

PARLIAMENTARY INQUIRY QUESTION ON NOTICE

Department of Health

Standing Committee on Finance and Public Administration

Inquiry into the current capability of the Australian Public Service

21 July 2021

PDR Number: IQ21-000156

Commission's Average Staffing Levels

Spoken

Hansard Page number: 34

Senator: Tim Ayres

Question:

Ms Anderson: Our expectation is that the vast majority of those we appoint as APS staff will be ongoing positions. We have nothing available to us which would suggest that there would be a diminution in our ASL cap.

CHAIR: When do you expect to make an announcement about those arrangements? Is that an internal announcement for your management or are you making an announcement to staff?

Ms Anderson: There are a range of ways in which that would be communicated. In the first instance I would be expecting my executive directors to convene meetings of their groups and to talk with them about the new budget settings and what opportunities that presents in terms of the expansion of staffing and new roles and new pieces of work that need to be undertaken over coming months and, indeed, years. I would also be issuing some form of communication to all staff to set out the parameters and to convey my encouragement to staff, my appreciation of the work they do, and invite them to look forward to all of these opportunities and to continue being just as dedicated as they have been to this point.

CHAIR: Would you be able to provide a breakdown of that decision on notice to the committee for our work. It seems to me that it's not fair to ask you to provide that now if you are still deliberating. But if you could provide that over the next week or so, it would be very useful for the committee's work to have that. Could we also have the corresponding figures for the previous two budget years in terms of the allocation between the different

functional units in terms of ASL positions and the number of labour hire employees on average throughout each of those budget years in those constituent units.

Ms Anderson: I'm happy to see what we can provide. It comes with a few caveats. We took on additional functions from the Department from the beginning of 2020 and that, of course, does not have a precedent. That is a new body of staff which cannot be compared across three years effectively. Similarly, we have undertaken several realignments within the organisation, so getting strict comparability is quite challenging—certainly from my own briefings it is proving challenging. I will do my best and see what we can deliver.

Answer:

Aged Care Quality and Safety Commission APS and contractor FTE by Group

Group	30/6/2020		30/6/2021		Budget 2021-22	
	APS	Contractor	APS	Contractor	APS	Contractor
Quality Assessment and Monitoring	183.9	55	217.3	85	300.2	100
Intake and Complaints Resolution ¹	121.4	17	135.7	39	183.0	43
Complaints Governance, Education and Strategy ²	49.3	4	-	-	-	-
Approvals, Compliance and Investigations ³	61.6	11	73.7	18	108.1	43
Regulatory Policy and Intelligence ⁴	12.6	6	40.1	13	80.8	35
Engagement & Education ⁵	19.7	9	28.9	11	-	-
Corporate Services ⁶	36.6	27	54.9	54	64.8	61
Chief Clinical Advisor	0.8	⁷ 12	1.3	12	4.0	14
Care and Support Worker Regulation ⁸	-	-	-	-	18.5	2
Sector Capability ⁹	-	-	-	-	27.2	7.3
Organisational and Workforce Development ¹⁰	-	-	-	-	44.7	27.7
Total	485.8	141	551.8	232	831.4	333.1

Notes:

1. This Group was initially called Complaints Operations and became Intake and Complaints Resolution in December 2020 as part of an organisational realignment.

2. Staff and functions that were in this Group moved to other groups in December 2020 as part an organisational realignment. At that time the Group ceased to exist.
3. This Group was formed in January 2020 following the transfer of additional functions and staff from the Department of Health.
4. This Group grew in December 2020 following an organisational realignment that resulted in additional staff and functions being transferred from other parts of the Commission.
5. Staff and functions from this Group were moved to other Groups in July as a result of an organisational realignment.
6. Includes data about the Office of the Commissioner.
7. These contractors are pharmacists who work as part of the Commission's Remote Pharmacy Outreach Program. They are paid an hourly rate when they visit a remote aged care service.
8. This Group will be established in 2021-22 as a result of the budget measure to establish, implement and enforce a code of conduct for care and support workers.
9. This is a new Group, established in July 2021 with staff and functions from elsewhere in the Commission, as well as new resources that have come to the Commission as part of the budget measure to build governance capability in the aged care sector.
10. This is a new Group, formed in July 2021 with staff and functions from other areas of the Commission as a result of an organisational realignment.

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Department of Health

Standing Committee on Finance and Public Administration

Inquiry into the current capability of the Australian Public Service

21 July 2021

PDR Number: IQ21-000158

Labour hire arrangements

Spoken

Hansard Page number: 39

Senator: Tim Ayres

Question:

CHAIR: How many labour hire companies are there that the commission engages staff through?

Ms Anderson: I would have to take that on notice. I think it may be four or five. I would be happy to get back to you with the precise figure.

CHAIR: Could you on notice give me a list of who those companies are for this budget year and the preceding two, and how much Commonwealth money is being remitted to each of the labour hire companies. Do you see what it is that the labour hire staff are paid?

Ms Anderson: Not directly, although I am aware that, for quality assessors, we pay within the same band as our ongoing staff. There are obviously on-costs, but in terms of the remuneration to the individual it is within the same band. There is an equivalence there.

Answer:

The Commission has used a total of 27 labour hire companies since January 2019.

LABOUR HIRE COMPANY	FY2019	FY2020	FY2021
89 Degrees East Pty Ltd		38,114	46,956
Adecco Australia Pty Ltd			208,942
Artio People	123,628	179,317	261,136
Connected Resources Pty Ltd			90,200
Davidson Recruitment Pty Ltd	8,141	103,986	95,309
DFP Recruitment Services Pty Ltd			670,733
First People Recruitment Solutions		15,433	37,710
Gilbert and Tobin		29,700	15,660
H0180 Hiltje refund of overpaymt	-5,580		
Hays Specialist Recruitment (Australia) Pty Lt	875,040	3,757,613	7,279,972
Hudson Global Resources (Aust) Pty Ltd	1,376	447,552	2,777,452
Ignite Limited			62,010
Major Ideas Consulting Pty Ltd			112,385
McArthur (NSW) Pty Ltd		44,082	548,400
Northbridge IT Recruitment			13,440
On Q Recruitment Pty Ltd		81,567	169,525
PM-Partners Group	271,587	585,080	1,039,745
Programmed Health Professionals	1,494,669	3,613,342	5,410,177
Quay Appointments	766,828	1,886,310	3,173,367
Randstad Pty Ltd	255,658	794,522	816,062
RecruitWest Pty Ltd	46,087		
RSM Australia Pty Ltd			1,609,915
Sage Software Australia			26,955
Select Right Recruitment Specialists			19,566
Six Degrees Executive Pty Ltd			212,091
Talent International			3,832
Viiew Pty Ltd			360,767
	3,837,435	11,576,617	25,062,308