

**Senate Finance and Public Administration Legislation Committee**  
**ANSWERS TO QUESTIONS ON NOTICE**  
**BUDGET ESTIMATES 2014**

Prime Minister and Cabinet Portfolio

**Department/Agency: Australian National Audit Office**

**Outcome/Program:**

**Topic:** Hiring

**Senator:** Ludwig

**Question reference number: 308**

**Type of question: Written**

**Date set by the committee for the return of answer: 11 July 2014**

**Number of pages: 27**

**Question:**

1. How many people are employed in your department on non-ongoing contracts?
2. How many people are employed in your department on ongoing contracts?
3. How many non-ongoing contracts has your department extended since the 2013 federal election?
4. How many non-ongoing contract extensions did your department submit the Public Service Commission for approval?
5. How many of these extensions were approved by the Public Service Commission?
  - a. 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.
6. How many of these extensions were rejected by the Public Service Commission?
  - a. 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.
7. How many non-ongoing contracts have been extended by your department without the Public Service Commission's approval?
  - a. 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.

8. How many non-ongoing contracts have expired without extension since the 2013 federal election?
  - a. 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.
9. How many new employees have been engaged by your department on non-ongoing contracts since the 2013 federal election?
10. How many new non-ongoing engagements were submitted to the Public Service Commission for approval since the 2014 federal election?
11. How many of these new non-ongoing engagements were approved by the Public Service Commission?
  - a. 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.
12. How many of these new non-ongoing employee applications were rejected by the Public Service Commission?
  - a. 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.
13. How many new employees have been engaged on non-ongoing contracts without the approval of the Public Service Commission?
  - a. 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.
14. How many new employees have been engaged by your department on ongoing contracts since the 2013 federal election?
15. How many new ongoing engagements were submitted to the Public Service Commission for approval since the 2013 federal election?
16. How many of these new ongoing engagements were approved by the Public Service Commission?
  - a. 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.

17. How many of these new ongoing employee applications were rejected by the Public Service Commission?
- a. 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.
18. How many new employees have been engaged on ongoing contracts without the approval of the Public Service Commission?
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..

**Answer:**

Q1. As at 31 May 2014 the ANAO employed 19 non-ongoing staff.

Q2. As at 31 May 2014 the ANAO employed 344 ongoing staff. Please note: (figure excludes (12) staff currently on temporary transfer to other agencies or on leave without pay).

Q3. Since the 2013 federal election the Australian National Audit Office (ANAO) has extended three (3) non-ongoing contracts.

Q4. Nil. The ANAO has not submitted any non-ongoing contract extensions to the Public Service Commission for approval. The Agency Head is authorised to approve non-ongoing employment. The ANAO then reports that information to the Australian Public Service Commission (APSC) at the end of each month as required under the Interim arrangements of APS recruitment.

Q5 - Q6. Not applicable. The ANAO has not submitted any non-ongoing contract extensions to the Public Service Commission for approval.

Q7. Since the 2013 federal election the Australian National Audit Office (ANAO) has extended three (3) non-ongoing contracts. The ANAO does not have any unapproved extensions as the Agency Head is authorised to approve non-ongoing employment extensions. The ANAO then reports that information to the Australian Public Service Commission (APSC) at the end of each month as required under the Interim arrangements of APS recruitment.

Q8. Since the federal election fourteen (14) non-ongoing contracts have expired without extension.

**Employee #1**

- a. The employee's age. **23**

- b. Gender. **Female**
- c. Wage. **\$58,409 pa**
- d. APS level. **APS 1**
- e. A description of their job. **Undergraduate, Assurance Audit Services Group**
- f. Their length of continuous employment by the APS. **9 months, 12 days**
- g. The reason why an extension was not sought. **End of contract**
- h. All relevant dates. **Employed from 21/1/2013 to 2/11/2013**

#### **Employee #2**

- a. The employee's age. **21**
- b. Gender. **Male**
- c. Wage. **\$52,093 pa**
- d. APS level. **APS 1**
- e. A description of their job. **Undergraduate, Assurance Audit Services Group**
- f. Their length of continuous employment by the APS. **8 months, 7 days**
- g. The reason why an extension was not sought. **End of contract**
- h. All relevant dates. **Employed from 26/2/2013 to 2/11/2013**

#### **Employee #3**

- a. The employee's age. **22**
- b. Gender. **Male**
- c. Wage. **\$52,963pa**
- d. APS level. **APS 1**
- e. A description of their job. **Undergraduate, Assurance Audit Services Group**
- f. Their length of continuous employment by the APS. **9 months, 12 days**
- g. The reason why an extension was not sought. **End of contract**
- h. All relevant dates. **Employed from 21/1/2013 to 2/11/2013**

#### **Employee #4**

- a. The employee's age. **20**
- b. Gender. **Female**
- c. Wage. **\$52,963pa**
- d. APS level. **APS 1**
- e. A description of their job. **Undergraduate, Assurance Audit Services Group**
- f. Their length of continuous employment by the APS. **9 months, 12 days**
- g. The reason why an extension was not sought. **End of contract**
- h. All relevant dates. **Employed from 21/1/2013 to 2/11/2013**

#### **Employee #5**

- a. The employee's age. **42**
- b. Gender. **Female**
- c. Wage. **\$62,453 pa**

- d. APS level. **APS 4**
- e. A description of their job. **Records Officer, Corporate Management Branch**
- f. Their length of continuous employment by the APS. **2 months, 10 days**
- g. The reason why an extension was not sought. **End of contract**
- h. All relevant dates. **Employed from 29/7/2013 to 9/10/2013**

#### **Employee #6**

- a. The employee's age. **35**
- b. Gender. **Male**
- c. Wage. **\$72,931 pa**
- d. APS level. **APS 5**
- e. A description of their job. **IT Officer, Corporate Management Branch**
- f. Their length of continuous employment by the APS. **11 months, 21 days**
- g. The reason why an extension was not sought. **End of contract**
- h. All relevant dates. **Employed from 14/1/2013 to 4/1/2014**

#### **Employee #7**

- a. The employee's age. **73**
- b. Gender. **Female**
- c. Wage. **\$78,168 pa**
- d. APS level. **APS 6**
- e. A description of their job. **Senior Performance Analyst, Performance Audit Services Group**
- f. Their length of continuous employment by the APS. **6 months**
- g. The reason why an extension was not sought. **End of contract**
- h. All relevant dates. **Employed from 29/8/2013 to 1/3/2014**

#### **Employee #8**

- a. The employee's age. **30**
- b. Gender. **Male**
- c. Wage. **\$78,168 pa**
- d. APS level. **APS 6**
- e. A description of their job. **Team Member, Assurance Projects Branch, Assurance Audit Services Group**
- f. Their length of continuous employment by the APS. **1 month, 16 days**
- g. The reason why an extension was not sought. **Resigned**
- h. All relevant dates. **Employed from 5/8/2013 to 21/9/2013**

#### **Employee #9**

- a. The employee's age. **59**
- b. Gender. **Female**
- c. Wage. **\$104,770 pa**

- d. APS level. **EL 1**
- e. A description of their job. **Report Template Developer - gathering business requirements, developing a new report template, testing with users developing documentation, and implementation**
- f. Their length of continuous employment by the APS. **1 month, 19 days**
- g. The reason why an extension was not sought. **End of contract**
- h. All relevant dates. **Employed from 6/2/2014 to 25/3/2014**

#### **Employee #10**

- a. The employee's age. **56**
- b. Gender. **Male**
- c. Wage. **\$95,933 pa**
- d. APS level. **EL 1**
- e. A description of their job. **Procurement Manager, Performance Audit Services Group**
- f. Their length of continuous employment by the APS. **3 months, 10 days**
- g. The reason why an extension was not sought. **Resigned**
- h. All relevant dates. **Employed from 8/7/2013 to 18/10/2013**

#### **Employee #11**

- a. The employee's age. **57**
- b. Gender. **Female**
- c. Wage. **\$128,379 pa**
- d. APS level. **EL 2**
- e. A description of their job. **Business Manager, Assurance Audit Services Group**
- f. Their length of continuous employment by the APS. **14 months, 16 days**
- g. The reason why an extension was not sought. **Resigned**
- h. All relevant dates. **Employed from 1/8/2012 to 17/10/2013**

#### **Employee #12**

- a. The employee's age. **56**
- b. Gender. **Male**
- c. Wage. **\$112,002 pa**
- d. APS level. **EL 2**
- e. A description of their job. **Senior Director, Governance & External Relations and then Senior Director, HR, Corporate Management Branch**
- f. Their length of continuous employment by the APS. **4 months, 9 days**
- g. The reason why an extension was not sought. **End of contract**
- h. All relevant dates. **Employed from 15/5/2013 to 24/9/2013**

#### **Employee #13**

- a. The employee's age. **39**
- b. Gender. **Female**

- c. Wage. **\$137,486 pa**
- d. APS level. **EL 2**
- e. A description of their job. **Audit Manager, Assurance Audit Services Group**
- f. Their length of continuous employment by the APS. **12 months**
- g. The reason why an extension was not sought. **End of contract**
- h. All relevant dates. **Employed from 27/2/2013 to 27/2/2014**

#### **Employee #14**

- a. The employee's age. **35**
- b. Gender. **Female**
- c. Wage. **\$110,162 pa**
- d. APS level. **EL 2**
- e. A description of their job. **FMIS Administrator, Corporate Management Branch**
- f. Their length of continuous employment by the APS. **4 months, 8 days**
- g. The reason why an extension was not sought. **End of contract**
- h. All relevant dates. **Employed from 29/7/2013 to 7/12/2013**

Q9. Since the federal election the Australian National Audit Office (ANAO) has engaged nineteen (19) new non-ongoing employees.

Q10. Nil. The ANAO has not submitted any new non-ongoing engagements to the Public Service Commission for approval. The Agency Head is authorised to approve non-ongoing employment. The ANAO then reports that information to the Australian Public Service Commission (APSC) at the end of each month as required under the Interim arrangements of APS recruitment.

Q11. Not applicable. The ANAO has not received approval for any new non-ongoing engagements. The Agency Head is authorised to approve non-ongoing employment. The ANAO then reports that information to the Australian Public Service Commission (APSC) at the end of each month as required under the Interim arrangements of APS recruitment.

Q12. Not applicable. The ANAO has not submitted any new non-ongoing employee applications to the Public Service Commission.

Q13. Since the 2013 federal election the Australian National Audit Office (ANAO) has engaged nineteen (19) new non-ongoing employees. The Agency Head is authorised to approve non-ongoing employment. The ANAO then reports that information to the Australian Public Service Commission (APSC) at the end of each month as required under the Interim arrangements of APS recruitment.

## Employee #1

- a. Age. **21**
- b. Gender. **Female**
- c. Wage. **\$52,093 pa**
- d. APS level. **APS 1**
- e. A description of their job. **Undergraduate, Assurance Audit Services Group**
- f. The length of their non-ongoing contract. **8 months, 28 days**
- g. Whether this position was advertised externally. **The position was not advertised externally. The APSC redeployment register was reviewed.**
- h. The reason for engaging this new employee. **The filling of undergraduate positions is part of our commitment to assist the accounting industry in developing people through programs run by the ICAA and CPA Australia.**
- i. The reason for engaging this employee without the Public Service Commission's approval. **The Agency Head is authorised to approve non-ongoing employment. The ANAO then reports that information to the Australian Public Service Commission (APSC) at the end of each month as required under the Interim arrangements of APS recruitment.**
- j. All relevant dates. **Employed from 3/2/2014 to 31/10/2014**

## Employee #2

- a. Age. **22**
- b. Gender. **Male**
- c. Wage. **\$52,093 pa**
- d. APS level. **APS 1**
- e. A description of their job. **Undergraduate, Assurance Audit Services Group**
- f. The length of their non-ongoing contract. **8 months, 22 days**
- g. Whether this position was advertised externally. **The position was not advertised externally. The APSC redeployment register was reviewed.**
- h. The reason for engaging this new employee. **The filling of undergraduate positions is part of our commitment to assist the accounting industry in developing people through programs run by the ICAA and CPA Australia.**
- i. The reason for engaging this employee without the Public Service Commission's approval. **The Agency Head is authorised to approve non-ongoing employment. The ANAO then reports that information to the Australian Public Service Commission (APSC) at the end of each month as required under the Interim arrangements of APS recruitment.**
- j. All relevant dates. **Employed from 10/2/2014 to 1/11/2014**



### **Employee #3**

- a. Age. **36**
- b. Gender. **Female**
- c. Wage. **\$52,093 pa**
- d. APS level. **APS 1**
- e. A description of their job. **Undergraduate, Assurance Audit Services Group**
- f. The length of their non-ongoing contract. **3 months, 1 days**
- g. Whether this position was advertised externally. **The position was not advertised externally. The APSC redeployment register was reviewed.**
- h. The reason for engaging this new employee. **The filling of undergraduate positions is part of our commitment to assist the accounting industry in developing people through programs run by the ICAA and CPA Australia.**
- i. The reason for engaging this employee without the Public Service Commission's approval. **The Agency Head is authorised to approve non-ongoing employment. The ANAO then reports that information to the Australian Public Service Commission (APSC) at the end of each month as required under the Interim arrangements of APS recruitment.**
- j. All relevant dates. **Employed from 25/2/2014 to 26/5/2014**

### **Employee #4**

- a. Age. **30**
- b. Gender. **Female**
- c. Wage. **\$57,450 pa**
- d. APS level. **APS 3**
- e. A description of their job. **Executive Assistant**
- f. The length of their non-ongoing contract. **3 months, 16 days**
- g. Whether this position was advertised externally. **The position was not advertised externally. The APSC redeployment register was reviewed.**
- h. The reason for engaging this new employee. **Previous occupant on long term leave. This position supports two Branches and undertakes broader duties including clerical, administrative and research tasks.**
- i. The reason for engaging this employee without the Public Service Commission's approval. **The Agency Head is authorised to approve non-ongoing employment. The ANAO then reports that information to the Australian Public Service Commission (APSC) at the end of each month as required under the Interim arrangements of APS recruitment.**
- j. All relevant dates. **Employed from 8/10/2013 to 24/1/2014, and then extended to 7/10/14**

### **Employee #5**

- a. Age. **28**
- b. Gender. **Female**
- c. Wage. **\$62,130 pa**
- d. APS level. **APS 3**
- e. A description of their job. **Executive Assistant**
- f. The length of their non-ongoing contract. **11 months, 30 days**
- g. Whether this position was advertised externally. **The position was not advertised externally. The APSC redeployment register was reviewed.**
- h. The reason for engaging this new employee. **Previous occupant retired. This position supports three Branches and undertakes broader clerical and administrative duties.**
- i. The reason for engaging this employee without the Public Service Commission's approval. **The Agency Head is authorised to approve non-ongoing employment. The ANAO then reports that information to the Australian Public Service Commission (APSC) at the end of each month as required under the Interim arrangements of APS recruitment.**
- j. All relevant dates. **Employed from 28/4/2014 to 27/4/2015**

### **Employee #6**

- a. Age. **46**
- b. Gender. **Female**
- c. Wage. **\$57,450 pa**
- d. APS level. **APS 3**
- e. A description of their job. **Executive Assistant**
- f. The length of their non-ongoing contract. **11 months, 29 days**
- g. Whether this position was advertised externally. **The position was not advertised externally. The APSC redeployment register was reviewed.**
- h. The reason for engaging this new employee. **Previous occupant moved to another area within the ANAO. This position supports two Branches and undertakes broader clerical and administrative duties.**
- i. The reason for engaging this employee without the Public Service Commission's approval. **The Agency Head is authorised to approve non-ongoing employment. The ANAO then reports that information to the Australian Public Service Commission (APSC) at the end of each month as required under the Interim arrangements of APS recruitment.**
- j. All relevant dates. **Employed from 12/5/2014 to 11/5/2015**

### **Employee #7**

- a. Age. **22**
- b. Gender. **Male**
- c. Wage. **\$69,786 pa**
- d. APS level. **APS 4**
- e. A description of their job. **Recruitment Officer and Graduate Co-ordinator**
- f. The length of their non-ongoing contract. **11 months, 30 days**
- g. Whether this position was advertised externally. **The position was not advertised externally. The APSC redeployment register was reviewed.**
- h. The reason for engaging this new employee. **Previous occupant resigned. This critical position is responsible for co-ordinating and managing this years and next year's graduate program.**
- i. The reason for engaging this employee without the Public Service Commission's approval. **The Agency Head is authorised to approve non-ongoing employment. The ANAO then reports that information to the Australian Public Service Commission (APSC) at the end of each month as required under the Interim arrangements of APS recruitment.**
- j. All relevant dates. **Employed from 25/11/2013 to 24/11/2014**

### **Employee #8**

- a. Age. **29**
- b. Gender. **Male**
- c. Wage. **\$62,453 pa**
- d. APS level. **APS 4**
- e. A description of their job. **Recruitment Officer and Graduate Co-ordinator**
- f. The length of their non-ongoing contract. **11 months, 30 days**
- g. Whether this position was advertised externally. **The position was not advertised externally. The APSC redeployment register was reviewed.**
- h. The reason for engaging this new employee. **Previous occupant resigned. This critical position is responsible for co-ordinating and managing this years and next year's graduate program.**
- i. The reason for engaging this employee without the Public Service Commission's approval. **The Agency Head is authorised to approve non-ongoing employment. The ANAO then reports that information to the Australian Public Service Commission (APSC) at the end of each month as required under the Interim arrangements of APS recruitment.**
- j. All relevant dates. **Employed from 25/11/2013 to 24/11/2014**

### **Employee #9**

- a. Age. **52**
- b. Gender. **Male**
- c. Wage. **\$68,640 pa**
- d. APS level. **APS 4**
- e. A description of their job. **Personnel Officer, Corporate Management Branch**
- f. The length of their non-ongoing contract. **6 months, 1 day**
- g. Whether this position was advertised externally. **The position was not advertised externally. The APSC redeployment register was reviewed.**
- h. The reason for engaging this new employee. **Current occupant on long term leave.**
- i. The reason for engaging this employee without the Public Service Commission's approval. **The Agency Head is authorised to approve non-ongoing employment. The ANAO then reports that information to the Australian Public Service Commission (APSC) at the end of each month on 'Form 1: Advice on engagement of non-ongoing employees' as required under the Interim arrangements of APS recruitment.**
- j. All relevant dates. **Employed from 23/4/2014 to 24/10/2014.**

### **Employee #10**

- a. Age. **35**
- b. Gender. **Male**
- c. Wage. **\$70,326 pa**
- d. APS level. **APS 5**
- e. A description of their job. **IT Officer, Corporate Management Branch**
- f. The length of their non-ongoing contract. **5 months, 17 days**
- g. Whether this position was advertised externally. **The position was not advertised externally. The APSC redeployment register was reviewed.**
- h. The reason for engaging this new employee. **Position supports the delivery of major IT projects by a specified date.**
- i. The reason for engaging this employee without the Public Service Commission's approval. **The Agency Head is authorised to approve non-ongoing employment. The ANAO then reports that information to the Australian Public Service Commission (APSC) at the end of each month as required under the Interim arrangements of APS recruitment.**
- j. All relevant dates. **Employed from 13/1/2014 to 30/6/2014.**

## Employee #11

- a. Age. **50**
- b. Gender. **Female**
- c. Wage. **\$89,842 pa**
- d. APS level. **APS 6**
- e. A description of their job. **Senior Performance Analyst, Performance Audit Services Group**
- f. The length of their non-ongoing contract. **8 months, 30 days**
- g. Whether this position was advertised externally. **The position was not advertised externally. The APSC redeployment register was reviewed.**
- h. The reason for engaging this new employee. **This position needs to deliver on a number of specific audit projects by a specified time. Assessed as a critical non-ongoing position.**
- i. The reason for engaging this employee without the Public Service Commission's approval. **The Agency Head is authorised to approve non-ongoing employment. The ANAO then reports that information to the Australian Public Service Commission (APSC) at the end of each month as required under the Interim arrangements of APS recruitment.**
- j. All relevant dates. **Employed from 13/11/2013 to 12/8/2014.**

## Employee #12

- a. Age. **41**
- b. Gender. **Male**
- c. Wage. **\$82,020 pa**
- d. APS level. **APS 6**
- e. A description of their job. **HR Specialist, Corporate Management Branch**
- f. The length of their non-ongoing contract. **5 months, 21 days**
- g. Whether this position was advertised externally. **The position was not advertised externally. The APSC redeployment register was reviewed.**
- h. The reason for engaging this new employee. **This position assisted with the delivery of a number of specific projects by a certain timeframe.**
- i. The reason for engaging this employee without the Public Service Commission's approval. **The Agency Head is authorised to approve non-ongoing employment. The ANAO then reports that information to the Australian Public Service Commission (APSC) at the end of each month as required under the Interim arrangements of APS recruitment.**
- j. All relevant dates. **Employed from 6/1/2014 to 27/6/2014.**

### Employee #13

- a. Age. **62**
- b. Gender. **Female**
- c. Wage. **\$87,308 pa**
- d. APS level. **APS 6**
- e. A description of their job. **Financial Accountant, Corporate Management Branch**
- f. The length of their non-ongoing contract. **11 months, 29 days**
- g. Whether this position was advertised externally. **The position was not advertised externally. The APSC redeployment register was reviewed.**
- h. The reason for engaging this new employee. **Nominal occupant took a 12 month secondment in another agency.**
- i. The reason for engaging this employee without the Public Service Commission's approval. **The Agency Head is authorised to approve non-ongoing employment. The ANAO then reports that information to the Australian Public Service Commission (APSC) at the end of each month as required under the Interim arrangements of APS recruitment.**
- j. All relevant dates. **Employed from 17/4/2014 to 15/4/2015.**

### Employee #14

- a. Age. **59**
- b. Gender. **Female**
- c. Wage. **\$104,770 pa**
- d. APS level. **APS 6**
- e. A description of their job. **Report Template Developer**
- f. The length of their non-ongoing contract. **1 month, 29 days**
- g. Whether this position was advertised externally. **The position was not advertised externally. The APSC redeployment register was reviewed.**
- h. The reason for engaging this new employee. **Short term additional resource to gather business requirements, develop a new report template, test with users, develop documentation, and implement.**
- i. The reason for engaging this employee without the Public Service Commission's approval. **The Agency Head is authorised to approve non-ongoing employment. The ANAO then reports that information to the Australian Public Service Commission (APSC) at the end of each month as required under the Interim arrangements of APS recruitment.**
- j. All relevant dates. **Employed from 28/4/2014 to 26/6/2014.**

### Employee #15

- a. Age. **37**
- b. Gender. **Female**

- c. Wage. **\$91,342 pa**
- d. APS level. **APS 6**
- e. A description of their job. **Team Leader, Assurance Audit Services Group**
- f. The length of their non-ongoing contract. **11 months, 29 days**
- g. Whether this position was advertised externally. **The position was not advertised externally. The APSC redeployment register was reviewed.**
- h. The reason for engaging this new employee. **This position needs to deliver on a number of specific audit projects by a specified time. Assessed as a critical non-ongoing position.**
- i. The reason for engaging this employee without the Public Service Commission's approval. **The Agency Head is authorised to approve non-ongoing employment. The ANAO then reports that information to the Australian Public Service Commission (APSC) at the end of each month as required under the Interim arrangements of APS recruitment.**
- j. All relevant dates. **Employed from 28/4/2014 to 26/6/2014.**

#### **Employee #16**

- a. Age. **59**
- b. Gender. **Female**
- c. Wage. **\$119,989 pa**
- d. APS level. **EL 1**
- e. A description of their job. **Report Template Developer**
- f. The length of their non-ongoing contract. **1 month, 18 days**
- g. Whether this position was advertised externally. **The position was not advertised externally. The APSC redeployment register was reviewed.**
- h. The reason for engaging this new employee. **Short term additional resource to gather business requirements, develop a new report template, test with users, develop documentation, and implement.**
- i. The reason for engaging this employee without the Public Service Commission's approval. **The Agency Head is authorised to approve non-ongoing employment. The ANAO then reports that information to the Australian Public Service Commission (APSC) at the end of each month as required under the Interim arrangements of APS recruitment.**
- j. All relevant dates. **Employed from 6/2/2014 to 24/3/2014.**

#### **Employee #17**

- a. Age. **54**
- b. Gender. **Male**
- c. Wage. **\$109,913 pa**
- d. APS level. **EL 1**
- e. A description of their job. **Audit Manager, Assurance Audit Services Group**
- f. The length of their non-ongoing contract. **7 months, 13 days**

- g. Whether this position was advertised externally. **The position was not advertised externally. The APSC redeployment register was reviewed.**
- h. The reason for engaging this new employee. **This position needs to manage a number of specific audit projects by a specified time. Assessed as a critical non-ongoing position.**
- i. The reason for engaging this employee without the Public Service Commission's approval. **The Agency Head is authorised to approve non-ongoing employment. The ANAO then reports that information to the Australian Public Service Commission (APSC) at the end of each month as required under the Interim arrangements of APS recruitment.**
- j. All relevant dates. **Employed from 6/2/2014 to 24/3/2014.**

### **Employee #18**

- a. Age. **56**
- b. Gender. **Male**
- c. Wage. **\$108,002 pa**
- d. APS level. **EL 2**
- e. A description of their job. **Audit Manager, Assurance Audit Services Group**
- f. The length of their non-ongoing contract. **11 months, 30 days**
- g. Whether this position was advertised externally. **The position was not advertised externally. The APSC redeployment register was reviewed.**
- h. The reason for engaging this new employee. **This position needs to manage a number of specific audit projects by a specified time. Assessed as a critical non-ongoing position.**
- i. The reason for engaging this employee without the Public Service Commission's approval. **The Agency Head is authorised to approve non-ongoing employment. The ANAO then reports that information to the Australian Public Service Commission (APSC) at the end of each month as required under the Interim arrangements of APS recruitment.**
- j. All relevant dates. **Employed from 5/11/2013 to 4/11/2014.**



## **Employee #19**

- a. Age. **56**
- b. Gender. **Male**
- c. Wage. **\$137,486 pa**
- d. APS level. **EL 2**
- e. A description of their job. **Senior Director, Professional Services Branch**
- f. The length of their non-ongoing contract. **5 months, 6 days**
- g. Whether this position was advertised externally. **The position was not advertised externally. The APSC redeployment register was reviewed.**
- h. The reason for engaging this new employee. **Specialist skills required to undertake a project of planning and conducting the 2013-14 PASG Quality Assurance (QA) review.**
- i. The reason for engaging this employee without the Public Service Commission's approval. **The Agency Head is authorised to approve non-ongoing employment. The ANAO then reports that information to the Australian Public Service Commission (APSC) at the end of each month as required under the Interim arrangements of APS recruitment.**
- j. All relevant dates. **Employed from 25/2/2014 to 31/7/2014.**

Q14. Since the federal election the Australian National Audit Office (ANAO) has engaged nineteen (19) new ongoing employees.

Q15. Nil. The ANAO has not submitted any new ongoing engagements to the Public Service Commission for approval since the 2013 federal election, as these new ongoing engagements were made prior to the Interim arrangements for APS recruitment, and they did not need approval from the Public Service Commission.

Q16. Not applicable. The ANAO has not submitted any new ongoing engagements to the Public Service Commission for approval.

Q17. Not applicable. The ANAO has not submitted any new ongoing employee applications to the Public Service Commission.

Q18. Nil. The ANAO has not submitted any new ongoing engagements to the Public Service Commission for approval. However, nineteen (19) new ongoing engagements (including sixteen (16) 2014 Graduates) were made prior to the Interim arrangements for APS recruitment, which did not need approval from the Public Service Commission.

### **Employee #1**

- a. Age. **25**
- b. Gender. **Male**
- c. Wage. **\$57,450 pa**
- d. APS level. **APS 3**
- e. A description of their job. **Graduate, Assurance Audit Services Group**
- f. Where their positions is located. **Canberra**
- g. The length of their ongoing contract. **Not applicable. They are an ongoing employee.**
- h. Whether this position was advertised externally. **The position was advertised externally.**
- i. The reason for engaging this new employee. **This position is part of our 2014 Graduate Program.**
- j. The reason for engaging this employee without the Public Service Commission's approval. **Not applicable. The APSC did not need to approve this engagement.**
- k. All relevant dates. **Commenced 3/2/14.**

### **Employee #2**

- a. Their age. **24**
- b. Their gender. **Male**
- c. A description of their position. **Graduate, Assurance Audit Services Group**
- d. Where their positions is located. **Canberra**
- e. Their wage **\$57,450 pa**
- f. Their position's APS level classification. **APS 3**
- g. The length of their ongoing contract. **Not applicable. They are an ongoing employee.**
- h. Whether their position was advertised externally. **The position was advertised externally.**
- i. The reason for engaging this new employee. **This position is part of our 2014 Graduate Program.**
- j. The reasons for engaging this employee without the APSC permission. **Not applicable. The APSC did not need to approve this engagement.**
- k. Please provide all relevant dates. **Commenced 3/2/14.**

### **Employee #3**

- a. Their age. **24**
- b. Their gender. **Female**
- c. A description of their position. **Graduate, Assurance Audit Services Group**
- d. Where their positions is located. **Canberra**
- e. Their wage **\$57,450 pa**
- f. Their position's APS level classification. **APS 3**
- g. The length of their ongoing contract. **Not applicable. They are an ongoing employee.**
- h. Whether their position was advertised externally. **The position was advertised externally.**
- i. The reason for engaging this new employee. **This position is part of our 2014 Graduate Program.**
- j. The reasons for engaging this employee without the APSC permission. **Not applicable. The APSC did not need to approve this engagement.**
- k. Please provide all relevant dates. **Commenced 3/2/14.**

### **Employee #4**

- a. Their age. **23**
- b. Their gender. **Female**
- c. A description of their position. **Graduate, Assurance Audit Services Group**
- d. Where their positions is located. **Canberra**
- e. Their wage **\$57,450 pa**
- f. Their position's APS level classification. **APS 3**
- g. The length of their ongoing contract. **Not applicable. They are an ongoing employee.**
- h. Whether their position was advertised externally. **The position was advertised externally.**
- i. The reason for engaging this new employee. **This position is part of our 2014 Graduate Program.**
- j. The reasons for engaging this employee without the APSC permission. **Not applicable. The APSC did not need to approve this engagement.**
- k. Please provide all relevant dates. **Commenced 3/2/14.**

### **Employee #5**

- a. Their age. **23**
- b. Their gender. **Male**
- c. A description of their position. **Graduate, Performance Audit Services Group**
- d. Where their positions is located. **Canberra**
- e. Their wage **\$57,450 pa**
- f. Their position's APS level classification. **APS 3**
- g. The length of their ongoing contract. **Not applicable. They are an ongoing employee.**
- h. Whether their position was advertised externally. **The position was advertised externally.**
- i. The reason for engaging this new employee. **This position is part of our 2014 Graduate Program.**
- j. The reasons for engaging this employee without the APSC permission. **Not applicable. The APSC did not need to approve this engagement.**
- k. Please provide all relevant dates. **Commenced 3/2/14.**

### **Employee #6**

- a. Their age. **25**
- b. Their gender. **Female**
- c. A description of their position. **Graduate, Assurance Audit Services Group**
- d. Where their positions is located. **Canberra**
- e. Their wage **\$57,450 pa**
- f. Their position's APS level classification. **APS 3**
- g. The length of their ongoing contract. **Not applicable. They are an ongoing employee.**
- h. Whether their position was advertised externally. **The position was advertised externally.**
- i. The reason for engaging this new employee. **This position is part of our 2014 Graduate Program.**
- j. The reasons for engaging this employee without the APSC permission. **Not applicable. The APSC did not need to approve this engagement.**
- k. Please provide all relevant dates. **Commenced 3/2/14.**

### **Employee #7**

- a. Their age. **23**
- b. Their gender. **Male**
- c. A description of their position. **Graduate, Performance Audit Services Group**
- d. Where their positions is located. **Canberra**
- e. Their wage **\$57,450 pa**
- f. Their position's APS level classification. **APS 3**
- g. The length of their ongoing contract. **Not applicable. They are an ongoing employee.**
- h. Whether their position was advertised externally. **The position was advertised externally.**
- i. The reason for engaging this new employee. **This position is part of our 2014 Graduate Program.**
- j. The reasons for engaging this employee without the APSC permission. **Not applicable. The APSC did not need to approve this engagement.**
- k. Please provide all relevant dates. **Commenced 3/2/14.**

### **Employee #8**

- a. Their age. **53**
- b. Their gender. **Male**
- c. A description of their position. **Graduate, Assurance Audit Services Group**
- d. Where their positions is located. **Canberra**
- e. Their wage **\$57,450 pa**
- f. Their position's APS level classification. **APS 3**
- g. The length of their ongoing contract. **Not applicable. They are an ongoing employee.**
- h. Whether their position was advertised externally. **The position was advertised externally.**
- i. The reason for engaging this new employee. **This position is part of our 2014 Graduate Program.**
- j. The reasons for engaging this employee without the APSC permission. **Not applicable. The APSC did not need to approve this engagement.**
- k. Please provide all relevant dates. **Commenced 3/2/14.**

### **Employee #9**

- a. Their age. **22**
- b. Their gender. **Female**
- c. A description of their position. **Graduate, Assurance Audit Services Group**
- d. Where their positions is located. **Canberra**
- e. Their wage **\$57,450 pa**
- f. Their position's APS level classification. **APS 3**
- g. The length of their ongoing contract. **Not applicable. They are an ongoing employee.**
- h. Whether their position was advertised externally. **The position was advertised externally.**
- i. The reason for engaging this new employee. **This position is part of our 2014 Graduate Program.**
- j. The reasons for engaging this employee without the APSC permission. **Not applicable. The APSC did not need to approve this engagement.**
- k. Please provide all relevant dates. **Commenced 3/2/14.**

### **Employee #10**

- a. Their age. **24**
- b. Their gender. **Female**
- c. A description of their position. **Graduate, Performance Audit Services Group**
- d. Where their positions is located. **Canberra**
- e. Their wage **\$57,450 pa**
- f. Their position's APS level classification. **APS 3**
- g. The length of their ongoing contract. **Not applicable. They are an ongoing employee.**
- h. Whether their position was advertised externally. **The position was advertised externally.**
- i. The reason for engaging this new employee. **This position is part of our 2014 Graduate Program.**
- j. The reasons for engaging this employee without the APSC permission. **Not applicable. The APSC did not need to approve this engagement.**
- k. Please provide all relevant dates. **Commenced 3/2/14.**

### **Employee #11**

- a. Their age. **24**
- b. Their gender. **Male**
- c. A description of their position. **Graduate, Performance Audit Services Group**
- d. Where their positions is located. **Canberra**
- e. Their wage **\$57,450 pa**
- f. Their position's APS level classification. **APS 3**
- g. The length of their ongoing contract. **Not applicable. They are an ongoing employee.**
- h. Whether their position was advertised externally. **The position was advertised externally.**
- i. The reason for engaging this new employee. **This position is part of our 2014 Graduate Program.**
- j. The reasons for engaging this employee without the APSC permission. **Not applicable. The APSC did not need to approve this engagement.**
- k. Please provide all relevant dates. **Commenced 3/2/14.**

### **Employee #12**

- a. Their age. **26**
- b. Their gender. **Female**
- c. A description of their position. **Graduate, Performance Audit Services Group**
- d. Where their positions is located. **Canberra**
- e. Their wage **\$57,450 pa**
- f. Their position's APS level classification. **APS 3**
- g. The length of their ongoing contract. **Not applicable. They are an ongoing employee.**
- h. Whether their position was advertised externally. **The position was advertised externally.**
- i. The reason for engaging this new employee. **This position is part of our 2014 Graduate Program.**
- j. The reasons for engaging this employee without the APSC permission. **Not applicable. The APSC did not need to approve this engagement.**
- k. Please provide all relevant dates. **Commenced 3/2/14.**

### **Employee #13**

- a. Their age. **21**
- b. Their gender. **Female**
- c. A description of their position. **Graduate, Assurance Audit Services Group**
- d. Where their positions is located. **Canberra**
- e. Their wage **\$57,450 pa**
- f. Their position's APS level classification. **APS 3**
- g. The length of their ongoing contract. **Not applicable. They are an ongoing employee.**
- h. Whether their position was advertised externally. **The position was advertised externally.**
- i. The reason for engaging this new employee. **This position is part of our 2014 Graduate Program.**
- j. The reasons for engaging this employee without the APSC permission. **Not applicable. The APSC did not need to approve this engagement.**
- k. Please provide all relevant dates. **Commenced 3/2/14**

### **Employee #14**

- a. Their age. **22**
- b. Their gender. **Male**
- c. A description of their position. **Graduate, Assurance Audit Services Group**
- d. Where their positions is located. **Canberra**
- e. Their wage **\$57,450 pa**
- f. Their position's APS level classification. **APS 3**
- g. The length of their ongoing contract. **Not applicable. They are an ongoing employee.**
- h. Whether their position was advertised externally. **The position was advertised externally.**
- i. The reason for engaging this new employee. **This position is part of our 2014 Graduate Program.**
- j. The reasons for engaging this employee without the APSC permission. **Not applicable. The APSC did not need to approve this engagement.**
- k. Please provide all relevant dates. **Commenced 3/2/14.**



**Employee #15**

- a. Their age. **25**
- b. Their gender. **Female**
- c. A description of their position. **Graduate, Performance Audit Services Group**
- d. Where their positions is located. **Canberra**
- e. Their wage **\$57,450 pa**
- f. Their position's APS level classification. **APS 3**
- g. The length of their ongoing contract. **Not applicable. They are an ongoing employee.**
- h. Whether their position was advertised externally. **The position was advertised externally.**
- i. The reason for engaging this new employee. **This position is part of our 2014 Graduate Program.**
- j. The reasons for engaging this employee without the APSC permission. **Not applicable. The APSC did not need to approve this engagement.**
- k. Please provide all relevant dates. **Commenced 3/2/14.**

**Employee #16**

- a. Their age. **29**
- b. Their gender. **Male**
- c. A description of their position. **Graduate, Performance Audit Services Group**
- d. Where their positions is located. **Canberra**
- e. Their wage **\$57,450 pa**
- f. Their position's APS level classification. **APS 3**
- g. The length of their ongoing contract. **Not applicable. They are an ongoing employee.**
- h. Whether their position was advertised externally. **The position was advertised externally.**
- i. The reason for engaging this new employee. **This position is part of our 2014 Graduate Program.**
- j. The reasons for engaging this employee without the APSC permission. **Not applicable. The APSC did not need to approve this engagement.**
- k. Please provide all relevant dates. **Commenced 3/2/14.**

### **Employee #17**

- a. Their age. **28**
- b. Their gender. **Female**
- c. A description of their position. **Accounts Officer, Corporate Management Branch**
- d. Where their positions is located. **Canberra**
- e. Their wage **\$62,453 pa**
- f. Their position's APS level classification. **APS 4**
- g. The length of their ongoing contract. **Not applicable. They are an ongoing employee.**
- h. Whether their position was advertised externally. **The position was advertised externally.**
- i. The reason for engaging this new employee. **Previous occupant resigned.**
- j. The reasons for engaging this employee without the APSC permission. **Not applicable. The APSC did not need to approve this engagement.**
- k. Please provide all relevant dates. **Commenced 14/10/13.**

### **Employee #18**

- a. Their age. **36**
- b. Their gender. **Female**
- c. A description of their position. **Director, Performance Audit Services Group**
- d. Where their positions is located. **Canberra**
- e. Their wage **\$95,933 pa**
- f. Their position's APS level classification. **EL 1**
- g. The length of their ongoing contract. **Not applicable. They are an ongoing employee.**
- h. Whether their position was advertised externally. **The position was advertised externally.**
- i. The reason for engaging this new employee. **This position needs to deliver on a number of specific audit projects by a specified time. Assessed as a critical ongoing position.**
- j. The reasons for engaging this employee without the APSC permission. **Not applicable. The APSC did not need to approve this engagement.**
- k. Please provide all relevant dates. **Commenced 5/12/13.**

**Employee #19**

- a. Their age. **31**
- b. Their gender. **Female**
- c. A description of their position. **Senior Performance Analyst, Performance Audit Services Group**
- d. Where their positions is located. **Canberra**
- e. Their wage **\$89,842 pa**
- f. Their position's APS level classification. **APS 6**
- g. The length of their ongoing contract. **Not applicable. They are an ongoing employee.**
- h. Whether their position was advertised externally. **The position was advertised externally.**
- i. The reason for engaging this new employee. **This position needs to deliver on a number of specific audit projects by a specified time.**
- j. The reasons for engaging this employee without the APSC permission. **Not applicable. The APSC did not need to approve this engagement.**
- k. Please provide all relevant dates. **Commenced 5/12/13.**