

Standing Committees on Education and Employment

QUESTION ON NOTICE Supplementary Budget Estimates 2024-2025

Outcome: Cross Portfolio

Department of Employment and Workplace Relations Question No. SQ24-001902

Senator Michaelia Cash provided in writing.

Conduct of Department

Nov

Question

1. Has the Department of Employment and Workplace Relations received any complaints about the conduct of their staff since May 22nd 2022?
2. If so, how many complaints have been received since May 22nd 2022?
3. Please provide a three-way contingency table with the number of complaints against APS staff and break it down into APS level combined with the topic of the complaint combined with the month and year since May 22nd 2022.
4. Please provide a four-way contingency table with complaints against staff broken down into
 - a. APS staff level
 - b. Topic of Complaint
 - c. Month and Year
 - d. Type of Disciplinary Action (Please include if no disciplinary action was taken)

Answer

1. Yes.
2. From 1 July 2022 to 31 October 2024, there have been 70 matters in response to complaints made to the department's human resources area about employee conduct.
3. A breakdown by topic and financial year is provided. Further breakdown has not been provided to ensure data cannot re-identify an employee.

Type	2022-23	2023-24	2024-25
Code of Conduct	6	12	n.p.
Bullying/Harassment	16	24	n.p.
Total	22	36	12

4. A breakdown of outcomes is provided. Further breakdown has not been provided to ensure data cannot re-identify an employee.

Type	Total
Breach and sanction (where appropriate) imposed under s 15(1) of the <i>Public Service Act 1999</i>	9
Informal resolution reached	21
Complaint substantiated and no further action was taken	7
Complaint not substantiated	7
Not investigated	9
Active or ongoing matter	17
Total	70

How many employee terminations in the Department of Employment and Workplace Relations since its establishment in 2022?

There have been **13** Employee separations categorised as terminations between **1 July 2022** and **30 September 2025**.