

**PARLIAMENTARY INQUIRY QUESTION ON NOTICE**

**Aged Care Quality and Safety Commission**

**Senate Select Committee on COVID-19**

**Australian Government's response to the COVID-19 pandemic**

**Written question received on 2 October 2020**

**PDR Number: IQ20-000699**

**Quality assessor workforce**

**Written**

**Senator:** Katy Gallagher

**Question:**

1. In relation to the Commission's quality assessor workforce:
  - a. Is there a difference in cost between engaging assessors directly as contractors or through labour hire firms?
  - b. Do contractors cost more than employees? If so, by how much?
  - c. How do you compare the effectiveness of contractors with employees? Who performs better?

**Answer:**

**A:** There can be a difference in cost. Contractors engaged directly can be either more or less expensive than labour-hire contractors depending on the type of regulatory activity they undertake, the number of days required to complete the activity and the state or territory in which the work is performed. The minimum daily rate paid to direct contractors is less than for labour hire contractors, while the maximum rate paid is higher.

**B:** The average cost of contracted staff can be up to 15% more than the cost of APS employees (excluding superannuation, payroll tax, worker's compensation and insurance).

**C:** There is no difference in effectiveness between contractors and employees. All Commission staff, whether contractors or APS employees, are expected to perform their duties to a satisfactory level, as assessed and managed by their supervisor.