

**Senate Finance and Public Administration Legislation Committee
—Supplementary Budget Estimates Hearing—November 2013**

Answers to Questions on Notice

Parliamentary Departments: Department of Parliamentary Services

Topic: **Recruitment**

Question No: **114**

Hansard Page No: **20**

Date set by the committee for the return of answer: 17 January 2014

Senator FAULKNER: In this case, they are all ongoing employees, aren't they? There are no non-ongoing employees from the Department of Human Services, unlike other agencies. They are all ongoing employees. Can you confirm that?

Ms Mills: Yes.

Senator FAULKNER: How many of those were subject to a merit selection process?

Ms Mills: I would have to take the exact number of which were through interview and which were through direct transfer. But all of them went through an appropriate process. They were either interviewed following advertisement or interviewed and referee checked as part of a transfer process, which is also part of the APS system.

Senator FAULKNER: I used the terminology 'merit selection process'; you used the terminology 'appropriate process'. My question was: how many went through a merit selection process? Can you help me with that? I am not asking about whether they went through an 'appropriate' process.

...

Senator FAULKNER: Okay. Could the same information that was provided in the answer to question 100 be updated from the period 1 April to the end of October?

Answer

For the period 1 July 2012 to 31 October 2013, 180 employees were engaged to DPS. Of those recruits, 91 were ongoing employees and 89 were non-ongoing employees (see Table 1).

20 of the ongoing employees were from DHS (see Table 3). 15 were direct transfers at level (see Table 2a).

Table 1

Hire Source	Ongoing Employees	Non-Ongoing employees	Total
Australian Public Service	56	17	73
Private Enterprise	26	68	94
Department Parliamentary Service	7	2 ¹	9
University	0	1 ²	1
State Government	2	1	3
	91	89	180

¹ Previously reported as 3 for the period 1 July 2012 to 31 March 2013. One employee was initially categorised as non-ongoing temporary transfer and became an ongoing employee between 31 March and 31 October 2013.

² Previously reported as 2 for the period 1 July 2012 to 31 March 2013. Those two employees were engaged from the private enterprise sector and were incorrectly recorded as being from a university.

Table 2

Selection Method/Source	Ongoing Employees	Non-Ongoing employees	Total
Open merit process / Transfer / Promotion	34	7	41
Open merit process / Engagement	26	30	56
Transfer at level see table 2a	29	7	36
Recruitment agency	0	11	11
MOG (AusPIC)	2	0	2
Temp employment register	0	21	21
Other	0	13	13
	91	89	180

Table 2a

	Ongoing Employees	Non-Ongoing employees	Total
Transfers at level			
ACCC	2	1	3
ANAO	0	1	1
DHS	15	0	15
DIAC	1	0	1
DIISRTE	0	1	1
DSEWP&C	1	0	1
House of Reps	4	1	5
Senate	6	2	8
Finance	0	1	1
	29	7	36

Table 3

Agency From	Ongoing Employees	Non-Ongoing employees	Total
Australian Bureau of Statistics (ABS)	0	1	1
Australian Competition & Consumer Commission	2	1	3
Australian Communications & Media Authority	1	1	2
Attorney Generals Department (AG)	2	0	2
Australian National Audit Office	1	1	2
Australian National University	0	1	1
Australian Taxation Office	1	0	1
AusAid	1	0	1
AusPic	2	0	2
Comcare	1	0	1
Customs & Border Protection	1	0	1
Department of Agriculture, Fisheries and Forestry	1	0	1
Department of Defence	2	1	3
Department Human Services (DHS)	20	0	20
Department of Immigration and Citizenship	1	1	2
Dpt Industry, Innovation, Science, Research, & Tertiary Education (DIISRTE)	0	1	1
Dpt Immigration & Multicultural & Indigenous Affairs (DIMIA)	1	0	1
Department of Finance and Deregulation	2	1	3
Department of Health and Ageing	0	1	1
Department of Parliamentary Services	7	2	9
Dpt of Regional Australia, Local Government, Arts & Sport (DRALGAS)	0	1	1

Dpt Sustainability, Environment, Water, Population & Communities (DSEWP&C)	2	0	2
Department of Environment	1	0	1
Fair Work Ombudsman	1	0	1
House of Representatives	4	1	5
Museum of Australian Democracy OPH	0	2	2
National Archives of Australia	1	0	1
National Film and Sound Archives	0	1	1
National Library Australia	1	0	1
Private Enterprise	26	68	94
Senate	7	2	9
State Government	2	1	3
Treasury	0	1	1
Total	91	89	180