

**Senate Standing Committee on Education and Employment**

**QUESTIONS ON NOTICE  
Supplementary Budget Estimates 2014-2015**

**Agency - Safe Work Australia**

**Department of Employment Question No. EM1110\_15**

**Senator Ludwig provided in writing.**

**Question**

**SWA - 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

- 1) The agency has one non-ongoing staff member.
- 2) The agency has 101 ongoing staff members. This figure includes staff on long term leave but does not include the Chair of Safe Work Australia and the Chief Executive Officer.
- 3) Since the September 2013 federal election, three non-ongoing contracts were extended. These contract arrangements have now ended.
- 4) Approval from the Australian Public Service Commission (APSC) was not required for the non-ongoing contract extensions as these were extended before the Interim Recruitment Arrangements came into effect on 5 November 2013.
- 5) Not applicable.
- 6) Not applicable.
- 7) Not applicable.
- 8) Three non-ongoing contracts have expired without extension since the 2013 federal election. Details are below:

<b>Age</b>	36	59	44
<b>Gender</b>	Female	Female	Female
<b>Wage</b>	\$80 215	\$109 640	\$71 410
<b>APS level</b>	APS 6	EL 1	APS 5
<b>Job position</b>	Senior Communications Officer	Assistant Director	Graphic Designer
<b>Length of employment</b>	4 months	10 months	1.5 months
<b>Reason why extension not sought</b>	Project for which the non-ongoing employee was engaged was completed	Project for which the non-ongoing employee was engaged was completed	Project for which the non-ongoing employee was engaged was completed

- 9) One new employee has been engaged on a non-ongoing contract since the 2013 federal election.
- 10) Nil
- 11) Not applicable.
- 12) Not applicable.
- 13) One new employee has been engaged on a 6 month non-ongoing contract since the 2013 federal election. This non-ongoing contract was approved by the agency's CEO on 13 August 2014 in line with the Interim Recruitment Arrangements. APSC approval is not required.

<b>Age</b>	52
<b>Gender</b>	Female
<b>Wage</b>	\$109 640
<b>APS level</b>	EL 1
<b>Job position</b>	Assistant Director
<b>Length of non-ongoing contract</b>	Six months
<b>Advertised externally?</b>	No

- 14) The agency has not engaged any new ongoing employees since the 2013 federal election.
- 15) Not applicable.

- 16) Not applicable.
- 17) Not applicable.
- 18) Not applicable.