

Senate Standing Committee on Education and Employment

QUESTIONS ON NOTICE Supplementary Budget Estimates 2016 - 2017

Agency - Fair Work Building and Construction

Department of Employment Question No. EMSQ16-000823

Senator Cameron provided in writing.

Question

FWBC - Workplace Research Associates consultancy

In relation to the consultancy carried out by Ms West and/or any other person associated with Workplace Research Associates, please provide the following information:

1. Any proposal for the consultancy provided to FWBC by Workplace Research Associates
2. The scope of the consultancy agreement;
3. Any reports or recommendations made by the consultant;
4. Details of actions taken by FWBC management arising from any report or recommendation of the consultant;
5. The duration of the consultancy;
6. The cost of the consultancy.

Answer

Attachments A-H have been redacted to remove information that identifies individuals or is commercially sensitive. The commercially sensitive information is not available to the market or competitors of the contractor. The information that has been redacted includes: the contractor's statement of professional practice; contractor methodologies; the names of individual consultants and their roles; the names of individual employees; details of contractor experience; contractor pricing structures; and contractor insurance details.

1. There are two Consultancies:
 - a. Proposal to Evaluate Specified SES Positions, October 2013 - refer Attachment A
 - b. Proposal to Review the Senior Structure, November 2014 – refer Attachment B
2. Attachment A - The scope of the consultancy agreement;
 - a. Evaluate the position(s) against work value dimensions that incorporate relativities within and across classifications, spans of control, complexity of issues etc. The dimensions will be those incorporated in the new SES service-wide Work Level Standards
 - b. Undertake an evaluation of the specified positions to ensure appropriate relativities and classifications against the Work Level Standards.

Attachment B - The scope of the consultancy agreement;

- a. Examination of the purpose, aims and functions of the Agency to inform recommendations in relation to an appropriate structure for the Executive, the number of Groups in the Agency and their functions, the reporting lines and management arrangements within Groups
- b. Engagement with senior staff of the Agency to canvass their views in relation to the structure and function of Groups within their responsibility

- c. Examination of the need for establishment of the position of Chief Operating Officer, its responsibilities and span of control

Consultant Reports:

- d. Work Level Standards Assessments for SES Positions, March 2014 - refer Attachment C
- e. Work Level Standards Assessments for SES Positions, January 2015 - refer Attachment D
- f. Review of the Executive Structure, December 2015 – refer Attachment E
- g. Work Level Standards Assessments for Specified Positions, July 2016 - refer Attachment F
- h. Work Level Standards Assessments for a Specified Position, January 2015 - refer Attachment G
- i. Work Level Standards Assessments for a Specified Position, January 2015 - refer Attachment H

3. Actions Taken

- Executive Structure changed as follows:
 - All SES positions changed to the Band 1 level as per recommended assessments
 - Structure flattened with all SES reporting to Director
 - SES total numbers reduced from 8 to 7
 - New position of “National Manager Building Code” created
 - Position change from “Executive Director, Capability Performance and Innovation” to “Chief Operating Officer”
- A change in reporting lines to a regional based structure that addressed the following key issues:
 - Workload and broader functions
 - Geographical structures
 - Multidisciplinary groups:
 - Links to strategic direction
 - Provision of consistent advice and approaches to industry
 - Too many management layers

4. Dr West engaged in various consultancies between October 2013 and July 2016.

5. \$96,841.33 (Ex GST)