

## **Senate Standing Committee on Education and Employment**

### **QUESTIONS ON NOTICE Budget Estimates 2017 - 2018**

#### **Cross Portfolio**

**Department of Employment Question No. EMSQ17-004257**

**Senator Marshall provided in writing.**

#### **Question**

##### **Labour hire - staff conditions**

- Do staff under these labour hire arrangements receive as much training and security clearance as permanent staff?
- Do staff under these arrangements receive the same pay and conditions as permanent staff?
- Do these temporary staff have access to the same systems and databases?
- Is this a concern from a security perspective?
- 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**

Training for contractors may be undertaken as required, for example in work health and safety. The requirement for a security clearance is dependent on the type of work undertaken. Generally a contractor will have an existing security clearance or have undertaken a recent police check.

The contractors engaged by the Department are not covered by the Department's enterprise agreement, and do not receive the same terms and conditions as permanent staff. Pay and conditions for contractors is a matter for the contractor and the relevant labour hire firm.

Contractors are given access to systems and resources needed to carry out their functions, appropriate to their level of security clearance.