

Senate Standing Committee on Environment and Communications

Answers to Senate Estimates Questions on Notice

Budget Estimates Hearings May 2014

Communications Portfolio

Australian Communications and Media Authority

Question No: 128

Program No. Australian Communications and Media Authority (ACMA)

Hansard Ref: In Writing

Topic: Staff Hiring

Senator Ludwig asked:

1. How many people are employed in your Department on non-ongoing contracts?
2. How many people are employed in your Department on ongoing contracts?
3. How many non-ongoing contracts has your Department extended since the 2013 federal election?
4. How many non-ongoing contract extensions did your Department submit the Public Service Commission for approval?
5. How many of these extensions were approved by the Public Service Commission?
 - a. For every approved extension please provide the following details: the employee's age, gender, wage, APS level, a description of their job, their length of continuous employment by the APS, the length of approved extension, the reasons why the extensions was submitted and the reasons why the extension was approved by the Public Service Commission, as well as all relevant dates.
6. How many of these extensions were rejected by the Public Service Commission?
 - a. For every rejected extension please provide the following details: the employee's age, gender, wage, APS level, a description of their job, their length of continuous employment by the APS, the length of extension sought by the Department, the reasons why the extensions was submitted and the reasons why the extension was rejected by the Public Service Commission, as well as all relevant dates.
7. How many non-ongoing contracts have been extended by your Department without the Public Service Commission's approval?
 - a. For every unapproved extension please provide the following details: the employee's age, gender, wage, APS level, a description of their job, their length of continuous employment by the APS, the length of the unapproved extension, the reasons why the extension was granted, whether the extension was submitted to the Public Service Commission for approval, and the reasons why the extension was granted without the approval of the Public Service Commission, as well as all relevant dates.
8. How many non-ongoing contracts have expired without extension since the 2013 federal election?
 - a. For every expired non-ongoing contract please provide the following details: the employee's age, gender, wage, APS level, a description of their job, their length of continuous employment by the APS, the reason why an extension was not sought, as well as all relevant dates.
9. How many new employees have been engaged by your Department on non-ongoing contracts since the 2013 federal election?
10. How many new non-ongoing engagements were submitted to the Public Service Commission for approval since the 2014 federal election?

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11. How many of these new non-ongoing engagements were approved by the Public Service Commission?
 - a. For every approved new engagement of a non-ongoing employee please provide the following details: the employee's age, gender, wage, APS level, a description of their job, the length of their non-ongoing contract, whether this position was advertised externally, the reason for engaging this new employee and the reason given by the Public Service Commission for approving this engagement, as well as all relevant dates relating to this application.
12. How many of these new non-ongoing employee applications were rejected by the Public Service Commission?
 - a. For every new non-ongoing engagement rejected by the Public Service Commission please provide the following details: APS level, a description of their job, the length of their non-ongoing contract, the reason for engaging the new employee and the reason given by the Public Service Commission for rejecting this engagement, as well as all relevant dates relating to this application.
13. How many new employees have been engaged on non-ongoing contracts without the approval of the Public Service Commission?
 - a. For every non-ongoing employee engaged without the Public Service Commission's approval please provide the following details: the employee's age, gender, wage, APS level, a description of their job, the length of their non-ongoing contract, whether this position was advertised externally, the reason for engaging this new employee and the reason for engaging this employee without the Public Service Commission's approval, as well as all relevant dates.
14. How many new employees have been engaged by your Department on ongoing contracts since the 2013 federal election?
15. How many new ongoing engagements were submitted to the Public Service Commission for approval since the 2013 federal election?
16. How many of these new ongoing engagements were approved by the Public Service Commission?
 - a. For every approved new engagement of a ongoing employee please provide the following details: the employee's age, gender, wage, APS level, a description of their job, the length of their ongoing contract, whether this position was advertised externally, the reason for engaging this new employee and the reason given by the Public Service Commission for approving this engagement, as well as all relevant dates relating to this application.
17. How many of these new ongoing employee applications were rejected by the Public Service Commission?
 - a. For every new ongoing engagement rejected by the Public Service Commission please provide the following details: APS level, a description of their job, the length of their ongoing contract, the reason for engaging the new employee and the reason given by the Public Service Commission for rejecting this engagement, as well as all relevant dates relating to this application.
18. How many new employees have been engaged on ongoing contracts without the approval of the Public Service Commission?

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19. For every ongoing employee engaged without the Public Service Commission's approval please provide the following details: the employee's age, gender, wage, APS level, a description of their job, the length of their ongoing contract, whether this position was advertised externally, the reason for engaging this new employee and the reason for engaging this employee without the Public Service Commission's approval, as well as all relevant dates.

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Answer:

1. As at 30 April 2014, 36 staff were employed on non-ongoing contracts.
2. As at 30 April 2014, 503 staff were employed as ongoing (including 2 ongoing staff on temporary transfer from another APS agency).
3. 28 non-ongoing contracts have been extended since the 2013 federal election (i.e. during the period 7 September 2013 and 30 April 2014).
4. None.
5. Not applicable.
6. Not applicable.
7. 28 non-ongoing contracts have been extended since the 2013 federal election (i.e. during the period 7 September 2013 and 30 April 2014), without APSC approval.

a. Details of the 28 non-ongoing contracts extended without APSC approval is as follows:

No.	a. Age Group	b. Gender	d. Salary per annum (FTE)	e. APS Level	c. Position description	g. APS continuous employment length (in years)	h. Length of extension granted by agency (in months)	i. Reason why extension was granted	j. Was extension submitted to APSC for approval	k. Reasons why extension was granted without APSC approval	l. Relevant dates (contract extension period)
1	35-44	Female	43501	APS 6	Policy Officer	1.15	6	Assessed as business critical	No	Under APSC interim arrangements, extension request was not required to be submitted to APSC	21-Dec-13 to 27-Jun-14
2	35-44	Male	57125	APS 3	Revenue Assurance Officer	1.57	20	Assessed as business critical	No	Extension was finalised prior to APSC interim arrangements.	31-Jan-14 to 2-Oct-15
3	<25	Female	64067	APS 4	People and Capability Officer	1.16	8	Assessed as business critical	No	Under APSC interim arrangements, extension request was not required to be submitted to APSC	4-Feb-14 to 26-Sep-14

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No.	a. Age Group	b. Gender	d. Salary per annum (FTE)	e. APS Level	c. Position description	g. APS continuous employment length (in years)	h. Length of extension granted by agency (in months)	i. Reason why extension was granted	j. Was extension submitted to APSC for approval	k. Reasons why extension was granted without APSC approval	l. Relevant dates (contract extension period)
4	25-34	Male	80623	APS 6	Senior Policy Officer	1.69	5.5	Assessed as business critical	No	Under APSC interim arrangements, extension request was not required to be submitted to APSC	10-Dec-13 to 27-Jun-14
5	35-44	Female	80623	APS 6	Content Assessor / Investigator	1	12	Assessed as business critical	No	Under APSC interim arrangements, extension request was not required to be submitted to APSC	1-Jul-14 to 30-Jun-15
6	55-64	Female	86738	APS 6	Executive Assistant	2.46	2 extensions during period totalling 11 months	Assessed as business critical	No	Under APSC interim arrangements, extension request was not required to be submitted to APSC	25-Dec-13 to 13-Nov-14
7	55-64	Male	189891	SES 1	Executive Manager, Gov2.0, Stakeholder Engagement & External Communications	4.13	3 extensions during period totalling 3 months	Assessed as business critical	No	Under APSC interim arrangements, extension request was not required to be submitted to APSC	1-Jan-14 to 21-Mar-14
8	25-34	Female	105318	EL 1	Senior Radiocomms Engineer	9.3	4	Assessed as business critical	No	Under APSC interim arrangements, extension request was not required to	28-Oct-14 to 23-Oct-14

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No.	a. Age Group	b. Gender	d. Salary per annum (FTE)	e. APS Level	c. Position description	g. APS continuous employment length (in years)	h. Length of extension granted by agency (in months)	i. Reason why extension was granted	j. Was extension submitted to APSC for approval	k. Reasons why extension was granted without APSC approval	l. Relevant dates (<i>contract extension period</i>)
										be submitted to APSC	
9	25-34	Male	80623	APS 6	Investigations Officer	2.07	2 extensions during period totalling 9 months	Assessed as business critical	No	Under APSC interim arrangements, extension request was not required to be submitted to APSC	29-Mar-14 to 31-Dec-14
10	35-44	Male	115983	EL 1	Senior Lawyer	1.19	12	Assessed as business critical	No	Under APSC interim arrangements, extension request was not required to be submitted to APSC	16-Aug-14 to 15-Aug-15
11	25-34	Male	86738	APS 6	JEE Developer	2.3	6	Assessed as business critical	No	Under APSC interim arrangements, extension request was not required to be submitted to APSC	7-Jun-14 to 5-Dec-14
12	45-54	Female	71679	APS 5	Admin Officer, Cybersmart Programs	12.67	2 extensions during period totalling 6 months	Assessed as business critical	No	Under APSC interim arrangements, extension request was not required to be submitted to APSC	1-Jan-14 to 30-Jun-14
13	35-44	Male	115983	EL 1	Senior Lawyer	2.8	6	Assessed as business critical	No	Under APSC interim arrangements, extension request was not required to	9-Jan-14 to 10-Jul-15

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No.	a. Age Group	b. Gender	d. Salary per annum (FTE)	e. APS Level	c. Position description	g. APS continuous employment length (in years)	h. Length of extension granted by agency (in months)	i. Reason why extension was granted	j. Was extension submitted to APSC for approval	k. Reasons why extension was granted without APSC approval	l. Relevant dates (<i>contract extension period</i>)
										be submitted to APSC	
14	55-64	Female	86738	APS 6	Policy Officer	1.72	5	Assessed as business critical	No	Under APSC interim arrangements, extension request was not required to be submitted to APSC	23-Dec-13 to 22-May-14
15	55-64	Female	86738	APS 6	Project Officer	1.72	2	Assessed as business critical	No	Under APSC interim arrangements, extension request was not required to be submitted to APSC	23-May-14 to 23-July-14
16	35-44	Male	64067	APS 4	Facilities Officer	1.84	6	Assessed as business critical	No	Under APSC interim arrangements, extension request was not required to be submitted to APSC	21-Dec-13 to 30-Jun-14
17	45-54	Female	93353	EL 1	Assistant Manager, Do Not Call Register	0.77	6	Assessed as business critical	No	Under APSC interim arrangements, extension request was not required to be submitted to APSC	14-Dec-13 to 10-Jun-14
18	25-34	Male	98202	EL 1	Senior IT Technical Officer	1.29	12	Assessed as business critical	No	Under APSC interim arrangements, extension request was not required to be submitted to APSC	26-Oct-13 to 31-Oct-14
19	25-34	Female	76767	APS 6	Policy Officer	2.38	6	Assessed as business critical	No	Under APSC interim arrangements, extension request was not required to	21-Dec-13 to 27-Jun-14

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No.	a. Age Group	b. Gender	d. Salary per annum (FTE)	e. APS Level	c. Position description	g. APS continuous employment length (in years)	h. Length of extension granted by agency (in months)	i. Reason why extension was granted	j. Was extension submitted to APSC for approval	k. Reasons why extension was granted without APSC approval	l. Relevant dates (contract extension period)
										be submitted to APSC	
20	65 and over	Male	105318	EL 1	Agency Procurement Advisor	2.08	3	Assessed as business critical	No	Under APSC interim arrangements, extension request was not required to be submitted to APSC	29-Mar-14 to 30-Jun-14
21	45-54	Male	98202	EL 1	Senior Network Technical Specialist	0.73	5	Assessed as business critical	No	Under APSC interim arrangements, extension request was not required to be submitted to APSC	1-Feb-14 to 27-Jun-14
22	25-34	Male	60618	APS 3	Revenue Assurance Officer	1.76	18	Assessed as business critical	No	Extension was finalised prior to APSC interim arrangements.	25-Jan-14 to 26-Jul-15
23	45-54	Female	55666	APS 4	Enquiries / Licensing Officer	0.28	6	Assessed as business critical	No	Under APSC interim arrangements, extension request was not required to be submitted to APSC	29-Mar-14 to 25-Sep-14
24	45-54	Male	93353	EL 1	Business and Process Analyst	0.81	9	Assessed as business critical	No	Under APSC interim arrangements, extension request was not required to be submitted to APSC	1-Mar-14 to 28-Nov-14
25	45-54	Male	84254	EL 1	Systems and Reporting Project Officer	0.98	3	Assessed as business critical	No	Under APSC interim arrangements, extension request was not required to be submitted to APSC	25-Dec-13 to 19-Mar-14

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No.	a. Age Group	b. Gender	d. Salary per annum (FTE)	e. APS Level	c. Position description	g. APS continuous employment length (in years)	h. Length of extension granted by agency (in months)	i. Reason why extension was granted	j. Was extension submitted to APSC for approval	k. Reasons why extension was granted without APSC approval	l. Relevant dates (<i>contract extension period</i>)
26	45-54	Female	71679	APS 5	Executive Assistant	0.95	3	Assessed as business critical	No	Under APSC interim arrangements, extension request was not required to be submitted to APSC	16-Nov-13 to 11-Feb-14
27	35-44	Female	86738	APS 6	Broadcasting Investigations Officer	0.65	8	Assessed as business critical	No	Under APSC interim arrangements, extension request was not required to be submitted to APSC	30-Oct-13 to 30-Jun-14
28	55-64	Male	84254.4	EL 1	Senior Advisor, Cybersafety Programs	39.49	9	Assessed as business critical	No	Under APSC interim arrangements, extension request was not required to be submitted to APSC	1-Oct-13 to 30-Jun-14

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8. 14 non-ongoing contracts expired during the period 7 September 2013 to 30 April 2014, without extension.

a. Details of the 14 non-ongoing contracts expired without extension is as follows:

No.	a. Age Group	b. Gender	d. Salary per annum (FTE)	e. APS Level	c. Position description	g. APS continuous employment length (in years)	h. Reason why extension was not sought	i. Relevant dates (contract start date)	i. Relevant dates (contract end date)
1	45-54	Male	139055	EL 2	Enterprise Architect	3	Maximum non-ongoing period reached.	04-Apr-11	03-Apr-14
2	45-54	Female	60717	APS 6	Web Producer	1.66	Position no longer required.	29-Mar-12	26-Nov-13
3	35-44	Male	80623	APS 6	Licensing & Compliance Officer	0.5	Position no longer required.	25-Mar-13	23-Sep-13
4	25-34	Male	67907	APS 4	Facilities Officer	2.97	Position no longer required.	04-Jan-11	24-Dec-13
5	35-44	Female	49756	EL 1	Assistant Manager - Unsolicited Communications	1.07	Position no longer required.	03-Sep-12	27-Sep-13
6	25-34	Female	71679	APS 5	Compliance Officer	1.28	Position no longer required.	22-Oct-12	31-Jan-14
7	35-44	Female	98202	EL 1	Senior Policy Officer	1.35	Position no longer required.	19-Nov-12	28-Mar-14
8	55-64	Male	189891	SES 1	Executive Manager, Gov2.0, Stakeholder Engagement & External Communications	4.13	Position no longer required.	01-Feb-10	21-Mar-14
9	35-44	Male	133747	EL 2	Manager, Governance & Performance	3.16	Ongoing role requirement	17-Oct-11	18-Oct-13
10	<25	Female	54070	APS 2	Cadet Radiocommunications Engineer	4.27	Position no longer required.	01-Mar-13	28-Feb-14
11	45-54	Male	84254	EL 1	Systems and Reporting Project Officer	0.98	Position no longer required.	20-Mar-13	19-Mar-14
12	45-54	Female	71679	APS 5	Executive Assistant	0.95	Position no longer required.	01-Mar-13	11-Feb-14
13	25-34	Female	86738	APS 6	Policy Officer	0.24	Position no longer required.	04-Nov-13	31-Jan-14
14	55-64	Female	86738	APS 6	Policy Officer	1.72	Position no longer required.	08-Apr-13	22-Dec-13

9. 6 employees have been engaged on new non-ongoing contracts during the period 7 September 2013 to 30 April 2014.

10. None.

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11. Not applicable.
12. Not applicable.
13. 6 employees have been engaged on new non-ongoing contracts during the period 7 September 2013 to 30 April 2014, without the approval of the APSC.
 - a. Details of the 6 non-ongoing contracts engagements is as follows:

No.	a. Age Group	b. Gender	d. Salary per annum (FTE)	f. APS level	c. Position description	g. Length of non-ongoing contract (in months)	h. Was the position advertised externally?	i. Reason for engagement	j. Reason for engaging without APSC approval	k. Relevant dates (contract start date)	k. Relevant dates (contract end date)
1	25-34	Female	80623	APS 6	Economist	12	No	Assessed as business critical	Not required under APSC interim arrangements	25-Nov-13	25-Nov-14
2	35-44	Female	76767	APS 6	Project Officer	6	No	Assessed as business critical	Not required under APSC interim arrangements	5-Feb-14	5-Aug-14
3	25-34	Male	80623	APS 6	Economist	12	No	Assessed as business critical	Not required under APSC interim arrangements	21-Nov-13	21-Nov-14
4	25-34	Female	86738	APS 6	Policy Officer	3	No	Assessed as business critical	Not required under APSC interim arrangements	4-Nov-13	31-Jan-14
5	55-64	Female	86738	APS 6	Project Officer	5	No	Assessed as business critical	Not required under APSC interim arrangements	23-Dec-13	22-May-14
6	25-34	Male	86738	APS 6	Policy Officer	12	No	Assessed as business critical	Not required under APSC interim arrangements	31-Mar-14	27-Mar-15

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14. 1 employee has been engaged on an ongoing contract during the period 7 September 2013 to 30 April 2014.
15. None.
16. Not applicable.
17. Not applicable.
18. 1 employee has been engaged on an ongoing contract during the period 7 September 2013 to 30 April 2014, without the approval of the APSC. This was because the engagement was finalised before the APSC interim recruitment arrangements were put in place and approval was not required.
19.
 - a. Age group 35-44 years.
 - b. Female.
 - c. Salary = \$133,747.
 - d. APS classification = EL 2.
 - e. Job description = Manager, Governance and Performance.
 - f. Contract length = Not applicable – ongoing engagement is continuous.
 - g. Yes, position was advertised externally.
 - h. Reason for engagement = assessed as business critical.
 - i. APSC approval not required at time of engagement.
 - j. Start date: 23 September 2013.