

## GOVERNMENT STORES DEPARTMENT

Mr M. Egan, B.A., M.P.,  
Chairman,  
Public Accounts Committee,  
Parliament House,  
Sydney.

24th August, 1982.

Dear Mr Egan,

I refer to your letter of 13th August, 1982, addressed to the Minister for Industrial Development and Minister for Decentralisation regarding expenditures made without Parliamentary sanction or appropriation in the areas of New South Wales Government Courier Service, Government Stores Department and Government Cleaning Service which form part of the administration of this Department.

The explanation as to the reasons for the unauthorized expenditure is that following upon the abolition of the Department of Services and the subsequent re-arrangement of Ministerial functions as from 26th May, 1982, the Parliamentary authority for expenditure in the areas mentioned in your letter lapsed as from that date and expenditures which were necessary for the continued operation of this Department were made from funds provided from Consolidated Revenue Fund Expenditure Suspense.

In a letter dated 30th June, 1982, to the Minister for Industrial Development and Minister for Decentralisation, the Treasurer approved of the provision of funds from the Consolidated Revenue Fund Expenditure Suspense to the extent of the balance as at 26th May, 1982, of the original appropriation to the abovenamed administrations, as supplemented, to meet expenditure during the period 26th May, 1982, to 30th June, 1982.

Details of the expenditures are given hereunder.

	\$	\$
New South Wales Government		
Courier Service—		
Amount of unauthorized expenditure .. .. .		719,475.94
This amount formed part of the balance of the original appropriation.		
Government Stores Department—		
Amount of unauthorized expenditure .. .. .		3,406,550.84
This amount was made up as follows—		
Balance of original appropriation .. .. .	3,106,933.50	
Approved supplementation .. .. .	299,617.34	
Government Cleaning Service—		
Amount of unauthorized expenditure .. .. .		13,981,818.58
This amount was made up as follows—		
Balance of original appropriation .. .. .	7,497,242.10	
Approved supplementation .. .. .	6,484,576.48	

The following witnesses will be available to the Committee—

D. Ingall, Manager.  
K. Frost, Chief Administrative Officer.  
D. Novak, Accountant.

Yours faithfully,

D. INGALL, Manager.

DANIEL CHARLES NOVAK, Accountant with the Government Stores Department, of [REDACTED], affirmed and declared;

DAVID INGALL, Manager of the Government Stores Department, of [REDACTED];

KENNETH WILLIAM FROST, Chief Administrative Officer of the Government Stores Department, of [REDACTED]; and

IVAN WILLIAM DICKSON, Administrative Officer of the Cleaning Services Branch of the Government Stores Department, of [REDACTED], sworn and examined:

CHAIRMAN: Mr Novak, did you receive a summons issued under my hand to attend before the Committee?—A. (*Mr Novak*) Yes, I did.

Q. Mr Ingall, did you receive a summons issued under my hand to attend before the Committee?—A. (*Mr Ingall*) Yes, I did.

Q. Mr Frost, did you receive a summons issued under my hand to attend before the Committee?—A. (*Mr Frost*) Yes.

Q. Mr Dickson, did you receive a summons issued under my hand to attend before the Committee?—A. (*Mr Dickson*) Yes, I did.

Mr NEILLY: In the submission, at the second page, there is a lack of amplification for the need for supplementation of \$6,484,576. Can you throw some light on the components? It is recognized that salaries and wages would form a large part.—A. (*Mr Novak*) Leave on retirement would be the main item with \$349,000 over-spent. Then the A/1 item comes next because of the new awards made by the Public Service Board to cleaners and other staff in the cleaning service, amounting for that year to \$6,660,000.

CHAIRMAN: I take it there were some savings?—A. Yes. There were some savings in the B items. They amounted to \$492,000.

Q. Mr Ingall, how many cleaners are employed in the Government Stores Department?—A. (*Mr Ingall*) There are 11 468 positions. You can never be sure from day to day exactly how many are employed.

Q. As background for the Committee, can you tell us the work they perform, where they perform it and a run-down of their activities?

Mr GREINER: Who administers the organization's structure of the cleaning service?—A. The Government Cleaning Service is part of the Government Stores Department. Mr Dickson is the chief in the Government Cleaning Service. There is a small organization in the city that recruits cleaners and organizes their pay, their emoluments and leave and so on. The cleaners are spread all over the State and work in public buildings, schools, courtrooms, police stations, technical and further education establishments, government offices, schedule 5 hospitals and other institutions. (*Mr Dickson*) There are 3 200 establishments that we clean.

Q. How many schools?—A. We clean 2 172 schools.

CHAIRMAN: Are there 2 172 schools?—A. Yes.

Q. What would be the average cleaning staff at an average high school, for example?—A. I am afraid you could not give an average. Some high schools are extremely large, and some are quite small. The number of cleaners employed varies according to the area to be cleaned. There is an agreement between the Public Service Board and the Miscellaneous Workers Union under section 83 of the Public Service Act of how many shall be employed to clean a certain area.

Q. What is that? How many?—A. (*Mr Frost*) It is a bit more complicated than that. (*Mr Dickson*) Basically each female cleaner in schools is allocated an area of 8 500 square feet or 9 000 square feet, depending on the type of surface.

Mr NEILLY: I was seeking some illustration as to the award increases which did in fact lead to a supplement being sought.—A. (*Mr Frost*) Could we tender a document? It is a whole page of information.

Mr GREINER: What is the basis of payment? In other words, what is the basis of employment? Are they permanent Public Service employees? What is the basis of employment and compensation?—A. (*Mr Dickson*) They are employed under section 80 of the Public Service Act and they are temporary cleaners. Where they are under 35-hours a week they are temporaries, and most of our female cleaners, which is the bulk of them, are 33-hours a week cleaners.

CHAIRMAN: Thirty-three hours a week?—A. That is the full-time females.

Q. How many of those 11 468 positions would be full-time?—A. I have not got the break up here, but in the schools it would be probably about 7 000 of 9 000 in the schools.

Q. Would be what?—A. Would be full-time. (*Mr Ingall*) Seven thousand would be full-time? (*Mr Dickson*) In the schools. (*Mr Ingall*) Each school only has a maximum of one part-time cleaner. The rest of them are full-time.

Mr GREINER: Could I ask in the allocation process where each department—predominantly the Education Department—is charged in a sense for the cleaning service you provide, is that done on a full cost basis or how is the allocation that appears on page 101 of the Auditor-General's report derived? In other words, how do you determine that the Minister for Education spent \$103 million in 1980–81?—A. (*Mr Novak*) It is only an estimate based on the salaries paid to the various departments.

Q. So you take the overall cost of the government cleaning service and allocate approximately the basis?—A. Yes.

Q. What assessment is made as to the efficiency of the whole operation, the cost effectiveness of the whole operation?—A. (*Mr Frost*) really the cost effectiveness is not in our hands. It is an agreement between the Public Service Board and the Miscellaneous Workers Union. There are set areas to be cleaned and there are set wages to be paid. We cannot change that.

Q. When was that agreement initially entered into? Do you know?—A. Many years ago. It is renewed every so often.

Q. Renegotiated?—A. Yes.

CHAIRMAN: When you say many years ago, five, ten, fifteen, twenty?—A. (*Mr Dickson*) I think it probably started thirty or forty years ago. (*Mr Ingall*) And has been renewed many times.

Mr GREINER: Has any work been done to compare the effectiveness of doing it on a contract basis rather than on a permanent temporary sort of basis?—A. Yes.

Q. What was the result of that review?—A. The contract cleaners are more efficient.

Q. Roughly by what? Could you give me the orders of magnitude? Let us stay with schools which are the vast bulk of the exercise?—A. We think about 30 per cent cheaper—the contractors—but, of course, the contractors will not work in many areas because they have no staff there. The same applies to the labour force.

CHAIRMAN: What makes them more efficient than your own operation?—A. They are not subject to the agreement between the Public Service Board and the Miscellaneous Workers Union.

Mr GREINER: Has there been an attempt made to renegotiate that agreement?—A. The board renegotiates it quite often.

Q. Renegotiates it simply in the sense of increasing the amounts paid presumably in line with other increases. They do not fundamentally renegotiate it?—A. In the last negotiation the area to be cleaned was to be put up by 20 per cent given that the Government Stores Department and other departments provided better machinery, high speed machinery, improved cleaning methods and training. All that depends on getting sufficient allocations to buy the machinery and get the staff of cleaning inspectors to train them. That is progressing steadily as the money becomes available.

Q. What proportion of the cleaning is done in the metropolitan area or was in the Newcastle–Sydney–Wollongong area—the order of magnitude?—A. (*Mr Dickson*) It would be the same as in proportion to the population, whatever that is. It follows very closely. We could have a guess and say 60 per cent I would say.

CHAIRMAN: What is a cleaner currently paid?—A. (*Mr Ingall*) It depends whether they are male or female and the length of hours they work, and the type of duties they have got.

Q. Is it the same basic rate?—A. (*Mr Dickson*) I have not got it with me. It is somewhere round \$240 plus allowances for different things.

Mr BOYD: For 33 hours?—A. Yes.

CHAIRMAN: So I take it the rate paid the employees of contract cleaners is less than that?—A. (*Mr Ingall*) Not necessarily, no. It could be more than that.

Q. I think you mentioned the difference in efficiency was due to the agreement. I gather from that there was some difference in the rates of pay applying to cleaners

employed by Government Stores as against cleaners employed by contractors?—A. We may have implied that, but of course the agreement also states the areas to be cleaned, and the contractors have no such agreement with their staff.

Mr GREINER: So I conclude from that that in fact contract cleaners clean a lot more in every six-hour period or three-hour period than your employees. Is that the logical conclusion?—A. Yes.

(The witness withdrew.)

(The Committee adjourned.)

## NEW SOUTH WALES ATTORNEY GENERAL

Sydney, 23rd August, 1982.

Mr M. Egan, M.P.,  
Chairman,  
Public Accounts Committee,  
Parliament House,  
Sydney.

Dear Mr Egan,

I refer to your letter of 13th August, 1982, seeking reasons for expenditure made without Parliamentary sanction or appropriation in certain areas of my administration for the information of the Public Accounts Committee.

Explanations for each of the items sought are attached.

The Under Secretary of my Department Mr T. W. Haines will be the principal witness who will attend on my behalf. Should other officers be required to clarify particular points they could be made available at short notice.

Yours faithfully,

F. J. WALKER, Attorney General.

## FEES FOR NON-SALARIES CROWN PROSECUTORS

My department is responsible for the preparation of the Crown's cases in indictable matters. The Solicitor for Public Prosecutions is the Instructing Solicitor in these cases and as such is responsible for securing counsel to present the Crown's cases.

Last year there was a strength of 35 permanently commissioned Crown Prosecutors who are commissioned to prosecute on behalf of the Crown in the District Court, and in Higher Courts. The Solicitor for Public Prosecutions draws upon available Crown Prosecutors to prosecute the Crown's cases.

However, at given times there are often no Crown Prosecutors available, or with the necessary expertise, and he then draws upon the available resources of the Bar and engages private Counsel. This ensures maximum utilization of both Judge and Court time.

The Solicitor for Public Prosecutions is authorized by me to engage such Counsel at the base rate of \$220 per day with no Refreshers, Conference fees, etc. (except by special arrangement with me), and subject to funds being available. This fee structure has remained at this level for the whole of 1981-1982.

When "special" cases arise, which could involve lengthy, specialized, or complex trials, he consults with me as to suitable Counsel and a desirable fee level appropriate to the Counsel engaged. The fee is determined taking into consideration such variables as the relevant competence of Counsel concerned, the complexity of the matter, required reading

time for trial, the probable need for conferences and their length, frequency, etc.

Several major cases involving the use of private Counsel were listed for hearing during the financial year, and the effects of these and an additional Criminal Court without any increase in the number of Crown Prosecutors, resulted in the over-expenditure. During the first half of the year the major trials, requiring the use of both senior and junior Counsel engaged at special rates, and the effects of the additional Court, resulted in the full amount voted being expended and/or committed.

Three major cases were listed for the second half of the financial year and supplementation was sought to enable these cases to proceed. The alternative for the Government would have been to not list these cases, and seek a deferment. This would have resulted in inordinate delays in relisting them for a later hearing, particularly in view of the current backlog of cases, as well as incurring additional costs as a result of these delays.

## EX GRATIA PAYMENTS TO VICTIMS OF VIOLENT CRIME

Payments from this item are made pursuant to the Criminal Injuries Compensation Scheme which came into operation with the commencement of the Criminal Injuries Compensation Act, 1967.

The ex gratia scheme deals with approximately one-third of criminal injuries compensation applications, the remainder coming under the Statutory scheme. The growth in this area is currently running at 50 per cent per annum.

The rate of increase in claims stems, in part, from an increase in crime but more particularly as a result of public awareness of the scheme. There is still a considerable gap between the number of violent crimes reported and the number of claims received. I can only assume that increases in the rate of application will continue for the next few years.

Other factors relevant to this expenditure include the socio-economic factors affecting assessment of payments under the scheme, such as the amendments to the Commonwealth Health Scheme effected in September, 1981, which have led to increased awards for non-recoupable hospital and medical expenses, and that Judicial awards under the Statutory scheme are followed in determining payments.

My Department is unable to exercise direct control over the volume of claims lodged, or the level of compensation awarded without causing discrimination against some of the claimants.

Bearing in mind also the Government's firm commitment to compensate all victims of violent crime, as soon as possible after the injury, and without discrimination, I feel the additional expenditure incurred of \$233,234.78 was a government commitment of an unavoidable nature.

## REGISTRY OF BIRTHS, DEATHS AND MARRIAGES

As a result of a Government initiative the Department of Services was abolished on 25th May, 1982. Funds voted to the Registry of Births, Deaths and Marriages by Parliament lapsed from that date.

All expenditure necessarily incurred by the Registry on all items during the period 26th May, 1982, to 30th June, 1982, formed a charge against the Consolidated Revenue Fund Expenditure Suspense Account.

With the exception of the A1 Salaries Wages and Allowances item, which required supplementation as a result of backdated award increases during the year, all other operating costs were contained within the total voted by Parliament for the Registry's operating expenses.

The expenditure incurred without Parliamentary sanction or appropriation within my portfolio on behalf of the Registry of \$315,898.10 represents this expenditure made during this period after abolition of the Services portfolio and was essential to maintain the operations of the Registry till the end of the financial year.

## MINISTER FOR ENERGY AND WATER RESOURCES

26th August, 1982.

Mr M. A. Egan, B.A., M.P.,  
Chairman,  
Public Accounts Committee,  
Parliament House,  
Macquarie Street,  
Sydney 2000.

Dear Mr Egan,

I refer to your recent letter on expenditure within my portfolio for 1981-82, in respect of the amount of \$339,351.85, for the Water Resources Commission of New South Wales, and the information sought is given hereunder.

Insofar as the Commission is concerned the over-expenditure in 1981-82 was incurred in the Consolidated Revenue Fund Item A2—Payments for Leave on Retirement, Resignation, etc.

Expenditure for that Item in 1981-82 was estimated at \$300,000, comprising three statutory retirements (\$57,000) and a contingency sum for unknown voluntary retirements, retirements due to ill-health and resignations (\$243,000).

Expenditure for the year (to the nearest dollar) was \$639,352, made up of three statutory retirements (\$57,300) 26 other retirements (\$435,083) and the Consolidated Revenue Funds component of 131 resignations (\$146,969).

The Commission's Accountant, Mr N. K. Bloomfield, and the Accountant Budget/Finance, Mr K. Meikle, are available to attend as witnesses before the Committee.

Yours faithfully,

PAUL LANDA,

Minister for Energy and Water Resources.

## MINISTER FOR ENERGY AND WATER RESOURCES

26th August, 1982.

M. Egan, Esq., B.A., M.P.,  
Chairman,  
Public Accounts Committee,  
Parliament House,  
Macquarie Street,  
Sydney 2000.

Dear Mr Egan,

I refer to your recent letter on expenditure within my portfolio for 1981-82 in respect of the amount of \$368,363 for the Energy Authority of New South Wales, and the information sought is given hereunder.

Funds for costs of petroleum restrictions—\$51,363:

Industrial disputes in October–November, 1981, affected the availability of petroleum products which necessitated the introduction by the Government of restrictions on the sale of such products. An expenditure of \$51,363 was necessarily incurred by the Energy Authority in the administration and policing of the restrictions. This included press advertisements, payment for outside staff for the emergency centre, overtime to Energy Authority staff on duty outside normal working hours, travelling and sundry expenses.

Past practice has been for supplementary funds to be allocated to the Energy Authority by the Treasurer to meet the actual costs of these emergencies, as such expenditure cannot be anticipated at the time the estimates for the financial year are prepared.

Funds for costs of power restrictions—\$28,217:

Difficulties experienced in the production of power since June, 1981, necessitated the introduction by the Government of restrictions on the consumption of electricity in June, 1981, December, 1981, and March–April, 1982.

The Energy Authority was responsible for policing the restrictions and an expenditure amounting to \$28,217 was necessary to meet overtime payments to staff, as policing was mostly carried out outside working hours, prosecution costs and sundry expenses.

As in the case of the cost of petroleum restrictions, provision could not be made in the estimates of expenditure, and supplementary funds were sought to cover the actual costs.

Prosecutions for breaches of the petroleum and power restrictions resulted in revenue to Consolidated Revenue Fund of approximately \$5,000 by way of fines and court costs.

Increases in salaries—\$288,783—The staff establishment of the Energy Authority comprises engineers, research officers, technical officers, inspectors, administrative and clerical officers, and other support staff, and increases in salaries were awarded to all classifications during the year 1981-82, effective dates varying from 7th November, 1980, to 25th February, 1982.

Supplementary funds were sought to meet the increases in salaries, estimated to cost the Energy Authority approximately \$500,000 in 1981-82, and the Treasurer allocated an amount of \$288,783. The balance was met by reducing expenditure where possible on general administration expenses.

The Energy Authority's Financial Controller, Mr G. J. Caruana (telephone 234 4305) will be available to give any further information which may be required.

The Authority's General Manager, Mr J. A. Dembecki (telephone 234 4371) has been asked to appear on my behalf, as a witness before the Committee, if required.

Yours faithfully,

PAUL LANDA,

Minister for Energy and Water Resources.

MINISTER FOR INDUSTRIAL DEVELOPMENT  
MINISTER FOR DECENTRALISATION

24th August, 1982.

Mr M. Egan, M.P.,  
Chairman,  
Public Accounts Committee,  
Parliament House,  
Sydney, N.S.W. 2000.

Dear Mr Egan,

Thank you for your letter of 13th August, 1982, in which you refer to questions raised by the Public Accounts Committee relating to expenditure by the Government Printing Office apparently without authorization.

As you are aware, on 25th May, 1982, the Government abolished the Department of Services, under whose administration the Government Printing Office previously came. On 30th June, 1982, a letter was issued by the Treasurer advising that as a result of the change, expenditure from 26th May, 1982, by the Government Printing Office from the Consolidated Revenue Fund would form a charge against the Consolidated Revenue Fund Expenditure Suspense. The Treasurer advised that he had approved of:

"1. the provision of funds from Consolidated Revenue Fund Expenditure Suspense—

(a) to the extent of the balance as at 26th May, 1982, of the original appropriations to the above-named administrations, as supplemented, to meet expenditure during the period 26th May, 1982, to 30th June, 1982."

The situation regarding expenditure for the financial year 1981-82 for the Government Printing Office whilst under the respective administrations of the former Minister for Services and myself is set out on the attached sheet.

The amount of \$2,359,485.79 was considered to be the expenditure referred to by the Treasurer. Therefore, it was not unauthorized but was, in fact, authorized by the Treasurer following the transfer of the Government Printing Office to my administration from the Minister for Services. Total expenditure for the financial year 1981-82 was \$19,865,658.79, which was within the allocation for the Government Printing Office of \$19,870,000.

Mr D. West and Mr J. Mobberley will be attending as witnesses on my behalf before the Committee on 31st August and 1st and 2nd September, 1982.

Yours sincerely,

D. DAY,

Minister for Industrial Development and Decentralisation.

## Expenditure for the Financial Year 1981-82 for the Government Printing Office

	Original allocation for Government Printing Office	Expenditure up to 25th May, 1982 whilst under Minister for Services	Expenditure from 26th May, 1982 to 30th June, 1982 under Minister for Industrial Development and Decentralisation
Salaries, etc., and Maintenance and Working Expenses	\$ 16,200,000	\$ 14,272,583	\$ 1,924,175.18
Document Reproduction Centres Operating Expenses	3,400,000	2,996,581	403,419.00
Document Reproduction Centres Purchase and Installation of Plant .. .. .	270,000	237,009	31,891.61
Total .. .. .	\$19,870,000	\$17,506,173	\$2,359,485.79

## MINISTER FOR CORRECTIVE SERVICES

23rd August, 1982.

Mr M. Egan,  
Chairman,  
Public Accounts Committee,  
Parliament House,  
Sydney, N.S.W. 2000.

Dear Mr Egan,

Reference is made to your letter of 13th August, 1982, concerning the explanations as to the reasons for the Department of Corrective Services overtime expenditure recorded in unauthorized suspense of \$919,138.92. Before complying with your request I would like to draw your attention to a number of salient matters as they effect custodial overtime.

Over a period of time the post structures of the State's correctional institutions have developed to meet both security and non-security requirements of the Department. Posts established for reasons of expediency; e.g., escapes, serious prisoner disturbances or regrettably the injury of prison officers, have not always been formalized by the creation of corresponding positions, requiring the provision of funds to meet the salary costs involved.

These unauthorized posts, numbering 103 in all, are manned exclusively by officers on overtime shifts. Expenditure in this connection accounts for approximately one-quarter of the Department's overtime vote.

The Corrective Services Commission has recently completed a review of the Department's staffing with the objective of rationalizing resources wherever possible. An integral part of the package involves the abolition and/or formalization of all unauthorized posts.

Conscious of the need to reduce the incidence of overtime in the prison system, Superintendents were advised in July, 1982, that all overtime quotas for the 1982-83 fiscal period have been reduced by 50 per cent on the number of hours available for this purpose last financial year. Progress will be monitored fortnightly and early action taken to arrest adverse trends.

From the results to date I am pleased to advise that the measures taken have brought about a significant downturn in custodial overtime. Whilst the indications provide some grounds for optimism the enormity of the task cannot be understated. I am sure you will appreciate the industrial implications of drastically reducing the availability of overtime in gaols is indeed a sensitive issue.

In relation to the 1981-82 overtime vote the reasons for the over expenditure incurred have been examined in some detail. A summary of the position is as follows:

	Allocation 1981-82	Expenditure 1981-82	Variation
Custodial Overtime	\$ 12,420,000	\$ 13,750,650.09	(+) 1,330,650.09
Contingency ..	370,000	145,565.06	(-) 374,434.94
Administrative and Clerical ..	150,000		
Probation and Parole .. ..	60,000	22,923.77	(-) 37,076.23
	\$13,000,000	\$13,919,138.92	\$919,138.92

It must be mentioned that at the beginning of 1981-82 the Department was faced with a prospect of a significant "pay out" in relation to retrospective overtime claims from Probation and Parole Officers. The award covering these officers was amended to provide for the payment of overtime to field officers, dating back to November, 1979.

To meet the contingency the Commission approved of the sum of \$370,000 being earmarked within the Department's overtime allocation of \$13 million. In the event of the claims anticipated not materialising it was the Commission's intention, at the time, to utilize such savings to offset overruns elsewhere in the vote—namely custodial overtime.

Not only was it possible to reallocate the full amount set aside for the contingency, Probation and Parole overtime expenditure was some \$37,000 short of the allocation set to meet claims approved during 1981-82. This result was due, in the main, to the acceptance of more liberal flexitime conditions with the bandwidth for Probation and Parole Officers being extended from 6.00 p.m. to 7.30 p.m. Overtime claims have been reduced to instances where duty is performed after that time.

Only in recent times has a more analytical approach been taken to the recording and monitoring of the Department's overtime expenditure. No provision was made directly for the custodial overtime performed in: Special Care Unit, Staff Development or in respect of those prison officers attached to Head Office. Instead the allocation of \$12,420,000 was allocated in full to the twenty-three institutions and three Regional Emergency Units. However the overtime expenditure incurred of \$381,000 in total, in those areas for which no provision was made in the 1981-82 estimates was in fact effectively met from the unused funds earmarked for the Probation and Parole Officers' overtime referred to earlier.

Appropriate measures have been taken to ensure that custodial overtime worked in the Special Care Unit, Staff Development and Training Units and Head Office is separately monitored and kept under close review.

The officers employed in the Special Care Unit have, prior to October, 1981, received a special loading in lieu of overtime. Consequently provision was not made in the estimates for this expense. The last Prison Officers' Award, effective from 8th October, 1981, removed the loading entitlement for officers employed in the Unit and subsequently 14 559 overtime hours were performed in 1981-82 in manning the Special Care Unit.

After appropriating the savings referred to above the un-sanctioned overtime payments are directly related to the performance of overtime in the Department's institutions. Briefly, the cause of the over-expenditure has been identified as being attributable to the combination of: overtime hours paid in 1981-82 exceeding those budgeted for and the increase in the hourly overtime rate above the rate estimated in the overtime estimate.

The allocation for custodial overtime of \$12,420,000 provided for the payment of 885 352 overtime hours at the estimated hourly rate of \$14.03. In fact the number of overtime hours paid exceeded the estimate by 27 769 hours. Applying the standard hourly rate of \$14.03 expenditure of \$435,000 was incurred for which provision was not made in the Department's overtime allocation.

Further the actual overtime hourly rate (average) reached \$14.61 in 1981-82 representing an increase for the full year of 9 per cent on the previous financial year's rate. Provision was made for a 5 per cent rise in rates for the full year (or 10 per cent from 1st January, 1982). Consequently, an additional \$514,000 was outlaid for which funds were not available from within the estimate.

From an examination of the fortnightly overtime returns submitted to Head Office from the institutions, it has been possible to identify the reasons why the working of overtime in gaols exceeded the quotas set at the beginning of 1981-82. The reasons for the overtime recorded in excess of budget appear hereunder:

	\$	%
Staff Deficiencies .....	129,000	29.66
Sick Leave .....	138,000	31.72
Recreation Leave .....	17,000	3.91
Other Leave (military, without pay) .....	11,000	2.52
Detached Duty .....	20,000	4.60
Escorts .....	10,000	2.30
Maintenance .....	21,000	4.83
Security .....	23,000	5.29
Prison Activities .....	8,000	1.84
Miscellaneous .....	58,000	13.33
	<u>\$435,000</u>	<u>100.00</u>

A profile of those institutions overtime significantly in excess of quotas are contained in the attached Annexure. The institutions are listed against which appear the overtime hours recorded in excess of respective quotas set in 1981-82:

	Overtime hours
Maitland .....	4 891
M.T.C. ....	3 998
Parramatta .....	16 610
Silverwater .....	5 653
	<u>31 170</u>

The Department's personnel nominated to appear as witnesses before the Public Accounts Committee are: Mr V. J. Dalton, Chairman; Mr N. S. Day, Deputy Chairman; Mr J. McTaggart, Director of Establishments; Mr P. F. Crombie, Chief Administrative Officer; and Mr P. Crossley, Financial Controller.

Yours sincerely,

R. F. JACKSON,

Minister for Corrective Services.

SUMMARY OF CUSTODIAL OVERTIME EXPENDITURE 1981-82

Institutions' Overtime Performance		\$
(a) Excess overtime hours on budget was 29 769½ hours costed at the estimated hourly rate of \$14.03 per hour .....		418,000
(b) Applying the actual overtime hourly rate to the hours referred to in (a) above: 29 769½ hours at the difference between the actual and estimated hourly rate of \$0.58 .....		17,000
	Total:	<u>\$435,000</u>
(c) The cost of the increase in the hourly overtime rate over estimate has been applied to the estimated overtime hours made available in 1981-82 as follows: 885 352 hours at \$0.58 .....		514,000
	Total:	<u>\$949,000</u>

Provision not made in the allocation for the following overtime:

(a) Special Care Unit—	\$	\$
14 558½ hours at the actual hourly rate of \$14.61 .....	213,000	
(b) Staff Development—		
(i) Head Office and Malabar Central Training Unit — 6 017½ hours		
(ii) Regional training officers attached to Cessnock, Goulburn, and Silverwater—1 411 hours		
Total: 7 429½ hours		
7 428½ hours costed at the actual overtime rate of \$14.61 ....	109,000	
(c) Head Office Staff— (Establishments, Recruitment, Drivers, Programmes) 4 024 hours at \$14.61 per overtime hour .....	59,000	381,000
		<u>Total: \$1,330,000</u>

Less the appropriation of the contingency sum set aside for Probation and Parole Officers' retrospective overtime claims and funds unexpended from the allocation for Probation and Parole overtime during 1981-82 .....

Consolidated Revenue Fund Unauthorized Expenditure Suspense .....

COMPARISON OF ACTUAL CUSTODIAL OVERTIME AGAINST ESTIMATE

	\$
Details of 1981-82 Estimate—	
885 325 overtime hours at \$14.03 .....	12,420,000
Actual 941 132 hours at \$14.61 .....	13,750,000
Difference 55 780 hours at \$0.58 .....	1,330,000
Details of the Above Aggregates—	\$
Institutions—	
29 770 hours at \$14.03 per hour .....	418,000
Special Care Unit—	
14 558 hours at \$14.03 per hour .....	204,000
Staff Development—	
7 428 hours at \$14.03 per hour .....	104,000
Head Office—	
4 024 hours at \$14.03 per hour .....	56,000
Total: 55 780 hours at \$14.03 per hour ..	<u>\$782,000</u>

Additional Costs Associated with the Increase in Hourly Overtime Rate—  
885 352 hours (estimate) x difference between actual and estimated rate of \$0.58 .....

Applying the same rate to excess hours referred to above; 55 780 hours x \$0.58 .....

PROFILE OF GAOL OVERTIME

Maitland Gaol

4 891 overtime hours in excess of quota at 30th June, 1982.

Staff Deficiencies—Accounted for 19.82 per cent of overtime worked. Calculations indicate that this figure should be much higher.

Sick Leave—28.41 per cent of overtime worked.

Recreation Leave—7.73 per cent of overtime worked. The accepted norm of 10 per cent of staff on Recreation Leave has been exceeded at this institution on a number of occasions, i.e., school holidays. But the majority of overtime due to

Recreation Leave appears to be because leave has been granted after the 28-day roster is prepared. Matter being taken up with the Superintendent.

Other Leave—4.03 per cent of overtime worked. The Superintendent has reported major increases in the instances of Study Leave and Military Leave during 1981–82. Long Service Leave and Leave Without Pay also came under this heading. As these types of leave are not allowed for in the staffing formula, the percentage recorded is considered to be reasonable.

Detached Duty—16.11 per cent of overtime worked. The Superintendent attributes the high level of overtime under this heading to the fact that there has been a substantial increase in staff required to provide for time out of cells. These officers are also required to attend follow-up courses during their first year of service and this in turn creates overtime for which no allowance is made in the staffing formula.

Escorts—6.19 per cent of overtime worked. Enquiries are currently being carried out to establish the reasons for the large percentage.

Maintenance—10.44 per cent of overtime worked. Overtime in this area has been reduced significantly in the last four months. However, during the period July, 1981, to January, 1982, maintenance work (i.e., institutional repairs and renovations) accounted for 15 and sometimes 20 per cent of overtime each fortnight recorded at Maitland.

Security—3.81 per cent of overtime worked. This percentage does not seem excessive when the various reasons are taken into account. These include searches, prisoner disturbances, industrial disputes, supervision of outside gangs and additional duties performed by the night senior on every shift. Overtime recorded under this function is spasmodic and is directly related to the demand of the institution.

Prisoner Activities—0.59 per cent of overtime worked.

Miscellaneous—2.87 per cent of overtime worked. This is an average figure and covers a wide variety of minor causes.

#### M.T.C.

3 998 hours in excess of quota at 30th June, 1982.

Staff Deficiencies—62.09 per cent of overtime worked. Whilst the staff profile for the M.T.C. is not yet complete, calculations made from quotas of the daily roster indicate that the staff deficiency accounts for 68 per cent of the overtime worked.

Sick Leave—14.75 per cent of overtime worked.

Detached Duty—12.57 per cent of overtime worked. Along with other Long Bay institutions, the M.T.C. reports large

amounts of detached duty for various reasons, e.g., medical escorts, court appearances, etc.

#### PARRAMATTA GAOL

16 610 hours above quota as at 30th June, 1982.

Staff Deficiencies—Accounted for 27.10 per cent of overtime performed. From information provided on the gaol's staff return, it has been calculated that Parramatta has a staffing deficiency equivalent to 41.4 per cent of the overtime worked during 1981–82.

Sick Leave—31.52 per cent of overtime worked. Parramatta has the highest level of Sick Leave per officer per annum in the State.

Security—15.23 per cent of overtime performed. Explanation is being sought from the Superintendent as to the reasons why overtime incurred under this heading is this high.

Silverwater—5 653 hours above quota for the 12 months ending 30th June, 1982.

Staff Deficiencies—Accounted for 38.82 per cent of overtime performed. Independent calculations has revealed a staff deficiency equivalent to 63.16 per cent of the overtime quota.

Sick Leave—23.65 per cent of overtime worked.

Recreation Leave—4.58 per cent of overtime performed. Allowance has been made for a reasonable amount of overtime under this heading after the preparation of the 28-day roster, but the provision for Recreation Leave could not be described as excessive. The permissible level of 10 per cent of staff on Recreation Leave has been exceeded at this institution on a number of occasions and the matter has been taken up with the Superintendent.

Detached Duty—6.40 per cent of overtime performed. In view of the amounts of detached duty performed at other major institutions this percentage is considered to be reasonable by comparison.

Miscellaneous—19.25 per cent of overtime performed. The reason this percentage is so high is that until late 1981, the previous Roster Clerk at Silverwater incorrectly completed overtime returns by showing all double shifts under the miscellaneous overtime classification when the hours should have been added to the institution's staff deficiency category. This situation was not detected until the altered structure of the overtime return was introduced, hence, the difference between the staff deficiency on the return of 38.82 per cent compared with the apparent staff deficiency percentage of 63.16 per cent. The present Roster Clerk is now completing the overtime returns correctly and over the last 4 months, the miscellaneous figure has returned to a far more acceptable level of 1.80 per cent.

Overtime Causes (Year to Date Totals) Fortnight Ending 4th June, 1981-20th May, 1982—Paid 1981-82

Institution	Staff deficiencies	Sick leave	Recreation leave	Other leave	Detached duty	Escorts	Main-tenance	Security	Prisoner activities	Miscel-laneous	Total	Quota × 26 F/Ns	Hours over Quota	Hours under Quota
Maitland .. .. .	11 955 $\frac{3}{4}$ 19.82	17 140 28.41	4 664 7.73	2 428 4.03	9 718 $\frac{1}{2}$ 16.11	3 736 $\frac{1}{2}$ 6.19	6 295 $\frac{1}{4}$ 10.44	2 297 3.81	354 $\frac{1}{2}$ .59	1 733 $\frac{1}{4}$ 2.87	60 322 $\frac{3}{4}$	55 432	4 890 $\frac{3}{4}$ 8.82	
N.E.U. .. .. .		720 14.26	352 6.97		811 16.07	2 534 50.2		524 10.38		107 2.12	5 048	5 720		672 11.75
Cessnock .. .. .	29 173 47.92	19 570 32.15	3 714 6.1	1 659 2.73	4 114 $\frac{1}{2}$ 6.76	305 .5	608 1.0	120 .2	1 217 $\frac{1}{4}$ 2.0	395 $\frac{1}{4}$ .64	60 876	57 951	2 922 5.04	
Narrabri .. .. .	2 677 67.69	510 $\frac{1}{2}$ 12.91	304 7.69		239 6.04	86 $\frac{1}{4}$ 2.18		6 $\frac{1}{2}$ .16	54 1.37	77 $\frac{1}{2}$ 1.96	3 954 $\frac{3}{4}$	2 704	1 250 $\frac{3}{4}$ 46.26	
Oberon .. .. .	1 606 27.22	337 5.71	587 $\frac{1}{2}$ 9.96	608 10.3	514 8.71	156 2.64	160 $\frac{1}{2}$ 2.72	655 $\frac{1}{2}$ 11.11	830 $\frac{1}{4}$ 14.07	446 7.56	5 900 $\frac{3}{4}$	4 810	1 090 $\frac{3}{4}$ 22.68	
Berrima .. .. .	2 244 $\frac{1}{2}$ 39.68	1 018 $\frac{1}{4}$ 18.0	800 14.14	56 .99	384 $\frac{1}{2}$ 6.8	94 $\frac{1}{2}$ 1.67		95 $\frac{1}{2}$ 1.69	824 $\frac{3}{4}$ 14.58	138 $\frac{3}{4}$ 2.45	5 656 $\frac{3}{4}$	6 838		1 181 $\frac{1}{4}$ 17.27
Kirkconnell .. .. .	1 662 37.78	1 423 32.35	164 3.73	16 .36	155 $\frac{1}{4}$ 3.53	38 .86		125 $\frac{1}{4}$ 2.85	509 $\frac{1}{4}$ 11.58	306 $\frac{1}{2}$ 6.96	4 399 $\frac{1}{4}$	5 434		1 034 $\frac{3}{4}$ 19.04
Emu Plains .. .. .	1 824 13.59	2 952 22.01	1 917 14.29	120 .89	112 .83	16 .12		5 902 $\frac{1}{2}$ 43.98	77 $\frac{1}{2}$ .58	498 $\frac{1}{2}$ 3.71	13 419 $\frac{1}{2}$	14 404		984 $\frac{1}{2}$ 6.83
Newnes .. .. .	1 418 $\frac{1}{2}$ 29.6	1 259 26.27	626 13.06	48 1.0	70 $\frac{1}{2}$ 1.47	78 1.63		866 $\frac{1}{2}$ 18.08	407 $\frac{1}{4}$ 8.51	18 .38	4 791 $\frac{3}{4}$	5 070		278 $\frac{1}{4}$ 5.49
Broken Hill .. .. .	1 952 55.84	701 $\frac{1}{2}$ 20.07	282 8.07	24 .69	480 $\frac{1}{2}$ 13.74	18 .50		9 $\frac{1}{2}$ .27	3 .09	25 $\frac{1}{2}$ .73	3 496	3 146	350 11.13	
Bathurst .. .. .	10 197 $\frac{1}{2}$ 45.25	4 511 $\frac{1}{2}$ 20.02	1 754 7.78	1 742 7.73	977 4.33	1 880 8.34	43 .19	862 $\frac{1}{2}$ 3.83	62 $\frac{1}{2}$ .28	508 $\frac{1}{4}$ 2.25	22 538 $\frac{1}{4}$	22 204	334 $\frac{1}{4}$ 1.51	
Mannus .. .. .	1 269 16.76	2 027 $\frac{1}{2}$ 26.78	1 966 25.97	594 7.85	643 $\frac{1}{2}$ 8.5	285 3.76	18 .24	259 $\frac{1}{2}$ 3.43	32 $\frac{1}{2}$ .43	475 $\frac{3}{4}$ 6.28	7 570 $\frac{3}{4}$	8 866		1 295 $\frac{1}{4}$ 14.61
Cooma .. .. .	3 604 $\frac{1}{2}$ 32.74	3 675 $\frac{3}{4}$ 33.39	1 620 14.72	224 2.05	203 1.84	50 .45	448 4.07	161 1.46	164 $\frac{1}{2}$ 1.49	857 $\frac{1}{4}$ 7.79	11 008	10 400	608 5.85	
C.I.P. .. .. .	17 282 18.72	31 910 34.57	2 928 3.17	2 231 2.42	15 928 $\frac{1}{4}$ 17.26	9 198 $\frac{3}{4}$ 9.97	7 555 $\frac{3}{4}$ 8.19	2 928 $\frac{1}{2}$ 3.17		2 337 $\frac{1}{2}$ 2.53	92 299 $\frac{3}{4}$	99 866		7 566 $\frac{1}{4}$ 7.58
M.R.C. .. .. .	7 136 8.03	23 115 26.01	2 358 2.65	4 063 4.57	22 235 25.02	15 475 $\frac{3}{4}$ 17.41	1 100 1.24	9 916 $\frac{3}{4}$ 11.16	400 .45	3 081 $\frac{1}{4}$ 3.46	88 880 $\frac{3}{4}$	89 258		377 $\frac{1}{4}$ .42



Overtime Causes (Year to Date Totals) Fortnight Ending 4th June, 1981-20th May, 1982—Paid 1981-82—continued

Institution	Staff deficiencies	Sick leave	Recreation leave	Other leave	Detached duty	Escorts	Maintenance	Security	Prisoner activities	Miscellaneous	Total	Quota × 26 F/Ns	Hours over Quota	Hours under Quota
M.R.P. .. .. .	21 334 24.67	18 857 21.8	486 .56	1 887 2.18	18 016 20.83	16 229 $\frac{3}{4}$ 18.76	4 847 5.6	2 989 $\frac{1}{4}$ 3.46	604 .7	1 242 1.44	86 492	83 902	2 590 3.09	
M.T.C. .. .. .	40 378 $\frac{1}{2}$ 62.03	9 602 14.75	1 720 2.64	508 .78	8 181 $\frac{1}{2}$ 12.57	1 451 $\frac{1}{4}$ 2.23	368 .57	234 $\frac{1}{2}$ .36	1 623 $\frac{1}{2}$ 2.49	1 031 1.58	65 098 $\frac{1}{4}$	61 100	3 998 $\frac{1}{4}$ 6.54	
M.E.U. .. .. .	5 732 $\frac{1}{2}$ 22.44	2 294 $\frac{1}{4}$ 8.98	646 $\frac{1}{2}$ 2.53		1 120 $\frac{3}{4}$ 4.39	5 293 $\frac{1}{4}$ 20.72		9 407 36.82		1 053 $\frac{1}{4}$ 4.12	25 547 $\frac{1}{2}$	22 464	3 083 $\frac{1}{2}$ 13.73	
Parramatta .. .. .	45 821 $\frac{1}{2}$ 27.1	53 298 31.52	7 072 $\frac{1}{2}$ 4.18	8 408 4.97	10 712 6.34	3 567 $\frac{3}{4}$ 2.11	7 059 4.71	25 756 $\frac{1}{4}$ 15.23	4 946 $\frac{1}{2}$ 2.93	1 541 $\frac{3}{4}$ .91	169 074	152 464	16 610 10.89	
Silverwater .. .. .	15 758 38.82	9 603 23.65	1 860 4.58	710 1.75	2 600 6.4	99 .24	783 1.93	412 1.02	958 2.36	7 814 $\frac{1}{2}$ 19.25	40 597 $\frac{1}{2}$	34 944	5 653 $\frac{1}{2}$ 16.18	
Norma Parker .. .. .	4 586 36.1	5 600 $\frac{1}{2}$ 44.09	1 050 8.27	183 1.44	1 016 8.0	30 $\frac{3}{4}$ .24		210 $\frac{1}{4}$ 1.66		25 $\frac{1}{2}$ 0.2	12 702	15 262		2 560 16.77
Goulburn .. .. .	15 716 29.68	16 796 31.72	2 032 3.84	1 334 2.52	2 456 4.64	1 240 2.34	2 568 4.86	2 793 5.27	976 1.84	7 039 $\frac{1}{2}$ 13.29	52 950 $\frac{1}{2}$	54 418		1 467 $\frac{1}{2}$ 2.7
S.E.U. .. .. .		24 .37	75 1.17		272 4.24	3 937 $\frac{3}{4}$ 61.39		1 724 $\frac{3}{4}$ 26.90	24 .37	356 $\frac{1}{2}$ 5.56	6 414	6 448		34 .53
Grafton .. .. .	2 041 14.04	6 390 $\frac{1}{4}$ 43.95	1 467 10.09	792 5.45	835 5.74	1 331 9.15	52 .36	1 034 $\frac{1}{2}$ 7.11	162 1.11	435 $\frac{1}{2}$ 3.0	14 540 $\frac{1}{4}$	12 428	2 112 $\frac{1}{4}$ 17.0	
Glen Innes .. .. .	814 $\frac{1}{4}$ 13.13	2 357 37.99	638 $\frac{1}{2}$ 10.29	93 1.50	987 15.91	576 $\frac{3}{4}$ 9.3		11 $\frac{1}{2}$ .19	652 $\frac{1}{4}$ 10.51	73 $\frac{1}{2}$ 1.18	6 203 $\frac{3}{4}$	5 512	691 $\frac{3}{4}$ 12.55	
Mulawa .. .. .	25 293 55.79	11 974 26.40		95 .21	2 270 $\frac{1}{2}$ 5.01	5 462 $\frac{1}{2}$ 12.05	63 $\frac{1}{2}$ .14	98 $\frac{1}{2}$ .22		82 $\frac{1}{4}$ .18	45 339	44 304	1 035 2.34	
Sub-Total .. .. .	271 476 $\frac{1}{2}$ 29.67	247 667 27.06	41 084 4.49	27 823 3.04	105 053 $\frac{1}{4}$ 11.48	73 171 $\frac{1}{4}$ 8.	32 860 3.59	69 402 7.58	14 883 $\frac{1}{4}$ 1.63	31 701 $\frac{1}{2}$ 3.46	915 121 $\frac{3}{4}$	885 352	29 769 $\frac{3}{4}$ 3.36	
Special Care Unit .. .. .	4 746 32.6	2 610 17.93	498 3.42	1 114 7.65	4 220 $\frac{1}{4}$ 28.99	12 $\frac{1}{2}$ .09		24 .16		1 333 $\frac{1}{2}$ 9.16	14 558 $\frac{1}{4}$		14 558 $\frac{1}{4}$	
Tomago .. .. .										8	8		8	
Staff Development .. .. .										6 017 $\frac{1}{2}$	6 017 $\frac{1}{2}$		6 107 $\frac{1}{2}$	
Total .. .. .	276 222 $\frac{1}{2}$ 29.52	250 277 26.75	41 582 4.44	28 937 3.09	109 273 $\frac{1}{2}$ 11.68	73 183 $\frac{3}{4}$ 7.82	32 860 3.52	69 426 7.42	14 883 $\frac{1}{4}$ 1.59	39 060 $\frac{1}{2}$ 4.17	935 705 $\frac{1}{2}$	885 352	50 353 $\frac{1}{2}$ 5.69	

Pay Period Ending	(1) Overtime Hours Paid 1981-82	(2) Overtime Hours Excluding H.O. and Regional Training Personnel	(3) Overtime Hours H.O. and Regional Training Personnel	(5) Total Custodial Hours	(6) Rate per Hour	(7) Budgeted or Standard Rate per Hour	(8) Difference Between Columns (7) and (6)	Columns (8) × (5)
	\$				\$	\$	\$	\$
2nd July, 1982 .. .. .	572,935	41 631	144	41 775	13.71	14.03	(-) 0.32	(-) 13,368
16th July, 1982 .. .. .	523,595	35 405	167	35 662	14.68	14.03	0.65	23,180
30th July, 1982 .. .. .	509,110	36 651	143	36 794	13.83	14.03	(-) 0.20	(-) 7,359
13th August, 1982 .. .. .	490,158	36 147	215	36 362	13.48	14.03	(-) 0.55	(-) 20,000
27th August, 1982 .. .. .	484,385	35 103	189	35 292	13.72	14.03	(-) 0.31	(-) 10,940
10th September, 1982 .. .. .	480,694	33 939	214	34 153	14.07	14.03	0.04	1,366
24th September, 1982 .. .. .	494,550	36 254	373	36 627	13.50	14.03	(-) 0.53	(-) 19,412
8th October, 1982 .. .. .	502,746	37 185	214	37 399	13.44	14.03	(-) 0.59	(-) 22,065
22nd October, 1982 .. .. .	497,023	36 597	263	36 860	13.48	14.03	(-) 0.55	(-) 20,273
5th November, 1982 .. .. .	478,382	36 829	205	37 034	12.92	14.03	(-) 1.11	(-) 41,108
19th November, 1982 .. .. .	497,223	36 483	170	36 653	13.56	14.03	(-) 0.47	(-) 8,097
3rd December, 1982 .. .. .	485,985	35 729	204	35 933	13.52	14.03	(-) 0.51	(-) 18,326
17th December, 1982 .. .. .	496,019	36 278	263	36 541	13.57	14.03	(-) 0.46	(-) 16,809
13th December, 1982 .. .. .	485,925	36 119	201	36 320	13.38	14.03	(-) 0.65	(-) 23,608
14th January, 1982 .. .. .	478,283	35 163	201	35 364	13.52	14.03	(-) 0.51	(-) 18,036
28th January, 1982 .. .. .	395,731	29 852	104	29 956	13.21	14.03	(-) 0.82	(-) 24,564
11th February, 1982 .. .. .	545,770	36 482	307	36 789	14.83†	14.03	0.80	29,431
25th February, 1982 .. .. .	562,765	37 570	105	37 675	14.93	14.03	0.90	33,908
11th March, 1982 .. .. .	536,096	34 891	320	35 211	15.22	14.03	1.19	41,902
25th March, 1982 .. .. .	553,382	36 682	195	36 877	15.01	14.03	0.98	36,140
8th April, 1982 .. .. .	904,828*	37 200	388	27 588	15.20(Est)	14.03	1.17	43,978
22nd April, 1982 .. .. .	557,415	34 431	176	34 607	16.10	14.03	2.07	71,636
6th May, 1982 .. .. .	560,718	35 907	180	36 087	15.53	14.03	1.50	54,130
20th May, 1982 .. .. .	496,696	32 541	153	32 694	15.19	14.03	1.16	37,925
3rd June, 1982 .. .. .	505,834	33 113	157	33 270	15.20	14.03	1.17	38,926
17th June, 1982 .. .. .	541,919	35 407	175	35 582	15.23	14.03	1.20	42,698
Payment by Voucher .. .. .	112,463							
Staff Development .. .. .		6 018		6 018				
Tomago .. .. .		8		8				
Totals .. .. .	\$13,750,630	935 705	5 426	941 131	..	..	..	\$191,250

Includes arrears due to 12 per cent award increase. Period covered 8th October, 1981 to 11th February, 1982.

\*Includes arrears paid of \$354,000 as a result of the Prison Officers Salary Award increase retrospective from 8th October, 1981.

†Salary rates were adjusted in the pay of 11th February, 1982 in line with the above Award increase.