

Senate Economics Legislation Committee
ANSWERS TO QUESTIONS ON NOTICE
Treasury Portfolio
Budget Estimates 2014
3 June to 5 June 2014

Department/ Agency: Royal Australian Mint

Question: BET 522-563

Topic: Staffing, Transfers, Redundancies, Extensions

Reference: Written – 5 June 2014

Senator: Lundy/Ludwig

Question:

Transfers

522. How many people does your department/agency currently employ? Please provide a breakdown of this figure based on the following:

- a. State and Territory.
- b. Age.
- c. Gender.
- d. APS level classification.
- e. Contract type (ongoing or non-ongoing).

523. How many people did your department/agency employ as of 30 June 2013? Please provide a breakdown of this figure based on the following variables:

- a. State and Territory.
- b. Age.
- c. Gender.
- d. APS level classification.
- e. Contract type (ongoing or non-ongoing).

524. How many people did your department/agency employ as of 18 September 2013? Please provide a breakdown of this figure based on the following:

- a. State and Territory.
- b. Age.
- c. Gender.
- d. APS level classification.
- e. Contract type (ongoing or non-ongoing).

525. Since 18 September 2013, what department/agency functions have been transferred from one state or territory to another?

526. For all functions transferred, can you please provide figures for the following:

- a. Number of staff employed before and after the transfer,
- b. Where the function was based before and after the transfer.

527. For each employee transferred please provide the followings:

- a. Their age.
- b. Their gender.
- c. Their APS classification.
- d. The wage of the employee before and after the transfer.
- e. The area of the department/agency they worked in before and after their transfer.
- f. A description of their position before and after the transfer.
- g. The dates of their transfer.

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- h. An explanation for why the employee was transferred.
- i. Whether they were transferred to or from Canberra.
- j. Any costs incurred by the department/agency due to this transfer.

Redundancies

528. Since 18 September 2013, how many positions have been made redundant in your department/agency?

- a. How many of these positions were ongoing?
- b. How many of these positions were non-ongoing?
- c. How many of these positions were situated in the Australian Capital Territory?

529. How many of the employees filling these redundant positions were redeployed?

- a. How many of these employees were ongoing?
- b. How many of these employees were non-ongoing?
- c. How many of these employees were situated in the Australian Capital Territory?

530. How many of these employees were offered voluntary redundancies?

- a. How many of these employees were ongoing?
- b. How many of these employees were non-ongoing?
- c. How many of these employees were situated in the Australian Capital Territory?

531. How many accepted voluntary redundancies?

- a. How many of these employees were ongoing?
- b. How many of these employees were non-ongoing?
- c. How many of these employees were situated in the Australian Capital Territory?

532. How many employees were offered the choice between a voluntary redundancy and redeployment?

- a. How many of these employees were ongoing?
- b. How many of these employees were non-ongoing?
- c. How many of these employees were situated in the Australian Capital Territory?

533. For all employees who accepted voluntary redundancies please provide the following:

- a. Their age.
- b. Their gender.
- c. A description of their position.
- d. The APS classification level of their position.
- e. Their wage.
- f. Their contract type (non-ongoing versus ongoing).
- g. Where they were located.
- h. A dollar figure of their pay out and what component of that figure was paid out as entitlements (annual leave etc.).
- i. The reason a voluntary redundancy was offered for their position.
- j. Details pertaining to any other costs incurred by the department/agency because of this redundancy.
- k. Please provide all relevant dates.

534. For all employees who were redeployed please provide:

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- a. Their age.
- b. Their gender.
- c. A description of their position before and after redeployment.
- d. The APS classification level of their position before and after redeployment.
- e. Their wage before and after redeployment.
- f. Contract type (non-ongoing versus ongoing) before and after redeployment.
- g. Where they were located before and after redeployment.
- h. Please provide the reason for the redeployment.
- i. Please specify any other costs incurred by the department/agency because of this redeployment.
- j. Please provide all relevant dates.

535. Since the 18 September 2013, how many employees in your department/agency have been made forcibly redundant?

- a. How many of these employees were ongoing?
- b. How many of these employees were non-ongoing?
- c. How many of these employees were situated in the Australian Capital Territory?

536. How many of these employees were offered voluntary redundancies or redeployments prior to being made forcibly redundant?

- a. How many of these employees were ongoing?
- b. How many of these employees were non-ongoing?
- c. How many of these employees were situated in the Australian Capital Territory?

537. For employees who were made forcibly redundant since the 18 September 2013 please provide:

- a. Their age.
- b. Their gender.
- c. A description of their position.
- d. The APS classification level of their position.
- e. Their wage at retrenchment.
- f. Their contract type (non-ongoing versus ongoing).
- g. Where they were located.
- h. A dollar figure of their pay out and what component of that figure was paid out as entitlements (annual leave etc.).
- i. The reason why the employee was made forcibly redundant.
- j. Details pertaining to any other costs incurred by the department/agency because of this redundancy.
- k. Please provide all relevant dates.

Extensions

538. Since the 18 September 2013 how many non-ongoing contracts has your department/agency extended?

539. How many non-ongoing contract extensions did your department/agency submit the Public Service Commission for approval?

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540. How many of these extensions were approved by the Australian Public Service Commission (APSC)?

541. For every approved extension please provide the following details:

- a. The employees age.
- b. Their gender.
- c. A description of their position.
- d. Their APS classification level.
- e. Their wage.
- f. Where they are located.
- g. Their length of continuous employment at the APS.
- h. The length of the approved extension.
- i. The reason why the extension was submitted.
- j. The reason why the extension was approved by the APSC.
- k. Please provide all relevant dates.

542. How many of these extensions were rejected by the APSC?

543. For every rejected extension please provide the following details:

- a. The employee's age.
- b. Their gender.
- c. A description of their position.
- d. Their wage.
- e. Where they were located.
- f. Their length of continuous employment at the APS.
- g. The length of the extension sought by the department/agency.
- h. The reason why the extension was submitted.
- i. The reason why the extension was rejected by the APSC.
- j. Please provide all relevant dates.

544. Since 18 September 2013, how many non-ongoing contracts have been extended by your department/agency without the APSC's approval?

545. For every unapproved extension please provide the following details:

- a. The employee's age.
- b. Their gender.
- c. A description of their position.
- d. Their wage.
- e. Their position's APS level classification.
- f. Where they were located.
- g. Their length of continuous employment at the APS.
- h. The length of the extension granted by the department/agency.
- i. The reason why the extension was granted.
- j. Whether the extension was submitted to the APSC for approval and if not why the extension was not submitted for APSC approval?
- k. The reasons why the extension was granted without the APSC's approval.
- l. Please provide all relevant dates.

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546. Since the 18 September 2013 how many non-ongoing contracts have expired without extension?

547. For every non-ongoing contract that has expired without extension please provide the following details:

- a. The employee's age.
- b. Their gender.
- c. A description of their position.
- d. Their wage.
- e. Their position's APS level classification.
- f. Where they were located.
- g. Their length of continuous employment at the APS.
- h. The reason why the extension was not sought for their position.
- i. Please provide all relevant dates.

548. Since the 18 September 2013 how many new employees have been engaged by your department/agency on non-ongoing contracts?

549. Since the 18 September 2013 how many new non-ongoing engagements were submitted to the APSC for approval?

550. How many of these new non-ongoing engagements were approved by the APSC?

551. For every approved new engagement of a non-ongoing employee please provide the following details:

- a. Their age.
- b. Their gender.
- c. A description of their position.
- d. Their wage.
- e. Where their position is located.
- f. Their position's APS level classification.
- g. The length of their non-ongoing contract.
- h. Whether their position was advertised externally.
- i. The reason for engaging this new employee.
- j. The reason given by the APSC for approving this engagement.
- k. Please provide all relevant dates

552. How many of these new non-ongoing employee applications were rejected by the Public Service Commission?

553. For every rejected new engagement of a non-ongoing employee please provide the following details:

- a. Their age.
- b. Their gender.
- c. A description of their position.
- d. Where their position is located.
- e. Their wage.
- f. Their position's APS level classification.
- g. The length of their non-ongoing contract.
- h. Whether their position was advertised externally.

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- i. The reason for engaging this new employee.
- j. The reason given by the APSC for rejecting this engagement.
- k. Please provide all relevant dates

554. Since 18 September 2013, how many new employees have been engaged on non-ongoing contracts without the approval of the Public Service Commission?

555. For every unapproved new engagement of a non-ongoing employee please provide the following details:

- a. Their age.
- b. Their gender.
- c. A description of their position.
- d. Their wage.
- e. Where their position is located.
- f. Their position's APS level classification.
- g. The length of their non-ongoing contract.
- h. Whether their position was advertised externally.
- i. The reason for engaging this new employee.
- j. The reason for engaging this employee without the APSC's approval.
- k. Please provide all relevant dates

556. Since the 18 September 2013 how many new employees have been engaged by your department/agency on ongoing contracts?

557. Since the 18 September 2013 how many new ongoing engagements were submitted to the Public Service Commission for approval?

558. How many of these new ongoing engagements were approved by the Public Service Commission?

559. For every approved new engagement of a ongoing employee please provide the following details:

- a. Their age.
- b. Their gender.
- c. A description of their position.
- d. Their wage.
- e. Where their position is located.
- f. Their position's APS level classification.
- g. The length of their ongoing contract.
- h. Whether their position was advertised externally.
- i. The reason for engaging this new employee.
- j. The reason provided by APSC for approving this engagement.
- k. Please provide all relevant dates.

560. How many of these new ongoing employee applications were rejected by the Public Service Commission?

561. For every new ongoing engagement rejected by the Public Service Commission please provide the following details:

- a. Their age.

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- b. Their gender.
- c. A description of their position.
- d. Where their position is located.
- e. Their wage.
- f. Their position's APS level classification.
- g. The length of their ongoing contract.
- h. Whether their position was advertised externally.
- i. The reason for engaging this new employee.
- j. The reason provided by APSC for approving this engagement.
- k. Please provide all relevant dates.

562. How many new employees have been engaged on ongoing contracts without the approval of the Public Service Commission?

563 For every ongoing employee engaged without the Public Service Commission's approval please provide the following details:

- a. Their age.
- b. Their gender.
- c. A description of their position.
- d. Where their position is located.
- e. Their wage.
- f. Their position's APS level classification.
- g. The length of their ongoing contract.
- h. Whether their position was advertised externally.
- i. The reason for engaging this new employee.
- j. The reason for engaging this employee without the APSC permission.
- k. Please provide all relevant dates.

Answer:

Transfers

522. 219

- a. All Staff are employed in ACT.

b.

Age	<20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61<
Total	2	23	18	25	26	29	30	23	24	19

c.

Gender	Female	Male
Total	91	128

d.

APS Level Classification	SES2	SES1	EL2	EL1	APS6	APS5	APS4	APS3	APS2	APS1	Apprentices	Interns
Total	1	0	6	25	33	35	34	35	48	0	2	0

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e.

Contract Type	Ongoing	Nongoing
Totals	175	44

523. 222

a. All Staff are employed in ACT.

b.

Age	<20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61<
Total	4	27	19	22	22	30	31	21	29	17

c.

Gender	Female	Male
Total	96	126

d.

APS Level Classification	SES2	SES1	EL2	EL1	APS6	APS5	APS4	APS3	APS2	APS1	Apprentices
Total	1	0	7	19	26	35	44	30	55	3	2

e.

Contract Type	Ongoing	Nongoing
Totals	177	45

524. 230

a. All Staff are employed in ACT.

b.

Age	<20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61<
Total	5	26	18	28	23	31	31	21	27	20

c.

Gender	Female	Male
Total	98	132

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d.

APS Level Classification	SES2	SES1	EL2	EL1	APS6	APS5	APS4	APS3	APS2	APS1	Apprentices
Total	1	0	7	25	34	35	39	36	47	4	2

e.

Contract Type	Ongoing	Nongoing
Totals	179	51

525. Nil

526. a-b N/A

527. a-j N/A

Redundancies

528. 1

a. 1

b. N/A

c. 1

529. 0

a. 0

b. 0

c. N/A

530. 1

a. 1

b. N/A

c. 1

531. 1

a. 1

b. 0

c. 1

532. 1

a. 1

b. 0

c. 1

533.

a. 38

b. Female

c. Manager

d. EL2

e. 131161

f. ongoing

g. ACT

h. 107985 (ANN 7655)

i. Position abolished

j. Unknown

k. N/A

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534. a-j N/A

535. a-c N/A

536. a-c N/A

537. a-k N/A

Extensions

538. 20. As per the APSC Interim Recruitment Arrangements, critical extensions were signed off by Agency.

539. In November 2013, the Mint wrote a submission to APSC requesting the extension of 47 non-ongoing engagements.

540. No decision has been made as correspondence still continues.

541.

a-d N/A

e. Their wage.

f-k N/

542. No decision has been made as correspondence still continues.

543. a-j N/A

544. 20. As per answers 17-21, all extensions were signed off by Agency Head and reported to APSC on Form 1 but we have received no approval or rejection advice from APSC in regards to November submission.

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545.

a	b	c	d	e	f	g	h	i	j	k	l	
32	F	Foreign coin project officer	\$54349pa	APS5	ACT	18mths	6mths	critical to foreign business	signed off by Agency Head and reported to APSC on Form 1	As per Interim Recruitment Arrangements, Agency approved as critical to business	13/02/2014	26/08/2014
32	M	Graphic Designer	\$60718PA	APS4	ACT	15mths	12 mths	critical to marketing business	signed off by Agency Head and reported to APSC on Form 1	As per Interim Recruitment Arrangements, Agency approved as critical to business	2/04/2014	1/04/2015
25	F	Product Development	\$60718PA	APS4	ACT	14mths	12 mths	critical to developing new products	signed off by Agency Head and reported to APSC on Form 1	As per Interim Recruitment Arrangements, Agency approved as critical to business	22/05/2014	21/05/2015
35	M	Fitter Machinist	\$60718PA	APS4	ACT	11mths	7mths	hard to find skills	signed off by Agency Head and reported to APSC on Form 1	As per Interim Recruitment Arrangements, Agency approved as critical to business	4/11/2013	1/07/2014
26	M	Call Centre Operator	\$49083pa	APS2	ACT	18mths	7mths	product knowledge	signed off by Agency Head and reported to APSC on Form 1	As per Interim Recruitment Arrangements, Agency approved as critical to business	21/11/2013	30/06/2014

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40	M	Engineer	\$77329pa	APS6	ACT	11mths	6mths	engineering qualifications	signed off by Agency Head and reported to APSC on Form 1	As per Interim Recruitment Arrangements, Agency approved as critical to business	18/12/2013	21/01/2015
24	M	Call Centre Operator	\$47354pa	APS2	ACT	20mths	3mths	product knowledge	signed off by Agency Head and reported to APSC on Form 1	As per Interim Recruitment Arrangements, Agency approved as critical to business	12/03/2014	30/06/2014
37	F	casual shop assistant	\$50649pa	APS2	ACT	2yrs	12mths	casual need in shop	signed off by Agency Head and reported to APSC on Form 1	As per Interim Recruitment Arrangements, Agency approved as critical to business	24/10/2013	23/10/2014
23	F	casual shop assistant	\$50649pa	APS2	ACT	3yrs	6mths	casual need in shop	signed off by Agency Head and reported to APSC on Form 1	As per Interim Recruitment Arrangements, Agency approved as critical to business	10/11/2013	9/05/2014
26	F	trainee coin designer	\$54349pa	APS3	ACT	14mths	12mths	impact on core business of coin design	signed off by Agency Head and reported to APSC on Form 1	As per Interim Recruitment Arrangements, Agency approved as critical to business	8/03/2014	28/02/2015
61	F	international contracts negotiation	\$105263pa	EL1	ACT	3yrs	6mths	specialised knowledge for international negotiations	signed off by Agency Head and reported to APSC on Form 1	As per Interim Recruitment Arrangements, Agency approved as critical to business	3/10/2013	30/06/2014

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35	F	Call Centre Operator	\$47354pa	APS2	ACT	14mths	12mths	product knowledge	signed off by Agency Head and reported to APSC on Form 1	As per Interim Recruitment Arrangements, Agency approved as critical to business	11/04/2014	10/04/2015
48	F	Call Centre Operator	\$47354pa	APS2	ACT	11mths	8mths	product knowledge	signed off by Agency Head and reported to APSC on Form 1	As per Interim Recruitment Arrangements, Agency approved as critical to business	15/11/2013	15/07/2014
61	F	project support	\$58170pa	APS3	ACT	26mths	11mths	coining knowledge to support business	signed off by Agency Head and reported to APSC on Form 1	As per Interim Recruitment Arrangements, Agency approved as critical to business	1/04/2014	1/03/2015
22	M	casual graduate design engineer	\$54349pa	APS3	ACT	16mths	6mths	specialised qualifications for R&D development	signed off by Agency Head and reported to APSC on Form 1	As per Interim Recruitment Arrangements, Agency approved as critical to business	1/02/2014	31/07/2014
29	M	Engineer	\$68735pa	APS5	ACT	26mths	9mths	engineering qualifications	signed off by Agency Head and reported to APSC on Form 1	As per Interim Recruitment Arrangements, Agency approved as critical to business	31/10/2013	31/07/2014
35	M	casual gallery guide	\$54349pa	APS3	ACT	14mths	11mths	casual need in tourist area	signed off by Agency Head and reported to APSC on Form 1	As per Interim Recruitment Arrangements, Agency approved as critical to business	4/03/2014	4/02/2015

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33	F	casual shop assistant	\$50649pa	APS2	ACT	2yrs	12mths	casual need in shop	signed off by Agency Head and reported to APSC on Form 1	As per Interim Recruitment Arrangements, Agency approved as critical to business	29/10/2013	23/10/2014
22	F	Graduate Automation Engineer	\$58170pa	APS3	ACT	16mths	6mths	specialised qualifications for R&D development	signed off by Agency Head and reported to APSC on Form 1	As per Interim Recruitment Arrangements, Agency approved as critical to business	1/04/2014	30/09/2014
23	M	Graduate Engineer	\$58170pa	APS3	ACT	6mths	7mths	specialised qualifications for R&D development	signed off by Agency Head and reported to APSC on Form 1	As per Interim Recruitment Arrangements, Agency approved as critical to business	26/02/2014	30/09/2014

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546. 14

547.

a	b	c	d	e	f	g	h	i	
30	M	Business Analyst	wage	APS6	ACT	2yrs	reason ceased	14/11/2011	30/09/2013
19	F	Shop Assistant	wage	APS2	ACT	11mths	reason ceased	4/12/2012	3/11/2013
62	M	Fitter/Machinist	wage	APS4	ACT	6mths	reason ceased	6/05/2013	26/11/2013
23	M	Intern	wage	APS3	ACT	9mths	reason ceased	1/03/2013	13/12/2013
23	F	casual undergraduate	wage	APS3	ACT	4mths	reason ceased	13/08/2013	20/12/2013
67	M	contract management	wage	APS6	ACT	4mths	reason ceased	14/08/2013	20/12/2013
22	F	Intern	wage	APS1	ACT	10mths	reason ceased	4/02/2013	20/12/2013
23	M	casual graduate engineer	wage	APS3	ACT	14mths	reason ceased	6/08/2012	20/12/2013
58	F	TRIM assistant	wage	APS4	ACT	11mths	reason ceased	30/04/2012	24/12/2013
21	F	guide	wage	APS2	ACT	11mths	reason ceased	1/02/2013	10/01/2014
60	F	Shop Assistant	wage	APS2	ACT	2yrs	reason ceased	15/12/2011	13/02/2014
31	F	guide	wage	APS3	ACT	2yrs	reason ceased	22/05/2012	21/05/2014
23	M	packer	wage	APS1	ACT	5mths	reason ceased	18/09/2013	17/02/2014
22	M	packer	wage	APS1	ACT	5mths	reason ceased	9/09/2013	17/02/2014

548. 16. As per the APSC Interim Recruitment Arrangements, new engagements were signed off by Agency Head and reported to APSC on Form 1.

549. 47.

550. 0.

551. a-k N/A

552. 0

553. a-k N/A.

554. 16. As per answers 27-33, all extensions were signed off by Agency Head and reported to APSC on Form 1 but we have received no approval or rejection advice from APSC.

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555.

a	b	c	d	e	f	g	h	i	j	k
60	F	Shop Assistant	Casual Wage varies based on \$50649pa	APS2	ACT	9mths	No	continuing need for casual staff in shop	casual filling only	Commenced 1/04/2014
21	F	Gallery guide	Casual Wage varies based on \$50649pa	APS2	ACT	11mths	No	continuing need for casual staff in shop	casual filling only	Commenced 24/02/2014
22	F	Graduate Engineer	\$58170pa	APS3	ACT	8mths	No	part of graduate engineering program signed off in September 2013	graduate engineering skills not available in APS	Commenced 3/02/2014
23	M	Graduate Engineer	\$58170pa	APS3	ACT	8mths	No	part of graduate engineering program signed off in September 2013	graduate engineering skills not available in APS	Commenced 22/01/2014
23	F	Materials Science Undergraduate	Casual Wage varies based on \$58170pa	APS3	ACT	6mths	No	specialised skills	specialised skills not available in APS	Commenced 8/01/2014
0	F	Records Management Assistant	Casual Wage varies based on \$64270pa	APS4	ACT	11mths	No	Specialised skills and organisation knowledge to support the transition to electronic record keeping required on a casual basis	casual filling only	Commenced 6/01/2014
29	F	Shop Assistant	Casual Wage varies based on \$50649pa	APS2	ACT	9mths	No	continuing need for casual staff in shop	casual filling only	Commenced 5/12/2013
36	F	Call Centre Operator	Casual Wage varies based on \$50649pa	APS2	ACT	6mths	No	urgent need for casual help	casual filling only	Commenced 25/11/2013, ceased 5/12/13
38	M	Shop Assistant	Casual Wage varies based on \$50649pa	APS2	ACT	8mths	No	continuing need for casual staff in shop	casual filling only	Commenced 18/11/2013

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55	F	Die Polisher	\$29604pa	APS3	ACT	8mths	No	requirement for specialised skill	Signed off prior to Interim Arrangements	Commenced 4/11/2013
25	M	Engineer	\$67636pa	APS5	ACT	18mths	Yes	engineering qualifications	Signed off prior to Interim Arrangements	Commenced 21/10/2013
28	M	Gallery guide	Casual Wage varies based on \$50649pa	APS2	ACT	11mths	No	continuing need for casual staff for tourist and education facilities	Signed off prior to Interim Arrangements	Commenced 17/10/2013, ceased 10/11/13
36	M	Production Assistant	\$50649pa	APS2	ACT	12mths	Yes	increase in workload in coining areas	Signed off prior to Interim Arrangements	Commenced 17/10/2013
26	M	Engineer	\$77329pa	APS6	ACT	18mths	Yes	engineering qualifications	Signed off prior to Interim Arrangements	Commenced 14/10/2013
32	F	Gallery guide	Casual Wage varies based on \$50649pa	APS2	ACT	11mths	No	continuing need for casual staff for tourist and education facilities	Signed off prior to Interim Arrangements	Commenced 24/09/2013
32	F	Production Assistant	\$50649pa	APS2	ACT	12mths	Yes	increase in workload in coining areas	Signed off prior to Interim Arrangements	Commenced 23/09/2013

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556. 6. These new ongoing engagements were signed off by the delegate prior to the APSC Interim Recruitment Arrangements and reported to APSC on Form 1.
557.

a	b	
4	1	ongoing requests in November submission

558. We have received no advice from APSC.

559. a-k N/A

560. None because they were engaged prior to Interim Arrangements.

561. a-k N/A

562. 6. These new ongoing engagements were signed off by the delegate prior to the APSC Interim Recruitment Arrangements and reported to APSC on Form 1.

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563.

a	b	c	d	e	f	g	h	i	j	k
53	M	CFO	\$152000pa	ACT	EL2	permanent	Yes	critical position	Signed off prior to interim arrangements	commenced 6/1/14
36	M	Fitter Machinist	\$60718pa	ACT	APS4	permanent	Yes	specialised qualification	Signed off prior to interim arrangements	commenced 11/12/13
46	M	Infrastructure Systems Administrator	\$94426pa	ACT	EL1	permanent	Yes	transferred	Signed off prior to interim arrangements	commenced 4/12/13
42	M	production operator	\$47354pa	ACT	APS2	permanent	Yes	increase in workload in coin production	Signed off prior to interim arrangements	commenced 1/10/2013
36	M	production operator	\$47354pa	ACT	APS2	permanent	Yes	increase in workload in coin production	Signed off prior to interim arrangements	commenced 1/10/2013
21	M	production operator	\$47354pa	ACT	APS2	permanent	Yes	increase in workload in coin production	Signed off prior to interim arrangements	commenced 23/9/2013