

**Employment portfolio QoN list**  
**2015-2016 Supplementary Budget Estimates**  
**Questions on Notice = 219**

QoN No.	Hansard Sequence Number / Written QoN	Senator	Outcome / Agency	Broad Topic	Full Question Text
EMSQ15-000263	1-5-2	Urquhart, Anne	Cross Portfolio	Savings resulting from lack of wage increase	Senator URQUHART: In relation to the timeframe since the employees have had a wage increase, what have the savings to date been? That might be better directed to Ms Leon. Senator Cash: It might be better directed to the secretary. Ms Leon: I have to take on notice the exact amount of what the saving would have been had the staff of the Department of Employment voted for the agreement that we put to them last year.
EMSQ15-000264	1-11-2	Urquhart, Anne	Cross Portfolio	Whole of APS staff survey	Senator URQUHART: Has the outcome of that survey been made public? Ms Leon: I believe so. Senator URQUHART: Are you able to provide us with a copy of that? Ms Leon: I am happy to share the results of the department. Senator URQUHART: And also a copy of the survey form? Ms Leon: The survey form is quite long. Senator URQUHART: That is fine. Ms Leon: The Public Service Commission owns the whole survey, but I can provide it later today with the highlights for the department. Senator URQUHART: I would actually like a copy of the survey if you could provide me with that. Ms Leon: Yes.
EMSQ15-000265	1-18-2	Urquhart, Anne	Outcome 1 - Employment	Skills vacancy report	From our skill vacancy reports each month, we know there are in the order of 150 to 170 new vacancies advertised. A large proportion of those are low skill jobs so they are very suitable as entry-level jobs for young people. Obviously it is patchy. Some areas are much stronger than others. We also know that roughly 50 per cent of jobs are not advertised; they are filled through word of mouth and through networks so there is a much larger proportion than our skilled vacancy index might indicate. Senator O'NEILL: The senator and I live in regional areas. We are hearing this and I am thinking about it taking three hours on public transport to get from Chain Valley Bay to Gosford if you need to go to the hospital so trying to get to these jobs is a challenge. Senator URQUHART: Do you have a regional breakdown of where those vacancies are? Ms Kidd: Yes. We can get you some regional information on notice.
EMSQ15-000266	1-24-2	O'Neill, Deborah	Outcome 1 - Employment	Work for the Dole regional breakdown	Senator O'NEILL: ..... How many jobseekers are currently in Work for the Dole? Mr Hehir: I think it is in the order of about 29,000 currently, but I will check my figures. Senator O'NEILL: Can you provide a breakdown by region and age? Mr Hehir: At 30 September there were 28,414 point in time. Of course, there are more people who have commenced than that because people sometimes get jobs after they have commenced or commence in a couple of different roles. There has been over— Senator O'NEILL: What was the date? Mr Hehir: 30 September. I do not have the regional breakdown with me in the detail. There are 51 regions so I do not have that with me here, but I am happy to take that on notice.
EMSQ15-000267	1-79-2	Cameron, Doug	Agency - Fair Work Building and Construction	FWBC - Construction in Tasmania	Senator CAMERON: I understand there are three medium sized building construction sites in Hobart. What is your understanding of the number of building and construction sites in Tasmania? Mr Hadgkiss: I would have to take that on notice to give an accurate answer. Senator CAMERON: I am not trying to hold you down to this but would three in Hobart sound about right? Mr Hadgkiss: In terms of major—I would not doubt that, no. Senator CAMERON: Do you know what the value of construction work is in Tasmania? Mr Hadgkiss: No, but I am happy to take that on notice. I am aware that there is a large project planned I think for the Hobart hospital. Whether that is under way, I am not sure.
EMSQ15-000268	1-24-3	O'Neill, Deborah	Outcome 1 - Employment	Work for the Dole commencements	Ms Leon: When we talk about a commencement, that can include the same jobseeker who commences in one program and then maybe they get some part-time work so they get out of Work for the Dole but then, if their part-time work does not continue, they might move back into Work for the Dole. We do not have a number that is about how many jobseekers. We have a number that is about how many commencements and some of those will be the same people commencing twice. Senator O'NEILL: So, you might have counted them a couple of times? Ms Leon: You count them as a commencement. Senator O'NEILL: Yes, so if I commence three times I will be three units in those stats that you just gave me. Ms Leon: We can give you a breakdown of it, but it just depends on whether you want to know how many individuals have moved in and out.
EMSQ15-000269	1-79-3	Cameron, Doug	Agency - Fair Work Building and Construction	FWBC - Travel expenses for staff in Hobart office	Senator CAMERON: Why have you got an executive level 1 operative in such a low density? Mr Hadgkiss: As I said, he is a team leader. He does perform other tasks—code audits, visits, presentations, education—particularly interstate on the mainland. Senator CAMERON: So he does work on the mainland as well? Mr Hadgkiss: Yes. Senator CAMERON: Can you provide details of the work he does on the mainland and how many times he has travelled to the mainland? Mr Hadgkiss: I will take that on notice. Senator CAMERON: All expenses associated with that travel to the mainland. Mr Hadgkiss: I will take that on notice. Senator CAMERON: That includes overnight expenses, meal allowances and the like. Mr Hadgkiss: I will take that on notice.
EMSQ15-000270	1-25-2	O'Neill, Deborah	Outcome 1 - Employment	Work for the Dole - Estimates per region	Mr Hehir: Can I just clarify. There are estimates per region. We do not necessarily have a target, we have an estimate. We have an estimate of people who enter Work for the Dole, but given that there is a range of ways that is all they are—estimates. We have targets for the Work for the Dole coordinators in terms of the number of places they need to source. Senator O'NEILL: Can you provide us with those and are they by region? Mr Parsons: They will be by region for the coordinators. Ms Leon: We probably need to give you that on notice, because there are 51 regions so it might take us a while to read those out to you.
EMSQ15-000271	1-79-4	Cameron, Doug	Agency - Fair Work Building and Construction	FWBC - Hobart office - lease, assets, operating costs	Senator CAMERON: So you have got two people employed there. What is the rent and the floor area? Mr Hadgkiss: I will take that on notice. Senator CAMERON: Is there no-one here that can tell me. Mr Hadgkiss: I do not think we keep those sorts of things at our fingertips. Senator CAMERON: I am sure that if I keep asking you, Mr Hadgkiss, I will not get any information. Is there anyone who can tell me? Mr O'Keefe: I can. We have 23 EMSquare metres in Hobart. I will have to take the question on notice in relation to the lease payment, but I do believe that it is quite low. EDUCATION AND EMPLOYMENT LEGISLATION COMMITTEE Senator CAMERON: Can you get me the floor space and the cost of the lease. Mr O'Keefe: Yes. Senator CAMERON: What other assets are associated with the Hobart office? Mr O'Keefe: In what regard? Senator CAMERON: Cars, mobile phones, computer systems— Mr O'Keefe: I would have to take that on notice to give you a precise answer. Senator CAMERON: Do you not know how many cars there are in Hobart? Mr Hadgkiss: I believe there is one vehicle, I would imagine both officers would have a mobile phone, and they would each have a computer. They would have a chair each and a workstation. Senator CAMERON: They have a chair, do they? Mr Hadgkiss: They do not share a chair, no. Senator CAMERON: They do not hotbed like construction workers have to? Mr Hadgkiss: No. Senator CAMERON: Can you give me a full breakdown on the assets associated with the Hobart office, Mr O'Keefe—you can take that on notice. Mr O'Keefe: Yes. Senator CAMERON: What is the total operating costs of the Hobart office in 2014-15? Mr O'Keefe: I will take that on notice.

EMSQ15-000272	1-80-2	Cameron, Doug	Agency - Fair Work Building and Construction	FWBC - Details of Director's visits to Tasmania	<p>Senator CAMERON: Mr Hadgkiss, how many times have you visited Tasmania since you were appointed director? Mr Hadgkiss: Twice, I believe. Senator CAMERON: What were the purposes of the visits? Mr Hadgkiss: To visit the office, from memory to speak with the Master Builders Association. Senator CAMERON: When you say 'visit the office', what does that mean? Mr Hadgkiss: We have an office in Hobart— Senator CAMERON: Like a PR exercise? Mr Hadgkiss: Yes—as CEO it is incumbent upon me to interact with my staff. Senator CAMERON: When did those visits occur? Mr Hadgkiss: I would have to take that on notice to give you the exact detail. Senator CAMERON: Which locations did you visit? Mr Hadgkiss: Hobart, from memory, and I also went to Northern Tasmania. Senator CAMERON: Whereabouts in Northern Tasmania? Mr Hadgkiss: Devonport, from memory. Senator CAMERON: Why Devonport? Mr Hadgkiss: I visited Senator Lambie. I briefed Senator Lambie. Senator CAMERON: What was the duration of each of your visits? Mr Hadgkiss: From memory it was 24 hours. Senator CAMERON: Twenty-four hours each time. Were you accompanied by other Fair Work Building and Construction staff, based either in Tasmania or elsewhere? Mr Hadgkiss: I will take that on notice. I do not recall. Senator CAMERON: You do not even know if you went to Devonport on your own? Are you serious? Mr Hadgkiss: With Devonport I was accompanied by a junior officer; to Hobart, from recollection, I went on my own. But I will take it on notice to be more exact. .... Senator CAMERON: Can you provide, then, the total cost of each visit by Mr Hadgkiss? Mr O'Keefe: Yes, I will take that on notice. Senator CAMERON: I want itemised tax invoices for each hotel Mr Hadgkiss stayed in, with the cost of each Fair Work building commission employee who accompanied him. Mr Hadgkiss, you flew to Tasmania on your own? Mr Hadgkiss: As I say, I will take that on notice. For the first time, I may have been on my own. There may have been one other member. I do not recall. Senator Cash: In all fairness, Mr Hadgkiss has said he will take the question on notice. CHAIR: He has taken that on notice.</p>
EMSQ15-000273	1-25-3	O'Neill, Deborah	Outcome 1 - Employment	Work for the Dole - Coordinator targets	<p>The estimate are set based on a caseload for that region. We know, looking at the flow of people into and out of unemployment and in the proportions that they are in those streams, how many people, assuming no dramatic change to the caseload, will become eligible and required to participate in the Work for the Dole phase over the course of the year. The targets that we give the coordinators—the coordinators are the ones who have the responsibility of sourcing activities for Work for the Dole people to undertake—are based on how many people we know are going to come through the Work for the Dole phase of their unemployment history. Senator O'NEILL: Can you provide on notice as much detail as possible about what is going on in those regions in terms of estimates and not targets? Ms Leon: You want the targets that the Work for the Dole coordinators have? Senator O'NEILL: Yes. Ms Leon: And the estimates of how many jobseekers will need to be placed in the year? Is that what you are after? Senator O'NEILL: Yes. How many you estimate you expect in each region. So as much detail as you can give me about the regions.</p>
EMSQ15-000275	1-26-2	O'Neill, Deborah	Outcome 1 - Employment	Work for the Dole - Activities by region	<p>Senator O'NEILL: ..... You mentioned in training, Green Army and part time. That would also be interesting by region—what activities are actually going on in each of those 51 regions.</p>
EMSQ15-000276	1-85-2	Cameron, Doug	Agency - Fair Work Building and Construction	FWBC - Details of referrals to employer associations	<p>Senator CAMERON: So, out of 3,035 inquiries—10 to the ATO, 22 to workplace agencies, 40 to employer associations—what were they? Mr Hadgkiss: I will have to take that on notice. Senator CAMERON: What would you be sending, in general terms? Mr Hadgkiss: It could be a complaint about a drainpipe over somebody's back fence or something. I do not know. Senator CAMERON: A what? Mr Hadgkiss: It could be a complaint about a building defect. Senator CAMERON: About a drainpipe? Mr Hadgkiss: Well, I just picked that out of the air. Senator CAMERON: If you are just picking it out of the air— Mr Hadgkiss: I am not sure. I would imagine— Senator CAMERON: I really do not want you, Mr Hadgkiss, picking things out of the air. You are a public officer. CHAIR: And you are an apologist. Senator CAMERON: You should not come here and pick things out of the air. Mr Hadgkiss: I cannot explain for a number of employer associations. I would imagine it has something to do with building permits. As I said, it could be drainpipes or it could be the size of spark plugs. I really do not know, Senator. I will take it on notice if you want a breakdown of those. Senator CAMERON: What came into my mind there was, 'Fair dinkum?!' Anyway, let me get back to this. Can you, on notice, provide details of the referrals to the employer associations? Mr Hadgkiss: I will take that on notice. Senator CAMERON: What they were about, when you made them and what employer association you made them to—right? Mr Hadgkiss: Yes. Senator CAMERON:</p>
EMSQ15-000277	1-85-3	Cameron, Doug	Agency - Fair Work Building and Construction	FWBC - Outcomes from investigations into alleged contraventions	<p>Senator CAMERON: One hundred and ninety-six had 'no further action' information recorded. Why was there no further action? Mr Hadgkiss: Because it was deemed not necessary to take any further action. Senator CAMERON: So there were no criminal activities? Mr Hadgkiss: I would think not. Senator CAMERON: So there were no breaches of the Fair Work Act? Mr Hadgkiss: I would imagine if there had been that they would have been reported to the appropriate authorities. Senator CAMERON: So that is nearly 25 per cent of the total— Mr Hadgkiss: Yes. Senator CAMERON: with nothing? Zilch? Mr Hadgkiss: It would be outside the jurisdiction of our agency. Senator CAMERON: So it is outside the jurisdiction. So then, provide me with details of the issues that were outside your jurisdiction that had no further action—could you give me some details on those? Mr Hadgkiss: I will take those on notice. Senator CAMERON: In 68 instances you are unable to provide assistance—what was that about? Mr Hadgkiss: We just could not help the people concerned. Senator CAMERON: Was that because they were outside your jurisdiction? Mr Hadgkiss: I am not sure. There could be a multitude of reasons. Senator CAMERON: Well it is in your report, so could you provide details of why you could not help those people? Mr Hadgkiss: I will take that on notice. Senator CAMERON: Okay. Fifty-three were 'referred to other agency'—what were they? Mr Hadgkiss: Again, I will take those on notice if you wish.</p>
EMSQ15-000278	1-26-3	O'Neill, Deborah	Outcome 1 - Employment	Work for the Dole - Supply and requirement	<p>Senator O'NEILL: ..... Are there any jobseekers who are required to be in mandatory Work for the Dole where a commencement or placement has not been able to be found? Mr Parsons: Generally speaking, the supply of places exceeds the demand. That is at a macro level. To be honest, I would not be able to say that at every individual location around the country there was not a jobseeker who had a Work for the Dole requirement and in that location there was not a position available. At a macro level the supply of positions does exceed the requirement. Senator O'NEILL: it would be very helpful if you could find out that detail. Mr Parsons: I will do my best.</p>
EMSQ15-000279	1-26-4	O'Neill, Deborah	Outcome 1 - Employment	Work for the Dole - Group and individual placements	<p>Senator O'NEILL: How many of the commencements to date in the Work for the Dole program are group placements and how many are individual placements? Mr Hehir: Off the top of my head, it is about 55 per cent that are group and about 45 per cent are individual. Senator O'NEILL: Does this alter much from region to region? Again, Mr Parsons, you might be able to get that for us on notice. Mr Parsons: Yes, I will take that on notice.</p>

EMSQ15-000280	1-87-2	Cameron, Doug	Agency - Fair Work Building and Construction	FWBC - Employment of FWBC staff member	<p>Senator CAMERON: Let me move to another issue. When did Mr Glyn Cryer leave the Fair Work Building Commission? Mr Hadgkiss: Earlier this year, from memory. Senator CAMERON: Was Mr Cryer the subject of an APS code of conduct investigation? Mr Hadgkiss: These are personal matters that should not be canvassed. I will take that on notice, Senator. Senator CAMERON: What was the breach of the APS code of conduct? Mr Hadgkiss: I said that I will take that on notice. Senator CAMERON: This is a matter of a senior executive officer leaving employment. CHAIR: The official has said that he will take the question on notice, and you will have your answer on 5 December. Senator Cash: Senator Cameron, there might also be privacy concerns here. With all due respect, you are talking about an individual. Mr Hadgkiss has said that he will take the questions on notice and provide you with the information. Senator CAMERON: Okay, but I want to know what the breach of the APS code of conduct was. If there was a breach, who conducted the code of conduct investigation? Mr Hadgkiss: I said that I would take all this on notice. There are privacy considerations, as the minister points out. Senator CAMERON: Was it an internal investigation? Senator Cash: We will take it on notice. Mr Hadgkiss: We will take it on notice. Senator CAMERON: Was there an external investigation? Mr Hadgkiss: I will take it all on notice, Senator. Senator CAMERON: Was Mr Cryer found to breach the APS code of conduct? Mr Hadgkiss: Again, I will take that on notice. Senator CAMERON: If so, what sanction was imposed? Mr Hadgkiss: I will take that on notice. Senator CAMERON: Was Mr Cryer's employment terminated? Mr Hadgkiss: I will take that on notice. Senator CAMERON: Did Mr Cryer commence legal proceedings in relation to his termination? Mr Hadgkiss : I will take that on notice. Senator CAMERON: That is not a privacy issue. If there were a legal action it is a public issue, and you should know that. Can anyone help me? Mr Hadgkiss : As I say, these are sensitive, personal, private issues, which I am prepared to take on notice. Senator CAMERON: But this would be a matter of public record that you would know about. Were there legal proceedings? Senator Cash: Senator Cameron, with the entire issue, though, there are— Senator CAMERON: I will say again, Minister: I am asking a statutory officer questions, not you. Senator Cash: Absolutely, but the official has said that he will take it on notice. Senator CAMERON: He does not need your help. He is one of the highest paid public officers in this department, and he should be capable of answering the questions without your intervention. Senator Cash: And he has; he said he will take them on notice. Senator CAMERON: Was there a settlement reached with Mr Cryer? Mr Hadgkiss : I will take that on notice. Senator CAMERON: That is just a statement of fact. Mr Hadgkiss : These are serious privacy concerns that you are raising, and, as I say, I will take that on notice. Senator CAMERON: What were the terms of the settlement? Senator JOHNSTON: They might have been confidential. The terms might have been confidential. Senator CAMERON: Mr Hadgkiss, do you believe that you can make a confidential settlement with an employee and not reveal that to Senate estimates? Mr Hadgkiss : These are very sensitive, personal issues and I will take it on notice.</p>
EMSQ15-000281	1-28-2	O'Neill, Deborah	Outcome 1 - Employment	Work for the Dole - Labour displacement	<p>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. I</p>
EMSQ15-000282	1-89-2	Cameron, Doug	Agency - Fair Work Building and Construction	FWBC - Code of conduct investigations	<p>Senator CAMERON: Okay, so that is 11. How many for the year before? Mr Hadgkiss : I will take that on notice. We only have the last two years. Senator CAMERON: What were the types of misconduct investigated in the Fair Work Building and Construction code of conduct investigations in 2014-15? Mr Hadgkiss : They were breaches of the APS values, from recollection, under the APS Code of Conduct. Senator CAMERON: Breach of values? Mr Hadgkiss : Yes. Senator CAMERON: Can you give some detail. Mr Hadgkiss : They were all quite different. They are different individuals. Senator CAMERON: That is right, but tell me about what type of breach you were investigating? Mr Hadgkiss : They would go to ethical behaviour, integrity et cetera. Senator CAMERON: Do you make value judgements on these issues? Mr Hadgkiss : No. In the case of SES, they would be investigated by external parties—I would appoint a firm of solicitors to investigate. If they were internal, I would authorise a senior, qualified officer to— Senator CAMERON: Can you provide, on notice, the types of misconduct investigated in the previous four years. Mr Hadgkiss : Yes, I will take that on notice. Senator CAMERON: Can you provide me with details of the outcome of the code of conduct investigations in 2014-15. Mr Hadgkiss : I will take that on notice.</p>
EMSQ15-000283	1-29-2	O'Neill, Deborah	Outcome 1 - Employment	jobactive - IT issues	<p>Senator O'NEILL: So, they were a little bit slower. What was the impact on payments to providers? Ms Leon: I think Mr Hehir said that it was about a three-day lag, effectively. Mr Hehir: It is a bit hard to say because, as I said earlier, we actually had commencements undertaken at a much faster rate than we had previously, so it is a bit hard to say. We had achieved the same level of commencement six weeks earlier than they did in 2009. It is unlikely there was any significant impact in terms of provider payments or commencements. Senator O'NEILL: That was my next question: did it impact on providers meeting targets and did any provider make claims for contract penalty payments as a result? Mr Moore: I do not think so. One of the things that we offered all providers was the opportunity to have their administration fees advanced at the start of the market, and about two-thirds of the providers took up that offer. They received those payments upfront and then, as people were commenced, those payments were acquitted. Senator O'NEILL: Can you take on notice to have a look and double check</p>
EMSQ15-000284	1-90-2	Cameron, Doug	Agency - Fair Work Building and Construction	FWBC - Salary reductions resulting from code of conduct investigations	<p>Senator CAMERON: In the classification reduction, what was the financial loss to that person? Mr Hadgkiss: I would have to take that on notice. I think it was a reduction of a lawyer from executive level 1 to APS 6. Senator CAMERON: Mr O'Keefe, how much is that? Or can someone tell me how much that is? Mr Hadgkiss: I am told it is in the order of \$18,000. Senator CAMERON: Eighteen thousand dollars? Mr Hadgkiss: Yes. Senator CAMERON: Is that every year? Mr Hadgkiss: Yes. Senator CAMERON: Has that person been reinstated back to that? Mr Hadgkiss: No. That person did appeal. The decision went to the Merit Protection Commissioner and the appeal was overturned. Senator CAMERON: So every year, that is \$18,000 reduction for this person? Mr Hadgkiss: Yes. Senator CAMERON: What was the salary reduction for the individual? Mr Hadgkiss: I would have to take that on notice. It would be whatever executive level band the officer was on. Senator CAMERON: Surely somebody could tell me that? Mr Hadgkiss: No, I do not think it is at our fingertips. I will take it on notice. Senator CAMERON: So there were four terminations, one resignation and two reductions in salary. Please take on notice that you will provide me with the salary points that people have been moved down from— Mr Hadgkiss: Yes. Senator CAMERON: and details of every one of—that is for the past four years. Mr Hadgkiss: Yes.</p>
EMSQ15-000285	1-29-3	O'Neill, Deborah	Outcome 1 - Employment	National wage subsidy pool	<p>Senator O'NEILL: I have a question on the national wage subsidy pool. In the May budget the government consolidated all wage subsidies into a \$1.2 billion national wage subsidy pool to target long-term unemployment. Ms Leon: Not only long term. Senator O'NEILL: Not only long term? Mr Hehir: No. Senator O'NEILL: Short term? Ms Leon: It targets mature age, youth, long-term unemployed, Indigenous and also consolidated the Tasmanian Jobs program into it, which is a terminating program. Senator O'NEILL: That is all the subsidies. The list that you gave me there would be— Ms Leon: That is the cohorts. Senator O'NEILL: That is the cohorts that have been consolidated into that? Ms Leon: That is all. Senator O'NEILL: What were they again? Ms Leon: Mature age, youth, long-term unemployed, Indigenous, the Tasmanian Jobs program and also parents. Ms Drayton: There is a parents cohort included in that wage subsidy pool as well. Senator O'NEILL: Any further detail that you can provide on notice regarding that would be appreciated. There are several other questions on notice. I am particularly interested to find out what is going on in some of the regions across New South Wales, in all aspects of the region but particularly given our earlier conversations about young people and their access to work. Ms Leon: They are best dealt with on notice because to try to give answers by region at the table would occupy quite a lot of the committee's time.</p>

EMSQ15-000286	1-90-3	Cameron, Doug	Agency - Fair Work Building and Construction	FWBC - Staff who conduct investigations	Senator CAMERON: I will try again: who does the investigations? Mr Hadgkiss: It could be—one case comes to mind—an SES officer, other officers from our professional standards unit and other senior and capable officers. Senator CAMERON: Can you provide details of who does the investigations? Mr Hadgkiss: Yes, I will, if they are SES officers. Senator CAMERON: If you could provide details of the SES officers. Are non-SES officers conducting investigations— Mr Hadgkiss: Yes, from our professional— Senator CAMERON: against fellow employees? Mr Hadgkiss: Yes, from our professional standards unit. Senator CAMERON: If you could provide the details. I do not want their names. Mr Hadgkiss: Yes—and their grades. Senator CAMERON: I just want to know where they are and what grade they are.
EMSQ15-000287	1-94-2	Cameron, Doug	Agency - Fair Work Building and Construction	FWBC - Costs of right of entry permit case	Senator CAMERON: What were the costs to the fair work building commission of the Rabba right-of-entry permit case? Mr Hadgkiss: I do not think there are any costs yet, because, as I say, the matter is being given consideration of appeal. Senator CAMERON: But there are still costs involved in getting to where you are. Mr Hadgkiss: In putting Mr Rabba before the commission. Senator CAMERON: Yes. Mr Hadgkiss: I will take that on notice. Senator CAMERON: Was this done by your internal legal? Mr Hadgkiss: No. It was done by a member of the Brisbane bar, from recollection. Senator CAMERON: Was that senior counsel, Queen's Counsel? Mr Hadgkiss: No, I think it was junior counsel. Senator CAMERON: Can you provide us with the itemised costs from that junior counsel. Mr Hadgkiss: I will take that on notice. Senator CAMERON: I suppose that the referral came from your internal legal people. Mr Hadgkiss: It would have done, yes. Senator CAMERON: Could you also provide us the details of the times and the costs involved in this case by your internal legal people. Mr Hadgkiss: I will take it on notice. Senator CAMERON: On notice again. How many fair work building commission officers were involved in this Rabba case? Mr Hadgkiss: I will take that on notice. Senator CAMERON: Again you will take
EMSQ15-000288	1-94-3	Cameron, Doug	Agency - Fair Work Building and Construction	FWBC - Comcare premiums and claims	Senator CAMERON: Comcare premiums: I notice that your Comcare premiums have increased from 2010-11 from 1.2 per cent to currently 2.52 per cent. How many Comcare claims have been made in respect of the fair work building commission employees in each of the last five years? Mr Hadgkiss: I will take that on notice. Senator CAMERON: Why are we spending all this money bringing all these officers to estimates if they cannot answer a question on a specific issue? This is a waste of public money if you simply take every question on notice. I will tell you, it is not an appropriate to deal with the Senate. Mr Hadgkiss: I will take it on notice. We were not anticipating a question of this nature, it is fair to say, on Comcare premiums— Senator CAMERON: You have got your chief financial officer here and you cannot answer a question in relation to Comcare claims? Mr Hadgkiss: To go to records over five years is going to take some degree of work on our part, but we will endeavour to get that to you, Senator. Senator CAMERON: You are certainly not the biggest agency, and this would be an easy fix for many agencies. How many Fair Work Building and Construction employees have made multiple Comcare claims over the last five financial years? Mr Hadgkiss: I will take that on notice. Certainly, to my knowledge, I am not aware of any making multiple claims. Senator CAMERON: How many Comcare claims in each of the last five financial years have been in relation to psychological or emotional injuries? Mr Hadgkiss: Again, I will take that on notice. Senator CAMERON: Does anyone know? Mr Hadgkiss: We do not keep records of this nature. We will endeavour to search our indices to come up with something. Senator CAMERON: So you do not keep records of whether there have been compensation claims for psychological or emotional injuries? Surely you would have an obligation to do that. Mr Hadgkiss: I am sure we have that, and I will take it on notice. Ms Parker: Senator, most agencies' premiums have gone up. We were just commenting that the department would not have the figures for the last five years with us either. Senator CAMERON: How many Comcare claims in the last five years have been made in relation to physical injuries? Mr Hadgkiss: I will take that on notice. Senator CAMERON: What actual Comcare premiums have been paid by Fair Work Building and Construction for each of the past five financial years? Mr Hadgkiss: I will take that on notice. Senator CAMERON: How many Comcare claims in the last year have been made in relation to physical injuries? Mr Hadgkiss: I will take it on notice. Senator CAMERON: Can you tell me how many Comcare claims in the last year have been made in relation to psychological and emotional injuries? Mr Hadgkiss: Again, I will take that on notice. Senator CAMERON: I do not want to make it too complicated—the last year would do. And you can take it on notice for the five years.
EMSQ15-000289	1-31-2	Urquhart, Anne	Agency - Safe Work Australia	SWA - Comparative Performance Monitoring report	Senator URQUHART: How many people have been injured at work this year compared to last year? Ms Baxter: Year to date? Senator URQUHART: You cannot really do it until December. Ms Baxter: No. I will just check year to date. Ms Grey: The way that we attribute the injury data is through data from the jurisdictions. We get claims data but it is a year late, so I do not have that information yet. We publish a document called the Comparative Performance Monitoring report, which is about to be published this month, and it is available on our website. It provides a comparison of all of the jurisdictional figures and includes the claims to date; that is, for last year. We are up to the seventeenth in the series. That is how we collect the information. Senator URQUHART: So, you do not have that data? Ms Grey: I do not have it but I can provide you with the most up-to-date data. Senator URQUHART: Can you compare that to last year? Ms Grey: Yes.
EMSQ15-000290	1-31-3	Urquhart, Anne	Agency - Safe Work Australia	SWA - Work Related Traumatic Injury Fatalities 2014 report	Senator URQUHART: In which industries were those tragic deaths highest in 2014? You said there were 188 in 2014. Ms Grey: The worst performing industries are agriculture and road freight transport. The way that fatalities are measured for industry is by the rates as opposed to the number of workers. Again, the way the information is collected is quite different. We have a number of priority industries where the fatalities are highest and that includes agriculture, road freight transport, construction and so on. It is because of the fatality rate in those industries. Senator Cash: I will just say that I have put out a statement recently. Senator URQUHART: I am sorry, you have put out a statement on costs? Senator Cash: No. I am happy to provide you with it. It is in relation to the Work Related Traumatic Injury Fatalities 2014 report. There are still fatalities. That is tragic. It is unacceptable, but it is on a downward trend and what it is showing is the number of Australians killed at work has steadily decreased since 2007. It is a Safe Work Australia report and it shows that 188 workers died from workplace injuries in 2014. It is the lowest number of fatalities in the 12 years of the series, as I said. The number of workplace fatalities has decreased from 310 in 2007 to 188 in 2014, so you are looking at a 39 per cent decrease. It is still not good. I have dealt with workplace fatalities—
EMSQ15-000291	1-35-2	Leyonhjelm, David	Agency - Safe Work Australia	SWA - Inadequately labelled veterinary chemical products	Senator LEYONHJELM: Can you name a single agricultural veterinary chemical product that is considered to be inadequately labelled under the APVMA registration system? Ms Collins: We have identified a number of those, yes. Senator LEYONHJELM: Can you name any? Ms Collins: I do not have those with me at the moment. Senator LEYONHJELM: Can you take that on notice? Ms Collins: I can, yes.
EMSQ15-000292	1-95-2	Cameron, Doug	Agency - Fair Work Building and Construction	FWBC - Sick leave and unscheduled absences	Senator CAMERON: I want to go to sick leave and unscheduled absences. Why has the rate of sick leave and unscheduled absences per employee nearly doubled since you assumed the position of director? Mr Hadgkiss: Again, I will take that on notice. It is probably because of the shift in the strategy of the organisation into what I call the core business of coercion, discrimination and freedom of association and away from traditional wages and entitlements. So there is a greater exposure, certainly by our investigators, to building sites, where they are victims of fairly abhorrent instances, which you would be aware of. Senator CAMERON: I do not want unsubstantiated hyperbole. Mr Hadgkiss: No, these are facts. Senator CAMERON: I do not want unsubstantiated hyperbole, because we know— CHAIR: None of us do, Senator. Mr Hadgkiss: I can give you facts— Senator CAMERON: We know that you have got a record of this. Mr Hadgkiss: I have a record of the number of cases of assaults on our members. We have had 12 instances of verbal abuse, intimidation; three cases of assault since— Senator CAMERON: Are these allegations? Mr Hadgkiss: No. Four are matters that have been reported to police. I can go on about matters before the court involving union officials, the royal commission evidence provided, and so on and so forth. So, going back to your question, I would suggest that the increase is owing to the environment in which our investigators find themselves on Barangaroo and other sites. Senator CAMERON: Can you then provide me details of the sick leave and unscheduled absences for your investigators who are out on the sites and for your staff who are not on the sites. Mr Hadgkiss: Yes. Senator CAMERON: Can that be broken down in that way? Mr Hadgkiss: I will take that on notice. Senator CAMERON: I am just asking: can it be broken down? Mr Hadgkiss: I will take that on notice.

EMSQ15-000293	1-37-2	Leyonhjelm, David	Agency - Safe Work Australia	SWA - APVMA labels and intrinsic hazards	Senator LEYONHJELM: At the last hearing of the committee and also you said a few moments ago that the APVMA does not look at intrinsic hazards and that such hazards might be missed by the APVMA. Now, my information is this is incorrect. Intrinsic hazards are not missed by the APVMA and, in fact, it undertakes extensive risk assessments and ensures only intrinsic hazards not appropriately mitigated to a negligible level through formulation or prescribed use instructions appear as a hazard or a precautionary statement on the label. Do you agree with that or not? Ms Collins: We have found that there are labels that do not have that intrinsic hazard information on the label. Senator LEYONHJELM: Are you going to provide them? Ms Collins: I can provide you with examples of those, yes.
EMSQ15-000294	1-96-2	Cameron, Doug	Agency - Fair Work Building and Construction	FWBC - State of the Service survey results	Senator CAMERON: Could you provide Fair Work Building and Construction's completed State of the Service agency surveys as submitted to the APSC for each of the past four years? Mr Hadgkiss: I will take that on notice.
EMSQ15-000295	1-97-2	Cameron, Doug	Agency - Fair Work Building and Construction	FWBC - Industry participants for survey	Senator CAMERON: You have a range of industry participants that you contacted to get levels of satisfaction for your survey. Which industry participants are surveyed? Mr Hadgkiss: The people who ring in are from a vast array: employees, employers, industry associations—there is a whole variety of people. Senator CAMERON: Can you give us a breakdown on that? Mr Hadgkiss: Yes, I can. I will take that on notice.
EMSQ15-000296	1-40-2	Waters, Larissa	Agency - Workplace Gender Equality Agency	WGEA - pay equity campaign feedback	Can you tell me a bit more about that? Are you tracking that? Is that just anecdotal? Ms Beattie: It is anecdotal. We do not capture that in any reporting sense. We are tracking that primarily through either stakeholder engagement or media coverage. Through our pay equity campaign we have now marshalled some 87 CEO pay equity ambassadors who we work with on a case-by-case basis to help them in their own internal engagement efforts and we are seeing that evidence come through in those discussions as well. Senator WATERS: What has been the feedback in that engagement with stakeholders and those pay equity ambassadors? Are they passing on to you the feedback that they have received from staff after sharing that information? Ms Beattie: Yes. The feedback that we are getting is that staff are really pleased to hear and have some transparency around it and particularly pleased to hear the commitments that employers are making to address like-for-like gaps. In some cases it can create some confusion around what that company-wide pay gap means because that company-wide pay gap is almost always bigger than the like-for-like pay gap because of the concentration of men in higher paying roles through the leadership ranks, so it becomes a really important education effort for employers in explaining to their employees how these pay gap measures integrate with their broader diversity and inclusion agenda. It is early days and it is part of an ongoing conversation that seems to be delivering some great results for those employers. Senator WATERS: Do you have any sense of the proportion of employers that are sharing that information with their staff? Ms Beattie: It is tiny. I can actually get some specifics for you on notice, but I think it is probably around 10, so it is small ..... Senator WATERS: Thank you for the offer to take on notice a bit more information. I am particularly interested in that aspect to see if that goes to whether we are achieving behavioural change, which is obviously what we all want to see.
EMSQ15-000297	1-98-2	Cameron, Doug	Agency - Fair Work Building and Construction	FWBC - Referrals relating to subcontractors	Senator CAMERON: In table 2.4 on page 33 of your report, you said you made 46 informal referrals relating to subcontractors' payments and licensing. That is up from 23 in 2013-14. In relation to the subcontractors' payments, are these cases where a subcontractor has made a complaint about not being paid by a head contractor? Mr Hadgkiss: I would have to take that on notice. Senator CAMERON: Do you keep details of these issues? Mr Hadgkiss: I would imagine so. I will take that on notice. Senator CAMERON: When you say you imagine so, does that mean you are not sure? Mr Hadgkiss: I am saying I will take it on notice. Senator CAMERON: To which agency is the referral made? Mr Hadgkiss: If it is a wages and entitlement referral, it would go to the Fair Work Ombudsman. Senator CAMERON: Does the doubling of the referrals indicate a growing problem in relation to subcontractors not being paid? Mr Hadgkiss: I do not know. Senator CAMERON: You do not know? Mr Hadgkiss: It may be that because we are more active on building sites, we are deemed to be an agency— Senator CAMERON: You said you do not know. So now you are speculating. Either you are going to speculate or you do not know. Senator JOHNSTON: You criticise him when he does not give you a definitive answer. He cannot win, can he. Mr Hadgkiss: It is best I take it on notice. Senator CAMERON: It is best you take it on notice.
EMSQ15-000298	1-42-2	Waters, Larissa	Agency - Workplace Gender Equality Agency	WGEA - Pay gap	Senator WATERS: We know that the pay gap is worse when there is that individual negotiation as opposed to, for example, an award rate in the public sector. Is there any evidence that that secrecy is worsening the problem? Ms Beattie: I would have to take that on notice. I do not have any particular evidence to put to that.
EMSQ15-000299	1-43-2	Waters, Larissa	Agency - Workplace Gender Equality Agency	WGEA - Domestic violence leave	Senator WATERS: They are still significant. I think there is about 50 per cent of employers that are offering access to leave in the context of DV support. Can you tell me a bit more? Do we know anything more about that figure of 50 per cent? What are they calling access to leave? Is it DV specific leave? Is it personal leave? Do we know that level of detail? Ms Beattie: I would have to take that on notice. That would depend on how we have structured that in our reference guide in terms of how we are defining access to leave.
EMSQ15-000300	1-99-2	Cameron, Doug	Agency - Fair Work Building and Construction	FWBC - Referrals to DIBP relating to 457 visas	Senator CAMERON: Table 2.5 on page 34 says that no formal referrals were made to the Department of Immigration and Border Protection in relation to 457 visa monitoring, compared to 21 in the previous year. Did you receive any inquiries or complaints in relation to 457 visas holders in 2014-15—not you, but the agency? Mr Hadgkiss: I will take that on notice.
EMSQ15-000301	1-43-3	Waters, Larissa	Outcome 2 - Workplace Relations and Economic Strategy	Domestic violence provisions in workplace agreements	Ms Parker: You are asking about domestic violence provisions in agreements? Senator WATERS: Yes. Ms Parker: We have a workplace agreement database in the department where we can analyse all the enterprise agreements. In the data at 30 June 2015 there were 759 current agreements that had a family violence clause. It covered 586,585 employees, or 24.3 per cent of all employees who are on an enterprise agreement. Some examples of that that we pulled out of our database for information are Telstra, which has over 30,000 staff, provides full-time employees who are victims of domestic violence an extra 10 days of paid leave. Virgin provides five days. BHP Billiton, our department and other government agencies provide personal leave that can be used by employees experiencing family or domestic violence. Senator WATERS: Is that additional personal leave or just that you can use your personal leave for that purpose? Ms Parker: You can use your personal leave for that purpose. Senator WATERS: There is no additional allocation as such? Ms Parker: No additional leave, no; there is 10 days leave a year provided. That is probably the main statistic that you might be interested in. Senator WATERS: Yes. Are you able to give me some more information on notice with those breakdowns of who is doing what and how much leave is being provided? Ms Parker: Would you like us to do it by more examples? Is that what you mean? Senator WATERS: Yes. More examples would be good. I am also interested in the difference as in whether it is all 10 days. You mentioned Virgin gives only five but Telstra gives 10. I would be really interested in as much information as you have got to hand. Ms Parker: That is fine. I am happy to do that

EMSQ15-000302	1-102-2	Cameron, Doug	Agency - Fair Work Building and Construction	FWBC - Complaint from Biglift cranes	<p>Senator CAMERON: So nobody can tell me when Biglift Cranes contacted the Fair Work Building and Construction to allege unlawful conduct by a Mr Schatz and others. Mr Hadgkiss: I will take it on notice. Chief Counsel and I have never heard of the matter, but that is not to say there has not been a report. We receive some 3,000 inquiries, as you know— Senator CAMERON: For your assistance, because I want you to do some work on this: this was correspondence to Mr Schatz. It is dated 29 June, and it is from a Mr Ken Fitzjohn, Fair Work Building Industry Inspector, on a Fair Work Building and Construction letterhead. Okay? Mr Hadgkiss: Alright. Senator CAMERON: I want to know: when did Biglift contact the Fair Work Building and Construction to allege unlawful conduct by Mr Schatz and others? Mr Hadgkiss: I will take that on notice. Senator CAMERON: I will just give you some background on this: the company, Biglift, did not pay this employee. When the employee sought to gain his legal entitlements, the company terminated him. When he walked off the job, other workers came out to say goodbye. Fair Work Building and Construction were obviously contacted and months later took steps to write to this employee. Prior to Fair Work Building and Construction writing to the employee, ASIC were taking court action against this company to wind it up. That is the overview of what happened. How did this company make the complaint? Mr Hadgkiss: I will take it on notice. Senator CAMERON: Was it in writing or did they just ring up? Mr Hadgkiss: I will take it on notice. Senator CAMERON: What was the process by which Fair Work Building and Construction commenced its investigation of Mr Schatz's alleged contravention of section 417 of the act by engaging in unlawful industrial action? Mr Hadgkiss: I will take it on notice. Senator CAMERON: How does an investigation commence in circumstances like these? Mr Hadgkiss: I will take it on notice. I am not familiar with this case. Senator CAMERON: Is it on the basis of the Fair Work Building and Construction clearly receiving a phone call from the employer? Mr Hadgkiss: Sorry, was that a question? Senator CAMERON: Yes. Mr Hadgkiss: I will take it on notice.</p>
EMSQ15-000303	1-43-3	Waters, Larissa	Agency - Workplace Gender Equality Agency	WGEA - Domestic violence support and training	<p>Senator WATERS: That explains it for me. My last question is: how are the employers doing on the other measures which were included in the DV support category; that is not leave, per se, but things like staff training and other measures? Ms Beattie: We are seeing small increases this year across most if not all of those measures, but again they are small. Senator WATERS: If you could provide on notice as much information as you can about that. Ms Beattie: Yes. We will have the final data released on 26 November and we are still in the process of finalising all metrics. Senator WATERS: Thank you very much for your help.</p>
EMSQ15-000304	1-103-2	Cameron, Doug	Agency - Fair Work Building and Construction	FWBC - Investigation of Biglift cranes	<p>Senator CAMERON: Was Mr Shatz the only employee of Big Lift who was investigated? Mr Hadgkiss: I will take that on notice. Senator CAMERON: How many other employees of Big Lift were sent a request to attend an interview? Mr Hadgkiss: I will take that on notice. Senator CAMERON: Did any of them respond to requests to attend interviews? Mr Hadgkiss: I will take that on notice. Senator CAMERON: Why did it take four months for the request for interview to be sent? Mr Hadgkiss: I will take that on notice.</p>
EMSQ15-000305	1-46-2	Reynolds, Linda	Agency - Workplace Gender Equality Agency	WGEA - "Equilibrium Man" and the "In Your Hands" programmes	<p>Senator REYNOLDS: If I could just ask you to take on notice to get some further information, because what you are doing I think is really important and I would like to understand how the whole process works. Could you take on notice for me a bit more information about the Equilibrium Man and also the In Your Hands program in terms of how it is funded and what the strategy is behind it, so how each of those links into the four categories you said—awareness, leadership, capability building and action—then how you measure success and how all of that links into your corporate strategy?</p>
EMSQ15-000306	1-103-3	Cameron, Doug	Agency - Fair Work Building and Construction	FWBC - Application from deputy commissioner of taxation regarding Biglift	<p>Senator CAMERON: Is the fair work building commission aware that the deputy commissioner of taxation made an application to the Supreme Court of New South Wales for an order to wind up Big Lift and notified ASIC of the application 12 days before the fair work building commission sent a letter to Mr Shatz requesting him to attend an interview? Mr Hadgkiss: I am not aware of that. Senator CAMERON: Will you take on notice? Mr Hadgkiss: I will take your word for it. I have no reason to disbelieve what you are saying is true. Senator CAMERON: No, I am asking if you were aware, so can you— Mr Hadgkiss: I am not aware. CHAIR: He has answered the question. Senator CAMERON: But if you do not know the case, someone in— Mr Hadgkiss: Exactly, Senators. I will take your word that is what the deputy commissioner of taxation— CHAIR: There is actually a lot to step through there, Senator Cameron Senator CAMERON: I am asking: was any officer dealing with this case aware? Not you specifically—any officer. Mr Hadgkiss: By the sound of it, there was an investigator Fitzjohn, I think you read out. I assume that was the officer who dealt with this matter. Senator CAMERON: I am asking you to provide me details of whether he knew or you knew or the commission knew. Mr Hadgkiss: I do not know, but I will take on notice whether he knew. Senator CAMERON: Not just him—any other officer in the commission. Any officer, not just him. Mr Hadgkiss: I will take that on notice.</p>
EMSQ15-000307	1-104-2	Cameron, Doug	Agency - Fair Work Building and Construction	FWBC - Biglift investigation	<p>Senator CAMERON: Is the Big Lift investigation ongoing? Mr Hadgkiss: As I say, I have never heard of this matter, but I will take it on notice.</p>
EMSQ15-000308	1-46-3	Urquhart, Anne	Agency - Workplace Gender Equality Agency	WGEA - Campaign costs	<p>Senator URQUHART: I had some questions on the Equal Pay In Your Hands campaign and the Daughter Water. I think most of what you have talked about is about planned activities. I knew what the campaign was but I just wanted an update, and I think you have touched on most of that. Can you tell me how much both of those campaigns cost separately? Ms Beattie: I will get the specifics for you but roughly the In Your Hands campaign has cost around \$120,000 in hard costs, production costs around the original campaign. Again, I will come back to you on notice with the specifics. There was a substantial in-kind contribution by DDB, the advertising agency that developed the creative. Again, we can give you the specifics of that as it was recorded in our annual report. Then in terms of actual head count hours and ambassador efforts and the like, that is absorbed in the agency cost and the ambassador cost but, as I said, that was almost entirely funded by contributions from sponsors. For the Equilibrium Man Challenge the agency contributed \$28,000 in the initial scoping of that concept development and Telstra and Mirvac each contributed \$250,000 for the production and execution of the project. Senator URQUHART: So, \$500,000? Ms Beattie: Yes.</p>
EMSQ15-000309	1-104-3	Cameron, Doug	Agency - Fair Work Building and Construction	FWBC - Inter-Agency Phoenix Forum	<p>Senator CAMERON: That is fine. What input has the fair work building commission had to the Inter-Agency Phoenix Forum? Mr Hadgkiss: I will take that on notice. Senator CAMERON: Is there anyone who can tell me? Mr Hadgkiss: I assume they have documented minutes of each meeting. Whether they are publicly available I do not know. Senator CAMERON: Do you get any reports back on the activities of the Inter-Agency Phoenix Forum? Mr Hadgkiss: If I needed to be notified I would be. But I do not recall anything— Senator CAMERON: Can you provide details, file notes, correspondence and internal minutes that relate to your involvement in the Inter-Agency Phoenix Forum. Mr Hadgkiss: I would have to get the agreement of the other agencies, particularly the tax office. Senator CAMERON: You may have to do that. Mr Hadgkiss: I will take that on notice.</p>
EMSQ15-000310	1-47-2	Urquhart, Anne	Agency - Workplace Gender Equality Agency	WGEA - In Your Hands campaign analysis	<p>Senator URQUHART: I know that you talked about research and you do not do analysis, but have you looked at the effectiveness of either of these campaigns and what it has revealed? Ms Beattie: Yes. For both? Senator URQUHART: For both. Ms Beattie: Yes. For the In Your Hands campaign, as I said, the main measure of effectiveness is being tracked through the reporting questionnaire so we can see in the reporting data coming through at the moment that the measure that is improving most significantly is in the area of pay equity. We have seen over 17 per cent increase in the number of employers doing a pay-gap analysis from last year to this year, that is a substantial increase in those taking action. CHAIR: Are they absolute numbers? Ms Beattie: No, they are percentage. CHAIR: I know it is important; that is why I am asking you. Ms Beattie: The absolute difference is from 24 per cent to 26.3 per cent. That is the percentage point. CHAIR: I would like that on notice. Senator URQUHART: On notice, the actual numbers. Ms Beattie: The employer numbers, yes. Senator URQUHART: I am happy if you want to break down all that information into a more detailed analysis and provide that on notice. Ms Beattie: Yes. We have released those figures so we can provide those to you.</p>
EMSQ15-000311	1-105-2	Cameron, Doug	Agency - Fair Work Building and Construction	FWBC - Cost of involvement in Inter-Agency Phoenix Forum	<p>Senator CAMERON: Can you provide details of the cost to the fair work building commission of your involvement in the Inter-Agency Phoenix Forum. Mr Hadgkiss: I will take that on notice, but it will just be the attendance at a meeting in Sydney by, as I said, our state manager for New South Wales.</p>

EMSQ15-000312	1-48-2	Urquhart, Anne	Outcome 2 - Workplace Relations and Economic Strategy	Appointment of WGEA Director	Senator URQUHART: Was there a cabinet process for the appointment? Ms Parker: It is in accordance with the cabinet handbook. I think it was not a requirement to go to cabinet for this. Each agency has different requirements under its own legislation, so it is not a simple answer. I will put it on notice, if you do not mind. Senator URQUHART: That would be good. That is all I have.
EMSQ15-000313	1-105-3	Cameron, Doug	Agency - Fair Work Building and Construction	FWBC - Involvement with other forums	Senator CAMERON: Let me come back to all these breaches. Give me details of your involvement. Can you also give me details of— Mr Hadgkiss: I will take it on notice. Senator CAMERON: your involvement with any other forums.
EMSQ15-000314	1-49-2	O'Neill, Deborah	Outcome 2 - Workplace Relations and Economic Strategy	The Safety Rehabilitation and Compensation Amendment (Improving the Comcare Scheme) Bill 2015 - submissions received	Senator O'NEILL: You have given me the process in general—thank you very much for that. How many submissions did you receive? Ms Parker: We have previously covered this off in estimates and in the inquiry, but I can get it. We have answered these in the past, so we did not bring them this time. We can take them on notice or get that for you. CHAIR: Maybe just a Hansard reference. Ms Parker: Yes. We certainly have covered it in quite some detail, including in our submission to the Senate inquiry. Apologies, I did not bring it with me; I did not think we would be going over it again.
EMSQ15-000315	1-50-2	O'Neill, Deborah	Agency - Comcare	COMCARE - Safety Rehabilitation and Compensation Amendment Bill - union consultation	Senator O'NEILL: Could I ask you to be a bit more specific about the groups that you are referring to there. In terms of the unions, have you only contacted the ACTU? Have you contacted anybody else? Mr Hughes: We wrote to the ACTU and we intend to follow that up with some further conversations with the ACTU about which union groups would be interested in providing feedback on these draft products, but we have not gone into the level of detail at this point in time. Senator O'NEILL: But you have not consulted anybody other than the ACTU at this point in time, if I am hearing you correctly? Mr Hughes: As Mr Taylor pointed out, it is an ongoing process. We have received feedback on a number of products at this point in time. We expect to undertake further consultation on those products, because that feedback has to be incorporated and then reconsidered or incorporated into these products, and it is an ongoing process. In some cases we will not have a final product until we know exactly where the passage of the bill will land. Senator URQUHART: When were the letters written? Mr Hughes: I will have to take that on notice.
EMSQ15-000316	1-51-2	Urquhart, Anne	Outcome 2 - Workplace Relations and Economic Strategy	Safety Rehabilitation and Compensation Amendment (Improving the Comcare Scheme) Bill 2015 - regulations	Senator URQUHART: Have any regulations been finalised? Ms Parker: No. The bill is still in the parliament, so nothing is finalised. Senator URQUHART: How many regulations will be required? Ms Parker: We will have to take that on notice. It depends on whether the bill goes in and stays in, and there is no change, or on what needs to be altered. There are more likely to be alterations to existing regulations than new regulations.
EMSQ15-000317	1-118-2	Johnston, David	Agency - Fair Work Ombudsman	FWO - Right of entry permit	Ms Webster: Certainly. The second matter was handed down on 31 October 2012. This was also a matter which involved Mr Tracey; the MUA and Mr Tracey were respondents. It, too, was an industrial action matter, and this time it occurred at the Broome Port Authority on 30 March 2010. In this matter penalties of \$13,200 were laid against the MUA and \$3,630 against Mr Tracey for organising the unlawful industrial action in those matters. Senator JOHNSTON: Does he still have his right-of-entry permit? Ms Webster: I would have to take that on notice.
EMSQ15-000318	1-51-3	O'Neill, Deborah	Agency - Comcare	COMCARE - Safety, Rehabilitation and Compensation Amendment (Improving the Comcare Scheme) Bill 2015 - industry consultation	Senator O'NEILL: If you could provide a detailed list of all the people you have consulted with and the correspondence attached to that, that would be good. My understanding is that some bodies have been consulted and others have not.
EMSQ15-000319	1-118-2	O'Neill, Deborah	Agency - Fair Work Ombudsman	FWO - Date of enforceable undertaking	Ms James: No, this is our current work. The enforceable undertaking was with one store, and we secured the repayment of unpaid wages through that enforceable undertaking. Senator O'NEILL: What is the date of that? Ms James: I do not have that right with me at the moment. I will be able to get that to you. It was the last few months. I think we issued a media release about that enforceable undertaking in the last couple of months.
EMSQ15-000320	1-128-2	Urquhart, Anne	Agency - Fair Work Ombudsman	FWO - Compliance enforcement policy	Senator URQUHART: Maybe you could take us through how the investigation process works from start to finish and break it down into those—in a timely manner. Mr Campbell: I will get you a copy of our compliance enforcement policy.
EMSQ15-000321	1-51-4	O'Neill, Deborah	Outcome 2 - Workplace Relations and Economic Strategy	Safety Rehabilitation and Compensation Amendment (Improving the Comcare Scheme) Bill 2015 - consultation labour law firms	Senator O'NEILL: Have labour law firms been consulted? Ms Parker: Yes, we did consult with— Senator O'NEILL: Which ones? Ms Parker: I will need to take that on notice. We have provided it before, but as I mentioned before we do not have it on us.
EMSQ15-000322	1-129-2	Urquhart, Anne	Agency - Fair Work Ombudsman	FWO - Award for employees at Mitolo	Senator URQUHART: My final question in this area is in relation to Mitolo, a South Australian potato and onion producer, which a full bench of the Fair Work Commission found earlier this year should be paying employees under the Storage Services Award rather than the Horticultural Award, which is lower. I am advised that the Fair Work Ombudsman's view was that the employees at the site were and continue to be paid incorrectly, but that you indicated you would not assist in ensuring that the company paid its employees the legal award minimum. Is that true? Mr Campbell: I do not know the matter off the top of my head. As I said, it is a high-volume workplace. We have probably about 1,000 matters on hand at any given time. But I am happy to take that on notice and have a look. We would look to enforce what the minimum entitlement was, irrespective of which award it was derived from. If the commission has made a particular order, we would be bound to comply with or provide advice or education along the lines of that order. Senator URQUHART: In terms of this case: if the full bench found that they were paying under the wrong award, surely that would be where you would step in—if they continue to refuse to pay under the correct award? Mr Campbell: I will have to take that on notice because I do not know the investigation. It is not that I am not prepared to answer your question. As I do not know the investigation, I would not be able to answer your question fully. .... Senator URQUHART: So you are not aware of this case? Mr Campbell: No, I am not. But, as I said, I am happy to look into it.
EMSQ15-000323	1-131-2	Urquhart, Anne	Agency - Fair Work Ombudsman	FWO - 457 monitoring report	Senator URQUHART: Can you provide the committee with the latest 457 monitoring report? Mr Campbell: How about I take that on notice and give you an update from the first quarter of this financial year? Senator URQUHART: Can you provide the report? Mr Campbell: Yes. The report is the same data that I would give you. It is just a culmination of the outcomes. The objective is we look to refer our findings back to the department of immigration for consideration. We do not determine a breach; we leave that with the department of immigration, so we provide those reports back to them. Senator URQUHART: Okay, but if you can provide us with that monitoring report that will be great.
EMSQ15-000324	1-51-5	O'Neill, Deborah	Agency - Comcare	COMCARE - Safety, Rehabilitation and Compensation Amendment (Improving the Comcare Scheme) Bill 2015 - Consultation with labour law firms or union	Senator O'NEILL: Has Comcare engaged with any labour law firms or unions? Ms Taylor: We go in through the ACTU to find the appropriate unions who want to be consulted in this process. I think Mr Hughes said— Mr Hughes: The Law Council. Ms Taylor: the Law Council. Senator O'NEILL: Any other labour law firms? Ms Taylor: I am not sure of the— Senator Cash: What is your definition of a local law firm? Senator O'NEILL: How about we clarify it and give you that on notice to make sure we are on the same page there. A range of people and bodies made submissions to the Senate committee.
EMSQ15-000325	1-134-2	O'Neill, Deborah	Outcome 2 - Workplace Relations and Economic Strategy	Comcare premiums	Senator O'NEILL: Before we go to Ms Parker, there are no reports or any documentation around that that you can provide us with at this point in time? Ms Leon: We can probably provide you with initiatives that are being trialled, but we do not have evaluations of those yet. Do you have those with you, Ms Parker, or should I take that on notice? Ms Parker: No, we do not have them with us. .... Senator O'NEILL: When do you expect to have some of these results, and in what form will they be made available? Ms Parker: We mentioned we are doing an evaluation through the APSC. We did not bring that information with us, so would you mind if we take it on notice? Senator O'NEILL: You can take it on notice and give us as much information as you can about how it is going. Ms Parker: Absolutely.

EMSQ15-000326	1-52-3	Cameron, Doug	Agency - Comcare	COMCARE - Annual Report	Senator CAMERON: Thanks for that, Ms Taylor, but can I indicate to you that, as an experienced public servant, you should be well aware that these are the estimates where annual reports are scrutinised. If you do not deliver, we cannot do our job, and our job is an important part in providing accountability to the public. As far as I am concerned, it is a serious issue. I know what the date is for the report, but, in not having the reports so that we can scrutinise them, I have to place on record my concern of the failure of Comcare to provide that report. I hope it does not happen again. Can you provide me details of what the problems were and why you could not get the report to us in time for scrutiny? Can you outline the timetable that you are undertaking at the moment and why that timetable could not meet the deadline for this committee? Ms Taylor: I will take that on notice, Senator.
EMSQ15-000328	1-136-2	O'Neill, Deborah	Outcome 2 - Workplace Relations and Economic Strategy	Fair Entitlements Guarantee claims by industry	Senator O'NEILL: I might ask you for a more detailed breakdown across those sectors, because of the time that it will take to get through, and I do not know what the categories are. Ms Parker: We can give you all the sectors. We have about 15 industry sectors.
EMSQ15-000329	1-139-2	O'Neill, Deborah	Agency - Fair Work Ombudsman	FWO - Compliance rates	Senator O'NEILL: Cleaning up from some things a little earlier on, you talked about the compliance rate in hospitality and the compliance rate for retail workers. I would be really interested to get some data about that on notice—this was earlier in the evening. Ms Parker: With the Fair Work Ombudsman, I think we would need to put that on notice.
EMSQ15-000330	Written	Lines, Sue	Cross Portfolio	Departmental organisational structure	Can you confirm that the organisational chart on your website is up to date and reflects the current structure of the department? If not, what are the changes that are not reflected in that chart? If there have been changes since the last estimates can you detail exactly what those changes are? Are there any senior executive positions unfilled? I think last time you said there were some positions with acting personnel. Have there been changes there?
EMSQ15-000331	1-56-2	Cameron, Doug	Agency - Fair Work Commission	FWC - Appointment of Vice President Lawler	Senator CAMERON: ..... When was Mr Lawler appointed? Justice Ross: I do not have that— Senator CAMERON: I am just wondering how long he has been there. Justice Ross: Just give me one moment, Senator, I am not— Senator CAMERON: I think he was appointed by Mr Abbott—is that correct? Justice Ross: I am told it is— Ms O'Neill: If I am wrong I will correct it, but we believe he was appointed in around 2002 by the minister at the time. Senator CAMERON: It was Mr Abbott? Ms O'Neill: I would have to check that. Senator Cash: I can confirm that it is an appointment of the Governor-General, not of the minister themselves. Senator CAMERON: On a recommendation? Senator Cash: Correct. I just want to ensure that the process is understood to be correct. Senator CAMERON: Minister, can you also confirm that the recommendation came from Mr Abbott? Senator Cash: Based on reports I have seen in the press, my understanding is that the recommendation came from cabinet. Senator CAMERON: A recommendation to cabinet by Mr Abbott. I think it is clear where that came from. Ms O'Neill: I do have that date. He was appointed on 3 October 2002.
EMSQ15-000332	Written	Lines, Sue	Cross Portfolio	Breakdown of staff	Can we get a breakdown of all staff, exactly which division they're in, and the physical location?
EMSQ15-000333	1-57-2	McKenzie, Bridget	Agency - Fair Work Commission	FWC - Correspondence between Justice Ross and Vice President Lawler	CHAIR: Thank you very much for your comprehensive statement, Justice Ross, and for tabling some of the correspondence between you and Vice-President Lawler. You did make comment that it was not the complete record of your correspondence. On notice I seek for you to table full correspondence between you and the Vice-President. Justice Ross: I do not think I will be doing that. I will provide all the correspondence to the independent inquiry. Some of it relates to personal matters associated with his illness. Senator MCKENZIE: We do have capacity to receive documents in a variety of ways. Justice Ross: I will take it on notice and take some advice. To be clear, I will provide all of the correspondence to Mr Heerey.
EMSQ15-000334	1-58-2	McKenzie, Bridget	Agency - Fair Work Commission	FWC - Sick leave entitlements	CHAIR: You have taken that on notice. Thank you. Could you outline the Fair Work Commission sick leave entitlements generally for the committee, please. Justice Ross: As I have said, for pre-AIRC members there is no statutory provision made. In accordance with convention, it has been a matter for the president to approve on application. As for Fair Work Commission members, that is regulated by the act and the Remuneration Tribunal. We can provide a more comprehensive response. The Remuneration Tribunal determination refers to the provisions that apply generally within an agency. We will track that through and advise you, but it is fair to say that there is more clarity provided in relation to those members appointed since the commencement of the Fair Work Act.
EMSQ15-000335	1-58-3	McKenzie, Bridget	Agency - Fair Work Commission	FWC - Personal leave requests	CHAIR: In the last six months had any commissioners applied for personal leave? Justice Ross: I will take that on notice.
EMSQ15-000336	1-73-2	McKenzie, Bridget	Agency - Fair Work Commission	FWC - Entry permit referrals	Mr Enright: I assess each of the applications for entry permits that are made with the Fair Work Commission. I assess each of them on their merit and, if I determine that the application is not a routine application, then I refer the application to the panel head for registered organisations. CHAIR: How do you determine whether it is routine or not? What criteria do you use to assess that? Mr Enright: I take into account all of the matters that are required to be disclosed in section 513. That is the primary reference for me in determining whether the application is routine or non-routine. If, based on that criteria, it is routine, I will deal with it. If it is non-routine, I will refer it to Vice President Watson, who is the panel head for registered organisations. CHAIR: How many referrals have you made since we have last had this conversation? Mr Enright: I would have to take that on notice. CHAIR: Could you take it on notice please.
EMSQ15-000337	1-76-2	McKenzie, Bridget	Agency - Fair Work Commission	FWC - Craig Thomson Investigation	CHAIR: How much time would have elapsed between the commencement of the investigation into Mr Thomson by the commission and the hearing of the matters by the court? Ms O'Neill: I might have to take that on notice. I do not think I have the commencement of the investigation in front of me.
EMSQ15-000338	1-78-2	Reynolds, Linda	Agency - Fair Work Commission	FWC - Organisational values and policies	Senator REYNOLDS: I have one very quick question I am happy for you to take on notice, given the time and the schedule. In relation to your previous comments, Justice Ross, about the organisation and the code of conduct, I was wondering if you could take on notice a series of questions. Given your mandate is helping Australia create fair and productive workplaces, which is a significant leadership position and one of great importance for the rest of the country, I guess I would call you the exemplar or uber-employer. Others would need to see your leadership and your organisation's leadership in this area, so I would be very interested if you could provide us your workplace policies and procedures for your workforce and anything that you are doing that is particularly innovative. I would like to see what policies you have, your values, your organisational vision and how they fit with the code of conduct and how it all comes together with staff feedback, staff satisfaction surveys and things you do. Could you take that on notice? I would be very interested to see how you manage it. Justice Ross: I would be happy to do that. Some of those responsibilities in relation to staff fall within the general managers' purview, but we will provide a response to the question on notice. Senator REYNOLDS: Thank you.
EMSQ15-000339	Written	Lines, Sue	Cross Portfolio	APS Staffing Arrangements	What mechanisms are the Department employing to meet the Government's jobs target – that being the target to reduce public sector numbers across the board?
EMSQ15-000340	Written	Lines, Sue	Cross Portfolio	Redundancies	Have there been any redundancies forced or otherwise since last estimates? What was the cost of those redundancies? Are you planning any further voluntary or involuntary redundancies?
EMSQ15-000341	Written	Lines, Sue	Agency - Fair Work Commission	FWC - Low paid bargaining stream - operation	Can you please explain in detail how the low paid bargaining stream works? How does it operate in practice? Do you think it's having the desired effect?
EMSQ15-000342	Written	Lines, Sue	Agency - Fair Work Commission	FWC - Low paid bargaining stream - matters heard by the Commission	How many matters has the Commission heard? How many have been successful? How many have not? What are the cases where it has been successful? What are the cases where it has not?
EMSQ15-000343	Written	Lines, Sue	Agency - Fair Work Commission	FWC - Low paid bargaining stream - review of operation	Has the Commission reviewed the operation of the low paid bargaining stream? Does the Commission intend to review its operation?
EMSQ15-000344	Written	Lines, Sue	Outcome 1 - Employment	Work for the Dole data	1. How many job seekers are currently in Work for the Dole? 2. What is the break down by region? 3. What is the breakdown by age? 4. What is the break down by length of time unemployed?
EMSQ15-000345	Written	Lines, Sue	Agency - Fair Work Commission	FWC - Domestic violence leave provisions in enterprise agreements	How many enterprise agreements have domestic violence leave in them? How many days domestic violence leave do those provide for? What's the lowest number? What's the highest? Is there an average number of days?



EMSQ15-000346	Written	Lines, Sue	Agency - Fair Work Commission	FWC - Domestic violence leave and ACTU	The ACTU is to progress a claim with the Commission to include 10 days of domestic violence leave in awards, you're aware of this? Are you able to explain how the process will operate? How will the case be run? When will a decision be made?
EMSQ15-000347	Written	Lines, Sue	Outcome 1 - Employment	Personal contact interviews	Has the department received any feedback from job seekers or from employment service providers about the removal of personal contact interviews?
EMSQ15-000348	Written	Lines, Sue	Agency - Fair Work Commission	FWC - Number of employees with access to paid domestic violence leave	How many employees now have access to paid domestic violence leave in union-negotiated workplace agreements?
EMSQ15-000349	Written	Lines, Sue	Agency - Fair Work Commission	FWC - Penalty rates	How does the Fair Work Commission ascertain whether an employee is better off overall when penalty rates are traded away? What are the considerations taken into place? How many agreements have penalty rates in them? How many agreements have traded penalty rates away for things such as a higher base pay?
EMSQ15-000350	Written	Lines, Sue	Outcome 1 - Employment	Provision of information to Employment Service providers	1. What type of information are job seekers compelled to provide to Employment Service Providers upon commencing with jobactive? 2. Do Employment Service Providers have the authority to compel the provision of information regarding a job seekers medical conditions, injuries or disabilities, or membership of professional trade base organisations or unions?
EMSQ15-000351	Written	Lines, Sue	Agency - Fair Work Commission	FWC - Penalty rates case	In relation to the Penalty Rates Case can you please explain where that's up to? Can you explain, to the best of your ability, what's been taking place? What has been the process? How many witnesses have you heard from? How many more do you expect? When will a decision be reached? Has there been any commentary about the evidence raised by either employers or unions? Will the Commission be releasing a transcript of the Case and evidence presented? If so, when? If not, why not?
EMSQ15-000352	Written	Lines, Sue	Outcome 1 - Employment	Appropriate payment and conditions for job seekers	1. Are you aware of any issues where Employment Service Providers have referred job seekers to employees who have not paid workers appropriately, or not provided appropriate conditions for work? Is yes, what has been the government's response such issues. If not, why would the government's role be in dealing with such matters?
EMSQ15-000353	Written	Lines, Sue	Agency - Fair Work Commission	FWC - Registered Organisations compliance	Can we please have all the most up to date data about registered organisation compliance?
EMSQ15-000354	Written	Lines, Sue	Outcome 1 - Employment	jobactive complaints	1. How many complaints has the department received since jobactive commenced? 2. Can you provide a breakdown of the nature of the complaints received? 3. How does this compare to the same period, last year under JSA?
EMSQ15-000355	Written	Lines, Sue	Agency - Fair Work Commission	FWC - Data collected on Greenfields agreements	What data do you presently collect on Greenfields agreements? • Size of the project? • Industry? • Numbers of potential staff? • Union covered? • Prevailing pay and conditions?
EMSQ15-000356	Written	Lines, Sue	Cross Portfolio	jobactive - advertising	How much has been spent on advertising jobactive? Can you please provide me with a breakdown on newsprint, social media, radio and television for this expenditure?
EMSQ15-000357	Written	Lines, Sue	Agency - Fair Work Commission	FWC - Data collected on Greenfields agreements	What changes to your data collection will you make as a result of the passage of the Greenfields Agreements changes made by the Fair Work Amendment Bill 2014? Will you collect data on the terms in agreements made between the parties, as distinct from agreements registered after the notified negotiation period? Will you collect data on the time taken to reach agreement in respect of both types of agreement?
EMSQ15-000358	Written	Lines, Sue	Agency - Fair Work Commission	FWC - Number and timeframes of Greenfields agreements	How many Greenfields Agreements are for major projects, (projects exceeding \$50 million)? What is the average time frame from commencement of negotiations until the Greenfield Agreement is lodged at the moment? How many Greenfields Agreements have not been made?
EMSQ15-000359	Written	Lines, Sue	Agency - Fair Work Commission	FWC - Percentage of Greenfields agreements	What percentage of all agreements in the last year were Greenfields agreements? Can we also get this data from January 2004?
EMSQ15-000360	Written	Lines, Sue	Outcome 2 - Workplace Relations and Economic Strategy	Data collected on Greenfields agreements	What data do you presently collect on Greenfields agreements? • Size of the project? • Industry? • Numbers of potential staff? • Union covered? • Prevailing pay and conditions?
EMSQ15-000361	Written	Lines, Sue	Outcome 2 - Workplace Relations and Economic Strategy	Data collected on Greenfields agreements	What changes to your data collection will you make as a result of the passage of the Greenfields Agreements changes made by the Fair Work Amendment Bill 2014? Will you collect data on the terms in agreements made between the parties, as distinct from agreements registered after the notified negotiation period? Will you collect data on the time taken to reach agreement in respect of both types of agreement?
EMSQ15-000362	Written	Lines, Sue	Outcome 2 - Workplace Relations and Economic Strategy	Number and timeframes of Greenfields agreements	How many Greenfields Agreements are for major projects, (projects exceeding \$50 million)? What is the average time frame from commencement of negotiations until the Greenfield Agreement is lodged at the moment? How many Greenfields Agreements have not been made?
EMSQ15-000363	Written	Lines, Sue	Outcome 2 - Workplace Relations and Economic Strategy	Percentage of Greenfields agreements	What percentage of all agreements in the last year were Greenfields agreements? Can we also get this data from January 2004?
EMSQ15-000364	Written	Lines, Sue	Outcome 2 - Workplace Relations and Economic Strategy	Greenfields agreements - average annualised wage increase	What is the average annualised wage increase in Greenfields agreements in the last year compared to all other agreements? Can we also get this data from January 2004?
EMSQ15-000365	Written	Lines, Sue	Outcome 1 - Employment	Employment fund	1. Can you please confirm how much money is the Employment Fund in each year for the next four years? 2. Can you tell us if the Fund is on-track to be spent this financial year? 3. Can you provide me with a breakdown on the types of support it is currently being used for? 4. Is the fund being evenly utilised across the Employment regions?
EMSQ15-000366	Written	Lines, Sue	Outcome 1 - Employment	jobactive - red tape reduction	1. How much red-tape reduction does the Department estimate is being experienced by providers under jobactive compared to previous system?
EMSQ15-000367	Written	Lines, Sue	Outcome 1 - Employment	jobactive outcomes payments	1. How many job seekers have reached the 4 week outcome payment period and the 12 week payment period? 2. How much has been paid to jobactive providers in outcome payments, and how does this compare to the same period 12 months ago and compare to the Government's projection? 3. If NOT – why does the Department believe that is the case?
EMSQ15-000368	Written	Lines, Sue	Outcome 2 - Workplace Relations and Economic Strategy	Greenfields agreements - number in each industry	What proportion of Greenfields agreements were made in each industry segment, compared to all Agreements? (eg construction AND admin and support services AND manufacturing AND mining AND transport, postal and warehousing AND professional, scientific and technical services) Can we also get this data from January 2004?

EMSQ15-000369	Written	Lines, Sue	Agency - Fair Work Commission	Determinations under Fair Work Act	Since the commencement of the Fair Work Act, how many determinations have been made under Part 2-5? Since the commencement of the Fair Work Act, how many determinations were made under Division 2 – low-paid workplace determinations? And under Division 3 – industrial action related workplace determinations? And under Division 4 – bargaining related workplace determinations?
EMSQ15-000370	Written	Lines, Sue	Outcome 1 - Employment	jobactive penalties data	1. Can the department provide the following data from 1 July 2015 when jobactive commenced: • The number of job seekers who have had a penalty or suspension applied to them, broken down by stream, by state and by type of penalty or suspension; • The number of job seekers who have had more than one penalty or suspension; broken down by stream and by state by type of penalty or suspension. 2. How do these numbers compare to the same period under the previous system the year before? 3. How many job seekers who have had a penalty or suspension applied have re-engaged in the system and how many have not? 4. How many of the job seekers who have had penalties applied have had vulnerability markers at the time of the act or omission which lead to the penalty being imposed? 5. How many of the job seekers who have had more than one penalty applied have had vulnerability markers?
EMSQ15-000371	Written	Lines, Sue	Agency - Fair Work Commission	Time taken by FWC to make determinations under Fair Work Act	In respect of Part 2-5 as a whole, what is the average time taken by the FWC to make a determination after the FWC commences consideration of the matter? What was the median time? Could we get that by each of the categories (Division 2/3/4)?
EMSQ15-000372	Written	Lines, Sue	Outcome 2 - Workplace Relations and Economic Strategy	Ministerial Working Group Protecting Vulnerable Visa Holders	On this Ministerial Working group the Government announced on 15 October can you explain what the Department's role in this is? Has the group met yet, if not when will it? What action has come of the meeting? What has it done? What timeframes are in place? When will there be a report? Will it be made public?
EMSQ15-000373	Written	Lines, Sue	Outcome 1 - Employment	jobactive data	"1. Can the department provide the following data from 1 July 2015 when Jobactive commenced: • The number of job seekers on the current caseload • The number of job seekers in each of the three streams; • The number of job seekers in the different streams by state; • The number of job seekers who have gained full time employment; • The number of job seekers who have gained part time employment; • The number of job seekers who have gained casual employment; • The number of job seekers who have gained employment and remain in the system; • The number of job seekers who gained employment and left the system but who are now back in the system with participation requirements; and • The number of job seekers who remain in employment after 4 weeks and 12 weeks."
EMSQ15-000374	Written	Lines, Sue	Outcome 2 - Workplace Relations and Economic Strategy	Inquiry into Vice President of the Fair Work Commission	When does the Government believe the Inquiry into the Vice President of the Fair Work Commission will be completed?
EMSQ15-000375	Written	Lines, Sue	Outcome 1 - Employment	Youth Wage Subsidy	This was a wage subsidy of up to \$6,500 paid to eligible employers who hire a Job Seeker under 30 years old who have been unemployed for more than 6 months. From 1 July 2015 – can you please clarify if it still exists? 1. Does this wage subsidy still exist in the wages pool? 2. If YES - how many job employers are currently on track to receive this payment? a. What is the breakdown by age; b. What is the breakdown by state; c. How long were they previously unemployed for? 3. If YES – is this subsidy on track to meet its target of the number of job seekers it was to support each year?
EMSQ15-000376	Written	Lines, Sue	Outcome 2 - Workplace Relations and Economic Strategy	Fair Work Commission penalty rates case	Has the Department had anything to do with the Fair Work Commission's penalty rates case?
EMSQ15-000377	Written	Lines, Sue	Outcome 1 - Employment	Long term unemployed	1. Can you please provide me with the number of job seekers eligible to receive this subsidy? a. What is the breakdown by age; b. What is the breakdown by state; c. How long were they previously unemployed for? 2. Is this subsidy on track to meet its annual target of placements?
EMSQ15-000378	Written	Lines, Sue	Outcome 2 - Workplace Relations and Economic Strategy	Penalty rates	Minister Cash said "I welcome a debate in relation to penalty rates... they certainly seem to deter weekend work, and we have more and more people wanting to open on weekends..." Can the Department substantiate the claim by their Minister?
EMSQ15-000379	Written	Lines, Sue	Outcome 2 - Workplace Relations and Economic Strategy	Penalty rates and job creation	What evidence can the Department provide to prove that cutting penalty rates would create jobs?
EMSQ15-000380	Written	Lines, Sue	Outcome 1 - Employment	Restart payments	1. Since it commence on 1 July 2014, how many employers have received the \$3,000 Restart bonus each year since it commenced, compared to the departments expectations that it would support 32,000 job seekers annually? 2. Is this subsidy currently on track this year to meet its target of 32,000?
EMSQ15-000381	Written	Lines, Sue	Outcome 2 - Workplace Relations and Economic Strategy	Modelling on penalty rates	Has the Department done any modelling on the Productivity Commission's proposal in relation to penalty rates? Has the Department done any modelling on the impact of a cut or abolition of penalty rates and the effect that would have on regional economies?
EMSQ15-000382	Written	Lines, Sue	Outcome 2 - Workplace Relations and Economic Strategy	Number of people earning penalty rates	How many Australians earn penalty rates? How does the Department determine that? Can we have that data? If you don't know how many people earn penalty rates how can you calculate ideas such as the Treasurer's proposed tax credits? Isn't it true there is no accurate plan or capacity to determine how people would be compensated if their penalty rates were cut?
EMSQ15-000383	Written	Lines, Sue	Cross Portfolio	Tasmanian Jobs Programme - advertising	1. Can you provide me with the total amount spent on advertising this program given there has been newspaper, radio and tv advertising? 2. If APPROPRIATE - Who made the decision to spend such a large sum on advertising? 3. If APPROPRIATE – when was the decision made to spend funds on advertising?
EMSQ15-000384	Written	Lines, Sue	Outcome 2 - Workplace Relations and Economic Strategy	Wages growth	Can the Department confirm that the current wages growth figures reflect the lowest wages growth in 25 years? Is it a fair assumption that cutting people's wages in a time of flat wages growth is an economically irresponsible thing to do? Is there any evidence to suggest that at a time when wages growth is this low that cutting wages would create more employment?
EMSQ15-000385	Written	Lines, Sue	Outcome 1 - Employment	Tasmanian Jobs Programme - funding for commencements	1. Given the program was budgeted to create 2000, why do you think it hasn't reached this target? 2. Can you provide me with the amount of money paid out in total for Tasmanian Jobs Programme for placements/commencements?
EMSQ15-000386	Written	Lines, Sue	Outcome 2 - Workplace Relations and Economic Strategy	Building Code Amendment Instrument 2015	How does the Government's Building Code (Fitness for Work/Alcohol and Other Drugs in the Workplace) Amendment Instrument 2015 differ to comparable forms of regulation in mining and other high risk sectors? Would you accept the regulation is sparse on detail? Is that deliberately so? For example, there's no mention if the testing would be urinary, saliva or blood just that it be an objective medical test. There's no reference to the testing measuring up to a relevant Australian standard?
EMSQ15-000387	Written	Lines, Sue	Outcome 1 - Employment	Tasmanian Jobs Programme - funding on subsidies	1. Can you confirm how much of the total \$6.8 million budgeted for the program has actually been spent on subsidies? 2. Can you detail what else has been spent? 3. Can you confirm that the program will be wrapped up on 31 December and all remaining funding will be absorbed into the wage subsidy pool?

EMSQ15-000388	Written	Lines, Sue	Outcome 2 - Workplace Relations and Economic Strategy	Building Code Amendment Instrument 2015 - safeguards	What safeguards exist in the regulation or other laws to guard against some of these examples? • How do we ensure the reliability of results? • Is a person who returns a positive test immediately prevented from work? • Is a person who refuses a test, for example a urine test, immediately deemed not fit for work? • How would a worker prove their fit to return to work? • Is it incumbent on the worker? • Would it require them to visit a GP and get a test? • There's nothing in the regulation about how a worker discharges their responsibility to prove they're fit to return to work so couldn't a particular worker be refused back to work by a recalcitrant employer? • Is it possible that a situation might arise where a head contractor implements their work policy but because there's no positive obligation on the contractor to provide training to their workforce on the policy that workers might be totally unaware of the policy? How does the regulation ensure otherwise? Do you think no mandated training undermines the ability of workers to engage and comply with the policy? • The policy can be imposed unilaterally by management rather than agreed and endorsed by the workforce? • Who is the person that can conduct the test? There's no reference in the regulation to whether or not the person needs to be qualified – couldn't it just be any old person? • There's no reference in the regulation to supporting workers to modify their behaviour? • There's no reference in the regulation which would ensure the safe transportation of a worker home if they return a positive test? • There's no reference to employees being entitled to privacy during testing nor is there any reference to the maintenance of confidentiality?
EMSQ15-000389	Written	Lines, Sue	Outcome 2 - Workplace Relations and Economic Strategy	Building Code Amendment Instrument 2015 - identified substances	Are you aware if the substances listed on page 3 are contained in any prescription medicines? For example, ADHD medicine? And, why were there substances on page 3 those which were selected? Is there any medical evidenced you've relied upon?
EMSQ15-000390	Written	Lines, Sue	Outcome 1 - Employment	Tasmanian Jobs Programme - number of job seekers	1. During the June Estimates, the department advised that "Of the 82 job seekers that have completed their six months, we know that 62 of them are still in employment." However in response to the question on notice the department advised that "of the 50 instances where the employer received the Tasmanian Jobs Programme Wage subsidy, seven have returned to income support. The remaining 43 are still in employment." 2. Can you confirm how many job seekers completed six months under the Tasmanian Jobs Programme? 3. Can you confirm how many job seekers are still in employment and how many have returned to income support? 4. How many received payments at \$3,250, and how many received payments at \$6,000 after the rate was increased in the 2015 Budget.
EMSQ15-000391	Written	Lines, Sue	Outcome 2 - Workplace Relations and Economic Strategy	Building Code Amendment Instrument 2015 - Fitness for Work Policy	I can't see any reference in the regulation to rehabilitation or education of workers having to be included in the Fitness for Work Policy. Is that the case?
EMSQ15-000392	Written	Lines, Sue	Outcome 2 - Workplace Relations and Economic Strategy	Building Code Amendment Instrument 2015 - Targeted testing	What would targeted testing per the regulation entail? Is there anything to stop the contractor singling out particular workers to be tested every single month?
EMSQ15-000393	Written	Lines, Sue	Agency - Fair Work Ombudsman	FWO - Action taken in relation to underpayment of wages	What action have you taken in the last financial year in relation to underpayment of wages? In relation to the action you took in the last financial year in relation to underpayment of wages: Can you provide advice about the industries employers are operating in? Can you provide advice about the size of the employers? What proportion of the workers underpaid were Australian citizens? What proportion were on student visas? What proportion were on working holiday visas? What proportion were on 457 visas? What proportion were on other visas? What was the scale of the underpayments? Over what duration?
EMSQ15-000394	Written	Lines, Sue	Outcome 2 - Workplace Relations and Economic Strategy	Building Code Amendment Instrument 2015 - Consultation	Did you consult with the ACTU or the major construction unions in the making of the regulation? If not, why not?
EMSQ15-000395	Written	Lines, Sue	Agency - Fair Work Ombudsman	FWO - Procedure for action taken in relation to underpayment of wages	Could you please tell us what the FWO does presently if they find an employer who has underpaid wages? How does the FWO determine what action to take in relation to underpayment of wages?
EMSQ15-000396	Written	Lines, Sue	Agency - Fair Work Ombudsman	FWO - Taskforce Cadena	In relation to Taskforce Cadena can you explain what the role of the Fair Work Ombudsman is? How many times has this Taskforce met? What has the Taskforce done? Have there been any breaches identified, prosecutions etc? What have been the results of the Taskforce? What timeframes are in place? When will there be a report? Will it be made public?
EMSQ15-000397	Written	Lines, Sue	Agency - Fair Work Ombudsman	FWO - Labour hire companies	How many of the companies you have engaged with this financial year and previous financial years have been labour hire or on-hire companies? (eg the labour hire companies engaged by Baiada, Howsgoingmate, in the Stanthorpe Region) What has been the basis for your engagement with those companies? What education activities have you undertaken with those companies? What compliance activities have you engaged in? What enforcement activities have you engaged in? What is the prevalence of labour hire operators in your education/compliance/enforcement activities – does it take up 10%, 50% of your time? Of the labour hire or on-hire companies you have investigated in the last financial year, what proportion of them were using labour on temporary work visas? (student visas, working holiday visas or 457 visas)
EMSQ15-000398	Written	Lines, Sue	Agency - Fair Work Ombudsman	FWO - Foreign workers	Last year, how many foreign workers did you recoup costs for? And, how much was the value of those underpayments, entitlements etc? Of those, do you know how many were on 457 visas? Can you provide a breakdown of the visa class each person was on? Were the Department of Immigration involved in all of those investigations? And, were they notified of the results?
EMSQ15-000399	Written	Lines, Sue	Agency - Fair Work Ombudsman	FWO - Trends in relation to compliance	Ms James, since your appointment, do you see any trends developing in relation to compliance? For example, are we seeing an increase in underpayments etc? What's been the most often occurring type of compliance breach? I believe one in ten complaints are now coming from visa holders?
EMSQ15-000400	Written	Lines, Sue	Agency - Fair Work Ombudsman	FWO - Audits	How many audits has the Fair Work Ombudsman carried out on businesses in the past financial year/s? What industries has the Fair Work Ombudsman generally found high-levels of non-compliance? What have you done to address the non-compliance you've found? How many audits does the Fair Work Ombudsman expect to carry out in the upcoming financial year – more or less?
EMSQ15-000401	Written	Lines, Sue	Agency - Fair Work Ombudsman	FWO - Compliance activity	Can you please update more generally on your compliance activity, including the Harvest Trail work? Are there particular areas you're targeting? If so, why?
EMSQ15-000402	Written	Siewert, Rachel	Outcome 1 - Employment	Employment Outcomes	For 30 June (or most appropriate date) please provide a table showing the percentage fully eligible job seekers who exited the Job Services Australia (JSA) caseload, by stream, after achieving a 26 week employment outcome and have returned to the caseload 26 weeks after the outcome was claimed. (Refer to DEEWR Question No. EW0634_13 (EMSQ12-001077)). For 30 June (or most appropriate date) please provide a table showing the percentage fully eligible job seekers who exited the Job Services Australia (JSA) caseload, by stream, after achieving a 13 week employment outcome and have returned to the caseload 13 weeks after the outcome was claimed. Using the latest available information, what percentage of job seekers who are placed in employment by a JSA provider are off welfare 13 weeks after their employment start date? What percentage of job seekers who are placed in employment by a JSA provider are off welfare 26 weeks after their employment start date?
EMSQ15-000403	Written	Siewert, Rachel	Outcome 1 - Employment	Employment barriers	What are the top 10 employment barriers for job seekers in Streams A, B and C and in total, broken down by Indigenous and non-Indigenous job seekers. Provide the data in both number and percentages?

EMSQ15-000404	Written	Siewert, Rachel	Outcome 1 - Employment	Outcomes from employment programs other than Work for the Dole	Update Department of Employment Question No. EM0872_15 (EMSQ14-000705)
EMSQ15-000405	Written	Siewert, Rachel	Outcome 1 - Employment	Wage subsidy employment outcomes	Provide the latest data on the employment outcomes from the Government's wage subsidies program. What proportion and how many people accessing a wage subsidy were still in employment at three months and at six months? How many and what proportion are long term or very long-term unemployed people?
EMSQ15-000406	Written	Siewert, Rachel	Outcome 1 - Employment	Work for the Dole employment outcomes	Provide the latest data on the employment outcomes from WFTD. What proportion and how many people accessing WFTD were still in employment at three months and at six months? How many and what proportion are long term or very long-term unemployed people?
EMSQ15-000407	Written	Siewert, Rachel	Outcome 1 - Employment	Work for the Dole outcomes	How many 'work for the dole' participants have found full or part-time work using: - 13 week outcomes - 26 week outcomes Please provide a breakdown by those aged under 30 and over 30.
EMSQ15-000408	Written	Siewert, Rachel	Outcome 1 - Employment	Work for the Dole - protective equipment for participants	Are people undertaking 'work for the dole' provided with adequate protective gear? What requirements are there for basic protection like long pants, long sleeves, sunscreen, sunglasses and hats for those working outside?
EMSQ15-000409	Written	Siewert, Rachel	Outcome 1 - Employment	Duration of unemployment	"Provide a breakdown of duration of unemployment by aged: • 15-20; • 21-24; • 25-54, and • 55 years plus. by of Streams A, B and C, and in total, of job seekers unemployed for: • less than 12 months; • 12 months to less than 24 months, • 24 to less than 36 months; • 26 months to less than 60 months, and • over 60 months."
EMSQ15-000410	Written	Siewert, Rachel	Outcome 1 - Employment	jobactive - stream classifications	Throughout the first 12 months of jobactive, how many jobseekers are estimated to: • Be classified as stream A, B and C respectively • Reach the stage where they are required to undertake mutual obligation activities including Work for the Dole (divided into young people under 29 and others)
EMSQ15-000411	Written	Siewert, Rachel	Outcome 1 - Employment	jobactive - outcomes	Since the commencement of jobactive, how many jobseekers have: • Entered the program, classified as A, B and C respectively • Entered the program being unemployed for at least 12 months already • Reached the stage where they are required to undertake mutual obligation activities including Work for the Dole (divided into those under 30 years and others) • Been referred to mutual obligation activities, by type of activity (including Work for the Dole and wage subsidies) • Of the above, the proportions that commenced each of those activities • Of those who were referred but did not commence, the proportions that left income support or did not proceed with their claim • Of those who were referred but did not commence, the proportions that were sanctioned
EMSQ15-000412	Written	Siewert, Rachel	Outcome 1 - Employment	Work for the Dole placements	Since 1 July 2015, outside the areas in which the Community Development Program operates: • How many people have commenced Work for the Dole placements, classified A, B, C respectively, aged under 30 years and 30 or over, and unemployed for less than 6 months, 6-12 months, and 12 months and over • Please provide a breakdown of the types of placements including individual and group placements, not for profit and for profit sectors, the type of work performed, and the number of hours per week required • How many 'no show no pay' sanctions have been applied in respect of participation in mutual obligation activities, including specifically Work for the Dole • What were the total funds expended on Work for the Dole including payments to coordinators and Jobactive providers respectively.
EMSQ15-000413	Written	Siewert, Rachel	Outcome 1 - Employment	Employment Fund	Since 1 July 2015, what were the total funds allocated for, and expended by providers, in the Employment Fund? • Please break this down according to classification of jobseekers (A, B or C) and type of activity (including wage subsidies and Work for the Dole)
EMSQ15-000414	Written	Siewert, Rachel	Outcome 1 - Employment	Wage subsidy placements	Since 1 July 2015, please indicate the number of wage subsidy placements commenced: Please break this down by age (under and over 30 years, mature age and others)
EMSQ15-000415	Written	Siewert, Rachel	Outcome 1 - Employment	Job Services Australia participants	In respect of the last financial year, please advise the average number of Job Services Australia participants who were: • Receiving JSA services continuously for less than three months; three to six months; six to 12 months; 12 months to 2 years; and over 2 years • In respect of each of groups, what was the average probability that they were in fulltime employment three months later?
EMSQ15-000416	Written	Siewert, Rachel	Outcome 1 - Employment	jobactive and Work for the Dole evaluation strategy	What is the evaluation strategy for jobactive and Work for the Dole? • What data will be collected to assess their effectiveness in improving people's employment prospects, and when will this be collected and published?
EMSQ15-000417	Written	Cameron, Doug	Agency - Fair Work Building and Construction	FWBC - State of the Service Report	In respect of the Australian Public Service Commission's annual State of the Service Report, please provide Fair Work Building and Construction's completed State of the Service Agency Surveys for the years 2011-2012, 2012-13, 2013-2014 and 2014-2015.
EMSQ15-000418	Written	Cameron, Doug	Agency - Fair Work Building and Construction	FWBC - Staff appointments	In relation to the 16 staff appointments made since 1 July 2015 (see Proof Committee Hansard, 22 October 2015, page 97): a. How many of these appointments were to non-ongoing contracts? At which APS classifications were they appointed to? b. How many of these appointments were to ongoing contracts? At which APS classifications were they appointed to? c. How many of the appointments to ongoing contracts were of employees who were previously employed by FWBC on non-ongoing contracts? If any, at which APS classifications and salary points were they appointed on non-ongoing contracts and to which APS classifications and salary points were they appointed under their ongoing contracts? Of these appointments, how many of the appointees had previously been employed by the Building Industry Taskforce, the former Australian Building and Construction Commission or the Victorian Construction Code Compliance Unit? d. In relation to the six internal promotions, when were the appointees first employed by FWBC or its predecessor, were they first employed on non-ongoing contracts and are they now employed on ongoing contracts and at what APS classifications?
EMSQ15-000419	Written	Cameron, Doug	Agency - Fair Work Building and Construction	FWBC - FWBC staff member	In relation to the officer referred to in Additional Estimates 2013-2014 questions on notice EM0163_14 (EMSQ14-000123) and EM0456_14 (EMSQ14-000310), Budget Estimates 2014-2015 question on notice EM0823_15 (EMSQ14-000677) and Additional Budget Estimates 2013-2014 Committee Hansard of 27 February 2014 at pages 79 to 82: a. Did that officer separate from FWBC on 2nd February 2015 in accordance with their non-ongoing contract? b. Was the operational database for which the officer was engaged to build completed? c. If so, please provide a description of the database and provide the date on which it was completed? d. Is the officer concerned presently employed by FWBC? If so, on what date did their present employment commence? e. If the officer is presently employed, is it on a non-ongoing contract? If so, at what classification and salary point is the officer employed, is the officer's employment full-time or part-time, and when did the contract commence and when will it finish? f. If the officer is presently employed on an ongoing contract, when did the contract commence, in what classification and salary point is the officer employed, is the officer part-time or full time and what are the duties of the position? g. If the officer is presently employed on an ongoing contract, please provide details of when the position was advertised and the relevant reference in the APS Employment Gazette? h. If the officer is presently employed on an ongoing contract, please provide all correspondence, emails and other relevant documents in the possession of FWBC in relation to the appointment process?
EMSQ15-000420	Written	Cameron, Doug	Agency - Fair Work Ombudsman	FWO - Referrals from FWBC	In relation to the 474 informal referrals and four formal referrals of matters to the Fair Work Ombudsman from Fair Work Building and Construction in 2014-2015 as reported in table 2.4 on page 33 and table 2.5 on page 34 of Fair Work Building and Construction's 2014-2015 Annual Report: 1. Please provide a breakdown of the nature of the matters referred to FWO, eg. Wages and conditions, request for information, freedom of association, coercion, sham contracting etc? 2. How many of the matters referred to FWO by FWBC resulted in FWO investigating the matter? Please provide a breakdown of the nature of the matters investigated? 3. Of the matters referred to FWO and subsequently investigated, how many resulted in a proven complaint and recovery of wages and allowances? 4. What was the monetary value of wages and allowances recovered? 5. What was the outcome of investigations, if any, into non-monetary matters referred to FWO by FWBC?
EMSQ15-000421	Written	Siewert, Rachel	Outcome 1 - Employment	JSA caseload	What was the total caseload for the JSA in 2013-14?

EMSQ15-000422	Written	Siewert, Rachel	Outcome 1 - Employment	Employment barriers	Update EW1045_12 (EMSQ12-000084)
EMSQ15-000423	Written	Siewert, Rachel	Outcome 1 - Employment	Job seeker change of provider	In 2014-15, how many job seekers sought a change of provider due to "irreconcilable relationship breakdown"? How many of these requests were granted?
EMSQ15-000424	Written	Ludwig, Joe	Cross Portfolio	Departmental rebranding	1. Has the department/Agency undergone a name change or any other form of rebranding since the leadership change in September, 2015? If so: a. Please detail why this name change / rebrand were considered necessary and a justified use of departmental funds? i. Please provide a copy of any reports that were commissioned to study the benefits and costs associated with the rebranding. b. Please provide the total cost associated with this rebrand and then break down by amount spent replacing: i. Signage. ii. Stationery (please include details of existing stationery and how it was disposed of). iii. Logos iv. Consultancy v. Any relevant IT changes. vi. Office reconfiguration. c. How was the decision reached to rename and/or rebrand the department? i. Who was involved in reaching this decision? ii. Please provide a copy of any communication (including but not limited to emails, letters, memos, notes etc) from within the department, or between the department and the government regarding the rename/rebranding.
EMSQ15-000425	Written	Ludwig, Joe	Agency - Asbestos Safety and Eradication Agency	ASEA - Rebranding	1. Has the department/Agency undergone a name change or any other form of rebranding since the leadership change in September, 2015? If so: a. Please detail why this name change / rebrand were considered necessary and a justified use of departmental funds? i. Please provide a copy of any reports that were commissioned to study the benefits and costs associated with the rebranding. b. Please provide the total cost associated with this rebrand and then break down by amount spent replacing: i. Signage. ii. Stationery (please include details of existing stationery and how it was disposed of). iii. Logos iv. Consultancy v. Any relevant IT changes. vi. Office reconfiguration. c. How was the decision reached to rename and/or rebrand the department? i. Who was involved in reaching this decision? ii. Please provide a copy of any communication (including but not limited to emails, letters, memos, notes etc) from within the department, or between the department and the government regarding the rename/rebranding.
EMSQ15-000426	Written	Ludwig, Joe	Agency - Comcare	COMCARE - Departmental rebranding	1. Has the department/Agency undergone a name change or any other form of rebranding since the leadership change in September, 2015? If so: a. Please detail why this name change / rebrand were considered necessary and a justified use of departmental funds? i. Please provide a copy of any reports that were commissioned to study the benefits and costs associated with the rebranding. b. Please provide the total cost associated with this rebrand and then break down by amount spent replacing: i. Signage. ii. Stationery (please include details of existing stationery and how it was disposed of). iii. Logos iv. Consultancy v. Any relevant IT changes. vi. Office reconfiguration. c. How was the decision reached to rename and/or rebrand the department? i. Who was involved in reaching this decision? ii. Please provide a copy of any communication (including but not limited to emails, letters, memos, notes etc) from within the department, or between the department and the government regarding the rename/rebranding.
EMSQ15-000427	Written	Ludwig, Joe	Agency - Fair Work Building and Construction	FWBC - rebranding	1. Has the department/Agency undergone a name change or any other form of rebranding since the leadership change in September, 2015? If so: a. Please detail why this name change / rebrand were considered necessary and a justified use of departmental funds? i. Please provide a copy of any reports that were commissioned to study the benefits and costs associated with the rebranding. b. Please provide the total cost associated with this rebrand and then break down by amount spent replacing: i. Signage. ii. Stationery (please include details of existing stationery and how it was disposed of). iii. Logos iv. Consultancy v. Any relevant IT changes. vi. Office reconfiguration. c. How was the decision reached to rename and/or rebrand the department? i. Who was involved in reaching this decision? ii. Please provide a copy of any communication (including but not limited to emails, letters, memos, notes etc) from within the department, or between the department and the government regarding the rename/rebranding.
EMSQ15-000428	Written	Ludwig, Joe	Agency - Fair Work Commission	FWC - rebranding	1. Has the department/Agency undergone a name change or any other form of rebranding since the leadership change in September, 2015? If so: a. Please detail why this name change / rebrand were considered necessary and a justified use of departmental funds? i. Please provide a copy of any reports that were commissioned to study the benefits and costs associated with the rebranding. b. Please provide the total cost associated with this rebrand and then break down by amount spent replacing: i. Signage. ii. Stationery (please include details of existing stationery and how it was disposed of). iii. Logos iv. Consultancy v. Any relevant IT changes. vi. Office reconfiguration. c. How was the decision reached to rename and/or rebrand the department? i. Who was involved in reaching this decision? ii. Please provide a copy of any communication (including but not limited to emails, letters, memos, notes etc) from within the department, or between the department and the government regarding the rename/rebranding.
EMSQ15-000429	Written	Ludwig, Joe	Agency - Fair Work Ombudsman	FWO - rebranding	1. Has the department/Agency undergone a name change or any other form of rebranding since the leadership change in September, 2015? If so: a. Please detail why this name change / rebrand were considered necessary and a justified use of departmental funds? i. Please provide a copy of any reports that were commissioned to study the benefits and costs associated with the rebranding. b. Please provide the total cost associated with this rebrand and then break down by amount spent replacing: i. Signage. ii. Stationery (please include details of existing stationery and how it was disposed of). iii. Logos iv. Consultancy v. Any relevant IT changes. vi. Office reconfiguration. c. How was the decision reached to rename and/or rebrand the department? i. Who was involved in reaching this decision? ii. Please provide a copy of any communication (including but not limited to emails, letters, memos, notes etc) from within the department, or between the department and the government regarding the rename/rebranding.
EMSQ15-000430	Written	Ludwig, Joe	Agency - Safe Work Australia	SWA - rebranding	1. Has the department/Agency undergone a name change or any other form of rebranding since the leadership change in September, 2015? If so: a. Please detail why this name change / rebrand were considered necessary and a justified use of departmental funds? i. Please provide a copy of any reports that were commissioned to study the benefits and costs associated with the rebranding. b. Please provide the total cost associated with this rebrand and then break down by amount spent replacing: i. Signage. ii. Stationery (please include details of existing stationery and how it was disposed of). iii. Logos iv. Consultancy v. Any relevant IT changes. vi. Office reconfiguration. c. How was the decision reached to rename and/or rebrand the department? i. Who was involved in reaching this decision? ii. Please provide a copy of any communication (including but not limited to emails, letters, memos, notes etc) from within the department, or between the department and the government regarding the rename/rebranding.
EMSQ15-000431	Written	Ludwig, Joe	Agency - Workplace Gender Equality Agency	WGEA - rebranding	1. Has the department/Agency undergone a name change or any other form of rebranding since the leadership change in September, 2015? If so: a. Please detail why this name change / rebrand were considered necessary and a justified use of departmental funds? i. Please provide a copy of any reports that were commissioned to study the benefits and costs associated with the rebranding. b. Please provide the total cost associated with this rebrand and then break down by amount spent replacing: i. Signage. ii. Stationery (please include details of existing stationery and how it was disposed of). iii. Logos iv. Consultancy v. Any relevant IT changes. vi. Office reconfiguration. c. How was the decision reached to rename and/or rebrand the department? i. Who was involved in reaching this decision? ii. Please provide a copy of any communication (including but not limited to emails, letters, memos, notes etc) from within the department, or between the department and the government regarding the rename/rebranding.
EMSQ15-000432	Written	Ludwig, Joe	Cross Portfolio	Sharing of goods/services/accommodation	1. Following the changes does the department share any goods/services/accommodation with other departments? 2. What resources/services does the department share with other departments; are there plans to cease sharing the sharing of these resources/services? 3. What were the costs to the department prior to the Machinery of Government changes for these shared resources? What are the estimated costs after the ceasing of shared resource arrangements?
EMSQ15-000433	Written	Ludwig, Joe	Agency - Asbestos Safety and Eradication Agency	ASEA - Sharing of goods/services/accommodation	"1. Following the changes does the department share any goods/services/accommodation with other departments? 2. What resources/services does the department share with other departments; are there plans to cease sharing the sharing of these resources/services? 3. What were the costs to the department prior to the Machinery of Government changes for these shared resources? What are the estimated costs after the ceasing of shared resource arrangements?"

EMSQ15-000434	Written	Ludwig, Joe	Agency - Comcare	Comcare - Sharing of goods/services/accommodation	1. Following the changes does the department share any goods/services/accommodation with other departments? 2. What resources/services does the department share with other departments; are there plans to cease sharing the sharing of these resources/services? 3. What were the costs to the department prior to the Machinery of Government changes for these shared resources? What are the estimated costs after the ceasing of shared resource arrangements?
EMSQ15-000435	Written	Ludwig, Joe	Agency - Fair Work Building and Construction	FWBC - Sharing of goods/services/accommodation	1. Following the changes does the department share any goods/services/accommodation with other departments? 2. What resources/services does the department share with other departments; are there plans to cease sharing the sharing of these resources/services? 3. What were the costs to the department prior to the Machinery of Government changes for these shared resources? What are the estimated costs after the ceasing of shared resource arrangements?
EMSQ15-000436	Written	Ludwig, Joe	Shared Services	Ministerial office stationery	1. Since the leadership change in September, 2015, how much has been spent by the Ministerial office on personalised stationery for the Minister and the Minister's staff? Please provide a cost breakdown by type of stationery purchased and the quantity of each and whether it was for the Minister or for staff.
EMSQ15-000437	Written	Ludwig, Joe	Agency - Fair Work Commission	FWC - Sharing of goods/services/accommodation	1. Following the changes does the department share any goods/services/accommodation with other departments? 2. What resources/services does the department share with other departments; are there plans to cease sharing the sharing of these resources/services? 3. What were the costs to the department prior to the Machinery of Government changes for these shared resources? What are the estimated costs after the ceasing of shared resource arrangements?
EMSQ15-000438	Written	Ludwig, Joe	Agency - Fair Work Ombudsman	FWO - Sharing of goods/services/accommodation	1. Following the changes does the department share any goods/services/accommodation with other departments? 2. What resources/services does the department share with other departments; are there plans to cease sharing the sharing of these resources/services? 3. What were the costs to the department prior to the Machinery of Government changes for these shared resources? What are the estimated costs after the ceasing of shared resource arrangements?
EMSQ15-000439	Written	Ludwig, Joe	Agency - Safe Work Australia	SWA - Sharing of goods/services/accommodation	1. Following the changes does the department share any goods/services/accommodation with other departments? 2. What resources/services does the department share with other departments; are there plans to cease sharing the sharing of these resources/services? 3. What were the costs to the department prior to the Machinery of Government changes for these shared resources? What are the estimated costs after the ceasing of shared resource arrangements?
EMSQ15-000440	Written	Ludwig, Joe	Agency - Workplace Gender Equality Agency	WGEA - Employment of non Australian citizens	"I refer you to section 22 (8) of the Public Service Act 1999 which says: ""An Agency Head must not engage, as an APS employee, a person who is not an Australian citizen, unless the Agency Head considers it appropriate to do so."" 1. Does the department have guidelines or similar to assist Agency Heads to assess when it is appropriate to hire non-Australian citizens? If no, do individual agencies have their own guidelines? If yes to either: a. Please provide a copy. b. When did they come into effect? c. Can Agency Heads decide to go against the advice? If yes, under what circumstances? 2. Are Agency Heads required to provide a reason to anyone for hiring non-Australian citizens? If yes: a. Who are they required to report the reason to? b. Does this reporting happen before or after the hire has been made? c. Is this reason provided in writing? If no, how is it provided? d. Can you please provide a list of reasons that have been used since the Federal election in September, 2013. 3. Are there any provisions to over-rule a Head of Agency's decision to hire a non-Australian citizen? If yes: a. Who can over-rule this decision? b. Under what circumstances can it be over-ruled? c. How many times has this occurred since the Federal election in September, 2013. "
EMSQ15-000441	Written	Ludwig, Joe	Agency - Workplace Gender Equality Agency	WGEA - Sharing of goods/services/accommodation	1. Following the changes does the department share any goods/services/accommodation with other departments? 2. What resources/services does the department share with other departments; are there plans to cease sharing the sharing of these resources/services? 3. What were the costs to the department prior to the Machinery of Government changes for these shared resources? What are the estimated costs after the ceasing of shared resource arrangements?
EMSQ15-000442	Written	Ludwig, Joe	Agency - Safe Work Australia	SWA - Employment of non Australian citizens	I refer you to section 22 (8) of the Public Service Act 1999 which says: ""An Agency Head must not engage, as an APS employee, a person who is not an Australian citizen, unless the Agency Head considers it appropriate to do so."" 1. Does the department have guidelines or similar to assist Agency Heads to assess when it is appropriate to hire non-Australian citizens? If no, do individual agencies have their own guidelines? If yes to either: a. Please provide a copy. b. When did they come into effect? c. Can Agency Heads decide to go against the advice? If yes, under what circumstances? 2. Are Agency Heads required to provide a reason to anyone for hiring non-Australian citizens? If yes: a. Who are they required to report the reason to? b. Does this reporting happen before or after the hire has been made? c. Is this reason provided in writing? If no, how is it provided? d. Can you please provide a list of reasons that have been used since the Federal election in September, 2013. 3. Are there any provisions to over-rule a Head of Agency's decision to hire a non-Australian citizen? If yes: a. Who can over-rule this decision? b. Under what circumstances can it be over-ruled? c. How many times has this occurred since the Federal election in September, 2013.
EMSQ15-000443	Written	Ludwig, Joe	Cross Portfolio	Employment of non Australian citizens	I refer you to section 22 (8) of the Public Service Act 1999 which says: ""An Agency Head must not engage, as an APS employee, a person who is not an Australian citizen, unless the Agency Head considers it appropriate to do so."" 1. Does the department have guidelines or similar to assist Agency Heads to assess when it is appropriate to hire non-Australian citizens? If no, do individual agencies have their own guidelines? If yes to either: a. Please provide a copy. b. When did they come into effect? c. Can Agency Heads decide to go against the advice? If yes, under what circumstances? 2. Are Agency Heads required to provide a reason to anyone for hiring non-Australian citizens? If yes: a. Who are they required to report the reason to? b. Does this reporting happen before or after the hire has been made? c. Is this reason provided in writing? If no, how is it provided? d. Can you please provide a list of reasons that have been used since the Federal election in September, 2013. 3. Are there any provisions to over-rule a Head of Agency's decision to hire a non-Australian citizen? If yes: a. Who can over-rule this decision? b. Under what circumstances can it be over-ruled? c. How many times has this occurred since the Federal election in September, 2013. "
EMSQ15-000444	Written	Ludwig, Joe	Agency - Fair Work Ombudsman	FWO - Employment of non Australian citizens	I refer you to section 22 (8) of the Public Service Act 1999 which says: ""An Agency Head must not engage, as an APS employee, a person who is not an Australian citizen, unless the Agency Head considers it appropriate to do so."" 1. Does the department have guidelines or similar to assist Agency Heads to assess when it is appropriate to hire non-Australian citizens? If no, do individual agencies have their own guidelines? If yes to either: a. Please provide a copy. b. When did they come into effect? c. Can Agency Heads decide to go against the advice? If yes, under what circumstances? 2. Are Agency Heads required to provide a reason to anyone for hiring non-Australian citizens? If yes: a. Who are they required to report the reason to? b. Does this reporting happen before or after the hire has been made? c. Is this reason provided in writing? If no, how is it provided? d. Can you please provide a list of reasons that have been used since the Federal election in September, 2013. 3. Are there any provisions to over-rule a Head of Agency's decision to hire a non-Australian citizen? If yes: a. Who can over-rule this decision? b. Under what circumstances can it be over-ruled? c. How many times has this occurred since the Federal election in September, 2013.
EMSQ15-000445	Written	Ludwig, Joe	Agency - Asbestos Safety and Eradication Agency	ASEA - Employment of non Australian citizens	I refer you to section 22 (8) of the Public Service Act 1999 which says: ""An Agency Head must not engage, as an APS employee, a person who is not an Australian citizen, unless the Agency Head considers it appropriate to do so."" 1. Does the department have guidelines or similar to assist Agency Heads to assess when it is appropriate to hire non-Australian citizens? If no, do individual agencies have their own guidelines? If yes to either: a. Please provide a copy. b. When did they come into effect? c. Can Agency Heads decide to go against the advice? If yes, under what circumstances? 2. Are Agency Heads required to provide a reason to anyone for hiring non-Australian citizens? If yes: a. Who are they required to report the reason to? b. Does this reporting happen before or after the hire has been made? c. Is this reason provided in writing? If no, how is it provided? d. Can you please provide a list of reasons that have been used since the Federal election in September, 2013. 3. Are there any provisions to over-rule a Head of Agency's decision to hire a non-Australian citizen? If yes: a. Who can over-rule this decision? b. Under what circumstances can it be over-ruled? c. How many times has this occurred since the Federal election in September, 2013.

EMSQ15-000446	Written	Ludwig, Joe	Agency - Fair Work Commission	FWC - Employment of non Australian citizens	I refer you to section 22 (8) of the Public Service Act 1999 which says: ""An Agency Head must not engage, as an APS employee, a person who is not an Australian citizen, unless the Agency Head considers it appropriate to do so."" 1. Does the department have guidelines or similar to assist Agency Heads to assess when it is appropriate to hire non-Australian citizens? If no, do individual agencies have their own guidelines? If yes to either: a. Please provide a copy. b. When did they come into effect? c. Can Agency Heads decide to go against the advice? If yes, under what circumstances? 2. Are Agency Heads required to provide a reason to anyone for hiring non-Australian citizens? If yes: a. Who are they required to report the reason to? b. Does this reporting happen before or after the hire has been made? c. Is this reason provided in writing? If no, how is it provided? d. Can you please provide a list of reasons that have been used since the Federal election in September, 2013. 3. Are there any provisions to over-rule a Head of Agency's decision to hire a non-Australian citizen? If yes: a. Who can over-rule this decision? b. Under what circumstances can it be over-ruled? c. How many times has this occurred since the Federal election in September, 2013.
EMSQ15-000447	Written	Ludwig, Joe	Agency - Comcare	Comcare - Employment of non Australian citizens	I refer you to section 22 (8) of the Public Service Act 1999 which says: ""An Agency Head must not engage, as an APS employee, a person who is not an Australian citizen, unless the Agency Head considers it appropriate to do so."" 1. Does the department have guidelines or similar to assist Agency Heads to assess when it is appropriate to hire non-Australian citizens? If no, do individual agencies have their own guidelines? If yes to either: a. Please provide a copy. b. When did they come into effect? c. Can Agency Heads decide to go against the advice? If yes, under what circumstances? 2. Are Agency Heads required to provide a reason to anyone for hiring non-Australian citizens? If yes: a. Who are they required to report the reason to? b. Does this reporting happen before or after the hire has been made? c. Is this reason provided in writing? If no, how is it provided? d. Can you please provide a list of reasons that have been used since the Federal election in September, 2013. 3. Are there any provisions to over-rule a Head of Agency's decision to hire a non-Australian citizen? If yes: a. Who can over-rule this decision? b. Under what circumstances can it be over-ruled? c. How many times has this occurred since the Federal election in September, 2013.
EMSQ15-000448	Written	Ludwig, Joe	Agency - Fair Work Building and Construction	FWBC - Employment of non Australian citizens	I refer you to section 22 (8) of the Public Service Act 1999 which says: ""An Agency Head must not engage, as an APS employee, a person who is not an Australian citizen, unless the Agency Head considers it appropriate to do so."" 1. Does the department have guidelines or similar to assist Agency Heads to assess when it is appropriate to hire non-Australian citizens? If no, do individual agencies have their own guidelines? If yes to either: a. Please provide a copy. b. When did they come into effect? c. Can Agency Heads decide to go against the advice? If yes, under what circumstances? 2. Are Agency Heads required to provide a reason to anyone for hiring non-Australian citizens? If yes: a. Who are they required to report the reason to? b. Does this reporting happen before or after the hire has been made? c. Is this reason provided in writing? If no, how is it provided? d. Can you please provide a list of reasons that have been used since the Federal election in September, 2013. 3. Are there any provisions to over-rule a Head of Agency's decision to hire a non-Australian citizen? If yes: a. Who can over-rule this decision? b. Under what circumstances can it be over-ruled? c. How many times has this occurred since the Federal election in September, 2013.
EMSQ15-000449	Written	McKenzie, Bridget	Agency - Fair Work Commission	FWC - Conciliation process – General Protections and Unfair Dismissal	Regarding the general protections conciliation program which allows for Commission staff, rather than appointed members, to conduct general protections conciliations: 1. Is this a trial or is this now permanent? 2. How many general protections conciliations have been conducted by staff under the trial since it started? a) What is this as a proportion of general protections conciliations of the trial in each trial-site?
EMSQ15-000450	Written	McKenzie, Bridget	Agency - Fair Work Commission	FWC - Conciliation process – General Protections and Unfair Dismissal - staff	What are the current arrangements in relation to conciliations of unfair dismissal applications? In particular, are these conciliations typically conducted by members of the Commission or members of staff? a) How many of these are staff and how many are Commission members? 4. What type of staff conduct these conciliations? 5. Were these staff recruited for this purpose because of their particular expertise in conciliations? 6. How often, if at all, do Members of the Commission handle unfair dismissal conciliations? 7. Has any training been undertaken, or is any training planned to be undertaken to train staff members, in relation to conciliations? 8. Have you recruited any new staff members specifically for this purpose? 9. How is it decided whether conciliations are done by members of the Commission or by staff?
EMSQ15-000451	Written	McKenzie, Bridget	Agency - Fair Work Commission	FWC - Conciliation process – General Protections and Unfair Dismissal - medium	Are conciliations done in person or over the phone? a) What proportion is done via phone versus in person? b) Is this the case for both unfair dismissal and general protections conciliations? 11. Are telephone considerations ever conducted by a conciliator in a different state to the parties? a) If so, what proportion of telephone conciliations are conducted in this way? b) Please provide a breakdown of telephone conciliations conducted by a conciliator out of their home state.
EMSQ15-000452	Written	McKenzie, Bridget	Agency - Fair Work Commission	FWC - Conciliation process – General Protections and Unfair Dismissal - advice	Is there a requirement for conciliators to advise parties that they do not have reasonable prospects of success? a) If so, does this apply both unfair dismissals and general protection conciliations? b) Does that obligation apply to both commission members and staff?
EMSQ15-000453	Written	McKenzie, Bridget	Agency - Fair Work Commission	FWC - Conciliation process – General Protections and Unfair Dismissal - delegation of powers	Please provide the relevant guidelines for the delegation of powers
EMSQ15-000454	Written	Bilyk, Catryna	Cross Portfolio	Ministerial functions	In relation to any functions or official receptions hosted by current or former Ministers in the portfolio in 2015, can the following please be provided: • List of functions; • List of attendees including departmental officials and members of the Minister's family or personal staff; • Function venue; • Itemised list of costs; • Details of any food served; • Details of any wines or champagnes served including brand and vintage; and • Details of any entertainment provided.
EMSQ15-000455	Written	Bilyk, Catryna	Cross Portfolio	Ministerial international travel	In relation to any international travel undertaken in 2015 by current or former Ministers in the portfolio, can the following please be provided to the Senate: • A copy of the itinerary for each overseas trip; • An itemised list of the costs of each trip including the class of travel for any flights; • Copies of receipts for any food or beverages that the Minister consumed at taxpayer expense during each trip; • Copies of receipts for any self-drive hire cars or chauffeured services utilised by the Minister during each trip; • Copies of receipts for any other ground transport; • Copies of receipts for any hotel accommodation; and • Details of any spouse travel.
EMSQ15-000456	Written	Bilyk, Catryna	Cross Portfolio	Secretary's speeches to staff	Can a copy of any speeches delivered by the Secretary of the Department at any staff meetings in 2015 please be provided?
EMSQ15-000457	Written	Bilyk, Catryna	Cross Portfolio	Secretary's office upgrades	Have the furniture, fixtures or fittings of the Secretary's office been upgraded in 2015? If so, can an itemised list of costs please be provided?
EMSQ15-000458	Written	Bilyk, Catryna	Shared Services	Visit to Torres Strait	Did any of the former or current Ministers or Parliamentary Secretaries/Assistant Ministers in the portfolio, their personal staff or the Department participate in the former Prime Minister's trip to the Torres Strait? If so- What was the duration of the visit to Torres Strait? Which locations did the Minister/his Department travel to? Which communities did the Minister/his Department engage with? What type of activities did they undertake? What were the outcomes of the trip? Was an official report or communique or similar published in relation to the trip? Are you able to please provide an itinerary for the A Minister/his Department's trip? Which hotel or hotels did the Minister/his Department stay in? Could you please provide an itemised cost breakdown in relation to the Minister/his Department's involvement in this trip? This should be broken down into categories such as accommodation, ground transport, meals, incidentals etc. How many members of the Minister's staff participated in the trip? Could you please advise the number of staff, their title and staffing classification under the MOPS Enterprise Agreement? In terms of departmental officials from the Department, could you please advise the names and roles of each departmental official in attendance? Could you also please provide an itemised list of costs for departmental officials in terms of flights, accommodation, ground transport, meals and other incidentals? This should specify the officials which travelled in business class and those that travelled in economy, the hotels they stayed in and which businesses supplied ground transport.

EMSQ15-000459	Written	Cameron, Doug	Outcome 1 - Employment	Reconnection penalties	a) How many Reconnection penalties were applied in 2014-15? How many were imposed on job seekers with a Centrelink 'vulnerability indicator'? b) For each time period please list by type of vulnerability indicator, and provide a breakdown by Indigenous and non-Indigenous job seekers.
EMSQ15-000461	Written	Siewert, Rachel	Outcome 1 - Employment	Activity Test Exemptions	Please update Standing Committee on Education, Employment and Workplace Relations, Additional Estimates 2011-12, DEEWR Question No. EW1042_12.
EMSQ15-000462	Written	Siewert, Rachel	Outcome 1 - Employment	Activity Test Exemptions	Update EW0227_13
EMSQ15-000463	Written	Siewert, Rachel	Outcome 1 - Employment	Activity Test Exemptions – Indigenous/non indigenous	Update Supplementary Budget Estimates 2014-15, Question No. EM1654_15
EMSQ15-000464	Written	Siewert, Rachel	Outcome 1 - Employment	Various Income Support Categories	Please update Senate Standing Committee on Education, Employment and Workplace Relations, Questions on Notice EW0773_12.
EMSQ15-000465	Written	Siewert, Rachel	Outcome 1 - Employment	Exemptions from job seeker participation requirements	Please update Senate Standing Committee on Education, Employment and Workplace Relations, Questions on Notice, Budget Estimates, 2013-2014, DEEWR Question No. EW0147_14.
EMSQ15-000466	Written	Siewert, Rachel	Outcome 1 - Employment	Youth allowance recipients exempt from job-seeking participation requirements	Please update Senate Standing Committee on Education, Employment and Workplace Relations, Questions on Notice, Budget Estimates, 2013-2014, DEEWR Question No. EW0150_14.
EMSQ15-000468	Written	Siewert, Rachel	Outcome 1 - Employment	Activity Test Exemptions	Update EW0546_13, Supplementary Budget Estimates 2012-13, showing number and percentages. How many exemptions are longer than six months?
EMSQ15-000469	Written	Siewert, Rachel	Outcome 1 - Employment	Job Services Australia Caseload	What was the total caseload for the JSA in 2013-14? How many DSP recipients are in the JSA caseload during 2013-14 and currently? How many DSP recipients had 13 or 26 week outcomes? How many NSA (partial capacity recipients) were in the JSA caseload 2013-14? How many NSA (principal carer recipients) were in the JSA caseload during 2013-14?
EMSQ15-000470	Written	Siewert, Rachel	Outcome 1 - Employment	Job seeker Relocation Scheme and compliance	How many job seekers have had a 12 week non-payment penalty imposed in each of the last two years?
EMSQ15-000471	Written	Siewert, Rachel	Outcome 1 - Employment	Job seeker compliance data	For 2014-15, provide: a. A breakdown of smaller financial penalties and eight week no payment penalties imposed on job seekers by Centrelink 'vulnerability indicator' vulnerability indicator, ie. mental illness, homelessness, recent release from prison, limited numeracy, etc. b. eight week no payment periods and smaller financial penalties by Centrelink area c. eight week no payment periods and smaller financial penalties by state and territory d. a breakdown of compliance-related appeals at all levels, with appeal outcomes, and broken down by Indigenous/non-Indigenous status.
EMSQ15-000472	Written	Siewert, Rachel	Outcome 1 - Employment	Job seeker compliance data	Update DEEWR Question EW1057_12 for 2013-14. How many eight week and smaller financial penalties were actually served by job seekers, in 2014-15? How many eight week and smaller financial penalties were actually served by non-Indigenous job seekers, in 2014-15? How many eight week and smaller financial penalties were actually served by Indigenous job seekers, in 2014-15?
EMSQ15-000473	Written	Siewert, Rachel	Outcome 1 - Employment	Four week waiting period	The most recent figures on the numbers of people under 25 who will be subject to the four week waiting period: - On i) Newstart Allowance and ii) Youth Allowance - by age - by gender - by Indigenous status - by marital status - by state and territory and Indigenous status, and - who receive Rent Assistance
EMSQ15-000474	Written	Siewert, Rachel	Outcome 1 - Employment	DSP Medical Reviews	For job seekers with a disability, for 2014-15 (or the most recent available data), provide details on the numbers of participants and the proportions who found 12 and 26 week outcomes (number and percentages).
EMSQ15-000475	1-37-3	Leyonhjelm, David	Agency - Comcare	COMCARE - Funding for compliance and enforcement activities in relation to the GHS	Senator LEYONHJELM: I understand that, but as of 1 January 2017 it would seem that an agvet chemical company could have their label legally approved by the APVMA under the agvet code yet still be liable for prosecution for failing to comply with the additional GHS labelling requirements. Is that correct? Ms Collins: That could be the case, yes. Ms Baxter: May I just clarify. Safe Work Australia is not a regulator in this space; we are a policy development body. Those decisions as to whether or not to prosecute would be up to the individual state and territory regulators. Senator LEYONHJELM: So, the states are responsible for compliance and enforcement? Ms Baxter: That is correct, yes. Senator LEYONHJELM: Has additional funding been provided for compliance and enforcement activities by the states? Ms Collins: I would not know the answer to that question. Senator LEYONHJELM: Can you find it if you take it on notice or it is not in your bailiwick? Ms Baxter: Comcare is the Commonwealth regulator. Perhaps when they come on later they could be asked. Senator Cash: We can put it on notice to Comcare for you.
EMSQ15-000477	1-44-2	Reynolds, Linda	Agency - Workplace Gender Equality Agency	WGEA - Advertising budget	Senator REYNOLDS: Further to what Ms Lyons said, you have core funding as part of your budget, so for campaign specific funding, is that where you go into partnership? Ms Beattie: Yes. Our advertising budget, specifically in terms of paid advertising, is very small. We did a little bit of social media seeding around the flexibility campaign, for example, in the middle of the year. That is in the thousands and not anything greater than that. I think it was under 10, if I am correct, but I will come back on notice with that. What we tend to do, therefore, with our campaigns is to create campaigns that have a long-term platform so that we can build them over time and leverage the effort that is put into building them initially.
EMSQ15-000481	Written	McKenzie, Bridget	Agency - Fair Work Commission	FWC - Delegations	In a presentation to the Australian Industry Group National PIR Group conference on 4 May 2015, President Ross stated that "staff conciliators conduct conferences under delegation – overseen by Deputy President Kovacic." 1. Is the test under the Act for the issue of the certificate that, in the Commission's view, "all reasonable attempts to resolve the dispute...have been, or are likely to be, unsuccessful?" 2. Is the purpose of this certificate under the Act that a complainant cannot take action in Court unless they have this certificate from the Commission? 3. What process applies where a staff conciliator does the conciliation – does a member of commission issue the certificate? a) If the certificate is issued by a member of the Commission, how can they issue this certificate if they have not conducted the conciliation themselves? b) If a certificate is issued by a staff member and not a member of the Commission, how many have been issued in this manner?
EMSQ15-000482	Written	McKenzie, Bridget	Agency - Fair Work Commission	FWC - Powers of panel heads	In a presentation to the Australian Industry Group by President Ross on 4 May, the President flagged plans to reform existing industry panel arrangements. 1. Can the FWC elaborate further on the progress in relation to the implementation of these plans? 2. Were the panel heads or other member of the Commission notified of this proposal prior to it being announced by President Ross?



EMSQ15-000483	Written	McKenzie, Bridget	Agency - Fair Work Commission	FWC - External reviews	<p>Has the FWC engaged consultants within the last 24 months to conduct reviews or analysis of the Commission's management of internal operations, management of travel or resourcing, or distribution of work amongst members of the Commission or its staff?</p> <p>If so, has the FWC received the report, or a draft of the report?</p> <p>a) Please provide the identity of the consultant; and</p> <p>b) Please provide the scope of their review; and</p> <p>c) Please provide the cost of the review; and</p> <p>d) Please provide a copy of any report.</p>
EMSQ15-000484	Written	McKenzie, Bridget	Agency - Fair Work Commission	FWC - Number of agreement approvals	<p>In his presentation to the Australian Industry Group on 4 May, President Ross referred to the "Enterprise Agreements Pilot". This presentation stated that, "Staff prepare initial assessment for Gostencnik DP".</p> <p>1. Is the consideration of enterprise agreement approvals now centralised or does it occur on a state by state basis – that is, do members of the commission in a particular review agreement approve applications made in that same state?</p> <p>2. Who makes the decision on whether an agreement passes the better off overall tests – is it appointed members of the Commission or has that power also been delegated to staff?</p> <p>3. Can you provide, for the six months before, and six months after, the pilot began:</p> <p>a) a break-down of the number of agreement approval applications made in each location;</p> <p>b) whether those agreement approval applications were dealt with and determined by a member from that same location;</p> <p>c) If some were dealt with in other locations, the number that were dealt with by members from other States, and where the deciding member was.</p>
EMSQ15-000485	Written	McKenzie, Bridget	Agency - Fair Work Commission	FWC - Number of unfair dismissals	<p>With regard to FWC records on the number of unfair dismissal applications filed each year, and the number of general protections (involving dismissal) matters filed each year:</p> <p>1. Can you provide the number of unfair dismissal applications and general protections applications since the commencement of the Fair Work Act?</p> <p>2. Can you provide an update on the number of unfair dismissal applications that were filed in the last six months?</p> <p>3. Can you provide, for the six months before, and six months after, the pilot began:</p> <p>a) Of these, how many settled at conciliation and how many proceeded to a hearing?</p> <p>3. If available, can you provide details on the number of settlements that involved a payment in settlement?</p> <p>4. Can you update the number of general protections dismissal applications that were filed in the last six months?</p> <p>a) Of these, how many settled at conciliation and how many continued beyond conciliation?</p> <p>5. Of those that settled at the Commission do you have details on the number of settlements that involved a payment? If so, please provide them.</p>
EMSQ15-000486	Written	McKenzie, Bridget	Agency - Fair Work Commission	FWC - Carrigan dispute	<p>During Estimates before the Committee on Thursday 22 October, President Ross stated:</p> <p>a) "Ms Carrigan was informed in early June 2014 that the vice-president had commenced an extended period of absence during illness." Hansard, page 59)</p> <p>b) "On Vice-President Lawler's return, my chambers referred, in March, Ms Carrigan's complaint to him for a response. I received a response on 8 April. The response addressed some, but not all, of the matters raised by Ms Carrigan." (Hansard, page 59)</p> <p>c) "I responded to further correspondence from Ms Carrigan informing her that the vice-president had resumed a period of sick leave." (Hansard, page 59)</p> <p>d) "In checking the chronology during one of the breaks I think I had indicated to you that I had not corresponded with Ms Carrigan after she had referred the complaint to the minister. I think there was a letter shortly after; I am not sure of the timing." (Hansard, page 78)</p> <p>Questions:</p> <p>1. Can you please provide a copy of each of the aforementioned pieces of correspondence?</p> <p>2. Can you also provide copies of any items of correspondence to which the items (a) and (c) above are in reply?</p> <p>3. Was the complaint of Ms Carrigan provided to any other member of the Commission, other than Vice President Lawler?</p> <p>4. Has the President conducted investigations into any complaints against former Presidential members of the AIRC?</p> <p>5. Does the President have power to investigate complaints against former members of the AIRC?</p>
EMSQ15-000487	Written	McKenzie, Bridget	Agency - Fair Work Commission	FWC - Engagement process	<p>1. Does the FWC have any programmes or processes to facilitate engagement between members or staff of the commission and industrial participants?</p> <p>a) If so, please provide an overview; and:</p> <p>i. Details of which members and with whom they engaged;</p> <p>ii. The locations;</p> <p>iii. The duration;</p> <p>iv. The dates of engagement; and</p> <p>v. The engagement processes.</p> <p>2. Have any members of the commission or staff been required to travel?</p> <p>a) If so, please provide details of the location and length of stay; and</p> <p>b) The home base(s) of the relevant commission member or staff member.</p> <p>3. Have any meetings as part of the above occurred with only employees or employee representatives? If so, please provide details.</p>
EMSQ15-000488	Written	McKenzie, Bridget	Agency - Fair Work Commission	FWC - Time taken on decision-making	<p>1. Please provide a breakdown on each individual Member of the Commission during the last 12 months for the number of matters heard by the Member in respect of:</p> <p>a) Unfair dismissal;</p> <p>b) General protection;</p> <p>c) Unprotected industrial action;</p> <p>d) Protect industrial action processes;</p> <p>e) Agreement approvals;</p> <p>f) Disputes;</p> <p>g) Right of entry disputes;</p> <p>h) Bargaining-related matters; and</p> <p>i) Appeals.</p> <p>2. For each of these matters listed above:</p> <p>a) The average time taken by each Member to list the application; and</p> <p>b) The average time taken by each Member from application to finalisation.</p> <p>3. Please provide a breakdown of the number of days on official commitments each Member spent outside their home state.</p>

EMSQ15-000489	Written	Siewert, Rachel	Outcome 1 - Employment	Centrelink vulnerability indicators	Provide a breakdown of the number and payment type of current Centrelink customers with known 'vulnerability indicators' (indicating where multiple indicators are present).
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