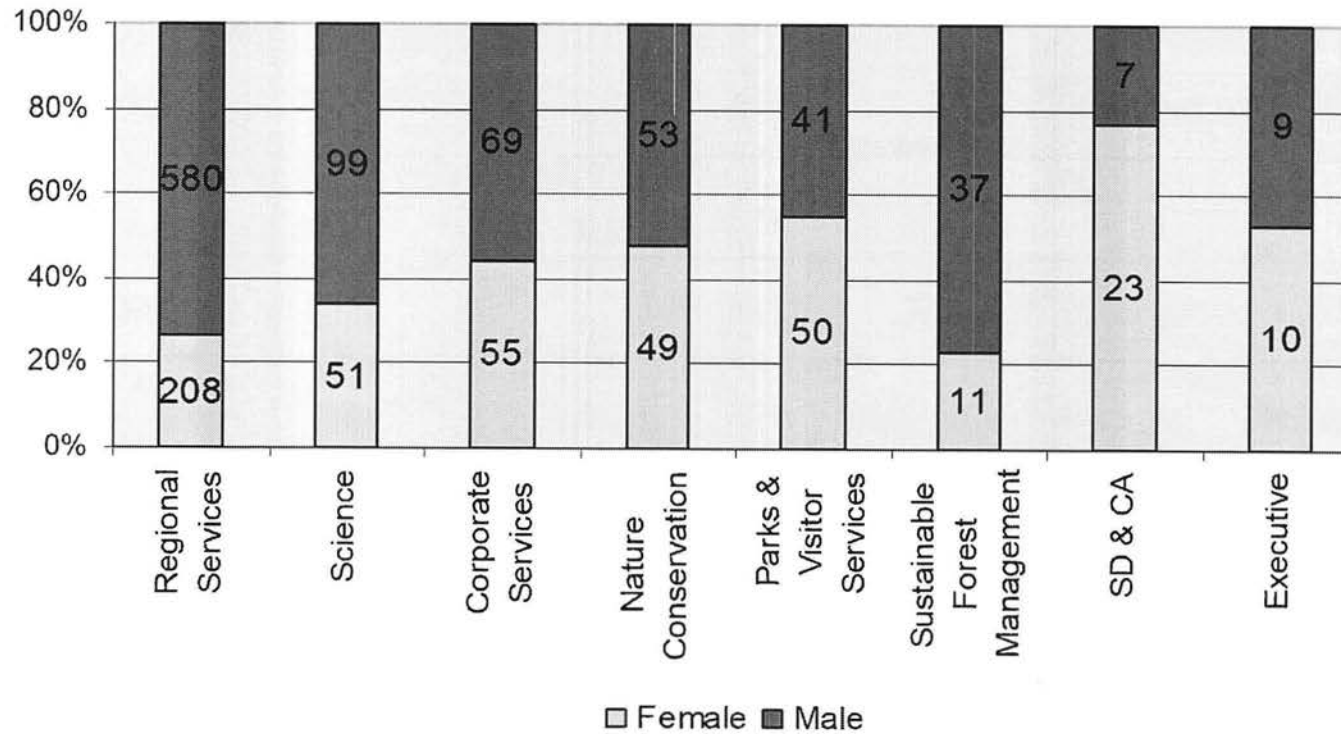
Description: Number of employees in each Division by employment type at March 2005.

Employment Type by Division and Award

Division	Award Free	Aust Workers Union Award	Cleaners & Caretakers Award	Engine Award	Pilots Award	Public Service Award	Rangers Award	Theatre Emps Award
Regional Services	1	290	1	2	13	395	97	0
Science	0	1	1	0	0	155	0	0
Corporate Services	4	1	0	0	0	121	0	0
Nature Conservation	0	0	0	0	0	106	0	0
Parks & Visitor Services	0	2	0	0	0	89	2	0
Sustainable Forest Management	0	0	0	0	0	59	0	0
Strategic Development and Corporate Affairs	0	0	0	0	0	33	0	0
Executive	0	0	0	0	0	17	0	0
Total	5	294	2	2	13	975	99	0

Description: Number of employees in each award by Division at March 2005. Figures include permanent and fixed term contract employees only.

Gender Distribution by Division



Description: Breakdown of female and male employees within each Division as at March 2005. Figures include permanent and fixed term contract employees only.

Percentage of the Department's Workforce within each Diversity Group

Diversity Group	CALM	WA population statistics (1998 & 2001)	Australian Public Service (2003)	WA Public Sector (2004)
Indigenous Australians	4.53%	3.30%	2.40%	2.40%
People from culturally diverse backgrounds	2.81%	11.80%	9.40%	7.10%
People with disabilities	1.44%	17.00%	3.60%	1.40%

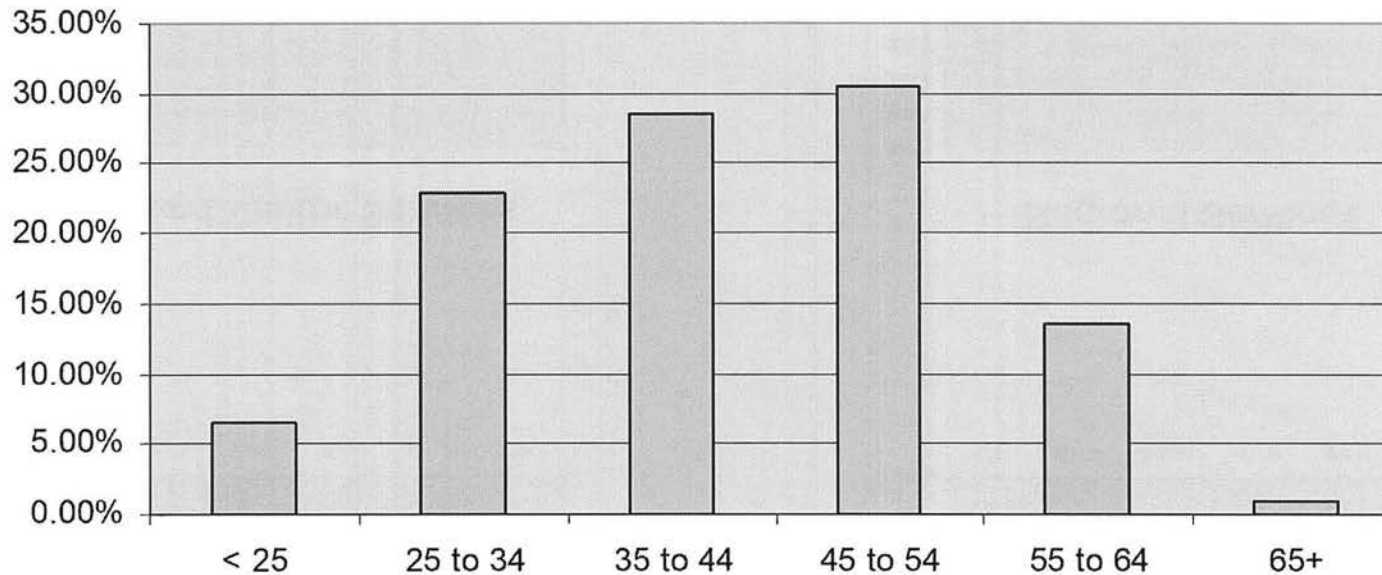
Description: Percentage of permanent and fixed term contract employees in diversity groups as at March 2005.

Diversity Groups by Division

Division	Employees from culturally diverse backgrounds	Indigenous Australians	Employees with disabilities
Regional Services	12	48	6
Science	7	2	5
Corporate Services	7	5	2
Nature Conservation	5	2	2
Parks and Visitor Services	2	5	3
Sustainable Forest Management	2	0	1
Strategic Development and Corporate Affairs	3	1	1
Executive	1	0	0
Total	39	63	20

Description: Number of permanent and fixed term contract employees in diversity groups by Division as at March 2005

Age Distribution

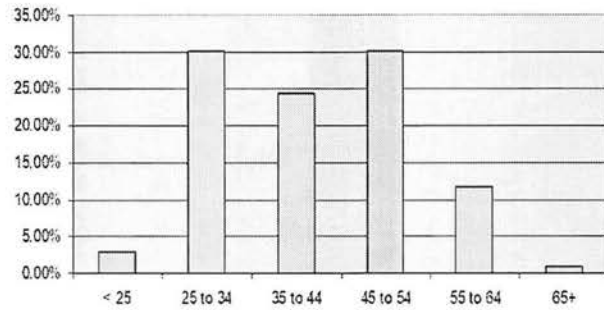


Description: The percentage of permanent and fixed term contract employees in each age group at March 2005

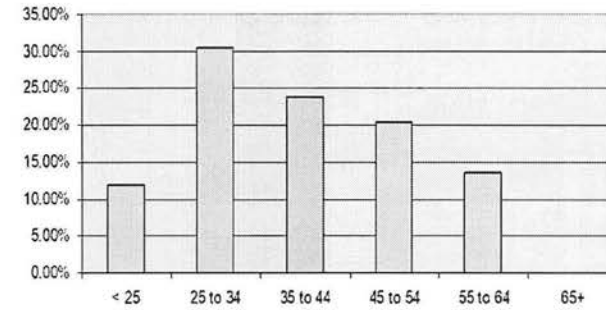
Employees available for immediate retirement (over 55 years of age) March 2005 comprised 14.28 percent of the Department's permanent and fixed term workforce. At June 2004 this figure was 13.41 percent.

Age Distribution by Division

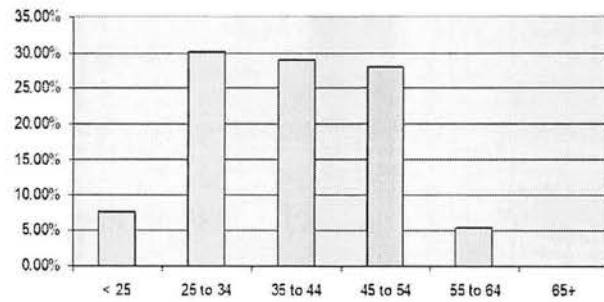
Nature Conservation



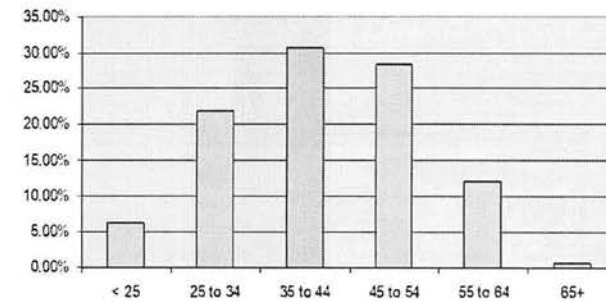
Sustainable Forest Management



Parks and Visitor Services

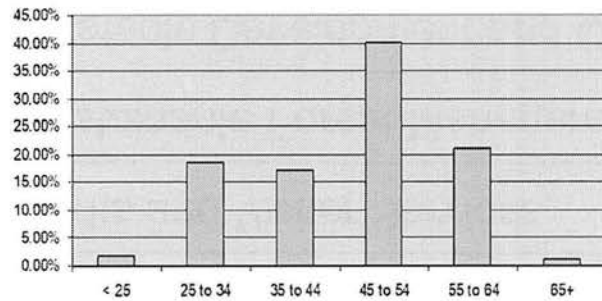


Regional Services

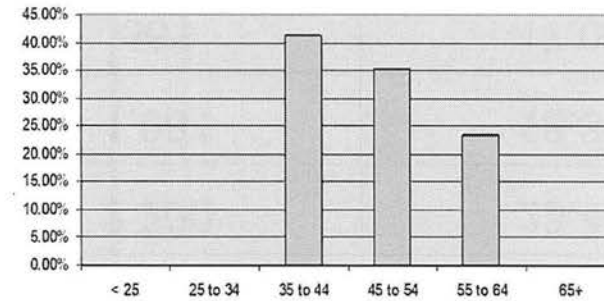


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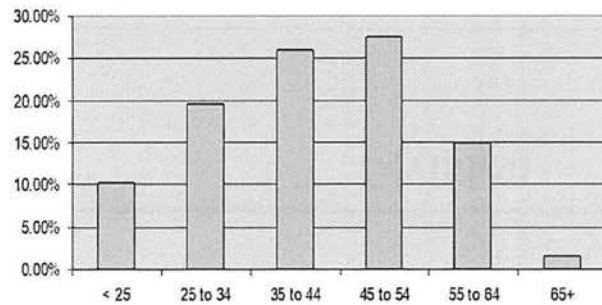
Science



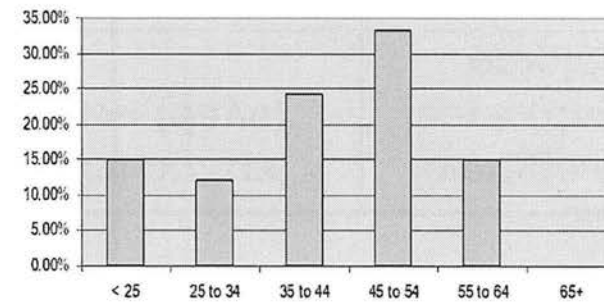
Executive



Corporate Services



Strategic Development and Corporate Affairs



Number of Annual Leave Days per Division

Division	Total annual leave (days)	Average annual leave (days) per employee
Regional Services	21,032	26.32
Science	3,165	20.16
Corporate Services	2,233	17.58
Nature Conservation	2,446	23.07
Parks and Visitor Services	2,200	23.40
Sustainable Forest Management	1,081	18.32
Strategic Development and Corporate Affairs	563	17.06
Executive	371	21.82
Total	33,091	20.97

Description: Total number of days accrued annual leave per Division as at 24 March 2005

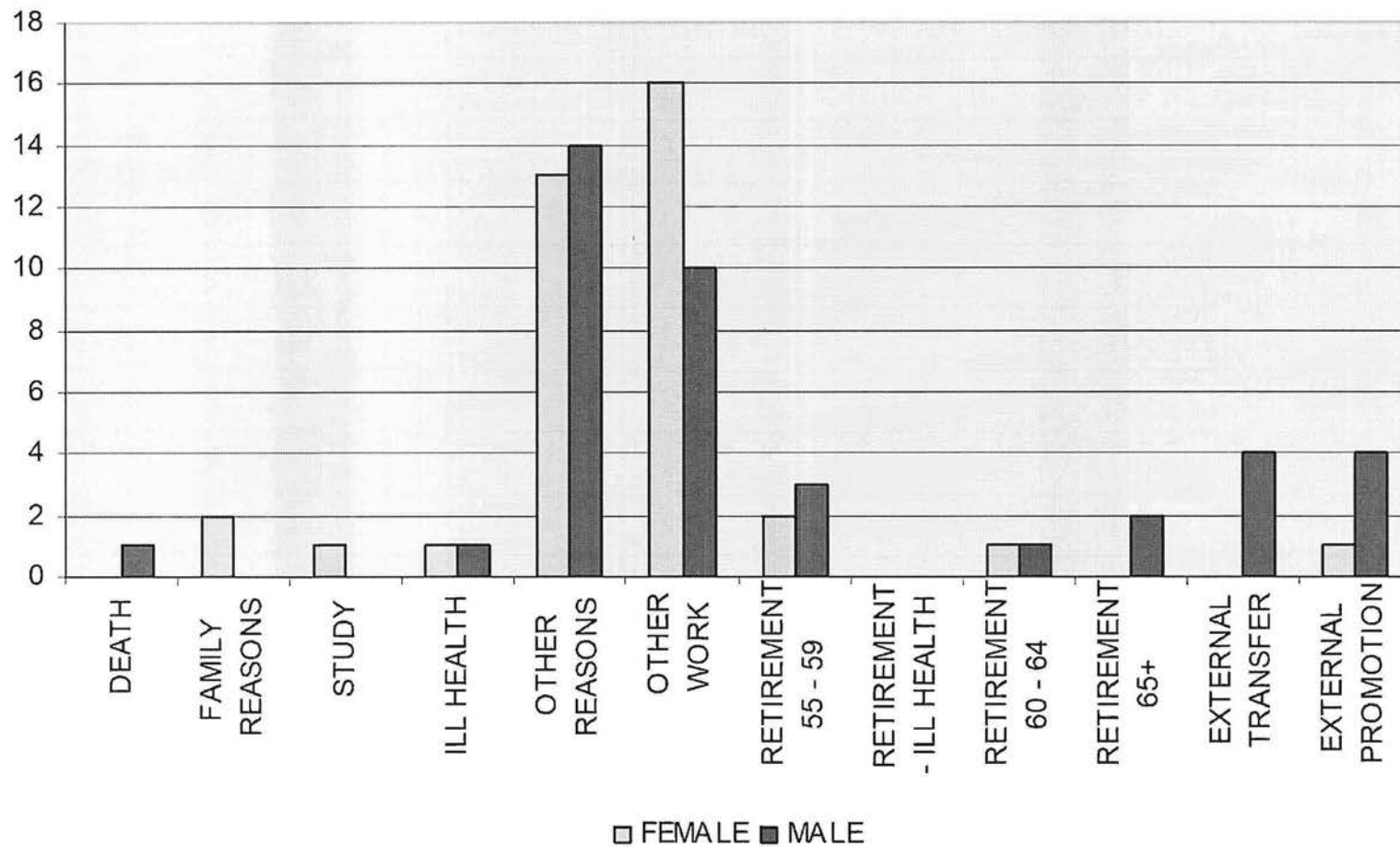
Positions Advertised per Month

Month	Vacancies advertised	Total applicants
Apr-04	9	105
May-04	14	103
Jun-04	5	9
Jul-04	5	43
Aug-04	11	103
Sep-04	14	68
Oct-04	10	92
Nov-04	7	44
Dec-04	11	42
Jan-05	12	150
Feb-05	14	52
Mar-05	20	201
Totals	132	1012

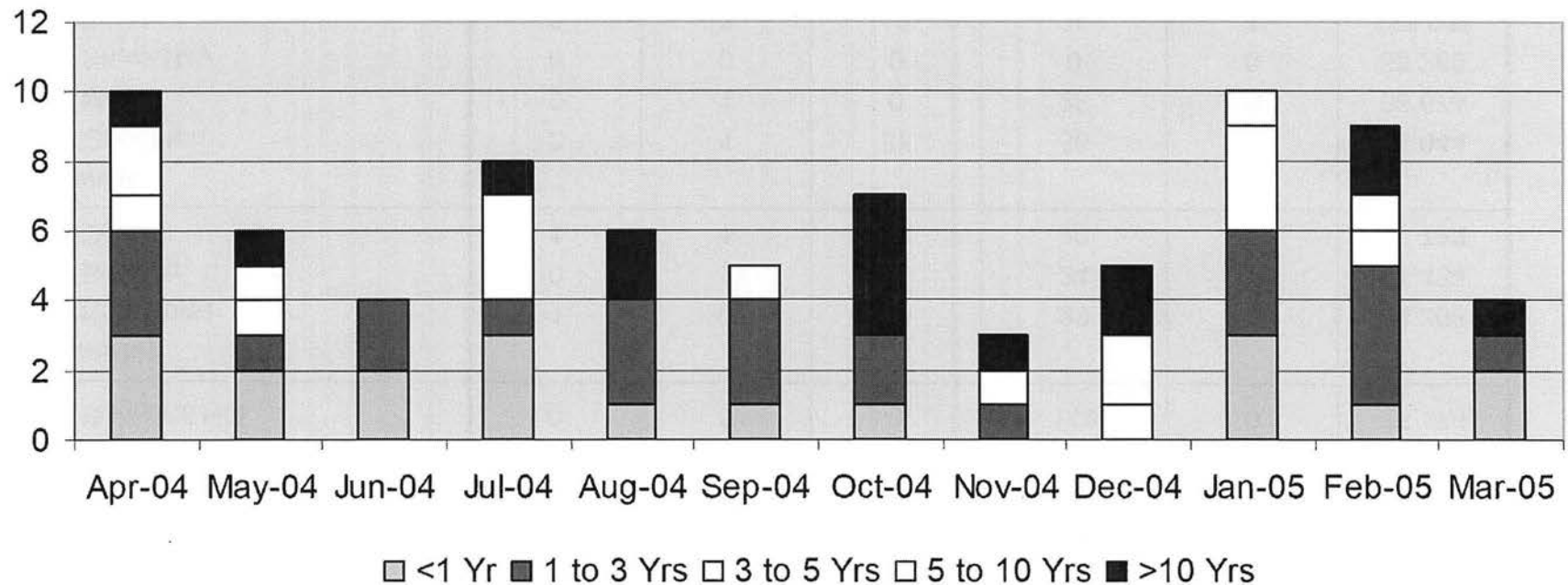
Description: The number of jobs advertised per month between April 2004 and March 2005. The number of positions per month does not include expressions of interest.

Self-initiated Separations

There were 77 self-initiated separations between April 2004 and March 2005. The graph below details the number of self-initiated separations by reason.



Self-initiated Separation by Length of Service



Description: The number of self-initiated separations per month by length of service between April 2004 and March 2005

In the period 1 April 2004 to 31 March 2005, 43 of the 77 self-initiated terminations (55.84%) were from employees with less than three years service.

Occupational Health and Safety

February 2004 to January 2005

Cost Centre	Number		Frequency rate		Average days lost	Hours worked
	LTI	MTI	LTI	MTI + LTI		
South West Region						
Bunbury	0	4	0	55	0	72,691
Wellington	1	8	7	65	111	139,427
Blackwood	2	14	10	77	7	209,023
Total	3	26	7	69	42	421,141
Goldfields						
Regional HQ	0	3	0	119	0	25,176
Kimberley						
Kununurra	1	0	29	29	1	34,308
Broome	0	1	0	24	0	41,484
Total	1	1	13	26	1	75,792
Midwest						
Geraldton	2	1	37	56	7	54,044
Moora	0	1	0	26	0	38,674
Shark Bay	0	0	0	0	0	63,260
Total	2	2	13	26	7	155,978
Pilbara						
Exmouth	0	0	0	0	0	38,390
Karratha	1	1	20	39	60	50,635
Total	1	1	11	22	60	89,025

Occupational Health and Safety

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Cost Centre	Number		Frequency rate		Average days lost	Hours worked
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Albany	2	4	31	94	1	63,628
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Total	2	5	20	72	1	97,717
Warren						
Manjimup	0	1	0	26	0	38,867
Donnelly	4	5	19	43	49	209,999
Frankland	2	3	20	50	1	100,240
Total	6	9	17	43	33	349,106
Swan Region						
Kensington	1	2	25	74	3	40,701
Perth Hills	5	9	27	75	22	187,224
Swan Coastal	5	7	27	66	8	182,462
Total	11	18	27	71	14	410,387
Wheatbelt						
Region HQ	0	0	0	0	0	13,278
Katanning	1	0	48	48	3	20,620
Narrogin	0	1	0	25	0	40,052
Merredin	1	1	135	271	32	7,391
Total	2	2	25	49	18	81,341

Occupational Health and Safety

February 2004 to January 2005

Cost Centre	Number		Frequency rate		Average days lost	Hours worked
	LTI	MTI	LTI	MTI + LTI		
SOHQ	2	8	3	13	26	797,781
Science and Information	0	3	0	19	0	159,847
Woodvale	1	10	7	75	60	146,542
Total for Department	31	98	11	45	23	2,856,035

LTI = Lost Time Injury

MTI = Medical Treatment Injury

Frequency Rate = No. of occurrences in period x 1,000,000/total hours worked

Incident Rate = No. of occurrences in period/No. of workers x 100

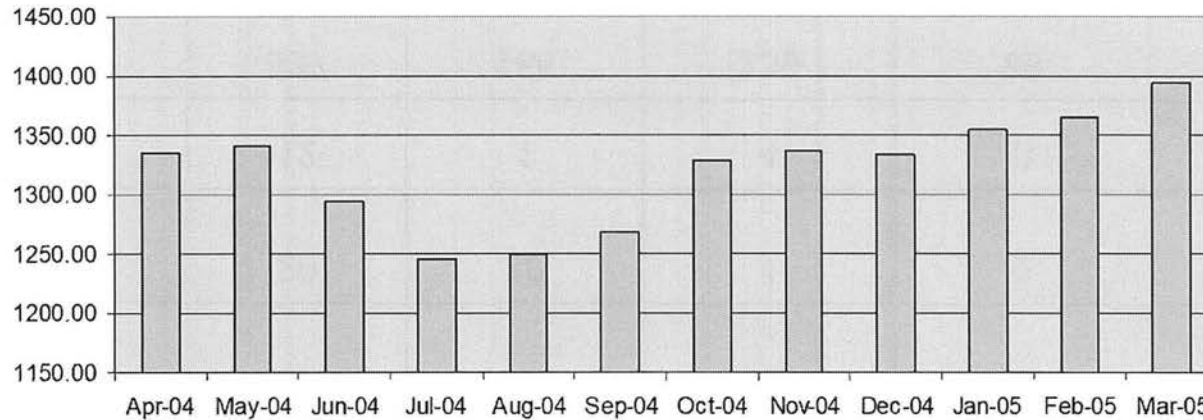
Average Days Lost = No. of days lost/No. of LTIs

**MARCH 2005 WORKFORCE
DEMOGRAPHIC PROFILE REPORT**

Profile of Department of Conservation and Land Management Employees at March 2005

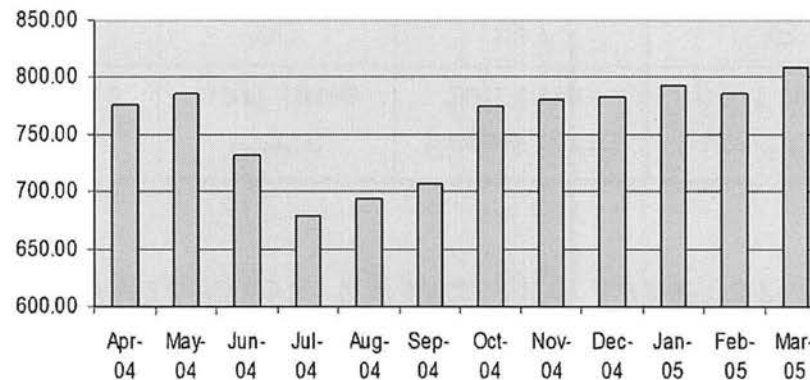
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Total	937	156	239	60	135	34

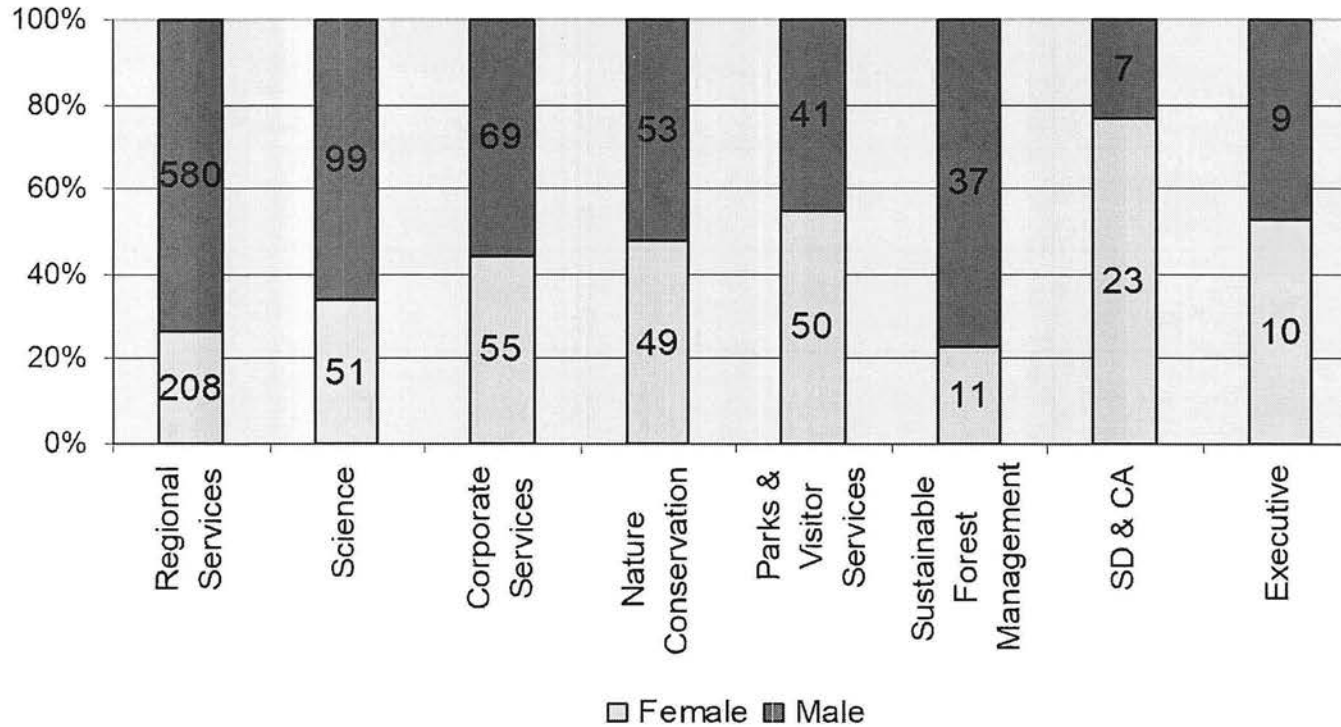
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Science	0	1	1	0	0	155	0	0
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Nature Conservation	0	0	0	0	0	106	0	0
Parks & Visitor Services	0	2	0	0	0	89	2	0
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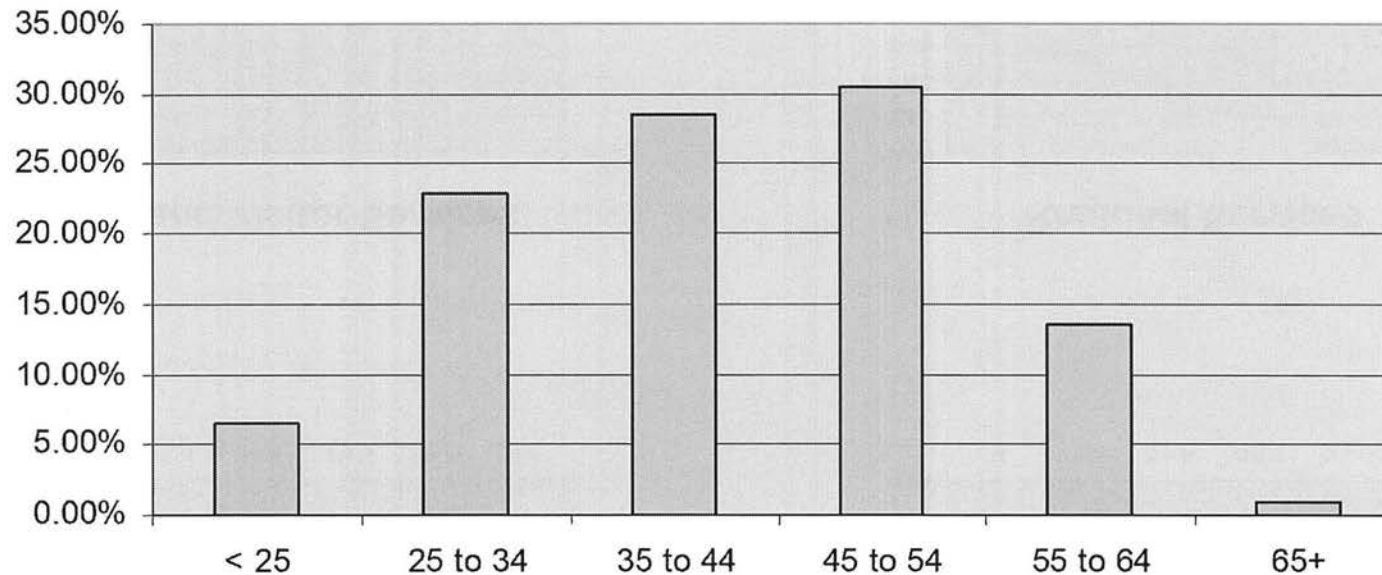
Description: Percentage of permanent and fixed term contract employees in diversity groups as at March 2005.

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Age Distribution

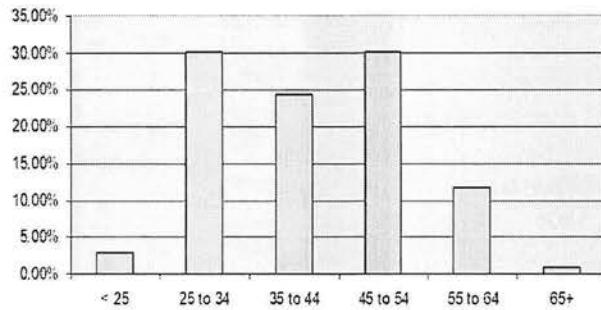


Description: The percentage of permanent and fixed term contract employees in each age group at March 2005

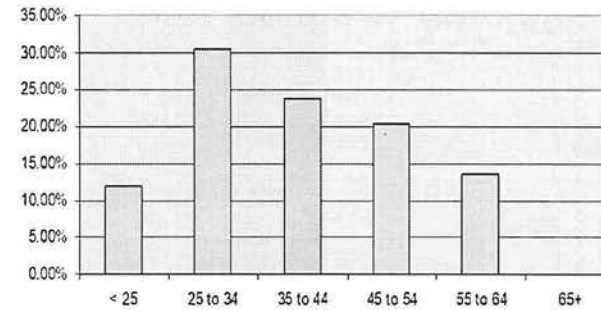
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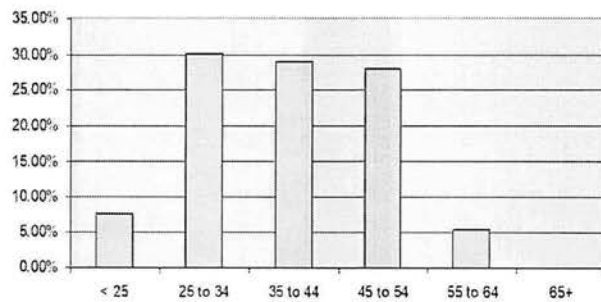
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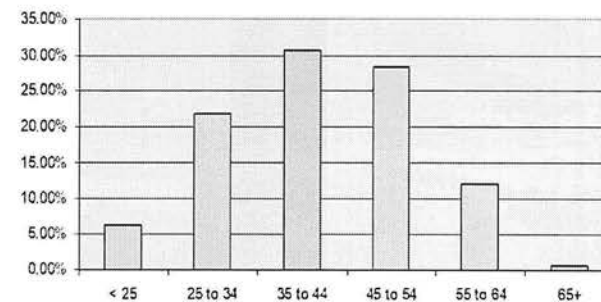
Sustainable Forest Management



Parks and Visitor Services

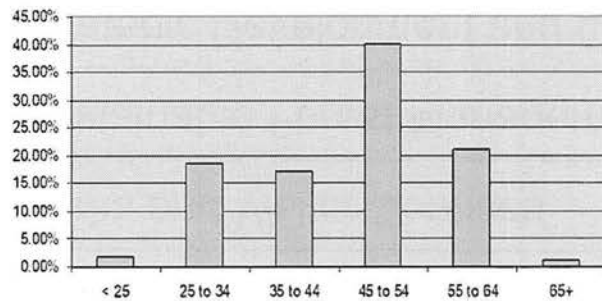


Regional Services

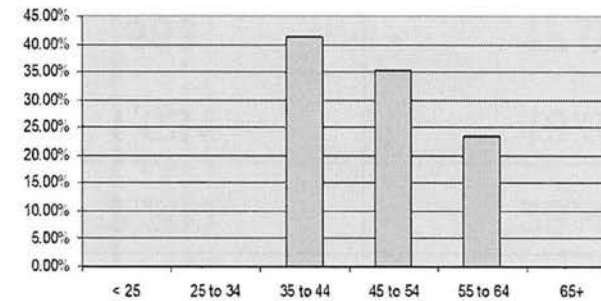


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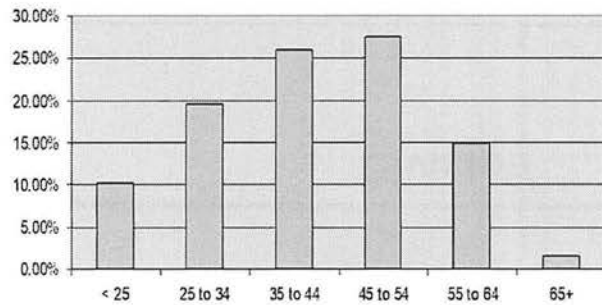
Science



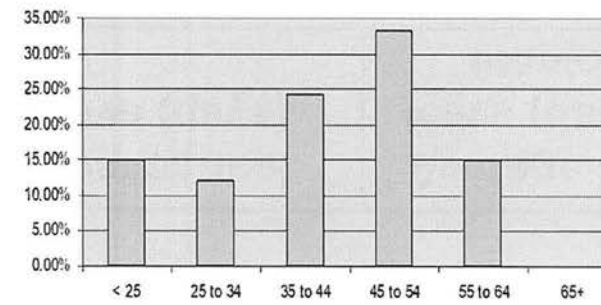
Executive



Corporate Services



Strategic Development and Corporate Affairs



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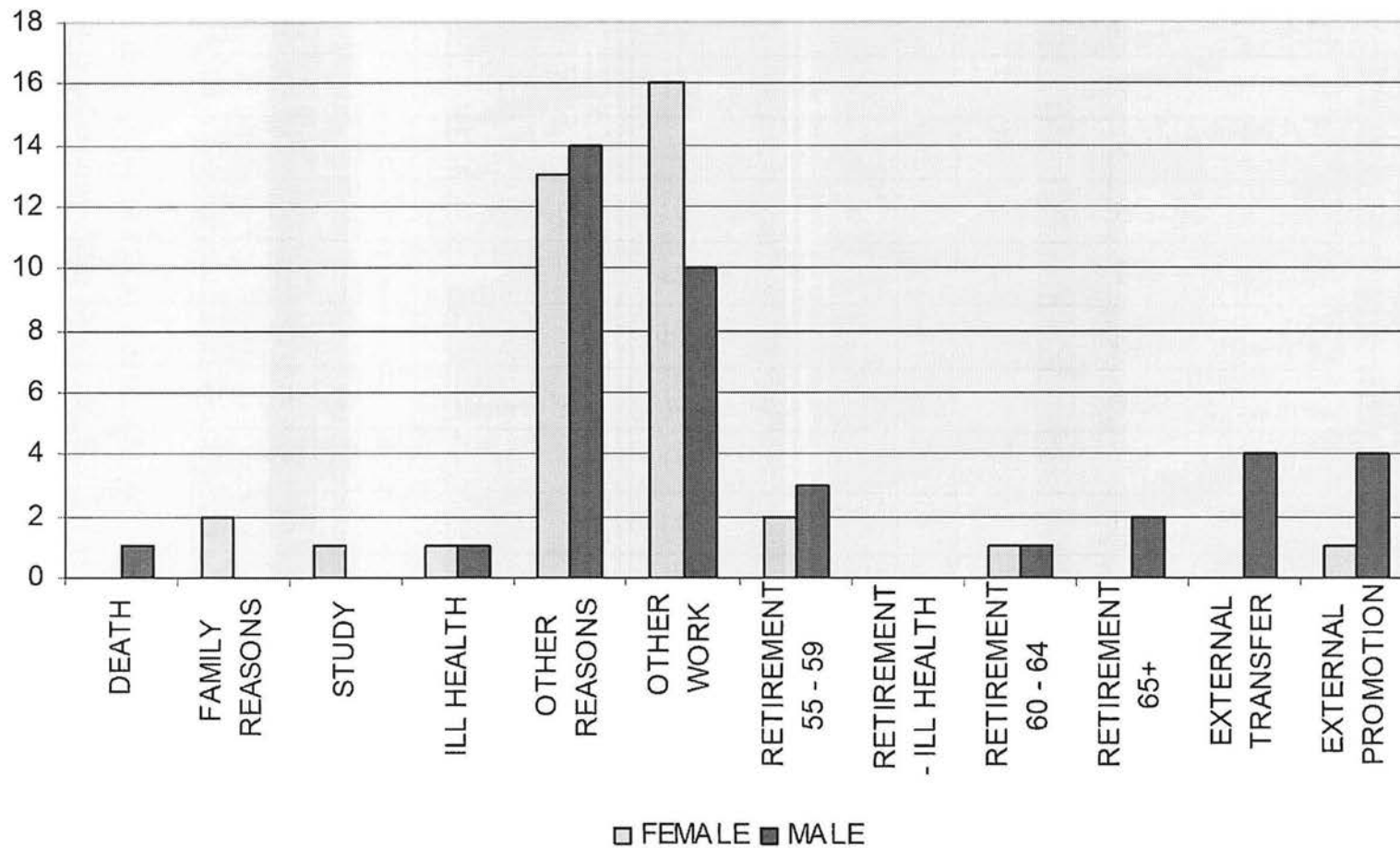
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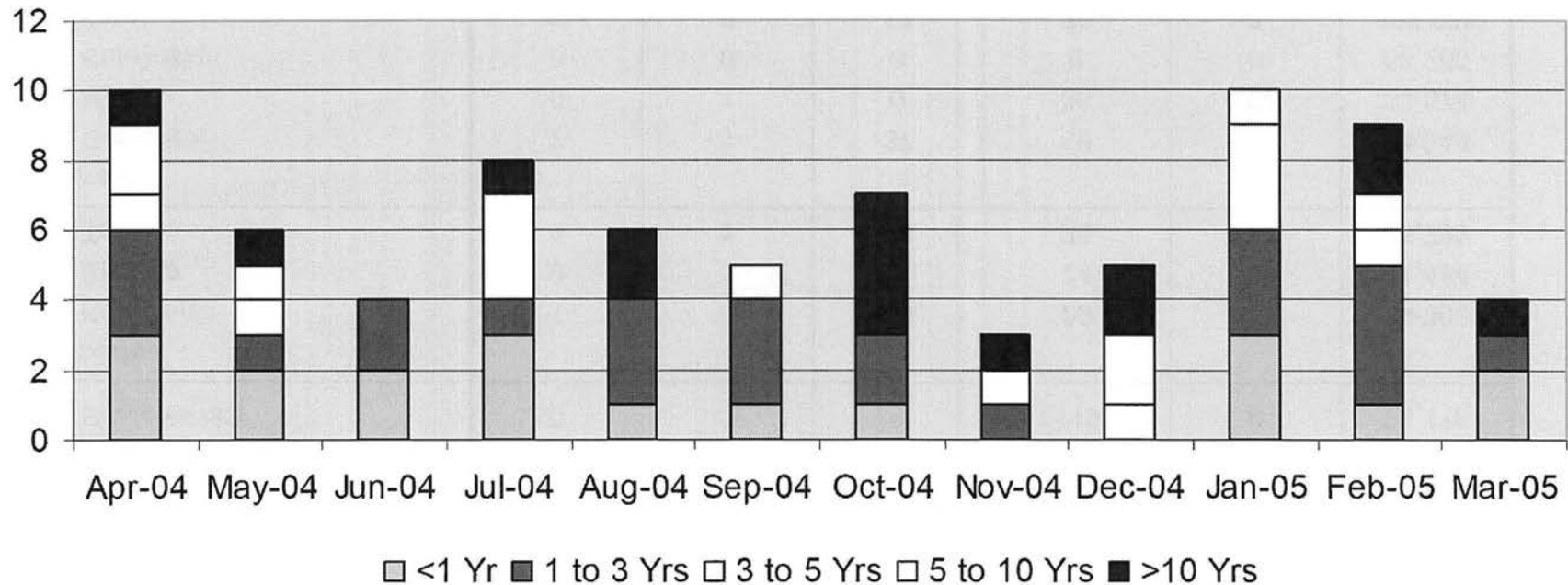
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February 2004 to January 2005

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