

Senate Standing Committee on Environment and Communications

Answers to Senate Estimates Questions on Notice

Supplementary Budget Estimates Hearings November 2014

Communications Portfolio

Australian Communications and Media Authority

Question No: 412

Program No. ACMA

Hansard Ref: In Writing

Topic: Staff Transfers

Senator Ludwig asked:

1. How many people does your department employ?
2. What is the number of staff employed in each state and Territory as at 30 June 2013, and what is their age, gender and classification level?
3. What is the number of staff currently employed in each state and territory, and what is their age, gender and classification level?
4. What functions have been transferred between transferred from one state or territory to another since the federal election in 2013?
5. Can you please provide details by function of the, number of staff employed, the age, gender and classification of staff employed in the function that was transferred, where it was based prior to the transfer and where it was transferred to?
6. with co
7. How many of these people are employed in Canberra?
8. How many people did your department employ in Canberra immediately prior to the 2013 federal election?
9. How many employees have been transferred out of Canberra since the 2013
10. How many of your employees have been transferred to Canberra since the 2013 federal election?
11. For all employees transferred to or from Canberra since the 2013 federal election, please provide their age.
12. For all employees transferred to or from Canberra since the 2013 federal election, please provide their wage. Please provide the figure for before their transfer and after their transfer.
13. For all employees transferred to or from Canberra since the 2013 federal election, please provide their gender.
14. For all employees transferred to or from Canberra since the 2013 federal election, please provide the area of the department they worked in. Please provide this detail for before their transfer and after their transfer.
15. For all employees transferred to or from Canberra since the 2013 federal election, please provide a description of their position. Please provide this detail for before their transfer and after their transfer.
16. For every transferred employee please provide and explanation for their transfer?
17. For every transferred employee please provide any other cost incurred by the department because of that transfer?
18. Please provide all relevant dates.

Redundancies

19. How may positions have been made redundant in your department since the 2013 federal election?

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1. How many of these positions were ongoing?
2. How many of these positions were non-ongoing?
3. How many of these positions were situated in the Australian Capital Territory?
20. How many of the employees filling these redundant positions were redeployed since the 2013 federal election?
 1. How many of these employees were ongoing?
 2. How many of these employees were non-ongoing?
 3. How many of these employees were situated in the Australian Capital Territory?
21. How many of these employees were offered voluntary redundancies since the 2013 federal election?
 1. How many of these employees were ongoing?
 2. How many of these employees were non-ongoing?
 3. How many of these employees were situated in the Australian Capital Territory?
22. How many accepted voluntary redundancies since the 2013 federal election?
 1. How many of these employees were ongoing?
 2. How many of these employees were non-ongoing?
 3. How many of these employees were situated in the Australian Capital Territory?
23. How many employees were offered the choice between a voluntary redundancy and redeployment since the 2013 federal election?
 1. How many of these employees were ongoing?
 2. How many of these employees were non-ongoing?
 3. How many of these employees were situated in the Australian Capital Territory?
24. For all employees who accepted voluntary redundancies since the 2013 federal election please:
 1. Provide a dollar figure of their pay out, their age, gender and a description of their position including APS level, contract type (non-ongoing versus ongoing), responsibilities and where they were located.
 2. Please specify what component of that figure was paid out entitlements (annual leave etc).
 3. Please specify any other costs incurred by the department because of this redundancy.
 4. Please provide the reason a voluntary redundancy was offered for their position.
 5. Please provide all relevant dates.
25. For all employees who were redeployed please provide:
 1. Their age, gender and a description of their position prior to and after redeployment, including the wages of these positions, the APS level of these positions, the contract type (non-ongoing versus ongoing) and where they were located.
 2. Please specify any other costs incurred by the department because of this redeployment.
 3. Please provide the reason for that redeployment.
 4. Please provide all relevant dates.
26. Since the 2013 federal election, how many employees in your department have been made forcibly redundant?
 1. How many of these employees were ongoing?

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2. How many of these employees were non-ongoing?
3. How many of these employees were situated in the Australian Capital Territory?
27. How many of these employees were offered voluntary redundancies or redeployments prior to being made forcibly redundant?
 1. How many of these employees were ongoing?
 2. How many of these employees were non-ongoing?
 3. How many of these employees were situated in the Australian Capital Territory?
28. For employees who were made forcibly redundant since the 2013 federal election please provide:
 1. Their age, gender, the dollar figure of their pay out and a description of their position including APS level, contract type (non-ongoing versus ongoing) responsibilities and where they were located.
 2. Please specify what component of that figure was paid out entitlements (annual leave etc).
 3. Please specify any other costs incurred by the department because of this redundancy.
 4. Please provide the reason for that redundancy.
 5. Please provide all relevant dates.

Hiring

29. How many people are employed in your department on non-ongoing contracts?
30. How many people are employed in your department on ongoing contracts?
31. How many non-ongoing contracts has your department extended since the 2013 federal election?
32. How many non-ongoing contract extensions did your department submit the Public Service Commission for approval?
33. How many of these extensions were approved by the Public Service Commission?
 1. 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.
34. How many of these extensions were rejected by the Public Service Commission?
 1. 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.
35. How many non-ongoing contracts have been extended by your department without the Public Service Commission's approval?
 1. 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

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granted without the approval of the Public Service Commission, as well as all relevant dates.

36. How many non-ongoing contracts have expired without extension since the 2013 federal election?
 1. 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.
37. How many new employees have been engaged by your department on non-ongoing contracts since the 2013 federal election?
38. How many new non-ongoing engagements were submitted to the Public Service Commission for approval since the 2014 federal election?
39. How many of these new non-ongoing engagements were approved by the Public Service Commission?
 1. 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.
40. How many of these new non-ongoing employee applications were rejected by the Public Service Commission?
 1. 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.
41. How many new employees have been engaged on non-ongoing contracts without the approval of the Public Service Commission?
 1. 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.
42. How many new employees have been engaged by your department on ongoing contracts since the 2013 federal election?
43. How many new ongoing engagements were submitted to the Public Service Commission for approval since the 2013 federal election?
44. How many of these new ongoing engagements were approved by the Public Service Commission?
 1. For every approved new engagement of an 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

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Public Service Commission for approving this engagement, as well as all relevant dates relating to this application.

45. How many of these new ongoing employee applications were rejected by the Public Service Commission?
1. 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.
46. How many new employees have been engaged on ongoing contracts without the approval of the Public Service Commission?
1. 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.

Answer:

1. As at **31 October 2014**, the agency employed **492** staff.
2. The number of staff employed (as at **30 June 2013**) employed in each state territory, including age, gender and classification are as per the tables below:

State/Territory by age:

Age Group	QLD	ACT	TAS	VIC	NSW	Total
<25		4			1	5
25-34	1	53		52	38	144
35-44	2	47	1	87	39	176
45-54	6	70		58	45	179
55-64	1	23	1	25	20	70
65 and over		2		1	3	6
Total	10	199	2	223	146	580

State/Territory by gender:

Gender	QLD	ACT	TAS	VIC	NSW	Total
FEMALE	3	91		115	92	301
MALE	7	108	2	108	54	279
Total	10	199	2	223	146	580

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State/Territory by APS Classification:

Classification	QLD	ACT	TAS	VIC	NSW	Total
APS 2		2				2
APS 3		3		1	1	5
APS 4	3	20		8	8	39
APS 5		17	1	24	6	48
APS 6	3	53	1	70	46	173
EL 1	1	66		90	50	207
EL 2	3	29		25	29	86
SES 1		7		5	4	16
SES 2		2			2	4
Grand Total	10	199	2	223	146	580

3. The number of staff employed currently (as at 31 October 2014) employed in each state territory, including age, gender and classification are as per the tables below:

State/Territory by age:

Age Group	ACT	VIC	NSW	QLD	TAS	Total
< 25	1					1
25 - 34	40	35	28			103
35 - 44	42	74	35	3		154
45 - 54	59	58	36	2	1	156
55 - 64	26	20	24	5		75
65 and over	1	1	1			3
Grand Total	169	188	124	10	1	492

State/Territory by gender:

Gender	ACT	VIC	NSW	QLD	TAS	Total
FEMALE	81	98	79	3		261
MALE	88	90	45	7	1	231
Total	169	188	124	10	1	492

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State/Territory by APS classification:

Row Labels	ACT	VIC	NSW	QLD	TAS	Total
APS 3	2	1	2			5
APS 4	18	5	5	1		29
APS 5	13	15	3	1		32
APS 6	42	56	37	4		139
EL 1	62	83	45	1	1	192
EL 2	25	23	27	3		78
SES 1	5	5	3			13
SES 2	2		2			4
Grand Total	169	188	124	10	1	492

4. None.
5. Not applicable.
6. Not applicable.
7. Not applicable.
8. 192.
9. 1.
10. 1
11. There was 1 employee in the age group 25-34 and 1 employee in the age group 35-44.
12. \$54,615 before and after the transfer and \$105,318 per annum before and after the transfer.
13. 1 female and 1 male.
14. Transfer from: NBN & Industry Monitoring. Transferred to: NBN & Industry Monitoring.
Transfer from: Financial Budgets and Revenue Assurances. Transferred to: Financial Budgets and Revenue Assurances.
15. Position description was 'Senior Research Analyst' before and after transfer.
Position description was 'Revenue Assurance Officer' before and after transfer.
16. These transfers were due to particular personal circumstances.
17. No costs were incurred by the agency.
18. Date of transfer 12 March 2014 and 25 May 2015.
19. In the period 7 September 2013 to 31 October 2014, the ACMA made 19 positions redundant.
 1. 19 were ongoing positions.
 2. No non-ongoing positions.
 3. 5 positions were situated in the Australian Capital Territory.
20. No employees filling these redundant positions were redeployed.
 1. Not applicable.
 2. Not applicable.
 3. Not applicable.
21. In the period 7 September 2013 to 31 October 2014, 19 employees were offered a voluntary redundancy.

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1. 19 were ongoing positions.
 2. No non-ongoing positions.
 3. 5 positions were situated in the Australian Capital Territory.
22. 19 employees accepted voluntary redundancies in the period 7 September 2013 to 31 October 2014.
1. 19 were ongoing positions.
 2. No non-ongoing positions.
 3. 5 positions were situated in the Australian Capital Territory.
23. 19 employees were offered the choice between a voluntary redundancy and redeployment in the period 7 September 2013 to 31 October 2014.
1. 19 were ongoing positions.
 2. No non-ongoing positions.
 3. 5 positions were situated in the Australian Capital Territory.
24. For all employees who accepted voluntary redundancies in the period 7 September 2013 to 31 October 2014, the following is provided in Attachments A&B:
1. The dollar figure of their pay out, their age, gender and a description of their position including APS level, contract type (non-ongoing versus ongoing), responsibilities and where they were located are provided at Attachment A.
 2. Components of the figures that were paid out entitlements (annual leave etc) are provided at Attachment B.
 3. Other costs incurred because of redundancies include outplacement support totalling \$34,300 and payment for financial advice totalling \$2,740.
 4. The employee is included in a group which comprises a greater number of employees than is necessary for the efficient and economical working of the ACMA, and/or
The services of the employee cannot be effectively used because of technological or other changes in the work methods of the ACMA or changes in the nature, extent or organisation of the functions of the ACMA.
 5. Relevant dates are provided at Attachment C.
25. Not applicable.
26. Not applicable.
27. Not applicable.
28. Not applicable.
29. 15 as at 31 October 2014.
30. 477 as at 31 October 2014.
31. 30
32. 0
33. Not applicable.
34. Not applicable.
35. 30. See Attachment D
36. 11. See Attachment E
37. 9.
38. 0.
39. Not applicable.
40. Not applicable.

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41. 9, See Attachment E

42. 3.

43. The ACMA received approval to advertise 2 ongoing positions externally only one suitable applicant was found as a result of this process

44. 1.

1. Age group 35-44, male, \$69,619 per annum (FTE), APS 5, Field Officer (Technical). This role exercises investigative and enforcement powers under the *Radiocommunications Act 1992* and the *Telecommunications Act 1997*, this role is essential to the ACMA meeting its legislative obligations. This person was engaged on 29 September 2014.

45. Nil

46. 1.

1. The ACMA had completed one recruitment process prior to the introduction of the need to seek APSC approval in September 2014. The details of the position are:
2. Age group 35-44, male, \$93,353 per annum (FTE), EL1, Assistant Manager, this position was advertised externally, this person was engaged to fill a vacant position

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Attachment A: Question 412 - 24 (1)

Employee	Dollar figure of Payout	Age	Gender	Description of Position	APS Level	Contract Type	Responsibilities	Location
1	\$50,207.40	36	Male	Senior IT Technical Officer	EL 1	Ongoing	Technical (IT)	VIC
2	\$42,554.17	33	Male	Field Officer	APS 4	Ongoing	Technical (Field Operations)	QLD
3	\$278,005.34	60	Male	Manager	EL 2	Ongoing	Manager, Media.coms	NSW
4	\$168,549.41	54	Male	Manager	EL 2	Ongoing	Manager, Financial	ACT
5	\$135,742.09	63	Male	Manager	EL 2	Ongoing	Manager, Editorial Services	VIC
6	\$152,301.68	45	Male	Manager	EL 2	Ongoing	Manager, Regulation	VIC
7	\$192,556.47	56	Female	Web Producer	APS 6	Ongoing	Administrative, Media	ACT
8	\$64,067.69	35	Female	Assistant Manager	EL 1	Ongoing	Administrative, Policy	VIC
9	\$95,554.46	61	Male	Assistant Manager	EL 1	Ongoing	Administrative, Policy	VIC
10	\$178,383.37	55	Female	Manager	EL 2	Ongoing	Manager, Human Resources	ACT
11	\$229,085.54	56	Male	Technical Expert	EL 2	Ongoing	Technical (Regulation)	VIC
12	\$134,307.05	53	Male	Senior Policy Officer	EL 1	Ongoing	Administrative, Policy	VIC
13	\$249,431.34	67	Female	Manager	EL 2	Ongoing	Manager, Policy and Research	NSW
14	\$126,508.83	50	Female	Manager	EL 2	Ongoing	Manager, Industry Partnership	VIC

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15	\$94,211.01	49	Male	Manager	EL 2	Ongoing	Manager, Field Operations	NSW
16	\$288,488.05	54	Male	Principal Engineer	EL 2	Ongoing	Technical (Engineering)	ACT
17	\$47,815.99	46	Female	Senior Investigator and Compliance Officer	EL 1	Ongoing	Administrative, Investigations and Compliance	VIC
18	\$70,971.28	40	Female	Senior Lawyer	Snr Lawyer/Legal Officer 2	Ongoing	Legal	ACT
19	\$131,398.55	56	Female	Executive Assistant	APS 4	Ongoing	Administrative, Executive Assistant	VIC

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Attachment B - Question No: 412 - 24 (2)

Employee	Salary (including allowances)	Separation Payment	Notice payment	Annual leave	Long Service Leave
1	\$2,826.43	\$ 14,132.16	\$18,169.88	\$ 6,741.25	\$ 8,337.68
2	\$ 327.98	\$ 18,224.22	\$11,715.57	\$ 402.67	\$ 11,883.73
3	\$4,551.55	\$135,836.64	\$25,469.32	\$16,804.75	\$ 95,343.08
4	\$4,125.79	\$ 75,205.97	\$23,074.56	\$17,102.52	\$ 49,040.57
5	\$4,125.79	\$ 71,787.52	\$23,074.56	\$ 8,890.26	\$ 27,863.96
6	\$ 514.74	\$120,073.17	\$23,074.56	\$ 7,060.25	\$ 1,578.96
7	\$1,676.71	\$ 80,482.08	\$15,090.30	\$17,861.75	\$ 77,445.63
8	Nil	\$ 24,813.81	\$18,169.88	\$ 8.08	\$ 21,075.92
9	\$ 807.55	\$ 44,078.88	\$18,169.88	\$ 3,755.11	\$ 28,743.04
10	\$1,500.40	\$123,064.32	\$23,074.56	\$11,146.44	\$ 19,597.65
11	\$4,007.12	\$123,064.32	\$23,074.56	\$16,245.63	\$ 62,693.91
12	\$3,668.76	\$ 82,997.75	\$15,504.93	\$ 9,021.23	\$ 23,114.38
13	\$ 514.74	\$123,064.32	\$23,074.56	\$ 6,225.00	\$ 96,552.72
14	\$ 914.74	\$ 71,454.25	\$18,459.65	\$ 2,930.75	\$ 32,749.44
15	\$ 567.74	\$ 32,475.31	\$23,074.56	\$16,916.79	\$ 21,176.61
16	\$1,029.48	\$123,064.32	\$23,074.56	\$32,371.61	\$108,948.08
17	\$3,230.20	\$ 22,544.16	\$18,169.88	\$ 3,871.75	Nil
18	Nil	\$ 42,243.08	\$20,009.84	\$ 986.16	\$ 7,732.20
19	\$1,822.42	\$ 62,483.04	\$11,715.58	\$ 7,514.74	\$ 47,862.77

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Attachment C - Question No: 412 - 24 (5)

Employee	Date Notice of Excess Status Sent	Formal Acceptance Received by Employee	Date of Exit
1	17 October 2013	17 October 2013	18 October 2013
2	6 June 2014	10 June 2014	10 June 2014
3	23 June 2014	23 June 2014	30 June 2014
4	23 June 2014	23 June 2014	30 June 2014
5	23 June 2014	24 June 2014	30 June 2014
6	26 June 2014	27 June 2014	4 July 2014
7	30 June 2014	1 July 2014	9 July 2014
8	24 June 2014	14 July 2014	14 July 2014
9	30 June 2014	2 July 2014	18 July 2014
10	3 July 2014	7 July 2014	21 July 2014
11	7 July 2014	7 July 2014	25 July 2014
12	7 July 2014	9 July 2014	25 July 2014
13	11 July 2014	11 July 2014	31 July 2014
14	11 July 2014	15 July 2014	31 July 2014
15	11 July 2014	11 July 2014	31 July 2014
16	11 August 2014	11 August 2014	29 August 2014
17	22 July 2014	25 July 2014	11 August 2014
18	19 August 2014	20 August 2014	25 August 2014
19	23 September 2014	24 September 2014	3 October 2014

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Attachment D - Question 412 - 35 (1)

Non-ongoing extensions 7 September 2013 to 31 October 2014

Age group	Gender	Wage	APS level	Job description	Continuous employment length	Extension length	Reason for extension	Why not sent to APS Commissioner	End date
35-44	Female	\$43,527	APS 6	Policy Officer	11 months	6 months	Duties still required	Vacancies of 12 months or less do not require APS Commissioner approval	27/06/2014
35-44	Male	\$60,618	APS 3	Revenue Assurance Officer	36 months	12 months	Duties still required	Vacancy was notified in the Gazette so any extension beyond 12 months does not require APS Commissioner Approval	2/10/2015
<25	Female	\$62,444	APS 4	People and Capability Officer	14 months	2 months	Duties still required	Vacancy was notified in the Gazette so any extension beyond 12 months does not	4/04/2014

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								require APS Commissioner Approval	
35-44	Female	\$80,623	APS 6	Content Assessor/Investigator	14 months	12 months	Duties still required	Vacancy was notified in the Gazette so any extension beyond 12 months does not require APS Commissioner Approval	31/07/2014
35-44	Female	\$98,202	EL1	Project Officer	16 months	3 months	Duties still required	Vacancy was notified in the Gazette so any extension beyond 12 months does not require APS Commissioner Approval	28/03/2014
55-64	Female	\$86,738	APS 6	Executive Assistant	36 months	11 months	In order to advertise the position and allow time select	Vacancy was notified in the Gazette so any extension beyond 12 months does not require APS	13/10/2014

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							an APS employee	Commissioner Approval	
55-64	Male	\$172,628	SES1	Executive manager stakeholder engagement	38 months	3 months	Duties still required	Vacancy was notified in the Gazette so any extension beyond 12 months does not require APS Commissioner Approval	21/03/2014
25-34	Female	\$105,318	EL1	Senior Radiocommunications Engineer	36 months	4 months	Duties still required	Vacancy was notified in the Gazette so any extension beyond 12 months does not require APS Commissioner Approval	17/10/2014
25-34	Male	\$80,623	APS6	Investigations Officer	32 months	7 months	Duties still required	Vacancy was notified in the Gazette so any extension beyond 12 months does not require APS	31/12/2014

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								Commissioner Approval	
35-44	Female	\$86,738	APS6	Investigations Officer	8 months	2 months	Substantive occupant leave extended	Vacancies of 12 months or less do not require APS Commissioner approval	23/12/2013
35-44	Male	\$115,983	EL1	Senior Lawyer	30 months	12 months	Duties still required	Vacancy was notified in the Gazette so any extension beyond 12 months does not require APS Commissioner Approval	15/08/2015
25-34	Male	\$86,738	APS 6	JEE Developer	36 months	6 months	Duties still required	Vacancy was notified in the Gazette so any extension beyond 12 months does not require APS Commissioner Approval	5/12/2014

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45-54	Female	\$71,679	APS 5	Admin Officer	18 months	8 months	Duties still required	Vacancy was notified in the Gazette so any extension beyond 12 months does not require APS Commissioner Approval	30/05/2014
35-44	Male	\$115,983	EL1	Senior Lawyer	36 months	6 months	Duties still required	Vacancy was notified in the Gazette so any extension beyond 12 months does not require APS Commissioner Approval	6/06/2014
55-64	Female	\$80,623	APS 6	project Officer	8 months	2 months	Project extended	Vacancies of 12 months or less do not require APS Commissioner approval	22/12/2013
35-44	Male	\$64,067	aps 4	Facilities officer	24 months	6 months	Duties still required	Vacancy was notified in the Gazette so any extension beyond 12 months does not require APS	30/06/2014

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								Commissioner Approval	
45-54	Female	\$93,353	EL1	Project Manager	11 months	6 months	Duties still required	Vacancies of 12 months or less do not require APS Commissioner approval	10/06/2014
25-34	Male	\$105,318	EL1	Senior IT technical Officer	24 months	15 months	Duties still required	Vacancy was notified in the Gazette so any extension beyond 12 months does not require APS Commissioner Approval	30/01/2015
35-44	Female	\$80,623	APS 6	Project Support Officer	12 months	6 months	Project extended	Vacancies of 12 months or less do not require APS Commissioner approval	30/01/2015
25-34	Female	\$76,767	APS 6	Policy Officer	10 months	6 months	Duties still required	Vacancies of 12 months or less do not require APS	27/06/2014

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								Commissioner approval	
45-54	Male	\$84,254	EL1	Senior Project Officer	36 months	17 months	Project extended	Vacancy was notified in the Gazette so any extension beyond 12 months does not require APS Commissioner Approval	27/02/2015
65 and over	Male	\$105,318	EL1	Agency Procurement Advisor	27 months	6 months	Duties still required	Vacancy was notified in the Gazette so any extension beyond 12 months does not require APS Commissioner Approval	30/06/2014
55-64	Male	\$105,318	EL1	Project Officer	24 months	7 months	Duties still required	Vacancy was notified in the Gazette so any extension beyond 12 months does not require APS	30/06/2014

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								Commissioner Approval	
45-54	Male	\$98,202	EL1	Senior Network Technical Specialist	11 months	6 months	Duties still required	Vacancies of 12 months or less do not require APS Commissioner approval	27/06/2014
25-34	Female	\$105,318	EL1	Senior Advisor	19 months	7 months	Duties still required	Vacancy was notified in the Gazette so any extension beyond 12 months does not require APS Commissioner Approval	3/07/2014
25-34	Male	\$60,618	APS 3	Revenue Assurance Officer	36 months	10 months	Duties still required	Vacancy was notified in the Gazette so any extension beyond 12 months does not require APS Commissioner Approval	26/07/2015

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45-54	Female	\$67,907	APS 4	Licensing Officer	36 months	11 months	Duties still required	Vacancy was notified in the Gazette so any extension beyond 12 months does not require APS Commissioner Approval	29/08/2014
45-54	Male	\$98,202	EL1	Communications Officer	26 months	11 months	Project extended	Vacancy was notified in the Gazette so any extension beyond 12 months does not require APS Commissioner Approval	30/09/2015
45-54	Male	\$84,254	EL1	Systems and Reporting Project Officer	12 months	3 months	Project extended	Vacancies of 12 months or less do not require APS Commissioner approval	13/03/2014
45-54	female	\$71,679	APS 5	Executive Assistant	12 months	3 months	Substantive occupant leave extended	Vacancies of 12 months or less do not require APS Commissioner approval	11/02/2014

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Attachment E – Questions 412 - 36 (1)

Non-ongoing contracts expired without extension 7 September 2013 to 31 October 2014

Age group	Gender	Wage	APS level	Job description	Continuous employment Length	Reason why extension not sought	Relevant dates
25-34	Female	\$86,738	APS 6	Economist	11 months	Resigned before end of the existing contract cease date of 25 November 2014	Resigned on 17 October 2014
25-34	Male	\$54,070	APS 2	Cadet Radiocommunications engineer	17 months	Resigned before end the existing contract cease date of 11 June 2014	Resigned on 19 May
25-34	Male	\$86,738	APS 6	Economist	11 months	Resigned before end of the existing contract cease date of 21 November 2014	Resigned on 14 October 2014
35-44	Male	\$93,353	EL1	Senior Investigator Content Assessment	4 months	The position became permanent and the occupant was given an ongoing contract	Ceased on 18 September 2013
35-44	Male	\$80,623	APS 6	Licensing and Compliance Officer	6 months	Duties no longer required to be performed.	Ceased on 23 September 2013
25-34	Female	\$86,738	APS 6	Policy Officer	3 months	Duties no longer required to be performed.	Ceased 31 January 2014

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35-44	Female	\$89,501	APS 6	Executive Officer	5 months	Resigned before end of the existing contract cease date of 26 September 2014	Resigned on 11 July 2014
<25	Female	54070	APS2	Cadet Radiocommunications Engineer	12 months	Duties no longer required to be performed.	Ceased on 28 February 2014
25-34	Female	71679	APS 5	Compliance Officer	14 months	Duties no longer required to be performed.	Ceased on 31 January 2014
35-44	Female	\$86,738	APS 6	Policy Officer	16 months	Resigned before end of existing contract cease date of 27 June 2014	Resigned on 2 May 2014
35-44	Female	\$86,738	APS 6	Policy Officer	9 months	Duties no longer required to be performed.	Ceased on 23 May 2014

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Attachment F – Questions 412 – 41 (1)

New non-ongoing contracts between 7 September 2013 to 31 October 2014

Age group	Gender	Wage	APS level	Job description	Length of contract	Advertised externally	Reason for engagement	Why not sent to APS Commissioner	Relevant Dates
25-34	Female	\$86,738	APS 6	Economist	12 months	Yes	Provide economic research for the ACMA critical projects	Position was offered and accepted before the requirement for approval by the APS Commissioner came into effect on 4 November 2013	Offer accepted 31 October 2013. Commenced 25 November 2013
25-34	Male	\$86,738	APS 6	Economist	12 months	Yes	Provide economic research for the ACMA critical projects	Position was offered and accepted before the requirement for approval by the APS Commissioner came into effect on 4 November 2013	Offer accepted 30 October 2013. Commenced 21 November 2013
55-64	Female	\$86,738	APS 6	Project Officer	5 months	No	Required to support critical project the ACMA board.	Vacancies of 12 months or less do not require APS Commissioner approval	Commenced 23 November 2013

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25-34	Female	\$86,738	APS 6	Policy Officer	3months	No	Required to meet business needs	Vacancies of 12 months or less do not require APS Commissioner approval	Commenced 4 November 2013
35-44	Female	\$76,767	APS 6	Project Officer	6 months	No	Required to support the Do Not Call register	Vacancies of 12 months or less do not require APS Commissioner approval	Commenced 5 February 2014
55-64	Male	\$86,738	APS 6	Project Officer	6 months	No	Required to assist in the implementation of the Government's Enhancing Online Safety for Children policy and the Children's E-Safety Commissioner arrangements.	Vacancies of 12 months or less do not require APS Commissioner approval	Commenced 1 July 2014
35-44	Female	\$89,501	APS 6	Executive Officer	7.5 months	No	Provides support to an executive manager of the ACMA	Vacancies of 12 months or less do not require APS Commissioner approval	Commenced 12 February 2014

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25-34	Male	\$86,738	APS 6	Policy Officer	12 months	No	Provide support in delivering local area licence plans for radio	Vacancies of 12 months or less do not require APS Commissioner approval	Commenced 31 March 2014
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