

Senate Committee: Education and Employment

QUESTION ON NOTICE Budget Estimates 2017 - 2018

Outcome: Cross Portfolio

Department of Education and Training Question No. SQ17-000855

Senator Marshall, Gavin provided in writing.

Labour hire

Question

1. Does the Department use any labour hire companies to source Departmental staff?
2. Does the Department use Labour Hire Agreements?
3. How long has the Department used labour hire companies?
4. How many staff are employed under via these arrangements?
5. How many staff are employed by the Department as contractors?
6. Who authorised the use of labour hire companies?
7. Is the Minister aware of the reliance on these labour hire arrangements?
8. Do staff under these labour hire arrangements receive as much training and security clearance as permanent staff?
9. Do staff under these arrangements receive the same pay and conditions as permanent staff?
10. Do these temporary staff have access to the same systems and databases?
11. Is this a concern from a security perspective?
12. Does this impact productivity of the Department if staff employed via labour hire arrangements are unable to access the required resources to do their job?

Answer

1. Yes.
2. Yes, the Department of Education and Training enters into contractual arrangements with labour hire companies.
3. In its present formation as the Department of Education and Training (since February 2015) and in previous formations the department has used labour hire.
4. Between 1 July 2016 and 31 March 2017 the department engaged approximately 320 contractors through labour hire arrangements.
5. The department does not distinguish between contractors versus labour hire, all contractors are labour hire.
6. The delegation to authorise the use of a labour hire company is Senior Executive Service Band 1.
7. The Minister is aware the department utilises labour hire arrangements as part of its operations.
8. Contractors are engaged with the required skillsets and are also provided with any training necessary to undertake their work with the department. Contractors are subject to the same pre-employment checks as departmentally employed staff. They are required to provide a current (within the last six months) police check report. If the position is identified/designated as requiring a security clearance evidence of a current and valid security clearance is checked prior to giving system access and onboarding.
9. The labour hire company, as the employer, is responsible for all of the employment entitlements.

10. Contractors may have access to systems and databases, subject to the requirements of the role and appropriate security clearances.
11. No.
12. As above, contractors are provided access to necessary systems and resources subject to the requirements of the role and appropriate security clearances.