

1. Self Initiated work

1. Does the department have a program for staff to engage in self-initiated work (projects, plans etc that are devised by staff without being directed by the minister's office or department management)?

No

2. Please list all ongoing projects. For each, please detail:

N/A

3. When did the project commence?

N/A

4. When is it expected to conclude?

N/A

5. What will the total cost of the project be?

N/A

6. Where did the money for the project come from?

N/A

7. Where is the project based?

N/A

2. Conditions of Government Contracts and Agreements

1. Do any contracts managed by the Department/Agency contain any limitations or restrictions on advocacy or criticising Government policy? If so, please name each contact. When was it formed or created?

No

2. What are the specific clauses and/or sections which state this, or in effect, create a limitation or restriction?

N/A

3. Do any agreements managed by the Department/Agency contain any limitations on restrictions on advocacy or criticisms of Government policy? If so, please name each agreement. When was it formed or created?

No

4. What are the specific clauses and/or sections which state this, or in effect, create a limitation or restriction?

N/A

5. For each of the contracts and agreements, are there any particular reason, such as genuine commercial in confidence information, for this restriction?

N/A

6. Have any changes to financial or resource support to services which advocate on behalf of groups or individuals in Australian society been made? If so, which groups? What was the change?

No

7. Has any consultation occurred between the Department/Agency and any individuals and/or community groups about these changes? If so, what consultation process was used? Was it public? If not, why not? Are public submissions available on a website?

N/A

8. If no consultation has occurred, why not?

N/A

9. Did the Minister/Parliamentary Secretary meet with any stakeholders about changes to advocacy in their contracts and/or agreements? If so, when? Who did he/she meet with?

DHA is unaware of Ministers and Parliamentary Secretary's meetings.

3. Non-Conventional Therapies

Since 7 Septmeber 2013:

1. Are non-conventional therapies, for staff or ministerial use, able to be provided by the department/agency? (Including, but not limited to: Music Therapy, Hypnosis, Acupuncture, Chiropractic, Homeopathy, Naturopathy, etc) If yes:

No

1. What is the process by which these therapies can be approved?

N/A

2. Who are they available to?

N/A

3. Please detail the reasons the therapies able to be provided (e.g. Work Place Agreement, recommended by a report to the department, etc)?

N/A

2. Has the department/agency paid for any non-conventional therapy for any Minister or staff? If yes:

N/A

1. What therapies have been provided?

N/A

2. What were they used to treat?

N/A

3. What was the cost of the therapy?

N/A

4. Statutory Review Provisions

Please list all current legislation, covered by the department's portfolio, which contain a statutory review provision/s. For each, please provide:

1. What work has been done towards preparing for the review? If none, why not?

None of which DHA is aware.

2. Please provide a schedule or a workplan for the review

N/A

3. When did/will this work begin?

N/A

4. When is/was the review due to commence.

N/A

5. What is the expected report date.

N/A

6. Who is the minister responsible for the review

N/A

7. What department is responsible for the review

N/A

8. List the specific clauses or legislation under review caused by the statutory provision.

N/A

9. List the terms of reference.

N/A

10. What is the scope of the review.

N/A

11. Who is conducting the review. How were they selected? What are the legislated obligation for the selection of the person to conduct the review?

N/A

12. What is the budgeted, projected or expected costs of the review?

N/A

13. When was the Minister briefed on this matter?

N/A

14. What decision points are upcoming for the minister on this matter?

N/A

15. List the number of officers, and their classification level, involved in conducting the review

N/A

16. Will the report will be tabled in parliament or made public. If so, when?

N/A

5. Sunset Provisions

1. Please list all current legislation, covered by the department's portfolio, which contain a sunset provision/s. For each, please provide:

None of which DHA is aware

1. What work has been done towards preparing for the activation of sunset provisions? If no work has commenced, why not?

N/A

2. Has any consideration been given to delaying or alerting the sunset provisions?

N/A

3. Please provide a schedule or a workplan for the sunset provisions becoming active

N/A

4. When did/will this work begin?

N/A

5. When is/was the review due to commence.

N/A

6. What is the expected report date.

N/A

7. Who is the minister responsible for the review

N/A

8. What department is responsible for the review

N/A

9. List the specific clauses or legislation under review caused by the statutory provision.

N/A

10. List the terms of reference.

N/A

11. What is the scope of the review.

N/A

12. Who is conducting the review. How were they selected? What are the legislated obligation for the selection of the person to conduct the review?

N/A

13. What is the budgeted, projected or expected costs of the review?

N/A

14. When was the Minister briefed on this matter?

N/A

15. What decision points are upcoming for the minister on this matter?

N/A

16. List the number of officers, and their classification level, involved in conducting the review

N/A

17. Will the the report will be tabled in parliament or made public. If so, when?

N/A

6. Domain Usage

Since Budget Estimates in June, 2014:

1. Please provide a breakdown of the domain usage for the 50 most utilised (by data sent and received), unique (internet) domains accessed by the minister's office. Please provide:

N/A

1. Domain name of the website being accessed (or IP address if the Domain is unavailable in the tracking system).

N/A

2. Amount of data downloaded and uploaded to the site.

N/A

3. Number of times the site was accessed.

N/A

7. Procedure Manuals (Departmental)

1. Does the department have a procedure manual for communication between the department and the minister? If yes, please provide a copy and:

No

2. When was the manual last updated?

N/A

3. Who is responsible for updating the manual?

N/A

4. Has the minister's office had any input into the content of the manual? If so, please detail.

N/A

5. Who is the manual distributed to?

N/A

6. Is anyone responsible for clearing communications before they are sent to the minister or the minister's office?

On occasion, DHA's Managing Director or Company Secretary can approve the provision of formal communication.

8. Procedure Manuals (Ministerial)

1. Does the minister's office have a procedure manual for communication between the minister's office and the department? If yes, please provide a copy and:

Not of which DHA is aware.

2. When was the manual last updated?

N/A

3. Who is responsible for updating the manual?

N/A

4. Who is the manual distributed to?

N/A

5. Is anyone responsible for clearing communications before they are sent to the department?

N/A

9. G20 - Brisbane

1. Which ministers from the portfolio attended the G20 conference in Brisbane? For each attending minister, please answer the following:

DHA was not responsible for the Minister's attendance at G20.

2. How long will the minister be in Brisbane for?

N/A

3. Please provide a copy of the minister's program and a list of any meetings that are scheduled.

N/A

4. Did the minister requested any briefing material from the department in relation to the G20? Please provide a list of the briefing titles.

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No

5. How many ministerial staff will attend with the minister?

No DHA staff attended.

6. How many departmental staff attended the G20?

N/A

7. For each minister and staff member attending, how much was spent on airfares to and from Brisbane?

N/A

8. For each minister and staff member attending, how much was spent on accommodation in Brisbane?

N/A

9. For each minister and staff member attending, how much was spent on other associated expenses? Please detail.

N/A

10. Has the department purchased any merchandise or promotional material for the G20? Please detail.

No.

11. Will the department be preparing a report following the G20? If yes:

No

1. What will be the scope of the report?

N/A

2. When will it be complete?

N/A

3. Will it be available to the public?

N/A

10. Report Printing

Since Budget Estimates in June, 2014:

1. Have any reports, budget papers, statements, white papers or report-like documents printed for or by the department been pulped, put in storage, shredded or disposed of?

DHA did not pulp, shred or dispose of any records that may have had reports, budget papers, statements, white papers or report-like documents.

2. If so please give details; name of report, number of copies, cost of printing, who order the disposal, reason for disposal

N/A

11. Graduate intake

1. What was the graduate intake for 2012-2013?

0

2. What was the graduate intake for 2013-2014?

0

3. What is the graduate intake for 2014-2015?

0

4. What will be the graduate intake for 2015-2016?

0

12. Enterprise Bargaining Agreements (EBAs)

1. Please list all related EBAs with coverage of the department.

Defence Housing Australia Enterprise Agreement 2012-2014.

2. Please list their starting and expiration dates.

Commencement – 2 June 2012

Expiry – 30 June 2014

3. What is the current status of negotiations for the next agreement/s? Please detail.

DHA is still negotiating with bargaining representatives.

13. Reviews

Since Budget Estimates in June, 2014:

1. How many new reviews (defined as review, inter-departmental group, inquiry, internal review or similar activity) have been commenced? Please list them including:

A Scoping Study on the future ownership options of DHA has been announced by Government. The Department of Finance is responsible for managing this Study.

The Department of Finance is responsible for managing this study on future ownership options.

1. the date they were ordered

13 May 2014.

2. the date they commenced

The Department of Finance is responsible for managing this study on future ownership options

3. the minister responsible

The Department of Finance is responsible for managing this study on future ownership options

4. the department responsible

The Department of Finance is responsible for managing this study on future ownership options

5. the nature of the review

The Department of Finance is responsible for managing this study on future ownership options.

6. their terms of reference

The Department of Finance is responsible for managing this study on future ownership options.

7. the scope of the review

The Department of Finance is responsible for managing this study on future ownership options.

8. Who is conducting the review

The Department of Finance is responsible for managing this study on future ownership options.

9. the number of officers, and their classification level, involved in conducting the review

The Department of Finance is responsible for managing this study on future ownership options.

10. the expected report date

The Department of Finance is responsible for managing this study on future ownership options.

11. the budgeted, projected or expected costs

The Department of Finance is responsible for managing this study on future ownership options.

12. If the report will be tabled in parliament or made public

The Department of Finance is responsible for managing this study on future ownership options.

2. For any review commenced or ordered since Budget Estimates in June, 2014, have any external people, companies or contractors being engaged to assist or conduct the review?

The Department of Finance is responsible for managing this study on future ownership options.

1. If so, please list them, including their name and/or trading name/s and any known alias or other trading names

The Department of Finance is responsible for managing this study on future ownership options.

2. If so, please list their managing director and the board of directors or equivalent

The Department of Finance is responsible for managing this study on future ownership options.

3. If yes, for each is the cost associated with their involvement, including a break down for each cost item

The Department of Finance is responsible for managing this study on future ownership options.

4. If yes, for each, what is the nature of their involvement

The Department of Finance is responsible for managing this study on future ownership options.

5. If yes, for each, are they on the lobbyist register, provide details.

The Department of Finance is responsible for managing this study on future ownership options.

6. If yes, for each, what contact has the Minister or their office had with them

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The Department of Finance is responsible for managing this study on future ownership options.

7. If yes, for each, who selected them

The Department of Finance is responsible for managing this study on future ownership options.

8. If yes, for each, did the minister or their office have any involvement in selecting them,

The Department of Finance is responsible for managing this study on future ownership options.

1. If yes, please detail what involvement it was

The Department of Finance is responsible for managing this study on future ownership options.

2. If yes, did they see or provided input to a short list

The Department of Finance is responsible for managing this study on future ownership options.

3. If yes, on what dates did this involvement occur

The Department of Finance is responsible for managing this study on future ownership options.

4. If yes, did this involve any verbal discussions with the department

The Department of Finance is responsible for managing this study on future ownership options.

5. If yes, on what dates did this involvement occur

The Department of Finance is responsible for managing this study on future ownership options.

3. Which reviews are on-going?

The Department of Finance is responsible for managing this study on future ownership options.

The Department of Finance is responsible for managing this study on future ownership options.

2. What is the current cost to date expended on the reviews?

The Department of Finance is responsible for managing this study on future ownership options.

4. Have any reviews been stopped, paused or ceased? Please list them.

The Department of Finance is responsible for managing this study on future ownership options.

5. Which reviews have concluded? Please list them.

None of which DHA is aware.

6. How many reviews have been provided to Government? Please list them and the date they were provided.

The Department of Finance is responsible for managing this study on future ownership options.

7. When will the Government be responding to the respective reviews that have been completed?

N/A

8. What reviews are planned?

Nil

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1. When will each planned review be commenced?

N/A

2. When will each of these reviews be concluded?

N/A

3. When will government respond to each review?

N/A

4. Will the government release each review?

N/A

1. If so, when? If not, why not?

N/A

14. Commissioned reports

Since Budget Estimates in June, 2014:

1. How many reports (including paid external advice) have been commissioned by the Minister, department or agency?

Nil

1. Please provide details of each report including date commissioned, date report handed to Government, date of public release, Terms of Reference and Committee members.

N/A

2. How much did each report cost/or is estimated to cost? How many departmental or external staff were involved in each report and at what level?

N/A

3. What is the current status of each report? When is the Government intending to respond to these reports?

N/A

15. Appointments

Since Budget Estimates in June, 2014:

1. Please detail any board appointments made from to date.

The Hon John Alexander (Sandy) MacDonald, appointed Acting Chairman on 30 October 2014

2. What is the gender ratio on each board and across the portfolio?

3 Males/4 Females

3. Has the department instigated or changed its gender ratio target and/or any other policy intended to increase the participation rate of women on boards? If yes, please specify what the target and policy is for each board.

No

4. Please specify when these gender ratio or participation policies were changed.

N/A

16. Stationery Requirements

Since Budget Estimates in June, 2014:

1. How much has been spent by each department and agency on the government (Ministers / Parliamentary Secretaries) stationery requirements in your portfolio to date?

Nil

1. Detail the items provided to the minister's office.

N/A

2. Please specify how many reams of paper have been supplied to the Minister's office.

N/A

2. How much has been spent on departmental stationary requirements to date.

\$51,598.22

3. Has any customised stationery been requested or provided to the Minister or Ministerial Staff? If yes, please include a photo/scan, detail the type of stationery, date it was requested, date it was provided and the cost.

No

17. Electronic equipment

Since Budget Estimates in June, 2014:

1. Other than phones, ipads or computers – please list the electronic equipment provided to the Minister's office.

Nil

1. List the items

N/A

2. List the items location or normal location

N/A

3. List if the item is in the possession of the office or an individual staff member of minister, if with an individual list their employment classification level

N/A

4. List the total cost of the items

N/A

5. List an itemised cost breakdown of these items

N/A

6. List the date they were provided to the office

N/A

7. Note if the items were requested by the office or proactively provided by the department

N/A

18. Media subscriptions

Since Budget Estimates in June, 2014:

1. What pay TV subscriptions does your department/agency have?

DHA's response has been included in the Departments of Defence's response.

1. Please provide a list of channels and the reason for each channel.

DHA's response has been included in the Departments of Defence's response.

2. What has been the cost of this package/s during the specified period?

DHA's response has been included in the Departments of Defence's response.

3. What is provided to the Minister or their office?

DHA's response has been included in the Departments of Defence's response.

4. What has been the cost of this package/s during the specified period?

DHA's response has been included in the Departments of Defence's response.

2. What newspaper subscriptions does your department/agency have?

DHA's response has been included in the Departments of Defence's response.

1. Please provide a list of newspaper subscriptions and the reason for each.

DHA's response has been included in the Departments of Defence's response.

2. What has been the cost of this package/s during the specified period?

DHA's response has been included in the Departments of Defence's response.

3. What is provided to the Minister or their office?

DHA's response has been included in the Departments of Defence's response.

4. What has been the cost of this package/s during the specified period?

DHA's response has been included in the Departments of Defence's response.

3. What magazine subscriptions does your department/agency have?

DHA's response has been included in the Departments of Defence's response.

1. Please provide a list of magazine subscriptions and the reason for each.

DHA's response has been included in the Departments of Defence's response.

2. What has been the cost of this package/s during the specified period?

DHA's response has been included in the Departments of Defence's response.

3. What is provided to the Minister or their office?

DHA's response has been included in the Departments of Defence's response.

4. What has been the cost of this package/s during the specified period?

DHA's response has been included in the Departments of Defence's response.

4. What publications does your department/agency purchase?

DHA's response has been included in the Departments of Defence's response.

1. Please provide a list of publications purchased by the department and the reason for each.

DHA's response has been included in the Departments of Defence's response.

2. What has been the cost of this package/s during the specified period?

DHA's response has been included in the Departments of Defence's response.

3. What is provided to the Minister or their office?

DHA's response has been included in the Departments of Defence's response.

4. What has been the cost of this package/s during the specified period?

DHA's response has been included in the Departments of Defence's response.

19. Media monitoring

Since Budget Estimates in June, 2014:

1. What was the total cost of media monitoring services, including press clippings, electronic media transcripts etcetera, provided to the Minister's office during the specified period?

N/A

1. Which agency or agencies provided these services?

N/A

2. What has been spent providing these services during the specified period?

N/A

3. Itemise these expenses.

N/A

2. What was the total cost of media monitoring services, including press clippings, electronic media transcripts etcetera, provided to the department/agency during the specified period?

\$5,529.48 for DHA

1. Which agency or agencies provided these services?

iSentia

2. What has been spent providing these services during the specified period?

\$5,529.48

3. Itemise these expenses

Media monitoring: \$5,529.48

20. Media training

Since Budget Estimates in June, 2014:

1. In relation to media training services purchased by each department/agency, please provide the following information:

1. Total spending on these services

\$8,038.00

2. An itemised cost breakdown of these services

Executive media training: \$8,038.00

3. The number of employees offered these services and their employment classification

Four SES

4. The number of employees who have utilised these services and their employment classification

Four SES

5. The names of all service providers engaged

Media Friendly

6. The location that this training was provided

Canberra/Sydney

2. For each service purchased from a provider listed under (1), please provide:

1. The name and nature of the service purchased

Media training

2. Whether the service is one-on-one or group based

Group

3. The number of employees who received the service and their employment classification (provide a breakdown for each employment classification)

Four SES

4. The total number of hours involved for all employees (provide a breakdown for each employment classification)

SES = 10 hours

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5. The total amount spent on the service

\$8,038.00

6. A description of the fees charged (i.e. per hour, complete package)

Package

3. Where a service was provided at any location other than the department or agency's own premises, please provide:

4. The location used

DHA premises

5. The number of employees who took part on each occasion

Two (two sessions)

6. The total number of hours involved for all employees who took part (provide a breakdown for each employment classification)

SES = five hours each

7. Any costs the department or agency's incurred to use the location

Nil

21. G20 - expenses

Please provide an itemised table of all expenses incurred by the department since September 7, 2013 associated with official G20 and related working group, taskforce, roundtable, Sherpa meetings, workshop and study groups) events, including but not limited to hospitality, accommodation, transport, recreation, merchandise, meals/drinks, catering, security.

For each item, please provide:

1. The name of the event/meeting that the expense related to.

DHA did not provide any support to the G20

2. The location of the event.

N/A

3. The date of the event.

N/A

4. The name and ABN of the service provider.

N/A

5. Advise whether the contract was awarded through an open tender process.

N/A

6. The total value of the contract/invoice.

N/A

7. The date the contract was executed by the Department.

N/A

8. The number of attendees at the event, if applicable.

N/A

9. Advise whether an Australian Government Minister was in attendance. Please detail.

N/A

10. Advise whether foreign delegates were in attendance. Please detail.

Advise whether the contract/expenditure was approved by the Prime Minister's Office, and if so the date that approval was sought and granted.

N/A

22. Market Research

Since Budget Estimates in June, 2014:

1. List any market research conducted by the department/agency:

Most of DHA's research is conducted internally. DHA did engage Field Works Research Pty Ltd, a third party research company, to undertake research surveys on DHA's behalf.

1. List the total cost of this research

\$73,885.00

2. List each item of expenditure and cost, broken down by division and program

Housing and maintenance surveys by Field Works Market Research Pty Ltd: \$73,885.00

3. Who conducted the research?

Field Works Market Research Pty Ltd

4. How were they identified?

Open tender process

5. Where was the research conducted?

Australia wide

6. In what way was the research conducted?

By telephone

7. Were focus groups, round tables or other forms of research tools used?

No

8. How were participants for these focus groups et al selected?

Housing: attempts were made to contact all newly relocated Australian Defence Force members or their spouses.

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Maintenance: random sample stratified by location

9. How was the firm or individual that conducted the review selected?

N/A

10. What input did the Minister have?

None if which DHA is aware

11. How was it approved?

N/A

12. Were other firms or individuals considered? If yes, please detail.

N/A

23. FoI Requests

Since Budget Estimates in June, 2014:

1. How many requests for documents under the FOI Act have been received?

7 since June 2014

2. Of these, how many documents have been determined to be deliberative documents?

None

3. Of those assessed as deliberative documents:

N/A

1. For how many has access to the document been refused on the basis that it would be contrary to the public interest?

N/A

2. For how many has a redacted document been provided?

N/A

24. Ministerial Motor vehicle

Since Budget Estimates in June, 2014:

1. Has the minister been provided with or had access to a motor vehicle? If so:

None of which DHA is aware

1. What is the make and model?

N/A

2. How much did it cost?

N/A

3. When was it provided?

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N/A

4. Was the entire cost met by the department? If not, how was the cost met?

N/A

5. What, if any, have been the ongoing costs associated with this motor vehicle? Please include costs such as maintenance and fuel.

N/A

6. Are these costs met by the department? If not, how are these costs met?

N/A

7. Please provide a copy of the guidelines that determine if a minister is entitled to a motor vehicle.

N/A

8. Have these guidelines changed since Additional Estimates in February, 2014? If so, please detail.

N/A

9. Please provide a copy of the guidelines that determine how a minister is to use a motor vehicle they have been provided with. Please include details such as whether the motor vehicle can be used for personal uses.

N/A

10. Have these guidelines changed since Additional Estimates in February, 2014? If so, please detail.

N/A

25. Ministerial Staff vehicles (non-MoPS)

Since Budget Estimates in June, 2014:

1. Outside of MoPS Act entitlements, have any of the Minister's staff been provided with a motor vehicle? If so:

N/A

1. What is the make and model?

N/A

2. How much did it cost?

N/A

3. When was it provided?

N/A

4. Was the entire cost met by the department? If not, how was the cost met?

N/A

5. What, if any, have been the ongoing costs associated with this motor vehicle? Please include costs such as maintenance and fuel.

N/A

6. Are these costs met by the department? If not, how are these costs met?

N/A

7. Please provide a copy of the guidelines that determine this entitlement to a motor vehicle.

N/A

8. Have these guidelines changed during the specified period? If so, please detail.

N/A

9. Please provide a copy of the guidelines that determine how a motor vehicle is to be used that they have been provided with. Please include details such as whether the motor vehicle can be used for personal uses.

N/A

10. Have these guidelines changed during the specified period? If so, please detail.

26. Ministerial Staff vehicles

Since Budget Estimates in June, 2014:

1. Have any of the Minister's staff been provided with a motor vehicle under the MoPS Act entitlements? If so:

N/A

1. What is the make and model?

N/A

2. How much did it cost?

N/A

3. When was it provided?

N/A

4. Was the entire cost met by the department? If not, how was the cost met?

N/A

5. What, if any, have been the ongoing costs associated with this motor vehicle? Please include costs such as maintenance and fuel.

N/A

6. Are these costs met by the department? If not, how are these costs met?

N/A

7. Please provide a copy of the guidelines that determine this entitlement to a motor vehicle.

N/A

8. Have these guidelines changed during the specified period? If so, please detail.

N/A

9. Please provide a copy of the guidelines that determine how a motor vehicle is to be used that they have been provided with. Please include details such as whether the motor vehicle can be used for personal uses.

N/A

10. Have these guidelines changed during the specified period? If so, please detail.

N/A

27. Building Lease Costs

Since Budget Estimates in June, 2014:

1. What has been the total cost of building leases for the agency / department?

\$2,087,114.60 (GST incl.)

2. Please provide a detailed list of each building that is currently leased. Please detail by:

1. Date the lease agreement is active from.

Please see attachment 1, DHA Building Lease Costs

2. Date the lease agreement ends.

Please see attachment 1, DHA Building Lease Costs

3. Is the lease expected to be renewed? If not, why not?

Please see attachment 1, DHA Building Lease Costs

4. Location of the building (City and state).

Please see attachment 1, DHA Building Lease Costs

5. Cost of the lease.

Please see attachment 1, DHA Building Lease Costs

6. Why the building is necessary for the operations of the agency / department.

Please see attachment 1, DHA Building Lease Costs

3. Please provide a detailed list of each building that had a lease that was not renewed during the specified period. Please detail by:

1. Date from which the lease agreement was active.

Please see attachment 1, DHA Building Lease Costs

2. Date the lease agreement ended.

Please see attachment 1, DHA Building Lease Costs

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3. Why was the lease not renewed?

Please see attachment 1, DHA Building Lease Costs

4. Location of the building (City and state).

Please see attachment 1, DHA Building Lease Costs

5. Cost of the lease.

Please see attachment 1, DHA Building Lease Costs

6. Why the building was necessary for the operations of the agency / department.

Please see attachment 1, DHA Building Lease Costs

4. Please provide a detailed list of each building that is expected to be leased in the next 12 months. Please detail by:

1. Date the lease agreement is expected to become active.

Please see attachment 1, DHA Building Lease Costs

2. Date the lease agreement is expected to end.

Please see attachment 1, DHA Building Lease Costs

3. Expected location of the building (City and state).

Please see attachment 1, DHA Building Lease Costs

4. Expected cost of the lease.

Please see attachment 1, DHA Building Lease Costs

1. Has this cost been allocated into the budget?

Please see attachment 1, DHA Building Lease Costs

5. Why the building is necessary for the operations of the agency / department.

Please see attachment 1, DHA Building Lease Costs

5. For each building owned or leased by the department:

Please see attachment 1, DHA Building Lease Costs

1. What is the current occupancy rate for the building?

Please see attachment 1, DHA Building Lease Costs

2. If the rate is less than 100%, detail what the remaining being used for.

Please see attachment 1, DHA Building Lease Costs

28. Government advertising

Since Budget Estimates in June, 2014:

1. How much has been spent on government advertising (including job ads)?

DHA's response has been included in the Departments of Defence's response.

1. List each item of expenditure and cost

DHA's response has been included in the Departments of Defence's response.

2. List the approving officer for each item

DHA's response has been included in the Departments of Defence's response.

3. Detail the outlets that were paid for the advertising

DHA's response has been included in the Departments of Defence's response.

2. What government advertising is planned for the rest of the financial year?

DHA's response has been included in the Departments of Defence's response.

1. List the total expected cost

DHA's response has been included in the Departments of Defence's response.

2. List each item of expenditure and cost

DHA's response has been included in the Departments of Defence's response.

3. List the approving officer for each item

DHA's response has been included in the Departments of Defence's response.

4. Detail the outlets that have been or will be paid for the advertising

DHA's response has been included in the Departments of Defence's response.

29. Workplace assessments

Since Budget Estimates in June, 2014:

1. How much has been spent on workplace ergonomic assessments?

DHA's response has been included in the Departments of Defence's response.

1. List each item of expenditure and cost

DHA's response has been included in the Departments of Defence's response.

2. Have any assessments, not related to an existing disability, resulted in changes to workplace equipment or set up?

DHA's response has been included in the Departments of Defence's response.

3. If so, list each item of expenditure and cost related to those changes

DHA's response has been included in the Departments of Defence's response.

30. Ministerial Website

Since Budget Estimates in June, 2014:

1. How much has been spent on the Minister's website?

None by DHA.

1. List each item of expenditure and cost

N/A

2. Who is responsible for uploading information to the Minister's website?

N/A

3. Have any departmental staff been required to work outside regular hours to maintain the Minister's website? Please detail.

N/A

31. Existing Resources Program

Since Budget Estimates in June, 2014:

1. How many projects, work, programs or other tasks has the department started as a consequence of government policies or priorities that are required to be funded 'within existing resources'?

A Scoping Study on the future ownership options of DHA has been announced by Government. The Department of Finance is responsible for managing this Study.

2. List each

The Department of Finance is responsible for managing this study on future ownership options.

3. List the staffing assigned to each task

No specific staffing has been assigned.

4. What is the nominal total salary cost of the officers assigned to the project?

N/A

5. What resources or equipment has been assigned to the project?

N/A

32. Multiple tenders

Since Budget Estimates in June, 2014:

1. List any tenders that were re-issued or issued multiple times:

To attempt to provide this level of detail would involve an unreasonable diversion of departmental resources.

1. Why were they re-issued or issued multiple times?

To attempt to provide this level of detail would involve an unreasonable diversion of departmental resources.

2. Were any applicants received for the tenders before they were re-issued or repeatedly issued?

To attempt to provide this level of detail would involve an unreasonable diversion of departmental resources.

3. Were those applicants asked to resubmit their tender proposal?

To attempt to provide this level of detail would involve an unreasonable diversion of departmental resources.

33. Staff Transfers

1. How many people does your department employ?

Please see attachment 2 - Staff Transfers Q1.

2. What is the number of staff employed in each state and Territory as at 30 June 2013, and what is their age, gender and classification level?

656 people were employed as at 30 June 2013. Age, gender and classification level are outlined in the attachment 3, Staff Transfers Q2.

3. What is the number of staff currently employed in each state and territory, and what is their age, gender and classification level?

Please see attachment 2 - Staff Transfers Q1.

4. What functions have been transferred between transferred from one state or territory to another since the federal election in 2013?

Please refer to attachment 4, Staff transfers Q5 for age, gender and classification level. In total 109 positions have had their functions centralised into two contact centres located in Adelaide and Townsville. Prior to centralisation functions were performed in every major capital city and some regional areas. The design of the contact centres allow for job tasks to be managed by either contact centre, therefore it is difficult to identify where each position was transferred to.

5. Can you please provide details by function of the, number of staff employed, the age, gender and classification of staff employed in the function that was transferred, where it was based prior to the transfer and where it was transferred to?

Please refer to attachment 4, Staff transfers Q5, for age, gender and classification level. In total 109 positions have had their functions centralised into two contact centres located in Adelaide and Townsville. Prior to centralisation functions were performed in every major capital city and some regional areas. The design of the contact centres allow for job tasks to be managed by either contact centre, therefore it is difficult to identify where each position was transferred to.

6. How many of these people are employed in Canberra?

16

7. How many people did your department employ in Canberra immediately prior to the 2013 federal election?

292

8. How many employees have been transferred out of Canberra since the 2013

0

10. How many of your employees have been transferred to Canberra since the 2013 federal election?

1

11. For all employees transferred to or from Canberra since the 2013 federal election, please provide their age.

59

11. For all employees transferred to or from Canberra since the 2013 federal election, please provide their wage. Please provide the figure for before their transfer and after their transfer.

Prior to transfer into Canberra their salary was \$69,070.
Following their transfer to Canberra their salary is \$70,300

12. For all employees transferred to or from Canberra since the 2013 federal election, please provide their gender.

Female

13. For all employees transferred to or from Canberra since the 2013 federal election, please provide the area of the department they worked in. Please provide this detail for before their transfer and after their transfer.

Pre transfer - Property and Tenancy Services.
Post transfer – Corporate Shared Services.

14. For all employees transferred to or from Canberra since the 2013 federal election, please provide a description of their position. Please provide this detail for before their transfer and after their transfer.

Pre transfer - Property and Tenancy Services (property management). Duties, management of a team of property managers who are responsible for the management of property maintenance and tenancy related services.
Post transfer – Corporate Shared Services (Corporate Affairs). Duties, leadership of a team of customer service and administrative officers responsible for accounts payable, travel and accommodation management.

15. For every transferred employee please provide an explanation for their transfer?

The employee is a spouse of a member of the Australian Defence Force and the ADF member received a posting to transfer to Canberra. DHA supported the employee to transfer into an alternative role as a result of this relocation.

16. For every transferred employee please provide any other cost incurred by the department because of that transfer?

There were no costs associated with this transfer.

17. Please provide all relevant dates.

23 June 2014

Redundancies

19. How many positions have been made redundant in your department since the 2013 federal election?

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127. This figure is owing to the ‘Enhancing DHA Services (EDS)’ project which improved the way DHA delivers services to Defence members and their families. Customer service and administration functions were centralised into two contact centres in Townsville and Adelaide with the I.T help desk support centralised in Canberra.

Please note that even though 127 positions have been made redundant, this does not equate to 127 redundancies as the majority of these staff have been able to secure other on-going employment either in DHA or externally.

1. How many of these positions were ongoing?

127, 35 of these positions were occupied by non-ongoing staff. These positions were an ongoing requirement prior to being made redundant.

2. How many of these positions were non-ongoing?

35

3. How many of these positions were situated in the Australian Capital Territory?

16

2. How many of the employees filling these redundant positions were redeployed since the 2013 federal election?

75

1. How many of these employees were ongoing?

61

2. How many of these employees were non-ongoing?

14

3. How many of these employees were situated in the Australian Capital Territory?

12

3. How many of these employees were offered voluntary redundancies since the 2013 federal election?

0

1. How many of these employees were ongoing?

N/A

2. How many of these employees were non-ongoing?

N/A

3. How many of these employees were situated in the Australian Capital Territory?

N/A

4. How many accepted voluntary redundancies since the 2013 federal election?

N/A

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1. How many of these employees were ongoing?

N/A

2. How many of these employees were non-ongoing?

N/A

3. How many of these employees were situated in the Australian Capital Territory?

N/A

5. How many employees were offered the choice between a voluntary redundancy and redeployment since the 2013 federal election?

0

1. How many of these employees were ongoing?

N/A

2. How many of these employees were non-ongoing?

N/A

3. How many of these employees were situated in the Australian Capital Territory?

N/A

6. For all employees who accepted voluntary redundancies since the 2013 federal election please:

N/A

1. Provide a dollar figure of their pay out, their age, gender and a description of their position including APS level, contract type (non-ongoing versus ongoing), responsibilities and where they were located.

N/A

2. Please specify what component of that figure was paid out entitlements (annual leave etc).

N/A

3. Please specify any other costs incurred by the department because of this redundancy.

N/A

4. Please provide the reason a voluntary redundancy was offered for their position.

N/A

5. Please provide all relevant dates.

N/A

7. For all employees who were redeployed please provide:

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1. Their age, gender and a description of their position prior to and after redeployment, including the wages of these positions, the APS level of these positions, the contract type (non-ongoing versus ongoing) and where they were located.

Please see attachment 5, Staff transfers – redeployed staff

2. Please specify any other costs incurred by the department because of this redeployment.

\$391,752.78 inclusive of GST. Costs relate to the delivery of support programs and training to assist staff occupying roles excess to DHA's requirements.

3. Please provide the reason for that redeployment.

Customer service and administration functions have been centralised into two contact centres located in Townsville and Adelaide. I.T help desk support has also been centralised into Canberra.

4. Please provide all relevant dates.

To attempt to provide this level of detail would involve an unreasonable diversion of departmental resources.

8. Since the 2013 federal election, how many employees in your department have been made forcibly redundant?

38

1. How many of these employees were ongoing?

38

2. How many of these employees were non-ongoing?

0

3. How many of these employees were situated in the Australian Capital Territory?

4

9. How many of these employees were offered voluntary redundancies or redeployments prior to being made forcibly redundant?

All 38 staff were provided with the opportunity to apply for alternative roles across DHA and the wider APS.

1. How many of these employees were ongoing?

38

2. How many of these employees were non-ongoing?

Zero, Non-ongoing staff are not entitled to a redundancy as their contracts cease as scheduled.

3. How many of these employees were situated in the Australian Capital Territory?

12

10. For employees who were made forcibly redundant since the 2013 federal election please provide:

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1. Their age, gender, the dollar figure of their pay out and a description of their position including APS level, contract type (non-ongoing versus ongoing) responsibilities and where they were located.

Please see attachment 6, Redundancies.

2. Please specify what component of that figure was paid out entitlements (annual leave etc).

Please see attachment 6, Redundancies.

3. Please specify any other costs incurred by the department because of this redundancy.

\$391,752.78 inclusive of GST. Costs relate to the delivery of support programs and training to assist staff occupying roles scheduled to be redundant.

4. Please provide the reason for that redundancy.

Customer service and administration functions have been centralised into two contact centres located in Townsville and Adelaide. I.T help desk support has also been centralised into Canberra.

5. Please provide all relevant dates.

Staff were made redundant with effect from 1 October 2014.

Hiring

29. How many people are employed in your department on non-ongoing contracts?

177

30. How many people are employed in your department on ongoing contracts?

472

31. How many non-ongoing contracts has your department extended since the 2013 federal election?

165

32. How many non-ongoing contract extensions did your department submit the Public Service Commission for approval?

DHA received exemptions from the APSC to support the continuation of non-ongoing employment to meet operational and contractual requirements to the Department of Defence.

33. How many of these extensions were approved by the Public Service Commission?

106 – DHA received exemptions from the APSC to support the continuation of non-ongoing employment to meet operational and contractual requirements to the Department of Defence.

1. For every approved extension please provide the following details: the employee's age, gender, wage, APS level, a description of their job, their length of continuous employment by the APS, the length of approved extension, the reasons why the extensions was submitted and the reasons why the extension was approved by the Public Service Commission, as well as all relevant dates.

Extensions were approved based upon DHA's exemption from by the APSC as outlined in the response to Q33 above. Please see attachment 7, Hiring 1.

2. How many of these extensions were rejected by the Public Service Commission?

0

1. For every rejected extension please provide the following details: the employee's age, gender, wage, APS level, a description of their job, their length of continuous employment by the APS, the length of extension sought by the department, the reasons why the extensions was submitted and the reasons why the extension was rejected by the Public Service Commission, as well as all relevant dates.

N/A

3. How many non-ongoing contracts have been extended by your department without the Public Service Commission's approval?

DHA had all initial extensions approved.

1. For every unapproved extension please provide the following details: the employee's age, gender, wage, APS level, a description of their job, their length of continuous employment by the APS, the length of the unapproved extension, the reasons why the extension was granted, whether the extension was submitted to the Public Service Commission for approval, and the reasons why the extension was granted without the approval of the Public Service Commission, as well as all relevant dates.

Please see attachment 8, Hiring 2.

4. How many non-ongoing contracts have expired without extension since the 2013 federal election?

31

1. For every expired non-ongoing contract please provide the following details: the employee's age, gender, wage, APS level, a description of their job, their length of continuous employment by the APS, the reason why an extension was not sought, as well as all relevant dates.

Please see attachment 9, Hiring 3.

Non-ongoing contracts not extended were due to operational requirements and the engagement was for a defined period of time.

5. How many new employees have been engaged by your department on non-ongoing contracts since the 2013 federal election?

119

6. How many new non-ongoing engagements were submitted to the Public Service Commission for approval since the 2014 federal election?

0

7. How many of these new non-ongoing engagements were approved by the Public Service Commission?

0

1. For every approved new engagement of a non-ongoing employee please provide the following details: the employee's age, gender, wage, APS level, a description of their job, the length of

their non-ongoing contract, whether this position was advertised externally, the reason for engaging this new employee and the reason given by the Public Service Commission for approving this engagement, as well as all relevant dates relating to this application.

Please see attachment 10 , Hiring 4.

8. How many of these new non-ongoing employee applications were rejected by the Public Service Commission?

N/A

1. For every new non-ongoing engagement rejected by the Public Service Commission please provide the following details: APS level, a description of their job, the length of their non-ongoing contract, the reason for engaging the new employee and the reason given by the Public Service Commission for rejecting this engagement, as well as all relevant dates relating to this application.

N/A

9. How many new employees have been engaged on non-ongoing contracts without the approval of the Public Service Commission?

119 since the 2013 federal election.

1. For every non-ongoing employee engaged without the Public Service Commission's approval please provide the following details: the employee's age, gender, wage, APS level, a description of their job, the length of their non-ongoing contract, whether this position was advertised externally, the reason for engaging this new employee and the reason for engaging this employee without the Public Service Commission's approval, as well as all relevant dates.

Please see attachment 10 , Hiring 4.

10. How many new employees have been engaged by your department on ongoing contracts since the 2013 federal election?

44

11. How many new ongoing engagements were submitted to the Public Service Commission for approval since the 2013 federal election?

Approval from the APSC to engage an ongoing employee was not required prior to the release of Interim Recruitment Arrangements effective 31 October 2013. Following the release of interim recruitment arrangements DHA received exemptions from the APSC to engage ongoing staff to meet operational and contractual requirements with the Department of Defence.

12. How many of these new ongoing engagements were approved by the Public Service Commission?

The 40 that occurred after the release of the interim recruitment arrangements.

1. For every approved new engagement of a ongoing employee please provide the following details: the employee's age, gender, wage, APS level, a description of their job, the length of their ongoing contract, whether this position was advertised externally, the reason for engaging

this new employee and the reason given by the Public Service Commission for approving this engagement, as well as all relevant dates relating to this application.

Please see attachment 11, Hiring 5.

As approval was not required from the APSC prior to the 31 October 2013 the attached document reflects ongoing engagements since the release of the APSC's Interim recruitment arrangements. DHA was provided with exemptions from the APSC to conduct ongoing engagements.

13. How many of these new ongoing employee applications were rejected by the Public Service Commission?

0

1. For every new ongoing engagement rejected by the Public Service Commission please provide the following details: APS level, a description of their job, the length of their ongoing contract, the reason for engaging the new employee and the reason given by the Public Service Commission for rejecting this engagement, as well as all relevant dates relating to this application.

N/A

14. How many new employees have been engaged on ongoing contracts without the approval of the Public Service Commission?

0

1. For every ongoing employee engaged without the Public Service Commission's approval please provide the following details: the employee's age, gender, wage, APS level, a description of their job, the length of their ongoing contract, whether this position was advertised externally, the reason for engaging this new employee and the reason for engaging this employee without the Public Service Commission's approval, as well as all relevant dates.

N/A appropriate

34. Departmental Upgrades

Since Budget Estimates in June, 2014:

1. Has the department/agency engaged in any new refurbishments, upgrades or changes to their building or facilities?

To attempt to provide this level of detail would involve an unreasonable diversion of departmental resources.

1. If so, list these

To attempt to provide this level of detail would involve an unreasonable diversion of departmental resources.

2. If so, list the total cost for these changes

To attempt to provide this level of detail would involve an unreasonable diversion of departmental resources.

3. If so, list the itemised cost for each item of expenditure

To attempt to provide this level of detail would involve an unreasonable diversion of departmental resources.

4. If so, who conducted the works?

To attempt to provide this level of detail would involve an unreasonable diversion of departmental resources.

5. If so, list the process for identifying who would conduct these works

To attempt to provide this level of detail would involve an unreasonable diversion of departmental resources.

6. If so, when are the works expected to be completed?

To attempt to provide this level of detail would involve an unreasonable diversion of departmental resources.

35. Wine Coolers / Fridges

Since Budget Estimates in June, 2014:

1. Has the department/agency purchased or leased any new wine coolers, or wine fridges or other devices for the purpose of housing alcohol beverages, including Eskies?

No

1. If so, list these

N/A

2. If so, list the total cost for these items

N/A

3. If so, list the itemised cost for each item of expenditure

N/A

4. If so, where were these purchased

N/A

5. If so, list the process for identifying how they would be purchased

N/A

6. If so, what is the current location for these items?

N/A

7. If so, what is the current stocking level for each of these items?

N/A

36. Office Plants

Since Budget Estimates in June, 2014:

1. Has the department/agency purchased or leased any office plants?

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No

1. If so, list these

N/A

2. If so, list the total cost for these items

N/A

3. If so, list the itemised cost for each item of expenditure

N/A

4. If so, where were these purchased

N/A

5. If so, list the process for identifying how they would be purchased

N/A

6. If so, what is the current location for these items?

N/A

37. Office recreation facilities

Since Budget Estimates in June, 2014:

1. Has the department/agency purchased or leased or constructed any office recreation facilities, activities or games (including but not limited to pool tables, table tennis tables or others)?

No

1. If so, list these

N/A

2. If so, list the total cost for these items

N/A

3. If so, list the itemised cost for each item of expenditure

N/A

4. If so, where were these purchased

N/A

5. If so, list the process for identifying how they would be purchased

N/A

6. If so, what is the current location for these items?

N/A

7. If so, what is the current usage for each of these items?

38. Vending machines

Since Budget Estimates in June, 2014:

1. Has the department/agency purchased or leased or taken under contract any vending machine facilities?

No

1. If so, list these

N/A

2. If so, list the total cost for these items

N/A

3. If so, list the itemised cost for each item of expenditure

N/A

4. If so, where were these purchased

N/A

5. If so, list the process for identifying how they would be purchased

N/A

6. If so, what is the current location for these items?

N/A

7. If so, what is the current usage for each of these items?

N/A

39. Legal Costs

Since Budget Estimates in June, 2014:

1. List all legal costs incurred by the department or agency

For the period 1 July to 31 October 2014 DHA incurred \$198K in legal expenses.

2. List the total cost for these items, broken down by source of legal advice, hours retained or taken to prepare the advice and the level of counsel used in preparing the advice, whether the advice was internal or external

To attempt to provide this level of detail would involve an unreasonable diversion of departmental resources.

3. List cost spend briefing Counsel, broken down by hours spent briefing, whether it was direct or indirect briefing, the gender ratio of Counsel, how each Counsel was engaged (departmental, ministerial)

To attempt to provide this level of detail would involve an unreasonable diversion of departmental resources.

4. How was each piece of advice procured? Detail the method of identifying legal advice

To attempt to provide this level of detail would involve an unreasonable diversion of departmental resources.

40. Lobbyist Register Meetings

Since Budget Estimates in June, 2014:

1. List all interactions between the department/agency with any representative listed on the lobbyist register

DHA has not undertaken any engagement with lobbyists since June 2014.

2. List the participants in the meeting, the topic of the discussion, who arranged or requested the meeting, the location of the meeting

N/A

3. List all interactions between the Minister/parliamentary Secretary and/or their offices with any representative listed on the lobbyist register during the specified period. List the participants in the meeting, the topic of the discussion, who arranged or requested the meeting, the location of the meeting

N/A

41. Provision of equipment - departmental

Since Budget Estimates in June, 2014:

1. Has electronic equipment (such as ipad, laptop, wireless card, vasco token, blackberry, mobile phone (list type if relevant), thumb drive, video cameras) been provided by the department/agency to departmental staff? If yes provide a list of:

The Managing Director considers compiling the detail required to answer this question would be an unnecessary diversion of agency resources.

2. What has been provided?

The Managing Director considers compiling the detail required to answer this question would be an unnecessary diversion of agency resources.

3. The purchase cost.

The Managing Director considers compiling the detail required to answer this question would be an unnecessary diversion of agency resources.

4. The ongoing cost.

The Managing Director considers compiling the detail required to answer this question would be an unnecessary diversion of agency resources.

5. A list of any accessories provided for the equipment and the cost of those accessories. (e.g. iPad keyboards, laptop carry bags, additional chargers etc).

The Managing Director considers compiling the detail required to answer this question would be an unnecessary diversion of agency resources.

6. A breakdown of what staff and staff classification receives each item.

The Managing Director considers compiling the detail required to answer this question would be an unnecessary diversion of agency resources.

42. Ministerial staff turnover

1. List the current staffing allocation for each Minister and Parliamentary Secretary

N/A

2. For each Minister or Parliamentary Secretary list the number of staff recruited, broken down by their staffing classification

N/A

3. For each Minister or Parliamentary Secretary list the number of staff that have resigned, broken down by their staffing classification

N/A

4. For each Minister or Parliamentary Secretary list the number of staff that have been terminated, broken down by their staffing classification

N/A

5. For each Ministerial staff position, please provide a table of how many individual people have been engaged against each position since the swearing in of the Abbott Government, broken down by employing member and the dates of their employment

43. Unallocated Equipment

1. Please detail how much electrical equipment, phones and computers the department/agency has in storage or unallocated to staff

26 x iPad Air – reserved for Kiosks

6 x Apple TV

6 x iPad Mini

4 x HP Laptops (pooled devices)

3 x HP PC's

7 x 22' Monitors

8 x Cameras

2. Please detail the purchase, storage and ongoing costs associated with equipment, phones and computers in storage or unallocated.

Storage –Stored on site – no on-going costs

Purchase Costs

iPad Air –\$549.00 each

Apple TV - \$99.00 each

iPad Mini - \$459.00 each

HP Laptops (pooled devices) - \$1271.00 each

HP PC's (Bought last FY)

22' Monitors (Bought last FY)

44. Communications staff

1. For all departments and agencies, please provide – in relation to all public relations, communications and media staff – the following:

2. How many ongoing staff, the classification, the type of work they undertake and their location.

9 x ongoing staff all Canberra based

1 X EL 2 – National Manager Communication, 5 direct reports

1 X EL 2- National Manager Marketing & Residential Development projects, 7 direct reports.

1 X EL 1 – Communication Manager- Defence member communication

1 X EL 1 – Marketing Program Manager – Sale & Lease back and lessor relations marketing & communication

1 x EL 1 – Media Manager

1 x DHA 5 – Marketing Projects Officer – residential development marketing

1 x DHA 6 – Communication Projects Officer – Brand & sponsorship management

1 x DHA 5 – Communication Officer – Internal Communication

1 x DHA 4 – Marketing Support Officer – Sale & Lease back marketing & Lessor relations

3. How many non-ongoing staff, their classification, type of work they undertake and their location

6 x non-ongoing staff

1 x EL2 – Head of Marketing Communication – 2 x EL2 direct reports, responsible for overall management of all DHA communication marketing function.

1 x EL1- Marketing program Manager- residential developments

1 x DHA 4 – Marketing Projects support officer – Residential developments marketing

1 x DHA 4 – Communication Support Officer – Internal communications

1 x DHA 4 – Communication Support Officer – Internal and Defence member communication

1 x DHA6 – Intranet & website Officer.

4. How many contractors, their classification, type of work they undertake and their location

0

5. How many are graphic designers?

0

6. How many are media managers?

1

7. How many organise events?

7 organise events as part of their duty statement, however no sole event managers.

45. Red tape reduction

1. Please detail what structures, officials, offices, units, taskforce or other processes has the department dedicated to meeting the government's red tape reduction targets?

None

1. What is the progress of that red tape reduction target

N/A

2. How many officers have been placed in those units and at what level?

N/A

3. How have they been recruited?

N/A

4. What process was used for their appointment?

N/A

5. What is the total cost of this unit?

N/A

6. What is the estimated total salary cost of the officers assigned to the unit.

N/A

7. Do members of the unit have access to cabinet documents?

N/A

8. Please list the security classification and date the classification was issued for each officer, broken down by APS or SES level, in the red tape reduction unit or similar body.

N/A

9. What is the formal name given to this unit/taskforce/team/workgroup or agency within the department?

N/A

46. Land costs

1. How much land (if any) does the Department or agencies or authorities or Government corporation within each portfolio own or lease?

Defence Housing Australia provides residential housing to Defence in support of Defence operations. As at 28 November, approximately 15194 residential houses managed, leased or owned by DHA are occupied by Defence members and their families.

2. Please list by each individual land holding, the size of the piece of land, the location of that piece of land and the latest valuation of that piece of land, where that land is owned or leased by the Department, or agency or authority or Government Corporation within that portfolio? (In

regards to this question please ignore land upon which Australian Defence force bases are located. Non Defence Force base land is to be included)

To attempt to provide this level of detail would involve an unreasonable diversion of departmental resources.

3. List the current assets, items or purse (buildings, facilities or other) on the land identified above.

a. What is the current occupancy level and occupant of the items identified in (3)?

To attempt to provide this level of detail would involve an unreasonable diversion of departmental resources.

b. What is the value of the items identified in (3)?

To attempt to provide this level of detail would involve an unreasonable diversion of departmental resources.

c. What contractual or other arrangements are in place for the items identified in (3)?

To attempt to provide this level of detail would involve an unreasonable diversion of departmental resources.

4. How many buildings (if any) does the Department or agencies or authorities or Government Corporation within each portfolio own or lease?

One

5. Please list by each building owned, its name, the size of the building in terms of square metres, the location of that of that building and the latest valuation of that building, where that building is owned by the Department, or agency or authority or Government corporation within that portfolio? (In regards to this question please ignore buildings that are situated on Australian Defence force bases. Non Defence Force base buildings are to be included).

The Coral Sea Childcare Centre (1,182 m²)

71-73 Bamford Lane

Townsville

Last Valuation: 31/12/2013

The Land valuation was \$650,000

6. In regards to any building identified in Q4, please also detail, the occupancy rate as expressed as a percentage of the building size. If occupancy is identified as less than 100%, for what is the remaining space used?

The Coral Sea Childcare Centre is a peppercorn lease arrangement between Defence Housing Australia (DHA) and the Commonwealth (the Department of Defence). The purpose of this arrangement is to provide childcare facilities to Defence member families and the public.

47. Ministerial staff code

Since Budget Estimates in June, 2014:

1. Have there been any identified breaches of the Ministerial Staff Code of Conduct by the Minister, their office or the department?

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N/A

1. If so, list the breaches identified, broken by staffing classification level

N/A

2. If so, what remedy was put in place to manage the breach? If no remedy has been put in place, why not?

N/A

3. If so, when was the breach identified? By whom? When was the Minister made aware?

N/A

2. Can the Minister confirm that all ministerial and electorate officers in their office comply fully with the ministerial staff code of conduct?

N/A

1. If not, how many staff don't comply, broken down by classification level?

N/A

2. How long have they worked for the Minister?

N/A

3. Can you confirm they all complied with the code on the date of their employment?

N/A

1. If not, on what date did they comply?

N/A

4. Can you confirm that all disclosures as required by the code were made to the government staffing committee?

N/A

1. If so, on what date were those disclosure made?

N/A

5. By position title list the date each staff member was approved by government staff committee

N/A

6. Can you confirm all staff have divested themselves of any and all relevant shares as of the date of their appointment

N/A

7. Can you list by number if any staff have been granted exception by the SMOS to remain a director of a company as allowed by the Ministerial Staff Code of Conduct, break down by position level

N/A

**48. Boards (for Departments or agencies with boards)
Since Budget Estimates in June, 2014 for each board in the portfolio or agencies:**

1. how often has each board met, break down by board name;

DHA's response has been included in the Departments of Defence's response.

2. what travel expenses have been incurred;

DHA's response has been included in the Departments of Defence's response.

3. what has been the average attendance at board meetings;

DHA's response has been included in the Departments of Defence's response.

4. List each member's attendance at meetings;

DHA's response has been included in the Departments of Defence's response.

5. how does the board deal with conflict of interest;

DHA's response has been included in the Departments of Defence's response.

6. what conflicts of interest have been registered;

DHA's response has been included in the Departments of Defence's response.

7. what remuneration has been provided to board members;

DHA's response has been included in the Departments of Defence's response.

8. how does the board dismiss board members who do not meet attendance standards?

DHA's response has been included in the Departments of Defence's response.

9. Have any requests been made to ministers to dismiss board members?

DHA's response has been included in the Departments of Defence's response.

10. Please list board members who have attended less than 51% of meetings

DHA's response has been included in the Departments of Defence's response.

11. what have been the catering costs for the board meetings held during this period? Please break down the cost list.

DHA's response has been included in the Departments of Defence's response.

49. Shared resources following MOG changes

1. Following the Machinery of Government changes does the department share any goods/services/accommodation with other departments?

No

2. What resources/services does the department share with other departments; are there plans to cease sharing the sharing of these resources/services?

N/A

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?

N/A

50. Departmental Rebranding

1. Has the department/Agency undergone a name change or any other form of rebranding since Additional Estimates in February, 2014? If so:

Nil

a. Please detail why this name change / rebrand were considered necessary and a justified use of departmental funds?

N/A

i. Please provide a copy of any reports that were commissioned to study the benefits and costs associated with the rebranding.

N/A

b. Please provide the total cost associated with this rebrand and then break down by amount spent replacing:

N/A

i. Signage.

N/A

ii. Stationery (please include details of existing stationery and how it was disposed of).

N/A

iii. Logos

N/A

iv. Consultancy

N/A

v. Any relevant IT changes.

N/A

vi. Office reconfiguration.

N/A

c. How was the decision reached to rename and/or rebrand the department?

N/A

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.

N/A

51. Contracts under \$10,000

Since Budget Estimates in June, 2014:

1. Please provide a detailed list of all contracts entered into that are worth between \$4,000 and \$10,000.

To attempt to provide this level of detail would involve an unreasonable diversion of departmental resources.

52. Freedom of Information

The following questions relate to requests made pursuant to the Freedom of Information Act (the Act):

Consultations with other Departments, Agencies and the Minister

1. Other than for the purpose of discussing a transfer under section 16 of the Act, does the Department consult or inform other Departments or Agencies when it receives Freedom of Information requests?

No

2. If so, for each instance provide a table setting out the following information:

N/A

1. The Department or Agency which was consulted;

N/A

2. The document;

N/A

3. The purpose of the consultation;

N/A

4. Whether an extension of time was sought from the applicant to allow time for the consultation, including whether it was granted and the length of the extension;

N/A

5. Whether an extension of time was sought from the Information Commissioner to allow time for the consultation, including whether it was granted and the length of the extension

N/A

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3. Other than for the purposes of discussing a transfer under section 16 of the Act, has the Department consulted or informed the Minister's office about Freedom of Information requests it has received?

No

4. If yes, provide a table setting out the following information:

N/A

1. The requests with respect to which the Minister or Ministerial office was consulted;

N/A

2. The Minister or Ministerial office which was consulted;

N/A

3. The purpose of the consultation;

N/A

4. Whether an extension of time was sought from the applicant to allow time for the consultation, including whether it was granted and the length of the extension;

N/A

5. Whether an extension of time was sought from the Information Commissioner to allow time for the consultation, including whether it was granted and the length of the extension

N/A

6. Whether any briefings (including formal briefs, email briefings and verbal briefings) were provided to the Minister's office

N/A

Staffing resources

The following questions relate to the period from 18 September 2013:

1. For the period of time from 18 September 2013, what was the average FTE is allocated to processing FOI requests?

60% of one FTE

FOI Disclosure Log

1. For the purposes of meeting its obligations under 11C of the Act, does the Department or Agency:

1. Maintain a webpage allowing download of documents released under section 11A (direct download)?

Yes

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2. Require individuals to contact the Department or Agency to ask for the provision of those documents (request for provision)?

No

3. Facilitate to those documents in a different manner (if so, specify).

No

2. If the Department or Agency has moved from a system of meetings its 11C obligations by direct download, to a system of meeting those obligations by request for provision, provide the following information:

1. The dates for which documents were made available for direct download, and the dates for which documents were made available through request for provision;

N/A

2. The total number of direct downloads of documents released under 11A the Departmental or Agency website;

To attempt to provide this level of detail would involve an unreasonable diversion of departmental resources.

3. The total number of requests for provision to documents that had been directly received, and how many had been processed by [date]?

Nil

4. What was the average FTE allocated to monitoring incoming email, collating and forwarding documents providing under a request for provision?

Nil for the provision of documents

1. What was the approximate cost for salaries for the FTE staff allocated to this task?

Nil for the provision of documents

3. Has the Department or Agency charged any for access to a document under section 11C(4)?

No

4. If so, please provide the following information in a table:

N/A

1. On how many occasions charges have been imposed;

N/A

2. The amount charged for each document

N/A

3. The total amount charged;

N/A

4. What is the highest charge that has been imposed.

N/A

With respect to FOI requests:

1. How many documents were assessed (at internal review or - if internal review was not requested - by the original decision maker) as conditionally exempt?

23 between September 2013 and 31 October 2014

2. Of those, how many were:

1. Released in full

2

2. Released in part

14

3. Refused access on the grounds that release of the document would be contrary to the public interest

Nil

4. Other (please specify)

7 (S45 – 1, withdrawn - 5, unable to locate docs – 1)

53. Prequalified, Multi-use list tenders

1. Does the Department/Agency have existing prequalified or multi-use list panels for tenders?

Yes

2. Please list all Prequalified or Multi-use list panels, and the firms on them, compiled or used by the department/agency?

To attempt to provide this level of detail would involve an unreasonable diversion of departmental resources.

3. Do any of your EL or higher staff have interest- financial or otherwise - in any of the firms on your panels?

To attempt to provide this level of detail would involve an unreasonable diversion of departmental resources.

4. Do any Ministerial staff have directorships in any of the firms on your panels?

To attempt to provide this level of detail would involve an unreasonable diversion of departmental resources.

5. Do any Ministerial staff have interest- financial or otherwise in any of the firms on your panel?

To attempt to provide this level of detail would involve an unreasonable diversion of departmental resources.

6. Have the minister or ministerial staff made representations concerning the panels?

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To attempt to provide this level of detail would involve an unreasonable diversion of departmental resources.

7. Is Australian Public Affairs on any of your panels?

To attempt to provide this level of detail would involve an unreasonable diversion of departmental resources.

54. Senate estimates briefing

Since Budget Estimates in June, 2014:

1. How many officers have been responsible for preparing the department, agency, Minister or representing Minister's briefing pack for the purposes of senate estimates?

3

2. How many officer hours were spent on preparing that information?

13 hours

1. Please break down the hours by officer APS classification

SES B1 - 2

EL2 - 9

ASO6 - 2

3. Were drafts shown to the Minister or their office before senate estimates? a. If so, when did this occur? b. How many versions of this information were shown to the minister or their office?

No

4. Did the minister or their office make any contributions, edits or suggestions for departmental changes to this information?

N/A

1. If so, when did this occur?

N/A

2. What officer hours were spent on making these edits? Please break down the hours by officer APS classification.

N/A

3. When were the changes made?

N/A

5. Provide each of the contents page of the Department/Minister/representing Minister's Senate Estimates folder prepared by the department for the Additional Estimates hearings in February 2014.

N/A

55. Advertising

Since Budget Estimates in June, 2014:

1. How much has the Department/Agency spent on Advertising? Including through the use of agencies.

\$1,647,330.33 (inc. GST)

2. Please detail each advertising campaign including its cost, where the advertising appeared, production costs, who approved, ministerial or ministerial staff involvement in commissioning.

DHA has not run any campaign advertising in the specified period.

3. Provide copies of approvals, including but not limited to, approvals made by the Prime Minister or his delegate, the Minister or their delegate or the department or their delegate.

N/A

56. Departmental Staff Misconduct

Since Budget Estimates in June, 2014:

1. Please provide a copy of the departmental staff code of conduct.

DHA utilises the code of conduct in the *Public Service Act 1999*.

2. Have there been any identified breaches of this code of conduct by departmental staff?

No

1. If yes, list the breaches identified, broken by staffing classification level.

N/A

2. If yes, what remedy was put in place to manage the breach? If no remedy has been put in place, why not?

N/A

3. If yes, when was the breach identified? By whom? When was the Minister made aware?

N/A

4. If yes, were there any legal ramifications for the department or staff member? Please detail.

N/A

57. Cloud Services and Storage

1. Is the department using or planning to use cloud digital services (e.g. storage, computer software access etc)? If yes:

N/A

2. What date did/will cloud services be deployed in the department?

N/A

3. Please provide a list of all cloud services in use or being considered for use.

N/A

4. How much do these services cost? Please break down by service.

N/A

5. How much cloud storage (in gigabytes) is available for departmental use? What percentage of the available total is in use?

N/A

6. How much does this cloud storage cost per month?

N/A

7. What security arrangements are in place to protect cloud based services and storage?

N/A

8. Have any security analysts been employed / contracted to advise on the implementation and upkeep of these security arrangements?

N/A

9. What has been the cost of security for the cloud? Please provide a breakdown.

N/A

58. Disability Access

1. Please provide a list of all premises owned, leased or otherwise operated by the department / agency which do not yet comply with the Disability Discrimination Act (through The Disability (Access to Premises - Buildings) Standards 2010). For each, please provide:

The Premises Standards came into effect 1 May 2011 and applies to buildings where building approval is lodged on or after that date. This Act does not apply to any part of an existing building until work requirement of the approval of a building regulator is undertaken.

2. The year in which it was purchased / leased / rented (and if lease / rental agreement, when it expires).

Please see attachment 1, QoN Building Lease Costs

3. What plans are in place to make the premises compliant with the act.

At this time DHA does not have plans to make any of its leased premises compliant with the act. However, should any modifications to DHA's existing leased offices be required, DHA would ensure that these modifications are compliant with the act.

4. When these plans will commence and when they are expected to be complete.

N/A

5. Has the minister or the minister's office been informed of these plans? Please provide a copy of any communication (including but not limited to emails, letters, memos, notes etc) between the minister's office and the department regarding this issue.

N/A

6. What is the expected cost of making the premises compliant? Please break down the costs.

N/A

7. Have any plans to make any premises compliant been cancelled, put on hold or delayed since September 7, 2013? If yes, please detail, including the reasons for which they were cancelled, put on hold or delayed and how the decision was reached.

No

8. Have any complaints been lodged with regard to the premises not being compliant? If yes, please detail.

No

59. Fee for services

Since September 7, 2013:

1. Have any existing services provided by the department / agency moved from being free to a user-pay service? Have any additional fees been placed on existing services? If yes please provide a list and include:

No

2. Name of the fee and a short description of what it covers.

N/A

3. How much is the fee (and is it a flat fee or a percentage of the service).

N/A

4. The date the fee came into place.

N/A

5. Were any reviews requested, commenced or complemented into the benefits and drawbacks of attaching the fee to the service? If yes, please detail and provide a copy of the review.

N/A

6. What consultation was carried out before the fee was put into place?

N/A

7. How was the fee put into place (e.g. through legislation, regulation changes etc)?

N/A

8. What justification is there for the fee?

N/A

9. test

N/A

60. Documents provided to minister

1. Excluding policy or correspondence briefs, how many documents are provided to the Minister's office on a regular and scheduled basis? Including documents that are not briefs to the minister and do not require ministerial signature.

To attempt to provide this level of detail would involve an unreasonable diversion of departmental resources.

2. List those documents, their schedule and their purpose (broken down by ministerial signature and office for noting documents)

To attempt to provide this level of detail would involve an unreasonable diversion of departmental resources.

3. How are they transmitted to the office?

They are transmitted either by email directly to the Ministers Office or through the Department of Defence.

4. What mode of delivery is used (hardcopy, email) for those documents?

They are transmitted either by email directly to the Ministers Office or through Department of Defence.

5. What level officer are they provided to in the minister's office?

To attempt to provide this level of detail would involve an unreasonable diversion of departmental resources.

61. Merchandise or Promotional Material

Since 7 September 2013:

1. Has the department purchased any merchandise or promotional material?

Yes

2. List by item, and purpose for each item, including if the material is for a specific policy or program or for a generic puporse (note that puporse)

To attempt to provide this level of detail would involve an unreasonable diversion of departmental resources.

3. List the cost for each item

To attempt to provide this level of detail would involve an unreasonable diversion of departmental resources.

4. List the quantity of each item

To attempt to provide this level of detail would involve an unreasonable diversion of departmental resources.

5. Who suggested these material be created?

To attempt to provide this level of detail would involve an unreasonable diversion of departmental resources.

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6. Who approved its creation?

To attempt to provide this level of detail would involve an unreasonable diversion of departmental resources.

7. Provide copies of authorisation

To attempt to provide this level of detail would involve an unreasonable diversion of departmental resources.

8. When was the Minister informed of the material being created?

To attempt to provide this level of detail would involve an unreasonable diversion of departmental resources.

9. Who created the material?

To attempt to provide this level of detail would involve an unreasonable diversion of departmental resources.

10. How was that person selected?

To attempt to provide this level of detail would involve an unreasonable diversion of departmental resources.

11. How many individuals or groups were considered in selecting who to create the material?

To attempt to provide this level of detail would involve an unreasonable diversion of departmental resources.

62. Freedom of Information - Stats

1. How many FOI requests were received between 7 September 2013 to date.

23

2. How many of those requests were finalised within the regular timeframes provided under the FOI Act?

23

3. How many of those requests were granted an extension of time under s 15AA of the FOI Act?

None

4. How many of those requests were granted an extension of time under s 15AB of the FOI Act?

None

5. How many of those requests were finalised out of time?

N/A

63. Contracts for Temporary Staff

Since Budget Estimates in June, 2014:

1. How much did the department/agency spend on temporary or contract staff?

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To attempt to provide this level of detail would involve an unreasonable diversion of departmental resources.

2. How many temporary or contract staff have been employed?

To attempt to provide this level of detail would involve an unreasonable diversion of departmental resources.

3. What is the total number of temporary or contract staff currently employed?

To attempt to provide this level of detail would involve an unreasonable diversion of departmental resources.

4. How much was paid for agencies/companies to find temporary/contract staff?

To attempt to provide this level of detail would involve an unreasonable diversion of departmental resources.

5. Have there been any changes to the policies/criteria that govern the appointment of contract staff?

To attempt to provide this level of detail would involve an unreasonable diversion of departmental resources.

64. Staffing profile

Since Budget Estimates in June, 2014:

1. Has there been any change to the staffing profile of the department/agency?

Yes

2. Provide a list of changes to staffing numbers, broken down by classification level, division, home base location (including town/city and state)

Please see attachment 12, Staffing Profile.

65. Savings and Efficiency Measures

Since the Appropriate Bills 2014 were passed by the parliament:

1. How many measures, savings tasks or efficiency measures contained in the Appropriations bills have not been actioned or have had no guidance instructions issued?

None

2. For each measure or task identified in question 1:

N/A

1. What is the timeframe for implementation?

N/A

2. Who is the responsible agency for actioning these measures, guidelines or tasks?

N/A

3. When was the Minister last briefed on this item? Was this briefing requested by the minister or initiated by the department?

N/A

4. What action has the minister asked be done on this policy?

N/A

66. Computers

1. List the current inventory of computers owned, leased, stored, or able to be accessed by the Ministers office as provided by the department, listing the equipment cost and location and employment classification of the staff member that is allocated the equipment, or if the equipment is currently not being used

The Managing Director considers compiling the detail required to answer this question would be an unnecessary diversion of agency resources.

2. List the current inventory of computers owned, leased, stored, or able to be accessed by the department, listing the equipment cost and location

The Managing Director considers compiling the detail required to answer this question would be an unnecessary diversion of agency resources.

3. Please detail the operating systems used by the departments computers, the contractual arrangements for operating software and the on-going costs

The Managing Director considers compiling the detail required to answer this question would be an unnecessary diversion of agency resources.

67. Travel costs - department

Since Budget Estimates in June, 2014:

1. Is the minister or their office or their delegate required to approve all departmental and agency international travel?

N/A

2. If so, under what policy?

N/A

3. Provide a copy of that policy.

N/A

4. When was this policy implemented?

N/A

5. List all occurrences of travel that this has occurred under.

N/A

6. Detail the process.

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N/A

7. When is the minister notified, when is approved provided?

N/A

8. Detail all travel (domestic and international) for Departmental officers that accompanied the Minister and/or Parliamentary Secretary on their travel. Please include a total cost plus a breakdown that include airfares (and type of airfare), accommodation, meals and other travel expenses (such as incidentals).

N/A

9. Detail all travel for Departmental officers. Please include a total cost plus a breakdown that include airfares (and type of airfare), accommodation, meals and other travel expenses (such as incidentals). Also provide a reason and brief explanation for the travel.

Total air, accommodation, meals and other travel related costs

Airfares	\$615,639
	Business - 3%
	Fully Flexi - 60%
	Semi Flexi - 13%
	Restricted - 23%
Accommodation	\$471,468
Car Hire	\$54,543
Meals and Incidentals	\$295,263
Other travel expenses	\$250,468

Other travel includes, taxi/coach/rail fares, parking, fuel for hire cars, tolls.

DHA staff are required to travel attend or conduct DHA business in the following areas:

- Housing;
- Sales meetings;
- Construction meetings
- Tender briefings;
- Property handovers
- Negotiations with suppliers and stakeholders
- Site visits
- Property inspections
- Board meetings
- Conferences
- Project meetings
- Training and Development
- Commute for temporary relocation
- Commute as permanent arrangement
- Recruitment interviews

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- WHS requirements
- Corporate contract meetings
- Represent DHA at request of industry stakeholders.

10. What date was the minister or their office notified of the travel?

N/A

11. What date did the minister or their office approve the travel?

N/A

12. What travel is planned for the rest of this calendar year? Also provide a reason and brief explanation for the travel.

DHA anticipate further travel this calendar year to attend or conduct DHA business in the following areas:

- Housing:
- Sales meetings;
- Construction meetings
- Tender briefings;
- Property handovers
- Negotiations with suppliers and stakeholders
- Site visits
- Property inspections
- Board meetings
- Conferences
- Project meetings
- Training and Development
- Commute for temporary relocation
- Commute as permanent arrangement
- Recruitment interviews
- WHS requirements
- Corporate contract meetings
- Represent DHA at request of industry stakeholders.

68. Travel costs - ministerial

Since Budget Estimates in June, 2014:

1. Please detail all travel conducted by the Minister/parliamentary secretary

N/A

2. List each location, method of travel, itinerary and purpose of trip;

N/A

3. List the total cost plus a breakdown that include airfares (and type of airfare), accommodation, meals and other travel expenses (such as incidentals), and;

N/A

4. List the number of staff that accompanied the Minister/parliamentary secretary, listing the total costs per staff member, the class of airplane travelled, the classification of staff accompanying the Minister/parliamentary secretary.

N/A

5. What travel is planned for the rest of this calendar year? Also provide a reason and brief explanation for the travel.

N/A

69. Grants

Since Budget Estimates in June, 2014:

1. What guidelines are in place to administer grants?

N/A

2. How are grants applied for?

N/A

3. Are there any restrictions on who can apply for a grant? If yes, please detail.

N/A

1. Can these restrictions be waved? If yes, please detail the process for waving them and list any grants where the restrictions were waved.

N/A

4. What is the procedure for selecting who will be awarded a grant?

N/A

5. Who is involved in this selection process?

N/A

6. Does the minister or the minister's office play any role in awarding grants? If yes, please detail.

N/A

1. Has the minister or the minister's office exercised or attempted to exercise any influence over
N/A

the awarding of any grants? If yes, please detail.

N/A

7. Provide a list of all grants, including ad hoc, one-off discretionary grants awarded to date. Provide the recipients, amount, intended use of the grants, what locations have benefited from the grants and the electorate and state of those locations.

N/A

8. Update the status of each grant that was approved prior to the specified period, but did not have financial contracts in place at that time. Provide details of the recipients, the amount, the intended use of the grants, what locations have benefited from the grants and the electorate and state of those grants.

70. Government payments of accounts

Since Budget Estimates in June, 2014:

1. What has been the average time period for the department/agency paid its accounts to contractors, consultants or others?

To attempt to provide this level of detail would involve an unreasonable diversion of departmental resources.

2. How many payments owed (as a number and as a percentage of the total) have been paid in under 30 days?

To attempt to provide this level of detail would involve an unreasonable diversion of departmental resources.

3. How many payments owed (as a number and as a percentage of the total) have been paid in between 30 and 60 days?

To attempt to provide this level of detail would involve an unreasonable diversion of departmental resources.

4. How many payments owed (as a number and as a percentage of the total) have been paid in between 60 and 90 days?

To attempt to provide this level of detail would involve an unreasonable diversion of departmental resources.

5. How many payments owed (as a number and as a percentage of the total) have been paid in between 90 and 120 days? f) How many payments owed (as a number and as a percentage of the total) have been paid in over 120 days?

To attempt to provide this level of detail would involve an unreasonable diversion of departmental resources.

6. For accounts not paid within 30 days, is interest being paid on overdue amounts and if so how much has been paid by the portfolio/department agency since Estimates, 2014?

To attempt to provide this level of detail would involve an unreasonable diversion of departmental resources.

7. Where interest is being paid, what rate of interest is being paid and how is this rate determined?

To attempt to provide this level of detail would involve an unreasonable diversion of departmental resources.

71. Consultancies

Since Budget Estimates in June, 2014:

1. How many consultancies have been undertaken? Identify the name of the consultant, the subject matter of the consultancy, the duration and cost of the arrangement, and the method of procurement (ie. open tender, direct source, etc). Also include total value for all consultancies.

Please see attachment 13, Consultancies

2. How many consultancies are planned for this calendar year? Have these been published in your Annual Procurement Plan (APP) on the AusTender website and if not why not? In each case please identify the subject matter, duration, cost and method of procurement as above, and the name of the consultant if known.

Please see attachment 13, Consultancies

3. Have any consultancies not gone out for tender?

Please see attachment 13, Consultancies

1. List each, including name, cost and purpose

Please see attachment 13, Consultancies

2. If so, why?

Please see attachment 13, Consultancies

72. Meeting costs

Since Budget Estimates in June, 2014:

To attempt to provide this level of detail would involve an unreasonable diversion of departmental resources.

1. How much has the Department/Agency spent on meeting costs? Detail date, location, purpose and cost of all events, including any catering and drinks costs.

To attempt to provide this level of detail would involve an unreasonable diversion of departmental resources.

2. For each Minister and Parliamentary Secretary office, please detail total meeting spend from Estimates, 2014 to date. Detail date, location, purpose and cost of each event including any catering and drinks costs.

To attempt to provide this level of detail would involve an unreasonable diversion of departmental resources.

3. What meeting spend is the Department/Agency's planning on spending? Detail date, location, purpose and cost of all events including any catering and drinks costs.

To attempt to provide this level of detail would involve an unreasonable diversion of departmental resources.

4. For each Minister and Parliamentary Secretary office, what meeting spend is currently being planned for? Detail date, location, purpose and cost of each event including any catering and drinks costs.

To attempt to provide this level of detail would involve an unreasonable diversion of departmental resources.

73. Functions

Since Budget Estimates in June, 2014:

1. Provide a list of all formal functions or forms of hospitality conducted for the Minister . Include:

N/A

1. The guest list of each function

N/A

2. The party or individual who initiated the request for the function

N/A

3. The menu, program or list of proceedings of the function

N/A

4. A list of drinks consumed at the function

N/A

2. Provide a list of the current wine, beer or other alcoholic beverages in stock or on order in the Minister's office. Breakdown by item, quantity and cost.

N/A

74. Executive coaching and leadership training

Since Budget Estimates in June, 2014:

Please provide the following information in relation to executive coaching and/or other leadership training services purchased by each department/agency:

1. Total spending on these services

\$75235.00

2. The number of employees offered these services and their employment classification

SES3: 0	DHA6: 37
SES2: 1	DHA5: 38
SES1: 0	DHA4: 4
EL2: 33	DHA3 2
EL1: 33	DHA2: 0

3. The number of employees who have utilised these services, their employment classification and how much study leave each employee was granted (provide a breakdown for each employment classification)

To attempt to provide this level of detail would involve an unreasonable diversion of departmental resources.

4. The names of all service providers engaged For each service purchased form a provider listed under (4), please provide:

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1. The name and nature of the service purchased

Please see attachment 14, Executive Coaching and Leadership Training Question 5

2. Whether the service is one-on-one or group based

Please see attachment 14, Executive Coaching and Leadership Training Question 5

3. The number of employees who received the service and their employment classification

Please see attachment 14, Executive Coaching and Leadership Training Question 5

4. The total number of hours involved for all employees (provide a breakdown for each employment classification)

Please see attachment 14, Executive Coaching and Leadership Training Question 5

5. The total amount spent on the service

Please see attachment 14, Executive Coaching and Leadership Training Question 5

6. A description of the fees charged (i.e. per hour, complete package)

Please see attachment 14, Executive Coaching and Leadership Training Question 5

5. Where a service was provided at any location other than the department or agency's own premises, please provide:

1. The location used

Please see attachment 15, Executive Coaching and Leadership Training Question 6

2. The number of employees who took part on each occasion (provide a breakdown for each employment classification)

Please see attachment 15, Executive Coaching and Leadership Training Question 6

3. The total number of hours involved for all employees who took part (provide a breakdown for each employment classification)

Please see attachment 15, Executive Coaching and Leadership Training Question 6

4. Any costs the department or agency's incurred to use the location

Please see attachment 15, Executive Coaching and Leadership Training Question 6

6. In relation to education/executive coaching and/or other leadership training services paid for by the department what agreements are made with employees in regards to continuing employment after training has been completed?

If an employee leaves DHA within 6 months of receiving reimbursement for formal studies, any amounts received in this period must be repaid.

7. For graduate or post graduate study, please breakdown each approved study leave by staffing allocation and degree or program title.

Please see attachment 16, Graduate or Post Graduate Study

75. Provision of equipment - ministerial

Since Budget Estimates in June, 2014:

1. For departments/agencies that provide mobile phones to Ministers and/or Parliamentary Secretaries and/or their offices, what type of mobile phone has been provided and the costs?

N/A

1. Itemise equipment and cost broken down by staff or minister classification

N/A

2. Has electronic equipment (such as ipad, laptop, wireless card, vasco token, blackberry, mobile phone (list type if relevant), thumb drive, video cameras) been provided by the department/agency? If yes provide a list of:

N/A

3. What is provided?

N/A

4. The purchase cost.

N/A

5. The ongoing cost.

N/A

6. A list of any accessories provided for the equipment and the cost of those accessories. (e.g. iPad keyboards, laptop carry bags, additional chargers etc).

N/A

7. A breakdown of what staff and staff classification receives each item.

N/A

76. Staffing reductions

Since Budget Estimates in June, 2014:

1. How many staff reductions/voluntary redundancies have occurred?

Please refer to the above section Staff Transfer/Redundancies where full details of staff reductions is recorded.

1. What was the reason for these reductions?

Please refer to the above section Staff Transfer/Redundancies where full details of staff reductions is recorded.

2. Were any of these reductions involuntary redundancies? If yes, provide details.

No

3. Are there any plans for further staff reductions/voluntary redundancies? If so, please advise details including if there is a reduction target, how this will be achieved, and if any services/programs will be cut.

Yes. Currently DHA has 49 ongoing staff occupying positions which will no longer be required post 30 January 2015. A further 10 non-ongoing staff members are also occupying positions which will no longer be required post 30 January 2015. Ongoing staff, should they be unable to secure an alternative role within DHA, the wider APS or external to the APS will be made redundant. Non-ongoing employees are not entitled to a redundancy. No services/programs will be cut.

4. If there are plans for staff reductions, please give the reason why these are happening.

Yes, although DHA has centralised job functions into two contact centres in Townsville and Adelaide DHA has retained a number of staff within each DHA office across Australia to support the transition of these centres and as a contingency to support the peak posting cycle which operates from October to January.

5. Are there any plans for involuntary redundancies? If yes, provide details.

No

6. How many ongoing staff left the department/agency? What classification were these staff?

Please refer to the above section Staff Transfer/Redundancies where full details of staff reductions is recorded.

7. How many non-ongoing staff left department/agency from? What classification were these staff?

Please refer to the above section Staff Transfer/Redundancies where full details of staff reductions is recorded.

8. What are the voluntary redundancy packages offered? Please detail for each staff level and position

None

9. How do the packages differ from the default public service package?

N/A

10. How is the department/agency funding the packages?

N/A

77. Staffing recruitment

Since Budget Estimates in June, 2014:

1. How many ongoing staff have been recruited? What classification are these staff?

6

2. How many non-ongoing positions exist or have been created? What classification are these staff?

176. Please refer to attachment 17, Staffing Recruitment.

3. How many staff have been employed on contract and what is the average length of their employment period?

1.18 Years

78. Coffee machines

Since Budget Estimates in June, 2014:

1. Has the department/agency purchased, leased or rented any coffee machines for staff useage?

Yes

1. If yes, provide a list that includes the type of coffee machine, the cost, the amount, and any ongoing costs such as purchase of coffee or coffee pods and when the machine was purchased?

Two coffee pod machines for \$89 each. The cost of pods is approx. \$6 per week. Purchased 13th July 2014

2. Why were coffee machines purchased?

For benefit and convenience of staff and visitors

3. Has there been a noticeable difference in staff productivity since coffee machines were purchased? Are staff leaving the office premises less during business hours as a result?

Unknown. DHA does not have metrics to measure changes in productivity owing to the purchase of coffee machines.

4. Where did the funding for the coffee machines come from?

Operating expense budget

5. Who has access?

Staff and Visitors

6. Who is responsible for the maintenance of the coffee machines? How much was spent on maintenance, include a list of what maintenance has been undertaken. Where does the funding for maintenance come from?

Nil maintenance

7. What are the ongoing costs of the coffee machine, such as the cost of coffee?

\$6 per week

79. Printing

Since Budget Estimates in June, 2014:

1. How many documents (include the amount of copies) have been printed?

To attempt to provide this level of detail would involve an unreasonable diversion of departmental resources.

1. How many of these printed documents were also published online?

To attempt to provide this level of detail would involve an unreasonable diversion of departmental resources.

2. Has the Department/Agency used external printing services for any print jobs?

To attempt to provide this level of detail would involve an unreasonable diversion of departmental resources.

1. If so, what companies were used?

To attempt to provide this level of detail would involve an unreasonable diversion of departmental resources.

2. How were they selected?

To attempt to provide this level of detail would involve an unreasonable diversion of departmental resources.

3. What was the total cost of this printing by item?

To attempt to provide this level of detail would involve an unreasonable diversion of departmental resources.

80. Corporate cars

Since Budget Estimates in June, 2014:

1. How many cars are owned by each department/agency?

0

1. Where are the cars located?

N/A

2. What are the cars used for?

N/A

3. What is the cost of each car during the specified period?

N/A

4. How far did each car travel during the specified period?

N/A

2. How many cars are leased by each department/agency?

189

1. Where are the cars located?

Adelaide, Brisbane, Cairns, Canberra, Darwin, Hunter Valley, Ipswich, Melbourne, Nowra, Perth, Pukapunyal, Sale, Sydney, Tindal, Toowoomba, Townsville, Wagga Wagga, Wodonga

2. What are the cars used for?

Property management, Acquisitions, attendance at meetings with other departments and stakeholders and DHA corporate support functions i.e. transport to conduct training.

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3. What is the cost of each car during the specified period?

Average \$4,575 (ex GST) per vehicle

Range \$909 to \$7,298

4. How far did each car travel during the specified period?

Average 8,827km per vehicle

(range 458 to 25,513)

81. Taxi costs

Since Budget Estimates in June, 2014:

1. How much did each department/agency spend on taxis during the specified period? Provide a breakdown for each business group in each department/agency.

\$148,809.68 on taxi costs for the period 1 July 2014 to 31 October 2014.

2. What are the reasons for taxi costs?

Transport to and from airports when travelling on DHA business as well as internal and external meetings.

3. How much did the department spend on taxis during the specified period for their minister or minister's office?

Nil

82. Hire cars

Since Budget Estimates in June, 2014:

1. How much did each department/agency spend on hire cars during the specified period? Provide a breakdown of each business group in each department/agency.

\$45,000 on hire car costs for the period 1 July 2014 to 31 October 2014.

2. What are the reasons for hire car costs?

Transport to and from airports when travelling on DHA business as well as internal and external meetings.

3. How much did the department spend on hire cars during the specified period for their minister or minister's office?

N/A

83. Credit cards

Since Budget Estimates in June, 2014:

1. Provide a breakdown of any changes to employment classifications that have access to a corporate credit card.

To attempt to provide this level of detail would involve an unreasonable diversion of departmental resources.

2. Have there been any changes to action taken in the event that the corporate credit card is misused?

To attempt to provide this level of detail would involve an unreasonable diversion of departmental resources.

3. Have there been any changes to how corporate credit card use is monitored?

To attempt to provide this level of detail would involve an unreasonable diversion of departmental resources.

4. Have any instances of corporate credit card misuse have been discovered during the specified period? If so:

To attempt to provide this level of detail would involve an unreasonable diversion of departmental resources.

5. Please list staff classification and what the misuse was, and the action taken.

To attempt to provide this level of detail would involve an unreasonable diversion of departmental resources.

6. Have there been any changes to what action is taken to prevent corporate credit card misuse?

To attempt to provide this level of detail would involve an unreasonable diversion of departmental resources.

7. How many credit cards available to the Minister or their office? If so, please list by classification. Have there been any misuse of credit cards by the Minister or their office? Has any action been taken against the Minister or their office for credit card misuse? If so, list each occurrence, including the cost of the misuse.

To attempt to provide this level of detail would involve an unreasonable diversion of departmental resources.

84. Hospitality and entertainment

Since Budget Estimates in June, 2014:

1. What has been the Department/Agency's hospitality spend including any catering and drinks costs.

DHA's response has been included in the Departments of Defence's response.

2. For each Minister and Parliamentary Secretary office, please detail total hospitality spend. Detail date, location, purpose and cost of all events including any catering and drinks costs.

DHA's response has been included in the Departments of Defence's response.

3. What has been the Department/Agency's entertainment spend? Detail date, location, purpose and cost of all events including any catering and drinks costs.

DHA's response has been included in the Departments of Defence's response.

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4. For each Minister and Parliamentary Secretary office, please detail total entertainment spend. Detail date, location, purpose and cost of all events including any catering and drinks costs.

DHA's response has been included in the Departments of Defence's response.

5. What hospitality spend is the Department/Agency's planning on spending? Detail date, location, purpose and cost of all events including any catering and drinks costs.

DHA's response has been included in the Departments of Defence's response.

6. For each Minister and Parliamentary Secretary office, what hospitality spend is currently being planned for? Detail date, location, purpose and cost of all events including any catering and drinks costs.

DHA's response has been included in the Departments of Defence's response.

7. What entertainment spend is the Department/Agency's planning on spending? Detail date, location, purpose and cost of all events including any catering and drinks costs.

DHA's response has been included in the Departments of Defence's response.

8. For each Minister and Parliamentary Secretary office, what entertainment spend is currently being planned for? Detail date, location, purpose and cost of all events including any catering and drinks costs.

DHA's response has been included in the Departments of Defence's response.

9. Is the Department/Agency planning on reducing any of its spending on these items? If so, how will reductions be achieved?

DHA's response has been included in the Departments of Defence's response.

85. Public Works Committee

Senator Gallacher

In reference to the referral made December 2013 to the Public Works Committee – Development and construction for Defence at RAAF Base Tindal, Northern Territory. What is the name and rank of the official that authorised the '50 new bespoke tropically designed dwellings and associated supporting roads and infrastructure for the use by Defence personnel and their families' at RAAF Base Tindal (NT), at an estimated cost of \$89.4 million?

DHA operates to implement the decisions of Defence in this area. The authorisation for the 50 new dwellings on RAAF Base Tindal (NT) would have come from within the Defence Support and Reform Group (DSRG) areas of the Department of Defence.

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Building Lease Costs

Attachment 1

Since Budget Estimates in June, 2014:						
1. What has been the total cost of building leases for the agency / department?						
\$2,087,114.60 (GST incl.)						
2. Please provide a detailed list of each building that is currently leased. Please detail by:						
1. Date the lease agreement is active from.						
2. Date the lease agreement ends.						
3. Is the lease expected to be renewed? If not, why not?						
4. Location of the building (City and state).						
5. Cost of the lease.						
6. Why the building is necessary for the operations of the agency / department.						
1. Initial Term Start Date	2. Current Term End Date	3. Lease to be renewed Y/N	4A. City	4B. State	5. Annual Lease Cost (GST incl.)	6. Why is the building necessary for the operations of the agency/department
08-Dec-2010	18-Mar-2022	DHA will assess the requirement for renewal of leases based on its business requirements.	Canberra	ACT	\$1,258,656.00	This building is located in close proximity to DHA's customers and is required to service DHA's customer base.
01-Sep-2011	31-Aug-2018	DHA will assess the requirement for renewal of leases based on its business requirements.	Canberra	ACT	\$423,137.52	This building is located in close proximity to DHA's customers and is required to service DHA's customer base.
04-Nov-2013	03-Nov-2016	DHA will assess the requirement for renewal of	Newcastle	NSW	\$147,021.84	This building is located in close proximity to DHA's

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		leases based on its business requirements.				customers and is required to service DHA's customer base.
28-Oct-1996	27-Oct-2016	DHA will assess the requirement for renewal of leases based on its business requirements.	Nowra	NS W	\$81,484 .08	This building is located in close proximity to DHA's customers and is required to service DHA's customer base.
01-Sep-2010	31-Aug-2018	DHA will assess the requirement for renewal of leases based on its business requirements.	Sydney	NS W	\$550,27 0.68	This building is located in close proximity to DHA's customers and is required to service DHA's customer base.
01-May-2014	30-Apr-2019	DHA will assess the requirement for renewal of leases based on its business requirements.	Sydney	NS W	\$153,92 8.56	This building is located in close proximity to DHA's customers and is required to service DHA's customer base.
19-Aug-2002	18-Aug-2015	DHA will assess the requirement for renewal of leases based on its business requirements.	Wagga Wagga	NS W	\$86,288 .28	This building is located in close proximity to DHA's customers and is required to service DHA's customer base.
03-Oct-2014	02-Oct-2019	DHA will assess the requirement for renewal of leases based on its business requirements.	Sydney	NS W	\$249,99 9.72	This building is located in close proximity to DHA's customers and is required to service DHA's customer base.
25-Apr-2002	24-Apr-2017	DHA will assess the requirement for renewal of leases based on its business requirements.	Darwin	N T	\$202,95 0.00	This building is located in close proximity to DHA's customers and is required to service DHA's customer base.

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01-Nov-2009	31-Oct-2014	DHA will assess the requirement for renewal of leases based on its business requirements.	Tindal	N T	\$66,000 .00	This building is located in close proximity to DHA's customers and is required to service DHA's customer base.
01-Jul-2008	06-Jul-2015	DHA will assess the requirement for renewal of leases based on its business requirements.	Brisbane	Q L D	\$506,57 1.12	This building is located in close proximity to DHA's customers and is required to service DHA's customer base.
15-Nov-2007	14-Nov-2017	DHA will assess the requirement for renewal of leases based on its business requirements.	Cairns	Q L D	\$63,003 .60	This building is located in close proximity to DHA's customers and is required to service DHA's customer base.
02-Sep-2013	01-Sep-2016	DHA will assess the requirement for renewal of leases based on its business requirements.	Ipswich	Q L D	\$86,456 .64	This building is located in close proximity to DHA's customers and is required to service DHA's customer base.
01-May-2012	30-Apr-2016	DHA will assess the requirement for renewal of leases based on its business requirements.	Toowoomba	Q L D	\$34,256 .88	This building is located in close proximity to DHA's customers and is required to service DHA's customer base.
23-Jul-2012	22-Jul-2015	DHA will assess the requirement for renewal of leases based on its business requirements.	Townsville	Q L D	\$328,51 5.84	This building is located in close proximity to DHA's customers and is required to service DHA's customer base.
01-Sep-2012	31-Aug-2015	DHA will assess the requirement for renewal of leases based on	Canungra	Q L D	\$2,243. 76	This building is located in close proximity to DHA's customers and

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		its business requirements.				is required to service DHA's customer base.
01-Jun-2013	31-May - 2017	DHA will assess the requirement for renewal of leases based on its business requirements.	Brisbane	QLD	\$81,898.32	This building is located in close proximity to DHA's customers and is required to service DHA's customer base.
20-Aug-2011	19-Aug-2021	DHA will assess the requirement for renewal of leases based on its business requirements.	Adelaide	SA	\$200,433.36	This building is located in close proximity to DHA's customers and is required to service DHA's customer base.
02-Nov-2010	03-Nov-2016	DHA will assess the requirement for renewal of leases based on its business requirements.	Wodonga	VIC	\$40,855.92	This building is located in close proximity to DHA's customers and is required to service DHA's customer base.
01-May-2012	30-Apr-2019	DHA will assess the requirement for renewal of leases based on its business requirements.	Melbourne	VIC	\$214,553.52	This building is located in close proximity to DHA's customers and is required to service DHA's customer base.
01-Jul-2013	01-Jul-2018	DHA will assess the requirement for renewal of leases based on its business requirements.	Puckapunyal	VIC	\$1.00 if demanded	This building is located in close proximity to DHA's customers and is required to service DHA's customer base.
01-Jul-2013	01-Jul-2018	DHA will assess the requirement for renewal of leases based on its business requirements.	Cerberus	VIC	\$1.00 if demanded	This building is located in close proximity to DHA's customers and is required to service DHA's customer base.
01-Jul-2013	01-Jul-	DHA will assess the	Sale	VIC	\$1.00 if demand	This building is located in close

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	2018	requirement for renewal of leases based on its business requirements.			ed	proximity to DHA's customers and is required to service DHA's customer base.
15-Feb-2013	14-Feb-2020	DHA will assess the requirement for renewal of leases based on its business requirements.	Perth	W A	\$230,546.40	This building is located in close proximity to DHA's customers and is required to service DHA's customer base.
					\$5,009,072.04	
3. Please provide a detailed list of each building that had a lease that was not renewed during the specified period. Please detail by:						
1. Date from which the lease agreement was active.						
2. Date the lease agreement ended.						
3. Why was the lease not renewed?						
4. Location of the building (City and state).						
5. Cost of the lease.						
6. Why the building was necessary for the operations of the agency / department.						
1. Initial Term Start Date	2. Term End Date	3. Reason lease not renewed	4A. City	4B. State	5. Annual Lease Cost (GST incl.)	6. Why was the building necessary for the operations of the agency/department
01-Aug-2006	30-Sep-2014	DHA now managing properties in Tasmania remotely from Melbourne.	Hobart	TAS	\$20,875.56	This building was necessary for DHA operational requirements at that time but due to business restructure was no longer required.

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4. Please provide a detailed list of each building that is expected to be leased in the next 12 months. Please detail by:						
1. Date the lease agreement is expected to become active.						
2. Date the lease agreement is expected to end.						
3. Expected location of the building (City and state).						
4. Expected cost of the lease.						
1. Has this cost been allocated into the budget?						
5. Why the building is necessary for the operations of the agency / department.						
DHA does not anticipate leasing any new buildings in the next 12 months, however will assess this requirement based on its business requirements.						
5. For each building owned or leased by the department:						
1. What is the current occupancy rate for the building?						
2. If the rate is less than 100%, detail what the remaining being used for.						
DHA does not occupy entire buildings. The areas leased by DHA are 100% occupied.						

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Staff Transfers Q1

Attachment 2

Gender	Age	State	Classification
MALE	20	ACT	APS2
FEMALE	24	ACT	APS3
FEMALE	24	ACT	APS3
FEMALE	24	ACT	APS3
FEMALE	24	ACT	APS3
MALE	24	ACT	APS3
MALE	24	ACT	APS3
MALE	24	ACT	APS3
FEMALE	25	ACT	APS3
FEMALE	25	ACT	APS3
FEMALE	26	ACT	APS3
FEMALE	26	ACT	APS3
FEMALE	26	ACT	APS3
MALE	28	ACT	APS3
FEMALE	29	ACT	APS3
FEMALE	31	ACT	APS3
MALE	32	ACT	APS3
MALE	33	ACT	APS3
FEMALE	34	ACT	APS3
FEMALE	34	ACT	APS3
FEMALE	42	ACT	APS3
FEMALE	42	ACT	APS3
FEMALE	43	ACT	APS3
FEMALE	45	ACT	APS3
FEMALE	57	ACT	APS3
FEMALE	58	ACT	APS3
FEMALE	22	ACT	APS4
FEMALE	24	ACT	APS4
FEMALE	24	ACT	APS4
FEMALE	25	ACT	APS4
FEMALE	25	ACT	APS4
MALE	25	ACT	APS4
FEMALE	26	ACT	APS4
FEMALE	26	ACT	APS4
FEMALE	27	ACT	APS4
MALE	27	ACT	APS4
FEMALE	28	ACT	APS4
FEMALE	28	ACT	APS4
MALE	28	ACT	APS4
MALE	30	ACT	APS4

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MALE	31	ACT	APS4
MALE	31	ACT	APS4
FEMALE	32	ACT	APS4
FEMALE	33	ACT	APS4
FEMALE	34	ACT	APS4
FEMALE	34	ACT	APS4
FEMALE	35	ACT	APS4
FEMALE	40	ACT	APS4
FEMALE	42	ACT	APS4
FEMALE	42	ACT	APS4
FEMALE	47	ACT	APS4
FEMALE	47	ACT	APS4
FEMALE	48	ACT	APS4
FEMALE	49	ACT	APS4
FEMALE	57	ACT	APS4
FEMALE	63	ACT	APS4
FEMALE	23	ACT	APS5
FEMALE	24	ACT	APS5
FEMALE	25	ACT	APS5
MALE	25	ACT	APS5
FEMALE	26	ACT	APS5
FEMALE	27	ACT	APS5
FEMALE	28	ACT	APS5
FEMALE	28	ACT	APS5
MALE	28	ACT	APS5
FEMALE	29	ACT	APS5
FEMALE	29	ACT	APS5
FEMALE	29	ACT	APS5
FEMALE	30	ACT	APS5
FEMALE	30	ACT	APS5
MALE	31	ACT	APS5
FEMALE	33	ACT	APS5
FEMALE	33	ACT	APS5
FEMALE	33	ACT	APS5
FEMALE	33	ACT	APS5
MALE	33	ACT	APS5
FEMALE	36	ACT	APS5
FEMALE	38	ACT	APS5
MALE	38	ACT	APS5
FEMALE	40	ACT	APS5
FEMALE	47	ACT	APS5
MALE	48	ACT	APS5
FEMALE	49	ACT	APS5

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Defence Housing Australia

FEMALE	53	ACT	APS5
FEMALE	58	ACT	APS5
FEMALE	58	ACT	APS5
MALE	58	ACT	APS5
FEMALE	59	ACT	APS5
FEMALE	26	ACT	APS6
FEMALE	26	ACT	APS6
MALE	27	ACT	APS6
MALE	28	ACT	APS6
FEMALE	29	ACT	APS6
FEMALE	29	ACT	APS6
FEMALE	29	ACT	APS6
MALE	29	ACT	APS6
MALE	29	ACT	APS6
MALE	29	ACT	APS6
MALE	29	ACT	APS6
MALE	30	ACT	APS6
MALE	30	ACT	APS6
FEMALE	31	ACT	APS6
FEMALE	31	ACT	APS6
MALE	31	ACT	APS6
MALE	31	ACT	APS6
MALE	31	ACT	APS6
MALE	31	ACT	APS6
MALE	31	ACT	APS6
MALE	31	ACT	APS6
MALE	31	ACT	APS6
FEMALE	32	ACT	APS6
FEMALE	32	ACT	APS6
FEMALE	33	ACT	APS6
MALE	33	ACT	APS6
FEMALE	34	ACT	APS6
FEMALE	35	ACT	APS6
FEMALE	36	ACT	APS6
FEMALE	36	ACT	APS6
MALE	36	ACT	APS6
MALE	36	ACT	APS6
FEMALE	37	ACT	APS6
FEMALE	37	ACT	APS6
MALE	37	ACT	APS6
MALE	37	ACT	APS6
MALE	37	ACT	APS6
FEMALE	38	ACT	APS6
MALE	38	ACT	APS6

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MALE	38	ACT	APS6
MALE	38	ACT	APS6
FEMALE	39	ACT	APS6
FEMALE	39	ACT	APS6
MALE	39	ACT	APS6
MALE	39	ACT	APS6
FEMALE	40	ACT	APS6
MALE	40	ACT	APS6
MALE	40	ACT	APS6
FEMALE	41	ACT	APS6
FEMALE	42	ACT	APS6
FEMALE	42	ACT	APS6
MALE	43	ACT	APS6
MALE	43	ACT	APS6
MALE	44	ACT	APS6
FEMALE	45	ACT	APS6
FEMALE	45	ACT	APS6
MALE	45	ACT	APS6
FEMALE	46	ACT	APS6
MALE	46	ACT	APS6
MALE	47	ACT	APS6
FEMALE	48	ACT	APS6
MALE	49	ACT	APS6
FEMALE	53	ACT	APS6
FEMALE	54	ACT	APS6
FEMALE	57	ACT	APS6
FEMALE	58	ACT	APS6
FEMALE	59	ACT	APS6
FEMALE	28	ACT	EXECL1
MALE	29	ACT	EXECL1
MALE	31	ACT	EXECL1
FEMALE	33	ACT	EXECL1
FEMALE	33	ACT	EXECL1
FEMALE	33	ACT	EXECL1
FEMALE	33	ACT	EXECL1
FEMALE	33	ACT	EXECL1
MALE	33	ACT	EXECL1
FEMALE	34	ACT	EXECL1
FEMALE	34	ACT	EXECL1
MALE	34	ACT	EXECL1
FEMALE	35	ACT	EXECL1
FEMALE	35	ACT	EXECL1
FEMALE	35	ACT	EXECL1

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MALE	35	ACT	EXECL1
FEMALE	36	ACT	EXECL1
FEMALE	36	ACT	EXECL1
FEMALE	36	ACT	EXECL1
FEMALE	36	ACT	EXECL1
MALE	36	ACT	EXECL1
FEMALE	37	ACT	EXECL1
FEMALE	37	ACT	EXECL1
FEMALE	37	ACT	EXECL1
FEMALE	38	ACT	EXECL1
FEMALE	38	ACT	EXECL1
FEMALE	38	ACT	EXECL1
FEMALE	38	ACT	EXECL1
MALE	38	ACT	EXECL1
FEMALE	39	ACT	EXECL1
FEMALE	40	ACT	EXECL1
FEMALE	40	ACT	EXECL1
MALE	40	ACT	EXECL1
MALE	40	ACT	EXECL1
FEMALE	41	ACT	EXECL1
FEMALE	41	ACT	EXECL1
MALE	41	ACT	EXECL1
MALE	41	ACT	EXECL1
MALE	41	ACT	EXECL1
FEMALE	42	ACT	EXECL1
MALE	42	ACT	EXECL1
MALE	42	ACT	EXECL1
FEMALE	43	ACT	EXECL1
FEMALE	43	ACT	EXECL1
FEMALE	43	ACT	EXECL1
MALE	43	ACT	EXECL1
FEMALE	45	ACT	EXECL1
MALE	45	ACT	EXECL1
MALE	45	ACT	EXECL1
MALE	45	ACT	EXECL1
FEMALE	47	ACT	EXECL1
MALE	47	ACT	EXECL1
FEMALE	49	ACT	EXECL1
MALE	50	ACT	EXECL1
FEMALE	51	ACT	EXECL1
MALE	51	ACT	EXECL1
MALE	52	ACT	EXECL1
FEMALE	53	ACT	EXECL1

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MALE	54	ACT	EXECL1
MALE	55	ACT	EXECL1
FEMALE	56	ACT	EXECL1
MALE	56	ACT	EXECL1
FEMALE	57	ACT	EXECL1
MALE	59	ACT	EXECL1
FEMALE	33	ACT	EXECL2
FEMALE	33	ACT	EXECL2
FEMALE	34	ACT	EXECL2
FEMALE	34	ACT	EXECL2
FEMALE	37	ACT	EXECL2
MALE	38	ACT	EXECL2
MALE	38	ACT	EXECL2
MALE	38	ACT	EXECL2
MALE	39	ACT	EXECL2
MALE	39	ACT	EXECL2
MALE	40	ACT	EXECL2
FEMALE	41	ACT	EXECL2
FEMALE	42	ACT	EXECL2
FEMALE	42	ACT	EXECL2
FEMALE	42	ACT	EXECL2
FEMALE	42	ACT	EXECL2
MALE	42	ACT	EXECL2
MALE	44	ACT	EXECL2
MALE	45	ACT	EXECL2
MALE	46	ACT	EXECL2
FEMALE	48	ACT	EXECL2
FEMALE	49	ACT	EXECL2
MALE	50	ACT	EXECL2
MALE	51	ACT	EXECL2
FEMALE	52	ACT	EXECL2
MALE	52	ACT	EXECL2
MALE	52	ACT	EXECL2
MALE	53	ACT	EXECL2
MALE	54	ACT	EXECL2
MALE	54	ACT	EXECL2
MALE	55	ACT	EXECL2
FEMALE	56	ACT	EXECL2
MALE	56	ACT	EXECL2
MALE	59	ACT	EXECL2
MALE	59	ACT	MD01
FEMALE	32	ACT	SESB1
MALE	41	ACT	SESB1

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MALE	59	ACT	SESB1
MALE	60	ACT	SESB1
MALE	61	ACT	SESB1
MALE	62	ACT	SESB1
MALE	43	ACT	SESB2
MALE	44	ACT	SESB2
FEMALE	48	ACT	SESB2
MALE	51	ACT	SESB2
MALE	53	ACT	SESB2
FEMALE	62	ACT	SESB2
FEMALE	22	NSW	APS3
FEMALE	25	NSW	APS3
MALE	25	NSW	APS3
FEMALE	26	NSW	APS3
FEMALE	27	NSW	APS3
FEMALE	29	NSW	APS3
FEMALE	29	NSW	APS3
FEMALE	30	NSW	APS3
MALE	30	NSW	APS3
FEMALE	32	NSW	APS3
MALE	32	NSW	APS3
FEMALE	35	NSW	APS3
FEMALE	36	NSW	APS3
FEMALE	37	NSW	APS3
FEMALE	37	NSW	APS3
FEMALE	39	NSW	APS3
FEMALE	42	NSW	APS3
MALE	42	NSW	APS3
FEMALE	43	NSW	APS3
FEMALE	43	NSW	APS3
FEMALE	45	NSW	APS3
FEMALE	45	NSW	APS3
FEMALE	46	NSW	APS3
FEMALE	47	NSW	APS3
FEMALE	47	NSW	APS3
FEMALE	48	NSW	APS3
FEMALE	49	NSW	APS3
FEMALE	49	NSW	APS3
MALE	49	NSW	APS3
FEMALE	50	NSW	APS3
FEMALE	50	NSW	APS3
FEMALE	50	NSW	APS3
MALE	50	NSW	APS3

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Defence Housing Australia

FEMALE	52	NSW	APS3
FEMALE	52	NSW	APS3
MALE	52	NSW	APS3
FEMALE	53	NSW	APS3
FEMALE	53	NSW	APS3
MALE	53	NSW	APS3
FEMALE	55	NSW	APS3
MALE	60	NSW	APS3
FEMALE	25	NSW	APS4
FEMALE	27	NSW	APS4
MALE	28	NSW	APS4
FEMALE	29	NSW	APS4
FEMALE	31	NSW	APS4
FEMALE	33	NSW	APS4
FEMALE	34	NSW	APS4
FEMALE	35	NSW	APS4
MALE	37	NSW	APS4
FEMALE	38	NSW	APS4
FEMALE	38	NSW	APS4
MALE	38	NSW	APS4
FEMALE	42	NSW	APS4
FEMALE	44	NSW	APS4
FEMALE	44	NSW	APS4
FEMALE	45	NSW	APS4
MALE	46	NSW	APS4
FEMALE	47	NSW	APS4
MALE	49	NSW	APS4
FEMALE	50	NSW	APS4
FEMALE	50	NSW	APS4
MALE	50	NSW	APS4
FEMALE	51	NSW	APS4
FEMALE	53	NSW	APS4
FEMALE	64	NSW	APS4
MALE	66	NSW	APS4
FEMALE	24	NSW	APS5
FEMALE	26	NSW	APS5
FEMALE	27	NSW	APS5
FEMALE	29	NSW	APS5
FEMALE	30	NSW	APS5
MALE	30	NSW	APS5
FEMALE	32	NSW	APS5
FEMALE	32	NSW	APS5
FEMALE	35	NSW	APS5

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FEMALE	36	NSW	APS5
FEMALE	36	NSW	APS5
MALE	36	NSW	APS5
FEMALE	42	NSW	APS5
FEMALE	42	NSW	APS5
FEMALE	43	NSW	APS5
MALE	47	NSW	APS5
MALE	50	NSW	APS5
FEMALE	51	NSW	APS5
FEMALE	51	NSW	APS5
MALE	52	NSW	APS5
FEMALE	53	NSW	APS5
MALE	53	NSW	APS5
FEMALE	55	NSW	APS5
FEMALE	56	NSW	APS5
MALE	56	NSW	APS5
FEMALE	58	NSW	APS5
FEMALE	60	NSW	APS5
FEMALE	66	NSW	APS5
FEMALE	25	NSW	APS6
FEMALE	34	NSW	APS6
MALE	41	NSW	APS6
MALE	41	NSW	APS6
FEMALE	42	NSW	APS6
FEMALE	42	NSW	APS6
FEMALE	43	NSW	APS6
MALE	45	NSW	APS6
FEMALE	49	NSW	APS6
MALE	50	NSW	APS6
FEMALE	51	NSW	APS6
MALE	58	NSW	APS6
FEMALE	60	NSW	APS6
FEMALE	28	NSW	EXECL1
MALE	33	NSW	EXECL1
MALE	34	NSW	EXECL1
MALE	34	NSW	EXECL1
MALE	38	NSW	EXECL1
FEMALE	42	NSW	EXECL1
MALE	43	NSW	EXECL1
MALE	50	NSW	EXECL1
MALE	55	NSW	EXECL1
FEMALE	35	NSW	EXECL2
MALE	35	NSW	EXECL2

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MALE	36	NSW	EXECL2
MALE	47	NSW	EXECL2
MALE	56	NSW	EXECL2
FEMALE	60	NSW	EXECL2
MALE	20	NT	APS3
FEMALE	23	NT	APS3
FEMALE	24	NT	APS3
FEMALE	24	NT	APS3
FEMALE	25	NT	APS3
FEMALE	25	NT	APS3
MALE	27	NT	APS3
FEMALE	28	NT	APS3
FEMALE	30	NT	APS3
FEMALE	32	NT	APS3
FEMALE	24	NT	APS4
FEMALE	26	NT	APS4
FEMALE	28	NT	APS4
FEMALE	28	NT	APS4
FEMALE	30	NT	APS4
FEMALE	32	NT	APS4
FEMALE	33	NT	APS4
FEMALE	35	NT	APS4
FEMALE	42	NT	APS4
FEMALE	22	NT	APS5
FEMALE	25	NT	APS5
FEMALE	27	NT	APS5
MALE	29	NT	APS5
FEMALE	34	NT	APS5
FEMALE	36	NT	APS5
FEMALE	41	NT	APS5
FEMALE	44	NT	APS5
FEMALE	25	NT	APS6
FEMALE	27	NT	APS6
MALE	29	NT	APS6
FEMALE	29	NT	EXECL1
MALE	34	NT	EXECL1
FEMALE	35	NT	EXECL1
FEMALE	36	NT	EXECL1
MALE	37	NT	EXECL1
FEMALE	44	NT	EXECL1
FEMALE	35	NT	EXECL2
FEMALE	42	NT	EXECL2
FEMALE	23	QLD	APS3

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FEMALE	23	QLD	APS3
FEMALE	23	QLD	APS3
FEMALE	24	QLD	APS3
FEMALE	25	QLD	APS3
FEMALE	26	QLD	APS3
FEMALE	26	QLD	APS3
FEMALE	27	QLD	APS3
FEMALE	28	QLD	APS3
FEMALE	28	QLD	APS3
FEMALE	28	QLD	APS3
MALE	28	QLD	APS3
FEMALE	29	QLD	APS3
FEMALE	29	QLD	APS3
FEMALE	30	QLD	APS3
FEMALE	30	QLD	APS3
MALE	30	QLD	APS3
FEMALE	31	QLD	APS3
FEMALE	31	QLD	APS3
FEMALE	32	QLD	APS3
FEMALE	32	QLD	APS3
FEMALE	32	QLD	APS3
FEMALE	32	QLD	APS3
FEMALE	32	QLD	APS3
FEMALE	32	QLD	APS3
FEMALE	32	QLD	APS3
FEMALE	33	QLD	APS3
FEMALE	34	QLD	APS3
FEMALE	34	QLD	APS3
MALE	34	QLD	APS3
FEMALE	35	QLD	APS3
FEMALE	36	QLD	APS3
MALE	36	QLD	APS3
FEMALE	37	QLD	APS3
FEMALE	40	QLD	APS3
FEMALE	40	QLD	APS3
FEMALE	41	QLD	APS3
FEMALE	41	QLD	APS3
FEMALE	42	QLD	APS3
FEMALE	43	QLD	APS3
FEMALE	43	QLD	APS3
FEMALE	47	QLD	APS3
FEMALE	49	QLD	APS3
FEMALE	49	QLD	APS3
FEMALE	50	QLD	APS3

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FEMALE	51	QLD	APS3
FEMALE	51	QLD	APS3
FEMALE	52	QLD	APS3
FEMALE	54	QLD	APS3
FEMALE	55	QLD	APS3
FEMALE	25	QLD	APS4
FEMALE	25	QLD	APS4
MALE	25	QLD	APS4
FEMALE	27	QLD	APS4
FEMALE	30	QLD	APS4
FEMALE	30	QLD	APS4
FEMALE	31	QLD	APS4
FEMALE	32	QLD	APS4
FEMALE	32	QLD	APS4
FEMALE	33	QLD	APS4
FEMALE	35	QLD	APS4
FEMALE	36	QLD	APS4
FEMALE	36	QLD	APS4
FEMALE	39	QLD	APS4
FEMALE	40	QLD	APS4
MALE	40	QLD	APS4
FEMALE	41	QLD	APS4
FEMALE	46	QLD	APS4
FEMALE	46	QLD	APS4
FEMALE	49	QLD	APS4
FEMALE	51	QLD	APS4
FEMALE	52	QLD	APS4
FEMALE	52	QLD	APS4
FEMALE	53	QLD	APS4
FEMALE	54	QLD	APS4
FEMALE	56	QLD	APS4
FEMALE	56	QLD	APS4
FEMALE	60	QLD	APS4
FEMALE	62	QLD	APS4
FEMALE	27	QLD	APS5
FEMALE	27	QLD	APS5
FEMALE	27	QLD	APS5
FEMALE	30	QLD	APS5
MALE	30	QLD	APS5
FEMALE	31	QLD	APS5
FEMALE	35	QLD	APS5
FEMALE	36	QLD	APS5
FEMALE	37	QLD	APS5

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MALE	38	QLD	APS5
FEMALE	39	QLD	APS5
MALE	39	QLD	APS5
FEMALE	45	QLD	APS5
MALE	48	QLD	APS5
FEMALE	49	QLD	APS5
FEMALE	51	QLD	APS5
MALE	53	QLD	APS5
MALE	53	QLD	APS5
MALE	31	QLD	APS6
FEMALE	34	QLD	APS6
FEMALE	35	QLD	APS6
MALE	40	QLD	APS6
FEMALE	41	QLD	APS6
FEMALE	42	QLD	APS6
FEMALE	46	QLD	APS6
FEMALE	50	QLD	APS6
FEMALE	51	QLD	APS6
MALE	60	QLD	APS6
FEMALE	27	QLD	EXECL1
FEMALE	30	QLD	EXECL1
MALE	31	QLD	EXECL1
MALE	33	QLD	EXECL1
FEMALE	36	QLD	EXECL1
FEMALE	38	QLD	EXECL1
FEMALE	39	QLD	EXECL1
MALE	49	QLD	EXECL1
MALE	52	QLD	EXECL1
FEMALE	59	QLD	EXECL1
MALE	61	QLD	EXECL1
MALE	62	QLD	EXECL1
FEMALE	29	QLD	EXECL2
FEMALE	41	QLD	EXECL2
MALE	43	QLD	EXECL2
FEMALE	48	QLD	EXECL2
MALE	48	QLD	EXECL2
MALE	50	QLD	EXECL2
FEMALE	53	QLD	EXECL2
FEMALE	21	SA	APS3
MALE	26	SA	APS3
FEMALE	27	SA	APS3
FEMALE	27	SA	APS3
FEMALE	28	SA	APS3

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FEMALE	28	SA	APS3
MALE	28	SA	APS3
FEMALE	29	SA	APS3
FEMALE	29	SA	APS3
FEMALE	29	SA	APS3
MALE	30	SA	APS3
FEMALE	31	SA	APS3
FEMALE	33	SA	APS3
FEMALE	39	SA	APS3
FEMALE	40	SA	APS3
FEMALE	42	SA	APS3
MALE	47	SA	APS3
MALE	48	SA	APS3
FEMALE	50	SA	APS3
FEMALE	25	SA	APS4
MALE	28	SA	APS4
MALE	29	SA	APS4
FEMALE	32	SA	APS4
FEMALE	32	SA	APS4
MALE	34	SA	APS4
FEMALE	35	SA	APS4
FEMALE	39	SA	APS4
FEMALE	46	SA	APS4
MALE	49	SA	APS4
FEMALE	27	SA	APS5
MALE	29	SA	APS5
FEMALE	40	SA	APS5
FEMALE	43	SA	APS5
FEMALE	44	SA	APS5
FEMALE	57	SA	APS5
MALE	62	SA	APS5
FEMALE	26	SA	APS6
FEMALE	30	SA	APS6
FEMALE	36	SA	EXECL1
FEMALE	38	SA	EXECL2
MALE	49	SA	EXECL2
FEMALE	58	SA	EXECL2
FEMALE	27	VIC	APS3
FEMALE	30	VIC	APS3
MALE	30	VIC	APS3
FEMALE	39	VIC	APS3
FEMALE	40	VIC	APS3
FEMALE	47	VIC	APS3

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FEMALE	50	VIC	APS3
FEMALE	54	VIC	APS3
MALE	54	VIC	APS3
FEMALE	56	VIC	APS3
FEMALE	33	VIC	APS4
FEMALE	36	VIC	APS4
MALE	44	VIC	APS4
FEMALE	45	VIC	APS4
FEMALE	49	VIC	APS4
FEMALE	50	VIC	APS4
FEMALE	54	VIC	APS4
FEMALE	27	VIC	APS5
MALE	33	VIC	APS5
MALE	34	VIC	APS5
FEMALE	36	VIC	APS5
FEMALE	50	VIC	APS5
FEMALE	52	VIC	APS5
MALE	53	VIC	APS5
FEMALE	60	VIC	APS5
MALE	60	VIC	APS5
MALE	42	VIC	APS6
FEMALE	54	VIC	APS6
MALE	60	VIC	APS6
MALE	29	VIC	EXECL1
MALE	34	VIC	EXECL1
FEMALE	39	VIC	EXECL1
MALE	34	VIC	EXECL2
MALE	46	VIC	EXECL2
MALE	48	VIC	EXECL2
MALE	49	VIC	EXECL2
MALE	52	VIC	EXECL2
MALE	57	VIC	EXECL2
MALE	59	VIC	EXECL2
FEMALE	23	WA	APS3
FEMALE	27	WA	APS3
FEMALE	32	WA	APS3
FEMALE	35	WA	APS3
FEMALE	44	WA	APS3
FEMALE	51	WA	APS3
FEMALE	24	WA	APS4
FEMALE	32	WA	APS4
MALE	48	WA	APS4
FEMALE	53	WA	APS4

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FEMALE	59	WA	APS4
FEMALE	24	WA	APS5
FEMALE	25	WA	APS5
MALE	29	WA	APS5
FEMALE	30	WA	APS5
FEMALE	45	WA	APS5
MALE	39	WA	APS6
MALE	47	WA	EXECL2

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Defence Housing Australia

Staff Transfer Q2

Attachment 3

GENDER	AGE	Employment Type	State/Territory	Classification
MALE	18	Non-ongoing Contract	ACT	APSL3
MALE	30	Non-ongoing Contract	ACT	APSL3
FEMALE	24	Non-ongoing Contract	ACT	APSL3
FEMALE	25	Non-ongoing Contract	ACT	APSL3
FEMALE	38	Non-ongoing Contract	ACT	APSL3
MALE	29	Non-ongoing Contract	ACT	APSL3
MALE	22	Non-ongoing Contract	ACT	APSL3
MALE	62	Non-ongoing Contract	ACT	APSL3
FEMALE	22	Non-ongoing Contract	ACT	APSL3
FEMALE	24	Non-ongoing Contract	ACT	APSL3
FEMALE	33	Non-ongoing Contract	ACT	APSL3
MALE	20	Non-ongoing Contract	ACT	APSL3
FEMALE	40	Non-ongoing Contract	ACT	APSL3
FEMALE	23	Non-ongoing Contract	ACT	APSL3
FEMALE	47	Non-ongoing Contract	ACT	APSL3
FEMALE	44	Ongoing	ACT	APSL3
FEMALE	57	Ongoing	ACT	APSL3
FEMALE	35	Ongoing	ACT	APSL3
FEMALE	60	Ongoing	ACT	APSL3
FEMALE	56	Ongoing	ACT	APSL3
FEMALE	32	Ongoing	ACT	APSL3
MALE	28	Ongoing	ACT	APSL3
FEMALE	34	Ongoing	ACT	APSL3
FEMALE	23	Ongoing	ACT	APSL3
FEMALE	41	Ongoing	ACT	APSL3
FEMALE	53	Ongoing	ACT	APSL3
MALE	30	Ongoing	ACT	APSL3
FEMALE	33	Ongoing	ACT	APSL3
FEMALE	33	Ongoing	ACT	APSL3
FEMALE	23	Ongoing	ACT	APSL3
FEMALE	23	Ongoing	ACT	APSL3
FEMALE	20	Ongoing	ACT	APSL3
FEMALE	23	Ongoing	ACT	APSL3
MALE	27	Ongoing	ACT	APSL3
MALE	32	Ongoing	ACT	APSL3
FEMALE	23	Non-ongoing Contract	ACT	APSL4
FEMALE	55	Non-ongoing Contract	ACT	APSL4
FEMALE	23	Non-ongoing Contract	ACT	APSL4
FEMALE	22	Non-ongoing Contract	ACT	APSL4
FEMALE	40	Non-ongoing Contract	ACT	APSL4

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FEMALE	32	Non-ongoing Contract	ACT	APSL4
FEMALE	31	Non-ongoing Contract	ACT	APSL4
MALE	23	Non-ongoing Contract	ACT	APSL4
FEMALE	51	Ongoing	ACT	APSL4
FEMALE	56	Ongoing	ACT	APSL4
FEMALE	39	Ongoing	ACT	APSL4
FEMALE	32	Ongoing	ACT	APSL4
FEMALE	33	Ongoing	ACT	APSL4
FEMALE	62	Ongoing	ACT	APSL4
FEMALE	48	Ongoing	ACT	APSL4
FEMALE	46	Ongoing	ACT	APSL4
MALE	27	Ongoing	ACT	APSL4
FEMALE	23	Ongoing	ACT	APSL4
FEMALE	42	Ongoing	ACT	APSL4
FEMALE	27	Ongoing	ACT	APSL4
FEMALE	27	Ongoing	ACT	APSL4
FEMALE	24	Ongoing	ACT	APSL4
FEMALE	28	Ongoing	ACT	APSL4
FEMALE	24	Ongoing	ACT	APSL4
FEMALE	32	Ongoing	ACT	APSL4
MALE	30	Ongoing	ACT	APSL4
FEMALE	27	Ongoing	ACT	APSL4
FEMALE	21	Ongoing	ACT	APSL4
FEMALE	46	Ongoing	ACT	APSL4
FEMALE	44	Ongoing	ACT	APSL4
MALE	30	Ongoing	ACT	APSL4
FEMALE	46	Ongoing	ACT	APSL4
MALE	23	Ongoing	ACT	APSL4
FEMALE	24	Ongoing	ACT	APSL4
FEMALE	24	Ongoing	ACT	APSL4
FEMALE	27	Ongoing	ACT	APSL4
FEMALE	25	Ongoing	ACT	APSL4
MALE	56	Non-ongoing Contract	ACT	APSL5
FEMALE	34	Non-ongoing Contract	ACT	APSL5
MALE	30	Non-ongoing Contract	ACT	APSL5
FEMALE	35	Non-ongoing Contract	ACT	APSL5
FEMALE	28	Non-ongoing Contract	ACT	APSL5
MALE	36	Non-ongoing Contract	ACT	APSL5
MALE	25	Non-ongoing Contract	ACT	APSL5
FEMALE	29	Non-ongoing Contract	ACT	APSL5
MALE	47	Ongoing	ACT	APSL5
FEMALE	45	Ongoing	ACT	APSL5
FEMALE	32	Ongoing	ACT	APSL5

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FEMALE	57	Ongoing	ACT	APSL5
FEMALE	39	Ongoing	ACT	APSL5
FEMALE	57	Ongoing	ACT	APSL5
FEMALE	37	Ongoing	ACT	APSL5
MALE	36	Ongoing	ACT	APSL5
FEMALE	40	Ongoing	ACT	APSL5
FEMALE	35	Ongoing	ACT	APSL5
MALE	36	Ongoing	ACT	APSL5
MALE	26	Ongoing	ACT	APSL5
FEMALE	44	Ongoing	ACT	APSL5
FEMALE	25	Ongoing	ACT	APSL5
FEMALE	48	Ongoing	ACT	APSL5
FEMALE	32	Ongoing	ACT	APSL5
FEMALE	27	Ongoing	ACT	APSL5
FEMALE	27	Ongoing	ACT	APSL5
FEMALE	32	Ongoing	ACT	APSL5
MALE	29	Ongoing	ACT	APSL5
FEMALE	25	Ongoing	ACT	APSL5
MALE	28	Ongoing	ACT	APSL5
MALE	31	Ongoing	ACT	APSL5
FEMALE	27	Ongoing	ACT	APSL5
FEMALE	33	Non-ongoing Contract	ACT	APSL6
MALE	66	Non-ongoing Contract	ACT	APSL6
MALE	36	Non-ongoing Contract	ACT	APSL6
MALE	51	Non-ongoing Contract	ACT	APSL6
FEMALE	39	Non-ongoing Contract	ACT	APSL6
MALE	27	Non-ongoing Contract	ACT	APSL6
FEMALE	33	Non-ongoing Contract	ACT	APSL6
MALE	29	Non-ongoing Contract	ACT	APSL6
FEMALE	27	Non-ongoing Contract	ACT	APSL6
FEMALE	58	Ongoing	ACT	APSL6
FEMALE	31	Ongoing	ACT	APSL6
FEMALE	37	Ongoing	ACT	APSL6
FEMALE	32	Ongoing	ACT	APSL6
FEMALE	47	Ongoing	ACT	APSL6
FEMALE	52	Ongoing	ACT	APSL6
FEMALE	43	Ongoing	ACT	APSL6
MALE	44	Ongoing	ACT	APSL6
FEMALE	55	Ongoing	ACT	APSL6
FEMALE	38	Ongoing	ACT	APSL6
FEMALE	50	Ongoing	ACT	APSL6
FEMALE	34	Ongoing	ACT	APSL6
MALE	37	Ongoing	ACT	APSL6

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MALE	30	Ongoing	ACT	APSL6
FEMALE	35	Ongoing	ACT	APSL6
FEMALE	57	Ongoing	ACT	APSL6
FEMALE	40	Ongoing	ACT	APSL6
FEMALE	51	Ongoing	ACT	APSL6
MALE	37	Ongoing	ACT	APSL6
FEMALE	39	Ongoing	ACT	APSL6
MALE	42	Ongoing	ACT	APSL6
FEMALE	35	Ongoing	ACT	APSL6
MALE	26	Ongoing	ACT	APSL6
MALE	28	Ongoing	ACT	APSL6
FEMALE	31	Ongoing	ACT	APSL6
FEMALE	31	Ongoing	ACT	APSL6
FEMALE	39	Ongoing	ACT	APSL6
FEMALE	37	Ongoing	ACT	APSL6
MALE	31	Ongoing	ACT	APSL6
MALE	30	Ongoing	ACT	APSL6
MALE	37	Ongoing	ACT	APSL6
FEMALE	41	Ongoing	ACT	APSL6
MALE	29	Ongoing	ACT	APSL6
MALE	34	Ongoing	ACT	APSL6
MALE	33	Ongoing	ACT	APSL6
FEMALE	41	Ongoing	ACT	APSL6
MALE	28	Ongoing	ACT	APSL6
MALE	28	Ongoing	ACT	APSL6
FEMALE	39	Ongoing	ACT	APSL6
FEMALE	35	Ongoing	ACT	APSL6
FEMALE	27	Ongoing	ACT	APSL6
FEMALE	27	Ongoing	ACT	APSL6
MALE	38	Ongoing	ACT	APSL6
MALE	30	Ongoing	ACT	APSL6
MALE	29	Ongoing	ACT	APSL6
FEMALE	27	Ongoing	ACT	APSL6
MALE	36	Ongoing	ACT	APSL6
FEMALE	36	Ongoing	ACT	APSL6
MALE	41	Ongoing	ACT	APSL6
MALE	28	Ongoing	ACT	APSL6
FEMALE	27	Ongoing	ACT	APSL6
MALE	47	Ongoing	ACT	APSL6
FEMALE	30	Ongoing	ACT	APSL6
MALE	38	Agency or Consultant	ACT	CONS
MALE	49	Non-ongoing Contract	ACT	EXECL1
MALE	39	Non-ongoing Contract	ACT	EXECL1

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FEMALE	37	Non-ongoing Contract	ACT	EXECL1
FEMALE	36	Non-ongoing Contract	ACT	EXECL1
MALE	47	Non-ongoing Contract	ACT	EXECL1
MALE	32	Non-ongoing Contract	ACT	EXECL1
FEMALE	36	Non-ongoing Contract	ACT	EXECL1
FEMALE	37	Non-ongoing Contract	ACT	EXECL1
MALE	35	Non-ongoing Contract	ACT	EXECL1
MALE	47	Non-ongoing Contract	ACT	EXECL1
MALE	34	Non-ongoing Contract	ACT	EXECL1
FEMALE	48	Ongoing	ACT	EXECL1
FEMALE	55	Ongoing	ACT	EXECL1
FEMALE	35	Ongoing	ACT	EXECL1
MALE	41	Ongoing	ACT	EXECL1
FEMALE	42	Ongoing	ACT	EXECL1
FEMALE	34	Ongoing	ACT	EXECL1
FEMALE	33	Ongoing	ACT	EXECL1
MALE	53	Ongoing	ACT	EXECL1
FEMALE	46	Ongoing	ACT	EXECL1
MALE	41	Ongoing	ACT	EXECL1
MALE	37	Ongoing	ACT	EXECL1
MALE	48	Ongoing	ACT	EXECL1
MALE	44	Ongoing	ACT	EXECL1
MALE	39	Ongoing	ACT	EXECL1
MALE	40	Ongoing	ACT	EXECL1
MALE	49	Ongoing	ACT	EXECL1
MALE	39	Ongoing	ACT	EXECL1
FEMALE	41	Ongoing	ACT	EXECL1
FEMALE	35	Ongoing	ACT	EXECL1
FEMALE	51	Ongoing	ACT	EXECL1
MALE	30	Ongoing	ACT	EXECL1
FEMALE	36	Ongoing	ACT	EXECL1
MALE	55	Ongoing	ACT	EXECL1
MALE	51	Ongoing	ACT	EXECL1
FEMALE	35	Ongoing	ACT	EXECL1
MALE	55	Ongoing	ACT	EXECL1
MALE	46	Ongoing	ACT	EXECL1
MALE	40	Ongoing	ACT	EXECL1
MALE	34	Ongoing	ACT	EXECL1
FEMALE	32	Ongoing	ACT	EXECL1
FEMALE	35	Ongoing	ACT	EXECL1
FEMALE	32	Ongoing	ACT	EXECL1
FEMALE	36	Ongoing	ACT	EXECL1
FEMALE	42	Ongoing	ACT	EXECL1

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MALE	44	Ongoing	ACT	EXECL1
FEMALE	32	Ongoing	ACT	EXECL1
FEMALE	33	Ongoing	ACT	EXECL1
MALE	57	Ongoing	ACT	EXECL1
FEMALE	32	Ongoing	ACT	EXECL1
FEMALE	55	Ongoing	ACT	EXECL1
MALE	32	Ongoing	ACT	EXECL1
FEMALE	39	Ongoing	ACT	EXECL1
MALE	38	Ongoing	ACT	EXECL1
MALE	32	Ongoing	ACT	EXECL1
FEMALE	34	Ongoing	ACT	EXECL1
FEMALE	39	Ongoing	ACT	EXECL1
MALE	56	Ongoing	ACT	EXECL1
MALE	61	Non-ongoing Contract	ACT	EXECL2
FEMALE	37	Non-ongoing Contract	ACT	EXECL2
FEMALE	39	Non-ongoing Contract	ACT	EXECL2
FEMALE	59	Non-ongoing Contract	ACT	EXECL2
FEMALE	32	Non-ongoing Contract	ACT	EXECL2
FEMALE	39	Non-ongoing Contract	ACT	EXECL2
MALE	57	Non-ongoing Contract	ACT	EXECL2
MALE	43	Non-ongoing Contract	ACT	EXECL2
FEMALE	40	Non-ongoing Contract	ACT	EXECL2
FEMALE	61	Ongoing	ACT	EXECL2
MALE	60	Ongoing	ACT	EXECL2
FEMALE	46	Ongoing	ACT	EXECL2
MALE	38	Ongoing	ACT	EXECL2
MALE	36	Ongoing	ACT	EXECL2
MALE	51	Ongoing	ACT	EXECL2
FEMALE	35	Ongoing	ACT	EXECL2
MALE	51	Ongoing	ACT	EXECL2
FEMALE	33	Ongoing	ACT	EXECL2
FEMALE	50	Ongoing	ACT	EXECL2
MALE	54	Ongoing	ACT	EXECL2
MALE	51	Ongoing	ACT	EXECL2
FEMALE	40	Ongoing	ACT	EXECL2
FEMALE	54	Ongoing	ACT	EXECL2
MALE	38	Ongoing	ACT	EXECL2
FEMALE	32	Ongoing	ACT	EXECL2
MALE	40	Ongoing	ACT	EXECL2
MALE	37	Ongoing	ACT	EXECL2
MALE	58	Ongoing	ACT	EXECL2
FEMALE	41	Ongoing	ACT	EXECL2
FEMALE	41	Ongoing	ACT	EXECL2

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MALE	50	Ongoing	ACT	EXECL2
MALE	38	Ongoing	ACT	EXECL2
MALE	35	Ongoing	ACT	EXECL2
MALE	43	Ongoing	ACT	EXECL2
MALE	43	Ongoing	ACT	EXECL2
FEMALE	31	Ongoing	ACT	EXECL2
FEMALE	39	Ongoing	ACT	EXECL2
MALE	55	Ongoing	ACT	EXECL2
FEMALE	48	Ongoing	ACT	EXECL2
MALE	57	Principal Exec. Office	ACT	MD01
MALE	60	Non-ongoing Contract	ACT	SESB1
MALE	40	Ongoing	ACT	SESB1
MALE	60	Ongoing	ACT	SESB1
MALE	50	Ongoing	ACT	SESB2
MALE	45	Ongoing	ACT	SESB2
MALE	43	Ongoing	ACT	SESB2
MALE	41	Ongoing	ACT	SESB2
FEMALE	60	Non-ongoing Contract	NSW	APSL3
FEMALE	36	Non-ongoing Contract	NSW	APSL3
FEMALE	47	Non-ongoing Contract	NSW	APSL3
FEMALE	42	Non-ongoing Contract	NSW	APSL3
FEMALE	28	Non-ongoing Contract	NSW	APSL3
FEMALE	37	Non-ongoing Contract	NSW	APSL3
FEMALE	25	Non-ongoing Contract	NSW	APSL3
FEMALE	49	Non-ongoing Contract	NSW	APSL3
FEMALE	24	Non-ongoing Contract	NSW	APSL3
MALE	28	Non-ongoing Contract	NSW	APSL3
FEMALE	41	Non-ongoing Contract	NSW	APSL3
FEMALE	45	Non-ongoing Contract	NSW	APSL3
FEMALE	56	Non-ongoing Contract	NSW	APSL3
FEMALE	43	Non-ongoing Contract	NSW	APSL3
FEMALE	43	Non-ongoing Contract	NSW	APSL3
FEMALE	26	Non-ongoing Contract	NSW	APSL3
FEMALE	49	Ongoing	NSW	APSL3
MALE	51	Ongoing	NSW	APSL3
FEMALE	42	Ongoing	NSW	APSL3
FEMALE	50	Ongoing	NSW	APSL3
FEMALE	49	Ongoing	NSW	APSL3
FEMALE	54	Ongoing	NSW	APSL3
MALE	40	Ongoing	NSW	APSL3
FEMALE	54	Ongoing	NSW	APSL3
FEMALE	52	Ongoing	NSW	APSL3
FEMALE	33	Ongoing	NSW	APSL3

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FEMALE	47	Ongoing	NSW	APSL3
FEMALE	35	Ongoing	NSW	APSL3
FEMALE	42	Ongoing	NSW	APSL3
FEMALE	46	Ongoing	NSW	APSL3
FEMALE	51	Ongoing	NSW	APSL3
FEMALE	36	Ongoing	NSW	APSL3
FEMALE	51	Ongoing	NSW	APSL3
FEMALE	29	Ongoing	NSW	APSL3
FEMALE	60	Ongoing	NSW	APSL3
FEMALE	38	Ongoing	NSW	APSL3
MALE	49	Ongoing	NSW	APSL3
FEMALE	55	Ongoing	NSW	APSL3
FEMALE	43	Ongoing	NSW	APSL3
FEMALE	33	Ongoing	NSW	APSL3
MALE	51	Ongoing	NSW	APSL3
FEMALE	51	Ongoing	NSW	APSL3
FEMALE	53	Ongoing	NSW	APSL3
FEMALE	51	Ongoing	NSW	APSL3
FEMALE	26	Ongoing	NSW	APSL3
FEMALE	46	Ongoing	NSW	APSL3
FEMALE	48	Ongoing	NSW	APSL3
FEMALE	40	Ongoing	NSW	APSL3
FEMALE	47	Ongoing	NSW	APSL3
MALE	48	Ongoing	NSW	APSL3
FEMALE	30	Ongoing	NSW	APSL3
FEMALE	35	Ongoing	NSW	APSL3
FEMALE	34	Ongoing	NSW	APSL3
FEMALE	51	Ongoing	NSW	APSL3
FEMALE	44	Ongoing	NSW	APSL3
FEMALE	27	Ongoing	NSW	APSL3
FEMALE	30	Ongoing	NSW	APSL3
MALE	59	Ongoing	NSW	APSL3
FEMALE	44	Ongoing	NSW	APSL3
FEMALE	32	Ongoing	NSW	APSL3
FEMALE	42	Ongoing	NSW	APSL3
FEMALE	23	Ongoing	NSW	APSL3
FEMALE	34	Ongoing	NSW	APSL3
MALE	29	Ongoing	NSW	APSL3
MALE	29	Ongoing	NSW	APSL3
FEMALE	23	Ongoing	NSW	APSL3
FEMALE	23	Non-ongoing Contract	NSW	APSL4
FEMALE	29	Non-ongoing Contract	NSW	APSL4
FEMALE	27	Non-ongoing Contract	NSW	APSL4

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FEMALE	62	Ongoing	NSW	APSL4
FEMALE	45	Ongoing	NSW	APSL4
FEMALE	36	Ongoing	NSW	APSL4
MALE	48	Ongoing	NSW	APSL4
FEMALE	30	Ongoing	NSW	APSL4
FEMALE	42	Ongoing	NSW	APSL4
FEMALE	31	Ongoing	NSW	APSL4
MALE	64	Ongoing	NSW	APSL4
MALE	48	Ongoing	NSW	APSL4
MALE	33	Ongoing	NSW	APSL4
FEMALE	33	Ongoing	NSW	APSL4
FEMALE	48	Ongoing	NSW	APSL4
FEMALE	51	Ongoing	NSW	APSL4
FEMALE	50	Ongoing	NSW	APSL4
FEMALE	49	Ongoing	NSW	APSL4
FEMALE	41	Ongoing	NSW	APSL4
FEMALE	30	Ongoing	NSW	APSL4
FEMALE	34	Ongoing	NSW	APSL4
MALE	44	Ongoing	NSW	APSL4
MALE	37	Ongoing	NSW	APSL4
MALE	36	Ongoing	NSW	APSL4
FEMALE	37	Ongoing	NSW	APSL4
FEMALE	42	Ongoing	NSW	APSL4
FEMALE	59	Ongoing	NSW	APSL4
FEMALE	34	Ongoing	NSW	APSL4
FEMALE	49	Ongoing	NSW	APSL4
FEMALE	52	Ongoing	NSW	APSL4
FEMALE	31	Ongoing	NSW	APSL4
FEMALE	28	Ongoing	NSW	APSL4
FEMALE	41	Ongoing	NSW	APSL4
MALE	27	Ongoing	NSW	APSL4
FEMALE	23	Ongoing	NSW	APSL4
FEMALE	21	Non-ongoing Contract	NSW	APSL5
MALE	34	Non-ongoing Contract	NSW	APSL5
FEMALE	52	Ongoing	NSW	APSL5
FEMALE	50	Ongoing	NSW	APSL5
FEMALE	64	Ongoing	NSW	APSL5
FEMALE	48	Ongoing	NSW	APSL5
FEMALE	57	Ongoing	NSW	APSL5
FEMALE	33	Ongoing	NSW	APSL5
FEMALE	55	Ongoing	NSW	APSL5
FEMALE	34	Ongoing	NSW	APSL5
FEMALE	29	Ongoing	NSW	APSL5

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MALE	41	Ongoing	NSW	APSL5
FEMALE	30	Ongoing	NSW	APSL5
MALE	51	Ongoing	NSW	APSL5
FEMALE	41	Ongoing	NSW	APSL5
FEMALE	34	Ongoing	NSW	APSL5
MALE	51	Ongoing	NSW	APSL5
FEMALE	29	Ongoing	NSW	APSL5
FEMALE	31	Ongoing	NSW	APSL5
MALE	49	Ongoing	NSW	APSL5
FEMALE	26	Ongoing	NSW	APSL5
MALE	33	Ongoing	NSW	APSL5
MALE	45	Ongoing	NSW	APSL5
FEMALE	42	Ongoing	NSW	APSL6
MALE	52	Ongoing	NSW	APSL6
FEMALE	58	Ongoing	NSW	APSL6
FEMALE	58	Ongoing	NSW	APSL6
MALE	55	Ongoing	NSW	APSL6
MALE	48	Ongoing	NSW	APSL6
MALE	49	Ongoing	NSW	APSL6
FEMALE	41	Ongoing	NSW	APSL6
MALE	39	Ongoing	NSW	APSL6
MALE	40	Ongoing	NSW	APSL6
MALE	58	Ongoing	NSW	APSL6
MALE	44	Ongoing	NSW	APSL6
FEMALE	24	Ongoing	NSW	APSL6
FEMALE	34	Ongoing	NSW	APSL6
FEMALE	41	Ongoing	NSW	APSL6
MALE	41	Ongoing	NSW	EXECL1
FEMALE	34	Ongoing	NSW	EXECL1
FEMALE	60	Ongoing	NSW	EXECL1
FEMALE	40	Ongoing	NSW	EXECL1
MALE	36	Ongoing	NSW	EXECL1
MALE	35	Non-ongoing Contract	NSW	EXECL2
MALE	35	Non-ongoing Contract	NSW	EXECL2
MALE	54	Ongoing	NSW	EXECL2
MALE	65	Ongoing	NSW	EXECL2
FEMALE	59	Ongoing	NSW	EXECL2
MALE	58	Ongoing	NSW	SESB1
FEMALE	19	Non-ongoing Contract	NT	APSL3
MALE	19	Non-ongoing Contract	NT	APSL3
FEMALE	22	Non-ongoing Contract	NT	APSL3
FEMALE	22	Non-ongoing Contract	NT	APSL3
FEMALE	23	Non-ongoing Contract	NT	APSL3

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FEMALE	34	Non-ongoing Contract	NT	APSL3
FEMALE	30	Non-ongoing Contract	NT	APSL3
FEMALE	53	Ongoing	NT	APSL3
FEMALE	55	Ongoing	NT	APSL3
FEMALE	25	Ongoing	NT	APSL3
FEMALE	58	Ongoing	NT	APSL3
FEMALE	33	Ongoing	NT	APSL3
FEMALE	21	Ongoing	NT	APSL3
FEMALE	24	Ongoing	NT	APSL3
FEMALE	28	Ongoing	NT	APSL3
FEMALE	32	Ongoing	NT	APSL3
FEMALE	29	Ongoing	NT	APSL3
MALE	26	Ongoing	NT	APSL3
FEMALE	22	Ongoing	NT	APSL3
FEMALE	23	Ongoing	NT	APSL3
FEMALE	23	Ongoing	NT	APSL3
FEMALE	31	Non-ongoing Contract	NT	APSL4
FEMALE	41	Non-ongoing Contract	NT	APSL4
FEMALE	35	Ongoing	NT	APSL4
FEMALE	29	Ongoing	NT	APSL4
FEMALE	25	Ongoing	NT	APSL4
FEMALE	26	Ongoing	NT	APSL4
FEMALE	40	Ongoing	NT	APSL4
FEMALE	33	Ongoing	NT	APSL4
FEMALE	31	Ongoing	NT	APSL4
FEMALE	27	Ongoing	NT	APSL4
MALE	28	Non-ongoing Contract	NT	APSL5
FEMALE	43	Ongoing	NT	APSL5
FEMALE	37	Ongoing	NT	APSL5
FEMALE	39	Ongoing	NT	APSL5
FEMALE	33	Ongoing	NT	APSL5
FEMALE	33	Ongoing	NT	APSL6
FEMALE	28	Ongoing	NT	APSL6
FEMALE	41	Ongoing	NT	EXECL1
FEMALE	34	Ongoing	NT	EXECL1
FEMALE	34	Ongoing	NT	EXECL1
MALE	36	Ongoing	NT	EXECL1
FEMALE	41	Ongoing	NT	EXECL2
FEMALE	49	Non-ongoing Contract	QLD	APSL3
FEMALE	39	Non-ongoing Contract	QLD	APSL3
FEMALE	23	Non-ongoing Contract	QLD	APSL3
FEMALE	53	Non-ongoing Contract	QLD	APSL3
FEMALE	22	Non-ongoing Contract	QLD	APSL3

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MALE	23	Non-ongoing Contract	QLD	APSL3
FEMALE	30	Non-ongoing Contract	QLD	APSL3
FEMALE	52	Non-ongoing Contract	QLD	APSL3
FEMALE	26	Non-ongoing Contract	QLD	APSL3
FEMALE	27	Non-ongoing Contract	QLD	APSL3
FEMALE	24	Non-ongoing Contract	QLD	APSL3
FEMALE	41	Non-ongoing Contract	QLD	APSL3
FEMALE	27	Non-ongoing Contract	QLD	APSL3
FEMALE	35	Non-ongoing Contract	QLD	APSL3
FEMALE	23	Non-ongoing Contract	QLD	APSL3
FEMALE	34	Non-ongoing Contract	QLD	APSL3
FEMALE	40	Non-ongoing Contract	QLD	APSL3
FEMALE	34	Non-ongoing Contract	QLD	APSL3
FEMALE	41	Ongoing	QLD	APSL3
FEMALE	39	Ongoing	QLD	APSL3
FEMALE	50	Ongoing	QLD	APSL3
MALE	61	Ongoing	QLD	APSL3
FEMALE	50	Ongoing	QLD	APSL3
FEMALE	54	Ongoing	QLD	APSL3
FEMALE	47	Ongoing	QLD	APSL3
FEMALE	42	Ongoing	QLD	APSL3
FEMALE	55	Ongoing	QLD	APSL3
FEMALE	51	Ongoing	QLD	APSL3
FEMALE	40	Ongoing	QLD	APSL3
FEMALE	33	Ongoing	QLD	APSL3
FEMALE	31	Ongoing	QLD	APSL3
FEMALE	40	Ongoing	QLD	APSL3
FEMALE	30	Ongoing	QLD	APSL3
FEMALE	38	Ongoing	QLD	APSL3
FEMALE	31	Ongoing	QLD	APSL3
FEMALE	38	Ongoing	QLD	APSL3
FEMALE	30	Ongoing	QLD	APSL3
FEMALE	29	Ongoing	QLD	APSL3
FEMALE	33	Ongoing	QLD	APSL3
FEMALE	25	Ongoing	QLD	APSL3
FEMALE	25	Ongoing	QLD	APSL3
FEMALE	27	Ongoing	QLD	APSL3
FEMALE	34	Ongoing	QLD	APSL3
FEMALE	46	Ongoing	QLD	APSL3
FEMALE	28	Ongoing	QLD	APSL3
FEMALE	32	Ongoing	QLD	APSL3
FEMALE	33	Ongoing	QLD	APSL3
FEMALE	23	Ongoing	QLD	APSL3

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FEMALE	28	Ongoing	QLD	APSL3
FEMALE	26	Ongoing	QLD	APSL3
FEMALE	21	Ongoing	QLD	APSL3
FEMALE	49	Ongoing	QLD	APSL3
FEMALE	53	Ongoing	QLD	APSL3
FEMALE	41	Ongoing	QLD	APSL3
MALE	39	Non-ongoing Contract	QLD	APSL4
FEMALE	33	Non-ongoing Contract	QLD	APSL4
FEMALE	52	Ongoing	QLD	APSL4
FEMALE	58	Ongoing	QLD	APSL4
FEMALE	55	Ongoing	QLD	APSL4
FEMALE	54	Ongoing	QLD	APSL4
FEMALE	70	Ongoing	QLD	APSL4
FEMALE	60	Ongoing	QLD	APSL4
MALE	51	Ongoing	QLD	APSL4
FEMALE	51	Ongoing	QLD	APSL4
FEMALE	48	Ongoing	QLD	APSL4
FEMALE	32	Ongoing	QLD	APSL4
FEMALE	29	Ongoing	QLD	APSL4
FEMALE	38	Ongoing	QLD	APSL4
FEMALE	32	Ongoing	QLD	APSL4
FEMALE	25	Ongoing	QLD	APSL4
FEMALE	43	Ongoing	QLD	APSL4
FEMALE	27	Ongoing	QLD	APSL4
FEMALE	61	Ongoing	QLD	APSL4
FEMALE	48	Ongoing	QLD	APSL4
FEMALE	31	Ongoing	QLD	APSL4
FEMALE	30	Ongoing	QLD	APSL4
FEMALE	51	Ongoing	QLD	APSL4
FEMALE	29	Ongoing	QLD	APSL4
FEMALE	25	Ongoing	QLD	APSL4
FEMALE	49	Non-ongoing Contract	QLD	APSL5
MALE	37	Non-ongoing Contract	QLD	APSL5
FEMALE	33	Non-ongoing Contract	QLD	APSL5
FEMALE	26	Non-ongoing Contract	QLD	APSL5
MALE	65	Ongoing	QLD	APSL5
MALE	47	Ongoing	QLD	APSL5
FEMALE	54	Ongoing	QLD	APSL5
FEMALE	48	Ongoing	QLD	APSL5
FEMALE	45	Ongoing	QLD	APSL5
FEMALE	39	Ongoing	QLD	APSL5
MALE	46	Ongoing	QLD	APSL5
MALE	51	Ongoing	QLD	APSL5

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MALE	38	Ongoing	QLD	APSL5
FEMALE	34	Ongoing	QLD	APSL5
MALE	41	Non-ongoing Contract	QLD	APSL6
FEMALE	36	Non-ongoing Contract	QLD	APSL6
FEMALE	37	Non-ongoing Contract	QLD	APSL6
FEMALE	44	Ongoing	QLD	APSL6
FEMALE	57	Ongoing	QLD	APSL6
FEMALE	50	Ongoing	QLD	APSL6
FEMALE	48	Ongoing	QLD	APSL6
FEMALE	35	Ongoing	QLD	APSL6
FEMALE	39	Ongoing	QLD	APSL6
FEMALE	40	Ongoing	QLD	APSL6
FEMALE	29	Ongoing	QLD	APSL6
FEMALE	42	Ongoing	QLD	APSL6
MALE	51	Ongoing	QLD	EXECL1
MALE	61	Ongoing	QLD	EXECL1
MALE	48	Ongoing	QLD	EXECL1
FEMALE	39	Non-ongoing Contract	QLD	EXECL2
MALE	49	Ongoing	QLD	EXECL2
FEMALE	52	Ongoing	QLD	EXECL2
MALE	42	Ongoing	QLD	EXECL2
FEMALE	56	Non-ongoing Contract	SA	APSL3
MALE	27	Non-ongoing Contract	SA	APSL3
MALE	26	Non-ongoing Contract	SA	APSL3
FEMALE	25	Non-ongoing Contract	SA	APSL3
FEMALE	27	Non-ongoing Contract	SA	APSL3
FEMALE	20	Non-ongoing Contract	SA	APSL3
FEMALE	39	Non-ongoing Contract	SA	APSL3
FEMALE	25	Ongoing	SA	APSL3
MALE	46	Non-ongoing Contract	SA	APSL4
FEMALE	23	Non-ongoing Contract	SA	APSL4
MALE	48	Ongoing	SA	APSL4
FEMALE	43	Ongoing	SA	APSL4
FEMALE	30	Ongoing	SA	APSL4
FEMALE	42	Ongoing	SA	APSL4
FEMALE	30	Ongoing	SA	APSL4
MALE	32	Ongoing	SA	APSL4
MALE	61	Ongoing	SA	APSL5
FEMALE	56	Ongoing	SA	APSL6
FEMALE	56	Ongoing	SA	APSL6
MALE	48	Ongoing	SA	EXECL2
FEMALE	29	Non-ongoing Contract	VIC	APSL2
FEMALE	29	Non-ongoing Contract	VIC	APSL3

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FEMALE	59	Ongoing	VIC	APSL3
FEMALE	34	Ongoing	VIC	APSL3
FEMALE	44	Ongoing	VIC	APSL3
FEMALE	45	Ongoing	VIC	APSL3
FEMALE	39	Ongoing	VIC	APSL3
FEMALE	48	Ongoing	VIC	APSL3
FEMALE	28	Ongoing	VIC	APSL3
FEMALE	34	Ongoing	VIC	APSL3
FEMALE	51	Ongoing	VIC	APSL3
FEMALE	26	Ongoing	VIC	APSL3
FEMALE	36	Ongoing	VIC	APSL3
FEMALE	38	Ongoing	VIC	APSL3
FEMALE	48	Ongoing	VIC	APSL4
MALE	53	Ongoing	VIC	APSL4
FEMALE	52	Ongoing	VIC	APSL4
FEMALE	32	Ongoing	VIC	APSL4
MALE	33	Ongoing	VIC	APSL4
FEMALE	44	Ongoing	VIC	APSL4
MALE	43	Ongoing	VIC	APSL4
MALE	39	Ongoing	VIC	APSL4
FEMALE	48	Ongoing	VIC	APSL4
FEMALE	27	Ongoing	VIC	APSL4
FEMALE	58	Ongoing	VIC	APSL5
MALE	59	Ongoing	VIC	APSL5
MALE	52	Ongoing	VIC	APSL5
FEMALE	52	Ongoing	VIC	APSL5
MALE	59	Ongoing	VIC	APSL5
MALE	32	Ongoing	VIC	APSL5
FEMALE	49	Ongoing	VIC	APSL6
FEMALE	37	Ongoing	VIC	EXECL1
MALE	47	Ongoing	VIC	EXECL1
MALE	33	Ongoing	VIC	EXECL1
MALE	41	Ongoing	VIC	EXECL1
MALE	57	Non-ongoing Contract	VIC	EXECL2
MALE	45	Non-ongoing Contract	VIC	EXECL2
MALE	33	Ongoing	VIC	EXECL2
FEMALE	51	Non-ongoing Contract	WA	APSL3
FEMALE	25	Non-ongoing Contract	WA	APSL3
FEMALE	31	Non-ongoing Contract	WA	APSL3
FEMALE	33	Non-ongoing Contract	WA	APSL3
FEMALE	51	Ongoing	WA	APSL3
FEMALE	50	Ongoing	WA	APSL3
MALE	46	Ongoing	WA	APSL3

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MALE	47	Ongoing	WA	APSL3
FEMALE	34	Ongoing	WA	APSL3
FEMALE	39	Ongoing	WA	APSL3
FEMALE	33	Non-ongoing Contract	WA	APSL4
FEMALE	23	Ongoing	WA	APSL4
FEMALE	31	Ongoing	WA	APSL4
FEMALE	43	Ongoing	WA	APSL4
FEMALE	58	Ongoing	WA	APSL4
FEMALE	22	Ongoing	WA	APSL4
FEMALE	27	Ongoing	WA	APSL5
FEMALE	23	Ongoing	WA	APSL5
MALE	50	Non-ongoing Contract	WA	APSL6
MALE	45	Ongoing	WA	APSL6
MALE	38	Ongoing	WA	APSL6

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Attachment 4

Staff Transfers Q5

Employment type	Position title	Reason for removal from At Risk Status	Age	Gender	Classification level
Ongoing	Housing Consultant	Made redundant	30	FEMALE	APS3
Ongoing	Housing Consultant	Made redundant	35	FEMALE	APS3
Ongoing	Housing Consultant	Made redundant	30	FEMALE	APS3
Ongoing	Housing Consultant	Made redundant	63	MALE	APS3
Ongoing	Housing Consultant	Made redundant	43	FEMALE	APS3
Ongoing	Housing Consultant	Made redundant	57	FEMALE	APS3
Ongoing	Housing Manager	Made redundant	36	FEMALE	APS6
Ongoing	Housing Team Leader	Made redundant	71	FEMALE	APS4
Ongoing	IT Communications Officer	Made redundant	55	FEMALE	APS5
Ongoing	Operations Support	Made redundant	33	FEMALE	APS3
Ongoing	Operations Support Officer	Made redundant	63	FEMALE	APS4
Ongoing	Operations Support Officer	Made redundant	51	FEMALE	APS3
Ongoing	Operations Support Officer	Made redundant	61	FEMALE	APS3
Ongoing	Operations Team Leader	Made redundant	60	FEMALE	APS6
Ongoing	P & T Admin Officer	Made redundant	60	FEMALE	APS3
Ongoing	P & T Admin Officer	Made redundant	32	FEMALE	APS4
Ongoing	P&T Admin Officer	Made redundant	56	FEMALE	APS3
Ongoing	P&T Administration Officer	Made redundant	55	FEMALE	APS3
Ongoing	P&T Administration Officer	Made redundant	35	FEMALE	APS3
Ongoing	P&T Administration Officer	Made redundant	34	FEMALE	APS3
Ongoing	Portfolio Admin Officer	Made redundant	36	FEMALE	APS3
Ongoing	Reception/Admin Assistant	Made redundant	52	FEMALE	APS3
Ongoing	Senior Housing Consultant	Made redundant	35	FEMALE	APS4
Ongoing	Senior Housing Consultant	Made redundant	32	FEMALE	APS4
Ongoing	Senior Housing Consultant	Made redundant	36	FEMALE	APS4
Ongoing	Senior Housing Consultant	Made redundant	37	FEMALE	APS4
Ongoing	Senior Training - Policy Analyst	Made redundant	38	MALE	APS6
Ongoing	Snr Operations Support Officer	Made redundant	34	FEMALE	APS4
Ongoing	Team Manager	Made redundant	49	MALE	APS6
Non-ongoing	Housing Consultant	New non-ongoing contract HCC	57	FEMALE	APS4

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Non-ongoing	Housing Consultant	New non-ongoing contract HCC	28	FEMALE	APS3
Non-ongoing	Housing Consultant	New non-ongoing contract HCC	57	FEMALE	APS4
Non-ongoing	Housing Consultant	New non-ongoing contract HCC	51	FEMALE	APS3
Non-ongoing	Operations Support Officer	New non-ongoing contract HCC	29	FEMALE	APS3
Non-ongoing	Operations Support Officer	New non-ongoing contract HCC	21	FEMALE	APS3
Non-ongoing	Operations Support Officer	New non-ongoing contract HCC	39	FEMALE	APS4
Non-ongoing	Operations Support Officer	New non-ongoing contract HCC	37	FEMALE	APS4
Non-ongoing	Operations Support Officer	New non-ongoing contract HCC	36	FEMALE	APS4
Non-ongoing	Administration Assistant	New non-ongoing contract within DHA	27	FEMALE	APS3
Non-ongoing	Housing Consultant	New non-ongoing contract within DHA	25	FEMALE	APS4
Non-ongoing	Housing Consultant	New non-ongoing contract within DHA	36	FEMALE	APS3
Non-ongoing	Housing Consultant	New non-ongoing contract within DHA	23	FEMALE	APS3
Non-ongoing	Housing Consultant	New non-ongoing contract within DHA	28	FEMALE	APS3
Non-ongoing	Housing Consultant	New non-ongoing contract within DHA	57	FEMALE	APS3
Non-ongoing	Housing Consultant	New non-ongoing contract within DHA	25	FEMALE	APS4
Non-ongoing	Receptionist	New non-ongoing contract within DHA	38	FEMALE	APS4
Non-ongoing	Snr Operations Officer	New non-ongoing contract within DHA	32	FEMALE	APS4
Non-ongoing	Housing Consultant	Non-ongoing contract not renewed	28	FEMALE	APS3
Non-ongoing	Housing Consultant	Non-ongoing contract not renewed	30	FEMALE	APS3
Non-ongoing	Housing Consultant	Non-ongoing contract not renewed	25	FEMALE	APS3
Non-ongoing	Housing Consultant	Non-ongoing contract not renewed	19	FEMALE	APS3
Non-ongoing	Housing Consultant	Non-ongoing contract not renewed	18	FEMALE	APS3
Non-ongoing	Housing Consultant	Non-ongoing contract not renewed	24	FEMALE	APS3
Non-ongoing	Housing Consultant	Non-ongoing contract not renewed	20	FEMALE	APS3
Non-ongoing	Housing Consultant	Non-ongoing contract not renewed	34	FEMALE	APS3
Non-ongoing	Operations Support Officer	Non-ongoing contract not renewed	29	FEMALE	APS3

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Non-ongoing	Operations Support Officer	Non-ongoing contract not renewed	19	FEMALE	APS3
Non-ongoing	Senior Op Support Officer	Non-ongoing contract not renewed	24	FEMALE	APS4
Ongoing	Housing Consultant	Redeployed into Contact Centre role	40	FEMALE	APS4
Ongoing	Housing Consultant	Redeployed into Contact Centre role	31	FEMALE	APS4
Ongoing	Housing Team Leader	Redeployed into Contact Centre role	44	FEMALE	APS4
Ongoing	Operations Support Officer	Redeployed into Contact Centre role	32	FEMALE	APS3
Ongoing	P & T Administration Officer	Redeployed into Contact Centre role	32	FEMALE	APS3
Ongoing	P & T Administration Officer	Redeployed into Contact Centre role	41	FEMALE	APS4
Ongoing	P&T Administration Officer	Redeployed into Contact Centre role	33	FEMALE	APS3
Ongoing	Property Manager Co-Ord	Redeployed into Contact Centre role	31	FEMALE	APS3
Ongoing	Property Manager Leasing	Redeployed into Contact Centre role	32	FEMALE	APS4
Ongoing	Senior Housing Consultant	Redeployed into Contact Centre role	56	FEMALE	APS4
Ongoing	Senior Housing Consultant	Redeployed into Contact Centre role	49	MALE	APS4
Ongoing	Administrative Support Officer	Redeployed within DHA	27	FEMALE	APS4
Ongoing	Housing Consultant	Redeployed within DHA	25	FEMALE	APS3
Ongoing	Housing Consultant	Redeployed within DHA	49	FEMALE	APS3
Ongoing	Housing Consultant	Redeployed within DHA	54	FEMALE	APS3
Ongoing	Housing Manager	Redeployed within DHA	34	FEMALE	APS6
Ongoing	Housing Manager	Redeployed within DHA	39	MALE	APS6
Ongoing	Housing Manager	Redeployed within DHA	53	MALE	APS5
Ongoing	Housing Manager - RA	Redeployed within DHA	25	FEMALE	APS6
Ongoing	Leasing Property Manager	Redeployed within DHA	59	FEMALE	APS4
Ongoing	NT Housing Support Manager	Redeployed within DHA	41	FEMALE	APS5
Ongoing	Operations Support Officer	Redeployed within DHA	51	FEMALE	APS3
Ongoing	Operations Support Officer	Redeployed within DHA	54	FEMALE	APS4
Ongoing	Operations Support Officer	Redeployed within DHA	58	FEMALE	APS3
Ongoing	Operations Support Officer	Redeployed within DHA	50	FEMALE	APS3
Ongoing	Property Manager Co-Ord	Redeployed within DHA	53	FEMALE	APS3
Ongoing	Senior Housing	Redeployed within DHA	30	FEMALE	APS5

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	Consultant				
Ongoing	Senior Housing Consultant	Redeployed within DHA	34	MALE	APS5
Ongoing	Senior Housing Consultant	Redeployed within DHA	29	FEMALE	APS3
Ongoing	Senior Housing Consultant	Redeployed within DHA	58	FEMALE	APS5
Ongoing	Senior Housing Consultant	Redeployed within DHA	26	FEMALE	APS6
Ongoing	Senior Housing Consultant	Redeployed within DHA	31	FEMALE	APS3
Ongoing	Housing Consultant	Resigned	49	FEMALE	APS3
Ongoing	Housing Consultant	Resigned	29	FEMALE	APS3
Ongoing	Housing Consultant (Pucka)	Resigned	52	FEMALE	APS3
Ongoing	Portfolio Manager	Resigned	43	MALE	EXECL1
Ongoing	Administrative Support Officer	Transferred to another Agency	35	FEMALE	APS3
Ongoing	Housing Consultant	Transferred to another Agency	43	FEMALE	APS3
Ongoing	Housing Consultant	Transferred to another Agency	29	FEMALE	APS4
Ongoing	Housing Consultant	Transferred to another Agency	25	MALE	APS4
Ongoing	Leasing Admin Officer	Transferred to another Agency	35	FEMALE	APS3
Ongoing	Operations Support Officer	Transferred to another Agency	27	MALE	APS5
Ongoing	Operations Support Officer	Transferred to another Agency	55	FEMALE	APS3
Ongoing	P & T Admin Officer	Transferred to another Agency	37	FEMALE	APS3
Ongoing	P&T Admin Officer	Transferred to another Agency	35	FEMALE	APS4
Ongoing	P&T Admin Officer	Transferred to another Agency	32	FEMALE	APS4
Ongoing	Property & Tenancy Admin	Transferred to another Agency	45	FEMALE	APS3
Ongoing	Senior Housing Consultant	Transferred to another Agency	30	MALE	APS5
Ongoing	Senior Housing Consultant	Transferred to another Agency	43	FEMALE	APS5
Ongoing	Senior Housing Consultant	Transferred to another Agency	39	FEMALE	APS5
Ongoing	Senior Housing Consultant	Transferred to another Agency	50	FEMALE	APS4

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Staff Transfers – Redeployed Staff

Attachment 5

Employment type	Location	Previous role	Previous role salary	Current role	Current role salary	Age	Gender	Classification level
Ongoing	Adelaide	Housing Consultant	Data would require too many resources to obtain	Housing Contact Centre Consultant	\$62,533	57	FEMALE	APS4
Ongoing	Adelaide	Housing Consultant	Data would require too many resources to obtain	Housing Contact Centre Consultant	\$57,727	28	FEMALE	APS3
Ongoing	Adelaide	Housing Consultant	Data would require too many resources to obtain	Housing Contact Centre Consultant	\$62,533	57	FEMALE	APS4
Ongoing	Adelaide	Operations Support Officer	Data would require too many resources to obtain	Housing Contact Centre Consultant	\$56,595	29	FEMALE	APS3
Ongoing	Adelaide	Operations Support Officer	Data would require too many resources to obtain	Housing Contact Centre Consultant	\$56,595	21	FEMALE	APS3
Ongoing	Adelaide	Operations Support Officer	Data would require too many resources to obtain	Housing Contact Centre Consultant	\$62,533	39	FEMALE	APS4
Ongoing	Adelaide	Property Manager	Data would require too many resources to obtain	Housing Contact Centre Consultant	\$61,480	48	Male	APS3
Ongoing	Adelaide	Housing Team Leader	Data would require too many resources to obtain	Housing Contact Centre Consultant	\$68,507	44	FEMALE	APS4
Ongoing	Adelaide	Property Manager Co-Ord	Data would require too many resources to obtain	Housing Contact Centre Consultant	\$67,037	31	FEMALE	APS3
Ongoing	Adelaide	Property Manager Leasing	Data would require too many resources to obtain	Housing Contact Centre Consultant	\$67,936	32	FEMALE	APS4

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Ongoing	Adelaide	Senior Housing Consultant	Data would require too many resources to obtain	Housing Contact Centre Consultant	\$68,507	49	MALE	APS4
Ongoing	Townsville	Housing Consultant	Data would require too many resources to obtain	Housing Contact Centre Consultant	\$57,727	51	FEMALE	APS3
Ongoing	Townsville	Operations Support Officer	Data would require too many resources to obtain	Housing Contact Centre Consultant	\$62,533	37	FEMALE	APS4
Ongoing	Townsville	Operations Support Officer	Data would require too many resources to obtain	Housing Contact Centre Consultant	\$61,307	36	FEMALE	APS4
Ongoing	Townsville	HCC Complex Task Consultant	Data would require too many resources to obtain	Housing Contact Centre Consultant	\$63,240	41	FEMALE	APS4
Ongoing	Townsville	Housing Consultant	Data would require too many resources to obtain	Housing Contact Centre Consultant	\$63,240	40	FEMALE	APS4
Ongoing	Townsville	Housing Consultant	Data would require too many resources to obtain	Housing Contact Centre Consultant	\$63,240	31	FEMALE	APS4
Ongoing	Townsville	Operations Support Officer	Data would require too many resources to obtain	Housing Contact Centre Consultant	\$60,021	32	FEMALE	APS3
Ongoing	Townsville	P & T Administration Officer	Data would require too many resources to obtain	Housing Contact Centre Consultant	\$61,185	32	FEMALE	APS3
Ongoing	Townsville	P & T Administration Officer	Data would require too many resources to obtain	Housing Contact Centre Consultant	\$64,260	41	FEMALE	APS4
Ongoing	Townsville	P&T Administration Officer	Data would require too many resources to obtain	Housing Contact Centre Consultant	\$61,180	33	FEMALE	APS3

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Ongoing	Townsville	Senior Housing Consultant	Data would require too many resources to obtain	Housing Contact Centre Consultant	\$69,650	56	FEMALE	APS4
Non-ongoing Contract	Canberra	Housing Consultant	Data would require too many resources to obtain	L&D Administration Assistant	\$63,784	25	FEMALE	APS4
Ongoing	Melbourne	Senior Housing Consultant	Data would require too many resources to obtain	Property & Tenancy Team Leader	\$69,886	34	MALE	APS5
Ongoing	Canberra	Senior Housing Consultant	Data would require too many resources to obtain	Regional Housing SME	\$79,560	26	FEMALE	APS6
Ongoing	Melbourne	Housing Manager	Data would require too many resources to obtain	Regional Housing SME	\$77,573	53	MALE	APS5
Non-ongoing Contract	Newcastle	Business Support Manager	Data would require too many resources to obtain	Regional Office Admin/SME	\$76,247	29	FEMALE	APS5
Ongoing	Melbourne	Business Support Manager	Data would require too many resources to obtain	Regional Office Administrator	\$87,827	50	FEMALE	APS5
Ongoing	Townsville	Leasing Property Manager	Data would require too many resources to obtain	Team Leader - Corporate Shared Services	\$62,710	59	FEMALE	APS4
Ongoing	Canberra	Administrative Support Officer	Data would require too many resources to obtain	Transferred to another APS Agency	Unknown	35	FEMALE	APS3
Ongoing	Canberra	Housing Consultant	Data would require too many resources to obtain	Transferred to another APS Agency	Unknown	29	FEMALE	APS4
Ongoing	Canberra	Housing Consultant	Data would require too many resources to obtain	Transferred to another APS Agency	Unknown	25	MALE	APS4

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Ongoing	Canberra	Operations Support Officer	Data would require too many resources to obtain	Transferred to another APS Agency	Unknown	27	MALE	APS5
Ongoing	Canberra	Operations Support Officer	Data would require too many resources to obtain	Transferred to another APS Agency	Unknown	55	FEMALE	APS3
Ongoing	Canberra	P&T Admin Officer	Data would require too many resources to obtain	Transferred to another APS Agency	Unknown	35	FEMALE	APS4
Ongoing	Canberra	Senior Housing Consultant	Data would require too many resources to obtain	Transferred to another APS Agency	Unknown	30	MALE	APS5
Ongoing	Canberra	Senior Housing Consultant	Data would require too many resources to obtain	Transferred to another APS Agency	Unknown	39	FEMALE	APS5
Ongoing	Melbourne	P & T Admin Officer	Data would require too many resources to obtain	Transferred to another APS Agency	Unknown	37	FEMALE	APS3
Ongoing	Melbourne	Senior Housing Consultant	Data would require too many resources to obtain	Transferred to another APS Agency	Unknown	50	FEMALE	APS4
Non-ongoing Contract	Darwin	P&T Admin Officer	Data would require too many resources to obtain	Transferred to another APS Agency	Unknown	32	FEMALE	APS4
Ongoing	Sydney	Leasing Admin Officer	Data would require too many resources to obtain	Transferred to another APS Agency	Unknown	35	FEMALE	APS3
Ongoing	Sydney	Property & Tenancy Admin	Data would require too many resources to obtain	Transferred to another APS Agency	Unknown	45	FEMALE	APS3
Ongoing	Sydney	Senior Housing Consultant	Data would require too many resources to obtain	Transferred to another APS Agency	Unknown	43	FEMALE	APS5

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Ongoing	Townsville	Housing Consultant	Data would require too many resources to obtain	Transferred to another APS Agency	Unknown	43	FEMALE	APS3
Ongoing	Brisbane	Operations Support Officer	Data would require too many resources to obtain	HCC Complex Task Consultant	\$68,507	54	FEMALE	APS4
Ongoing	Canberra	Operations Support Officer	Data would require too many resources to obtain	HCC Consultant	\$61,480	58	FEMALE	APS3
Ongoing	Canberra	Senior Housing Consultant	Data would require too many resources to obtain	HCC Complex Task Consultant	\$75,387	58	FEMALE	APS5
Ongoing	Newcastle	Office Manager	Data would require too many resources to obtain	HCC Consultant	\$68,507	35	FEMALE	APS4
Non-ongoing Contract	Ipswich	Housing Consultant	Data would require too many resources to obtain	HCC Consultant	\$56,595	36	FEMALE	APS3
Non-ongoing Contract	Ipswich	Office Manager	Data would require too many resources to obtain	HCC Complex Task Consultant	\$70,451	51	FEMALE	APS5
Ongoing	Ipswich	Operations Support Officer	Data would require too many resources to obtain	HCC Consultant	\$58,844	51	FEMALE	APS3
Ongoing	Melbourne	Administrative Support Officer	Data would require too many resources to obtain	HCC Complex Task Consultant	\$64,260	27	FEMALE	APS4
Non-ongoing Contract	Darwin	Housing Consultant	Data would require too many resources to obtain	HCC Consultant	\$57,732	23	FEMALE	APS3
Non-ongoing Contract	Darwin	Housing Consultant	Data would require too many resources to obtain	HCC Complex Task Consultant	\$57,732	28	FEMALE	APS3

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Non-ongoing Contract	Darwin	Snr Operations Officer	Data would require too many resources to obtain	Complex Housing Consultant	\$62,533	32	FEMALE	APS4
Ongoing	Darwin	Housing Consultant	Data would require too many resources to obtain	HCC Consultant	\$61,480	25	FEMALE	APS3
Ongoing	Darwin	NT Housing Support Manager	Data would require too many resources to obtain	HCC Complex Task Consultant	\$75,201	41	FEMALE	APS5
Non-ongoing Contract	Nowra	Housing Consultant	Data would require too many resources to obtain	HCC Complex Task Consultant	\$55,485	57	FEMALE	APS3
Ongoing	Nowra	Housing and Property Area Manager	Data would require too many resources to obtain	HCC Complex Task Consultant	\$75,387	49	FEMALE	APS5
Non-ongoing Contract	Perth	Administration Assistant	Data would require too many resources to obtain	HCC Complex Task Consultant	\$56,595	27	FEMALE	APS3
Non-ongoing Contract	Perth	Property Manager	Data would require too many resources to obtain	HCC Complex Task Consultant	\$56,595	32	FEMALE	APS3
Non-ongoing Contract	Perth	Property Manager	Data would require too many resources to obtain	HCC Consultant	\$56,595	23	FEMALE	APS3
Ongoing	Perth	Housing Manager	Data would require too many resources to obtain	HCC Consultant	\$87,668	39	MALE	APS6
Ongoing	Perth	Property Manager Co-Ord	Data would require too many resources to obtain	HCC Complex Task Consultant	\$61,480	53	FEMALE	APS3
Non-ongoing Contract	Wagga Wagga	Receptionist	Data would require too many resources to obtain	HCC Consultant	\$62,533	38	FEMALE	APS4

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Ongoing	Wagga Wagga	Housing Consultant	Data would require too many resources to obtain	HCC Complex Task Consultant	\$61,480	49	FEMALE	APS3
Ongoing	Wagga Wagga	Housing Consultant	Data would require too many resources to obtain	L&D Administrator	\$61,480	54	FEMALE	APS3
Ongoing	Brisbane	Operations Support Officer	Data would require too many resources to obtain	Property & Tenancy Team Manage	\$63,785	50	FEMALE	APS3
Ongoing	Brisbane	Senior Housing Consultant	Data would require too many resources to obtain	Regional Housing Specialist	\$64,228	29	FEMALE	APS3
Ongoing	Brisbane	Senior Housing Consultant	Data would require too many resources to obtain	Regional Housing Specialist	\$65,513	31	FEMALE	APS3
Ongoing	Sydney	Housing Manager	Data would require too many resources to obtain	Regional Admin/Housing Spec	\$81,000	34	FEMALE	APS6
Ongoing	Sydney	Operations Area Manager	Data would require too many resources to obtain	Regional Office Administrator	\$87,668	50	MALE	APS6
Ongoing	Sydney	Senior Housing Consultant	Data would require too many resources to obtain	Complex Task Consultant	\$75,387	30	FEMALE	APS5
Non-ongoing Contract	Townsville	Housing Consultant	Data would require too many resources to obtain	Administrative Support Officer	\$62,533	25	FEMALE	APS4
Ongoing	Sydney	Housing Manager - RA	Data would require too many resources to obtain	Housing Consultant	\$86,700	25	FEMALE	APS6

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Attachment 6

Redundancies

Gender	STATE	AGE	Ongoing or Non-Ongoing	Responsibilities	Classification	Salary	Annual Leave	LSL	recognition allowance	Payment in Lieu of Notice	Severance	Gross	Tax	Net
FEMALE	ACT	40	Ongoing	Business Support Manager	APS6	\$1,590.91	\$2,096.55	\$24,233.98	\$1,928.70		\$37,190.21	\$67,040.35	\$9,428.00	\$57,612.35
FEMALE	ACT	41	Ongoing	Business Support Manager	APS6	\$1,514.82	\$7,234.68	\$16,434.03	\$2,140.88		\$25,234.95	\$52,559.36	\$8,602.00	\$43,957.36
MALE	ACT	38	Ongoing	Senior Training - Policy Analyst	APS6	\$1,591.72	\$3,940.66	\$20,738.01	\$2,099.41		\$31,791.92	\$60,161.72	\$8,899.00	\$51,262.72
FEMALE	ACT	33	Ongoing	Operations Support	APS3	\$1,110.30	\$3,190.49	\$9,260.11	\$896.22	\$4,512.00	\$14,086.46	\$33,055.58	\$4,394.00	\$28,661.58
FEMALE	NSW	34	Ongoing	P&T Administration Officer	APS3	\$641.05	\$1,378.09	\$8,343.92	\$0.00		\$12,798.93	\$23,161.99	\$3,111.00	\$20,050.99
FEMALE	NSW	61	Ongoing	Operations Support Officer	APS3	\$1,178.53	\$7,629.02	\$14,089.17	\$936.39		\$21,614.25	\$45,447.36	\$7,426.00	\$38,021.36
FEMALE	NSW	32	Ongoing	P & T Admin Officer	APS4	\$127.04	\$3,262.36	\$1,988.49	\$0.00		\$28,710.81	\$34,088.70	\$1,680.00	\$32,408.70
FEMALE	NSW	55	Ongoing	P&T Administration Officer	APS3	\$1,218.21	\$8,630.89	\$21,580.52	\$936.39		\$33,086.61	\$65,452.62	\$10,154.00	\$55,298.62
FEMALE	NSW	37	Ongoing	Senior Housing Consultant	APS4	\$498.20	\$6,152.16	\$11,776.36	\$395.48		\$18,035.58	\$36,857.78	\$5,841.00	\$31,016.78

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FEMALE	NSW	52	Ongoing	Reception/Admin Assistant	APS3	\$1,178.53	\$3,262.70	\$12,670.39	\$936.39		\$18,670.00	\$36,718.01	\$5,575.00	\$31,143.01
FEMALE	NSW	31	Ongoing	Builders Defect Admin Officer	APS3	\$846.24	\$834.50	\$7,082.27	\$669.93		\$10,861.51	\$20,294.45	\$2,773.00	\$17,521.45
FEMALE	NSW	60	Ongoing	Operations Team Leader	APS6	\$1,690.13	\$17,211.68	\$47,121.55	\$2,225.42		\$69,170.89	\$137,419.67	\$21,725.00	\$115,694.67
FEMALE	NSW	35	Ongoing	Senior Housing Consultant	APS4	\$0.00	\$7,386.97	\$8,001.38	\$0.00		\$11,624.66	\$27,013.01	\$4,924.00	\$22,089.01
MALE	NSW	49	Ongoing	Team Manager	APS6	\$1,677.69	\$5,456.89	\$29,529.50	\$2,204.83	\$8,402.68	\$80,665.76	\$127,937.35	\$12,329.00	\$115,608.35
FEMALE	NSW	35	Ongoing	Business Support Manager	APS6	\$966.54	\$1,059.61	\$9,530.41	\$0.00		\$14,401.39	\$25,957.95	\$3,400.00	\$22,557.95
FEMALE	NT	56	Ongoing	P&T Admin Officer	APS3	\$1,132.51	\$6,030.99	\$19,506.83	\$896.24		\$29,914.62	\$57,481.19	\$8,588.00	\$48,893.19
FEMALE	NT	35	Ongoing	P&T Administration Officer	DHA3	\$1,089.23	\$5,682.45	\$6,310.33	\$861.99		\$9,669.81	\$23,613.81	\$4,243.00	\$19,370.81
FEMALE	NT	42	Ongoing	Business Support Mgr	EXECL1	\$2,172.87	\$17,463.64	\$30,155.68	\$2,899.59		\$46,245.12	\$98,936.90	\$16,878.00	\$82,058.90
FEMALE	NT	34	Ongoing	Snr Operations Support Officer	APS4	\$0.00	\$982.41	\$2,735.82	\$0.00		\$4,794.86	\$8,513.09	\$1,189.00	\$7,324.09
FEMALE	NT	36	Ongoing	Senior Housing Consultant	APS4	\$1,203.51	\$1,721.56	\$16,344.65	\$952.43		\$25,065.28	\$45,287.43	\$6,211.00	\$39,076.43

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MALE	QLD	63	Ongoing	Housing Consultant	APS3	\$1,178.51	\$5,680.42	\$21,645.73	\$936.37		\$56,568.54	\$86,009.57	\$5,358.00	\$80,651.57
FEMALE	QLD	32	Ongoing	Senior Housing Consultant	APS4	\$0.00	\$2,875.11	\$6,707.98	\$0.00		\$10,282.62	\$19,865.71	\$3,067.00	\$16,798.71
FEMALE	QLD	51	Ongoing	Operations Support Officer	APS3	\$1,178.53	\$10,734.05	\$12,377.97	\$936.39		\$56,569.46	\$81,796.40	\$7,872.00	\$73,924.40
FEMALE	QLD	35	Ongoing	Housing Consultant	APS3	\$1,178.53	\$6,102.17	\$12,808.33	\$936.39		\$19,634.32	\$40,659.74	\$6,528.00	\$34,131.74
FEMALE	QLD	57	Ongoing	Housing Consultant	APS3	\$1,178.53	\$10,591.06	\$21,261.83	\$936.39		\$28,740.42	\$62,708.23	\$10,669.00	\$52,039.23
FEMALE	QLD	41	Ongoing	Operations Manager - Cairns	APS5	\$1,478.58	\$15,492.76	\$20,533.26	\$1,913.67		\$31,487.08	\$70,905.35	\$12,333.00	\$58,572.35
FEMALE	QLD	55	Ongoing	IT Communications Officer	APS5	\$1,438.99	\$4,275.62	\$14,499.43	\$1,887.65		\$37,341.85	\$59,443.54	\$6,978.00	\$52,465.54
FEMALE	QLD	36	Ongoing	Housing Manager	APS6	\$0.00	\$6,536.91	\$16,133.10	\$0.00		\$37,812.08	\$60,482.09	\$7,255.00	\$53,227.09
FEMALE	QLD	30	Ongoing	Housing Consultant	APS3	\$707.12	\$2,288.97	\$7,300.75	\$561.83		\$9,423.53	\$20,282.20	\$3,224.00	\$17,058.20
FEMALE	QLD	46	Ongoing	Business Support Manager	APS6	\$1,860.89	\$5,473.13	\$16,460.31	\$3,501.69		\$77,122.76	\$104,418.78	\$8,684.00	\$95,734.78
FEMALE	QLD	30	Ongoing	Housing Consultant	APS3	\$810.30	\$6,628.58	\$9,662.71	\$1,148.70		\$14,769.02	\$33,019.31	\$5,651.00	\$27,368.31
FEMALE	QLD	71	Ongoing	Housing Team Leader	APS4	\$1,357.19	\$8,503.24	\$12,637.80	\$0.00		\$65,145.05	\$87,643.28	\$3,722.00	\$83,921.28
FEMALE	QLD	43	Ongoing	Housing Consultant	APS3	\$1,202.40	\$7,562.94	\$8,910.35	\$936.37		\$41,531.68	\$60,143.74	\$5,701.00	\$54,442.74

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FEMALE	QLD	63	Ongoing	Operations Support Officer	APS4	\$1,018.24	\$3,346.58	\$12,073.68	\$848.00		\$18,524.17	\$35,810.67	\$5,327.00	\$30,483.67
FEMALE	SA	57	Ongoing	Business Support Manager	APS6	\$1,783.43	\$5,787.68	\$48,637.30	\$2,317.36		\$72,837.38	\$131,363.15	\$18,638.00	\$112,725.15
MALE	VIC	60	Ongoing	District Operations Manager	APS6	\$1,690.13	\$6,091.01	\$23,195.49	\$2,225.42		\$35,560.16	\$68,762.21	\$10,510.00	\$58,252.21
FEMALE	VIC	36	Ongoing	Portfolio Admin Officer	APS3	\$471.41	\$2,424.11	\$11,337.72	\$374.55		\$17,432.82	\$32,040.61	\$4,508.00	\$27,532.61
FEMALE	VIC	60	Ongoing	P & T Admin Officer	APS3	\$1,178.51	\$974.25	\$26,000.92	\$936.37		\$48,720.44	\$77,810.49	\$9,108.00	\$68,702.49

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Hiring 1

Attachment 7

Age	Gender	Salary	length of service (years)	State	State	Job Description	Classification	Approved period of extension	Reason for extension
33	MALE	\$112,974	2.02	NSW	Finance	Capital Planning Systems Integration Manager	EL1	12 months	DHA received a series of exemptions from the APSC to support the continuation of non-ongoing employment to meet operational and contractual requirements to the Department of Defence.
30	MALE	\$59,160	2	NSW	Hunter Valley HMC	Property Manager	APS3	12 months	DHA received a series of exemptions from the APSC to support the continuation of non-ongoing employment to meet operational and contractual requirements to the Department of Defence.
52	MALE	79327	2	WA	Perth HMC	Portfolio Team Leader	APS6	12 months	DHA received a series of exemptions from the APSC to support the continuation of non-ongoing employment to meet operational and contractual requirements to the Department of Defence.
52	MALE	\$87,668	1.14	ACT	Head Office	WHS Manager	EL1	2 months	DHA received a series of exemptions from the APSC to support the continuation of non-ongoing employment to meet operational and contractual requirements to the Department of Defence.
31	MALE	\$67,320	3.03	ACT	PPG	Assistant Project Manager	APS4	1 month	DHA received a series of exemptions from the APSC to support the continuation of non-ongoing employment to meet operational and contractual requirements to

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									the Department of Defence.
25	MALE	\$61,307	1.44	ACT	Sales and Marketing	Marketing Support Officer	APS4	2 months	DHA received a series of exemptions from the APSC to support the continuation of non-ongoing employment to meet operational and contractual requirements to the Department of Defence.
43	FEMALE	\$58,882	2.94	NSW	Sydney HMC	Operations Support Officer	APS3	6 months	DHA received a series of exemptions from the APSC to support the continuation of non-ongoing employment to meet operational and contractual requirements to the Department of Defence.
45	FEMALE	\$61,307	1.44	NSW	Hunter Valley HMC	Maintenance Allocation Officer	APS3	6 months	DHA received a series of exemptions from the APSC to support the continuation of non-ongoing employment to meet operational and contractual requirements to the Department of Defence.
28	FEMALE	\$55,485	0.62	NSW	Hunter Valley HMC	Maintenance Allocation Officer	APS3	1 month	DHA received a series of exemptions from the APSC to support the continuation of non-ongoing employment to meet operational and contractual requirements to the Department of Defence.
45	FEMALE	\$55,485	0.7	NSW	Hunter Valley HMC	Maintenance Allocation Officer	APS3	2 months	DHA received a series of exemptions from the APSC to support the continuation of non-ongoing employment to meet operational and contractual requirements to the Department of Defence.
40	FEMALE	\$89,010	1.92	ACT	Business Services and Technology	Organisational Change Analyst	APS6	12 months	DHA received a series of exemptions from the APSC to

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									support the continuation of non-ongoing employment to meet operational and contractual requirements to the Department of Defence.
38	FEMALE	\$112,974	1.9	ACT	Sales and Marketing	Marketing Program Manager	EL1	6 months	DHA received a series of exemptions from the APSC to support the continuation of non-ongoing employment to meet operational and contractual requirements to the Department of Defence.
36	FEMALE	\$61,307	1.48	QLD	Townsville HMC	Operations Support Officer	APS3	6 months	DHA received a series of exemptions from the APSC to support the continuation of non-ongoing employment to meet operational and contractual requirements to the Department of Defence.
51	FEMALE	\$57,727	2.15	QLD	Townsville HMC	Housing Consulnt	APS3	6 months	DHA received a series of exemptions from the APSC to support the continuation of non-ongoing employment to meet operational and contractual requirements to the Department of Defence.
37	FEMALE	\$62,533	1.35	QLD	Townsville HMC	Operations Support Officer	APS3	5 months	DHA received a series of exemptions from the APSC to support the continuation of non-ongoing employment to meet operational and contractual requirements to the Department of Defence.
25	FEMALE	\$62,533	1.53	QLD	Townsville HMC	Housing Consulnt	APS3	2 months	DHA received a series of exemptions from the APSC to support the continuation of non-ongoing employment to meet operational and contractual requirements to the Department of Defence.

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21	FEMALE	\$56,595	1.96	SA	Adelaide HMC	Operations Support Officer	APS3	2 months	DHA received a series of exemptions from the APSC to support the continuation of non-ongoing employment to meet operational and contractual requirements to the Department of Defence.
26	FEMALE	\$56,595	1.64	ACT	Finance	Accounts Payable Bulk Officer	APS3	3 months	DHA received a series of exemptions from the APSC to support the continuation of non-ongoing employment to meet operational and contractual requirements to the Department of Defence.
30	FEMALE	\$69,070	0.95	ACT	Sales and Marketing	LR Support Project Officer	APS5	3 months	DHA received a series of exemptions from the APSC to support the continuation of non-ongoing employment to meet operational and contractual requirements to the Department of Defence.
32	FEMALE	\$56,595	1.44	WA	Perth HMC	Property Manager	APS3	9 months	DHA received a series of exemptions from the APSC to support the continuation of non-ongoing employment to meet operational and contractual requirements to the Department of Defence.
40	FEMALE	\$57,727	1.86	SA	Adelaide HMC	Property Manager	APS3	12 months	DHA received a series of exemptions from the APSC to support the continuation of non-ongoing employment to meet operational and contractual requirements to the Department of Defence.
36	MALE	\$76,247	1.56	NSW	Sydney HMC	Technical Officer	APS5	8 months	DHA received a series of exemptions from the APSC to support the continuation of non-ongoing employment to meet operational and

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									contractual requirements to the Department of Defence.
37	FEMALE	\$112,974	2.17	ACT	Finance	Deputy Group Financial Officer	EL1	6 months	DHA received a series of exemptions from the APSC to support the continuation of non-ongoing employment to meet operational and contractual requirements to the Department of Defence.
48	MALE	\$61,480	1.79	SA	Adelaide	Property Manager	APS4	6 months	DHA received a series of exemptions from the APSC to support the continuation of non-ongoing employment to meet operational and contractual requirements to the Department of Defence.
44	MALE	\$140,000	1.12	ACT	Canberra	Manager, HR Projects	EL2	5months	DHA received a series of exemptions from the APSC to support the continuation of non-ongoing employment to meet operational and contractual requirements to the Department of Defence.
30	FEMALE	\$70,451	1.73	ACT	Finance	Asset Management Officer	APS5	12 months	DHA received a series of exemptions from the APSC to support the continuation of non-ongoing employment to meet operational and contractual requirements to the Department of Defence.
35	FEMALE	\$61,307	1.28	WA	Sales and Marketing	Lessor Relations Officer	APS4	3 months	DHA received a series of exemptions from the APSC to support the continuation of non-ongoing employment to meet operational and contractual requirements to the Department of Defence.
44	FEMALE	\$56,595	1.27	WA	Perth HMC	Housing Consulant	APS3	9 months	DHA received a series of exemptions from the APSC to

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									support the continuation of non-ongoing employment to meet operational and contractual requirements to the Department of Defence.
23	FEMALE	\$56,595	1.26	WA	Perth HMC	Operations Support Officer	APS3	9 months	DHA received a series of exemptions from the APSC to support the continuation of non-ongoing employment to meet operational and contractual requirements to the Department of Defence.
31	FEMALE	\$75,387	0.56	ACT	Caberra	HR Advisor	APS5	9 months	DHA received a series of exemptions from the APSC to support the continuation of non-ongoing employment to meet operational and contractual requirements to the Department of Defence.
34	FEMALE	\$77,772	1.75	ACT	Finance	Project Officer	APS6	12 months	DHA received a series of exemptions from the APSC to support the continuation of non-ongoing employment to meet operational and contractual requirements to the Department of Defence.
23	FEMALE	\$70,451	2.23	NSW	Sales and Marketing	Lessor Relations Officer	APS5	3 months	DHA received a series of exemptions from the APSC to support the continuation of non-ongoing employment to meet operational and contractual requirements to the Department of Defence.
25	FEMALE	\$63,784	2.4	ACT	Canberra HMC	Housing Consulntant	APS4	12 months	DHA received a series of exemptions from the APSC to support the continuation of non-ongoing employment to meet operational and contractual requirements to the Department of Defence.

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24	MALE	\$56,595	0.96	ACT	Sales and Marketing	Portfolio Operations Intern	APS3	4 months	DHA received a series of exemptions from the APSC to support the continuation of non-ongoing employment to meet operational and contractual requirements to the Department of Defence.
30	FEMALE	\$71,074	2.38	ACT	Sales and Marketing	Lessor Relations Officer	APS5	4 months	DHA received a series of exemptions from the APSC to support the continuation of non-ongoing employment to meet operational and contractual requirements to the Department of Defence.
27	FEMALE	\$70,451	1.71	QLD	PPG	Assistant Development Manager	APS5	12 months	DHA received a series of exemptions from the APSC to support the continuation of non-ongoing employment to meet operational and contractual requirements to the Department of Defence.
25	FEMALE	\$56,595	1.27	ACT	Finance	Accounts Payable Officer	APS3	2 months	DHA received a series of exemptions from the APSC to support the continuation of non-ongoing employment to meet operational and contractual requirements to the Department of Defence.
34	FEMALE	\$55,485	0.81	WA	Perth HMC	Housing Consultant	APS3	3 months	DHA received a series of exemptions from the APSC to support the continuation of non-ongoing employment to meet operational and contractual requirements to the Department of Defence.
36	MALE	\$124,200	1.58	ACT	Canberra	National Sales Manager	EL1	12 months	DHA received a series of exemptions from the APSC to support the continuation of non-ongoing employment to meet operational and

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									contractual requirements to the Department of Defence.
32	FEMALE	\$66,509	1.67	ACT	Canberra	Finance Officer	APS4	12 months	DHA received a series of exemptions from the APSC to support the continuation of non-ongoing employment to meet operational and contractual requirements to the Department of Defence.
30	MALE	\$59,160	1.06	QLD	Brisbane	Property Manager	APS3	9 months	DHA received a series of exemptions from the APSC to support the continuation of non-ongoing employment to meet operational and contractual requirements to the Department of Defence.
38	FEMALE	\$136,755	3.14	ACT	Canberra	Senior Acquisitions Manager	EL2	11 months	DHA received a series of exemptions from the APSC to support the continuation of non-ongoing employment to meet operational and contractual requirements to the Department of Defence.
32	FEMALE	\$62,533	2.09	NT	Darwin	Lessor Relations Officer	APS4	12 months	DHA received a series of exemptions from the APSC to support the continuation of non-ongoing employment to meet operational and contractual requirements to the Department of Defence.
29	MALE	\$87,975	1.67	ACT	Canberra	Analyst Programmer	APS6	15 months	DHA received a series of exemptions from the APSC to support the continuation of non-ongoing employment to meet operational and contractual requirements to the Department of Defence.
20	MALE	\$49,264	3.36	ACT	Canberra	Administration Officer	APS2	12 months	DHA received a series of exemptions from the APSC to

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									support the continuation of non-ongoing employment to meet operational and contractual requirements to the Department of Defence.
57	FEMALE	\$55,485	1.38	NSW	Nowra	Housing Consultant	APS3	5 months	DHA received a series of exemptions from the APSC to support the continuation of non-ongoing employment to meet operational and contractual requirements to the Department of Defence.
25	FEMALE	\$57,727	2.15	QLD	Ipswich	Property Manager	APS3	11 months	DHA received a series of exemptions from the APSC to support the continuation of non-ongoing employment to meet operational and contractual requirements to the Department of Defence.
27	FEMALE	\$56,595	2.21	QLD	Ipswich	Property Manager	APS3	12 months	DHA received a series of exemptions from the APSC to support the continuation of non-ongoing employment to meet operational and contractual requirements to the Department of Defence.
27	FEMALE	\$56,595	1.65	WA	Perth	Administrative Assistant	APS3	5 months	DHA received a series of exemptions from the APSC to support the continuation of non-ongoing employment to meet operational and contractual requirements to the Department of Defence.
24	FEMALE	\$57,727	2.18	NT	Darwin	Sales Coordinator	APS3	12 months	DHA received a series of exemptions from the APSC to support the continuation of non-ongoing employment to meet operational and contractual requirements to the Department of Defence.

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30	FEMALE	\$56,595	1.25	QLD	Brisbane	Housing Consultant	APS3	9 months	DHA received a series of exemptions from the APSC to support the continuation of non-ongoing employment to meet operational and contractual requirements to the Department of Defence.
59	MALE	\$258,256	6.98	VIC	Melbourne	Senior Development and Special Project Manager	EL2	12 months	DHA received a series of exemptions from the APSC to support the continuation of non-ongoing employment to meet operational and contractual requirements to the Department of Defence.
42	FEMALE	\$61,200	2.1	QLD	Brisbane	Operations Support Officer	APS3	6 months	DHA received a series of exemptions from the APSC to support the continuation of non-ongoing employment to meet operational and contractual requirements to the Department of Defence.
34	FEMALE	\$55,485	1.6	ACT	Canberra	Accounts Payable Bulk Officer	APS3	1 month	DHA received a series of exemptions from the APSC to support the continuation of non-ongoing employment to meet operational and contractual requirements to the Department of Defence.
32	FEMALE	\$63,550	1.31	NT	Darwin	Office Manager	APS4	12 months	DHA received a series of exemptions from the APSC to support the continuation of non-ongoing employment to meet operational and contractual requirements to the Department of Defence.
38	MALE	\$71,860	2.12	ACT	Canberra	Accounts Payable Systems Officer	APS5	2 months	DHA received a series of exemptions from the APSC to support the continuation of non-ongoing employment to meet operational and

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									contractual requirements to the Department of Defence.
42	FEMALE	\$57,960	1.56	ACT	Canberra	Property Manager	APS3	5 months	DHA received a series of exemptions from the APSC to support the continuation of non-ongoing employment to meet operational and contractual requirements to the Department of Defence.
25	FEMALE	\$66,300	1.54	SA	Adelaide	Sales Coordinator	APS4	12 months	DHA received a series of exemptions from the APSC to support the continuation of non-ongoing employment to meet operational and contractual requirements to the Department of Defence.
46	MALE	\$141,150	1.54	VIC	Melbourne	Business Development Manager	EL2	12 months	DHA received a series of exemptions from the APSC to support the continuation of non-ongoing employment to meet operational and contractual requirements to the Department of Defence.
29	MALE	\$71,860	2.58	NT	Darwin	Technical Officer	APS5	12 months	DHA received a series of exemptions from the APSC to support the continuation of non-ongoing employment to meet operational and contractual requirements to the Department of Defence.
29	FEMALE	\$55,485	1.43	QLD	Ipswich	Operations Support Officer	APS3	2 months	DHA received a series of exemptions from the APSC to support the continuation of non-ongoing employment to meet operational and contractual requirements to the Department of Defence.
41	FEMALE	\$56,595	1.44	QLD	Ipswich	Housing Consultant	APS3	5 months	DHA received a series of exemptions from the APSC to

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									support the continuation of non-ongoing employment to meet operational and contractual requirements to the Department of Defence.
41	FEMALE	\$149,081	2.48	QLD	Canberra	Senior Development Manager	EL2	12 months	DHA received a series of exemptions from the APSC to support the continuation of non-ongoing employment to meet operational and contractual requirements to the Department of Defence.
31	FEMALE	\$55,485	1.08	VIC	Melbourne	Property Manager	APS3	1 month	DHA received a series of exemptions from the APSC to support the continuation of non-ongoing employment to meet operational and contractual requirements to the Department of Defence.
26	MALE	\$70,451	1.74	ACT	Canberra	Buisness Analyst	APS5	12 months	DHA received a series of exemptions from the APSC to support the continuation of non-ongoing employment to meet operational and contractual requirements to the Department of Defence.
36	MALE	\$206,720	2.46	NSW	Melbourne	Program Director, Development Program	EL2	12 months	DHA received a series of exemptions from the APSC to support the continuation of non-ongoing employment to meet operational and contractual requirements to the Department of Defence.
23	FEMALE	\$57,732	1.19	NT	Darwin	Property Manager	APS3	12 months	DHA received a series of exemptions from the APSC to support the continuation of non-ongoing employment to meet operational and contractual requirements to the Department of Defence.

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51	FEMALE	\$70,451	2.35	QLD	Brisbane	Office Manager	APS5	5 months	DHA received a series of exemptions from the APSC to support the continuation of non-ongoing employment to meet operational and contractual requirements to the Department of Defence.
36	FEMALE	\$56,595	1.44	QLD	Ipswich	Housing Consultant	APS3	3 months	DHA received a series of exemptions from the APSC to support the continuation of non-ongoing employment to meet operational and contractual requirements to the Department of Defence.
35	FEMALE	\$56,595	1.41	WA	Perth	Housing Consultant	APS3	3 months	DHA received a series of exemptions from the APSC to support the continuation of non-ongoing employment to meet operational and contractual requirements to the Department of Defence.
39	FEMALE	\$87,668	1.41	QLD	Ipswich	Property and Tenancy Manager	APS6	3 months	DHA received a series of exemptions from the APSC to support the continuation of non-ongoing employment to meet operational and contractual requirements to the Department of Defence.
33	FEMALE	\$125,220	2.4	ACT	Canberra	National Manager Communications	E2	12 months	DHA received a series of exemptions from the APSC to support the continuation of non-ongoing employment to meet operational and contractual requirements to the Department of Defence.
24	FEMALE	\$63,784	3.05	ACT	Canberra	Communication Support Officer	APS4	1 month	DHA received a series of exemptions from the APSC to support the continuation of non-ongoing employment to meet operational and

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									contractual requirements to the Department of Defence.
53	FEMALE	\$62,533	2.22	QLD	Brisbane	Property Manager	APS3	3 months	DHA received a series of exemptions from the APSC to support the continuation of non-ongoing employment to meet operational and contractual requirements to the Department of Defence.
29	FEMALE	\$76,247	2	NSW	Hunter Valley	Regional Admin / Housing Specialist	APS5	12 months	DHA received a series of exemptions from the APSC to support the continuation of non-ongoing employment to meet operational and contractual requirements to the Department of Defence.
36	MALE	\$141,150	1.42	NSW	Sydney	Senior Development Manager	EL2	12 months	DHA received a series of exemptions from the APSC to support the continuation of non-ongoing employment to meet operational and contractual requirements to the Department of Defence.
28	FEMALE	\$76,247	1.26	NSW	Sydney	Business and Legal Project Officer	APS6	7 months	DHA received a series of exemptions from the APSC to support the continuation of non-ongoing employment to meet operational and contractual requirements to the Department of Defence.
28	FEMALE	\$57,732	1.21	NT	Darwin	Property Manager	APS3	9 months	DHA received a series of exemptions from the APSC to support the continuation of non-ongoing employment to meet operational and contractual requirements to the Department of Defence.
50	MALE	\$126,837	4.41	NSW	Sydney	Business Development	EL1	12 months	DHA received a series of exemptions from the APSC to

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						Manager			support the continuation of non-ongoing employment to meet operational and contractual requirements to the Department of Defence.
35	FEMALE	\$84,456	1.58	ACT	Canberra	Product Specialist	APS6	12 months	DHA received a series of exemptions from the APSC to support the continuation of non-ongoing employment to meet operational and contractual requirements to the Department of Defence.
38	FEMALE	\$62,533	2.33	NSW	Wagga Wagga	Receptionist	APS3	1 month	DHA received a series of exemptions from the APSC to support the continuation of non-ongoing employment to meet operational and contractual requirements to the Department of Defence.
46	FEMALE	\$56,595	1.94	NSW	Hunter Valley	Maintenance Allocation Officer	APS3	12 months	DHA received a series of exemptions from the APSC to support the continuation of non-ongoing employment to meet operational and contractual requirements to the Department of Defence.
42	FEMALE	\$56,595	1.98	NSW	Hunter Valley	Maintenance Allocation Officer	APS3	12 months	DHA received a series of exemptions from the APSC to support the continuation of non-ongoing employment to meet operational and contractual requirements to the Department of Defence.
28	FEMALE	\$56,595	1.99	QLD	Brisbane	Housing Consultant	APS3	2 months	DHA received a series of exemptions from the APSC to support the continuation of non-ongoing employment to meet operational and contractual requirements to the Department of Defence.

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29	FEMALE	\$61,200	1.37	ACT	Canberra	Business Support Officer	APS3	4 months	DHA received a series of exemptions from the APSC to support the continuation of non-ongoing employment to meet operational and contractual requirements to the Department of Defence.
40	MALE	\$83,597	1.36	ACT	Canberra	WHS Officer	APS6	12 months	DHA received a series of exemptions from the APSC to support the continuation of non-ongoing employment to meet operational and contractual requirements to the Department of Defence.
27	FEMALE	\$62,533	1.37	ACT	Canberra	Sales Consultant	APS4	12 months	DHA received a series of exemptions from the APSC to support the continuation of non-ongoing employment to meet operational and contractual requirements to the Department of Defence.
40	MALE	\$68,507	3.9	QLD	Brisbane	Contact Centre operator	APS4	3 months	DHA received a series of exemptions from the APSC to support the continuation of non-ongoing employment to meet operational and contractual requirements to the Department of Defence.
51	MALE	\$132,600	1.33	ACT	Canberra	Manager, Learning and Development	EL2	12 months	DHA received a series of exemptions from the APSC to support the continuation of non-ongoing employment to meet operational and contractual requirements to the Department of Defence.
22	FEMALE	\$56,595	1.29	NSW	Sydney	Assistant Development Manager	APS3	12 months	DHA received a series of exemptions from the APSC to support the continuation of non-ongoing employment to meet operational and

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									contractual requirements to the Department of Defence.
42	FEMALE	\$141,150	1.63	ACT	Canberra	LAI Implementation Director	EL2	10 months	DHA received a series of exemptions from the APSC to support the continuation of non-ongoing employment to meet operational and contractual requirements to the Department of Defence.
40	FEMALE	\$106,080	0.77	ACT	Canberra	Innovation and sustainability Manager	EL1	12 months	DHA received a series of exemptions from the APSC to support the continuation of non-ongoing employment to meet operational and contractual requirements to the Department of Defence.
29	MALE	\$70,451	3.4	SA	Adelaide	Regional Coaching Specialist	APS5	12 months	DHA received a series of exemptions from the APSC to support the continuation of non-ongoing employment to meet operational and contractual requirements to the Department of Defence.
35	FEMALE	\$70,451	1.42	QLD	Brisbane	Property Manager	APS3	2 months	DHA received a series of exemptions from the APSC to support the continuation of non-ongoing employment to meet operational and contractual requirements to the Department of Defence.
33	FEMALE	\$132,600	1.25	ACT	Canberra	Manage, Work Health and Safety	EL2	12 months	DHA received a series of exemptions from the APSC to support the continuation of non-ongoing employment to meet operational and contractual requirements to the Department of Defence.
48	FEMALE	\$120,000	0.77	QLD	Brisbane	Contact Centre SME	EL1	2 months	DHA received a series of exemptions from the APSC to

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									support the continuation of non-ongoing employment to meet operational and contractual requirements to the Department of Defence.
29	MALE	\$105,000	0.66	SA	Adelaide	Contact Centre SME	EL1	2 months	DHA received a series of exemptions from the APSC to support the continuation of non-ongoing employment to meet operational and contractual requirements to the Department of Defence.
51	MALE	\$107,100	1.25	ACT	Canberra	Learning and Development Specialist	EL1	12 months	DHA received a series of exemptions from the APSC to support the continuation of non-ongoing employment to meet operational and contractual requirements to the Department of Defence.
28	FEMALE	\$55,485	0.73	QLD	Springhill, QLD	LIA Consultant	APS3	3 months	DHA received a series of exemptions from the APSC to support the continuation of non-ongoing employment to meet operational and contractual requirements to the Department of Defence.
25	FEMALE	\$64,260	1	ACT	Canberra	Procurement Support Officer, Tenders	APS4	12 months	DHA received a series of exemptions from the APSC to support the continuation of non-ongoing employment to meet operational and contractual requirements to the Department of Defence.
28	MALE	\$57,727	3.32	SA	Adelaide	Property Manager	APS3	1 month	DHA received a series of exemptions from the APSC to support the continuation of non-ongoing employment to meet operational and contractual requirements to the Department of Defence.

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27	FEMALE	\$69,070	3.32	SA	Adelaide	Property Manager	APS3	1 month	DHA received a series of exemptions from the APSC to support the continuation of non-ongoing employment to meet operational and contractual requirements to the Department of Defence.
20	MALE	\$58,854	2.31	NT	Darwin	Property Manager	APS3	7 months	DHA received a series of exemptions from the APSC to support the continuation of non-ongoing employment to meet operational and contractual requirements to the Department of Defence.
29	FEMALE	\$58,882	2.92	NSW	Brisbane	Property Manager	APS3	12 months	DHA received a series of exemptions from the APSC to support the continuation of non-ongoing employment to meet operational and contractual requirements to the Department of Defence.
38	MALE	\$87,668	1.16	ACT	Canberra	Program Management Officer	APS6	12 months	DHA received a series of exemptions from the APSC to support the continuation of non-ongoing employment to meet operational and contractual requirements to the Department of Defence.
48	MALE	\$69,070	1.06	ACT	Canberra	Business Services Team Leader	APS5	9 months	DHA received a series of exemptions from the APSC to support the continuation of non-ongoing employment to meet operational and contractual requirements to the Department of Defence.

Hiring 2

Attachment 8

Classification	Age	Gender	Position title	Salary	Length of service	Reason for
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					(Years)	Extention
APS5	22	FEMALE	NT Housing Support Manager	\$69,070	4.99	business requirements
EXECL1	50	MALE	Business Development Manager	\$126,837	4.41	business requirements
APS6	34	FEMALE	Manager, Revenue	\$77,772	3.89	business requirements
APS5	26	MALE	Business Analyst	\$70,451	1.74	business requirements
APS5	29	MALE	Regional SME Coaching Spec	\$70,451	3.4	business requirements
APS4	29	MALE	Regional SME Coaching Spec	\$70,451	3.4	business requirements
APS5	27	FEMALE	Regional Admin/Housing Spec	\$69,070	3.32	business requirements
APS3	43	FEMALE	Operations Support Officer	\$58,882	2.94	business requirements
APS3	29	FEMALE	Property Manager	\$58,882	2.92	business requirements
APS5	29	MALE	Technical Officer	\$71,860	2.58	business requirements
APS4	25	FEMALE	L&D Adminstrator	\$63,784	2.4	business requirements
APS4	25	FEMALE	L&D Adminstrator	\$63,784	2.4	business requirements
APS5	30	FEMALE	Leasing Business Support Off	\$71,074	2.38	business requirements
APS4	38	FEMALE	Sales Co-ordinator	\$62,533	2.33	business requirements
APS3	20	MALE	Property Manager	\$58,854	2.31	business requirements
APS4	24	FEMALE	Senior Housing Consultant	\$65,000	2.28	business requirements
APS3	24	FEMALE	Sales Coordinator	\$57,727	2.18	business requirements
APS5	23	FEMALE	Leasing Bus Support Officer	\$70,451	2.19	business requirements
EXECL1	37	FEMALE	Snr Invest Portfolio Analyst	\$112,974	2.17	business requirements
EXECL1	37	FEMALE	Snr Invest Portfolio Analyst	\$112,974	2.17	business requirements
APS4	32	FEMALE	Lessor Relations Officer	\$62,533	2.09	business requirements
APS4	42	FEMALE	Cap & Vals Tech Data Support	\$63,784	2.04	business requirements
APS4	30	MALE	Junior Analyst/Programmer	\$62,533	2.06	business requirements
EXECL1	33	MALE	Capital Plang System Integ Mgr	\$112,974	2.02	business requirements
APS3	30	MALE	Property Manager	\$59,160	2	business requirements
EXECL1	38	FEMALE	Partnerships Business Manager	\$95,000	1.94	business requirements
APS6	40	FEMALE	Organisational Change Analyst	\$89,010	1.92	business requirements

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EXECL1	38	FEMALE	Marketing Programs Manager	\$112,974	1.9	business requirements
APS3	40	FEMALE	Property Manager	\$57,727	1.86	business requirements
EXECL2	59	MALE	Program Director Def Funded	\$183,195	1.81	business requirements
APS5	30	FEMALE	Asset Management Officer	\$70,451	1.73	business requirements
APS3	26	FEMALE	CSS Consultant	\$56,595	1.64	business requirements
APS3	27	FEMALE	Leasing Business Sup Officer	\$56,595	1.65	business requirements
EXECL2	42	FEMALE	LIA Implementation Director	\$141,150	1.63	business requirements
APS3	34	FEMALE	CSS Consultant	\$55,485	1.6	business requirements
APS6	35	FEMALE	Product Specialist	\$84,456	1.58	business requirements
APS6	35	FEMALE	Product Specialist	\$84,456	1.58	business requirements
APS5	36	MALE	Technical Officer	\$76,247	1.56	business requirements
APS4	25	FEMALE	Sales Coordinator	\$62,533	1.53	business requirements
APS3	41	FEMALE	Housing Consultant	\$56,595	1.44	business requirements
APS4	25	MALE	Marketing Support Officer	\$61,307	1.44	business requirements
APS3	32	FEMALE	Property Manager	\$56,595	1.44	business requirements
APS3	45	FEMALE	MCC Complex Task Operator	\$61,307	1.44	business requirements
APS5	30	MALE	P&T Team Leader	\$70,451	1.39	business requirements
APS4	27	FEMALE	Junior Business Analyst	\$62,533	1.37	business requirements
APS6	40	MALE	WHS Officer	\$83,597	1.36	business requirements
APS3	22	FEMALE	Assistant Development Manager	\$56,595	1.29	business requirements
APS3	23	FEMALE	Property Manager	\$56,595	1.26	business requirements
APS3	25	FEMALE	CSS Consultant	\$56,595	1.27	business requirements
APS3	23	FEMALE	Property Manager	\$57,732	1.19	business requirements
APS3	28	FEMALE	Property Manager	\$57,732	1.21	business requirements
APS4	26	FEMALE	EA to GM PMMSP	\$61,307	1.12	business requirements
APS5	29	MALE	LIA Training Specialist	\$74,000	0.66	business requirements
APS5	31	FEMALE	HR Advisor	\$75,387	0.56	business requirements
EXECL1	40	FEMALE	Innovation&Sustainability Mgr	\$106,080	0.77	business requirements

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EXECL2	48	FEMALE	Regional Director	\$120,000	0.77	business requirements
APS4	35	FEMALE	Senior Ops Support Officer	\$64,907	0.62	business requirements
APS4	28	FEMALE	Snr Operations Support Officer	\$64,350	0.52	business requirements

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Hiring 3

Attachment 9

Gender	Age	State	Salary	Service (Years)	Classification	Placvment title	Termination date	Reason not extended
FEMALE	23	QLD	\$55,485	1.27	APS3	Housing Consultant	27-Sep-13	Due to operational requirements and the role only being required for a definded period of time
FEMALE	61	NSW	\$58,843	2.89	APS3	Housing Consultant	4-Oct-13	Due to operational requirements and the role only being required for a definded period of time
FEMALE	26	NSW	\$56,595	0.99	APS3	Property Manager	25-Oct-13	Due to operational requirements and the role only being required for a definded period of time
FEMALE	39	ACT	\$110,000	0.56	EXECL1	Marketing Officer	30-Oct-13	Due to operational requirements and the role only being required for a definded period of time
FEMALE	31	NSW	\$62,533	1.14	APS4	Office Manager	31-Oct-13	Due to operational requirements and the role only being required for a definded period of time
FEMALE	23	ACT	\$55,485	0.74	APS3	Portfolio Operations Analyst	15-Nov-13	Due to operational requirements and the role only being required for a definded period of time
MALE	64	ACT	\$55,485	0.81	APS3	Accounts Payable Bulk Officer	29-Nov-13	Due to operational requirements and the role only being required for a definded period of time
FEMALE	35	QLD	\$67,167	1.50	APS4	Project Administration Officer	26-Dec-13	Due to operational requirements and the role only being required for a definded period of time

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MALE	24	ACT	\$55,485	0.47	APS3	Project Officer	31-Dec-13	Due to operational requirements and the role only being required for a definded period of time
MALE	23	ACT	\$56,595	1.11	APS3	PPG Intern	31-Dec-13	Due to operational requirements and the role only being required for a definded period of time
MALE	32	ACT	\$60,278	2.08	APS3	Business Services Sup Officer	19-Mar-14	Due to operational requirements and the role only being required for a definded period of time
FEMALE	35	WA	\$61,307	1.28	APS4	Lessor Relations Officer	21-Mar-14	Due to operational requirements and the role only being required for a definded period of time
FEMALE	25	QLD	\$55,485	0.51	APS3	Lessor Relations Admin Officer	28-Mar-14	Due to operational requirements and the role only being required for a definded period of time
MALE	31	ACT	\$84,870	1.00	APS6	Snr Marketing Comm Officer	14-Apr-14	Due to operational requirements and the role only being required for a definded period of time
FEMALE	25	VIC	\$55,485	0.85	APS3	Housing Consultant	30-Apr-14	Due to operational requirements and the role only being required for a definded period of time
MALE	29	SA	\$74,000	0.66	APS5	LIA Training Specialist	30-May-14	Due to operational requirements and the role only being required for a definded period of time
FEMALE	30	ACT	\$69,070	0.95	APS5	LR Support Project Officer	13-Jun-14	Due to operational requirements and the role only being required for a definded period of time

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FEMALE	31	VIC	\$55,485	1.08	APS3	Property Manager	20-Jun-14	Due to operational requirements and the role only being required for a definded period of time
FEMALE	28	QLD	\$56,595	1.99	APS3	Housing Consultant	1-Sep-14	Due to operational requirements and the role only being required for a definded period of time
FEMALE	57	NSW	\$55,485	1.38	APS3	Housing Consultant	1-Sep-14	Due to operational requirements and the role only being required for a definded period of time
FEMALE	30	QLD	\$56,595	1.25	APS3	Housing Consultant	1-Oct-14	Due to operational requirements and the role only being required for a definded period of time
MALE	29	SA	\$105,000	0.66	EXECL1	Contact Centre SME	1-Oct-14	Due to operational requirements and the role only being required for a definded period of time
FEMALE	19	NT	\$55,485	0.29	APS3	Housing Consultant	1-Oct-14	Due to operational requirements and the role only being required for a definded period of time
FEMALE	18	NT	\$55,485	0.29	APS3	Housing Consultant	1-Oct-14	Due to operational requirements and the role only being required for a definded period of time
FEMALE	24	NT	\$62,350	0.22	APS4	Senior Op Support Officer	1-Oct-14	Due to operational requirements and the role only being required for a definded period of time
FEMALE	19	NT	\$55,485	0.22	APS3	Operations Support Officer	1-Oct-14	Due to operational requirements and the role only being required for a definded period of time

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FEMALE	24	NT	\$55,485	0.19	APS3	Housing Consultant	1-Oct-14	Due to operational requirements and the role only being required for a definded period of time
FEMALE	20	NT	\$55,485	0.19	APS3	Housing Consultant	1-Oct-14	Due to operational requirements and the role only being required for a definded period of time
FEMALE	37	NSW	\$57,727	3.36	APS3	Property Manager	15-Oct-14	Due to operational requirements and the role only being required for a definded period of time
FEMALE	27	ACT	\$75,387	1.00	APS5	Executive Officer	5-Nov-14	Due to operational requirements and the role only being required for a definded period of time
MALE	52	WA	\$101,725	1.89	APS5	Area Manager	11-Nov-14	Due to operational requirements and the role only being required for a definded period of time

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Hiring 4

Attachment 10

GENDER	AGE	PAYBRCH	Length of contract (Days)	Salary	Classification Level	Position title	Position description	Externally advertised	reason for approval
MALE	28	ACT	729.00	\$73,674	DHAL5	Acquisitions Manager	Property portfolio management	No	DHA received an exemption from the APSC to meet operational and contractual requirements
MALE	36	ACT	364.00	\$80,000	DHAL6	Analyst/Programmer	IT function	No	DHA received an exemption from the APSC to meet operational and contractual requirements
FEMALE	25	NT	364.00	\$77,628	DHAL6	Acquisitions & Portfolio Manager	Property portfolio management	No	DHA received an exemption from the APSC to meet operational and contractual requirements
FEMALE	26	NSW	232.00	\$70,000	DHAL5	Assistant Development Manager	Property portfolio management	No	DHA received an exemption from the APSC to meet operational and contractual requirements
MALE	25	NSW	364.00	\$55,485	DHAL3	Assistant Development Manager	Property portfolio management	No	DHA received an exemption from the APSC to meet operational and contractual requirements
MALE	25	ACT	299.00	\$69,070	DHAL5	Business Analyst	Property Portfolio management	No	DHA received an exemption from the APSC to meet operational and contractual requirements
MALE	35	NSW	364.00	\$141,150	EXECL2	Business Development Manager	Property portfolio management	No	DHA received an exemption from the APSC to meet operational and contractual requirements
FEMALE	29	QLD	365.00	\$120,000	EXECL2	Business Development Manager	Property portfolio management	No	DHA received an exemption from the APSC to meet operational and contractual requirements

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FEMALE	38	SA	364.00	\$130,000	EXECL2	Business Development Manager	Property portfolio management	No	DHA received an exemption from the APSC to meet operational and contractual requirements
MALE	48	ACT	364.00	\$69,070	DHAL5	Business Services Team Leader	Administration management	No	DHA received an exemption from the APSC to meet operational and contractual requirements
MALE	53	ACT	366.00	\$225,310	SESB2	Chief Marketing Officer (CMO)	Operational management	No	DHA received an exemption from the APSC to meet operational and contractual requirements
FEMALE	28	ACT	364.00	\$61,307	DHAL4	Communication Support Officer	Marketing and communications	No	DHA received an exemption from the APSC to meet operational and contractual requirements
FEMALE	48	QLD	179.00	\$120,000	EXECL1	Contact Centre SME	Customer service	No	DHA received an exemption from the APSC to meet operational and contractual requirements
MALE	29	SA	240.00	\$105,000	EXECL1	Contact Centre SME	Customer service	No	DHA received an exemption from the APSC to meet operational and contractual requirements
MALE	27	ACT	364.00	\$61,307	DHAL4	CSS Complex Task Consultant	Customer service	No	DHA received an exemption from the APSC to meet operational and contractual requirements
FEMALE	43	ACT	339.00	\$55,485	DHAL3	CSS Consultant	Customer service	No	DHA received an exemption from the APSC to meet operational and contractual requirements
MALE	26	ACT	123.00	\$55,485	DHAL3	CSS Consultant	Customer service	No	DHA received an exemption from the APSC to meet operational and contractual requirements

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FEMALE	31	ACT	364.00	\$55,485	DHAL3	CSS Consultant	Customer service	No	DHA received an exemption from the APSC to meet operational and contractual requirements
MALE	24	ACT	364.00	\$55,485	DHAL3	CSS Consultant	Customer service	No	DHA received an exemption from the APSC to meet operational and contractual requirements
MALE	32	ACT	364.00	\$55,485	DHAL3	CSS Consultant	Customer service	No	DHA received an exemption from the APSC to meet operational and contractual requirements
MALE	24	ACT	364.00	\$55,485	DHAL3	CSS Consultant	Customer service	No	DHA received an exemption from the APSC to meet operational and contractual requirements
FEMALE	58	ACT	273.00	\$59,000	DHAL3	CSS Consultant	Customer service	No	DHA received an exemption from the APSC to meet operational and contractual requirements
FEMALE	34	ACT	179.00	\$55,485	DHAL3	CSS Consultant	Customer service	No	DHA received an exemption from the APSC to meet operational and contractual requirements
FEMALE	38	ACT	364.00	\$112,000	EXECL1	CSS Manager	Customer service management	No	DHA received an exemption from the APSC to meet operational and contractual requirements
FEMALE	28	NSW	364.00	\$92,570	EXECL1	Development Manager	Property portfolio management	No	DHA received an exemption from the APSC to meet operational and contractual requirements
FEMALE	27	QLD	344.00	\$92,570	EXECL1	Development Manager	Property portfolio management	No	DHA received an exemption from the APSC to meet operational and contractual requirements

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MALE	34	NT	364.00	\$112,974	EXECL1	Development Manager	Property portfolio management	No	DHA received an exemption from the APSC to meet operational and contractual requirements
MALE	29	VIC	364.00	\$110,000	EXECL1	Development Manager	Property portfolio management	No	DHA received an exemption from the APSC to meet operational and contractual requirements
MALE	33	QLD	364.00	\$112,974	EXECL1	Development Manager	Property portfolio management	No	DHA received an exemption from the APSC to meet operational and contractual requirements
MALE	28	ACT	364.00	\$87,668	DHAL6	Digital Marketing Officer	Property portfolio management	No	DHA received an exemption from the APSC to meet operational and contractual requirements
FEMALE	26	ACT	364.00	\$61,307	DHAL4	EA to GM PMMSP	Administration	No	DHA received an exemption from the APSC to meet operational and contractual requirements
FEMALE	27	ACT	364.00	\$75,387	DHAL5	Executive Officer	Administration	No	DHA received an exemption from the APSC to meet operational and contractual requirements
FEMALE	36	ACT	484.00	\$141,150	EXECL2	General Counsel	Legal	No	DHA received an exemption from the APSC to meet operational and contractual requirements
FEMALE	28	QLD	364.00	\$55,485	DHAL3	HCC Consultant	Customer service	Yes	DHA received an exemption from the APSC to meet operational and contractual requirements
FEMALE	32	QLD	364.00	\$55,485	DHAL3	HCC Consultant	Customer service	Yes	DHA received an exemption from the APSC to meet operational and contractual requirements

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FEMALE	30	QLD	364.00	\$55,485	DHAL3	HCC Consultant	Customer service	Yes	DHA received an exemption from the APSC to meet operational and contractual requirements
FEMALE	30	QLD	274.00	\$55,485	DHAL3	HCC Consultant	Customer service	No	DHA received an exemption from the APSC to meet operational and contractual requirements
MALE	46	ACT	364.00	\$141,150	EXECL2	Head of Marketing Comms	Marketing and communications	No	DHA received an exemption from the APSC to meet operational and contractual requirements
FEMALE	19	NT	107.00	\$55,485	DHAL3	Housing Consultant	Customer service	No	DHA received an exemption from the APSC to meet operational and contractual requirements
FEMALE	18	NT	107.00	\$55,485	DHAL3	Housing Consultant	Customer service	No	DHA received an exemption from the APSC to meet operational and contractual requirements
FEMALE	24	NT	71.00	\$55,485	DHAL3	Housing Consultant	Customer service	No	DHA received an exemption from the APSC to meet operational and contractual requirements
FEMALE	20	NT	71.00	\$55,485	DHAL3	Housing Consultant	Customer service	No	DHA received an exemption from the APSC to meet operational and contractual requirements
FEMALE	36	QLD	161.00	\$61,307	DHAL3	Housing Consultant	Customer service	No	DHA received an exemption from the APSC to meet operational and contractual requirements
MALE	34	NSW	361.00	\$102,000	EXECL1	Housing Contact Centre Manager	Customer service management	Yes	DHA received an exemption from the APSC to meet operational and contractual requirements

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FEMALE	30	SA	361.00	\$80,000	DHAL6	Housing Contact Centre Ops Mgr	Customer service management	No	DHA received an exemption from the APSC to meet operational and contractual requirements
MALE	29	SA	364.00	\$71,500	DHAL5	Housing Contact CNTR Team Lead	Customer service management	Yes	DHA received an exemption from the APSC to meet operational and contractual requirements
FEMALE	40	SA	364.00	\$71,500	DHAL5	Housing Contact Ctre Team Lead	Customer service management	Yes	DHA received an exemption from the APSC to meet operational and contractual requirements
FEMALE	31	ACT	364.00	\$75,387	DHAL5	HR Advisor	Human resources	No	DHA received an exemption from the APSC to meet operational and contractual requirements
FEMALE	38	ACT	364.00	\$75,387	DHAL5	HR Advisor	Human resources	No	DHA received an exemption from the APSC to meet operational and contractual requirements
MALE	40	ACT	364.00	\$112,974	EXECL1	HR Project Manager	Human resources	No	DHA received an exemption from the APSC to meet operational and contractual requirements
FEMALE	40	ACT	167.00	\$106,080	EXECL1	Innovation&Sustainability Mgr	Strategic management	No	DHA received an exemption from the APSC to meet operational and contractual requirements
FEMALE	46	ACT	357.00	\$87,668	DHAL6	L&D Specialist	Learning and development	No	DHA received an exemption from the APSC to meet operational and contractual requirements
FEMALE	39	NSW	339.00	\$55,485	DHAL3	Lessor Management Admin Office	Property management/administration	No	DHA received an exemption from the APSC to meet operational and contractual requirements

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FEMALE	25	QLD	186.00	\$55,485	DHAL3	Lessor Relations Admin Officer	Property management/administration	No	DHA received an exemption from the APSC to meet operational and contractual requirements
FEMALE	34	QLD	364.00	\$55,485	DHAL3	LIA Consultant	Customer service	No	DHA received an exemption from the APSC to meet operational and contractual requirements
MALE	32	QLD	179.00	\$55,485	DHAL3	LIA Consultant	Customer service	No	DHA received an exemption from the APSC to meet operational and contractual requirements
FEMALE	29	QLD	49.00	\$55,485	DHAL3	LIA Contact Centre Consultant	Customer service	No	DHA received an exemption from the APSC to meet operational and contractual requirements
FEMALE	32	QLD	278.00	\$55,485	DHAL3	LIA Contact Centre Consultant	Customer service	No	DHA received an exemption from the APSC to meet operational and contractual requirements
MALE	28	QLD	278.00	\$55,485	DHAL3	LIA Contact Centre Consultant	Customer service	No	DHA received an exemption from the APSC to meet operational and contractual requirements
FEMALE	28	QLD	181.00	\$55,485	DHAL3	LIA Contact Centre Operator	Customer service	No	DHA received an exemption from the APSC to meet operational and contractual requirements
MALE	29	SA	242.00	\$74,000	DHAL5	LIA Training Specialist	Learning and development	No	DHA received an exemption from the APSC to meet operational and contractual requirements
FEMALE	30	QLD	181.00	\$61,307	DHAL4	LIACC Complex Consultant	Customer service	No	DHA received an exemption from the APSC to meet operational and contractual requirements

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MALE	32	NSW	364.00	\$55,485	DHAL3	Maintenance Allocation Officer	Customer service	No	DHA received an exemption from the APSC to meet operational and contractual requirements
MALE	48	QLD	364.00	\$141,000	EXECL2	National Apartments Manager	Property portfolio management	No	DHA received an exemption from the APSC to meet operational and contractual requirements
MALE	38	ACT	347.00	\$130,000	EXECL2	National Mgr, Sales Portfolio	Property portfolio management	No	DHA received an exemption from the APSC to meet operational and contractual requirements
FEMALE	22	NT	305.00	\$69,070	DHAL5	NT Housing Support Manager	Customer service management	No	DHA received an exemption from the APSC to meet operational and contractual requirements
FEMALE	19	NT	79.00	\$55,485	DHAL3	Operations Support Officer	Administration	No	DHA received an exemption from the APSC to meet operational and contractual requirements
MALE	45	ACT	364.00	\$112,974	EXECL1	PMO, Development Analyst	Property portfolio management	No	DHA received an exemption from the APSC to meet operational and contractual requirements
MALE	24	ACT	95.00	\$56,595	DHAL3	Portfolio Management Admin Off	Administration	No	DHA received an exemption from the APSC to meet operational and contractual requirements
FEMALE	27	NSW	364.00	\$61,307	DHAL4	PPG Project Administrator	Administration	No	DHA received an exemption from the APSC to meet operational and contractual requirements
FEMALE	25	ACT	262.00	\$64,260	DHAL4	Procurement Sup Off, Tenders	Administration	No	DHA received an exemption from the APSC to meet operational and contractual requirements

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MALE	38	ACT	364.00	\$87,668	DHAL6	Program Management Officer	Administration	No	DHA received an exemption from the APSC to meet operational and contractual requirements
MALE	40	ACT	364.00	\$76,247	DHAL6	Project Accountant	Finance	No	DHA received an exemption from the APSC to meet operational and contractual requirements
MALE	45	ACT	364.00	\$80,535	DHAL6	Project Analyst	Project management	No	DHA received an exemption from the APSC to meet operational and contractual requirements
FEMALE	27	ACT	82.00	\$69,070	DHAL5	Property & Tenancy Team Leader	Property management/administration	No	DHA received an exemption from the APSC to meet operational and contractual requirements
FEMALE	25	QLD	364.00	\$61,480	DHAL3	Property Manager	Property management/administration	No	DHA received an exemption from the APSC to meet operational and contractual requirements
FEMALE	31	NT	363.00	\$55,485	DHAL3	Property Manager	Property management/administration		DHA received an exemption from the APSC to meet operational and contractual requirements
MALE	30	QLD	130.00	\$59,160	DHAL3	Property Manager	Property management/administration	No	DHA received an exemption from the APSC to meet operational and contractual requirements
FEMALE	24	ACT	361.00	\$57,960	DHAL3	Property Manager	Property management/administration	No	DHA received an exemption from the APSC to meet operational and contractual requirements
MALE	28	ACT	361.00	\$57,960	DHAL3	Property Manager	Property management/administration	No	DHA received an exemption from the APSC to meet operational and contractual requirements

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FEMALE	33	NT	364.00	\$61,307	DHAL4	Property Manager	Property management/administration	No	DHA received an exemption from the APSC to meet operational and contractual requirements
FEMALE	24	ACT	350.00	\$55,485	DHAL3	Property Manager	Property management/administration	Yes	DHA received an exemption from the APSC to meet operational and contractual requirements
MALE	30	VIC	361.00	\$55,485	DHAL3	Property Manager	Property management/administration	No	DHA received an exemption from the APSC to meet operational and contractual requirements
FEMALE	32	NT	350.00	\$58,485	DHAL3	Property Manager	Property management/administration	No	DHA received an exemption from the APSC to meet operational and contractual requirements
FEMALE	26	ACT	357.00	\$55,485	DHAL3	Property Manager	Property management/administration	Yes	DHA received an exemption from the APSC to meet operational and contractual requirements
MALE	47	SA	364.00	\$55,485	DHAL3	Property Manager	Property management/administration	No	DHA received an exemption from the APSC to meet operational and contractual requirements
FEMALE	29	NT	364.00	\$55,485	DHAL3	Property Manager	Property management/administration	No	DHA received an exemption from the APSC to meet operational and contractual requirements

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FEMALE	25	NT	352.00	\$55,485	DHAL3	Property Manager	Property management/administration	No	DHA received an exemption from the APSC to meet operational and contractual requirements
FEMALE	23	QLD	352.00	\$55,485	DHAL3	Property Manager	Property management/administration	No	DHA received an exemption from the APSC to meet operational and contractual requirements
MALE	36	QLD	364.00	\$55,485	DHAL3	Property Manager	Property management/administration	No	DHA received an exemption from the APSC to meet operational and contractual requirements
MALE	34	QLD	364.00	\$55,485	DHAL3	Property Manager	Property management/administration	No	DHA received an exemption from the APSC to meet operational and contractual requirements
FEMALE	24	QLD	364.00	\$55,485	DHAL3	Property Manager	Property management/administration	No	DHA received an exemption from the APSC to meet operational and contractual requirements
FEMALE	46	QLD	364.00	\$61,307	DHAL4	Property Manager	Property management/administration	No	DHA received an exemption from the APSC to meet operational and contractual requirements
FEMALE	27	VIC	364.00	\$55,485	DHAL3	Property Manager	Property management/administration	No	DHA received an exemption from the APSC to meet operational and contractual requirements
FEMALE	37	NSW	361.00	\$55,485	DHAL3	Property Manager	Property management/administration	No	DHA received an exemption from the APSC to meet operational and contractual requirements

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MALE	54	ACT	364.00	\$132,600	EXECL2	Regional Director	Property management/administration	No	DHA received an exemption from the APSC to meet operational and contractual requirements
MALE	31	QLD	364.00	\$87,668	DHAL6	Regional Housing Specialist	Property management/administration	Yes	DHA received an exemption from the APSC to meet operational and contractual requirements
MALE	29	NT	270.00	\$76,247	DHAL6	Regional Office Administrator	Learning and development	No	DHA received an exemption from the APSC to meet operational and contractual requirements
MALE	29	WA	364.00	\$75,387	DHAL5	Regional SME Coaching Spec	Learning and development	No	DHA received an exemption from the APSC to meet operational and contractual requirements
MALE	47	ACT	179.00	\$87,668	DHAL6	Relationship Manager	Property portfolio management	No	DHA received an exemption from the APSC to meet operational and contractual requirements
MALE	33	ACT	364.00	\$76,000	DHAL5	Report Writer	Administration	No	DHA received an exemption from the APSC to meet operational and contractual requirements
FEMALE	31	ACT	345.00	\$76,247	DHAL6	Research Officer	Administration	No	DHA received an exemption from the APSC to meet operational and contractual requirements
MALE	29	ACT	364.00	\$102,000	EXECL1	Senior Business Analyst	Information technology	No	DHA received an exemption from the APSC to meet operational and contractual requirements
MALE	47	NSW	357.00	\$141,150	EXECL2	Senior Development Manager	Property portfolio management	No	DHA received an exemption from the APSC to meet operational and contractual requirements

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MALE	49	VIC	364.00	\$135,000	EXECL2	Senior Development Manager	Property portfolio management	No	DHA received an exemption from the APSC to meet operational and contractual requirements
MALE	54	ACT	364.00	\$141,150	EXECL2	Senior Executive Officer	Governance	No	DHA received an exemption from the APSC to meet operational and contractual requirements
FEMALE	24	NT	268.00	\$65,000	DHAL4	Senior Housing Consultant	Customer service	No	DHA received an exemption from the APSC to meet operational and contractual requirements
FEMALE	57	ACT	179.00	\$112,974	EXECL1	Senior HR Adviser	Human resources	No	DHA received an exemption from the APSC to meet operational and contractual requirements
FEMALE	24	NT	79.00	\$62,350	DHAL4	Senior Op Support Officer	Administration	No	DHA received an exemption from the APSC to meet operational and contractual requirements
FEMALE	35	NT	305.00	\$64,907	DHAL4	Senior Ops Support Officer	Administration	No	DHA received an exemption from the APSC to meet operational and contractual requirements
MALE	60	QLD	364.00	\$87,668	DHAL6	Senior Relationship Manager	Property portfolio management	No	DHA received an exemption from the APSC to meet operational and contractual requirements
MALE	58	NSW	364.00	\$87,668	DHAL6	Senior Relationship Manager	Property portfolio management	No	DHA received an exemption from the APSC to meet operational and contractual requirements
MALE	50	ACT	205.00	\$121,611	EXECL1	Senior Techone Specialist	Finance	No	DHA received an exemption from the APSC to meet operational and contractual requirements

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FEMALE	39	QLD	364.00	\$76,247	DHAL5	SME/Coaching Specialist	Learning and development	Yes	DHA received an exemption from the APSC to meet operational and contractual requirements
FEMALE	28	NT	269.00	\$64,350	DHAL4	Snr Operations Support Officer	Administration	No	DHA received an exemption from the APSC to meet operational and contractual requirements
FEMALE	45	ACT	364.00	\$112,974	EXECL1	Taxation Manager	Finance	No	DHA received an exemption from the APSC to meet operational and contractual requirements
FEMALE	36	NT	132.00	\$72,481	DHAL5	Technical Officer	Property management/administration	No	DHA received an exemption from the APSC to meet operational and contractual requirements
MALE	44	ACT	365.00	\$77,772	DHAL6	WHS Officer	Work health and safety	No	DHA received an exemption from the APSC to meet operational and contractual requirements
MALE	31	ACT	364.00	\$77,772	DHAL6	Work Health and Safety Officer	Work health and safety	No	DHA received an exemption from the APSC to meet operational and contractual requirements

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Hiring 5

Attachment 11

GENDER	AGE	Classification	Salary	Position title	Externally advertised	Reason	Lenth of contract
FEMALE	36	APS4	\$61,307	HCC Complex Task Consultant	Yes	DHA received exemptions from the APSC to engage up to 90 ongoing employees to meet operational and contractual requirements with the Department of Defence.	No end date, on-going employment
MALE	26	APS3	\$55,485	Housing Contact Centre Consul	Yes	DHA received exemptions from the APSC to engage up to 90 ongoing employees to meet operational and contractual requirements with the Department of Defence.	No end date, on-going employment

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FEMALE	46	APS4	\$61,307	HCC Complex Task Consultant	Yes	DHA received exemptions from the APSC to engage up to 90 ongoing employees to meet operational and contractual requirements with the Department of Defence.	No end date, on-going employment
FEMALE	27	APS3	\$55,485	HCC Consultant	Yes	DHA received exemptions from the APSC to engage up to 90 ongoing employees to meet operational and contractual requirements with the Department of Defence.	No end date, on-going employment
FEMALE	29	APS3	\$55,485	HCC Consultant	Yes	DHA received exemptions from the APSC to engage up to 90 ongoing employees to meet operational and	No end date, on-going employment

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						contractual requirements with the Department of Defence.	
FEMALE	50	APS3	\$55,485	HCC Consultant	Yes	DHA received exemptions from the APSC to engage up to 90 ongoing employees to meet operational and contractual requirements with the Department of Defence.	No end date, on-going employment
MALE	38	APS3	\$55,485	HCC Consultant	Yes	DHA received exemptions from the APSC to engage up to 90 ongoing employees to meet operational and contractual requirements with the Department of Defence.	No end date, on-going employment

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FEMALE	31	APS3	\$55,485	HCC Consultant	Yes	DHA received exemptions from the APSC to engage up to 90 ongoing employees to meet operational and contractual requirements with the Department of Defence.	No end date, on-going employment
MALE	29	APS4	\$61,307	HCC Complex Task Consultant	Yes	DHA received exemptions from the APSC to engage up to 90 ongoing employees to meet operational and contractual requirements with the Department of Defence.	No end date, on-going employment
FEMALE	34	APS3	\$55,485	HCC Consultant	Yes	DHA received exemptions from the APSC to engage up to 90 ongoing employees to meet operational and	No end date, on-going employment

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						contractual requirements with the Department of Defence.	
FEMALE	39	APS3	\$55,485	HCC Consultant	Yes	DHA received exemptions from the APSC to engage up to 90 ongoing employees to meet operational and contractual requirements with the Department of Defence.	No end date, on-going employment
FEMALE	34	APS4	\$61,307	HCC Complex Task Consultant	Yes	DHA received exemptions from the APSC to engage up to 90 ongoing employees to meet operational and contractual requirements with the Department of Defence.	No end date, on-going employment

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MALE	25	APS4	\$61,307	HCC Complex Task Coordinator	Yes	DHA received exemptions from the APSC to engage up to 90 ongoing employees to meet operational and contractual requirements with the Department of Defence.	No end date, on-going employment
FEMALE	25	APS4	\$61,307	HCC Complex Task Consultant	Yes	DHA received exemptions from the APSC to engage up to 90 ongoing employees to meet operational and contractual requirements with the Department of Defence.	No end date, on-going employment
FEMALE	36	APS4	\$61,307	HCC Complex Task Consultant	Yes	DHA received exemptions from the APSC to engage up to 90 ongoing employees to meet operational and	No end date, on-going employment

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						contractual requirements with the Department of Defence.	
FEMALE	23	APS3	\$55,485	HCC Consultant	Yes	DHA received exemptions from the APSC to engage up to 90 ongoing employees to meet operational and contractual requirements with the Department of Defence.	No end date, on-going employment
FEMALE	27	APS3	\$55,485	HCC Consultant	Yes	DHA received exemptions from the APSC to engage up to 90 ongoing employees to meet operational and contractual requirements with the Department of Defence.	No end date, on-going employment

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FEMALE	37	APS3	\$55,485	HCC Consultant	Yes	DHA received exemptions from the APSC to engage up to 90 ongoing employees to meet operational and contractual requirements with the Department of Defence.	No end date, on-going employment
FEMALE	46	APS4	\$61,307	HCC Complex Task Consultant	Yes	DHA received exemptions from the APSC to engage up to 90 ongoing employees to meet operational and contractual requirements with the Department of Defence.	No end date, on-going employment
MALE	28	APS4	\$61,307	HCC Complex Task Consultant	Yes	DHA received exemptions from the APSC to engage up to 90 ongoing employees to meet operational and	No end date, on-going employment

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						contractual requirements with the Department of Defence.	
FEMALE	29	APS3	\$55,485	HCC Consultant	Yes	DHA received exemptions from the APSC to engage up to 90 ongoing employees to meet operational and contractual requirements with the Department of Defence.	No end date, on-going employment
FEMALE	42	APS3	\$55,485	HCC Consultant	Yes	DHA received exemptions from the APSC to engage up to 90 ongoing employees to meet operational and contractual requirements with the Department of Defence.	No end date, on-going employment

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FEMALE	27	APS3	\$55,485	HCC Consultant	Yes	DHA received exemptions from the APSC to engage up to 90 ongoing employees to meet operational and contractual requirements with the Department of Defence.	No end date, on-going employment
FEMALE	33	APS3	\$55,485	HCC Consultant	Yes	DHA received exemptions from the APSC to engage up to 90 ongoing employees to meet operational and contractual requirements with the Department of Defence.	No end date, on-going employment
MALE	30	APS3	\$55,485	HCC Consultant	Yes	DHA received exemptions from the APSC to engage up to 90 ongoing employees to meet operational and	No end date, on-going employment

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						contractual requirements with the Department of Defence.	
FEMALE	32	APS4	\$61,307	HCC Consultant	Yes	DHA received exemptions from the APSC to engage up to 90 ongoing employees to meet operational and contractual requirements with the Department of Defence.	No end date, on-going employment
FEMALE	28	APS3	\$55,485	HCC Consultant	Yes	DHA received exemptions from the APSC to engage up to 90 ongoing employees to meet operational and contractual requirements with the Department of Defence.	No end date, on-going employment

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MALE	38	EXECL1	\$112,974	Project Manager	Yes	DHA received exemptions from the APSC to engage up to 90 ongoing employees to meet operational and contractual requirements with the Department of Defence.	No end date, on-going employment
MALE	55	EXECL1	\$110,000	MCC Manager	Yes	DHA received exemptions from the APSC to engage up to 90 ongoing employees to meet operational and contractual requirements with the Department of Defence.	No end date, on-going employment
MALE	49	EXECL1	\$112,974	Project Manager	Yes	DHA received exemptions from the APSC to engage up to 90 ongoing employees to meet operational and	No end date, on-going employment

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						contractual requirements with the Department of Defence.	
FEMALE	39	DHAL4	\$62,533	HCC Complex Task Consultant	Yes	DHA received exemptions from the APSC to engage up to 90 ongoing employees to meet operational and contractual requirements with the Department of Defence.	No end date, on-going employment
FEMALE	34	DHAL4	\$61,307	HCC Complex Task Consultant	Yes	DHA received exemptions from the APSC to engage up to 90 ongoing employees to meet operational and contractual requirements with the Department of Defence.	No end date, on-going employment

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FEMALE	57	DHAL4	\$62,533	HCC Complex Task Consultant	Yes	DHA received exemptions from the APSC to engage up to 90 ongoing employees to meet operational and contractual requirements with the Department of Defence.	No end date, on-going employment
MALE	48	DHAL3	\$61,480	HCC Consultant	Yes	DHA received exemptions from the APSC to engage up to 90 ongoing employees to meet operational and contractual requirements with the Department of Defence.	No end date, on-going employment
FEMALE	28	DHAL3	\$57,727	HCC Consultant	Yes	DHA received exemptions from the APSC to engage up to 90 ongoing employees to meet operational and	No end date, on-going employment

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						contractual requirements with the Department of Defence.	
FEMALE	21	DHAL3	\$56,595	HCC Consultant	Yes	DHA received exemptions from the APSC to engage up to 90 ongoing employees to meet operational and contractual requirements with the Department of Defence.	No end date, on-going employment
FEMALE	29	DHAL3	\$56,595	HCC Consultant	Yes	DHA received exemptions from the APSC to engage up to 90 ongoing employees to meet operational and contractual requirements with the Department of Defence.	No end date, on-going employment

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FEMALE	37	DHAL4	\$62,533	HCC Complex Task Consultant	Yes	DHA received exemptions from the APSC to engage up to 90 ongoing employees to meet operational and contractual requirements with the Department of Defence.	No end date, on-going employment
FEMALE	51	DHAL3	\$57,727	HCC Consultant	Yes	DHA received exemptions from the APSC to engage up to 90 ongoing employees to meet operational and contractual requirements with the Department of Defence.	No end date, on-going employment
FEMALE	48	DHAL3	\$55,485	LIA Consultant	Yes	DHA received exemptions from the APSC to engage up to 90 ongoing employees to meet operational and	No end date, on-going employment

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						contractual requirements with the Department of Defence.	
FEMALE	40	DHAL3	\$55,485	HCC Consultant	Yes	DHA received exemptions from the APSC to engage up to 90 ongoing employees to meet operational and contractual requirements with the Department of Defence.	No end date, on-going employment
FEMALE	36	DHAL4	\$61,307	HCC Complex Task Consultant	Yes	DHA received exemptions from the APSC to engage up to 90 ongoing employees to meet operational and contractual requirements with the Department of Defence.	No end date, on-going employment

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FEMALE	34	DHAL4	\$68,507	HCC Complex Task Consultant	Yes	DHA received exemptions from the APSC to engage up to 90 ongoing employees to meet operational and contractual requirements with the Department of Defence.	No end date, on-going employment
FEMALE	39	DHAL6	\$87,668	Property & Tenancy Manager	Yes	DHA received exemptions from the APSC to engage up to 90 ongoing employees to meet operational and contractual requirements with the Department of Defence.	No end date, on-going employment

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Staffing Profile

Attachment 12

ACT June 30 2014

Branch/Office	DHAL2	DHAL3	DHAL4	DHAL5	DHAL6	EXECL1	EXECL2	MD01	SESB1	SESB2	Grand Total
Chief Operating Officer's											
Canberra		12	19	17	30	24	21		3	4	130
Executive											
Canberra				1	2	1	3	1			8
Finance & Corporate Serv											
Canberra	1	16	11	15	38	32	15		3	2	133
Grand Total	1	28	30	33	70	57	39	1	6	6	271

ACT Nov 2014

Row Labels	DHAL2	DHAL3	DHAL4	DHAL5	DHAL6	EXECL1	EXECL2	MD01	SESB1	SESB2	Grand Total
Chief Operating Officer's											
Canberra		10	14	14	25	31	18		2	4	118
Executive											
Canberra				1	1	2	4	1	1		10
Finance & Corporate Serv											
Canberra	1	15	16	17	40	31	12		3	2	137
Grand Total	1	25	30	32	66	64	34	1	6	6	265

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Consultancies

Attachment 13

1. How many consultancies have been undertaken? Identify the name of the consultant, the subject matter of the consultancy, the duration and cost of the arrangement, and the method of procurement (ie. open tender, direct source, etc). Also include total value for all consultancies.

Service Provider	Procurement Method	Services Provided	Initial Contract Start Date	Duration	Estimated Cost (GST incl)
Australian Psychological Society	Direct Source	Workplace assessment	15-Sep-14	2 months, 15 days	\$ 16,500.00
Grace Lawyers	RFQ	Strata consultancy services	12-Nov-14	2 months, 19 days	\$ 80,960.00
Neethling & Associates Pty Ltd	Direct Source	Facilitation services	28-Oct-14	3 months	\$ 24,200.00
Risk and Continuity Management Pty Ltd	RFQ	Security Review	29-Sep-14	5 months, 20 days	\$ 26,400.00
Workplace Research Associates Pty Ltd	Direct Source	Job assessment and evaluation services	28-Oct-14	6 months, 1 day	\$ 13,475.00
TOTAL NUMBER CONSULTANCIES	10		TOTAL VALUE OF CONSULTANCIES		\$ 161,535.00

2. How many consultancies are planned for this calendar year? Have these been published in your Annual Procurement Plan (APP) on the AusTender website and if not why not? In each case please identify the subject matter, duration, cost and method of procurement as above, and the name of the consultant if known.

Other than those listed above that will continue through to next calendar, DHA does not anticipate entering into any additional consultancy contracts this calendar year.

3. Have any consultancies not gone out for tender? (1) List each including name, cost and purpose (2) If so, why?

Service Provider	Procurement Method	Services Provided	Estimated Cost	Reason for direct source
Neethling & Associates Pty Ltd	Direct Source	Facilitation services	\$ 24,200.00	New contract based on previous engagement where new engagement required specific IP from previous engagement
Workplace Research Associates Pty Ltd	Direct Source	Job assessment and evaluation services	\$ 13,475.00	New contract based on previous engagement where new engagement required specific IP from previous engagement
Australian Psychological Society	Direct Source	Workplace assessment	\$ 16,500.00	Market research failed to identify other suitable providers required to test market

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QUESTIONS ON NOTICE—BUDGET ESTIMATES, Supplementary Budget Estimates hearings 22–23 October 2014 **Defence Housing Australia**

Executive Coaching and Leadership Training Question 5

Attachment 14

Provider	Name/Nature of Service	Is the Service One-on-One or Group Based	# of Recipients & Classification	# of Hours for all employees	Total amount spent on the service	Description of Fees
APSC	EL1 Transition	Group Based	EL1 - 1	EL1 - 7.5hrs	\$ 635.00	Complete Package
Australian Institute of Management NSW & ACT	Manage People Effectively Training	Group Based	EL 2 - 1; EL1 - 4; DHA6 - 1; DHA5 - 1; DHA4 - 1	EL 2 - 15hrs; EL1 - 60hrs; DHA6 - 15hrs; DHA5 - 15hrs; DHA4 - 15hrs	\$ 7,288.00	Complete Package
Charles Darwin University	Bachelor of Governance and Public Sector Management	Group Based	DHA6 - 1	DHA6 - 180hrs	\$ 1,557.08	Complete Package
Executive Leadership Australia	Executive Leadership Program	One-on-One and Group Based	SES2 - 3; SES1 - 2; EL2 - 10	55hrs	\$ 79,400.00	Complete Package
OTEN	Diploma of Management	One-on-One and self-paced	EL1 - 1	0hrs	\$ 1,684.13	Complete Package
Talent2	Diploma of Management	One-on-One and self-paced	EL1 - 3; DHA6 - 5; DHA5 - 9; DHA4 - 6; DHA3 - 4	EL1 - 6hrs; DHA6 - 23hrs; DHA5 - 41hrs; DHA4 - 94hrs; DHA3 - 84hrs	\$ 47,500.00	Commencement payment only
Wisdom Learning	Supervision Skills	Group Based	DHA6 - 1	DHA6 - 7hrs	\$ 550.00	Complete Package
	The New Supervisor Training	Group Based	DHA5 - 1	DHA5 - 15hrs	\$ 1,525.00	Complete Package
	Managing, Leading & Developing People	Group Based	EL1 - 1	EL1 - 8hrs	\$ 1,940.00	Complete Package
		TOTAL	EL 2 - 1; EL1 - 10; DHA6 - 8; DHA5 - 11; DHA4 - 7; DHA3 - 4	EL 2 - 15hrs; EL1 - 88.5hrs; DHA6 - 225.5hrs; DHA5 - 71hrs; DHA4 - 109hrs	\$ 142,079.21	

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Executive Coaching and Leadership Training Question 6

Attachment 15

Provider	Name/Nature of Service	Location Where Services Provided When Not at DHA	# of Employees Taking Part Off-Site	Total # of Hours For All Employees Off-Site	Costs Incurred for Off-Site Venue
APSC	EL1 Transition	APSC Woden	EL1 - 1	EL1 - 7.5hrs	No Cost Incurred
Australian Institute of Management NSW & ACT	Manage People Effectively Training	AIM North Sydney	DHA4 - 1	DHA4 - 15 hrs	No Cost Incurred
Charles Darwin University	Bachelor of Governance and Public Sector Management	Charles Darwin University	DHA6 - 1	DHA6 - 180hrs	No Cost Incurred
Executive Leadership Australia	Executive Leadership Program	Commonwealth Club	SES2 - 3; SES1 - 2; EL2 - 10	55hrs	No Cost Incurred
OTEN	Diploma of Management	Distance Learning	EL1 - 1	Not Recorded	No Cost Incurred
Talent2	Diploma of Management	Distance Learning	EL1 - 3; DHA6 - 5; DHA5 - 9; DHA4 - 6; DHA3 - 4	Not Recorded	No Cost Incurred
Wisdom Learning	Supervision Skills	Wisdom Canberra	DHA6 - 1	DHA6 - 7hrs	No Cost Incurred
	The New Supervisor Training	AIM Canberra	DHA5 - 1	DHA5 - 15hrs	No Cost Incurred
	Managing, Leading & Developing People	AIM Canberra	EL1 - 1	EL1 - 8hrs	No Cost Incurred

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Defence Housing Australia

Graduate or Post Graduate Study

Attachment 16

Classification	Leave Hours
DHAL3	84.5
DHAL5	107.5
DHAL6	37.5
EXECL1	333
EXECL2	75
Grand Total	637.5

Foreign Affairs, Defence and Trade Legislation Committee

QUESTIONS ON NOTICE—BUDGET ESTIMATES, Supplementary Budget Estimates hearings 22–23 October 2014
Defence Housing Australia

Staffing Recruitment

Attachment 17

Classification	Number of staff
EXECL1	20
EXECL2	20
APS6	20
APS5	26
APS4	26
APS3	62
SESB2	2
Total	176