

Senate Standing Committee on Environment and Communications

Answers to Senate Estimates Questions on Notice

Additional Estimates February 2017

Communications Portfolio

Australia Post

Question No: 80

Australia Post

Hansard Ref: Written, 14/03/2017

Topic: Project - Pricing Statements

Senator Urquhart, Anne asked:

1. Is Australia Post aware of any employees, engaged to work on a project called 'Pricing Statements' that are being paid \$160 per day including superannuation?
2. If yes:
 - (a) Did this wage comply with the minimum wage and the Superannuation Guarantee Act.
 - (b) Does this comply with the staffing arrangements outlined in the Australia Post Enterprise Agreement 2013?
 - (c) Is it true that this amount was well below the minimum wage.
 - (d) What action was taken in relation to this manager who made this arrangement?
 - (e) Is this the first time such a practice has been followed in Credit Management?

Answer:

1. (a-e) Australia Post became aware of a situation where four temporary staff members, who we engaged for a six-week period on 9 January 2017 (through an external labour recruitment company – Alex Kaar) to work in the Credit Management area were being paid \$160 per day, including superannuation. This was an underpayment and was not in line with the staffing arrangements in the *Australia Post Enterprise Agreement*. As soon as Australia Post became aware of the underpayment, arrangements were made for the temporary staff members' pay to be rectified by Alex Kaar.

A subsequent audit of staffing in Credit Management identified two further staff who had been employed by Alex Kaar since July 2016 as having been underpaid. Again, Australia Post immediately sought to have Alex Kaar rectify those employees' pay. Australia Post is not aware of this practice being repeated in Credit Management.

All affected staff have now finished their assignments with Australia Post and the underpayments have been rectified. No further issues related to the engagement of staff through Alex Kaar have been identified.

Australia Post addressed the issue with the manager concerned and reinforced the correct procedures for engaging agency personnel.