

Senate Finance and Public Administration Legislation Committee
ANSWERS TO QUESTIONS ON NOTICE
ADDITIONAL BUDGET ESTIMATES 2015

Prime Minister and Cabinet Portfolio

Department/Agency: Australian Public Service Commission

Outcome/Program: 1.1

Topic: Submission to the Advisory Group on Reform of Australian Government Administration Processes in 2009

Senator: Lundy

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Question:

Senator LUNDY: Do you recall the submission you made to the Advisory Group on Reform of Australian Government Administration Processes in 2009?

Mr Lloyd: I recall I made a submission. It was in 2009, you say?

Senator LUNDY: That is my reference, yes.

Mr Lloyd: I will have to check on that.

Senator Abetz: What were you doing five or six years ago?

Mr Lloyd: I was then the Australian Building and Construction Commissioner. I am not sure. You make so many submissions over the years.

Senator LUNDY: I can prompt you. In that submission you said:

The best long term employment outcomes are generally achieved when an employer has considerable discretion over the remuneration and conditions of its employees.

Is that still your view?

Mr Lloyd: I would like to see that quote in the context it was made in. I do not have that submission in front of me.

Senator LUNDY: I am happy for you to take that on notice. You also said in that submission: Any move to introduce rigidities into APS employment would inevitably result in mediocre outcomes. Rigidities that are sometimes proposed include:

- a. monolithic classification structures;
- b. centrally mandated caps on pay increases;
- c. limits on agency level agreement negotiation agendas;
- d. common terms and expiry dates for agreements; and
- e. mandating relationships with unions and their delegates.

Is that still your view?

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Mr Lloyd: Again, I would have to look at the context of the quotation. There are a lot of items quoted there, so I need to consider that.

Senator LUNDY: Could you take that on notice, please. One more: Disparity in the remuneration and conditions employers offer their employees is an inherent feature of a competitive labour market. Disparity in the APS labour market should not be a cause for concern. Is that still your view?

Mr Lloyd: I would repeat the answer to the previous questions. I would need to see it.

Senator LUNDY: That one sums it up, but I do understand you would like to see it in the context in which you wrote it.

Mr Lloyd: Yes

Answer:

The submission conveyed the views the Commissioner held at that time.