

Senate Standing Committee on Environment and Communications
Answers to Senate Estimates Questions on Notice
Budget Estimates Hearings May 2015
Communications Portfolio
Telecommunications Universal Service Management Agency

Question No: 138(g)

Program No. Telecommunications Universal Service Management Agency

Hansard Ref: Written, 17/6/2015

Topic: Departmental Dispute Resolution

Senator Ludwig, Joe asked:

1. How are disputes between departmental and/or agency staff mediated?
2. Are any outside firms contracted to assist with this process? If yes: please list them, please include:
 - a) The structure of payments made to each firm (e.g. retainers, fees for each consultation etc).
 - b) Amount paid to each firm since the last budget.
 - c) When the contract with the firm commenced.
 - d) When the contract with the firm will expire.
 - e) Why the firm was selected to provide the service.
 - f) Please provide a list of disputes referred to the firm, including a brief description of the dispute.
3. How are code of conduct violations by departmental and/or agency staff mediated?
4. Are any outside firms contracted to assist with this process? If yes: please list them, please include:
 - a) The structure of payments made to each firm (e.g. retainers, fees for each consultation etc).

Answer:

1. TUSMA mediates disputes between staff through its Enterprise Agreement. The agreement requires the resolution of the matters at the workplace level by discussions between the employer or employees' concerned and the relevant manager be carried out in the first instance. In the event the dispute is not resolved at the workplace level, a party to the dispute may refer the matter to the Fair Work Commission.
2. No.
3. Code of Conduct violations by agency staff are referred to the CEO who will determine whether to refer the suspected misconduct to a Code of Conduct investigator.
4. No.