

## Senate Committee: Education and Employment

### QUESTION ON NOTICE Additional Estimates 2016 - 2017

#### Outcome: Cross Portfolio

#### Department of Education and Training Question No. SQ17-000305

Senator Collins, Jacinta provided in writing.

#### **Staff Recruitment**

##### **Question**

How many recruitment rounds have you held in the last year?

How many recruitment rounds have been opened and then cancelled in the last year?

How many staff have been recruited in 2016-17 from outside the Department?

How many staff have been recruited in 2016-17 from outside the APS?

How many new SES staff have been recruited in 2016-17?

Of these:

- how many were promoted from within the Department?
- how many were recruited from outside the Department?

Of those recruited outside the Department:

- how many were recruited from outside the APS?
- What proportion of new SES staff were women?
- What was the average age of new SES appointments – overall average and by gender?

##### **Answer**

The following information reports on the period *1 July – 31 December 2016*. Recruitment rounds are defined as recruitment activities that have been advertised on APSjobs and are open to the Australian public.

##### *Non-SES Recruitment*

- 28 recruitment rounds were held during the period.
- The recruitment system cannot report on cancelled recruitment rounds.
- 147 staff have been recruited from outside the department.
- 97 staff have been recruited from outside the APS.

##### *SES Recruitment*

- Three SES officers were recruited during the period.
- None of the recruitment processes resulted in an internal promotion.
- All three officers were recruited from outside the department.
- None of the SES officers recruited were from outside the APS.
- One third of the new SES officers recruited were women.
- The overall average age of the new SES officers recruited is 53.3 years. The male average is 54.5 yrs. For privacy reasons, an average age cannot be provided for the one female SES officer recruited.