

**Senate Standing Committee on Environment and Communications  
Legislation Committee**

Answers to questions on notice  
**Environment and Energy portfolio**

**Question No:** 13  
**Hearing:** Budget Estimates  
**Outcome:** Corporate  
**Program:** Corporate Strategies Division (CSD)  
**Topic:** Training of labour hire staff  
**Hansard Page:** 70 and 71  
**Question Date:** 23 May 2017  
**Question Type:** Spoken

**Senator Urquhart asked:**

Senator URQUHART: Do staff under labour hire arrangements receive as much training and security clearance as permanent staff?

Ms Goodwin: In terms of training, if we were going to use a labour hire company, we would be sourcing them because of their skills, so that is unlikely. In terms of the security clearance required, it would depend on the position they were required to work in.

Senator URQUHART: I understand the bit about the skills, but what I found generally in workplaces is that somebody may actually have the skills to do the job but they need further training in that position, depending on the environment that they are in. You would do the same for permanent staff in that arrangement?

Ms Goodwin: For permanent staff, if they needed to—

Senator URQUHART: No, the same for labour hire as permanent staff.

Ms Goodwin: I would have to take it on notice, because—

Senator URQUHART: You have procedures. You have fire training. Surely, you would put them through that same—

Ms Goodwin: If they were required to do that in the area that they were through, they would go through that training—induction and fire training.

Senator URQUHART: I would have thought all employees would be required to do that. If you can take that on notice, I would be interested to know the percentage of those that you train as opposed to what the labour hire train.

Ms Goodwin: I will take that on notice.

**Answer:**

Engagement of contract staff through labour hire arrangements is managed by business areas and there is no central mechanism to provide information that enables a comparison of training completed by contract and permanent staff.

The Department has procedures in place to ensure that all staff, including those engaged through third party providers, have access to training to ensure they have the skills and knowledge essential to undertake their role safely.