

**Economics Legislation Committee**  
**ANSWERS TO QUESTIONS ON NOTICE**  
Industry, Innovation, Climate Change, Science, Research and Tertiary Education Portfolio  
Budget Estimates Hearing 2013-14  
3 and 4 June 2013

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**AGENCY/DEPARTMENT:** DEPARTMENT OF INDUSTRY, INNOVATION, CLIMATE CHANGE, SCIENCE, RESEARCH AND TERTIARY EDUCATION

**TOPIC:** Staff Amenities

**REFERENCE:** Written Question – Senator Bushby

**QUESTION No.:** BI-127

What amenities are provided to staff? Provide a list, including any costs and the reason for providing the amenity.

**ANSWER**

**DEPARTMENT OF INDUSTRY, INNOVATION, CLIMATE CHANGE, SCIENCE, RESEARCH AND TERTIARY EDUCATION**

The Department provides the following amenities to staff:

<b>Amenity provided</b>	<b>Cost of amenity</b>	<b>Reason amenity was provided</b>
Showers and lockers	The cost of amenity cannot be extracted from the overall construction and leasing cost	Facilities provided for staff use
Bike parking	The cost of amenity cannot be extracted from the overall construction and leasing cost	Facilities provided for staff riding to work
Kitchens – with access to coffee machines in a number of sites	The cost of amenity cannot be extracted from the overall construction and leasing cost	Facilities provided for staff use
Staff room	The cost of amenity cannot be extracted from the overall construction and leasing cost	Provided for internal and external meetings, presentations and functions
Prayer room	The cost of amenity cannot be extracted from the overall construction and leasing cost	Facilities provided for staff use
First Aid room	The cost of amenity cannot be extracted from the overall construction and leasing cost	Facilities provided for staff use

Parent Room	The cost of amenity cannot be extracted from the overall construction and leasing cost	Facilities provided for staff use
Access to Child Care Centre at Industry House	The cost of amenity cannot be extracted from the overall construction and leasing cost.	Facilities provided for staff use on a commercial basis

## **AUSTRALIAN INSTITUTE OF ABORIGINAL AND TORRES STRAIT ISLANDER STUDIES (AIATSIS)**

AIATSIS provides the following amenities to staff:

<b>Amenity provided</b>	<b>Cost of amenity</b>	<b>Reason amenity was provided</b>
First Aid room	The cost of amenity cannot be extracted from the overall construction and leasing cost	Duty of care to staff
Staff room	The cost of amenity cannot be extracted from the overall construction and leasing cost	Duty of care to staff
Showers	The cost of amenity cannot be extracted from the overall construction and leasing cost	Duty of care to staff
Kitchens	The cost of amenity cannot be extracted from the overall construction and leasing cost	Duty of care to staff

## **AUSTRALIAN INSTITUTE OF MARINE SCIENCE (AIMS)**

AIMS provides the following amenities to staff:

<b>Amenity provided</b>	<b>Cost of amenity</b>	<b>Reason amenity was provided</b>
Showers	The cost of amenity cannot be extracted from the overall construction and leasing cost	Basic amenity for staff to shower after completing local field work or after riding to work or exercising before/after work
Breakout areas	The cost of amenity cannot be extracted from the overall construction and leasing cost	Basic amenity for staff to reheat brought lunches, prepare snacks, store food

First Aid room	The cost of amenity cannot be extracted from the overall construction and leasing cost	Basic amenity for first aid treatment of injured/ill staff members.
Staff canteen – (site is a remote location)	Net operational costs are less than \$100k per annum	Costs are recovered from sale of meals, drinks and other food items. Canteen provided because AIMS Cape Fergusson Facility is located in a remote location (50km from town) with no other food outlets available for staff

## AUSTRALIAN NUCLEAR SCIENCE AND TECHNOLOGY ORGANISATION (ANSTO)

ANSTO provides the following amenities to staff:

<b>Amenity provided</b>	<b>Cost of amenity</b>	<b>Reason amenity was provided</b>
Showers	The cost of amenity cannot be extracted from the overall construction cost	Showers are provided for safety in the case of specialised work environments and for health as staff are encouraged to exercise and remain fit
Lockers	The cost of amenity cannot be extracted from the overall construction cost	Lockers are provided for the containment of personal equipment
Kitchens	The cost of amenity cannot be extracted from the overall construction cost	Kitchens are provided for food preparation. Staff work shifts and require meals
Bicycle parking	The cost of amenity cannot be extracted from the overall construction cost	Required for staff to store bicycles for transport to and from work as well as for travel around the Lucas Heights site
Medical centre which has a First Aid room	The cost of amenity cannot be extracted from the overall construction cost	Lucas Heights is a remote location with more than 1200 staff

## AUSTRALIAN RESEARCH COUNCIL (ARC)

ARC provides the following amenities to staff:

Amenity provided	Cost of amenity	Reason amenity was provided
Kitchen (break out area)	The cost of amenity cannot be extracted from the overall construction and leasing cost	Staff convenience
First Aid room	The cost of amenity cannot be extracted from the overall construction and leasing cost	Work Health & Safety legislative requirement

## AUSTRALIAN SKILLS QUALITY AUTHORITY (ASQA)

ASQA provides the following amenities to staff:

Amenity provided	Cost of amenity	Reason amenity was provided
Showers (disability shower)	\$5,000 (part of original fit-out)	Facilities provided for staff use – part of disability workplace policy
Lockers	\$1,500	Facilities provided for staff use – part of healthy work/life balance policy
Kitchens (break out area)	\$15,000 – Brisbane \$15,000 – Canberra \$9,000 – Hobart	Facilities provided for staff use – kitchen facilities did not exist prior to the fit out
Medical Centre First Aid room	Not Funded during this Reporting period	These facilities did not exist prior to the fit out
Staff Rooms	The cost of amenity cannot be extracted from the overall construction and leasing cost	Facilities provided for staff use
Bicycle parking	The cost of amenity cannot be extracted from the overall construction and leasing cost	Facilities provided for staff use

## COMMONWEALTH SCIENTIFIC AND INDUSTRIAL RESEARCH ORGANISATION (CSIRO)

CSIRO has sites spread over 54 Australian locations with a variety of amenities provided, relative to the site size, population and access to community amenities. Amenities provided by CSIRO include:

<b>Amenity provided</b>	<b>Cost of amenity</b>	<b>Reason amenity was provided</b>
Staff canteens or public cafeterias (serviced by professional caterers) on 16 sites of which 4 have general public access	The cost of amenity cannot be extracted from the overall construction or leasing cost	Remote locality and/or lack of services in the vicinity
Gymnasiums and fitness rooms	The cost of amenity cannot be extracted from the overall construction or leasing cost	Health and well being of CSIRO staff. These amenities were mostly added following Social Club initiatives, supported by staff
Showers and cycle parking	The cost of amenity cannot be extracted from the overall construction or leasing cost	Health and well being of CSIRO staff; encouraging sustainable methods of transport consistent with government policies
In general, buildings are also equipped with tea facilities/kitchenettes and First Aid rooms	The cost of amenity cannot be extracted from the overall construction or leasing cost	Making an enjoyable workplace for CSIRO employees contributing to productivity. Ensuring health and wellbeing of CSIRO staff
CSIRO also provides leases to Child Care Centres at Black Mountain, Clayton and North Ryde and has sharing arrangements at Urrbrae	Nil – cost neutral arrangement with providers	Add value to current and potential CSIRO employees with children

## **IP AUSTRALIA**

IP Australia provides the following amenities to staff:

<b>Amenity provided</b>	<b>Cost of amenity</b>	<b>Reason amenity was provided</b>
Showers	The cost of amenity cannot be extracted from the overall construction and leasing cost	To provide appropriate facilities to staff for health and wellbeing and encouraging sustainable methods of transport consistent with government policies
Lockers	Approximately \$50,880	Lockers are provided for the containment of personal equipment

Bike Parking	The cost of amenity cannot be extracted from the overall construction and leasing cost	Facilities provided for staff who ride to work
Kitchens (breakouts)	The cost of amenity cannot be extracted from the overall construction and leasing cost	Facilities provided for staff use
Staff rooms	The cost of amenity cannot be extracted from the overall construction and leasing cost	Provided for internal and external meetings, presentations and functions
First Aid room	The cost of amenity cannot be extracted from the overall construction and leasing cost	Basic amenity for first aid treatment of injured/ill staff members
Parent room	The cost of amenity cannot be extracted from the overall construction and leasing cost	Facilities provided for staff use

### **TERTIARY EDUCATION QUALITY AND STANDARDS AGENCY (TEQSA)**

TEQSA provides the following amenities to staff:

<b>Amenity provided</b>	<b>Cost of amenity</b>	<b>Reason amenity was provided</b>
Showers and bicycle parking	The cost of amenity cannot be extracted from the overall construction and leasing cost	Provided by base building
Kitchen/meals area	The cost of amenity cannot be extracted from the overall construction and leasing cost	Meals area for staff
Multi-purpose room (First Aid and Parent room)	The cost of amenity cannot be extracted from the overall construction and leasing cost	Rest room Parenting room

### **CLEAN ENERGY REGULATOR (CER)**

CER provides the following amenities to staff:

<b>Amenity provided</b>	<b>Cost of amenity</b>	<b>Reason amenity was provided</b>
Showers, lockers and change room facilities	The cost of amenity cannot be extracted from the overall construction and leasing cost	To provide appropriate facilities to staff
Secure bike parking	\$33,250 per annum	To provide secure bike storage facilities to staff.
Kitchens (including utilities: fridge, sandwich maker, microwave, oven, jug, coffee machines)	The cost of amenity cannot be extracted from the overall construction and leasing cost	To provide appropriate facilities to staff
Emergency / sick rooms	The cost of amenity cannot be extracted from the overall construction and leasing cost	The amenity has been provided in order for staff to have convenient access to the required facility
Secure parking	\$3,750 per car space, per annum	To provide parking facilities for staff that have an entitlement to such an arrangement
Accessibility features for people with disabilities (accessible toilet facilities, lifts, etc).	The cost of amenity cannot be extracted from the overall construction and leasing cost	To provide appropriate facilities to staff
Nursing room / prayer room	The cost of amenity cannot be extracted from the overall construction and leasing cost	To provide appropriate facilities to staff

## **CLIMATE CHANGE AUTHORITY (CCA)**

CCA provides the following amenities to staff:

<b>Amenity provided</b>	<b>Cost of amenity</b>	<b>Reason amenity was provided</b>
Eight car parking spaces	The cost of amenity cannot be extracted from the overall construction and leasing cost	For use by Authority members, Senior Executive Service officers and other officers as necessary
Two breakout areas with kitchenette facilities	The cost of amenity cannot be extracted from the overall construction and leasing cost	To provide staff, visitors and Authority members with facilities to take breaks and work
Secure bicycle parking, lockers and change rooms provided by building management	The cost of amenity cannot be extracted from the overall construction and leasing cost	Provided by building management as part of the building lease