

**DHA’s responses to QONs from Senator McAllister**

Senator McAllister asked seven questions on notice to each of the departments and agencies on the Committee’s List of Agencies, excluding Export Finance and Insurance Corporation.

DHAs responses to Senator McAllister’s questions are shown below.

**Question**

Senator McAllister asked Defence Housing Australia, in writing:

1. Please provide a breakdown of staffing levels as at 30 June 2016, nationally and for each state and territory, by the following categories:

- a) Full time equivalent (FTE);
- b) Head count;
- c) Gender;
- d) Ongoing;
- e) Non-ongoing; and
- f) Classification level.

**Answer**

Defence Housing Australia - The answer to the Honourable Senator’s question is that at 30 June 2016:

- a) DHA’s full time equivalent FTE was 611.93.
- b) The table below shows DHA’s head count and classification levels nationally and for each state and territory.

| State           | DHAL3      | DHAL4      | DHAL5      | DHAL6     | EXECL1    | EXECL2    | SESB1    | SESB2    | Total      |
|-----------------|------------|------------|------------|-----------|-----------|-----------|----------|----------|------------|
| ACT             | 15         | 32         | 33         | 59        | 69        | 36        | 5        | 4        | 253        |
| NSW             | 41         | 26         | 24         | 16        | 15        | 11        | 1        | 1        | 135        |
| NT              | 8          | 8          | 7          | 4         | 2         | 2         |          |          | 31         |
| QLD             | 38         | 27         | 24         | 11        | 10        | 6         |          |          | 116        |
| SA              | 15         | 13         | 11         | 1         | 1         | 3         |          |          | 44         |
| VIC             | 5          | 5          | 7          | 2         | 1         | 9         |          |          | 29         |
| WA              | 4          | 4          | 6          | 1         | 1         | 2         |          |          | 18         |
| TAS             | 0          | 0          | 0          | 0         | 0         | 0         | 0        | 0        | 0          |
| <b>National</b> | <b>126</b> | <b>115</b> | <b>112</b> | <b>94</b> | <b>99</b> | <b>69</b> | <b>6</b> | <b>5</b> | <b>626</b> |

**Table 1**

- c) The table below shows DHA's staffing by gender, nationally and for each state and territory.

| State/Territory | Male       | Female     |
|-----------------|------------|------------|
| ACT             | 94         | 159        |
| NSW             | 54         | 81         |
| NT              | 3          | 28         |
| QLD             | 31         | 85         |
| SA              | 14         | 30         |
| VIC             | 15         | 14         |
| WA              | 6          | 12         |
| TAS             | 0          | 0          |
| <b>National</b> | <b>217</b> | <b>409</b> |

**Table 2**

- d) The table below shows DHA's staffing for ongoing employees nationally and for each state and territory.

| State/Territory | Ongoing    |
|-----------------|------------|
| ACT             | 213        |
| NSW             | 121        |
| NT              | 21         |
| QLD             | 108        |
| SA              | 39         |
| VIC             | 26         |
| WA              | 16         |
| TAS             | 0          |
| <b>National</b> | <b>544</b> |

**Table 3**

- e) The table below shows DHA's staffing for non-ongoing employees nationally and for each state and territory.

| State/Territory | Non-Ongoing Contract |
|-----------------|----------------------|
| ACT             | 40                   |
| NSW             | 14                   |
| NT              | 10                   |
| QLD             | 8                    |
| SA              | 5                    |
| VIC             | 3                    |
| WA              | 2                    |
| TAS             | 0                    |
| <b>National</b> | <b>82</b>            |

**Table 4**

- f) Classification levels are shown in Table 1.

### Question

Senator McAllister asked Defence Housing Australia, in writing:

2. How many engagements occurred in the 2015-16 financial year, by:
- Classification;
  - State or territory;
  - Ongoing staff; and
  - Non-ongoing staff.

### Answer

Defence Housing Australia - The answer to the Honourable Senator's question is:

- a) The table below shows DHA's engagements by classification levels in the 2015-16 financial year.

| Level        | Engagements |
|--------------|-------------|
| DHAL3        | 51          |
| DHAL4        | 12          |
| DHAL5        | 16          |
| DHAL6        | 15          |
| EXECL1       | 18          |
| EXECL2       | 3           |
| <b>Total</b> | <b>115</b>  |

**Table 5**

- b) The table below shows DHA's engagements for each state or territory in the 2015-16 financial year.

| State           | Engagements |
|-----------------|-------------|
| ACT             | 44          |
| NSW             | 29          |
| NT              | 10          |
| QLD             | 15          |
| SA              | 12          |
| VIC             | 2           |
| WA              | 3           |
| TAS             | 0           |
| <b>National</b> | <b>115</b>  |

**Table 6**

- c) There were 48 engagements of ongoing staff in the 2015-16 financial year.
- d) There were 67 engagements of non-ongoing staff in the 2015-16 financial year.

## Question

Senator McAllister asked Defence Housing Australia, in writing:

3. How many separations occurred in the 2015-16 financial year, by:

- a) Classification;
- b) State or territory;
- c) Ongoing staff;
- d) Non-ongoing staff; and
- e) Reason for separation.

## Answer

Defence Housing Australia - The answer to the Honourable Senator's question is that in the 2015-16 financial year:

- a) The table below shows the number of separations by classification.

| Level        | Count     |
|--------------|-----------|
| DHAL3        | 31        |
| DHAL4        | 12        |
| DHAL5        | 19        |
| DHAL6        | 17        |
| EXECL1       | 15        |
| EXECL2       | 5         |
| <b>Total</b> | <b>99</b> |

**Table 7**

- b) The table below shows the number of separations by state or territory.

| State           | Total     |
|-----------------|-----------|
| ACT             | 45        |
| NSW             | 14        |
| NT              | 3         |
| QLD             | 15        |
| SA              | 13        |
| VIC             | 6         |
| WA              | 3         |
| TAS             | 0         |
| <b>National</b> | <b>99</b> |

**Table 8**

- c) There were 42 separations of ongoing staff.

- d) There were 57 separations of non-ongoing staff.
- e) The table below shows the reason for separation.

| <b>Reason for Separation</b>   | <b>Number</b> |
|--------------------------------|---------------|
| Completion of Non Ongoing      | 10            |
| Deceased                       | 2             |
| Ongoing transfer to APS Agency | 7             |
| Involuntary Redundancy         | 4             |
| Resignation Maternity Leave    | 1             |
| Resignation                    | 65            |
| Retired - eligible age         | 4             |
| Unsatisfactory Performance     | 6             |
| <b>Total</b>                   | <b>99</b>     |

**Table 9**

### **Question**

Senator McAllister asked Defence Housing Australia, in writing:

- 4. What was the total expenditure on contractors and consultants in the 2015-16 financial year.

### **Answer**

Defence Housing Australia - The answer to the Honourable Senator's question is:

DHA's total expenditure on contractors and consultants in the 2015-16 financial year was \$54,893,387.<sup>1</sup>

### **Question**

Senator McAllister asked Defence Housing Australia, in writing:

- 5. For each contract or consultancy in the 2015-16 financial year, please outline:
  - a) The project or engagement;
  - b) The value of the contract;
  - c) The name of each firm or contractor engaged; and
  - d) The purpose of the contract.

### **Answer**

Defence Housing Australia - The answer to the Honourable Senator's question is at **Annex A**.

- 1. Note that this definition of a contractor or consultant does not align with the Department of Finance's definition of contractors and consultancies as it includes operational sub-contractors utilised for the purpose of managing tenancies and some construction activities as requested by Senator McAllister's office.

## **Question**

Senator McAllister asked Defence Housing Australia, in writing:

6. For each contract or consultancy in the 2015-16 financial year, please outline:

- a) The names of each firm or contractor engaged; and
- b) Total payments made to each contractor or consultant.

## **Answer**

Defence Housing Australia - The answer to the Honourable Senator's question is shown at **Annex B.**

## **Question**

Senator McAllister asked Defence Housing Australia, in writing:

7. For the 2015-16 financial year, please outline:

- a) How many staff were employed through labour hire arrangements;
- b) Total expenditure on labour hire staff;
- c) The contractors or labour hire firms engaged to supply these staff;
- d) Total payments to each of the organisations that provided staff through either a labour hire arrangement or other contractual arrangement; and
- e) The nature of the work performed by labour hire staff.

## **Answer**

Defence Housing Australia - The answer to the Honourable Senator's question is that for the 2015-16 financial year:

- a) 86 staff were employed through labour hire arrangements.
- b) Total expenditure on labour hire staff was \$3,069,694.

- c) The contractors or labour hire firms engaged to supply these staff are shown at Table 10.

| Vendor   |
|--|
| CANTLIE RECRUITMENT SERVICES                           |
| CAPITAL RECRUIT  |
| CATCH RECRUITMENT P/L                                  |
| CHANDLER MACLEOD                                       |
| DOYLE EXECUTIVE  |
| FORSYTHES RECRUITMENT (NEWCASTLE) P/L                  |
| GAP RESOURCE MANAGEMENT P/L                            |
| HAYS PERSONNEL SERVICE                                 |
| HORIZON ONE RECRUITMENT                                |
| KINGFISHER RECRUITMENT (NSW)                           |
| LIQUID LEARNING GROUP                                  |
| MP PERSONNEL & TRAINING                                |
| PCA PEOPLE   |
| PROGRAMMED PROFESSIONALS P/L Ta MOSAIC RECRUITMENT P/L |
| RECRUITMENT HIVE                                       |
| RESOLVER RECRUITMENT                                   |
| TEMP TALENT P/L  |
| TRIDANT P/L  |

**Table 10**

- d) Total payments to each of the organisations that provided staff through either a labour hire arrangement or other contractual arrangement are shown at Table 11.

| Vendor   | Expenditure        |
|--|--------------------|
| CANTLIE RECRUITMENT SERVICES                           | \$13,500           |
| CAPITAL RECRUIT  | \$713              |
| CATCH RECRUITMENT P/L                                  | \$105,826          |
| CHANDLER MACLEOD                                       | \$337,225          |
| DOYLE EXECUTIVE  | \$16,212           |
| FORSYTHES RECRUITMENT (NEWCASTLE) P/L                  | \$100,510          |
| GAP RESOURCE MANAGEMENT P/L                            | \$24,869           |
| HAYS PERSONNEL SERVICE                                 | \$889,756          |
| HORIZON ONE RECRUITMENT                                | \$225,753          |
| KINGFISHER RECRUITMENT (NSW)                           | \$17,251           |
| LIQUID LEARNING GROUP                                  | \$2,285            |
| MP PERSONNEL & TRAINING                                | \$11,955           |
| PCA PEOPLE (DIV OF DFP RECRUIT                         | \$37,625           |
| PROGRAMMED PROFESSIONALS P/L Ta MOSAIC RECRUITMENT P/L | \$964,020          |
| RECRUITMENT HIVE                                       | \$17,080           |
| RESOLVER RECRUITMENT                                   | \$4,889            |
| TEMP TALENT P/L - RESOLVER                             | \$194,407          |
| TRIDANT P/L  | \$8,400            |
| <b>Total</b>   | <b>\$2,972,276</b> |

**Table 11**

- e) The nature of work performed by labour hire staff was primarily administration.

**Annexes:**

- A. Answer to Question 5.  
B. Answer to Question 6.