

Senate Community Affairs Legislation Committee

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

Department of Human Services

Topic: Staffing – New Employees on Ongoing Contracts

Question reference number: HS 89

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 ongoing employee engaged without the Public Service Commission's approval please provide the following details:

- a) Their age.
- b) Their gender.
- c) A description of their position.
- d) Where their position is located.
- e) Their wage.
- f) Their position's APS level classification.
- g) The length of their ongoing contract.
- h) Whether their position was advertised externally.
- i) The reason for engaging this new employee.
- j) The reason for engaging this employee without the APSC permission.
- k) Please provide all relevant dates.

Answer:

- a) The total number of ongoing engagements in the Department of Human Services from 18 September 2013 to 31 May 2014 by age group is outlined below.

Age Grouping	Total Headcount
15-24	102
25-34	85
35-44	23
45-54	17
55-64	3
65+	0
Total	230

b) Female – 146

Male – 84

c) Ongoing engagements across the following job categories are outlined below.

Job Description
Budget Costs and Financial Analysis
Business Change
Collection and Analysis
Customer Advice and Support
Design
Evaluation
Facilities and Property
General Administrative Support
General Finance and Travel
General Media
Health and Allied Health Professionals
Human Resource Professional
ICT Service Delivery
Investigation
IT Business Management
Lawyer / Legal Adviser
Legal and Court Officer
Management and Planning
Ministerial / Cabinet and Parliamentary Liaison
Occupational Health and Safety
Organisational Design
Procurement and Contracting
Professional Accounting
Program Delivery
Programme
Project
Public Relations and Stakeholder Management
Records and Knowledge
Regulation / Compliance
Research
Risk
Service Support
Solutions Development
Solutions Implementation
Strategic Policy
Graphic Design / Illustration
Writing and Editing

d) Location of employees for ongoing engagements is outlined below.

State	Total Headcount
ACT	124
NSW	38
QLD	37
SA / NT	17
TAS	2
VIC	8
WA	4

e) - f) Salary ranges for ongoing engagements is outlined below.

APS Substantive Classification	Salary range (\$)	Total Headcount
APS Trainee/Cadet/Graduate	25,800 – 62,493	168
APS 2	50,580 – 54,588	0
APS 3	56,069 – 62,492	10
APS 4	62,493 – 69,239	9
APS 5	69,699 – 75,208	11
APS 6	77,154 – 89,217	13
Executive Level 1	96,504 – 106,935	11
Executive Level 2	111,677 – 132,809	1
Deputy General Counsel—Executive Level 2 (Legal Job Stream)	Max 141,039	3
Senior Executive Level	150,000 – 196,000	4

g) These staff are ongoing employees.

h) These employees were engaged either through a Section 26 process or through a merit selection process advertised in the APS Employment Gazette.

i) These vacancies were deemed critical to the operation of the department by the Agency Head in accordance with the APS Recruitment Guidelines.

j) APSC approval to engage was not required in these cases. All engagements were consistent with the APS Recruitment Guidelines.

k) The total number of employees who were unapproved as new ongoing engagements in the Department of Human Services from 18 September 2013 to 31 May 2014 grouped by month commenced is outlined below.

Month	Total Headcount
September 2013	3
October 2013	19
November 2013	3
December 2013	1
January 2014	125
February 2014	3
March 2014	4
April 2014	5
May 2014	67