

PJCCFS Regulation of Auditing Inquiry Hearing: Questions on Notice

KPMG Question on Notice No. 2

Question:

Senator O'NEILL: [...] Do you track the hours of your staff? In particular, do you track the hours of your junior audit staff, who can sometimes be more generous with their commitment to the firm as they try to secure long-term employment and establish a reputation, which makes them very vulnerable to exploitation?

[...]

Senator O'NEILL: Do you have a work health and safety report that records the hours? Do you have the raw data?

Mrs Hoggett: Yes, we do.

Senator O'NEILL: Would you be able to provide that on notice to the committee, so we can have a look at it?

Mrs Hoggett: Yes. So what we do is track all of the hours. People fill in a timesheet every day so we track the hours that our staff are working.

(Hansard, page 68)

Response:

Our duty of care to provide our people with a safe place of work is our highest responsibility to our people. We uphold this responsibility to our people and value the professionalism, expertise and enthusiasm that our people bring to their work.

As part of this commitment, we closely monitor workplace data, which includes the hours worked by our audit teams. Our actions in monitoring these hours is part of a framework of wellbeing initiatives, created specifically to help acknowledge the peaks and troughs of hours which people (partners, senior and more junior staff) all experience in this profession. Specific initiatives include Balance Bank (our system of allocating time in lieu), Wellbeing Planning Meetings and Initiatives (our system that recognises commitments outside of work and builds these into the audit work plan) and Agile Everyone (our flexible working arrangement allowing our people to work from the location best suited to them).