

## Senate Standing Committee on Education and Employment

### QUESTIONS ON NOTICE Additional Estimates 2015 - 2016

#### Agency - Fair Work Building and Construction

Department of Employment Question No. EMSQ16-000105

Senator Cameron asked on 12 February 2016 on proof Hansard page 9

#### Question

#### FWBC - Bullying and harassment report - tenders and quotes

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Mr Hadgkiss: We would have, in the quote or when we went for tender. There is no doubt the methodology would have been put up by the various consultancies.

Senator CAMERON: There was a tender process?

Mr Hadgkiss: From recollection, yes.

Senator CAMERON: A tender process, and there would have been a review. Who reviewed this? Who reviewed the tender process?

Mr Hadgkiss: I would have reviewed, no doubt, in consultation with the head of HR.

Senator CAMERON: Who is the head of HR?

Mr Hadgkiss: It is not an SES officer.

Senator CAMERON: Okay. What were your conclusions after that review?

Mr Hadgkiss: We had three quotes from consultants to undertake the review, and DBM Independent Consultants were selected.

Senator CAMERON: Okay. Can you provide details of those quotes and the tenders.

Mr Hadgkiss: I will take that on notice.

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Senator CAMERON: I will recap a couple of issues. If I have not asked for this information, I will put it on now. I want all documentation in relation to the tender and the operation of the DBM contracts.

Mr Hadgkiss: Yes.

#### Answer

Following the Director's appointment in October 2013, he thought it important to conduct an internal staff engagement survey. A survey was conducted. The results indicated there may have been an issue with bullying and harassment, which caused the agency to determine that a Bullying and Harassment Review was required. The Agency undertook a request for quotation (RFQ) process. Four suppliers were invited to submit proposals:

- Communicorp
- Right Management
- CPM Reviews
- DBM Independent Consultants

The four proposals were presented by the Executive Director – Prevention, Performance & Innovation to the FWBC Executive Board on 14 April 2014. The Executive Board agreed that the proposal that met the needs of the Agency was DBM Independent Consultants.

Attachment A: the Executive Board minute presented to the Executive Board on 14 April 2014. This document includes the proposals from the four organisations.

Attachment B: the board minutes from the Executive Board Meeting held on 14 April 2014 noting the Board agreeing on a provider to conduct the Bullying and Harassment Review (redacted).