

Senate Community Affairs Legislation Committee

BUDGET ESTIMATES – 5-6 JUNE 2014 ANSWER TO QUESTION ON NOTICE

Department of Human Services

Topic: Staffing – Non-Ongoing Contract Extensions

Question reference number: HS 71

Senator: Lundy

Type of question: Written

Date set by the committee for the return of answer: 25 July 2014

Number of pages: 3

Question:

For every unapproved extension please provide the following details:

- a) The employee's age.
- b) Their gender.
- c) A description of their position.
- d) Their wage.
- e) Their position's APS level classification.
- f) Where they were located.
- g) Their length of continuous employment at the APS.
- h) The length of the extension granted by the department/agency.
- i) The reason why the extension was granted.
- j) Whether the extension was submitted to the APSC for approval and if not why the extension was not submitted for APSC approval?
- k) The reasons why the extension was granted without the APSC's approval.
- l) Please provide all relevant dates.

Answer:

All contract extensions were consistent with the APS Recruitment Guidelines.

- a) The total number of employees who were approved by the Agency head for a non-ongoing contract extension in the department from 18 September 2013 to 31 May 2014 by age group:

Age Grouping	Total Headcount unapproved non-ongoing contract extension
15-24	270
25-34	529
35-44	319
45-54	200
55-64	92
65+	8

b) Female – 1,013.

Male – 405.

c) Staff were extended across the following job categories:

Job Description	Total
Collection and Analysis	1
General Administrative Support	19
General Finance and Travel	3
Health and Allied Health Professionals	22
ICT Service Delivery	1
Program Delivery	106
Project	3
Public Relations and Stakeholder Management	5
Records and Knowledge	71
Rehabilitation Consultant	6
Risk	1
Service Delivery	1,179
Solutions Development	1
Total	1,418

d) Salary ranges for the employees extended are as follows:

APS Substantive Classification	Salary range (\$)
APS 1	45,263 – 48,533
APS 2	50,580 – 54,588
APS 3	56,069 – 62,492
APS 4	62,493 – 69,239
APS 5	69,699 – 75,208
APS 6	77,154 – 89,217
Executive Level 1	96,504 – 106,935

e) APS level classification for employees extended:

APS Substantive Classification	Total Headcount
APS 1	47
APS 2	59
APS 3	1,222
APS 4	46
APS 5	24
APS 6	17
Executive Level 1	6

f) Location of employees that were extended:

State	Total Headcount
ACT	68
NSW	403
QLD	377
SA / NT	119
TAS	72
VIC	327
WA	52

g) Length of service:

Month	Total Headcount
< 1 year	173
1 to < 3 years	1,182
3 to < 5 years	50
5 to < 11 years	13

- h) Contracts varied in length. To provide a breakdown by contract would be a significant amount of work and constitute an unnecessary diversion of resources.
- i) Extensions were granted to non-ongoing contracts deemed critical to the operation of the department by the Agency Head in accordance with the APS Recruitment Guidelines.
- j) Extensions were not submitted to the APSC for approval. Extensions were approved by the Agency Head in accordance with the APS Recruitment Guidelines.
- k) Extensions were granted by the Agency Head to non-ongoing contracts deemed critical to the operation of the department.
- l) The total number of employees who were approved by the Agency Head for non-ongoing contract extension in the Department of Human Services from 18 September 2013 to 31 May 2014 by month is outlined below:

Month	Total Headcount unapproved non-ongoing contract extension
September 2013	371
October 2013	130
November 2013	17
December 2013	12
January 2014	449
February 2014	7
March 2014	215
April 2014	215
May 2014	2