

**Employment portfolio QoN list  
2017-2018 Budget Estimates Hearing  
Questions on Notice = 300**

Number	PDR No	Hansard Sec	Senator	Outcome	Subject	Full Question Text
1	EMSQ17-004023	1-6-2	Cameron, Doug	Cross Portfolio	Labour hire firms used by the Department	Senator CAMERON: Can you provide the names of those labour hire firms? Mr Clout: I could take that on notice and provide it. I do not have that list with me. Senator CAMERON: Yes.
2	EMSQ17-004024	1-9-2	Cameron, Doug	Cross Portfolio	Contracts used with labour hire firms	Page 9 Ms Leon: The responsibility of the department as an employer is to pay tax on behalf of its employees. If an independent contractor operating under their own ABN is managing their own salary and payment then it is their responsibility to pay tax. If a labour-hire firm is supplying labour to the department then they are required to abide by all laws and regulations, including the requirement to pay tax. Senator CAMERON: And that is a requirement of the department on the contractor— Ms Leon: That is a legal requirement. Senator CAMERON: Is that also a requirement you put in contracts? Ms Leon: I would have to look at our contract with them but I imagine they know they have to abide by the law. I am happy to take on notice whether there is an express term in our contract that related— ..... Ms Leon: Mr Clout has undertaken to go back through all of the contracts to see whether there were any that did not use the Department of Finance contracting suite. Senator CAMERON: Why wouldn't you know what contracts you have entered into with your contractors? Ms Leon: We do know, but we do not have all 226 contracts here. We have taken it on notice to look at them. .... page 11 Ms Leon: We know that most of them are on the standard contract. Mr Clout has undertaken to take on notice whether there might be deviation from the standard contract in some cases and, if so, what deviation there might be. .... page 15 Senator MARSHALL: So you will check on all of them. .... Page 16 Senator CAMERON: You have taken on notice the details of all the contracts that you have got in place— Ms Leon: The labour hire contracts. Senator CAMERON: Yes. You will provide us details of the amounts that are being paid in those contracts, correct? Ms Leon: Yes.
3	EMSQ17-004025	1-12-2	Cameron, Doug	Cross Portfolio	Contractor costs for the last five years	Senator CAMERON: What specialist skills do you not have in the department that you need regularly to use? Ms Leon: Specialist skills that we have or do not have in the department? Senator CAMERON: That you do not have that you need contractors for. Ms Leon: As has been the practice across many departments, quite often we need to get IT contractors in. That is a significant part of the contracting workforce in the Commonwealth. You need people either because of their specialist IT knowledge or because it is only a short-term project that you want them for. So IT makes up 78 of our contractors. Then, as I think Mr Clout went through, we use 23 in legal and accounting, 16 in audit, 14 in economic and evaluation, and four in data analytics. Then, across our call centres and general admin and support, we use contractors for surge capacity, and that is 77 in the call centres and 14 in general admin and support. Senator CAMERON: What is the total expenditure on these contractors? Ms Leon: The year to date on contractors up to the end of April was \$17.9 million. That includes \$7.4 million which is capitalised rather than out of the running costs budget. Because they are building some kind of IT infrastructure, it comes out of capital, and that is broadly consistent with our expenditure pattern over previous years. Senator CAMERON: Can you provide details of your expenditure in the last five years? Ms Leon: On notice, yes.
4	EMSQ17-004026	1-13-2	Cameron, Doug	Cross Portfolio	Contract details for contractors	Senator CAMERON: Can you provide details of the contracts and the amounts for each of these contractors? Ms Leon: We can take that on notice. We pay the labour hire firm to provide the labour to us. We will have a look on notice as to what detail we can give you about individuals.
5	EMSQ17-004027	1-13-3	Marshall, Gavin	Cross Portfolio	Surge and permanent staff salary comparisons	Senator MARSHALL: Going back to Senator Cameron's first question about whether the contractors are paid the same as permanent staff, you may have an argument about your IT staff, but what about your surge—the 77 in your call centres? Are those people paid the same as the permanent call centre staff? Ms Leon: We would have to take that on notice. .... Senator MARSHALL: All right. Then do not give me an apples-for-apples comparison. Give me wages, superannuation, sick leave, annual leave— Ms Leon: If we have that. I will take that on notice. .... Ms Leon: I thought you meant you wanted us to ask the contractors, not the labour hire firm. We can ask the labour hire firm, yes. But, if we ask the individuals, I do not think they have to tell us what their arrangements are with the labour hire firm. But we are happy to ask the labour hire firm, yes.
6	EMSQ17-004029	1-14-2	Marshall, Gavin	Cross Portfolio	Possible subcontracting by labour hire firms	Senator MARSHALL: If Senator Cameron will indulge me a little bit, you are asking at the first level of contracting—the people you engage. What about the several levels below that? You engage a labour hire firm, and you may assume—and, if you do, it is probably wrong—that they then employ all the staff that they provide to you. But it is probably subcontracted out again and maybe again. So what questioning in terms of Plutus Payroll are you asking? Are you asking whether the contracts they let have used Plutus or not? Mr Clout: I will have to check the exact question that we have asked our labour hire firms.
7	EMSQ17-004030	1-14-3	Pateron, James	Cross Portfolio	Labour hire firm contract details	Senator PATERSON: Just to clarify, does the contract between the department and a labour hire firm go into the rates of pay or the kinds of details like that that the labour hire firm should pay its staff? Ms Leon: I do not believe so, Senator, but I might have to take that on notice and get you an example of one of those contracts. We may even be able to get that while we are here this morning. I will just see what we can do.
8	EMSQ17-004031	1-18-2	Cameron, Doug	Cross Portfolio	Direct Information Technology employees	Senator CAMERON: How many IT direct employees does the department have? Ms Drayton: I can go in part to that answer. CHAIR: While we are waiting for that information, we have had a request from the media to film. There being no objections it is so allowed. Ms Drayton: There are two groups in the department that employ the majority of the ICT staff. We can give you the number of staff in those groups, but although they will be mostly IT staff there will be some people in that group who are project managers for procurement people, and we would have to take on notice to provide how many of them are actual IT specialists. The majority of them will be. For TSG, the Technology Services Group, the total staff number is 317, but there will be a proportion, perhaps as many as one-third, who although they are in a predominantly IT group they themselves are not IT workers. We will have to take on notice to provide you with the exact number. Then, in the Employment Systems Group, which provides the IT for the department's employment services, the staff number is 296, but again some of those will not actually be IT staff but instead will be administrative support, project management, procurement or some support function to IT. So it is about 500 all up who are IT employees of the department. .... Senator CAMERON: Why don't you put that into a comprehensible document so that we can understand how much effort is going into full-time staff and how much is going into contract staff?
9	EMSQ17-004033	1-19-2	Cameron, Doug	Cross Portfolio	Contract labour hire companies	Senator CAMERON: You are going to give me the breakdown of the 78 ICT people. Can you do that for the 23 legal. Ms Leon: When you say the breakdown, what do you mean? Breakdown into what? Into their hours and so on? Yes. Senator CAMERON: You did agree to that, didn't you? Ms Leon: Yes. Senator CAMERON: Can you do that for ICT and compare that to the full-time engagements for the legal and accounting basis—the 16 audit that we have, the 14 economic and evaluation group, and what you use in the search capacities. I would just like to get an idea of what is being done in terms of contract labour within the department. Ms Leon: Yes.

10	EMSQ17-004034	1-19-3	Marshall, Gavin	Cross Portfolio	Subcontracted contracts	Senator MARSHALL: Can you take this on notice how many contracts you have let—all contracts—that have then been subcontracted out again. Ms Leon: We will take it on notice. Senator MARSHALL: For instance, you engage company XYZ to provide labour hire services, but the people who then appear to do the work are employed by someone other than company XYZ—so that is labour hire. If it is a contractor, the contract might be let to, again, a company but it is someone else who provides the services, not an employee or an owner of that company. Ms Leon: Is your question only about labour hire contracts? Senator MARSHALL: No, all of them. Ms Leon: I will take on notice what we can provide, but the department has thousands of contracts on foot. Senator MARSHALL: But surely you must know. If you have entered into a contract with company XYZ and company XYZ is not the company providing the services, surely you must know that. Ms Leon: We would know if we went through every individual contract. Whether we have a central database that has already collated what the subcontracting arrangements are, I would have to take on notice if that is the case.
11	EMSQ17-004071	1-22-2	Cameron, Doug	Outcome 1 - Employment	Targeted job seeker compliance framework	Senator CAMERON: What is the saving from the first strike in the intensive compliance phase? Mr Hehir: I would need to get that detail. The total saving in that period—the \$204.7 million is a net figure. .... Senator CAMERON: I want a table that can give us a clear understanding of what demerits are saving what, both in the intensive compliance phase and in the pre-intensive-compliance area. Can that be done? Mr Hehir: I will just need to check with DSS because it is actually DSS who do the elements of the saving associated with the income support penalties. So I will need to check and see whether they have those figures. Ms Leon: They certainly have them, but it is about whether they have them at hand immediately, while we are here. Mr Hehir: Yes. CHAIR: Do we know when they will be appearing next door? Senator SIEWERT: Yes, Wednesday and Thursday. Working-age payments are Wednesday. CHAIR: All right. Ms Leon: So we will do the table— Senator SIEWERT: Although DHS is Thursday. Ms Leon: We can already provide you with what the administrative costs are for the department. There are administrative costs for implementing and, again, they are net costs. DHS at the moment expends quite a bit of effort in processing all of the participation reports for one-day payment reductions that occur in what will now not incur a payment deduction. That is all the people in the personal responsibility phase. So DHS will save some money by not having to do those, but they will incur some costs doing the new parts of this process, so the DHS net cost is \$92.7 million. Some of that of course is IT as well, to build the new system. The employment costs are \$31.1 million—that is for our department. Then the save in income support is \$328.5 million. We will now see whether we can get broken down for you how much of that is attributable to the intensive compliance phase, where people are losing one week, two weeks or four weeks of income support, and how much of it is attributable to the personal responsibility phase, where people who used to lose some income support now will not lose it.
12	EMSQ17-004072	1-23-2	Cameron, Doug	Outcome 1 - Employment	Calculation of changes to intensive compliance phase	Senator CAMERON: Some behavioural changes based on this. Can how that has been done be provided? Ms Leon: Yes, I think so. I am not sure if we have it here, but if we do not have it here we can try to get it during the day.
13	EMSQ17-004037	1-34-2	Kakoschke-Moore, Skye	Outcome 1 - Employment	Job seekers denied access to funding	Senator KAKOSCHKE-MOORE: Has it ever been raised as a concern by jobseekers that they have put up their hands for help and they have been denied access to funding for treatment? Mr Hehir: I am not aware of concerns around drug and alcohol treatment. I would need to check that. Ms Leon: We can check with our national customer service line if there have been any complaints about that. I get the overview of what complaints are made, and it has never appeared in the list of specific complaints that were made. That is not to say that there might not be isolated instances, but it certainly has not reached a level or frequency that has triggered a reporting mechanism.
14	EMSQ17-004038	1-34-3	Kakoschke-Moore, Skye	Outcome 1 - Employment	Job seekers referred to drug and alcohol treatment by jobactive providers	Senator KAKOSCHKE-MOORE: In terms of the statistics that you hold, would you have on file somewhere the number of jobseekers in each state—and in particular I am interested in South Australia—who have been referred for drug and alcohol treatment by the jobactive provider? If you do not have it now, I can get it on notice. Mr Hehir: It may not break down to that level. Drug and alcohol treatment comes under the heading of 'professional services'. That is quite a broad range. I think it is our second highest level of expenditure within the fund, but there are a range of things that can be undertaken within the professional services category. I would need to check whether we have a subcategory in the system, but I do not think we do. Senator KAKOSCHKE-MOORE: So you could not say how many people in each state and territory have been referred for treatment as part of an approved activity? Mr Hehir: Not as part of an approved activity. Senator KAKOSCHKE-MOORE: Even just in general? I am just wondering how you came up with your estimated figures about the number of people who would be seeking help. Mr Hehir: We would need to check how the provider has actually reported it. If they have said 'psychologist or counselling' we may not have a degree of depth around what that counselling could be. It could be a range of factors. We can have a look and see what information we get on stream C, where they are able to use it as part of their approved activity. So we might have more information there. We can check that. I would have to take that on notice. Senator KAKOSCHKE-MOORE: Thank you. I would be happy to get as much detail as you have on that.
15	EMSQ17-004040	1-36-2	Kakoschke-Moore, Skye	Outcome 1 - Employment	ParentsNext - Drug and alcohol treatment	Mr Manning: Can I just add to that. Since September 2016, a participant of ParentsNext has been able to concurrently be in jobactive as well. I do not have the numbers on how many that would be. It would be small. But, if they were in jobactive too, of course their jobactive provider could make decisions in relation to access to the employment fund. Senator KAKOSCHKE-MOORE: Sorry, I may not have picked it up properly, but are you saying that, in the intensive stream, that fund is open to drug and alcohol treatment? Mr Manning: I would need to check.
16	EMSQ17-004041	1-36-3	Kakoschke-Moore, Skye	Outcome 1 - Employment	Employment for Stream C job seekers with drug treatment	Senator KAKOSCHKE-MOORE: I just have one question—you may need to take it on notice—and then I will wrap up. In terms of the jobseekers who were in stream C who have had drug treatments approved as part of their job search activity, how many of those have found employment? Mr Hehir: I would need to check. It is likely that stream C have received approval to have their drug and alcohol treatment as their approved activity. They are probably unlikely to have a significant amount of time for job searching, so that will reduce their chance of finding work.
17	EMSQ17-004042	1-36-4	Kakoschke-Moore, Skye	Outcome 1 - Employment	Average spent on drug and alcohol treatment	Senator KAKOSCHKE-MOORE: If you have this level of detail, on average, how much has been spent on drug and alcohol treatment per jobseeker? Ms Leon: We have taken on notice whether we can because we categorise it. It is a subset under the employment fund category of professional services. I am just not sure whether we subcategorise which professional services people got, so we have taken that on notice.
18	EMSQ17-004028	1-43-2	Siewert, Rachel	Outcome 1 - Employment	Professional health services for job seekers	Mr Manning: Referring to the guidelines, for services by a qualified psychologist it is \$150 per hour, GST inclusive. That is for individual sessions or group sessions attended by up to five jobseekers. Where they are the larger sessions, which sometimes happens, it is \$25.80 per jobseeker per hour, again GST inclusive, for group sessions of six or more jobseekers. For services provided by other qualified allied health professionals, it is capped at \$125.40 per hour, GST inclusive, for individual sessions or group sessions of up to five. Senator SIEWERT: The allied health is in group sessions? Mr Manning: That is right—for individuals or small groups. For example, professional services could cover things like anger management or addressing confidence issues, so it might be appropriate to do it in a group session. Where they are larger group sessions attended by six or more jobseekers, it is capped at \$22.80 per job seeker per hour, GST inclusive, for those allied health professional services. They are the maximum amounts. It could be less. Senator SIEWERT: Of that \$35 million—it is basically \$35½ million—do you know how many were provided in-house or externally? Is that something you can provide? Mr Manning: I am not sure off the top of my head. We can take it on notice and look into it. Senator SIEWERT: If you could, that would be appreciated.

19	EMSQ17-004032	1-45-2	Marshall, Gavin	Outcome 2 - Workplace Relations and Economic Strategy	Correspondence in relation to conduct before Estimates	I would also ask you to take this question on notice, too: can you provide to the committee all communication—in whatever form that may have taken—in relation to conduct before estimates, from anyone in the department with Mr O'Sullivan in relation to the conduct of estimates hearings, and can we take that back to when he was first mentioned by Senator Troeth as chair, and I think that was a decade ago. Ms Leon: I will take it on notice and see what we can find, Senator.
20	EMSQ17-004035	1-49-	Cameron, Doug	Outcome 1 - Employment	Pathway to Work pilot positions	Senator CAMERON: How many Pathway to Work pilot positions will there be? Ms Jensen: The precise number of placements is yet to be determined. But there will be up to 10 pilots, and any pilot will have a number of jobseekers. Senator CAMERON: How many? Ms Leon: It is yet to be developed. Senator CAMERON: How can you tell me that it will help if you do not know how many? Mr Hehir: Certainly the experience we have had with the North West Rail Link project, in terms of the work it has done with disadvantaged jobseekers and Indigenous jobseekers, has shown that having a good pre-employment training model and a good model of placement and support have been very effective in supporting jobseekers. We can certainly check the number of people who have been through that program.
21	EMSQ17-004039	1-51-2	Cameron, Doug	Outcome 1 - Employment	OECD recommendations regarding labour market participation	Senator CAMERON: How about you then provide details of what the OECD actually recommended. Ms Leon: Sure. Ms Jensen: We would be happy to do that. Senator CAMERON: They did not recommend any specifics for this cohort, did they? Ms Jensen: They recommended that they should be activated to get back into work, so that implies a range of activities that are relevant to JobSearch and building skills to be ready for the job market. But we can get you the specifics on that. We are happy to.
22	EMSQ17-004055	1-57-2	Paterson, James	Outcome 1 - Employment	Comparison of Australia's participation requirements	ACTING CHAIR: Do you have anything in your existing body of work that compares Australia's participation requirements to participation requirements of other like countries? Ms Jensen: I do not have the specifics with me at present, but I can get that for you. From recollection, in comparison to a number of countries, including many of the Nordic countries, our requirements are not as extensive for many of these cohorts, including for sole parents and mature-age people in particular. This is helping to bring Australia back into line to where countries that have better performance in terms of workforce participation have already gone in recognising changes in longevity and expectations and capability to remain connected with the benefits of work.
23	EMSQ17-004074	1-59-2	Kakoschke-Moore, Skye	Outcome 1 - Employment	Job seeker age breakdown	Senator KAKOSCHKE-MOORE: In terms of getting some statistics back on notice, is your data collected in age brackets, or is it per year? If I asked for 55 to 59 or 45 to 50, what is going to be the neatest way for you to provide that? Ms Leon: I think we can do it on almost anything. I do not think we collect it only in brackets. We collect it by their actual age. What would you like? Senator KAKOSCHKE-MOORE: What I would like to see is, particularly for what you would consider to be mature age workers—I am not sure where that kicks in. Mr Hehir: Quite young—50. Fifty is our start. Senator KAKOSCHKE-MOORE: I would like to see how many clients you have in those age brackets now, how long they generally spend on a jobactive provider's books, how many of them achieve an employment outcomes and how many of them are still in employment 13 weeks later, 26 weeks later, or whatever those benchmarks are. Ms Leon: We can give you that.
24	EMSQ17-004075	1-59-3	Siewert, Rachel	Outcome 1 - Employment	Job seeker requirements analysis	Mr Manning: As at 16 May, jobseekers aged over 50 were 25.6 per cent of the jobactive cohort. In terms of Employment Fund expenditure from 1 July 2015 to 31 March 2017, they were 16.7 per cent of all expenditure. Senator SIEWERT: Of the Employment Fund. Mr Manning: Of Employment Fund expenditure that time, 16.7 per cent was spent on jobseekers aged over 50. Senator SIEWERT: That is a significant difference between the cohort that they make up and the amount that is spent. Mr Manning: It is lower. It is worth bearing in mind that for some of the categories of expenditure under the Employment Fund, they are less likely to require that expenditure. For example, one of the categories is pre-employment training. They are more likely to have had an employment history, so they will not need expenditure on that. Certainly, it is lower. There may be some reasons for it in terms of the categories of expenditure. Ms Leon: Many young people do not have any skills or qualifications at all, whereas many of the older workers may already have a qualification, so there can be some reasons why the expenditure is different. Senator SIEWERT: I understand what you are saying, but we have also acknowledged that they need some support for retraining. Ms Leon: That is right. Senator SIEWERT: I appreciate that there are different requirements, but it is not to say that an older person's requirements are cheaper than a younger person's. Have you looked at an analysis of why that difference is there? Mr Manning: The department has not, as far as I am aware. I will take on notice whether that has ever been done in the past. Senator SIEWERT: That would be appreciated.
25	EMSQ17-004076	1-63-2	Kakoschke-Moore, Skye	Outcome 1 - Employment	Providers childcare	Senator KAKOSCHKE-MOORE: Is child care available at any of the ParentsNext sites? Mr Hehir: Normally, the ParentsNext provider helps the parent identify where suitable child care is, but most of the providers have a space for children for when parents are attending appointments. Senator KAKOSCHKE-MOORE: So there is a space for children at the facilities? Mr Hehir: Certainly at the ones I have seen. I need to check with the team on whether it is a requirement, but certainly every one I have been to— Senator KAKOSCHKE-MOORE: If you could please check that—for the 10 that exist and the 20 that will be established on top of that.
26	EMSQ17-004077	1-63-3	Kakoschke-Moore, Skye	Outcome 1 - Employment	ParentsNext state breakdown	Senator KAKOSCHKE-MOORE: How many will be in South Australia, and whereabouts in SA? Ms Leon: In Port Adelaide, Port Augusta and Whyalla. Senator Cash: Do you want us to read them out? There are only 20 of them. Would that assist you? Ms Leon: In New South Wales, the extra 20 are: Dubbo, Tamworth, Mid Coast, North Coast, Inner Sydney, and Orange. In Queensland they are: Townsville, Cairns, Mackay and Toowoomba. In WA they are: Geraldton, Broome, Perth South and Perth East. I already read out South Australia. In Northern Territory there are: Darwin, Palmerston and Alice Springs. In Victoria there is Mildura and in Tasmania there is Brighton. That is on top of the existing 10 locations that I think we have given evidence about in previous estimates. Senator KAKOSCHKE-MOORE: I know in South Australia we have one in Playford. Ms Leon: That is right. Senator KAKOSCHKE-MOORE: Can you tell me how much of the \$263 million South Australia will be getting? Mr Hehir: We would have to take that on notice. I do not have that. Senator KAKOSCHKE-MOORE: Can you take on notice to do a bit of a breakdown for each of the states.
27	EMSQ17-004078	1-64-2	Kakoschke-Moore, Skye	Outcome 1 - Employment	ParentsNext outcome fees	Senator KAKOSCHKE-MOORE: Okay. Finally, I am looking at page 93 of Budget Paper No. 2, where this particular measure is, and it says: The increased services will include additional pre-employment training and outcome fees to encourage successful placements. What are the outcome fees and who gets them? Mr Hehir: The outcome fees will be provided to the ParentsNext provider. I just need to look up what the actual value of the fee is. From memory, it was relatively low. Senator KAKOSCHKE-MOORE: Perhaps on notice you could let me know what the fees are and what would trigger the payment of an outcome fee—just enrolments in a course, completion of the course? That is the nature of the information I am after. Ms Leon: It is \$300—the outcome fee. But we will give you on notice what the activities are that can trigger that. Senator KAKOSCHKE-MOORE: Yes. Thank you. That is all from me about ParentsNext.
28	EMSQ17-004079	1-65-2	Siewert, Rachel	Outcome 2 - Workplace Relations and Economic Strategy	ParentsNext evaluation/review	Senator SIEWERT: Can I ask a few extra questions on ParentsNext. You read out some results just then. Have you got those in a report or in something else that we can reference? Has there been an evaluation? Ms Leon: Why don't I take on notice what we have that is published or that can provide you with more detail about the outcomes. I only have that kind of summary with me. Senator SIEWERT: Okay.

29	EMSQ17-004081	1-67-2	Marshall, Gavin	Outcome 1 - Employment	National Work Experience Program participation	Ms Milliken: The funding for the original implementation of the National Work Experience Program was \$2.7 million Senator MARSHALL: How many people have participated in the program for 2015, '16 and '17? Mr Hehir: The total participation since 1 October 2015 to 31 March is 2,938. Senator MARSHALL: Can you break that down into those years for me? Do you have that there now? Take it on notice. That is all right.
30	EMSQ17-004082	1-70-2	Marshall, Gavin	Outcome 1 - Employment	Career transition assistance program	Senator MARSHALL: Apart from other departments, what was the feedback from the people that you consulted outside of that? Ms Jensen: Another input has been from the Age Discrimination Commissioner the inquiry, the Willing to Work inquiry, which found that older Australians face significant barriers to employment, including a lack of training opportunities. We have built on inputs such as that report and earlier input from stakeholders around the barriers that mature-age workers face. Senator MARSHALL: Can you provide the feedback from the stakeholders to the committee? Ms Jensen: We can certainly take that on notice and look back at some of the earlier interactions and provide you with a summary.
31	EMSQ17-004083	1-71-2	Marshall, Gavin	Outcome 1 - Employment	Work for the Dole budget	Senator MARSHALL: What was the budget for Work for the Dole in the 2016-17 financial year? Mr Hehir: I think it is in the order of about \$450 million to \$480 million. The reason I am hesitating is that I have a figure with the 2015-16 year in it. It is in the order of \$620 million to \$630 million from 2016-17 through to 2019-2020. Senator MARSHALL: I actually want to make the comparison with the budget for Work for the Dole for 2017-18. Ms Milliken: Do you only want the financial year, or do you want the forwards? Senator MARSHALL: Just the financial year. I want to find out how much you have cut. That is the point of the question. It should be obvious to everybody, really. Mr Hehir: If you look at the 2017-18 year, from the 2016-17 budget— Ms Leon: I am not entirely confident that this is the figure you are looking for. I will tell you what we have, but I may need to correct or qualify it on notice. I think that the figure that would have been spent in 2017-18, if looked at from the perspective of the 2016-17 budget, would have been \$155.9 million in 2017-18. That covers Work for the Dole coordinators and Work for the Dole fees. Both of those will change going forward, because as well as abolishing Work for the Dole coordinators, producing a saving, there is also a spend associated with it because we will now be giving jobactive providers a fee, but the fee is not as much as we previously gave to Work for the Dole coordinators. I do not have all of the elements of that broken down in front of us, only the overall impact of that, which has been a reduction in 2017-18 of \$3.3 million. Most of the change will not kick in until the following year, because those contracts will not end until halfway through the year. There are savings of about \$25 million per year from 2018-19 onward, out of what we think a baseline figure is, that would have been \$155.9 million in 2017-18.
32	EMSQ17-004084	1-74-2	Marshall, Gavin	Outcome 1 - Employment	Work for the Dole participation numbers	Senator MARSHALL: Just take this on notice: can you give us the total participation numbers in Work for the Dole for the calendar years between 2010 and 2016? Just take that on notice. Senator Cash: Yes, we will take that on notice. Ms Leon: We will take it on notice. It may be that we have got it by financial year, but—
33	EMSQ17-004085	1-76-2	Marshall, Gavin	Outcome 1 - Employment	Risk assessment for Work for the Dole site	Ms Leon: I am have to take that on notice and respond to its into in terms of public interest immunity. Senator MARSHALL: I must say that I am not sure that I accept that answer too. Everybody that could work it out based on the risk assessment already knows who the person is. Ms Leon: But they do not necessarily know what the person has disclosed in their individual circumstances. So, when we do those jobseeker risk assessments— Senator MARSHALL: No, no. All right, go on, sorry. Ms Leon: When we do the jobseeker risk assessments they go to personal characteristics of the jobseeker. So not everyone will necessarily know, for example, that they have a mental health problem or that they have some kind of health condition. Not everyone will know that. That is something that is only disclosed by the individual. Mr Hehir: You are right. Those people who do know the jobseeker would then get access to that personal information, and that is what our concern was. Senator MARSHALL: All right. I thought this was a risk assessment about the job that was being undertaken. Ms Leon: You want it of the site? Mr Hehir: You asked for jobseeker. Sorry, Senator. Ms Leon: There are two sorts of risk assessments that we do. One is a risk assessment of the jobseeker and the other is the risk assessment of the place. Mr Hehir: Because you asked for the participants you got the jobseeker. Ms Leon: We might have misunderstood what you wanted. If you want a risk assessment of the place I am happy to take that on notice because we may well be able to provide you with that. Senator Cash: There seems to have been some confusion. Senator MARSHALL: You may have me there, and that is once but only once. Ms Leon: Yes the jobseeker risk assessment offers quite personal health information Senator MARSHALL: Take both those— Senator Cash: We can take that one on notice now and revisit it.
34	EMSQ17-004086	1-76-3	Marshall, Gavin	Outcome 1 - Employment	Work for the Dole - Report from asbestos removal company	Senator MARSHALL: So, you are telling me there was an audit one of that property by an asbestos removal company and that they removed asbestos, and their view was that there was no further asbestos on site and therefore the supervisor removed that. Can you give us a copy of that report from the asbestos removal company? Ms Leon: We can see if we have it. It would be something the host organisation would have had rather than us— Senator MARSHALL: You are relying on that to give me the evidence here at the committee so I hope you have it. Mr Hehir: I have advice from the host. Ms Leon: rather than whether we have the actual report. Senator MARSHALL: Well, you should ask. Ms Leon: We will ask.
35	EMSQ17-004087	1-79-2	Siewert, Rachel	Outcome 1 - Employment	PaTH Internships - Host businesses	Senator SIEWERT: The only other thing on PaTH, and it is a question that needs to be taken on notice, is the names of the employers—I assume you cannot tell us those? Ms Leon: I can tell you the activities that interns have been doing to date. Senator SIEWERT: And maybe tell us whether they are big employers or small employers. Ms Leon: I will have to take that on notice.
36	EMSQ17-004088	1-82-2	Marshall, Gavin	Outcome 1 - Employment	Work for the Dole - SORT activities	Senator MARSHALL: How many SORT Recycling work-for-the-dole activities were reviewed? Mr Hehir: My recollection is that it was of the order of 64, but we will check.
37	EMSQ17-004089	1-83-2	Marshall, Gavin	Outcome 1 - Employment	Work for the Dole - business reallocation	Mr Hehir: We undertook the business reallocation process and, at the same time, we also undertook a process around Indigenous outcomes targets. Of the jobactive providers: 11 providers are gaining business share; 12 are having business share reduced; and 13 are gaining business share in some employment regions, and reducing business share in other employment regions; eight providers have had no overall change. Senator MARSHALL: Are you able to tell us which ones they are? You can take that on notice. Mr Hehir: Yes, Senator, I will take that on notice. Senator MARSHALL: Is that a problem to identify them? Mr Hehir: No, I do not think it is a problem. We just normally do not disclose share, but we are happy to disclose those who got—you can see it in the five stars and the two- and one-star ratings, so there should be no issue with those. Senator MARSHALL: Will you be able to give us detailed reasoning why those providers had businesses reallocated away from them? EDUCATION AND EMPLOYMENT LEGISLATION COMMITTEE Mr Hehir: We can give you the broad reasoning. Because we treat this as a procurement process, we do not necessarily go into all the detail, but we can give you the broad parameters that were used.
38	EMSQ17-004090	1-85-2	Marshall, Gavin	Outcome 1 - Employment	jobactive complaints	Senator MARSHALL: It is still a lot of complaints, though. These are complaints from individuals, are they not? Mr Hehir: I am not sure if these are all individuals. There is a possibility that there are multiple complaints or that individuals have complained a number of times. Can I take that on notice? Senator MARSHALL: Can you break that down into the various categories as far as your information allows you to go? Please give me the number of people complaining. How far can you drill down with your information? Are there more complaints about some individual providers than others? Mr Hehir: I will need to check to see what the system records. We certainly know when they are against a provider. I will need to check whether we record it against the individual provider.

39	EMSQ17-004201	1-86-2	Marshall, Gavin	Outcome 1 - Employment	Procedure investigating deed breaches	Senator MARSHALL: Do you think it is an adequate response to a serious breach—consumer data being made public—to have the people who breached privacy in the first place investigate themselves, instead of having a third party doing it? Mr Hehir: In the first instance, we certainly do ask the provider to have a look at the issue. My team then looks at their report to determine whether they think it is accurate and fully covers all the material. Senator MARSHALL: Sure. But do you really think self-investigation is the way to go? Surely that is not best practice? Surely the department does not do that internally itself? Mr Hehir: That certainly has been our practice, my understanding is, for a number of years. I can check that. But my understanding is that this is a deed requirement that has been in place for a number of years.
40	EMSQ17-004091	1-88-2	Marshall, Gavin	Outcome 1 - Employment	Outstanding provider cases	Ms Leon: Why don't we take on notice where all of those seven outstanding cases are up to and to what extent there has been any repeat of the same actions that we asked them to rectify? Senator MARSHALL: You can do that too,
41	EMSQ17-004092	1-88-3	Marshall, Gavin	Outcome 1 - Employment	Repeat Offenders	Senator MARSHALL: You can do that too, but I do want to follow up on the repeat offenders, because we have the information here. How many repeat offenders have there been? Mr Hehir: Three or four, currently. Senator MARSHALL: Three or four out of 14. Have any of them had a penalty? Mr Hehir: I am not sure whether we have finalised all those investigations or that analysis of their reports yet. I will need to take that on notice.
42	EMSQ17-004202	1-89-1	Marshall, Gavin	Outcome 1 - Employment	Penalties for privacy breaches	Senator MARSHALL: So two have been finalised. Did they get a penalty for the second one? Ms Harrison: We asked for them to undertake rectifications. Mr Hehir: Again, I would need to examine the actual documentation to see whether they are the same issue or not. In terms of privacy breaches, there are a range of things that can go wrong. Sometimes it is how staff themselves have managed the issue. Sometimes it is whether the procedures and policies within the organisation have not been sufficient. So I would have to have a look at the individual circumstances to determine whether, in actual fact, they had breached in the same manner or around similar matters before we would be able to give you an answer. As the secretary said, we do have a process. We work with our providers to try to educate them first, and I think that is consistent with our approach around compliance. It is absolutely education first and no penalty at the start. As we see further issues, then we absolutely seek to get tougher in our responses, and that is the framework within which we operate. It is also important to note that there are a range of measures that we use around compliance, including having a compliance measure applied to the provider's star rating. Where we see issues being repeated, or large-scale noncompliance, we do take that into account, and that does have a penalty for the providers in terms of their star ratings.
43	EMSQ17-004093	1-89-2	Marshall, Gavin	Outcome 1 - Employment	Unauthorised access to jobseeker records	Mr Hehir: The staff need to have access to jobseeker records so they can do their job. The issue was the unauthorised access to that. We received a tip-off which we then confirmed and we wrote to the provider, asking them to show cause. My understanding is that they did an investigation and they came back, and, during that process, the employment consultant resigned. Senator Cash: Again, Senator Marshall, we will ensure that the department takes this on notice and comes back to you with full details, as opposed to supposed recollections.
44	EMSQ17-004043	1-96-2	Cameron, Doug	Outcome 1 - Employment	Ford Transition Project	Senator CAMERON: I will go through them. If you can answer the questions now, that would be good, but otherwise you can take them on notice. Who is conducting the review? Ms Leon: We are already at a question that I do not have the detail for with me. Senator CAMERON: When will the review commence, or has it commenced? Ms Leon: I will have to put that on notice. Senator CAMERON: Did you know what the cost of the review is? Ms Leon: This is a whole-of-government review, so it is not within our portfolio only. I am pretty sure it is being run out of PM&C. We are participating in it because we have a small slice of it, but it is not our review. Senator CAMERON: Has a draft of the report been delivered yet? Ms Leon: Not that I am aware of. Senator CAMERON: Has the report been finalised? Ms Leon: I could not say. Senator CAMERON: Can you take that on notice? Ms Leon: We will take them all on notice, and it may be that we have to get advice from another department. Senator CAMERON: If the report has been finalised, can you table a copy? Ms Leon: I will take that on notice as well. Senator CAMERON: You would not know when the report would be available, would you? Ms Leon: No, but we will find out for you.
45	EMSQ17-004044	1-107-2	Abetz, Eric	Outcome 2 - Workplace Relations and Economic Strategy	Grant for Fair Work laws education	Senator ABETZ: Thank you. Is it true that the Fair Work Ombudsman received just \$2.7 million to help explain the Fair Work laws in comparison to the \$10 million received by the ACTU's education foundation—so-called? Ms Parker: On the money to the Fair Work Ombudsman, we will have to take that on notice. I am not aware of what they received. These are just our external grants.
46	EMSQ17-004045	1-108-2	Abetz, Eric	Outcome 2 - Workplace Relations and Economic Strategy	Payment dates under the Productivity Education and Training Fund	Senator ABETZ: How much of the agreed funding was paid? Ms Parker: All of that funding was paid. Senator ABETZ: And when were the payments made? Has it all been paid out or is it paid out at 10 per cent each year for the 10 years? Mr Edwards: The first payment was in June 2012, and the final payment was certainly made before the end of the calendar year 2012. I do not have them in full. ... Senator ABETZ: Can you provide us with the exact date on which each grant payment was made. Take that on notice. Ms Parker: I think we provided that, didn't we? It was only two payments— Senator ABETZ: One was in June and one was about six months later. But if you could take the exact dates on notice. We do not need to delay tonight on that. How is the foundation required to spend this money—as in, what acquittals or reports of spending were required?
47	EMSQ17-004047	1-109-2	Abetz, Eric	Outcome 2 - Workplace Relations and Economic Strategy	Annual plan	Mr Edwards: In the case of this agreement, 2022. In addition, the funding agreement requires submission of an annual plan, which needs to include performance indicators— Senator ABETZ: Have you been receiving those? Mr Edwards: Yes, we have those— Senator ABETZ: Are we able to see copies of those? Taken on notice. It might be commercial in confidence. Mr Edwards: I will take it on notice and get some advice.
48	EMSQ17-004048	1-109-3	Abetz, Eric	Outcome 2 - Workplace Relations and Economic Strategy	Commonwealth Grant Guidelines	Senator ABETZ: Is it normal for a government grant to be so administered? Is this in line with government contracting guidelines? Mr Edwards: I am not sure I am the right person to answer that— Ms Parker: There are Commonwealth grants guidelines that departments follow. They are on the website of the Department of Finance. There were slightly different guidelines back then. Ms Leon: But we can take on notice whether there is any relevant difference between the guidelines that were applicable at the time and the arrangements that were entered into. Ms Parker: There is some flexibility. One of the main criteria for these grants is that they can be publicly defensible, value for money and so on. Governments can make decisions about the guidelines and whether or not to adhere completely closely to them. Senator ABETZ: So would you accept that the arrangements entered into in 2012 would not match the current guidelines for government contracting? Mr Edwards: I have not compared the agreement with the current guidelines. I would need to take that on notice.
49	EMSQ17-004049	1-110-2	McKenzie, Bridget	Outcome 2 - Workplace Relations and Economic Strategy	Contract copies	Ms Leon: Since I have been secretary of the department, we have not had any of these large up-front payments which go out to any organisation years in advance of their being acquitted. CHAIR: On notice, could we receive copies of all these contracts, please? Ms Leon: Before we pass to another— Senator MARSHALL: I have not finished yet. ACCI and the Ai Group also have to provide acquittals? Ms Parker: Yes. Senator MARSHALL: You are checking that? Ms Parker: Yes, we are. Senator MARSHALL: And that is all okay, is it? Mr Edwards: All three are administered in the same way. CHAIR: On notice, I would like all three contracts.

50	EMSQ17-004050	1-112-2	Marshall, Gavin	Outcome 2 - Workplace Relations and Economic Strategy	AIG and ACCI grants under the Productivity Education and Training Fund	Senator MARSHALL: In relation to the grants, Senator Abetz asked you to take on notice a couple of things in relation to, I think, measuring against the current guidelines and those in the past. I think there were some other questions too. I would ask you to take those same questions on notice and apply them to both the AIG and ACCI grant, and also respond accordingly in terms of both of those grants. Ms Parker: Yes. They are almost identical. Senator MARSHALL: That is right. I would not want you to just come back with a position on one. CHAIR: There was the union education foundation. Ms Parker: Yes, that is fine. We can do that.
51	EMSQ17-004051	1-112-3	McKenzie, Bridget	Outcome 2 - Workplace Relations and Economic Strategy	Union Education Foundation role	Senator CAMERON: Are there any other employer organisations that receive a grant? Ms Parker: No, not under those. The Productivity Education and Training Fund related to just those three. CHAIR: Do we know if the union education foundation has submitted any information to ASIC or acquitted its funds? I just do not have a lot of information about what it does. I would have assumed that unions have an educative role within their own organisation rather than having to have a separate foundation. Can you explain the relationship? Ms Parker: No, only that we mentioned before that it is the training arm that trains unionists, basically. Mr Edwards: It is a trust. All I have here, I am afraid, is that it is a trust that is governed by a board that comprises the ACTU, trade union officials and others with an employer background. CHAIR: So will there be more information about its structure once we look at the contracts that I have asked for on notice? Mr Edwards: That will not explain the structure of the trust. Ms Parker: We can take it on notice and get back to you. CHAIR: Yes, could you. Thank you. Senator PATERSON: This will mainly apply to— CHAIR: To publicly. Exactly. Annual reports. Ms Parker: We can also find out for you. I am not aware of the answer. Senator MARSHALL: That would be good. Senator PATERSON: If they are, when they have, when they most recently have. Ms Parker: Sure
52	EMSQ17-004052	1-113-2	Marshall, Gavin	Outcome 2 - Workplace Relations and Economic Strategy	AIG and ACCI Board Membership	Senator MARSHALL: Can you also take on notice—I notice you said the board of the ACTU trust also had some employer type representatives on it—to find out whether the employer trusts have any union representatives on their board? Ms Parker: We can provide you their membership, is probably the answer to that. Yes, we will provide that. CHAIR: Because ACCI and AIG are not operating these trusts. Mr Edwards: No, they are not trusts. I was just going to say that it is ACCI and AIG. Senator MARSHALL: So they are just getting the money directly. CHAIR: Yes. It is like giving it to the ACTU, but there is somehow this other body that has been set up too. Senator MARSHALL: A trust rather than just giving it straight to the ACTU. CHAIR: If we could have some background on that, that would be great. Mr Edwards: Sure. Ms Parker: Certainly
53	EMSQ17-004053	1-114-2	Kakoschke-Moore, Skye	Outcome 2 - Workplace Relations and Economic Strategy	457 Visa program - labour market analysis	Senator KAKOSCHKE-MOORE: On notice could you provide me with some details about that labour market analysis—what that looked like, how old the data was that you were using or how contemporary? Ms Parker: Yes, we can take you through that. The other thing we would say is that any employer who feels they have a genuine need to employ an overseas worker can apply for a labour agreement. It is not as if the door is shut. We are saying that the evidence and the data showed that these either were not being very much used or there was not necessarily a skills shortage. But employers can ask the immigration department to agree to a labour agreement to bring in a particular worker.
54	EMSQ17-004056	1-115-2	Kakoschke-Moore, Skye	Outcome 2 - Workplace Relations and Economic Strategy	457 Visa program - Department of Employment advice	Senator KAKOSCHKE-MOORE: I might leave it there and then I will have some further questions on notice. The lack of consultation is incredibly concerning. Senator Cash: Some of them may be appropriate for immigration because obviously immigration is the lead agency. Senator KAKOSCHKE-MOORE: They referred me here. Senator Cash: Right! Okay. Ms Parker: They referred you here for what advice we provided. We can only comment on what advice we provided. Because of the nature of the department our advice is limited to labour market factors. Senator Cash: We will get you the explanation. Senator KAKOSCHKE-MOORE: That would be helpful.
55	EMSQ17-004057	1-115-3	Cameron, Doug	Outcome 2 - Workplace Relations and Economic Strategy	457 Visa program - advice provided regarding the abolition	Senator CAMERON: But you were involved in providing advice on the list of removed occupations. Ms Leon: Yes, that is right. We had started working on that in September last year. Senator CAMERON: Was that for Minister Cash or from the immigration minister, who asked you to do this? EDUCATION AND EMPLOYMENT LEGISLATION COMMITTEE Ms Leon: It was a government response to that 457 integrity review. I have not got the exact text with me but I can get it for you on notice. The government response was that the Department of Employment would review the occupation list. So it was a decision of the government. Senator CAMERON: That integrity review was in 2014? Ms Leon: Yes, that is right—Mr Azarius. Senator CAMERON: Was anything done between 2014 and September 2016? Ms Leon: I think the response was in 2016. The review was in 2014. I might just have to get officers to see if— Ms Parker: We will take that on notice.
56	EMSQ17-004058	1-116-2	Cameron, Doug	Outcome 2 - Workplace Relations and Economic Strategy	457 Visa program - date of Government response	Senator CAMERON: I thought you said that you commenced the review in September 2016? Ms Leon: We commenced the project to develop the labour market factors in September 2016 and we did that in response to the government response to the 2014 457 integrity review. I do not have with me the date of when that government response was, but if officers at the table do—
57	EMSQ17-004059	1-116-3	Cameron, Doug	Outcome 2 - Workplace Relations and Economic Strategy	457 Visa program - contact from industry participants	Senator CAMERON: Has the department been contacted by industry participants about what I have seen described as the 'crippling impact' of the government's decision to abolish 457 visas from science, technology, research, mining, retail, hospitality or other government agencies? Ms Parker: We have received some correspondence, yes, and the minister has received some correspondence. Senator CAMERON: Can you table that correspondence? Mr Cully: We will take that on notice. EDUCATION AND EMPLOYMENT LEGISLATION COMMITTEE Senator CAMERON: Minister, who has contacted you? Senator Cash: I would have to take it on notice.
58	EMSQ17-004060	1-119-2	Cameron, Doug	Outcome 2 - Workplace Relations and Economic Strategy	Small Enterprise Association - background	Senator CAMERON: Who is the Small Enterprise Association? Who are they? I have never heard of them. Ms Parker: We do not have all the background for the briefing that we provided the minister with us, but we do have that broad description. We can get it for you.
59	EMSQ17-004061	1-121-2	Cameron, Doug	Outcome 2 - Workplace Relations and Economic Strategy	Independent Contractors Association	Senator CAMERON: So is the Independent Contractors association registered or incorporated in any Commonwealth jurisdiction? Ms Parker: We will have to take that on notice.
60	EMSQ17-004065	1-126-2	Cameron, Doug	Outcome 2 - Workplace Relations and Economic Strategy	Health check for Seasonal Worker Programme participant	Senator CAMERON: When can you advise me as to whether Mr Fifita's health was checked? Ms Durbin: I am happy to take that on notice. But it will be reliant on me talking to Tongan officials and providing information. Senator CAMERON: Are you giving me an undertaking that you will talk to them about that specific issue? Ms Durbin: I will certainly talk to my Tongan counterparts, yes. Senator CAMERON: On the health check issue? Ms Durbin: Yes.

61	EMSQ17-004066	1-127-2	Cameron, Doug	Outcome 2 - Workplace Relations and Economic Strategy	Seasonal Worker Programme - procedure following serious injury	Senator CAMERON: Is the protocol documented? Ms Durbin: I probably could not put my hands on a document to say, 'Here are the procedures that we follow,' but we are confident that we cover off all the bases. Ms Parker: We can write it out. We have been running the program since 2012. These things evolve, but there is a standard approach that we take and, unfortunately, we have had to take it a number of times. Ms Durbin: I am happy to take it on notice, because I know from discussions with staff—for example, as we said, one of the first things that we do when we are notified of this is send staff up. In each of the situations, we send staff to check on the welfare of other workers who are in Australia, talk to the employer and make sure people are aware of what support is in place. As I said, often there are other family members there, so we are able to provide them with support. I am confident I can find documentation that will give you comfort that we take the issue very seriously. Senator CAMERON: That is good. If you could take on notice the documentation for the protocol. Ms Durbin: Certainly.
62	EMSQ17-004067	1-127-3	Cameron, Doug	Outcome 2 - Workplace Relations and Economic Strategy	Seasonal Worker Programme - instances of relatives coming to Australia following an incident	Senator CAMERON: You indicated when someone is seriously injured—is there a process where you can bring a relative to assist or visit them? Ms Durbin: In general, that is done through the approved employer. How the program works is the department grants approved employer status to an employer, and we also go through a number of checks when that approved employer wants to bring a worker to Australia. We approve the intake of a certain number of workers to do a certain range of occupations that are eligible under the program. The approved employer then works directly with the labour-sending unit who selects the workers and applies to the Department of Immigration and Border Protection for the visas. When there is, unfortunately, an incident, it is generally the employer who is able to contact the direct relatives of the worker who is involved. Normally, that is done through the employer, rather than through the department, but, obviously, one of the first things we check is everybody who needs to know. Senator CAMERON: Will there be any funding available for a close relative, if someone was seriously injured that could not be moved, to come to Australia? Ms Durbin: I can provide you assurances that, in a number of instances, it is the approved employer who has paid for family members, both those who are in Australia to fly to a location but also overseas relatives to fly to Australia to be— Senator CAMERON: Okay, can you provide details of where this has happened. Ms Durbin: Where we are aware of it, yes, certainly.
63	EMSQ17-004068	1-127-4	Cameron, Doug	Outcome 2 - Workplace Relations and Economic Strategy	Seasonal Worker Programme - Broadfield Enterprises action following incident	Senator CAMERON: So did Broadfield Enterprises pay for the father to come across? Ms Durbin: I will take that on notice.
64	EMSQ17-004069	1-128-2	Cameron, Doug	Outcome 2 - Workplace Relations and Economic Strategy	Seasonal Work Programme - Health insurance for deceased participant	Senator CAMERON: 24 hours. Was Mr Fifita covered by health insurance? Ms Durbin: Yes, he was. Senator CAMERON: Have you sighted the health insurance? Ms Durbin: I have not personally, but I know the approved employer has had dealings with the health insurance provider. Senator CAMERON: But having dealings with them does not mean to say that there was— Ms Parker: Around the— Senator CAMERON: Have you sighted health insurance that covered Mr Fifita? Ms Durbin: I have not, no. Senator CAMERON: Has anyone in the department? Ms Durbin: I will take that on notice and check with my staff member who attended whether we have had any subsequent documentation. Senator CAMERON: You say that he was covered. How did you determine that he was covered if you have not sighted any documents? Ms Durbin: From the discussions that we have had with the approved employer, from the discussions that we have had with the family members and from the discussions that I have had with my staff members. Senator CAMERON: How would the family members know? Ms Durbin: They would be in discussions with the approved employer. Senator CAMERON: Have you checked with the approved employer if there was coverage? Ms Durbin: Yes. Senator CAMERON: You have? Ms Durbin: I have not sighted the documentation, but every discussion, every indication, that we have had has confirmed that, yes, there was health insurance in place. Senator CAMERON: But, if you have not seen it, how do you know? Ms Durbin: I am saying I personally have not sighted it. Senator CAMERON: But has someone in the department— Ms Parker: We are taking it on notice, Senator. Ms Durbin: We are taking it on notice. Ms Parker: We will check. Ms Leon: We will check with the staff of the department who went up to Childers after this event. Senator CAMERON: They sighted it, did they? Ms Parker: We do not know. Ms Leon: No. The reason Ms Durbin is taking it on notice is that she personally did not go to Childers, but her
65	EMSQ17-004070	1-129-2	McKenzie, Bridget	Outcome 2 - Workplace Relations and Economic Strategy	Charges and penalties following the Royal Commission into Trade Union Corruption	Senator CAMERON: Just on that, have any of these individuals ended up going to jail? Ms Leon: Mr Manasi was sentenced to 3 months' imprisonment in May 2016; Maria Butera, Lisa Zanatta and Halafih Kivalu have been given suspended sentences; and the others have received fines. CHAIR: Ms Leon, could you provide us on notice with the relationships between the charges and what the actual penalties would be? Some of those might be a maximum penalty. Ms Leon: Yes.
66	EMSQ17-004098	2-7-2	Cameron, Doug	Outcome 2 - Workplace Relations and Economic Strategy	Registered Organisations Commission - Negotiated Issues and Outcomes	Senator CAMERON: Are there any functions or activities that are affected as a consequence of the negotiation? Ms O'Neill: There are a number of functions that remain the responsibility of the Fair Work Commission. There were some staff who were in the broader regulatory compliance branch who have remained with the Fair Work Commission. In doing the analysis of identifying the functions that transfer and then the people following those functions, it was relatively straightforward in most cases, but there were some marginal judgements that needed to be made about the staff that would remain and those that would transfer over. Senator CAMERON: So is there an agreement document or an MOU or something that identifies what has been done? Ms O'Neill: There certainly are documents that set out the negotiated outcome, if you like. Senator CAMERON: Are they available? Ms O'Neill: I do not have them. I can take that on notice. Ms Parker: I think we would have something like that. It might even be that the department has that. We would have written down the numbers and so on. Senator CAMERON: The outcome of the negotiations. Ms Parker: It is not a formal, signed-off discussion, but we would have a fair bit of detail that we could give you. Senator CAMERON: Could you then provide all the documentation that identifies the negotiation of the issues and the outcome of the negotiated issues? Ms Parker: Yes, we could take that on notice. I am not sure how much is on file, but we will certainly get you what we can
67	EMSQ17-004099	2-8-2	Cameron, Doug	Agency - Fair Work Commission	FWC - Retirement entitlements	Senator Cash: I am assuming the President Ross also will have a similar entitlement when he retires. Or will he get more? I am not quite sure. Senator CAMERON: I think you might be assuming wrongly. Senator Cash: I think he will actually retire on more when he retires—one of your charges. In fact, we might actually do the maths. Maybe Senator Paterson might ask some questions on that later. Also Vice President Hatcher or Vice President Catanzariti: we could perhaps do the numbers on them as well. Senator PATERSON: Maybe we will just get them all on notice. Senator CAMERON: Yes. Senator Cash: Why don't we just get them all on notice so we know what they are all going to retire on? But bearing in mind that it is what they are statutorily entitled to.

68	EMSQ17-004100	2-11-2	Abetz, Eric	Agency - Fair Work Commission	FWC - Appointment of Ms Wells	Senator ABETZ: I have a number of issues to raise. The first one is in relation to the matter that I raised last time about Nicole Wells and Kevin Harkins and the redundancy payment. I will just confirm the facts: in January 2017, a Federal Court judge made observations that these two people may have received unauthorised redundancy payments when they were officials of the CEPU. I understand that Ms Wells is currently a Fair Work Commissioner. That is correct? Ms O'Neill: She is a dual appointee. Her appointment to the commission is contingent upon her appointment as a member of the Tasmanian Industrial Commission. Senator ABETZ: So who appointed Ms Wells to the commission—or which minister? Ms O'Neill: Ms Carruthers may be able to assist with that. Ms Carruthers: I am sorry, Senator, I might have to take that on notice. Senator ABETZ: What was the date of the appointment? That might assist us. Ms Parker: I think it was Minister Shorten who appointed her. It was a government appointment at the time. You could probably Google it. Senator ABETZ: So what was the date of the appointment? Ms Carruthers: She was appointed on 5 August 2013. Senator ABETZ: Minister, or anybody else at the table, can you help as to when the caretaker provisions cut in for the election? Ms Parker: September that year, was it not? Senator ABETZ: Yes, it was! Could I ask you to take on notice whether the date of the appointment was the day before the caretaker provisions cut in.
69	EMSQ17-004101	2-12-2	Abetz, Eric	Agency - Fair Work Commission	FWC - Discussions between Mr Wells and the President of the Fair Work Commission	Senator ABETZ: ..... I note on the Registered Organisations Commission website, and in recent media reports, that Ms Wells is being investigated by the Registered Organisations Commission. What discussions has the president of the Fair Work Commission had with Ms Wells, if any, about this investigation? I think at the last estimates he claimed—and we have to accept this at face value—that, despite the media publicity about it, he had no knowledge of the case. I brought it to his attention. It is now before the Registered Organisations Commission. I am wondering whether the president has now seen fit to have a discussion with Ms Wells about this issue. Ms O'Neill: I will take that on notice, as I am not necessarily aware of all the conversations that the president may or may not have had with Ms Wells. I am aware that Deputy President Wells requested to the president on 17 May that she not be allocated any additional Fair Work Commission matters in circumstances where her appointment to the Tasmanian Industrial Commission—her current term expires in September, I believe. She requested that she not be allocated any additional matters in order to enable her to finalise any such matters in the event that she is not reappointed by the Tasmanian commission. Her Fair Work Commission appointment would lapse in those circumstances. Senator ABETZ: Right. Could you take on notice what discussions the president has had with Ms Wells, and whether he has raised this?
70	EMSQ17-004102	2-12-3	Abetz, Eric	Agency - Fair Work Commission	FWC - Ms Wells' duties whilst under investigation	Senator ABETZ: So to your knowledge, she is continuing with her normal duties other than that she has asked not to be given any new matters? Ms O'Neill: Usual duties is perhaps not the language I would use, simply because— Senator ABETZ: What language would you use? Ms O'Neill: Simply because she is a dual appointee; she does not do 100 per cent of her time with the Fair Work Commission— Senator ABETZ: Sorry, I understand that. I was assuming, given that you represent the Fair Work Commission, that we were only talking about the Fair Work Commission here. I should have phrased that more clearly: her Fair Work Commission roles, or in her Fair Work Commission appointment. Ms O'Neill: Certainly. I was not trying to be difficult; I was really just pointing to the fact that because she is not a primary appointee she does not get allocated a standard amount of work, if you like, from the Fair Work Commission. Senator ABETZ: All right, her non-standard amount of work. Ms O'Neill: We will take that on notice.
71	EMSQ17-004103	2-12-4	Abetz, Eric	Agency - Fair Work Commission	FWC - Ms Wells' role with the Fair Work Commission	Senator ABETZ: So what is Ms Wells' role within the Fair Work Commission? What sorts of matters does she undertake? Ms O'Neill: I would have to take that on notice
72	EMSQ17-004104	2-13-2	Abetz, Eric	Agency - Fair Work Commission	FWC - Mr Wells and anti-bullying orders	Senator ABETZ: Right. And that would have been discovered whilst this matter was with the Fair Work Commission, because it was seized of the matter before it being referred to the Registered Organisations Commission. And I note an article of 4 July 2015 about a Federal Court case that Ms Wells was involved in, where it states: A senior Fair Work commissioner responsible for anti-bullying orders and who plans to lecture publicly on the subject has been accused of workplace bullying and intimidation. Now is it true that Ms Wells hears applications for anti-bullying orders? Ms O'Neill: There is not a delineation of particular members generally having particular matter types, but I do not know as a matter of fact whether Deputy President Wells has been allocated and dealt with any anti-bullying matters. I am happy to take that on notice. Senator ABETZ: All right, can you take that on notice? Thank you.
73	EMSQ17-004105	2-13-3	Abetz, Eric	Agency - Fair Work Commission	FWC - Mr Wells anti-bullying lectures	Senator ABETZ: ..... And can you take on notice, if you need to, whether she has given lectures on anti-bullying laws in her position as a Fair Work Commissioner? Ms O'Neill: I will take that on notice.
74	EMSQ17-004106	2-13-4	Abetz, Eric	Agency - Fair Work Commission	FWC - Ms Wells presiding over anti-bullying cases	Senator ABETZ: . I note that a Mr Darren Harpham alleged that when he was being terminated by the CEPU in 2012 and offered a new job elsewhere at a lower salary, Ms Wells allegedly told him: You— expletive deleted— idiot, you will take the job ... or I will terminate you. When Mr Harpham then asked for a week's leave to think about it, Ms Wells allegedly slammed her fists on the desk and said again: You're a— expletive deleted— idiot. In light of the public allegations about Ms Wells, do you or the president have any position on whether she should sit on anti-bullying cases? Ms O'Neill: I cannot speak for the president, and it is not really appropriate or my role to have a view. Senator ABETZ: All right. If you could then take that on notice for the president to answer. I accept your answer in relation to your responsibility. Then, if we can ask the president on notice, or remind the president, that a federal court ordered the CEPU to pay Mr Harpham over \$30,000 after he was underpaid his entitlements by the CEPU at the time of his termination, whilst Ms Wells was acting secretary of that union. So I ask on notice whether the president has any concerns that Ms Wells was involved in the underpayment of an employee's entitlements and allegedly involved in paying herself and her partner an unauthorised redundancy overpayment? I will leave that on notice for the president. Ms O'Neill, I note in the 'guiding principles' of the Fair Work Commission's members' code of conduct that: The principles applicable to Member conduct have three main objectives: ? to uphold public confidence in the Commission and in the administration of justice ? to enhance public respect for the Commission, and ? to protect the reputation of ... the Commission as a whole. I ask whether it is believed by the Fair Work Commission or the president that Ms Wells has abided by these guiding principles. I will ask you to take that on notice.
75	EMSQ17-004107	2-14-2	Abetz, Eric	Agency - Fair Work Commission	FWC - Domestic violence case referred to Federal Court	Senator ABETZ: In that domestic violence leave case before the commission, I understand that President Ross decided to refer the matter to the Federal Court to determine how the matter should be dealt with. In making that referral, President Ross provided to the court as an attachment an internal memorandum from Deputy President Gooley and Commissioner Spencer to President Ross, dated 23 March 2017, which alleged Mr Watson had refused to share his conclusion with them before publishing it. Can we confirm that that is the case, that that memorandum was attached? Ms O'Neill: I would have to take that on notice.



76	EMSQ17-004108	2-14-3	Abetz, Eric	Agency - Fair Work Commission	FWC - False claims against Vice President Watson	Senator ABETZ: .....It has been reported in the Financial Review that Mr Watson accused his former colleagues of making false claims against him and had provided a statement to that effect to employer groups and unions. On notice, can you make inquiries within the commission, and with the president specifically, and determine if former Vice President Watson also corresponded with the president or the commission about this issue? Are you aware whether he did—anybody at the table? Ms O'Neill: I do not believe so. I do not believe I am aware of any such— Senator ABETZ: And no other officer? All right. On notice, then, can you set out the inquiries that you will make to do that, and provide copies of any correspondence that has in fact been received from senior Vice President Watson. If any such correspondence exists, can you consult with the president and on notice provide reasons as to whether such correspondence was provided to the Federal Court as part of the referral; and, if not, why not? If it was determined to be not relevant, for what reason was the internal memorandum of 23 March determined to be relevant?
77	EMSQ17-004109	2-14-4	Abetz, Eric	Agency - Fair Work Commission	FWC - Correspondence regarding Judges pension	Senator ABETZ: .....I now turn to the issue of the commissioners' judicial pensions. The president and I had a bit of a discussion about this last time. At the last estimates, on 30 March, when the Fair Work Commission appeared, President Ross referred to a letter, made on behalf of 10 long-serving presidential members of the commission and its predecessor, which queried when they became entitled to the maximum judges' pension. This was in the context of me asking about the recent retirement of senior members—which President Ross confirmed were presidential members appointed under the former act. The letter that President Ross referred to was made on behalf of 10 presidential members, I am assuming—and can you take that on notice—those 10 to which I referred to at the previous hearing. Have any of those other members or any other member, either former or current, written to the commission, to you as the general manager or to the president in relation to that issue? Are you aware of any such correspondence? Ms O'Neill: At any time? Senator ABETZ: Since those retirements. Ms O'Neill: No, I am not. But I am happy to take that on notice. CHAIR: Is anyone else at the table aware? Senator ABETZ: On notice, can you make inquiries within the commission and with the president and see if any correspondence from any of those members, current or former, has been received by the commission—that is, correspondence addressed or copied to any of the commission, to you the general manager or the president? ..... Senator ABETZ: The suggestion was made that certain people were debunking because at a particular age certain pension entitlements cut in and, therefore, it was a factor of age and pension entitlements, as opposed to any concerns about the Fair Work Commission. I am just wondering whether any correspondence has been received by the Fair Work Commission, by you as general manager or by the president, taking issue with that assessment, and whether in fact there has been correspondence indicating that the reason for departure by one or more of those 10 named was related to dissatisfaction with the way the commission was being run as opposed to certain pension entitlements cutting in. So if you can take that on notice, please, whether any such correspondence has been received. And if we can date that from 2012—the commissioner since 2012—again either addressed or copied to the commission to you as general manager, Ms O'Neill, or to the president, raising any issue with the culture or operation of the commission as being one of the reasons commissioners were debunking. And then on notice can you set out the inquiries you made to do that and provide copies of any correspondence that was received
78	EMSQ17-004110	2-15-3	Abetz, Eric	Agency - Fair Work Commission	FWC - Right of entry application cases	Senator ABETZ:..... Then, finally, on the last occasion I asked questions about the seriousness of providing false or misleading sworn evidence to the Fair Work Commission in relation to right-of-entry applications. .... Senator ABETZ: In 2015, the commission rejected evidence provided on oath that an official had not carried out right of entry tests for other HSU officials and found that the official had, in fact, filled out the forms. I note that in October 2016 Ms O'Neill—and I hope I do you justice—told the Senate estimates that this is the kind of situation where the Fair Work Commission would refer the matter to the DPP because false evidence had been provided to the commission. And so can I ask: has the Fair Work Commission referred this matter? .... Senator ABETZ: If you could, please take it on notice. If it has been referred, that is the end of the story. If it has not been referred, could you take on notice the reasons why it has not been referred, because I would have thought that, for the integrity of the Fair Work Commission, the right of entry system et cetera, one does need to treat these matters very seriously. I would be very interested to hear, on notice, how you have dealt with this matter.
79	EMSQ17-004111	2-15-4	Cameron, Doug	Agency - Fair Work Commission	FWC - Appointment of Commissioner Dean	Senator CAMERON: Minister, when did the appointment of commissioner Lyndall Dean take place? Senator Cash: I would have to take that on notice, unfortunately. I do not have that information in front of me. .... Senator CAMERON: Yes, that is okay. You will take that on notice; that is fine.
80	EMSQ17-004112	2-17-2	Cameron, Doug	Agency - Fair Work Commission	FWC - Pay Equity Unit - establishment	Senator CAMERON: When was the discrete unit established? Mr Furlong: You are testing me. I will have to actually take that on notice. Senator CAMERON: When did the move from a discrete unit to being incorporated within the broader employment network take place? Mr Furlong: I will have to take the specifics of that on notice as well. I cannot recall the actual date.
81	EMSQ17-004113	2-17-3	Cameron, Doug	Agency - Fair Work Commission	FWC - Pay Equity Unit - work program	Senator CAMERON: The Pay Equity Unit published a work program for the period 2014-15—is that correct? Ms O'Neill: I am sure that is right, but I would have to take that on notice.
82	EMSQ17-004114	2-18-2	Cameron, Doug	Agency - Fair Work Commission	FWC - Pay Equity Unit - abolition	Senator CAMERON: Are there any internal memos or any analysis as to the reason why it would be abolished? Ms O'Neill: I will take that on notice. There will no doubt be some documentation of the decision-making process. Senator CAMERON: Can you provide the documentation that will go to the decision-making process to abolish the Pay Equity Unit? Ms O'Neill: Yes.
83	EMSQ17-004115	2-18-3	Cameron, Doug	Agency - Fair Work Commission	FWC - Pay Equity Unit - classification of staff	Senator CAMERON: How many people were in the original discrete unit? Mr Furlong: I will take it on notice, but I will indicate that it was possibly three or four staff. Senator CAMERON: What were the classifications of those staff? Mr Furlong: I will certainly have to take that on notice. From recollection there was an EL1 and I think there were possibly two APS6s and an APS4. But I will need to take that on notice.
84	EMSQ17-004116	2-18-4	Cameron, Doug	Agency - Fair Work Commission	FWC - Legal services directions on briefing practices	Senator CAMERON: Could someone describe the factors that have led to the very low number of Fair Work Commission briefs being issued to female counsel? Ms Carruthers: I will need to take that on notice. I know we do report each year under the Legal Services Directions on our briefing practices. I do not have last year's report with me.
85	EMSQ17-004117	2-18-5	Cameron, Doug	Agency - Fair Work Commission	FWC - Policies relation to gender balance for briefing counsel	Senator CAMERON: Does the Fair Work Commission have any policies relating to gender balance for briefing counsel? Ms Carruthers: Again, I think this refers back to the Legal Services Directions. I will need to take that on notice.
86	EMSQ17-004118	2-19-2	Marshall, Gavin	Agency - Fair Work Commission	FWC - Complaints against Ms Wells	Senator MARSHALL: I want to ask a couple of questions following on from Senator Abetz on Deputy President Wells. Have there been any complaints about her conduct as a deputy president in Fair Work Australia matters? Ms O'Neill: I will take that on notice, but not to my knowledge. Senator MARSHALL: Have any of her decisions ever been overturned on appeal? Ms O'Neill: I do not know the answer. I will take that on notice. Senator MARSHALL: Has her integrity or honesty as a deputy president ever been questioned by anyone? Ms O'Neill: That is a very broad question. I am happy to take on notice whether anyone has raised it with the president. In relation whether anyone has raised it with me to me, the answer is no. I will take it on notice in relation to the president.

87	EMSQ17-004119	2-21-2	McKenzie, Bridget	Agency - Fair Work Commission	FWC - Right of entry permit - Mr Luke Collier	CHAIR: I understand that, since moving to WA, Mr Collier has previously applied for a new right-of-entry permit and been refused. Has Mr Collier recently sought a right-of-entry permit, Mr Furlong? Mr Furlong: Since I took over the responsibilities, no. CHAIR: When was that date? Mr Furlong: 1 May. CHAIR: What about previous to that—between the last estimates when Mr Enright and I discussed this and 1 May? Mr Furlong: Not to my knowledge. If an application was received from Mr Collier, it would be considered to be a non-routine matter and it would be referred to a member of the tribunal for consideration. CHAIR: Has that occurred? Mr Furlong: No. CHAIR: Given that it is not to your knowledge—that was the answer you gave me—can you double check? Mr Furlong: Certainly.
88	EMSQ17-004120	2-22-2	McKenzie, Bridget	Agency - Fair Work Commission	FWC - Documentation in relation to elective position at Western Australia CFMEU	CHAIR: On notice could you provide to the committee any nominating documents submitted to the commission relating to Mr Collier seeking an elective position at the WA CFMEU. Mr Furlong: Certainly.
89	EMSQ17-004121	2-22-3	McKenzie, Bridget	Agency - Fair Work Commission	FWC - Provisions in place for election	CHAIR: Is it possible for someone with a history of violence like Mr Collier to ever stand for election? Mr Furlong: I am not too sure that I am in a position to answer that question. As to whether or not they are in a position to stand, I am not too sure. Ms O'Neill: I will take it on notice, Senator. There are provisions, as I recall, that rule persons ineligible to be officers in certain circumstances if they have been convicted of indictable offences of certain types. We will take that on notice.
90	EMSQ17-004122	2-22-4	McKenzie, Bridget	Agency - Fair Work Commission	FWC - Formal correspondence from Mr Noonan regarding Mr Collier's employment	CHAIR: In terms of your role in the right-of-entry permits et cetera, has Mr Noonan expressed any concern to the commission about Mr Collier's employment and the double standard it poses to the union? Ms O'Neill: Not to my knowledge. CHAIR: Could you take that on notice to check the records if there has been any formal correspondence. Ms O'Neill: Yes.
91	EMSQ17-004123	2-24-2	McKenzie, Bridget	Agency - Fair Work Commission	FWC - CFMEU vs CSRP Pty Ltd	CHAIR: So anybody can be an interested party? Is that what you are saying? Mr Furlong: Anyone can make an application. Whether or not a member of the commission determines that they will receive it is a matter for them. CHAIR: When you, in evidence earlier, said that an employer organisation— Mr Furlong: Sorry, it was an employee organisation. CHAIR: Ah. Yes, you have to get that one right in this conversation, don't you? So an employee organisation. Can you go to the detail of that particular matter. Mr Furlong: Construction, Forestry, Mining and Energy Union v CSRP Pty Ltd was a decision of 19 April 2017. The appellant in this case was the CFMEU, which was not a bargaining rep in relation to the agreement and did not have a member who was employed by the respondent when the agreement was made. I have quite a lot of detail here. I am more than happy to table it. CHAIR: Can I have that lot of detail on notice.
92	EMSQ17-004124	2-24-3	McKenzie, Bridget	Agency - Fair Work Commission	FWC - Employee organisations	CHAIR: .....there are a number of questions I want to put on notice, including the number of times an employee organisation is sought to provide submissions and—I bet you know the answer, Mr Furlong—how many times of an employer organisation. Mr Furlong: I would not hazard a guess. I will take that on notice.
93	EMSQ17-004125	2-25-2	McKenzie, Bridget	Agency - Fair Work Commission	FWC - EBA approvals	CHAIR: All right. Could you also take on notice the number of times a section-604 appeal proceeding has been brought involving a decision to approve an EBA, the approval times for union EBAs for the relevant periods, approval times for non-union EBAs for the relevant periods and a couple of other questions—could you look out for those. But for the publication of these agreements, how would any external party know that a particular workplace has negotiated an EBA and submitted it for approval? ..... Mr Furlong: There is some search functionality on the 'Agreements in progress' web page. I can certainly provide on notice a link to the website, if you would like. CHAIR: Thank you.
94	EMSQ17-004126	2-26-2	Marshall, Gavin	Outcome 2 - Workplace Relations and Economic Strategy	Legacy Work Choice agreements still in place	Senator MARSHALL: Is the commission aware of how many legacy Work Choices agreements are still in existence? Ms Clarke: No, that would be information that the department might be able to help with. Senator MARSHALL: No, they cannot. I think I have asked you before, Ms Parker. Ms Parker: I think the answer was we cannot. Do you want me to check again on that, Senator? Senator MARSHALL: Yes, that would be good.
95	EMSQ17-004127	2-30-2	Marshall, Gavin	Outcome 2 - Workplace Relations and Economic Strategy	Subway and Hungry Jacks employee award	Senator MARSHALL: ....Would Subway and Hungry Jacks be covered by a modern award? Ms Anderson: In terms of the terms and conditions of employment, those employees are covered by an enterprise agreement that is in place at the moment. Senator MARSHALL: How do you know that? Ms Anderson: We have answered that before, I think. I think they are covered— Senator Cash: We do not have the information, so perhaps we should take this on notice because it may lead us down a line of questioning that is completely hypothetical. If they do not have the information it might be best to take it on notice.
96	EMSQ17-004128	2-31-2	Lines, Sue	Agency - Fair Work Commission	FWC - Scope of miscellaneous award	Senator LINES: What is the scope of the award titled 'Miscellaneous Award'? Ms Parker: That is a good question. CHAIR: Ms O'Neill, would the Fair Work Commission know the answer to that? Ms Parker: I can take it on notice. I do not have that with me. We can look it up, if you want to go on. .... Senator LINES: and I am now drawing your attention to the award titled 'miscellaneous award', which, to my understanding, is the cover-all award. There will still be the odd worker who is not picked up. I am just concerned that not the full extent of the relevant awards has been—that you have responded to today in response to Senator Marshall. Ms O'Neill: I will take the same question on notice. .... Ms Parker: We will take it on notice.
97	EMSQ17-004163	2-33-2	Cameron, Doug	Agency - Registered Organisations Commission	ROC - Organisational chart	Senator CAMERON: Do you have an organisational chart for your operation? Mr Bielecki: We do. Senator Cash: We will take it on notice to provide it to you. Or talk it through, and then Mr Bielecki can provide it to you on notice.
98	EMSQ17-004164	2-33-3	Cameron, Doug	Agency - Registered Organisations Commission	ROC - Background of investigators	Senator CAMERON: How many staff will you have in the compliance and investigation area? Mr Bielecki: There are eight—and if we treat those staff who are assisting with the referrals from the royal commission as broadly part of that group, that adds another two. Senator CAMERON: What is the background of the eight staff? ..... Senator CAMERON: ..... In terms of the investigators, what is their background? Mr Bielecki: I would need to take that on notice. I have not been at the commission long enough to get a background of every single— ..... Page 38 Mr Enright: A number of—sorry, I should not mention names here, I apologise for that. I could take it on notice, but I would estimate five. Senator Cash: It would be best if we take it on notice, then we do not disclose any names. Senator CAMERON: Yes, that is fine. You will provide details of the background of each of your staff? Senator Cash: On notice

99	EMSQ17-004165	2-35-2	Cameron, Doug	Agency - Registered Organisations Commission	ROC - Memorandum of understanding between the Fair Work Ombudsman and the Registered Organisations Commission regarding operational relationship	Senator CAMERON: What policies and procedures are in place to govern the operational relationship between the ROC and the Fair Work Ombudsman? Mr Bielecki: There is a draft memorandum of understanding that is being prepared. It has not yet been executed. I am giving that further consideration. I do not know whether any amendments will be necessary. I do not think so. So I expect that to be signed in due course. .... Mr Bielecki: Yes. I will take on notice as to whether I can do that and, if I can, I will.
100	EMSQ17-004166	2-35-3	Cameron, Doug	Agency - Registered Organisations Commission	ROC - Commission's set up costs	Senator CAMERON: What are the budgeted set-up costs for your office? Mr Bielecki: Do you mean the set-up costs for the commission itself? Senator CAMERON: Yes, for the office of the commission? Mr Bielecki: I have available some figures which I can touch on and I also have available Mr Scully, who can help if additional detail is required. There is a departmental appropriation that supports the work of the commission and there is also funding to investigate referrals from the trade union royal commission. Senator CAMERON: We can see that in the budget. What I am looking for is how you have appropriated that funding across your office, your IT, your staff and other capital. Can you provide some details about how you are expending that funding? Mr Bielecki: I can. If I am able to take that on notice, I can give you accurate figures. Senator CAMERON: Okay.
101	EMSQ17-004167	2-35-3	Cameron, Doug	Agency - Registered Organisations Commission	ROC - Commission's expenditure	Senator CAMERON: In relation to expenses, can you on notice give us some idea how you are going to expend over 2017-18 and over the forward estimates to maintain your expenditure within the budget estimates? Mr Bielecki: I will take that on notice.
102	EMSQ17-004129	2-38-2	Cameron, Doug	Agency - Fair Work Ombudsman	FWO - Details of education and investigations	Senator CAMERON: Well then, could you provide a chart that attempts to give us the details about the delineation between education and investigation? Ms James: Certainly; we will take that on notice and look at how we can unpack some of that for you.
103	EMSQ17-004130	2-38-3	Cameron, Doug	Agency - Fair Work Ombudsman	FWO - Tandara Spirit - staff involved	Senator CAMERON: I want to go to the prosecution of the crew members of the Tandara Spirit. How many Fair Work Ombudsman staff were involved in the investigation of the crew? Ms James: I would have to take that on notice.
104	EMSQ17-004131	2-38-4	Cameron, Doug	Agency - Fair Work Ombudsman	FWO - Tandara Spirit - compliance staff	Senator CAMERON: How many compliance officers do you have? Ms James: We have a number of staff who are involved in compliance. I will just look up that figure.
105	EMSQ17-004132	2-38-5	Cameron, Doug	Agency - Fair Work Ombudsman	FWO - Tandara Spirit - investigation authority	Senator CAMERON: Who authorised the investigation? That is the question I have asked. .... Mr Campbell: Ultimately, that responsibility rests with me, yes. Senator CAMERON: Did you ultimately exercise that responsibility? Mr Campbell: I will take it on notice, but for the sake of the conversation I will say yes.
106	EMSQ17-004133	2-38-6	Cameron, Doug	Agency - Fair Work Ombudsman	FWO - Tandara Spirit - investigation details	Senator CAMERON: How long an investigation was it before a decision was made to prosecute the crew? Mr Campbell: The decision around the enforcement outcome would have been taken at the conclusion of the investigation. We do not make that decision until we have all the facts. So I do not have a date for you there. The process is that we investigate, we determine the facts, we identify the responsible individuals involved in any particular contravention and then we make a determination about the enforcement outcome that is appropriate to the circumstances. Senator CAMERON: You must have some details of how this investigation was authorised and undertaken and how long it took. Do you have that? Mr Campbell: I can give you some detail on notice that is appropriate to release, .... pg 39 Senator CAMERON: I do not want you to piece anything together. I would like you to give me the facts. Mr Campbell: I work in facts, so I am happy to present the facts, as they are available to me, on notice. .... Senator CAMERON: So, if you deal with facts, I want the facts as to whether you did or not. CHAIR: Have you taken the question on notice, Mr Campbell? Mr Campbell: I hope so. I have taken a lot of things on notice. CHAIR: Thank you. .... pg 42 Senator CAMERON: I think where we left off was that Mr Campbell had accepted that he had responsibility for authorising the investigation in the Tandara Spirit, and also he authorised the prosecution. I am not sure if you have had a chance to have a look at any of the detail on this over the break. I will try again. How many hearings were there, and at what stage was the prosecution before the decision was made to discontinue it? Mr Campbell: We do not have the answer to that yet, Senator. We have taken that on notice, so we will come back to that, as we said.
107	EMSQ17-004134	2-39-2	Cameron, Doug	Agency - Fair Work Ombudsman	FWO - Tandara Spirit - Number of hearings	Senator CAMERON: How many hearings were there into this prosecution? .... Senator CAMERON: Ms Webster, how many hearings were there, and at what stage was the prosecution before the decision was made to discontinue it? Ms Webster: I would have to take on notice how many directions hearings and the like there were before this matter was ultimately discontinued. What I can indicate to you is that this matter was filed prior to a particular matter called Esso being handed down. What the matter involved was allegations— Senator CAMERON: Before you go off on a little exercise in what you want to tell me, I would like you to tell me what I want to hear. CHAIR: That is the classic quote of the day. Senator CAMERON: The hearings—were there more than one? Ms Webster: I would have to take it on notice. Senator CAMERON: Who had carriage of this? Ms Webster: In terms of day-to-day carriage, one of my officers had day-to-day carriage in respect of this particular matter. The information that you are seeking can be easily provided on notice, but, ordinarily, there will be a range of hearings or days before the court, and they can actually vary quite a lot. For example— CHAIR: Thank you, Ms Webster. You have taken that on notice.
108	EMSQ17-004135	2-40-2	Cameron, Doug	Agency - Fair Work Ombudsman	FWO - Domino's - number of active investigations	Mr Campbell: We currently have 26 active investigations involving Domino's outlets. I think that is an increase of about 10 since the last time we appeared before you, but I can confirm that for you. Senator RHIANNON: How many raids have there been? Mr Campbell: Each of those investigations will involve a store visit or a site visit. If you class them as 'raids', I suppose all of them. Senator RHIANNON: How many times would you have gone to each? You have gone to 26. How many times to each? Mr Campbell: I could not answer that question, Senator. Senator RHIANNON: Can you take it on notice, please?
109	EMSQ17-004136	2-40-3	Rhiannon, Lee	Agency - Fair Work Ombudsman	FWO - Domino's stores owned by Mr Pamir Dehsabzi	Senator RHIANNON: Are you investigating Pamir Dehsabzi, the largest franchisee in New South Wales? .... Senator RHIANNON: How many stores does he have? Mr Campbell: It is more than 10, I am pretty sure. I do not have the details to hand, but he is a significant player. Senator RHIANNON: Is that 'more than 10'? Mr Campbell: That is my belief. Senator RHIANNON: Can you take it on notice to supply that? Mr Campbell: I will, if it is appropriate to do so.
110	EMSQ17-004137	2-41-2	Rhiannon, Lee	Agency - Fair Work Ombudsman	FWO - Domino's -- Former workers Mr Pamir Dehsabzi	Senator RHIANNON: ..... Have you contacted any former workers about Pamir? Mr Campbell: I believe so. It would be strange if we had not contacted individuals as part of these investigations. Senator RHIANNON: Can you take on notice to confirm that so it is not just a belief? Mr Campbell: Yes.

111	EMSQ17-004138	2-43-2	Cameron, Doug	Agency - Fair Work Ombudsman	FWO - Tandara Spirit - changed legal interpretation date	Senator CAMERON: What was the date of the changed legal interpretation? Mr Campbell: The decision at first instance by the Federal Court judge—Janine, do you know? Ms Webster: I can take the date of that particular decision on notice,
112	EMSQ17-004139	2-43-3	Cameron, Doug	Agency - Fair Work Ombudsman	FWO - Tandara Spirit - cost of abandoned prosecution	Senator CAMERON: How much did the abandoned prosecution cost the Fair Work Ombudsman to undertake? Ms Webster: I can take that on notice.
113	EMSQ17-004342	2-44-2	Cameron, Doug	Outcome 2 - Workplace Relations and Economic Strategy	FWO - Location of the Turmoil	Senator CAMERON: The Turmoil! Very good! Is the Turmoil still operating in Australian waters? Mr Campbell: I would need to check that. I do not know. Senator CAMERON: Why wouldn't you know if there was a ship operating in Australian waters paying \$1.25 an hour? Why wouldn't you have made any inquiries as to whether it was—. Mr Campbell: It is just me personally, Senator. Our staff might—as I said, I will take it on notice. Senator CAMERON: When I talk about 'you', I am not talking about you personally; I am talking about the Fair Work Ombudsman. Mr Campbell: I said I will take it on notice for you, Senator. I cannot answer that question in any other way for you.
114	EMSQ17-004140	2-45-2	Cameron, Doug	Agency - Fair Work Ombudsman	FWO - Turmoil workers remuneration	Senator CAMERON: What was the range? Mr Campbell: Can I take that on notice for you so that I get it right? It is varied, but I can get the detail for you on notice. Senator CAMERON: Does any of that range meet the requirements of the modern award or were they all under the modern award? Mr Campbell: Let me check those facts for you, but, because there are a range, there might have been some circumstances where an individual received what would have been the minimum for an hour or so. It is better that I just check those facts. Because they are before the courts, I do not want to contradict what we are saying.
115	EMSQ17-004141	2-46-2	Cameron, Doug	Agency - Fair Work Ombudsman	FWO - Coastal shipping complaints and recoveries	Senator CAMERON: What support are you providing to the MUA? Mr Campbell: We are not providing support so much. If they find issues they want to share with us we will receive those complaints, and if they want to meet with us we will meet with them to talk about it. Senator CAMERON: Are you saying that unless the MUA make complaints or individuals make complaints, there is no oversight of this area of coastal shipping? Is that correct? Mr Campbell: No, that is not what I said. Senator CAMERON: What oversight is there? Mr Campbell: We have an active role, as do other regulators, in receiving and responding to issues in the shipping sector. We have had other complaints and we have had other recoveries—I could give you some information on notice about that.
116	EMSQ17-004142	2-46-3	Cameron, Doug	Agency - Fair Work Ombudsman	FWO - Coastal shipping the Fair Work Ombudsman's relationship with other regulators	Senator CAMERON: How can they feel the full force of the law if the Fair Work Ombudsman is not doing any systematic analysis of the problems, even when it finds that there are seafarers paid as low as \$1.25? Senator Cash: Senator Cameron, I do not believe that was the evidence given by either Ms James or Mr Campbell. If you would like them to represent their evidence to you, Mr Campbell please feel free to. Senator CAMERON: Where is the systematic analysis? Mr Campbell: This is not a sector which drives a lot of complaints to us. We need to be connected with organisations and other bodies involved in the regulation of coastal trading in shipping. We invest time and effort doing that. I am happy to provide some information about our relationships with other regulators in this space.
117	EMSQ17-004143	2-47-2	Paterson, James	Agency - Fair Work Ombudsman	FWO - Transport Workers Union app - correspondence between the Fair Work Ombudsman and the Minister's Office	Senator PATERSON: Is that standard practice—to pay in full before even a progress report has been received? Ms James: It is not a standard practice that we adopt now in the Fair Work Ombudsman. It is what these contracts, both with RTO and with the Transport Workers Union, provided for. Senator PATERSON: Were there any directions or communications of any kind, from either the minister or his office, that stipulated or suggested that the contract should be paid in full, up-front? Ms James: You are talking well before my time. My answer to that question is: not to my knowledge. Senator PATERSON: Perhaps you could take that on notice and check any records that you have of communications between the FWO and the minister's office. Ms James: We certainly can. Senator PATERSON: Thank you.
118	EMSQ17-004144	2-47-3	Paterson, James	Agency - Fair Work Ombudsman	FWO - Transport Workers Union app - payment of invoice and caretaker provisions advice	Senator PATERSON: Okay. Was any advice sought or received on whether the caretaker provisions would impact the payment? Ms James: I will need to take that on notice.
119	EMSQ17-004145	2-47-4	Paterson, James	Agency - Fair Work Ombudsman	FWO - Transport Workers Union app - decision to pay invoice	Senator PATERSON: Sure. Do you know who within the Fair Work Ombudsman made the decision to pay the money on that date? Ms James: I will take that on notice, but the contract was clear in its terms around the circumstances for payment. That is the case with both the RTO contract and the TWU contracts. To comply with the contract, I think we would have had to make payments in that matter, and we would potentially not be compliant with the contract had we not.
120	EMSQ17-004146	2-48-2	Paterson, James	Agency - Fair Work Ombudsman	FWO - Transport Workers Union app - copy of invoice	Senator PATERSON: In the previous estimates I asked, on notice, if the FWO is aware that the TWU provided an itemised receipt to the FWO, in accordance with clause 2.2 of the contract. The information I was really interested in knowing was if the TWU had itemised the cost centres on the receipt. That was not included on the answer. Could you provide, on notice, a copy of the document. Ms James: I will take that on notice.
121	EMSQ17-004147	2-48-3	Paterson, James	Agency - Fair Work Ombudsman	FWO - Transport Workers Union app - subcontractor 'Cutting Edge'	Senator PATERSON: I note from the nine-month report from the TWU that development of the app had by then been subcontracted to a group called Cutting Edge. Did the TWU seek approval from the FWO for permission to subcontract? Ms James: I will need to check that. I know that they informed us of that in their milestone reports. We were certainly in regular dialogue with both the RTO and the TWU about their services under these contracts. I am not sure if there was a specific obligation for them. There were specific obligations that they seek our approval before they release any information, for example, and that was material to what then unfolded. Senator PATERSON: In that communication with the TWU, did they disclose how much they paid Cutting Edge? Ms James: I need to take that on notice. Senator PATERSON: Fair enough. We will come back to that. You have provided on notice three reports but my understanding was that four reports were required as part of the contract. Was the final report, the fourth report, received by the FWO? Ms James: I am not sure, but we might have that information with us. We will take that on notice. Senator PATERSON: Thank you. There is a two-month report, a six-month report and a nine-month report, but the contract suggested that there be a fourth and final one. If you would take that on notice, that would be appreciated.
122	EMSQ17-004148	2-48-4	Paterson, James	Agency - Fair Work Ombudsman	FWO - Transport Workers Union app - podcast correspondence	Senator PATERSON: Was the material that was not strictly educative removed as a result of the feedback that was given? Ms James: The podcast and the app never eventuated. I will need to take that on notice. There was a lot of back and forth about what was and was not appropriate. Senator PATERSON: Sure. I would be interested in that back and forth. Could you provide on notice all correspondence with the TWU regarding the podcasts?

123	EMSQ17-004149	2-48-5	Paterson, James	Agency - Fair Work Ombudsman	FWO - Union logo's on Fair Work Ombudsman information	Senator PATERSON: ..... I understand the FWO provides a range of information on pay rates, awards and conditions as part of its operation. Does any of this material include union logos? Ms James: I would have to take that on notice. Sometimes we work with partners to develop information and it would not be uncommon, if we did that, for there to be some co-branding. I am not personally aware of any with union logos, but it would be very common for us to work with employer or employee organisations from time to time. Senator PATERSON: Some officers at the table are nodding. Are they are nodding in agreement that there are logos? Ms Hannah: Again, we would have to take on notice to check union logos, but we do work in partnership with organisations.
124	EMSQ17-004150	2-48-6	Paterson, James	Agency - Fair Work Ombudsman	FWO - Fair Work Ombudsman material that includes ALP affiliated trade union information	Senator PATERSON: Is there any other material paid for or commissioned by the FWO that includes election updates from a trade union affiliated to the ALP? Ms James: Not that I am aware of. Senator PATERSON: I am glad to hear that, but could you take it on notice, just to check? Ms James: I can. I will.
125	EMSQ17-004151	2-49-2	Rice, Janet	Agency - Fair Work Ombudsman	FWO - Domino's number of employees spoken to	Senator RICE: How many employees have you spoken to or are you intending to speak to? Ms James: I will take on notice how many we have spoken to. I am conscious of what Mr Campbell said earlier about not wanting to prejudice the investigation or indeed invite any possible speculation by employers about what their employees may or may not be talking to us about. As for how many we might talk to, well, we will talk to as many as want to talk to us and have something material to tell us.
126	EMSQ17-004152	2-51-2	Rice, Janet	Agency - Fair Work Ombudsman	FWO - number of inquires and investigations underway in the farming and agriculture sector	Senator RICE: Remind us what current inquiries or investigations you currently have underway on compliance of labour-hire firms in the agricultural and farming sector. Ms James: We have our harvest trail inquiry underway. It is a long-term piece of work which has involved a number of phases of education and compliance on the harvest trail throughout the country. That is an ongoing inquiry under which there are a range of separate investigations. I would need to take on notice specifics of current matters involving labour hire. The fact that an employer is a labour-hire company is not always something that we record. Sometimes we are aware that they are, but when matters come to us we do not tick a box saying labour hire or not. Senator RICE: Could you take that on notice along with what breaches you have found and break them down over the last three years? That would be good. Ms James: Yes.
127	EMSQ17-004153	2-52-2	Rice, Janet	Agency - Fair Work Ombudsman	FWO - Agriculture data on breaches	Senator RICE: Finally, what are the trends in terms of compliance? Ms James: With respect to— Senator RICE: breaches of conditions and how many breaches. Is there better compliance now than there was five years ago, or is it getting worse in the agricultural sector? ... .. Senator RICE: Could you take on notice some data on breaches? Ms James: I am happy to take that on notice.
128	EMSQ17-004154	2-52-3	Cameron, Doug	Agency - Fair Work Ombudsman	FWO - action taken against individuals	Senator CAMERON: Given that you have taken action against individuals, when was the last time action was taken against individual workers by the Fair Work Ombudsman? Ms James: I would have to take that on notice and look at our whole history, but we look at a range of issues in deciding whether to take any sort of enforcement action, what sort of enforcement action to take and against whom we take it. I will take on notice your specific question, but it is not unprecedented
129	EMSQ17-004155	2-54-2	Cameron, Doug	Agency - Fair Work Ombudsman	FWO - Tandara Spirit - Oil company involved	Senator CAMERON: But which oil company was involved? Mr Campbell: I am not sure they were shipping oil in the Tandara Spirit. I think it was iron ore. Again, I would need to check that for you.
130	EMSQ17-004156	2-54-3	Cameron, Doug	Agency - Fair Work Ombudsman	FWO - JBS Australia - complaints received	Senator CAMERON: I want to come to JBS Australia. How many complaints has the Fair Work Ombudsman received by employees of JBS Australia and its subsidiaries in the last few years? Mr Campbell: Is that an abattoir? Sorry, it is not springing to mind. CHAIR: Yes, that is. Mr Campbell: I do not know. I would have to take that on notice. .... Senator CAMERON: Could you then take on notice how many complaints you have received by employees of JBS Australia and any of its subsidiaries in the last three years? Ms James: Yes, Senator. .... page 55 Senator CAMERON: On notice again, could you provide us with the date of the first complaint that you received, if you have, against JBS Australia or any of its subsidiaries? Could you advise of the nature of the complaints? Could you advise what compliance activities, if any, have been initiated by the Fair Work Ombudsman in relation to any of the complaints? And on what date did the first compliance activity commence? Could you provide details on the breaches of the Fair Work Act or enterprise agreement pay and conditions that have been identified? And could you identify any compliance activities that have been finalised and what enforcement outcomes, if any, resulted from those activities? Ms James: Yes, Senator.
131	EMSQ17-004157	2-56-2	Cameron, Doug	Agency - Fair Work Ombudsman	FWO - Apprentices and trainees - underpayments	Senator CAMERON: And you did some work on the Tasmanian residential construction industry in an audit in 2012? Ms McAlary-Smith: Yes, I believe we did. Senator CAMERON: And 150 apprentice employers were audited, with 51 businesses—that is, 34 per cent—underpaying their apprentices? Ms McAlary-Smith: I would have to take that one on notice.
132	EMSQ17-004158	2-56-3	Cameron, Doug	Agency - Fair Work Ombudsman	FWO - Apprentices and trainees - complaints after resignation	Senator CAMERON: Do you have any records about how many apprentices and trainees who come to you for assistance have already left their employer? Ms McAlary-Smith: I will have to take that on notice. Senator CAMERON: Do you have that recorded? Ms McAlary-Smith: It may be possible to dial into our systems to get that. A number of people may approach us after they have left their employer. Senator CAMERON: Have there been any apprentices and trainees who have left their employer and then brought complaints to you? Ms McAlary-Smith: Experience would suggest yes, but I will need to take that on notice
133	EMSQ17-004159	2-57-2	Cameron, Doug	Agency - Fair Work Ombudsman	FWO - Apprentices and trainees - underreporting of employer noncompliance	Senator CAMERON: I hear that a lot from you. How much underreporting of employer noncompliance do you estimate there is? Senator CAMERON: Could you extrapolate that for apprentices and trainees as well? Ms James: We could have a go. It is very speculative. I am happy to take on notice what we might do in that regard, but it is a little like you do not know what you do not know. We obviously do not check in areas where we think everything is fine and compliance is likely.

134	EMSQ17-004160	2-59-2	Cameron, Doug	Agency - Fair Work Ombudsman	FWO - Apprentices and trainees - resignation due to underpayment and exploitation	Senator CAMERON: Ms James, have you been advised of any relationship between the noncompliance for apprentices and completion rates? Ms James: I am aware that a lot of work has been done around dropping completion rates, and I think commencements—there are also some issues there—and one of the things that we were conscious of in embarking on the national apprenticeship campaign was that there are other dynamics of play when it comes to people's choices about taking on apprentices and then working or continuing to work under those employment arrangements. Senator CAMERON: Is that a yes or a no? Ms James: You asked about a relationship between compliance and completion. Senator CAMERON: Yes. Ms James: I am not sure there is a causal relationship there, but I am aware that there are issues around completion rates and start-up rates. Senator CAMERON: So you are not aware of any causal—so none of the apprentices have indicated to the Fair Work Ombudsman that they have left their apprenticeship because of underpayment and exploitation? Ms James: It would not surprise me if that was a factor with some. I would need to take that on notice to make sure one way or another, to have that direct evidence. Senator CAMERON: All right, could you take that on notice to provide details of how many apprentices have raised this as an issue? Ms James: Yes.
135	EMSQ17-004161	2-60-2	Cameron, Doug	Agency - Fair Work Ombudsman	FWO - Apprentices and trainees - legal action for breaches of employer obligations	Senator CAMERON: Let me go to some of the individual areas that I have been advised on. A plumber underpaid adult apprentices \$40,000 in May 2017. A plumbing business in regional Victoria underpaid an adult apprentice more than 40 grand after paying rates as low as \$7.37 an hour. It simply committed to overhaul its workplace practices. Given such an egregious underpayment, why was there no action taken against that plumber in regional Victoria? Ms McAlary-Smith: I would have to take that on notice. I am not sure if that—it is unlikely to be part of a campaign.
136	EMSQ17-004162	2-61-2	Cameron, Doug	Agency - Fair Work Ombudsman	FWO - Apprentices and trainees - underpayment matters before the courts	Senator CAMERON: Ms James, here we are. Every time you do a national audit, you have got increasing numbers of apprentices who are not being paid according to the law. Under Senator Cash's watch, you have got an increase in false records. When do you start to make an example of some of these people instead of coming after the individual union members? Senator Cash: Chair, should we take most of that as a comment by Senator Cameron and leave it at that? Senator CAMERON: No, we won't. It is a question. Ms James: At this point in time, I would need to verify the exact number, it is probably in the realm of 90 matters before the court involving a range of conduct. Overwhelmingly, not exclusively, it would be employers facing court action for exactly the kind of conduct you describe. Senator CAMERON: For underpaying apprentices? Ms James: For underpaying workers. Senator CAMERON: No, I am asking about underpayment of apprentices. Ms James: I would need to take on notice matters specifically involving apprentices, but we do take enforcement action involving vulnerable workers, including apprentices. I will take on notice whether any of those 90-odd matters currently involve an apprentice. I recall reading, in recent memory, media releases involving litigation— ..... Senator CAMERON: So you have apprentices in Tasmanian businesses, 34 per cent are underpaid, and you have got 15 actions nationally over how long? Ms Webster: I do not actually have the timing around that— Senator CAMERON: Could you take that on notice and let me know? Ms Webster: I am able to do that.
137	EMSQ17-004169	2-74-2	Marshall, Gavin	Agency - Workplace Gender Equality Agency	WGEA - Number of years to close the gender pay gap	Senator MARSHALL: On current trends, and based on the data collected by your agency, how many years will it take to close the gender pay gap in Australia? Ms Lyons: The short answer is that I do not know. I would have to take that on notice and go back and look at the data we have collected over the last three years.
138	EMSQ17-004171	2-75-2	Moore, Claire	Outcome 2 - Workplace Relations and Economic Strategy	Gender pay gap - base rates and assumptions	Senator MOORE: Ms Parker, you said: 'In 2014 Australia announced it would reduce the gap between women's and men's labour force participation rates by 25 per cent by 2025. That means lifting women's participation by at least three percentage points. Two-thirds of that goal had been met in January 2017.' Could the agency please provide the base rates and assumptions used to make this calculation? What were the women's and men's labour force participation rates and the size of the gender gap in participation at the time the commitment was made? And what were the women's and men's labour force participation rates and the size of the gender gap in participation in January 2017? Ms Parker: In terms of the gender pay gap at the time—I am not sure I have that with me— Senator MOORE: That can go on notice.
139	EMSQ17-004172	2-75-3	Moore, Claire	Outcome 2 - Workplace Relations and Economic Strategy	Gender participation rates	Senator MOORE: Could we have on notice so that we can see it graphically—I do not know whether it is you, Ms Lyons, or the whole department—the men's and women's participation when we made the commitment and the men's and women's participation rates in January 2017, when we believe we had gone to two-thirds of the goal. Could we just see exactly what that comparator was? Ms Parker: Sure. Ms Lyons: My understanding is that in 2014, when the agreement was made, it was based on OECD figures. Senator MOORE: OECD figures for Australia? Ms Lyons: For Australia. I can give you those. Senator MOORE: That would be great. Ms Lyons: The OECD estimated in 2014 that Australia's male participation rate was at 82.2 per cent and the female participation rate was at 70.5 per cent—and the working age population was between the ages of 15 and 64. That left a gap in participation between women and men of 11.5 percentage points. A 25 per cent decrease in the gap of 11.5 per cent is an increase of approximately three percentage points. Senator MOORE: And then the figures in January 2017? Ms Lyons: I have the ABS workforce participation rates. We actually do not collect participation rates. We collect— Senator MOORE: So what we are juggling with here is 'yoghurt'. It is one of the consistent issues in this space—that figures get thrown around. We know there is a problem; there is no doubt that there is a problem. If we are going to be making a claim—and I think we have made progress—it has got to be OECD figures with OECD figures, which is like with like, or the bureau of stats figures and bureau of stats figures with the necessary three or four little provisos that go with it down below. This is for the people who continue to challenge whether there is a need for this work and, for a different group of people, whether it is making any difference to the work that people are putting in. Can I put that on notice? Ms Lyons: May I suggest that we work together on that one
140	EMSQ17-004173	2-76-3	Moore, Claire	Agency - Workplace Gender Equality Agency	WGEA - Closure of pay equity gap -effect on male workforce participation	Senator MOORE: The second part of the question goes to: is the government's target based on lifting women's labour force participation rate by three percentage points, independent of trends in male workforce participation, or would the government consider the target met if the gap were closed by male workforce participation falling? Ms Parker: It is a good question. Senator MOORE: It is a good question. Ms Parker: The answer is that it was set in the absence of considering that, potentially, the male participation rates might inadvertently reduce and help with the gender pay gap, and that is not ideal. Senator MOORE: Which was never the intent. Ms Parker: It was never the intent—no. Senator MOORE: The intent was to have equal access and equal opportunity. Ms Parker: But it does appear to be occurring—yes. Senator MOORE: Thank you. Perhaps I can get some more data on that and there is all the stuff about segregation and pay rates and access to allowances. Ms Parker: Yes.
141	EMSQ17-004174	2-78-2	Moore, Claire	Agency - Workplace Gender Equality Agency	WGEA - Modernising return to work approaches	Senator KAKOSCHKE-MOORE: Good to know. Are there certain industries or sectors that you fear are lagging behind in perhaps modernising their approach to facilitating carers and parents returning to work? Ms Lyons: I do not have the stats in front of me right now, but I can get you any information around that

142	EMSQ17-004175	2-85-2	Cameron, Doug	Agency - Australian Building and Construction Commission	ABCC - NEC contract cost	Mr Hadgkiss: NEC is assisting us with our case management system and we have asked them to assist us with assessing agreements as well. Ms Cato: They will be building a software system that will assist with the comparison of agreements. Senator CAMERON: What is the cost of the contract? Ms Cato: I will have to take that on notice. There is no contract as yet.
143	EMSQ17-004176	2-87-2	Cameron, Doug	Agency - Australian Building and Construction Commission	ABCC - Commonwealth procurement rules	Senator CAMERON: What do the Commonwealth procurement rules say in relation to this type of tender? Ms Jepson: The Commonwealth procurement rules I would actually have to take on notice,
144	EMSQ17-004177	2-87-3	Cameron, Doug	Agency - Australian Building and Construction Commission	ABCC - Workplace Research Associates tender	Senator CAMERON: What does Workplace Research Associates do? Ms Jepson: They have provided us with business administration services. Senator CAMERON: What has been the cost of this business administration advice? Ms Jepson: That was \$24,772. Senator CAMERON: Did that go to open tender? Ms Jepson: I would have to take that on notice. Senator CAMERON: Why did you decide to go to Workplace Research Associates? How did they become the company? Ms Jepson: Again, it was before my time, so I will have to take that on notice.
145	EMSQ17-004178	2-88-2	Cameron, Doug	Agency - Australian Building and Construction Commission	ABCC - Budget for consultant and lawyers	Senator CAMERON: How much is budgeted to spend on consultants and external lawyers in the next financial year? Ms Jepson: I would have to take that on notice. I have not prepared an answer to that question
146	EMSQ17-004179	2-90-2	Williams, John	Agency - Australian Building and Construction Commission	ABCC - CFMEU court case before Justice North	Senator WILLIAMS: Obviously, there was a dispute—more than just having a cup of tea, as Justice North has implied. These union officials who were there, do they have a history of this behaviour? Do you know? Without naming anyone, we realise that these are in front of the courts. If you wish you to pass on a question I can understand. Mr Hadgkiss: From recollection, I do not have the names of those officials before me. Mr Saedi: I do not have the exact details, but I am aware that the two officials—well, I think it is fair to say that they have come to the attention to the ABCC and its predecessors before. We can see whether they have been respondents in previous cases and try to get you an answer on that. ... Senator WILLIAMS: Are we allowed to get copies of the filed court documents? Can they be provided on notice? Mr Hadgkiss: Absolutely, yes.
147	EMSQ17-004180	2-91-2	Cameron, Doug	Agency - Australian Building and Construction Commission	ABCC - number of companies operating under an award	Ms Cato: Just to correct the record, I do not believe I said there are hundreds operating under an award. I do not have a figure for how many are operating under an award. Senator CAMERON: Well, what did you say? Ms Cato: There are many, many companies— Senator CAMERON: Many, many, many. Ms Cato: that do operate under an award. I can take on notice the number that have come to our attention, but they only need to come to us if—in the past we have had some come to us if they are interested in doing Commonwealth work and asking us questions, but we do not have full oversight on how many there are. Senator CAMERON: Can you then advise how many 'many, many' are, in your words. Ms Cato: I will take that on notice.
148	EMSQ17-004181	2-92-2	Cameron, Doug	Agency - Australian Building and Construction Commission	ABCC - Agreement with unions assessed as code compliant	Senator CAMERON: This is all very interesting. How many agreements with unions as parties have been assessed as code compliant? Ms Cato: I will have to take that on notice. I do not have the statistics broken down into agreements with unions. Senator CAMERON: Would you be able to answer the question? CHAIR: She has taken it on notice, so I am sure— Ms Cato: If the statistics are available to us then I will be able to answer that, but I will take the question on notice.
149	EMSQ17-004182	2-96-2	Cameron, Doug	Agency - Australian Building and Construction Commission	ABCC - Recommendations process	Senator Cash: There is a process that is undergone before the recommendation of the ABCC comes to the minister. It is ultimately a decision for the minister. If you would like the commissioner to take you through the process, because it is quite a long and detailed process before it comes to the minister— Senator CAMERON: Can you then table what that process— Mr Hadgkiss: Very simply, Senator: in this case, Hutchinson, I wrote to—I think I gave evidence before—the managing director with what is called a 'show cause' as to why I should not take the matter to the minister with a view to recommending sanction. I give the party—indeed, as I think I mentioned in my opening statement, in recent days three contractors—a calendar month to reply. Their reply will be considered by me. If I believe there should be a sanction imposed, I will write to the minister accordingly. The minister, in turn, gives that party an opportunity to say why there should not be a sanction, and the minister will then deliberate. Senator CAMERON: Is there an appeal process? Mr Hadgkiss: The whole process is subject to administrative appeals. Senator Cash: We can get the process set out for you—completely
150	EMSQ17-004183	2-101-2	Cameron, Doug	Agency - Australian Building and Construction Commission	ABCC - number of companies engaged in project	Senator CAMERON: How many companies are engaged in these 15 projects? Ms Cato: I do not know the answer to that. I can take it on notice.
151	EMSQ17-004184	2-106-2	Cameron, Doug	Agency - Australian Building and Construction Commission	ABCC - Policy updates since the establishment of the ABCC	Mr Hadgkiss: Have I conducted an audit? No. But we review relevant policies. They have been updated since the establishment of the ABCC. Senator CAMERON: Is that in your report? Mr Hadgkiss: No. Senator CAMERON: No, it is not in your report. Can you take me through them now? Mr Hadgkiss: I will have to take that on notice.
152	EMSQ17-004185	2-107-2	Cameron, Doug	Agency - Australian Building and Construction Commission	ABCC - Direction from former Minister regarding legislation	Mr Hadgkiss: In fairness, as I explained in this evening's opening statement and my last opening statement, the agency has embraced its new responsibilities quite vigorously, particularly wages and entitlements, security of payments and the new Building Code. Senator CAMERON: In the past you said that was not core business—is that correct? Mr Hadgkiss: Yes. Senator CAMERON: So you are only dealing with it as core business because the legislation forced you to deal with it as core business? Mr Hadgkiss: It was a mandate from government. Senator CAMERON: It was a mandate from parliament. Mr Hadgkiss: When I took over, it was what the government of the day directed me. Senator CAMERON: So when you took over, the mandate not to deal— Mr Hadgkiss: To concentrate on what was termed core business. Senator CAMERON: So that mandate came from government, not you? Mr Hadgkiss: It was a direction from the Minister of the day, yes. Senator CAMERON: That was Minister Abetz, wasn't it? Mr Hadgkiss: Yes. Senator CAMERON: Was that a written direction? Mr Hadgkiss: I will have to take that on notice. Senator CAMERON: If it was written direction, can you provide copies of direction? Quite frankly, that direction was a breach of the then existing legislation. ... page 114 Senator MARSHALL: Mr Hadgkiss, I think in the last round of questions Senator Cameron was asking you about the direction you said you got from Senator Abetz in relation to concentration on core issues. Mr Hadgkiss: No, what occurred was that it came from government that it was more appropriate that wages and entitlements be handled by the Fair Work Ombudsman and Fair Work Building and Construction. Senator MARSHALL: And then you told us that it was a direction from Minister Abetz. Mr Hadgkiss: I will not say it was a direction. I will take that on notice. Senator Cash: I think the evidence was that you would take it on notice to confirm— Senator MARSHALL: You never got around to taking it on notice. I just want to be sure that he is taking that on notice and will provide to the committee the written direction from Senator Abetz about concentrating on your core principles. I just wanted to clarify that.

153	EMSQ17-004186	2-110-2	McKenzie, Bridget	Agency - Australian Building and Construction Commission	ABCC - CFMEU membership costs	CHAIR: Thank you. How much is a yearly membership of the CFMEU? Mr Hadgkiss: Sorry. CHAIR: Maybe you could take that on notice. I would like to understand how many members of the CFMEU had to forgo their entire year's contribution to the union in order to pay these guys' fines. Mr Hadgkiss: I will take that on notice.
154	EMSQ17-004187	2-110-3	McKenzie, Bridget	Agency - Australian Building and Construction Commission	ABCC - CFMEU - cost of legal proceedings	Mr Hadgkiss: Sorry, they took it to the full court of the Federal Court—'they' being the CFMEU—and we have appealed the decision of the full Federal Court, and the Solicitor-General now has carriage of our appeal. CHAIR: Do we have any idea of what taking it to that level will have cost—them, not you? Mr Saeedi: No, unfortunately not. Mr Hadgkiss: We can take that on notice.
155	EMSQ17-004188	2-111-2	Roberts, Malcolm	Agency - Australian Building and Construction Commission	ABCC - advice provided to unions on the building code	Senator ROBERTS: You mentioned on the first page of your statement under 'building code' that you are providing expedited advice on individual clauses. How is that being provided—email, letter, personal? Mr Hadgkiss: A combination. Generally we ask that contractors or unions or industry associations avail themselves of our website. There is a special portal and they would put their clause through. I think Ms Cato gave evidence that we would do everything to expedite such an application. Senator ROBERTS: You have said that this advice is particularly helpful for unions and industry associations. Could you name some of the unions and some of the industry associations? Mr Hadgkiss: Certainly we have had from the Australian Workers' Union— Ms Cato: We would probably have to take on notice who has actually sought advice.
156	EMSQ17-004189	2-115-2	Cameron, Doug	Agency - Australian Building and Construction Commission	ABCC - Correspondence between the Fair Work Ombudsman and the ABCC	Senator CAMERON: What have you put in place at the ABCC to support the functions that were carried out by the Fair Work Ombudsman? ... Senator CAMERON: Can you provide copies of the correspondence between you and the Fair Work Ombudsman? Mr Hadgkiss: Yes. Senator CAMERON: Can you also provide details of the formal arrangements in writing that you have undertaken? Mr Hadgkiss: I will take that on notice, yes.
157	EMSQ17-004190	2-115-3	Cameron, Doug	Agency - Australian Building and Construction Commission	ABCC - Number of proactive audits	Senator CAMERON: How many proactive audits are you undertaking? Mr Hadgkiss: I will take that on notice. Senator CAMERON: How many people are in the support team? Mr Hadgkiss: I will take that on notice. Senator CAMERON: You said that the support team was in the regional network. Is that a regional— Mr Hadgkiss: Yes, they are throughout the country. Senator CAMERON: Can't you answer any of these basic questions? Mr Hadgkiss: I will take it on notice. I am not sure of the exact number, no. There would certainly be at least one person per region who specialises in that regard, but it could be more in each region depending on the size of the region.
158	EMSQ17-004191	2-115-4	Cameron, Doug	Agency - Australian Building and Construction Commission	ABCC - Prosecution of CFMEU officers	Senator CAMERON: I want to go back to Justice North. Justice North questioned the way in which you performed your duties in a prosecution of CFMEU officers over a cup of tea. Are you aware of that? ... How many days did this investigation take? Mr Hadgkiss: I will take that on notice. Senator CAMERON: How many court days, including preliminary hearings? Mr Hadgkiss: I will take that on notice. ... page 116 Senator CAMERON: How much have you spent on this case? Mr Hadgkiss: I will take that on notice. ... Senator CAMERON: Can you provide a breakdown of the cost by the investigation costs, the internal legal costs, the external legal costs and any other costs? Mr Saeedi: We will endeavour to do so. ... Senator CAMERON: I want the investigation costs—so how much you actually spent on your investigation—your internal legal costs, your external legal costs, and any other costs. Mr Hadgkiss: Yes. We will take that on notice. ... Senator CAMERON: and you have to give us the advice on expenditure. Mr Saeedi: And we will certainly do that. Senator CAMERON: Do you accept that? Mr Saeedi: We will endeavour to do that, absolutely. Senator CAMERON: What was the cost of the briefed silk? Mr Saeedi: I will have to take that on notice. Senator CAMERON: How many were on the ABCC legal team? Mr Saeedi: We will take that on notice. Senator CAMERON: What was the total cost to the ABCC of attending the court days? Mr Saeedi: I will take that on notice. ...Senator CAMERON: How many AFP officers were involved in the investigation and the hearings? Mr Hadgkiss: I understand that there were four. Four attended the scene. How many gave evidence, I am not sure. I would have to take that on notice. ... Senator CAMERON: How many interviews were conducted at the site? Mr Hadgkiss: At the site? I would have to take that on notice. Senator CAMERON: How many interviews were conducted by the ABCC in relation to this matter? Mr Hadgkiss: Again, we will take that on notice. Senator CAMERON: How many witnesses were called at the hearing? Mr Hadgkiss: Again, we will take that on notice.
159	EMSQ17-004192	2-120-2	Cameron, Doug	Agency - Australian Building and Construction Commission	ABCC- details of business trips	Senator CAMERON: Taking you to the answer ENSQ17-001509, can you confirm how many nights' accommodation were claimed for each of the eight trips? Mr Hadgkiss: It would have been the evening before the function and the evening after, and on all occasions I travelled at the weekend, in my own time, back to Melbourne. No reimbursement was sought for that period. Senator CAMERON: Each of the trips included a Friday and Saturday night—is that correct? Mr Hadgkiss: Whichever preceded the nights. But, as I think was also pointed out, it was not just to attend those listed functions; there were other meetings, particularly with staff, briefings et cetera. Senator CAMERON: So what other business activities were undertaken? Mr Hadgkiss: I am happy to take that on notice. Senator CAMERON: Where was this activity recorded? Mr Hadgkiss: I will take that on notice. Senator CAMERON: Was it in your Outlook calendar or your personal diary? Mr Hadgkiss: I will take that on notice.
160	EMSQ17-004193	2-121-2	Cameron, Doug	Agency - Australian Building and Construction Commission	ABCC - Business trips receipts	Senator CAMERON: Can you provide all of the receipts for accommodation for the trips that have been undertaken by Mr Hadgkiss for these dates: 13 November to 17 November 2013, which was to Canberra for the MBA national conference and Excellence in Building Awards—how many nights were claimed; 27 June 2014 to 28 June 2014, for the MBA and Cbus Excellence in Building Awards in Canberra; 14 August to 16 August—I think that is a Thursday to a Saturday—in Adelaide for the MBA Building Excellence Awards; 25 June 2015 to 27 June 2015 for the MBA and Cbus Excellence in Building Awards in Canberra; 13 August 2015 to 15 August 2015 in Adelaide for the MBA Building Excellence Awards; 23 June 2016 to 25 June 2016 to Canberra for the MBA and Cbus Excellence In Building Awards; 10 August 2016 to 13 August 2016 to Adelaide for the MBA Building Excellence Awards; 23 November 2016 to 26 November 2016 for the MBA national awards. Can you provide receipts for accommodation to justify the payments over that period? Ms Jepson: Yes. Senator CAMERON: Do you have them? Ms Jepson: We will take that on notice.
161	EMSQ17-004194	2-121-3	Cameron, Doug	Agency - Australian Building and Construction Commission	ABCC - Reimbursement of business trips	Senator CAMERON: Can you also provide exactly how much was claimed for each one of those eight trips that were made by Mr Hadgkiss and his wife? Can you also provide any other receipts or details of any claims that were made in association with these trips by Mr Hadgkiss and his wife? Ms Jepson: Yes.



162	EMSQ17-004195	2-122-2	Cameron, Doug	Agency - Australian Building and Construction Commission	ABCC - Industry presentations	Senator CAMERON: Ms Cato, you indicated that you had undertaken presentations to various industry bodies. Ms Cato: Yes. Senator CAMERON: How many of them have you done? Ms Cato: I can take that on notice. .... Senator CAMERON: Can you provide details of each stakeholder that you have made a presentation to? Ms Cato: I will take that on notice. Senator CAMERON: Were there written presentations or any other type of— Ms Cato: Some were PowerPoint presentations, others were just talking. Senator CAMERON: Can you provide copies of the PowerPoint presentations? Ms Cato: I will take that on notice. .... Senator CAMERON: Can you provide details of whom you gave these presentations with? Ms Cato: I will take that on notice too. Senator CAMERON: The dates, where you went and the costs associated with it? Ms Cato: I will take that all on notice.
163	EMSQ17-004196	2-123-2	Cameron, Doug	Agency - Australian Building and Construction Commission	ABCC - Pay increases	Senator CAMERON: How long was it between the last pay increase in the previous agreement and the first pay increase in the current agreement? Ms Jepson: Can I take that on notice?
164	EMSQ17-004197	2-123-3	Cameron, Doug	Agency - Australian Building and Construction Commission	ABCC - Cost of SES restructure	Senator CAMERON: I want to go to the SES restructure. That restructure cost a certain amount for consultancies, didn't it? Mr Hadgkiss: Yes. Senator CAMERON: What was that cost? Mr Hadgkiss: I will take that on notice
165	EMSQ17-004198	2-124-2	Marshall, Gavin	Agency - Australian Building and Construction Commission	ABCC - Diners card reimbursement	Senator MARSHALL: Ms Jepson, you said earlier in answer to a question from Senator Cameron that you reconcile Mr Hadgkiss's claims against his Diners Club card? ... .. Senator MARSHALL: Can you provide a copy of those invoices for the last 12 months to the committee? Ms Jepson: We will take it on notice.
166	EMSQ17-004199	2-125-2	Marshall, Gavin	Agency - Australian Building and Construction Commission	ABCC - SES redundancy package	Senator MARSHALL: What sort of redundancy package are SES officers entitled to? Mr Hadgkiss: Whatever it is under their standard SES contract: two weeks for every year of service— Senator MARSHALL: Could you provide that on notice to the committee? Mr Hadgkiss: Yes, certainly.
167	EMSQ17-004200	2-128-2	Xenophon, Nick	Agency - Asbestos Safety and Eradication Agency	ASEA - research required	Senator XENOPHON: You might want to take this on notice because of time constraints: can you advise the research that has been undertaken, the sort of research that needs to be done, in your view, so that you can have the best evidence. On the basis of what you are saying, asbestos-related deaths from mesothelioma and other asbestos-related cancers is several times Australia's road toll at the moment?
168	EMSQ17-004168	2-129-2	Marshall, Gavin	Agency - Comcare	Comcare - Costs incurred to attend Senate Estimates	Senator MARSHALL: Can you just take on notice to advise the committee of the costs that you have incurred by attending these estimates—by being called by senators that then do not have the courtesy to even turn up and ask the questions. Ms Taylor: I certainly will, Senator.
169	EMSQ17-004170	2-131-2	Marshall, Gavin	Outcome 2 - Workplace Relations and Economic Strategy	Correspondence regarding review into WHS laws	CHAIR: Senator Xenophon's question was: who did you write to? Was it John Rau? Senator Cash: Yes; it was. Senator XENOPHON: I went to law school with him, but don't hold that against him. CHAIR: Are we tabling that letter? Senator XENOPHON: Yes; I would be grateful if you would table it. Senator Cash: I am happy to table the letter. Senator XENOPHON: On notice, could you table the correspondence in relation to this. It seems that you have— Senator Cash: Yes, and as I think as has been articulated by Ms Baxter, my timeline here is 20 February—I hope it is consistent with yours. Yes, I wrote to the chair of SWA to initiate the process that had been discussed and agreed to. Senator XENOPHON: Yes, I understand that. There is no criticism on my part, it is just that you have undertaken to do certain things, which you have done, but I am trying to understand the rationale for why the states would want to have a review of occupational health and safety in the building and construction industry, from a safety perspective, not an IR perspective. Senator Cash: I am not going to disagree with you, Senator Xenophon. In addition, obviously, too, with all that was stated in particular—Senator Cameron is not here now but certainly by members of the Labor Party and the CFMEU—over a very long period in time in terms of debate on the ABCC and issues of safety, I myself am a little surprised in the first instance at the first response that I have received. Senator XENOPHON: Will you still be pursuing this to try to get this inquiry up and running? Senator Cash: Yes. Senator XENOPHON: if you could table all relevant correspondence and where it is at, and if you could advise whether there will be any subsequent correspondence you are planning to follow this through. Senator Cash: I will do that.
170	EMSQ17-004203	Written	Cameron, Doug	Agency - Fair Work Ombudsman	FWO - Complaints received from the employees of JBS Australia Pty Ltd	How many complaints has the Fair Work Ombudsman received from employees of JBS Australia Pty Ltd, Primo Smallgoods, Hans Continental Smallgoods Pty Ltd or any of their subsidiaries in the last three years? - Could you provide a breakdown of number of complaints per financial year. - On what date was the first complaint against JBS Australia, Primo Smallgoods, Hans Continental Smallgoods Pty Ltd or any subsidiary received? - what is the nature of those complaints? - what compliance activities have been initiated by the FWO in relation to those complaints and On what date did the first compliance activity commence? - Could you provide details On what breaches of the Fair Work Act and/or Enterprise Agreement pay and conditions have been identified? - have any compliance activities been finalised and what enforcement outcomes, if any, resulted from those activities?
171	EMSQ17-004337	Written	Cameron, Doug	Outcome 2 - Workplace Relations and Economic Strategy	Careers Australia - Fair Entitlement Guarantee	Have all workers entitlements be met following the Careers Australia collapse? Has or will the Fair Entitlements Guarantee be used? In how many cases and at what costs?

172	EMSQ17-004206	Written	Farrell, Don	Cross Portfolio	Market Research	For the 2016-17 financial year, what was the total amount spent by the Department on market research (either as a whole contract or as part of a contract)? For each contract for market research in 2016/2017, can you please provide: • The subject of the market research; • The supplier; • Whether the supplier has been engaged previously and if so, for which contracts; • The total value of the contract; • The term of the contract (time); • The date that the decision was taken to seek market research on the topic; • The date the contract was opened to tender or selection process; • The date the supplier was engaged; • Whether the contract was subject to a tender process, including whether there was a full, partial or closed tender process; • Does the supplier exist on a pre-approved supplier list, if so, when were they added to that list; • Whether the Minister, or the Minister's Office, requested that the research be conducted; • Whether the Minister approved the decision to conduct market research; • Whether the Minister approved the contract with the supplier; • Whether the Minister or the Minister's office was consulted on questions asked; • Whether the Minister or the Minister's office received a copy of the market research; • If the decision to conduct research was initiated by the department or agency, was the Minister or their office consulted before the decision was taken to conduct research, if so – in what form did that consultation take (written, verbal other); • If the decision to conduct research was initiated by the department or agency, did Minister or their office make any amendments or changes to the Department's proposal for market research to be conducted, if so, what changes and to what aspects were they made; • At any stage in the life of the proposal to conduct market research were other departments or agencies consulted? • At any stage in the life of the proposal to conduct market research were other Ministers, or the Prime Minister consulted? • At any stage in the life of the proposal to conduct market research did the expected cost change, if so how? • At any stage in the life of the proposal to conduct market research did the scope, questions or supplier of the research change? Have any topics or questions of market research been conducted and subsequently conducted again by the same or different supplier?
173	EMSQ17-004207	Written	Kakoschke-Moore, Skye	Outcome 1 - Employment	Job seekers and jobactive providers	- When a job-seeker misses an appointment or activity, is it correct that there is meant to be a two-stage process before a penalty is applied: first, the job agency is required to make an attempt to make contact with the job-seeker; second, after this, CCentrelink's Participation Team is required to attempt to make contact with the job-seeker? - How often do either of these happen, before a job-seeker is penalised, and how much change has there been over the years in how often this process is followed? - What constitutes an attempt to make contact?
174	EMSQ17-004208	Written	Kakoschke-Moore, Skye	Outcome 1 - Employment	Contact with job seekers after missed appointment	- My office has had complaints that sometimes a first attempt to make contact might occur at 4.50pm, not giving the job-seeker a chance to return the call if it is missed, or to solve the issue. Has this been a complaint the Department has also had?
175	EMSQ17-004209	Written	Kakoschke-Moore, Skye	Outcome 1 - Employment	Job seekers transfers at provider's request	- How many job seekers in total have been forcibly transferred by their job agency to another job agency (as requested by the job agency, not the job seeker), before the two year automatic transfer period? - How many of these job seekers in total were transferred (at the request of the agency) after less than 12 months? - How many of these job seekers in total were transferred (at the request of the agency) after less than six months? - Can you please provide a breakdown of these figures (for transfers after less than 12 months and transfers after less than six months) on a yearly basis? - Can you please provide a breakdown of these figures (for transfers after less than 12 months and transfers after less than six months) on a state by state basis?
176	EMSQ17-004210	Written	Kakoschke-Moore, Skye	Outcome 1 - Employment	Provider complaints received on the National Customer Service Line	- How many complaints has the Department of Employment received on their hotline regarding jobactive providers since July 2015? -Has there been an increase or decrease of complaints over the past two years? - How many complaints were made about South Australian providers? - What was the most common complaint? - What are the top ten leading categories of complaints? - What are the leading categories of complaints in South Australia? - What are the number of complaints that have been investigated? - Are numbers and types of complaints made public?
177	EMSQ17-004211	Written	Kakoschke-Moore, Skye	Outcome 1 - Employment	Provider ratings	- Are jobactive provider ratings made public? - Does a reduction in a jobactive star rating have any consequences in terms of funding?
178	EMSQ17-004212	Written	Kakoschke-Moore, Skye	Outcome 1 - Employment	Feedback on providers	what feedback does the department collect On jobactive providers? - what does the department use that feedback for?
179	EMSQ17-004213	Written	Kakoschke-Moore, Skye	Outcome 1 - Employment	Complaints about providers	Do you have to be with the same provider still to complain about them? - what happens When you switch providers and you want to make a complaint about your old provider?
180	EMSQ17-004214	Written	Kakoschke-Moore, Skye	Outcome 1 - Employment	Penalties for providers due to complaints	How many jobactive providers were penalised due to high numbers of complaints or serious complaints? - if none- why not?
181	EMSQ17-004215	Written	Kakoschke-Moore, Skye	Outcome 1 - Employment	KPIs for jobactive providers	- What KPIs does the Department set for jobactive providers?
182	EMSQ17-004216	Written	Kakoschke-Moore, Skye	Outcome 1 - Employment	Providers requesting payslips	My office has heard concerns that jobactive providers are telling customers they are required to show their payslips to the provider. is this a requirement? - We have heard complaints from jobactive employees that they are being told to suspend people's payments if they don't show their payslips. is suspending payments for not providing payslips correct? - My office has heard that people are being told by providers they will be reported to the department of Human Services if they Do not show their payslips. is this correct, Do jobactive providers have the power to Do this? have you received any reports of people not providing their payslips? - is it correct that jobactive providers receive 'outcome payments' tied to How much Work people are undertaking, and that providers use payslips to demonstrate this, therefore there is an incentive for providers to collect payslips?
183	EMSQ17-004217	Written	Kakoschke-Moore, Skye	Outcome 1 - Employment	Investigation of outcome payments	- What are the number of or percentage of 'outcome payments' to job agencies over the past year that have: a) been investigated, b) found to not have verifiable evidence, c) been overturned (i.e., job agency required to pay back the payment).
184	EMSQ17-004218	Written	Kakoschke-Moore, Skye	Outcome 1 - Employment	Suspension of payments	- Can providers suspend people's payments? - What are the reasons providers can use to suspend people's income support payments?

185	EMSQ17-004219	Written	Kakoschke-Moore, Skye	Outcome 1 - Employment	Number of job seekers who have had payments suspended	– What is the number of job-seekers who have had their payment, firstly partially cut or, suspended? a) In the last year? b) In the last two years?
186	EMSQ17-004220	Written	Kakoschke-Moore, Skye	Outcome 1 - Employment	Classification of young job seekers	1. From the start of the jobactive program to date, can the Department provide: a. the total number of young people between 15-19 and 20-24 who have been classified as being Stream B b. the total number of young people between 15-19 and 20-24 who have been classified as being Stream C c. young people between 15-19 and 20-24 classified as Stream B as a percentage of the total number of people classified as Stream B d. young people between 15-19 and 20-24 classified as Stream C as a percentage of the total number of people classified as Stream C e. the percentage of young people between 15-20 and 20-24 who were re-classified to a lower or higher stream?
187	EMSQ17-004221	Written	Kakoschke-Moore, Skye	Outcome 1 - Employment	Definition of a reasonable excuse	In the new budget measure 'better targeting of assistance to support jobseekers' it states that without a reasonable excuse a person will have their payment cut. will the definition of a reasonable excuse be changing? – Can you confirm that the same guidelines from the job seeker compliance Framework Guideline will be used? – what is currently considered a reasonable excuse?
188	EMSQ17-004223	Written	Kakoschke-Moore, Skye	Outcome 1 - Employment	Closing the Gap - Employment Services - Yarrabah	– As one of the closing the gap initiatives \$5 million has been provided over four years for employment services in Yarrabah. What will these 'employment services' be? – If jobactive providers are being used, will they have targets to employ indigenous people? – Have work for the dole programs already been used in the area? - If so – what jobs have people moved into afterwards? - How many people have found employment? - How many people are still employed after one year?
189	EMSQ17-004224	Written	Kakoschke-Moore, Skye	Outcome 1 - Employment	Closing the Gap - Yarrabah	– As of late May 2017 Yarrabah had two jobs advertised online for the region. I am assuming this measure is to build the job capacity of people in Yarrabah to successfully gain employment in areas like Cairns. Does this funding include money for more infrastructure and transport services as well?
190	EMSQ17-004225	Written	Kakoschke-Moore, Skye	Outcome 1 - Employment	Closing the Gap - Employment Services - consultations	– What consultation occurred with the Office of Indigenous Affairs regarding the closing the gap employment and training measures included in the May 2017 Budget, and the measures that have been identified as affecting indigenous people? – What did that consultation consist of?
191	EMSQ17-004226	Written	Kakoschke-Moore, Skye	Outcome 1 - Employment	Closing the Gap - Yarrabah - discussions/recommendations	– What discussions have been had with state officials about this measure? - Were other recommendations made about how to improve employment outcomes in this area?
192	EMSQ17-004227	Written	Kakoschke-Moore, Skye	Outcome 1 - Employment	Transition to Work - numbers	1. Since the introduction of the Transition to Work program: a. how many young people in total has the program supported? b. how many young people have transitioned to employment as a result of the support provided? c. how many young people have returned to education or training as a result of the support provided? d. how many young people have dropped out of the program broken down by stream? e. how many young people have not transitioned to employment and have been referred back to a Jobactive provider broken down by stream? 2. What is the average time that young people spend in the program?
193	EMSQ17-004228	Written	Kakoschke-Moore, Skye	Outcome 1 - Employment	Transition to Work - numbers of Indigenous people	1. Since the introduction of the Transition to Work program: a. how many Indigenous young people in total has the program supported? b. how many Indigenous young people have transitioned to employment as a result of the support provided? c. how many Indigenous young people have returned to education or training as a result of the support provided? d. how many Indigenous young people have dropped out of the program? e. how many Indigenous young people have not transitioned to employment and have been referred back to a jobactive provider? 2. What is the average time that Indigenous young people spend in the program?
194	EMSQ17-004229	Written	Kakoschke-Moore, Skye	Outcome 1 - Employment	Transition to Work - Numbers by area	1. Since the introduction of the Transition to Work program: a. how many young people has the program supported broken down by regional and metropolitan areas? b. how many young people have transitioned to employment as a result of the support provided broken down by regional and metropolitan areas? c. how many young people have returned to education or training as a result of the support provided broken down by regional and metropolitan areas? d. how many young people have dropped out of the program broken down by regional and metropolitan?
195	EMSQ17-004230	Written	Kakoschke-Moore, Skye	Outcome 1 - Employment	Transition to Work - Gaps in coverage	How does the department plan to deal with gaps in the program's coverage in the future
196	EMSQ17-004231	Written	Kakoschke-Moore, Skye	Outcome 1 - Employment	Transition to Work - Stream C	1. What percentage of the average caseload for a provider is made up of Stream C young people? 2. What percentage of the total participants is made up of Stream C young people?
197	EMSQ17-004232	Written	Kakoschke-Moore, Skye	Outcome 1 - Employment	PaTH Internship numbers	1 Since the program commenced on 1 April 2017, how many employers have offered a place for an intern under the program? 2 Since the program started, how many young people have applied for an internship under the program? a. How many of those young people who applied were offered an internship? 3 Since the program started, how many Indigenous young people have applied for an internship under the program? a. How many of those Indigenous young people who applied were offered an internship?
198	EMSQ17-004233	Written	Kakoschke-Moore, Skye	Outcome 1 - Employment	PaTH internships - displacement	Is the department monitoring job advertisements that specify an intern to ensure that they are not displacing real job opportunities for either casual or part time Work at award rates?
199	EMSQ17-004234	Written	Kakoschke-Moore, Skye	Outcome 1 - Employment	PaTH Internships - SMES	- What proportion of the internships offered to date have involved SMEs with a turnover of under \$10m per annum?
200	EMSQ17-004235	Written	Kakoschke-Moore, Skye	Outcome 1 - Employment	PaTH - Remote and regional small business	How is the department or providers reaching out to remote and regional small business?
201	EMSQ17-004236	Written	Kakoschke-Moore, Skye	Outcome 1 - Employment	PaTH industries	Please provide a breakdown of the industries that have offered internships to date.

202	EMSQ17-004237	Written	Kakoschke-Moore, Skye	Agency - Workplace Gender Equality Agency	WGEA - Data collection	– Does the data that WGEA assists people to retrieve consist solely of information collected by WGEA, or does it include data sets collected by other agencies and organisations? – What is the most commonly requested data set? – What types of requests are WGEA receiving?
203	EMSQ17-004336	Written	Kakoschke-Moore, Skye	Outcome 1 - Employment	New Mutual Obligation Rules	What evidence was used to support the decision to change the activity requirements for all people aged between 30 and retirement age? Specifically, is there any evidence that shows that these changes to activity requirements will improve employment outcomes?
204	EMSQ17-004253	Written	Marshall, Gavin	Outcome 1 - Employment	ParentsNext National Expansion	· Why is the government waiting until 1 July 2018 to make this expansion? · Have any reviews been conducted into the performance of the ParentsNext program? Can they be provided? · Please explain explain who will be a compulsory participant in either of the ParentsNext streams? Why? · How were the 20 locations where the intensive stream targets Indigenous populations chosen?
205	EMSQ17-004254	Written	Marshall, Gavin	Outcome 1 - Employment	Career Transition Assistance Program	· Who was consulted in the development of this program? Can you provide their feedback? · Is there a scheduled review for this program? When? · Why wait until July 2018 to implement this program?
206	EMSQ17-004255	Written	Marshall, Gavin	Cross Portfolio	Labour hire arrangements	· Does the Department use any labour hire companies to source Departmental staff? · Does the Department use Labour Hire Agreements? · How long has the Department used labour hire companies? · How many staff are employed under via these arrangements? · How many staff are employed by the Department as contractors? · Who authorised the use of labour hire companies? · Is the Minister aware of the reliance on these labour hire arrangements? · How much Commonwealth money is being directed through payroll companies?
207	EMSQ17-004256	Written	Marshall, Gavin	Outcome 1 - Employment	Refocussing Work for the Dole	· Has the Department consulted with anyone about the “refocus” of Work for the Dole? What did they say? What has the Department done to address those concerns? · Why would the government refocus Work for the Dole if not to improve the job outcomes of participants?
208	EMSQ17-004257	Written	Marshall, Gavin	Cross Portfolio	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?
209	EMSQ17-004258	Written	Marshall, Gavin	Cross Portfolio	Labour Hire - Use of Plutus	· Do any of these labour hire companies use Plutus? · When did the Department become aware that there was a problem with Plutus in connection with the Department? · When was the Minister advised? · What steps have been taken to avoid a repeat and are there other payroll companies operating as agents of IT and other contractors?
210	EMSQ17-004259	Written	Marshall, Gavin	Cross Portfolio	Market Research - Total amount spent	For the 2016-17 financial year, what was the total amount spent by the Department on market research (either as a whole contract or as part of a contract)? For each contract for market research in 2016/2017, can you please provide: · The subject of the market research; · The supplier; · Whether the supplier has been engaged previously and if so, for which contracts; · The total value of the contract; · The term of the contract (time); · The date that the decision was taken to seek market research on the topic; · The date the contract was opened to tender or selection process; · The date the supplier was engaged; · Whether the contract was subject to a tender process, including whether there was a full, partial or closed tender process; · Does the supplier exist on a pre-approved supplier list, if so, when were they added to that list; · Whether the Minister, or the Minister’s Office, requested that the research be conducted; · Whether the Minister approved the decision to conduct market research; · Whether the Minister approved the contract with the supplier; · Whether the Minister or the Minister’s office was consulted on questions asked; · Whether the Minister or the Minister’s office received a copy of the market research; · If the decision to conduct research was initiated by the department or agency, was the Minister or their office consulted before the decision was taken to conduct research, if so – in what form did that consultation take (written, verbal other); · If the decision to conduct research was initiated by the department or agency, did Minister or their office make any amendments or changes to the Department’s proposal for market research to be conducted, if so, what changes and to what aspects were they made; · At any stage in the life of the proposal to conduct market research were other departments or agencies consulted? · At any stage in the life of the proposal to conduct market research were other Ministers, or the Prime Minister consulted? · At any stage in the life of the proposal to conduct market research did the expected cost change, if so how? · At any stage in the life of the proposal to conduct market research did the scope, questions or supplier of the research change? · Have any topics or questions of market research been conducted and subsequently conducted again by the same or different supplier?
211	EMSQ17-004260	Written	Marshall, Gavin	Outcome 1 - Employment	New job seeker compliance measures - savings	· Budget Paper No 2, page 91 says these changes will save \$632 million over five years. Can you provide a break down of those savings? · Can you list the actions that would constitute a demerit or strike in this program? · Were any alternative jobseeker compliance models considered?
212	EMSQ17-004261	Written	Marshall, Gavin	Outcome 1 - Employment	Site risk assessment for Work for the Dole activity	Please provide the site risk assessment for the Work for the Dole activity where a participant was exposed to asbestos in Adelaide.
213	EMSQ17-004262	Written	Marshall, Gavin	Outcome 1 - Employment	Timeline for investigation into Work for the Dole incident	Can you set a timeline for public release of the department’s investigation into the incident and what they’ve done to make sure it doesn’t happen again?
214	EMSQ17-004263	Written	Marshall, Gavin	Outcome 1 - Employment	PaTH Internships - Monitoring	The answer to Question on Notice EMSQ17-003997 (copy of QoN on page 73) says: “There will be a range of ongoing mechanisms and indicators to trigger reviews by the department. These will vary according to the information source and nature of the concern.” That appears to be a very vague list of the mechanisms and indicators that will trigger monitoring by the Department. Given the very real concerns that this program could lead to displacement, churn or exploitation, can the Department please list and explain exactly how placements will be monitored and how they will stop exploitation, churn and displacement?
215	EMSQ17-004264	Written	Marshall, Gavin	Outcome 1 - Employment	New job seeker compliance measures - demerit system	· How many interviews, meetings and daily activities in programs were they expected to attend last year? · How many people are expected to lose one week, two weeks and four weeks of payment? Can you list the forecast savings for each strike measure? · How many suspensions and penalties were imposed last year for participation failures? · How many people are estimated to reach the second demerit stage in first year of the proposed system? · Are these strike or demerit decisions appealable at the time they are made?

216	EMSQ17-004265	Written	Marshall, Gavin	Outcome 2 - Workplace Relations and Economic Strategy	Youth Jobs PaTH - Review/evaluation	The answer to Question on Notice EMSQ17-004001 (copy of QoN on page 74) says: "A program evaluation will be conducted on the Youth Jobs PaTH. An evaluation strategy is under development." Given social security legislation for Youth Jobs PaTH passed Parliament with an amendment requiring a review of the program, has the Department outlined how a rigorous review of Youth Jobs PaTH – with a specific view to unearthing any exploitation, churn or displacement – will be conducted?
217	EMSQ17-004266	Written	Marshall, Gavin	Outcome 1 - Employment	New job seeker compliance measures - flow chart	Please provide a flow chart comparing in detail the decision points and decision-making process (first breach, second, third, etc.) in the present and proposed systems, including estimates for the numbers of people who reach each point in a given year.
218	EMSQ17-004268	Written	Marshall, Gavin	Outcome 1 - Employment	Work for the Dole Host SORT Recycling	Does the Department know how many people who worked for SORT Recycling are unpaid? When will the employees be paid? Has the acquittal process been changed to prevent this from happening again?
219	EMSQ17-004269	Written	Marshall, Gavin	Outcome 1 - Employment	jobactive - Business reallocation	Can you tell us which jobactive providers had business taken from them and which employment regions? Can you give us detailed reasoning why those providers had business reallocated away from them?
220	EMSQ17-004270	Written	Marshall, Gavin	Outcome 1 - Employment	New job seeker compliance measures - income support payments	Which external stakeholders, if any, were consulted in the development of this proposal? Please provide details of the findings of this review and who was consulted.
221	EMSQ17-004271	Written	Marshall, Gavin	Outcome 1 - Employment	New job seeker compliance measures - waivers	What waivers, if any, will be available for people with children, caring responsibilities, and/or extraordinary circumstances and who have five or more penalties in order for them to avoid having their payment cut?
222	EMSQ17-004272	Written	Marshall, Gavin	Outcome 1 - Employment	WA jobactive provider star ratings	The answer to Question on Notice EMSQ17-001957 the Department provided a list of regions with majority of providers on one or two stars out of five in the December 2016 ratings. Many of those regions are in Western Australia. What has the government done to improve the overall poor performance of Western Australian jobactive providers? Are there any plans to help them? Is any funding or resources dedicated to helping improve those results?
223	EMSQ17-004273	Written	Marshall, Gavin	Outcome 1 - Employment	jobactive privacy breaches/penalties	How many of the 14 jobactive privacy breaches resulted in a financial penalty of some sort? Can you list the companies that were penalised and how much/what the penalty was? Which jobactive providers are repeat privacy breach offenders?
224	EMSQ17-004274	Written	Marshall, Gavin	Outcome 1 - Employment	Change in activity requirements- 30-49 year olds	Who was consulted on the change to move the activity requirements up from 30 to 50 hours for people 30-49 years old? What is the targeted outcome?
225	EMSQ17-004275	Written	Marshall, Gavin	Outcome 1 - Employment	Indigenous Outcomes Targets	The response to Question on Notice EMSQ17-003977 (copy on page 98) says: There is no review being conducted into Indigenous Outcomes Targets under jobactive. Isn't that incorrect? Wasn't there an Industry Information Paper that was sent out by the Department of Employment that outlines the "evaluation of Indigenous Outcomes Targets Performance Framework"? Isn't this an indication a review is being conducted
226	EMSQ17-004276	Written	Marshall, Gavin	Outcome 1 - Employment	Employment Fund	At one third of the way through jobactive only 15 per cent of the Employment Fund has been spent. Why? Will guidelines be altered to give more help to people so they can get off welfare?
227	EMSQ17-004277	Written	Marshall, Gavin	Outcome 1 - Employment	Activity requirements 55-59 years old	Jobseekers 55-59 years old won't be able to meet their 30 hours activity by volunteering alone. What other activities will count towards the 30 hours? Will people aged 55-59 need to participate in Work for the Dole or the National Work Experience Programme?
228	EMSQ17-004278	Written	Marshall, Gavin	Outcome 1 - Employment	Restart Wage Subsidy claims	The Answer to Question on Notice EMSQ17-003986 (copy of Qon on page 104) says in the 12 months to 31 March 2017 Restart Wage subsidy claims of \$13.6 million were made, but the forecast was for \$35.9 million. (That is: \$22.3 million under claimed.) Doesn't that mean fewer aged jobseekers are finding jobs than expected? Weren't the jobactive contracts arranged to encourage a greater level of engagement from businesses? Aren't well under-filled Restart Subsidies evidence there isn't the level of engagement from businesses expected?
229	EMSQ17-004279	Written	Marshall, Gavin	Outcome 1 - Employment	Consultation with non-profits regarding volunteering	Have you consulted with non-profits to learn about what impact this might have on volunteer hours and rates? What was their feedback?
230	EMSQ17-004280	Written	Marshall, Gavin	Outcome 1 - Employment	Youth Wage Subsidy claims	The Answer to Question on Notice EMSQ17-003987 (copy of Qon on page 105) says in the 12 months to 31 March 2017 Youth Wage Subsidy claims of \$13.6 million were made, but the forecast expenditure was \$29 million. (That is: \$15.4 million under claimed.) Doesn't that mean fewer young people are finding jobs than expected? Weren't the jobactive contracts arranged to encourage a greater level of engagement from businesses? Aren't well under-filled Youth Wage subsidies evidence there isn't the level of engagement from businesses expected?
231	EMSQ17-004281	Written	Marshall, Gavin	Outcome 1 - Employment	Change in activity for 60-69 year olds	Why has the government decided to ask job seekers aged 60 to 69 to do 10 hours activity per fortnight? What will that achieve? Who was consulted on the policy change?
232	EMSQ17-004282	Written	Marshall, Gavin	Outcome 1 - Employment	Programs to assist those over 50 years of age	What specific programs does the government have to help the people over 50? What is the utilisation rate of those programs?
233	EMSQ17-004283	Written	Marshall, Gavin	Outcome 1 - Employment	Parent Wage Subsidy claims	The Answer to Question on Notice EMSQ17-003988 (copy of Qon on page 106) says in the 12 months to 31 March 2017 Parent Wage Subsidy claims of \$3 million were made, but the forecast expenditure was \$4.7 million. (That is: \$1.7 million under claimed.) Doesn't that mean fewer parents finding jobs than expected? Weren't the jobactive contracts arranged to encourage a greater level of engagement from businesses? Aren't well under-filled Parent Wage more evidence there isn't the level of engagement from businesses expected?
234	EMSQ17-004285	Written	Marshall, Gavin	Outcome 1 - Employment	Long term Unemployed and Indigenous Wage Subsidy	The Answer to Question on Notice EMSQ17-003989 (copy of Qon on page 107) says in the 12 months to 31 March 2017 Long Term Unemployed and Indigenous Wage Subsidy claims of \$15.6 million were paid, but the forecast expenditure was \$63.1 million. (That is: \$47.5 million under claimed.) Doesn't that mean fewer Long Term Unemployed or Indigenous people are finding jobs than expected? Weren't the jobactive contracts arranged to encourage a greater level of engagement from businesses? Aren't well under-filled Long Term Unemployed and Indigenous Wage Subsidy claims evidence there isn't the level of engagement from businesses expected?

235	EMSQ17-004287	Written	Marshall, Gavin	Outcome 1 - Employment	Wage Subsidies	(Relates to SQ17-004278, SQ17-004280, SQ17-004283, SQ17-004285) - Doesn't the fact that all four categories are under-utilised by a total of \$86.9 million (65 per cent of the total \$132 million budgeted!) show that the jobactive program hasn't delivered better engagement with businesses and that fewer people than forecast are finding jobs through the government's employment services network? · Doesn't this huge shortfall show the government's wage subsidy program – designed to entice businesses to hire jobseekers – is woefully underperforming?
236	EMSQ17-004289	Written	Marshall, Gavin	Outcome 1 - Employment	National Work Experience program expansion	Why would the government expand a program that hasn't been fully evaluated, or had a review published for the public to scrutinise?
237	EMSQ17-004290	Written	Marshall, Gavin	Outcome 2 - Workplace Relations and Economic Strategy	Automation of jobs	· The answer to Question on Notice EMSQ17-003979 – says: "The department does not produce modeling on the impact of automation and new technology." How can the Department understand how Australia's workforce will change in the future without conducting that kind of research? (Copy of QoN on page 110.) How can the Department advise government about changes in Australia's workforce without conducting that research? · Why should the public trust the advice the Department gives to government about Australia's workforce if they don't conduct modelling about how it is changing? · Has the Department given advice to the government about the future of Australia's workforce? Can it be provided? · What basis was that advice given on if the Department doesn't conduct modelling?
238	EMSQ17-004291	Written	Marshall, Gavin	Outcome 1 - Employment	National Work Experience program expansion - online advertising	The answer to Question on Notice EMSQ17-001550 (copy of QoN on page 43) says the Department doesn't advertise NWEF positions online. Will that change now?
239	EMSQ17-004292	Written	Marshall, Gavin	Outcome 2 - Workplace Relations and Economic Strategy	CSIRO Report - Tomorrow's Digitally Enabled Workforce	What action has the Department taken to respond to the findings made in the 2016 CSIRO report "Tomorrow's Digitally Enabled Workforce" – which I understand the Minister launched?
240	EMSQ17-004293	Written	Marshall, Gavin	Outcome 2 - Workplace Relations and Economic Strategy	Automation of jobs/jobactive	How is the Department thinking about how the jobactive network can be used to assist those made jobless by automation or technological change?
241	EMSQ17-004295	Written	Marshall, Gavin	Outcome 1 - Employment	Restart wage subsidies - claims and targets	How many Restart wage subsidies have been claimed in the last 12 months? What was the total value of the Restart wage subsidy claims in the last 12 months? What was the forecasted expenditure of Restart wage subsidies for the last 12 months? What was the target for the number of Restart wage subsidies for the last 12 months?
242	EMSQ17-004296	Written	Marshall, Gavin	Outcome 1 - Employment	Youth wage subsidies - claims and targets	How many Youth Wage subsidies have been claimed in the last 12 months? What was the total value of the Youth Wage subsidy claims in the last 12 months? What was the forecasted expenditure of Youth Wage subsidy claims for the last 12 months? What was the target for the number of Youth Wage subsidies for the last 12 months?
243	EMSQ17-004297	Written	Marshall, Gavin	Outcome 1 - Employment	Parent wage subsidies - claims and targets	How many Parent Wage Subsidies have been claimed in the last 12 months? What was the total value of the Parent Wage Subsidy claims in the last 12 months? What was the forecasted expenditure of Parent Wage Subsidy claims for the last 12 months? What was the target for the number of Parent Wage Subsidies for the last 12 months?
244	EMSQ17-004298	Written	Marshall, Gavin	Outcome 1 - Employment	Long term unemployed and Indigenous wage subsidies - claims and targets	How many Long Term Unemployed and Indigenous Wage Subsidies have been claimed in the last 12 months? What was the total value of the Long Term Unemployed and Indigenous Wage Subsidy claims in the last 12 months? What was the forecasted expenditure of Long Term Unemployed and Indigenous Wage claims for the last 12 months? What the target for the number of Long Term Unemployed and Indigenous Wage Subsidies for the last 12 months?
245	EMSQ17-004303	Written	Moore, Claire	Outcome 2 - Workplace Relations and Economic Strategy	Workforce participation gender gap	In relation to the 2014 G20 commitment to close the gender gap in workforce participation by 25 per cent by 2025: a) What level of female workforce participation is the Government targeting by 2025 to reach the target? What is the level of male workforce participation in 2025 that corresponds to the female target? b) Does this target assume a decrease in the male workforce participation rate? c) Based on current trends, is Australia on track to meet the G20 target by 2025? What assumptions have been used to make this assessment about male workforce participation, female workforce participation, population growth, employment and unemployment levels?
246	EMSQ17-004239	Written	Roberts, Malcolm	Outcome 2 - Workplace Relations and Economic Strategy	Facilitate jobs growth	Is it the case that over some reasonable time-frame that the biggest barrier to jobs could be phased out – i.e. minimum wages?
247	EMSQ17-004205	Written	Xenophon, Nick	Cross Portfolio	Government Waste	1. Is there a departmental definition on the meaning of 'waste', and if so, what is that definition? 2. What are the Department's arrangements for monitoring and managing waste? 3. Is there a central Departmental mechanism (e.g. phone number, email address, web site) for public servants or contractors to report Departmental waste? 4. How much waste was identified by the Department in FY 13/14, FY 14/15 and FY 15/16? 5. Can Departmental officers or contractors report waste anonymously? Are they afforded a protection if they do so?
248	EMSQ17-004299	Written	Xenophon, Nick	Cross Portfolio	Limited tender contracts	1. What percentage of contracts entered into by the Department in FY 2015/16 were limited tenders? 2. What was the total value of these limited tenders? 3. Across the department, please provide a list of all contracts in FY 2015/16 that involved a limited tender contract to an entity for services below \$80,000 followed by a subsequent limited tender contract (either in FY 15/16 or 16/17) to the same entity for services below \$80,000 or above \$80,000 (please list the two contracts by AUSTENDER number). Please provide the justification (and any documents relating thereto) for the limited tender of any subsequent contract that was above the \$80,000 threshold. 4. Across the department, please provide a list of all contracts in FY 2016/17 that involved a limited tender contract to an entity for services below \$80,000 followed by a subsequent limited tender contract to the same entity for services below \$80,000 or above \$80,000 (please list the two contracts by AUSTENDER number). Please provide the justification (and any documents relating thereto) for the limited tender of any subsequent contract that was above the \$80,000 threshold.

249	EMSQ17-004300	Written	Xenophon, Nick	Agency - Registered Organisations Commission	ROC - Processes regarding whistleblowers	1. How will the Registered Organisations Commission approach its compliance and enforcement work in relation to the new whistleblower laws? 2. What are the processes in place? 3. Will any other processes be put in place and, if so, please describe? 4. What resources are allocated to Whistleblowing? 5. Have there been any disclosures to date?
250	EMSQ17-004301	Written	Xenophon, Nick	Agency - Australian Building and Construction Commission	ABCC - Security of payments obligations	1. How has the ABCC approached its compliance activity with respect to the new security of payment obligations under the Building Code? 2. Are there any active investigations relating to non-compliance with security of payment obligations?
251	EMSQ17-004240	Written	Bilyk, Catryna	Cross Portfolio	Ministerial functions	In relation to any functions or official receptions hosted by Ministers or Assistant Ministers in the portfolio since 1 March 2017, can the following please be provided: • List of functions; • List of attendees including departmental officials, ministerial staff and if members of the Minister's immediate family attended – number of members (names not required); • Function venue; • Itemised list of costs (GST inclusive); • Details of any food served; • Details of any wines or champagnes served including brand and vintage; and • Details of any entertainment provided.
252	EMSQ17-004241	Written	Bilyk, Catryna	Cross Portfolio	Departmental functions	In relation to expenditure on any functions or official receptions etc hosted by the Department or agencies in the portfolio since 1 March 2017, can the following please be provided: • List of functions; • List of attendees; • Function venue; • Itemised list of costs (GST inclusive); • Details of any food served; • Details of any wines or champagnes served including brand and vintage; and • Details of any entertainment provided.
253	EMSQ17-004242	Written	Bilyk, Catryna	Cross Portfolio	Laptops	How many laptops are currently on issue to staff of the Department and agencies in the portfolio? Can an itemised list showing make and model please be provided? How many new laptops were purchased by the Department and agencies in the portfolio in calendar year 2016? What was the total cost (GST inclusive) of purchasing laptops for staff of the Department and agencies in the portfolio in calendar year 2016? How many laptops did the Department and agencies in the portfolio have to be replaced due to damage in calendar year 2016? What was the cost of replacement (GST inclusive)? How many laptops were reported lost or stolen in calendar year 2016? What was the cost of replacement (GST inclusive)?
254	EMSQ17-004243	Written	Bilyk, Catryna	Cross Portfolio	Executive office upgrades	Have the furniture, fixtures or fittings of the Secretary's office, or the offices of any Deputy Secretaries, been upgraded since 1 March 2017? If so, can an itemised list of costs please be provided (GST inclusive)?
255	EMSQ17-004244	Written	Bilyk, Catryna	Cross Portfolio	Facilities upgrades	Have the facilities of any of the Department's premises, or the premises of any agencies in the portfolio, been upgraded since 1 March 2017, for example, staff room refurbishments, kitchen refurbishments, bathroom refurbishments, the purchase of any new fridges, coffee machines, or other kitchen equipment? If so, can a detailed description of the relevant facilities upgrade please be provided together with an itemised list of costs (GST inclusive)? Can any photographs of the upgraded facilities please be provided?
256	EMSQ17-004245	Written	Bilyk, Catryna	Outcome 2 - Workplace Relations and Economic Strategy	Vacancies	Please provide a list of all statutory, board and legislated office vacancies and other significant appointments vacancies within the portfolio, including length of time vacant and current acting arrangements.
257	EMSQ17-004246	Written	Bilyk, Catryna	Cross Portfolio	Credit cards	How many credit cards are currently on issue for staff in the Department and agencies within the portfolio? If possible, please provide a break-down of this information by APS/ SES level. What was the value of the largest reported purchase on a credit card in calendar year 2016 and what was it for? How much interest was paid on amounts outstanding from credit cards in calendar year 2016? How much was paid in late fees on amounts outstanding from credit cards in calendar year 2016? What was the largest amount outstanding on a single card at the end of a payment period in calendar year 2016 and what was the card holder's APS/ SES level? How many credit cards were reported as lost or stolen in calendar year 2016 and what was the cost of their replacement? How many credit card purchases were deemed to be illegitimate or contrary to agency policy in calendar year 2016? What was the total value of those purchases? How many purchases were asked to be repaid on that basis in calendar year 2016 and what was the total value thereof? Were all those amounts actually repaid? If no, how many were not repaid, and what was the total value thereof? What was the largest purchase that was deemed illegitimate or contrary to agency policy and asked to be repaid in calendar year 2016, and what was the cardholder's APS/ SES level? What amount actually repaid, in full? If no, what amount was left unpaid? Are any credit cards currently on issue in the Department or agencies within the portfolio connected to rewards schemes? Do staff receive any personal benefit as a result of those reward schemes? Can a copy of the Department's staff credit card policy please be provided?
258	EMSQ17-004247	Written	Bilyk, Catryna	Agency - Australian Building and Construction Commission	ABCC - Functions	In relation to expenditure on any functions or official receptions etc hosted by the ABCC since its re-establishment, can the following please be provided: • List of functions; • List of attendees; • Function venue; • Itemised list of costs (GST inclusive); • Details of any food served; • Details of any wines or champagnes served including brand and vintage; and • Details of any entertainment provided.
259	EMSQ17-004248	Written	Bilyk, Catryna	Agency - Australian Building and Construction Commission	ABCC - Laptops	How many laptops are currently on issue to staff of the ABCC? Can an itemised list showing make and model please be provided? What was the total cost (GST inclusive) of purchasing laptops for staff of the ABCC since its re-establishment? How many laptops has the ABCC had to replace due to damage since its re-establishment? What was the cost of replacement (GST inclusive)? How many laptops have been reported lost or stolen? What was the cost of replacement (GST inclusive)?
260	EMSQ17-004249	Written	Bilyk, Catryna	Agency - Australian Building and Construction Commission	ABCC - Executive office upgrades	Have the furniture, fixtures or fittings of the Commissioner's office, or the offices of any of his Deputies, been upgraded since the re-establishment of the ABCC? If so, can an itemised list of costs please be provided (GST inclusive)?
261	EMSQ17-004250	Written	Bilyk, Catryna	Agency - Australian Building and Construction Commission	ABCC - Facilities upgrades	Have the facilities of any of the ABCC's premises been upgraded since the ABCC's re-establishment, for example, staff room refurbishments, kitchen refurbishments, bathroom refurbishments, the purchase of any new fridges, coffee machines, or other kitchen equipment? If so, can a detailed description of the relevant facilities upgrade please be provided together with an itemised list of costs (GST inclusive)? Can any photographs of the upgraded facilities please be provided?
262	EMSQ17-004251	Written	Bilyk, Catryna	Agency - Australian Building and Construction Commission	ABCC - Vacancies	Please provide a list of all statutory, board and legislated office vacancies and other significant appointments vacancies within the ABCC, including length of time vacant and current acting arrangements.

263	EMSQ17-004252	Written	Bilyk, Catryna	Agency - Australian Building and Construction Commission	ABCC - Credit cards	How many credit cards are currently on issue for staff in the ABCC? What was the value of the largest reported purchase on a credit card since the re-establishment of the ABCC and what was it for? How much interest was paid on amounts outstanding from credit cards since the re-establishment of the ABCC? How much was paid in late fees on amounts outstanding from credit cards since the re-establishment of the ABCC? What was the largest amount outstanding on a single card at the end of a payment period since the re-establishment of the ABCC? How many credit cards were reported as lost or stolen since the re-establishment of the ABCC and what was the cost of their replacement? How many credit card purchases were deemed to be illegitimate or contrary to agency policy since the re-establishment of the ABCC? What was the total value of those purchases? How many purchases were asked to be repaid on that basis in calendar year 2016 and what was the total value thereof? Were all those amounts actually repaid? If no, how many were not repaid, and what was the total value thereof? What was the largest purchase that was deemed illegitimate or contrary to agency policy and asked to be repaid since the re-establishment of the ABCC? What that amount actually repaid, in full? If no, what amount was left unpaid? Are any credit cards currently on issue within the ABCC connected to rewards schemes? Do staff receive any personal benefit as a result of those reward schemes? Can a copy of the ABCC's staff credit card policy please be provided?
264	EMSQ17-004304	Written	Bilyk, Catryna	Agency - Asbestos Safety and Eradication Agency	ASEA - Departmental functions	In relation to expenditure on any functions or official receptions etc hosted by the Department or agencies in the portfolio since 1 March 2017, can the following please be provided: •List of functions; •List of attendees; •Function venue; •Itemised list of costs (GST inclusive); •Details of any food served; •Details of any wines or champagnes served including brand and vintage; and •Details of any entertainment provided.
265	EMSQ17-004305	Written	Bilyk, Catryna	Agency - Comcare	COMCARE - Departmental functions	In relation to expenditure on any functions or official receptions etc hosted by the Department or agencies in the portfolio since 1 March 2017, can the following please be provided: •List of functions; •List of attendees; •Function venue; •Itemised list of costs (GST inclusive); •Details of any food served; •Details of any wines or champagnes served including brand and vintage; and •Details of any entertainment provided.
266	EMSQ17-004306	Written	Bilyk, Catryna	Agency - Fair Work Commission	FWC - Departmental functions	In relation to expenditure on any functions or official receptions etc hosted by the Department or agencies in the portfolio since 1 March 2017, can the following please be provided: •List of functions; •List of attendees; •Function venue; •Itemised list of costs (GST inclusive); •Details of any food served; •Details of any wines or champagnes served including brand and vintage; and •Details of any entertainment provided.
267	EMSQ17-004307	Written	Bilyk, Catryna	Agency - Fair Work Ombudsman	FWO - Departmental functions	In relation to expenditure on any functions or official receptions etc hosted by the Department or agencies in the portfolio since 1 March 2017, can the following please be provided: •List of functions; •List of attendees; •Function venue; •Itemised list of costs (GST inclusive); •Details of any food served; •Details of any wines or champagnes served including brand and vintage; and •Details of any entertainment provided.
268	EMSQ17-004308	Written	Bilyk, Catryna	Agency - Registered Organisations Commission	ROC - Departmental functions	In relation to expenditure on any functions or official receptions etc hosted by the Department or agencies in the portfolio since 1 March 2017, can the following please be provided: •List of functions; •List of attendees; •Function venue; •Itemised list of costs (GST inclusive); •Details of any food served; •Details of any wines or champagnes served including brand and vintage; and •Details of any entertainment provided.
269	EMSQ17-004309	Written	Bilyk, Catryna	Agency - Safe Work Australia	SWA - Departmental Functions	In relation to expenditure on any functions or official receptions etc hosted by the Department or agencies in the portfolio since 1 March 2017, can the following please be provided: •List of functions; •List of attendees; •Function venue; •Itemised list of costs (GST inclusive); •Details of any food served; •Details of any wines or champagnes served including brand and vintage; and •Details of any entertainment provided.
270	EMSQ17-004310	Written	Bilyk, Catryna	Agency - Workplace Gender Equality Agency	WGEA - Departmental functions	In relation to expenditure on any functions or official receptions etc hosted by the Department or agencies in the portfolio since 1 March 2017, can the following please be provided: •List of functions; •List of attendees; •Function venue; •Itemised list of costs (GST inclusive); •Details of any food served; •Details of any wines or champagnes served including brand and vintage; and •Details of any entertainment provided.
271	EMSQ17-004311	Written	Bilyk, Catryna	Agency - Australian Building and Construction Commission	ABCC - Departmental functions	In relation to expenditure on any functions or official receptions etc hosted by the Department or agencies in the portfolio since 1 March 2017, can the following please be provided: •List of functions; •List of attendees; •Function venue; •Itemised list of costs (GST inclusive); •Details of any food served; •Details of any wines or champagnes served including brand and vintage; and •Details of any entertainment provided.
272	EMSQ17-004312	Written	Bilyk, Catryna	Agency - Asbestos Safety and Eradication Agency	ASEA - Laptops	How many laptops are currently on issue to staff of the Department and agencies in the portfolio? Can an itemised list showing make and model please be provided? How many new laptops were purchased by the Department and agencies in the portfolio in calendar year 2016? What was the total cost (GST inclusive) of purchasing laptops for staff of the Department and agencies in the portfolio in calendar year 2016? How many laptops did the Department and agencies in the portfolio have to be replaced due to damage in calendar year 2016? What was the cost of replacement (GST inclusive)? How many laptops were reported lost or stolen in calendar year 2016? What was the cost of replacement (GST inclusive)?
273	EMSQ17-004313	Written	Bilyk, Catryna	Agency - Australian Building and Construction Commission	ABCC - Laptops	How many laptops are currently on issue to staff of the Department and agencies in the portfolio? Can an itemised list showing make and model please be provided? How many new laptops were purchased by the Department and agencies in the portfolio in calendar year 2016? What was the total cost (GST inclusive) of purchasing laptops for staff of the Department and agencies in the portfolio in calendar year 2016? How many laptops did the Department and agencies in the portfolio have to be replaced due to damage in calendar year 2016? What was the cost of replacement (GST inclusive)? How many laptops were reported lost or stolen in calendar year 2016? What was the cost of replacement (GST inclusive)?
274	EMSQ17-004314	Written	Bilyk, Catryna	Agency - Comcare	COMCARE - Laptops	How many laptops are currently on issue to staff of the Department and agencies in the portfolio? Can an itemised list showing make and model please be provided? How many new laptops were purchased by the Department and agencies in the portfolio in calendar year 2016? What was the total cost (GST inclusive) of purchasing laptops for staff of the Department and agencies in the portfolio in calendar year 2016? How many laptops did the Department and agencies in the portfolio have to be replaced due to damage in calendar year 2016? What was the cost of replacement (GST inclusive)? How many laptops were reported lost or stolen in calendar year 2016? What was the cost of replacement (GST inclusive)?
275	EMSQ17-004315	Written	Bilyk, Catryna	Agency - Fair Work Commission	FWC - Laptops	How many laptops are currently on issue to staff of the Department and agencies in the portfolio? Can an itemised list showing make and model please be provided? How many new laptops were purchased by the Department and agencies in the portfolio in calendar year 2016? What was the total cost (GST inclusive) of purchasing laptops for staff of the Department and agencies in the portfolio in calendar year 2016? How many laptops did the Department and agencies in the portfolio have to be replaced due to damage in calendar year 2016? What was the cost of replacement (GST inclusive)? How many laptops were reported lost or stolen in calendar year 2016? What was the cost of replacement (GST inclusive)?



276	EMSQ17-004316	Written	Bilyk, Catryna	Agency - Fair Work Ombudsman	FWO - Laptops	How many laptops are currently on issue to staff of the Department and agencies in the portfolio? Can an itemised list showing make and model please be provided? How many new laptops were purchased by the Department and agencies in the portfolio in calendar year 2016? What was the total cost (GST inclusive) of purchasing laptops for staff of the Department and agencies in the portfolio in calendar year 2016? How many laptops did the Department and agencies in the portfolio have to be replaced due to damage in calendar year 2016? What was the cost of replacement (GST inclusive)? How many laptops were reported lost or stolen in calendar year 2016? What was the cost of replacement (GST inclusive)?
277	EMSQ17-004317	Written	Bilyk, Catryna	Agency - Registered Organisations Commission	ROC - Laptops	How many laptops are currently on issue to staff of the Department and agencies in the portfolio? Can an itemised list showing make and model please be provided? How many new laptops were purchased by the Department and agencies in the portfolio in calendar year 2016? What was the total cost (GST inclusive) of purchasing laptops for staff of the Department and agencies in the portfolio in calendar year 2016? How many laptops did the Department and agencies in the portfolio have to be replaced due to damage in calendar year 2016? What was the cost of replacement (GST inclusive)? How many laptops were reported lost or stolen in calendar year 2016? What was the cost of replacement (GST inclusive)?
278	EMSQ17-004318	Written	Bilyk, Catryna	Agency - Safe Work Australia	SWA - Laptops	How many laptops are currently on issue to staff of the Department and agencies in the portfolio? Can an itemised list showing make and model please be provided? How many new laptops were purchased by the Department and agencies in the portfolio in calendar year 2016? What was the total cost (GST inclusive) of purchasing laptops for staff of the Department and agencies in the portfolio in calendar year 2016? How many laptops did the Department and agencies in the portfolio have to be replaced due to damage in calendar year 2016? What was the cost of replacement (GST inclusive)? How many laptops were reported lost or stolen in calendar year 2016? What was the cost of replacement (GST inclusive)?
279	EMSQ17-004319	Written	Bilyk, Catryna	Agency - Workplace Gender Equality Agency	WGEA - Laptops	How many laptops are currently on issue to staff of the Department and agencies in the portfolio? Can an itemised list showing make and model please be provided? How many new laptops were purchased by the Department and agencies in the portfolio in calendar year 2016? What was the total cost (GST inclusive) of purchasing laptops for staff of the Department and agencies in the portfolio in calendar year 2016? How many laptops did the Department and agencies in the portfolio have to be replaced due to damage in calendar year 2016? What was the cost of replacement (GST inclusive)? How many laptops were reported lost or stolen in calendar year 2016? What was the cost of replacement (GST inclusive)?
280	EMSQ17-004320	Written	Bilyk, Catryna	Agency - Asbestos Safety and Eradication Agency	ASEA - Facilities upgrades	Have the facilities of any of the Department's premises, or the premises of any agencies in the portfolio, been upgraded since 1 March 2017, for example, staff room refurbishments, kitchen refurbishments, bathroom refurbishments, the purchase of any new fridges, coffee machines, or other kitchen equipment? If so, can a detailed description of the relevant facilities upgrade please be provided together with an itemised list of costs (GST inclusive)? Can any photographs of the upgraded facilities please be provided?
281	EMSQ17-004321	Written	Bilyk, Catryna	Agency - Australian Building and Construction Commission	ABCC - Facilities upgrades	Have the facilities of any of the Department's premises, or the premises of any agencies in the portfolio, been upgraded since 1 March 2017, for example, staff room refurbishments, kitchen refurbishments, bathroom refurbishments, the purchase of any new fridges, coffee machines, or other kitchen equipment? If so, can a detailed description of the relevant facilities upgrade please be provided together with an itemised list of costs (GST inclusive)? Can any photographs of the upgraded facilities please be provided?
282	EMSQ17-004322	Written	Bilyk, Catryna	Agency - Comcare	COMCARE - Facilities upgrades	Have the facilities of any of the Department's premises, or the premises of any agencies in the portfolio, been upgraded since 1 March 2017, for example, staff room refurbishments, kitchen refurbishments, bathroom refurbishments, the purchase of any new fridges, coffee machines, or other kitchen equipment? If so, can a detailed description of the relevant facilities upgrade please be provided together with an itemised list of costs (GST inclusive)? Can any photographs of the upgraded facilities please be provided?
283	EMSQ17-004323	Written	Bilyk, Catryna	Agency - Fair Work Commission	FWC - Facilities upgrades	Have the facilities of any of the Department's premises, or the premises of any agencies in the portfolio, been upgraded since 1 March 2017, for example, staff room refurbishments, kitchen refurbishments, bathroom refurbishments, the purchase of any new fridges, coffee machines, or other kitchen equipment? If so, can a detailed description of the relevant facilities upgrade please be provided together with an itemised list of costs (GST inclusive)? Can any photographs of the upgraded facilities please be provided?
284	EMSQ17-004324	Written	Bilyk, Catryna	Agency - Fair Work Ombudsman	FWO - Facilities upgrades	Have the facilities of any of the Department's premises, or the premises of any agencies in the portfolio, been upgraded since 1 March 2017, for example, staff room refurbishments, kitchen refurbishments, bathroom refurbishments, the purchase of any new fridges, coffee machines, or other kitchen equipment? If so, can a detailed description of the relevant facilities upgrade please be provided together with an itemised list of costs (GST inclusive)? Can any photographs of the upgraded facilities please be provided?
285	EMSQ17-004325	Written	Bilyk, Catryna	Agency - Registered Organisations Commission	ROC - Facilities upgrades	Have the facilities of any of the Department's premises, or the premises of any agencies in the portfolio, been upgraded since 1 March 2017, for example, staff room refurbishments, kitchen refurbishments, bathroom refurbishments, the purchase of any new fridges, coffee machines, or other kitchen equipment? If so, can a detailed description of the relevant facilities upgrade please be provided together with an itemised list of costs (GST inclusive)? Can any photographs of the upgraded facilities please be provided?
286	EMSQ17-004326	Written	Bilyk, Catryna	Agency - Safe Work Australia	SWA - Facilities upgrades	Have the facilities of any of the Department's premises, or the premises of any agencies in the portfolio, been upgraded since 1 March 2017, for example, staff room refurbishments, kitchen refurbishments, bathroom refurbishments, the purchase of any new fridges, coffee machines, or other kitchen equipment? If so, can a detailed description of the relevant facilities upgrade please be provided together with an itemised list of costs (GST inclusive)? Can any photographs of the upgraded facilities please be provided?
287	EMSQ17-004327	Written	Bilyk, Catryna	Agency - Workplace Gender Equality Agency	WGEA - Facilities upgrades	Have the facilities of any of the Department's premises, or the premises of any agencies in the portfolio, been upgraded since 1 March 2017, for example, staff room refurbishments, kitchen refurbishments, bathroom refurbishments, the purchase of any new fridges, coffee machines, or other kitchen equipment? If so, can a detailed description of the relevant facilities upgrade please be provided together with an itemised list of costs (GST inclusive)? Can any photographs of the upgraded facilities please be provided?

288	EMSQ17-004328	Written	Bilyk, Catryna	Agency - Asbestos Safety and Eradication Agency	ASEA - Credit cards	How many credit cards are currently on issue for staff in the Department and agencies within the portfolio? If possible, please provide a break-down of this information by APS/ SES level. What was the value of the largest reported purchase on a credit card in calendar year 2016 and what was it for? How much interest was paid on amounts outstanding from credit cards in calendar year 2016? How much was paid in late fees on amounts outstanding from credit cards in calendar year 2016? What was the largest amount outstanding on a single card at the end of a payment period in calendar year 2016 and what was the card holder's APS/ SES level? How many credit cards were reported as lost or stolen in calendar year 2016 and what was the cost of their replacement? How many credit card purchases were deemed to be illegitimate or contrary to agency policy in calendar year 2016? What was the total value of those purchases? How many purchases were asked to be repaid on that basis in calendar year 2016 and what was the total value thereof? Were all those amounts actually repaid? If no, how many were not repaid, and what was the total value thereof? What was the largest purchase that was deemed illegitimate or contrary to agency policy and asked to be repaid in calendar year 2016, and what was the cardholder's APS/ SES level? What that amount actually repaid, in full? If no, what amount was left unpaid? Are any credit cards currently on issue in the Department or agencies within the portfolio connected to rewards schemes? Do staff receive any personal benefit as a result of those reward schemes? Can a copy of the Department's staff credit card policy please be provided?
289	EMSQ17-004329	Written	Bilyk, Catryna	Agency - Australian Building and Construction Commission	ABCC - Credit cards	How many credit cards are currently on issue for staff in the Department and agencies within the portfolio? If possible, please provide a break-down of this information by APS/ SES level. What was the value of the largest reported purchase on a credit card in calendar year 2016 and what was it for? How much interest was paid on amounts outstanding from credit cards in calendar year 2016? How much was paid in late fees on amounts outstanding from credit cards in calendar year 2016? What was the largest amount outstanding on a single card at the end of a payment period in calendar year 2016 and what was the card holder's APS/ SES level? How many credit cards were reported as lost or stolen in calendar year 2016 and what was the cost of their replacement? How many credit card purchases were deemed to be illegitimate or contrary to agency policy in calendar year 2016? What was the total value of those purchases? How many purchases were asked to be repaid on that basis in calendar year 2016 and what was the total value thereof? Were all those amounts actually repaid? If no, how many were not repaid, and what was the total value thereof? What was the largest purchase that was deemed illegitimate or contrary to agency policy and asked to be repaid in calendar year 2016, and what was the cardholder's APS/ SES level? What that amount actually repaid, in full? If no, what amount was left unpaid? Are any credit cards currently on issue in the Department or agencies within the portfolio connected to rewards schemes? Do staff receive any personal benefit as a result of those reward schemes? Can a copy of the Department's staff credit card policy please be provided?
290	EMSQ17-004330	Written	Bilyk, Catryna	Agency - Comcare	COMCARE - Credit cards	How many credit cards are currently on issue for staff in the Department and agencies within the portfolio? If possible, please provide a break-down of this information by APS/ SES level. What was the value of the largest reported purchase on a credit card in calendar year 2016 and what was it for? How much interest was paid on amounts outstanding from credit cards in calendar year 2016? How much was paid in late fees on amounts outstanding from credit cards in calendar year 2016? What was the largest amount outstanding on a single card at the end of a payment period in calendar year 2016 and what was the card holder's APS/ SES level? How many credit cards were reported as lost or stolen in calendar year 2016 and what was the cost of their replacement? How many credit card purchases were deemed to be illegitimate or contrary to agency policy in calendar year 2016? What was the total value of those purchases? How many purchases were asked to be repaid on that basis in calendar year 2016 and what was the total value thereof? Were all those amounts actually repaid? If no, how many were not repaid, and what was the total value thereof? What was the largest purchase that was deemed illegitimate or contrary to agency policy and asked to be repaid in calendar year 2016, and what was the cardholder's APS/ SES level? What that amount actually repaid, in full? If no, what amount was left unpaid? Are any credit cards currently on issue in the Department or agencies within the portfolio connected to rewards schemes? Do staff receive any personal benefit as a result of those reward schemes? Can a copy of the Department's staff credit card policy please be provided?
291	EMSQ17-004331	Written	Bilyk, Catryna	Agency - Fair Work Commission	FWC - Credit cards	How many credit cards are currently on issue for staff in the Department and agencies within the portfolio? If possible, please provide a break-down of this information by APS/ SES level. What was the value of the largest reported purchase on a credit card in calendar year 2016 and what was it for? How much interest was paid on amounts outstanding from credit cards in calendar year 2016? How much was paid in late fees on amounts outstanding from credit cards in calendar year 2016? What was the largest amount outstanding on a single card at the end of a payment period in calendar year 2016 and what was the card holder's APS/ SES level? How many credit cards were reported as lost or stolen in calendar year 2016 and what was the cost of their replacement? How many credit card purchases were deemed to be illegitimate or contrary to agency policy in calendar year 2016? What was the total value of those purchases? How many purchases were asked to be repaid on that basis in calendar year 2016 and what was the total value thereof? Were all those amounts actually repaid? If no, how many were not repaid, and what was the total value thereof? What was the largest purchase that was deemed illegitimate or contrary to agency policy and asked to be repaid in calendar year 2016, and what was the cardholder's APS/ SES level? What that amount actually repaid, in full? If no, what amount was left unpaid? Are any credit cards currently on issue in the Department or agencies within the portfolio connected to rewards schemes? Do staff receive any personal benefit as a result of those reward schemes? Can a copy of the Department's staff credit card policy please be provided?
292	EMSQ17-004332	Written	Bilyk, Catryna	Agency - Fair Work Ombudsman	FWO - Credit cards	How many credit cards are currently on issue for staff in the Department and agencies within the portfolio? If possible, please provide a break-down of this information by APS/ SES level. What was the value of the largest reported purchase on a credit card in calendar year 2016 and what was it for? How much interest was paid on amounts outstanding from credit cards in calendar year 2016? How much was paid in late fees on amounts outstanding from credit cards in calendar year 2016? What was the largest amount outstanding on a single card at the end of a payment period in calendar year 2016 and what was the card holder's APS/ SES level? How many credit cards were reported as lost or stolen in calendar year 2016 and what was the cost of their replacement? How many credit card purchases were deemed to be illegitimate or contrary to agency policy in calendar year 2016? What was the total value of those purchases? How many purchases were asked to be repaid on that basis in calendar year 2016 and what was the total value thereof? Were all those amounts actually repaid? If no, how many were not repaid, and what was the total value thereof? What was the largest purchase that was deemed illegitimate or contrary to agency policy and asked to be repaid in calendar year 2016, and what was the cardholder's APS/ SES level? What that amount actually repaid, in full? If no, what amount was left unpaid? Are any credit cards currently on issue in the Department or agencies within the portfolio connected to rewards schemes? Do staff receive any personal benefit as a result of those reward schemes? Can a copy of the Department's staff credit card policy please be provided?

293	EMSQ17-004333	Written	Bilyk, Catryna	Agency - Registered Organisations Commission	ROC - Credit cards	How many credit cards are currently on issue for staff in the Department and agencies within the portfolio? If possible, please provide a break-down of this information by APS/ SES level. What was the value of the largest reported purchase on a credit card in calendar year 2016 and what was it for? How much interest was paid on amounts outstanding from credit cards in calendar year 2016? How much was paid in late fees on amounts outstanding from credit cards in calendar year 2016? What was the largest amount outstanding on a single card at the end of a payment period in calendar year 2016 and what was the card holder's APS/ SES level? How many credit cards were reported as lost or stolen in calendar year 2016 and what was the cost of their replacement? How many credit card purchases were deemed to be illegitimate or contrary to agency policy in calendar year 2016? What was the total value of those purchases? How many purchases were asked to be repaid on that basis in calendar year 2016 and what was the total value thereof? Were all those amounts actually repaid? If no, how many were not repaid, and what was the total value thereof? What was the largest purchase that was deemed illegitimate or contrary to agency policy and asked to be repaid in calendar year 2016, and what was the cardholder's APS/ SES level? What that amount actually repaid, in full? If no, what amount was left unpaid? Are any credit cards currently on issue in the Department or agencies within the portfolio connected to rewards schemes? Do staff receive any personal benefit as a result of those reward schemes? Can a copy of the Department's staff credit card policy please be provided?
294	EMSQ17-004334	Written	Bilyk, Catryna	Agency - Safe Work Australia	SWA - Credit cards	How many credit cards are currently on issue for staff in the Department and agencies within the portfolio? If possible, please provide a break-down of this information by APS/ SES level. What was the value of the largest reported purchase on a credit card in calendar year 2016 and what was it for? How much interest was paid on amounts outstanding from credit cards in calendar year 2016? How much was paid in late fees on amounts outstanding from credit cards in calendar year 2016? What was the largest amount outstanding on a single card at the end of a payment period in calendar year 2016 and what was the card holder's APS/ SES level? How many credit cards were reported as lost or stolen in calendar year 2016 and what was the cost of their replacement? How many credit card purchases were deemed to be illegitimate or contrary to agency policy in calendar year 2016? What was the total value of those purchases? How many purchases were asked to be repaid on that basis in calendar year 2016 and what was the total value thereof? Were all those amounts actually repaid? If no, how many were not repaid, and what was the total value thereof? What was the largest purchase that was deemed illegitimate or contrary to agency policy and asked to be repaid in calendar year 2016, and what was the cardholder's APS/ SES level? What that amount actually repaid, in full? If no, what amount was left unpaid? Are any credit cards currently on issue in the Department or agencies within the portfolio connected to rewards schemes? Do staff receive any personal benefit as a result of those reward schemes? Can a copy of the Department's staff credit card policy please be provided?
295	EMSQ17-004335	Written	Bilyk, Catryna	Agency - Workplace Gender Equality Agency	WGEA - Credit cards	How many credit cards are currently on issue for staff in the Department and agencies within the portfolio? If possible, please provide a break-down of this information by APS/ SES level. What was the value of the largest reported purchase on a credit card in calendar year 2016 and what was it for? How much interest was paid on amounts outstanding from credit cards in calendar year 2016? How much was paid in late fees on amounts outstanding from credit cards in calendar year 2016? What was the largest amount outstanding on a single card at the end of a payment period in calendar year 2016 and what was the card holder's APS/ SES level? How many credit cards were reported as lost or stolen in calendar year 2016 and what was the cost of their replacement? How many credit card purchases were deemed to be illegitimate or contrary to agency policy in calendar year 2016? What was the total value of those purchases? How many purchases were asked to be repaid on that basis in calendar year 2016 and what was the total value thereof? Were all those amounts actually repaid? If no, how many were not repaid, and what was the total value thereof? What was the largest purchase that was deemed illegitimate or contrary to agency policy and asked to be repaid in calendar year 2016, and what was the cardholder's APS/ SES level? What that amount actually repaid, in full? If no, what amount was left unpaid? Are any credit cards currently on issue in the Department or agencies within the portfolio connected to rewards schemes? Do staff receive any personal benefit as a result of those reward schemes? Can a copy of the Department's staff credit card policy please be provided?
296	EMSQ17-004338	Written	Kakoschke-Moore, Skye	Outcome 1 - Employment	Job seeker penalties	a) How many total jobseeker penalties were given in the last year? b) What were those penalties for, for example how many were for failing to attend appointments? c) How many of those penalties were found to be incorrectly applied, and so overturned? d) How many jobseekers had their payments partially cut in the last year? e) What were those cuts for? f) How many of those cuts were found to be incorrectly applied, and so overturned? g) What is the number of jobseekers who have had their payments suspended in the past year? h) What were those suspensions for? i) How many of those suspensions were found to be incorrectly applied, and so overturned?
297	EMSQ17-004339	Written	Kakoschke-Moore, Skye	Outcome 1 - Employment	Job seeker payslips	Are jobseekers required to show their payslips to their jobactive provider?
298	EMSQ17-004340	Written	Siewert, Rachel	Outcome 1 - Employment	Savings from the new Compliance Framework	How much are the savings from the New Compliance Framework? - How are these savings from the New Compliance Framework generated? - Are the savings from the New Compliance Framework generated from the number of people you have estimated will lose a percentage of their payment at the first and second strike of the Intensive Compliance Phase and will have their payment cancelled for four weeks at the third strike of this phase?
299	EMSQ17-004341	Written	Marshall, Gavin	Outcome 1 - Employment	New jobseeker compliance measures - transition off income support	How many people are expected to transition off income support payments and into paid work as a result of this proposal?
300	EMSQ17-004343	Written	Roberts, Malcolm	Outcome 2 - Workplace Relations and Economic Strategy	Cost benefit analysis of Government health and safety regulations	Has government health & safety protection regulation been subject to cost-benefit-analysis (CBA) including the many under-stated costs such as those from unintended consequences, bureaucracy and the 'baptists & bootleggers' phenomenon?