

## **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. EMSQ16-000160**

**Senator Cameron asked on 12 February 2016 on proof Hansard page 35**

#### **Question**

##### **FWBC - DBM Independent Consultants appointment details**

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Senator CAMERON: What investigations did you do to make sure that DBM Independent Consultants had the credentials that you were requiring?

Mr Hadgkiss: He was highly recommended by individuals with whom I spoke.

Senator Cameron: Who were they?

Mr Hadgkiss: I will take that on notice. From memory, we would have gone to tender and when people were tendering their qualifications they would have been considered and taken into account.

Senator CAMERON: Can you provide all file notes, all correspondence and all dates for discussions you had personally with DBM consultants prior to his appointment to do work in your organisation.

Mr Hadgkiss: I will take that on notice.

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Senator CAMERON: Did you recommend to any of your line management in human resources that DBM independent consultants be engaged to carry out the work with Fair Work Building and Construction?

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Senator CAMERON: You made the decision. So can you provide me with the criteria on which you made the decision.

Mr Hadgkiss: I will take that on notice.

Senator CAMERON: So all documents, all file notes, all correspondence, telephone calls and the like between Fair Work Building & Construction and DBM Independent Consultants.

Mr Hadgkiss: I will take that on notice.

Senator CAMERON: And could you provide the course notes and other relevant material for all training courses DBM Independent Consultants have conducted for Fair Work Building & Construction.

Mr Hadgkiss: I will take that on notice.

#### **Answer**

The Director spoke with the Independent Chair of the FWBC Audit Committee Mr Jon Isaacs and the Independent member of the FWBC Audit Committee Ms Lyn Baker as well as the Manager Human Resources, Office of the Director of Public Prosecutions NSW.

The Director spoke with Mr Madden of DBM Independent Consultants by telephone at the time FWBC was seeking a consultant, prior to the tender closing. No record was made of any discussion.

The Director made no recommendations to any HR line management in relation to whether DBM Independent Consultants be engaged. The decision to engage DBM Independent Consultants was made by the Executive Team at a regular monthly meeting.

Documentation of contact between DBM Independent Consultants and FWBC, including proposals for bullying and harassment training and leadership training are at **Attachment A**. The names of non-SES FWBC officers have been redacted.

DBM Independent Consultants developed and conducted leadership training for FWBC. The facilitator notes contain commercial-in-confidence material and have been redacted. See **Attachment B**.