

Senate Finance and Public Administration Legislation Committee
ANSWERS TO QUESTIONS ON NOTICE
ADDITIONAL ESTIMATES 2016-17

Finance Portfolio
28 February 2017

Department/Agency: ASC Pty Ltd
Outcome/Program: General
Topic: Skill sets lost through job losses

Senator: Xenophon

Question reference number: F127

Type of question: Hansard Proof, F&PA Committee, Page 9, 28 February 2017

Date set by the committee for the return of answer: Thursday, 13 April 2017

Number of pages: 2

Question:

Senator XENOPHON: I would like to follow up on some of the questions that Senator Gallacher raised, and if they have already been traversed please stop me. I just want to go through that. You may want to take some of these on notice in that they are somewhat technical in nature. I want to get a breakdown from you from of the skill sets lost from the organisation through the job losses in the last 12 months. That would be useful. That is in terms of numbers, and we have an idea of the 1,231 employees and apprentices and the 338 subcontractors and contractors. Can you give me an idea of how long it takes to train and provide shipbuilding experience to each of those skill sets?

Answer:

ASC defines the ASC Shipbuilding workforce using the following categories: White Collar, Supervisors, Boilermakers, Electrical, Mechanical, Operators, Pipe Fitters, Pipe Welders, Sheetmetal, Welders, Hull Welders, and Painters.

Since January 2016 the roles which have been made redundant or reduced from the AWD program can be categorised into the following skill-sets:

Category	Training Requirements specific to Shipbuilding
White Collar	Average 3-6 months familiarisation with Shipbuilding processes
Supervisors	Qualified Tradespeople who are deemed competent against shipbuilding classifications, then receive an additional (on average) 6-12 months on the job leadership training.
For trade-qualified employees, on-the-job training using a competency matrix specifies an 18-month period before the tradesperson is deemed fully qualified. Trade group-specific training is outlined below:	
Pipe Fitter	No additional requirements
Boilermakers	No additional requirements
Electrical	A minimum of 2 weeks in the workshop to learn Electrical Naval requirements prior to conducting work on the ships.
Hull Welders Pipe Welder	<p>The capabilities of new recruits are validated against ASC and Australian Welding Standards. Additional training is tailored to remedy identified skill gaps.</p> <p>The recruitment processes conducted during the AWD Program ramp-up identified a shortage in candidates who were qualified and skilled to weld to the specifications required for Shipbuilding's work. ASC partnered with TAFE South Australia and Australian Welding Solutions to develop a night school course to upskill recruits and to test that recruits met the required standards. This training was conducted in-house for all new recruits.</p>