

**Senate Finance and Public Administration Legislation Committee**  
**ANSWERS TO QUESTIONS ON NOTICE**  
**BUDGET ESTIMATES 2017-18**

Finance Portfolio  
24-25 May 2017

**Department/Agency:** Finance  
**Outcome/Program:** General  
**Topic:** Labour Hire

**Senator:** Gallagher

**Question reference number:** F23

**Type of question:** Hansard Proof, 24 May 2017, F&PA Committee, Page 76, 77.

**Date set by the committee for the return of answer:** Friday, 7 July 2017

**Number of pages:** 2

**Question:**

**Senator KITCHING:** I would like to ask about the Department of Finance's use of labour hire. Does the department use any labour hire companies to source departmental staff?

**Ms Hartland:** Yes, we do, but in terms of the detail, I would have to take that notice.

**Senator KITCHING:** Do you use labour hire agreements?

**Ms Huxtable:** We might have to take that on notice. We talked before about the Service Delivery Office recently joining the department, so we just need to check with them.

**Senator KITCHING:** How long has the department used labour hire companies?

**Ms Huxtable:** Can we answer that on notice, also?

**Senator KITCHING:** On notice: how many staff are employed under those arrangements? Are they the only people working within the department under the labour hire agreement? How many staff are employed by the department as contractors?

**Ms Huxtable:** The answer to that is 95.

**Senator KITCHING:** Who authorised the use of labour hire companies?

**Ms Huxtable:** Can we take all that on notice as a suite? I am not actually sure that we even use them, so who authorised them might be a bit premature.

**Senator KITCHING:** On notice: is the minister aware of the reliance on these labour hire arrangements?

...

**Senator KITCHING:** To staff under these Labor hire arrangements receive as much training and security clearance as permanent staff?

**Senator Cormann:** That is a question that assumes an answer to the first question, which we have taken on notice. So we will take that on notice.

**Senator KITCHING:** To staff under these arrangements receive the same pay and conditions as permanent staff?

**Senator Cormann:** The same applies.

**Senator KITCHING:** Do these temporary staff have access to the same systems and databases?

**Senator Cormann:** Why don't you just give us the whole list of questions and we provide answers to them on notice?

**Senator KITCHING:** Is this a concern from a security perspective? Does this impact productivity at the department, if staff employed by labour hire arrangements are unable to access the required resources to do their job? I will put those on notice.

**Answer:**

The department does, at times and when appropriate, use labour hire companies and agreements to source departmental staff. Use of labour hire companies in this way has been common practice for many years.

For the month ended April 2017, the Department had 135 active contractors (95 ASL equivalent) employed under a temporary labour hire basis. Contractors are engaged under the relevant provisions of the Commonwealth Procurement Rules.

The clearance and security induction/training requirements for permanent and labour hire personnel are identical. The remuneration for contractors engaged by the Department is guided by the Department's Enterprise Agreement with contractors' conditions of employment handled by the labour hire company as standard practice. Finance makes no differentiation between permanent and labour hire personnel for the purposes of access control, as labour hire personnel are subject to identical security vetting processes as those for departmental staff.

Contractors and staff who require access to the Department of Finance and/or the Department's IT systems are required to undergo a security clearance before access is granted.