

Senate Select Committee on Job Security

QUESTION ON NOTICE / Written

Topic: Questions on DFAT's Workforce

Senator Tony Sheldon

Question

- What number and percentage of your department/agency's workforce are labour hire?
- What number and percentage of your department/agency's workforce are contractors?
- Which companies does your department/agency have contracts with for the procurement of labour hire and/or contract employees, and what is the value of those contracts?
- The extent to which labour hire and contractors are for seasonal or temporary work and how this changes over the course of a year?
- What guidelines are in place covering the procurement of these labour hire services?
- What guidelines are in place covering the procurement of these contractor services?
- What consultants or other recruitment services are used to procure these workers, the cost of these services and the companies providing them?
- Provide a breakdown of the number of labour hire workers and contractors engaged in each state and territory.

Answer

1. The Department of Foreign Affairs and Trade (DFAT) does not track 'labour hire' as a workforce category. DFAT categorises its 'external workforce' as contractors, consultants or outsourced service providers, which includes expertise provided under labour hire arrangements.
2. As at 30 June 2021, there were approximately 381 (headcount) Australian-based contractors engaged in the provision of services by DFAT. This equates to approximately 10 per cent of the total DFAT Australian-based workforce (30 June 2021).
3. Details of contracts entered into and valued at \$10,000 or more, including the total value, description, contract term and any increases in contract value, are publicly available on the AusTender website at www.tenders.gov.au.
4. None of DFAT's contractors (381 headcount) are being utilised for seasonal work.
5. The department enters into contracts to engage individuals to provide labour, including the appointment of eminent individuals to a special role, or the appointment of a person to a governance committee or for a particular project or deliverable requiring expertise. Decisions to engage these services are made in accordance with the Commonwealth Procurement Rules.

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6. The department maintains a temporary register of people interested in working for the department on a non-ongoing basis. When not suitable, contractors are sourced through a recruitment provider/standing offer panels under DFAT's procurement policy framework. Decisions to engage a recruitment provider are made in accordance with *Public Governance, Performance and Accountability Act 2013* (PGPA Act 2103) and related rules, including the Commonwealth Procurement Rules.

7. The department enters into consultancies through panel arrangements or by making an approach to market when required for specialist expertise. Decisions to engage consultants are made in accordance with the *Public Governance, Performance and Accountability Act 2013* (PGPA Act 2103) and related rules, including the Commonwealth Procurement Rules and departmental policies. These contracts and their value are published on AusTender.

8. The number of contractors engaged in each state and territory as at 30 June 2021 was:

State/Territory	Total Number of Contractors (Headcount)
Adelaide	1
Australian Capital Territory	285
Hobart	2
New South Wales	53
Northern Territory	1
Queensland	8
South Australia	1
Victoria	26
Western Australia	4
Total	381