

**Senate Economics Legislation Committee**

**ANSWERS TO QUESTIONS ON NOTICE**

**Treasury Portfolio**

Budget Estimates

2014 - 2015

**Department/Agency: APRA**

**Question: BET 416 -419**

**Topic: Departmental Dispute Resolution**

**Reference: written - 17 June 2015**

**Senator: Ludwig, Joe**

**Question:**

416. How are disputes between departmental and/or agency staff mediated?
417. 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.
  - 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.
418. How are code of conduct violations by departmental and/or agency staff mediated?
419. 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.

**Answer:**

416. Disputes between departmental and/or agency staff at the Australian Prudential Regulation Authority are mediated either through human resources and/or line manager involvement or through an external third party.
417. Outside firms are used occasionally to mediate disputes. The firm used during 2014/15, was Carmel MacPherson and Associates Pty Ltd.
- a) Fee for consultants.
  - b) \$11,797.50.
  - c) and d) The contract commenced on 1 March 2015 and expired on 31 March 2015.
  - e) The firm has specialist workplace investigators.
  - f) Investigation into a workplace complaint.
418. Code of conduct violations are dealt with through internal meetings involving the General Manager Human Resources.
419. No. These matters are dealt with internally.