

Senate Standing Committee on Education and Employment

QUESTIONS ON NOTICE Supplementary Budget Estimates 2015 - 2016

Outcome 1 - Employment

Department of Employment Question No. EMSQ15-000281

Senator O'Neill asked on 22 October 2015 on proof Hansard page 28

Question

Work for the Dole - Labour displacement

Mr Hehir: In clarifying the answer that the secretary gave, when a place is filled there is a further fee that the Work for the Dole coordinator receives. It is important to recognise that in this context Work for the Dole only occurs in not-for-profit organisations; it is not allowed to occur in for profit workplaces. There is a process where people are asked to look at that and to ensure that the position is not filling an ongoing role or displacing a person or that someone has recently been displaced from the role. There is a number of factors that were looked at as part of that exercise.

Senator O'NEILL: It would be helpful if you could provide me with the detail on notice.

Answer

The Department has the following measures in place to prevent displacement.

Topic	jobactive Deed 2015-2020 – Work for the Dole Coordinator	jobactive Deed 2015-2020	Guideline
Not-for-Profit	Schedule 1 B.3.5(h)	Clause 108.1 (h)	Page 8
Displacement	Schedule 1 B.3.5(j),	Clauses 107.9 and 108.1(j))	Pages 12-13

Work for the Dole Activities can only be hosted by not-for-profit organisations. The only exception is where a Work for the Dole activity is approved by the Department of Employment for assisting natural disaster recovery as part of Community Support Projects.

Work for the Dole coordinators and jobactive providers are contractually obliged to ensure that Work for the Dole places do not displace paid employment.

The Deeds require that coordinators and providers must not secure any Work for the Dole place if it involves an activity which would be undertaken by a paid worker if the Work for the Dole activity had not taken place.

The Work for the Dole Guideline requires that Work for the Dole places must not:

- involve the same tasks that would normally be done by a paid worker and/or reduce the hours usually worked by a paid worker or reduce the customary overtime of an existing employee
- proceed if an organisation has downsized its workforce in the previous 12 months and the places proposed are doing the same tasks as those roles made redundant

- be used as a stop-gap measure while an organisation is undertaking recruitment exercises or as a way of meeting ad-hoc needs in lieu of creating paid employment opportunities.

Host Organisations must attest to the effect of these Guideline requirements as part of their Activity Host Organisation Agreement with providers.

The Department undertakes programme assurance activities to check that jobactive providers and Work for the Dole coordinators comply with these requirements. The Department also has a Tip Off line and an Employment Services Information Line, should any individual wish to seek information or report a concern.