

Senate Committee: Education and Employment

**QUESTION ON NOTICE
Budget Estimates 2015 - 2016**

Outcome: Agency: AIATSIS

Department of Education and Training Question No. SQ15-000603

Senator Ludwig, Joe provided in writing.

AIATSIS: Departmental Dispute Resolution

Question

1. How are disputes between departmental and/or agency staff mediated?
2. 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.
3. How are code of conduct violations by departmental and/or agency staff mediated?
4. 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

1. Disputes are resolved as per the policy and procedures set out in the Public Service Act 1999, Public Service Regulations (Regulation 5.1(4)), APSC managing employee complaints and disputes – good practice guide, Fair Work Ombudsmen effective dispute resolution best practice guide and the AIATSIS Enterprise Agreement 2012-2014.
2. No outside firms are contracted to assist with dispute resolution.
3. As per the Public Service Act 1999, Section 15(3), procedures for handling breaches of the Code of Conduct are set out in AIATSIS' Enterprise Bargaining Agreement and in the AIATSIS Code of Conduct Policy.
4. No outside firms are contracted to assist with handling code of conduct breaches.