

Senate Standing Committee on Education and Employment - Education

QUESTIONS ON NOTICE Supplementary Budget Estimates 2014-2015

Cross Portfolio

Department of Education Question No. ED0466_15

Senator Ludwig provided in writing.

Question

Dept & All Agencies: Hiring

1. How many people are employed in your department on non-ongoing contracts?
2. How many people are employed in your department on ongoing contracts?
3. How many non-ongoing contracts has your department extended since the 2013 federal election?
4. How many non-ongoing contract extensions did your department submit the Public Service Commission for approval?
5. How many of these extensions were approved by the Public Service Commission?
 - a) For every approved extension please provide the following details: the employee's age, gender, wage, APS level, a description of their job, their length of continuous employment by the APS, the length of approved extension, the reasons why the extensions was submitted and the reasons why the extension was approved by the Public Service Commission, as well as all relevant dates.
6. How many of these extensions were rejected by the Public Service Commission?
 - a) For every rejected extension please provide the following details: the employee's age, gender, wage, APS level, a description of their job, their length of continuous employment by the APS, the length of extension sought by the department, the reasons why the extensions was submitted and the reasons why the extension was rejected by the Public Service Commission, as well as all relevant dates.
7. How many non-ongoing contracts have been extended by your department without the Public Service Commission's approval?
 - a) For every unapproved extension please provide the following details: the employee's age, gender, wage, APS level, a description of their job, their length of continuous employment by the APS, the length of the unapproved extension, the reasons why the extension was granted, whether the extension was submitted to the Public Service Commission for approval, and the reasons why the extension was granted without the approval of the Public Service Commission, as well as all relevant dates.
8. How many non-ongoing contracts have expired without extension since the 2013 federal election?
 - a) For every expired non-ongoing contract please provide the following details: the employee's age, gender, wage, APS level, a description of their job, their length of continuous employment by the APS, the reason why an extension was not sought, as well as all relevant dates.
9. How many new employees have been engaged by your department on non-ongoing contracts since the 2013 federal election?
10. How many new non-ongoing engagements were submitted to the Public Service Commission for approval since the 2014 federal election?
11. How many of these new non-ongoing engagements were approved by the Public Service Commission?
 - a) For every approved new engagement of a non-ongoing employee please provide the following details: the employee's age, gender, wage, APS level, a description of their job, the length of their non-ongoing contract, whether this position was advertised externally, the reason for engaging this new employee and the reason given by the Public Service Commission for approving this engagement, as well as all relevant dates relating to this application.

12. How many of these new non-ongoing employee applications were rejected by the Public Service Commission?
 - a) For every new non-ongoing engagement rejected by the Public Service Commission please provide the following details: APS level, a description of their job, the length of their non-ongoing contract, the reason for engaging the new employee and the reason given by the Public Service Commission for rejecting this engagement, as well as all relevant dates relating to this application.
13. How many new employees have been engaged on non-ongoing contracts without the approval of the Public Service Commission?
 - a) For every non-ongoing employee engaged without the Public Service Commission's approval please provide the following details: the employee's age, gender, wage, APS level, a description of their job, the length of their non-ongoing contract, whether this position was advertised externally, the reason for engaging this new employee and the reason for engaging this employee without the Public Service Commission's approval, as well as all relevant dates.
14. How many new employees have been engaged by your department on ongoing contracts since the 2013 federal election?
15. How many new ongoing engagements were submitted to the Public Service Commission for approval since the 2013 federal election?
16. How many of these new ongoing engagements were approved by the Public Service Commission?
 - a) For every approved new engagement of a ongoing employee please provide the following details: the employee's age, gender, wage, APS level, a description of their job, the length of their ongoing contract, whether this position was advertised externally, the reason for engaging this new employee and the reason given by the Public Service Commission for approving this engagement, as well as all relevant dates relating to this application.
17. How many of these new ongoing employee applications were rejected by the Public Service Commission?
 - a) For every new ongoing engagement rejected by the Public Service Commission please provide the following details: APS level, a description of their job, the length of their ongoing contract, the reason for engaging the new employee and the reason given by the Public Service Commission for rejecting this engagement, as well as all relevant dates relating to this application.
18. How many new employees have been engaged on ongoing contracts without the approval of the Public Service Commission?
 - a) For every ongoing employee engaged without the Public Service Commission's approval please provide the following details: the employee's age, gender, wage, APS level, a description of their job, the length of their ongoing contract, whether this position was advertised externally, the reason for engaging this new employee and the reason for engaging this employee without the Public Service Commission's approval, as well as all relevant dates.

Answer

The Department of Education

1. As at 30 September the department had 23 non-ongoing staff.
2. As at 30 September the department had 1780 ongoing staff.
3. From 18 September 2013 to 30 September 2014 the department has extended 37 non-ongoing contracts.
4. In line with the Interim Arrangements for Recruitment in the Australian Public Service (Arrangements) that commenced on 31 October 2013, the delegation to approve the engagement of non-ongoing employees lies with the Agency Head. No non-ongoing contract extensions were submitted to the Public Service Commission for approval.
5. Not applicable
6. Not applicable
7. Not applicable

8. From 18 September 2013 to 30 September 2014, 19 non-ongoing contracts have expired without extension.

a.

Age	Gender	Salary Range	APS Level	Commenced APS	Commenced Dept	End Date
50	Female	\$64,615 - \$69,103	APS4	26.08.2013	26.08.2013	28.02.2014
37	Male	\$98,624 - \$109,001	EXEC1	03.01.2013	03.01.2013	23.12.2013
25	Male	\$59,400 - \$61,870	APS3	07.01.2013	07.01.2013	31.01.2014
24	Female	\$59,400 - \$61,870	APS3	11.03.2013	11.03.2013	24.12.2013
62	Male	\$64,615 - \$69,103	APS4	02.04.2013	02.04.2013	29.11.2013
30	Female	\$98,624 - \$109,001	EXEC1	13.05.2013	13.05.2013	21.02.2014
25	Female	\$64,615 - \$69,103	APS4	22.04.2013	22.04.2013	24.12.2013
29	Female	\$98,624 - \$109,001	EXEC1	22.04.2013	22.04.2013	21.02.2014
32	Male	\$64,615 - \$69,103	APS4	14.05.2013	14.05.2013	24.12.2013
22	Female	\$59,400 - \$61,870	APS3	30.07.2013	30.07.2013	20.12.2013
31	Male	\$59,400 - \$61,870	APS3	30.07.2013	30.07.2013	20.12.2013
26	Female	\$59,400 - \$61,870	APS3	09.09.2013	09.09.2013	29.11.2013
29	Male	\$71,342 - \$76,271	APS5	07.10.2013	07.10.2013	24.12.2013
30	Female	\$59,400 - \$61,870	APS3	31.10.2013	31.10.2013	31.01.2014
32	Female	\$80,204 - \$88,197	APS6	29.04.2013	29.04.2013	31.10.2013
61	Female	\$64,615 - \$69,103	APS4	12.09.2013	12.09.2013	27.09.2013
45	Female	\$71,342 - \$76,271	APS5	04.06.2013	04.06.2013	20.09.2013
26	Female	\$71,342 - \$76,271	APS5	16.07.2012	16.07.2012	02.06.2014
46	Male	\$59,400 - \$61,870	APS3	23.07.2013	23.07.2013	13.06.2014

The process required to collate a description of their job and the reason why an extension was not sought would involve an unreasonable diversion of departmental resources.

9. From 18 September 2013 to 30 September 2014, 21 new employees have been engaged by the department on non-ongoing contracts.

10. Nil

11. Not applicable

12. Not applicable

13. Not applicable

14. From 18 September 2013 to 30 September 2014, 31 new employees have been engaged by the department.

15. Nil

16. Not applicable

17. Not applicable
18. Not applicable

Tertiary Education Quality and Standards Agency (TEQSA) has provided the following response.

1. 0
2. 66
3. 0
4. 0
5. N/A
6. N/A
7. N/A
8. 5
9. 0
10. 0
11. N/A
12. N/A
13. N/A
14. 0
15. 0
16. N/A
17. N/A
18. N/A

Australian Research Council (ARC) has provided the following response.

1. 3
2. Nil
3. Nil
4. Nil
5. Nil
 - a. Nil
6. Nil
 - a. Nil
7. Nil
 - a. Nil
8. 5
 - a. Given the small size of the ARC these staff would be identifiable with the breakdown of this information.
9. Nil
10. Nil
11. Nil
 - a. Nil
12. Nil
 - a. Nil
13. Nil
 - a. Nil
14. Nil
15. Nil
16. Nil
 - a. Nil
17. Nil
 - a. Nil
18. Nil
 - a. Nil

Australian Curriculum, Assessment and Reporting Authority (ACARA) has provided the following response.

1. The number of people employed at ACARA on non-ongoing contracts is 38.
2. The number of people employed at ACARA on ongoing contracts is 62.
3. The number of non-ongoing contracts that ACARA has extended since the 2013 federal election. This information is not tracked by ACARA.
4. N/A (ACARA does not fall under the Public Service Act)
5. N/A
6. N/A
7. N/A
8. The number of non-ongoing contracts that have expired without extension – This information is not tracked by ACARA.
9. New employees engaged at ACARA on non-ongoing contracts since the 2013 federal election is 10.
10. N/A
11. N/A
12. N/A
13. N/A
14. New employees engaged at ACARA on ongoing contracts since the 2013 federal election is 9.
15. N/A
16. N/A
17. N/A
18. N/A

Australian Institute for Teaching and School Leadership (AITSL) has provided the following response.

1. Five (5)
2. 52
3. Two (2)
4. Not applicable
5. Not applicable
6. Not applicable
7. Not applicable
8. Three

The employee's age	[1] 45 [2] 61 [3] 44
Their gender	[1] Male [2] Female [3] Female
A description of their position	[1] Senior Project Officer [2] Manager [3] Manager
Their wage	[1] \$96,253 [2] \$140,925 [3] \$127,960
Their position's APS level classification	[1] AITSL Level 4 [2] AITSL Level 5 [3] AITSL Level 5

Where they were located	[1] Melbourne [2] Melbourne [3] Canberra
Their length of continuous employment at AITSL	[1] Three months [2] 18 months [3] 8 months
The reason why the extension was not sought for their position	[1] Position replaced on an ongoing basis [2] Retirement [3] Employee did not wish to extend
Please provide all relevant dates	Contract end dates: [1] 27/09/2013 [2] 24/12/2013 [3] 24/12/2013

9. Five (5)
10. Not applicable
11. Not applicable
12. Not applicable
13. Not applicable
14. Eight (8)
15. Not applicable
16. Not applicable
17. Not applicable
18. Not applicable

Australian Institute of Aboriginal and Torres Strait Islander Studies (AIATSIS) has provided the following response.

1. 71
2. 60
3. 50 (43 as at 24/6/14 & 7 since 1/7/14)
4. N/A - We are not required to submit non-ongoing contract extensions to the Public Service Commission for approval under the interim arrangements for APS recruitment.
5. N/A - We are not required to submit non-ongoing contract extensions to the Public Service Commission for approval under the interim arrangements for APS recruitment.
6. N/A - We are not required to submit non-ongoing contract extensions to the Public Service Commission for approval under the interim arrangements for APS recruitment.
7. N/A - We are not required to submit non-ongoing contract extensions to the Public Service Commission for approval under the interim arrangements for APS recruitment.
8. How many non-ongoing contracts have expired without extension since the 2013 federal election?
- 9 as at 24/6/14 + 3 since 24/6/14

a)

Age	Gender	Salary	Classn	Posn Descript	Total Cont Service	Reason why extn was no sought	Relevant Dates
44	M	\$39,886pa	APS1	Facilities Assistant	2 months	Position was filled permanently via recruitment selection	31.07.13 – 27.09.13
25	F	\$58,915pa	APS4	Research Officer	6 months	VISA not permitting extension beyond 6 months continuous employment with the same employer	17.06.13 – 16.12.13
25	M	\$55,142pa	APS3	Archive Assistant – Image	8 months	Other employment found elsewhere	23.04.13 – 31.12.13
20	F	\$52,820pa	APS3	Administrative Assistant	5 months	Commenced university interstate	19.08.13 – 31.01.14
60	F	\$119,411pa	EL2	Senior Project Officer	8 months	End of Project	14.05.13 – 31.01.14
24	F	\$58,915pa	APS4	Archive Assistant – Image	6 months	Other employment found elsewhere	08.08.13 – 14.02.14
59	F	\$89,922pa	EL1	Learning & Career Pathways Manager	7 months	Organisation restructure	23.09.13 – 02.05.14
47	F	\$72,056pa	APS6	Research Project Officer	4 years 4 months	Organisation restructure	07.01.10 – 09.05.14
40	M	\$46,411pa	APS2	Packer - Casual	6 months	Casual employment ended	11.09.13 – 01.04.14

9. 17

10. N/A

11. N/A

12. N/A

13. N/A - We are not required to submit non-ongoing contract extensions to the Public Service Commission for approval under the interim arrangements for APS recruitment.

14. 11 (9 were appointed prior to APS interim recruitment arrangements. 2 were transfer at level from another agency).

15. N/A – approval was not required of any of these engagements

16. N/A
17. N/A
18. N/A – approval was not required of any of these engagements