

**Senate Finance and Public Administration  
References Committee  
Inquiry into CDP – Townsville (4 October 2017)  
Questions on Notice**

**Questions from Hansard**

<b>Question No.</b>	<b>Asked by</b>	<b>Question</b>	<b>Response</b>												
1.	Chair (Senator McAllister) (p. 12).	<p><b>CHAIR:</b> Can I just interrupt to clarify something with Mr Hobday and Ms Owens. When you calculate the proportion of the staff that are Indigenous, is that based on headcount or based on hours?</p> <p><b>Ms Owens:</b> Headcount.</p> <p><b>Mr Hobday:</b> Headcount.</p> <p><b>CHAIR:</b> If we looked at it from an hour's perspective, would the numbers be similar?</p> <p><b>Ms Owens:</b> Yes.</p> <p><b>Mr Hobday:</b> Absolutely.</p> <p><b>CHAIR:</b> I ask because it's not unusual to find organisations that have large numbers of Aboriginal staff on a headcount perspective, but the actual hours allocated to those staff are very low, so the total proportion of the staff budget that goes to</p>	<p>Please find details of Headcount vs hours for Indigenous Staffing for Rainbow Gateway Ltd – current as at 17/10/2017.</p> <p>As an Indigenous owned and operated Not for Profit Organisation, our priority is Local Indigenous employment and development. Our Head count vs fortnightly hours of work reflect our commitment.</p> <table border="1" data-bbox="1339 1066 2049 1393"> <thead> <tr> <th data-bbox="1339 1066 1574 1161">Headcount – RGL</th> <th data-bbox="1574 1066 1809 1161">Indigenous Staff - RGL</th> <th data-bbox="1809 1066 2049 1161">%</th> </tr> </thead> <tbody> <tr> <td data-bbox="1339 1161 1574 1230">28</td> <td data-bbox="1574 1161 1809 1230">20</td> <td data-bbox="1809 1161 2049 1230">71.4</td> </tr> <tr> <th data-bbox="1339 1230 1574 1326">Fortnightly Hours - RGL</th> <th data-bbox="1574 1230 1809 1326">Indigenous Staff - RGL</th> <th data-bbox="1809 1230 2049 1326">%</th> </tr> <tr> <td data-bbox="1339 1326 1574 1393">983</td> <td data-bbox="1574 1326 1809 1393">720</td> <td data-bbox="1809 1326 2049 1393">73.25</td> </tr> </tbody> </table>	Headcount – RGL	Indigenous Staff - RGL	%	28	20	71.4	Fortnightly Hours - RGL	Indigenous Staff - RGL	%	983	720	73.25
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		<p>Indigenous people is actually much less than the headcount proportion would suggest. So I'm just trying to understand whether this situation applies in your case.</p> <p><b>Mr Hobday:</b> I'm trying to do the sums in my head, but I would say by number of hours it would be pretty close to headcount.</p> <p><b>CHAIR:</b> If it doesn't cause you undue administrative burden, it would be helpful to have that confirmed.</p> <p><b>Mr Hobday:</b> Absolutely.</p>	
2.	Chair (Senator McAllister) (p. 16).	<p><b>CHAIR:</b> Ms Owens, have you heard from PM&amp;C or the minister?</p> <p><b>Ms Owens:</b> No, I haven't, but I would have to take that on notice to see if that's gone further up the line to my MD.</p>	I can confirm that no formal discussion has taken place with our Managing Director and PM&C regarding the new CDP Transition.