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Budget Estimates 2003-2004 (Supplementary Hearings)

6 November 2003

Employment and Workplace Relations portfolio

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| W135-04 | OEA | 6 | Collins | What was the OEA's advice to the AFP concerning where they needed to conduct their investigation? |
| W136-04 | OEA | 7/8 | Wong | Could the OEA please provide copies of all correspondence to staff concerning the leak and the investigation? Could the OEA please provide copies of any emails to staff concerning unauthorised disclosure of information? |
| W137-04 | OEA | 7 | Wong | Was the OEA provided with copies of statements taken in the interview? |
| W138-04 | OEA | 8 | Wong | How many people were the subject of the 360-degree analysis? |
| W139-04 | OEA | 9/13 | Wong Collins | Could the OEA please provide the number of persons under 21 on an AWA? |
| W140-04 | OEA | 12 | Wong | If persons under the age of 15 are on AWAs, does the OEA check that the relevant child employment permits are held by the employer? |
| W141-04 | OEA | 14 | Collins | Are there persons under the age of 15 for whom the OEA has approved AWAs? Could the OEA please conduct a sample of those persons for whom there is a recorded age and see what that delivers in relation to age? |
| W142-04 | OEA | 14 | Wong | What proportion of AWAs lodged with the OEA are in substantially the same form as the template? |
| W143-04 | OEA | 16 | Wong | What is the range of variation to rates in the OEA templates to take into account additional components such as variations in hours and seasonal variations? |
| W144-04 | OEA | 16 | Collins | Could the OEA provide the Committee a copy of the retail template? What is the rate and what methodology was used to reach it? |
| W145-04 | OEA | 19/20 | Collins | What is the outcome of the 200 cases, where AWAs did not pass the no disadvantage test, which were referred to the Industrial Relations Commission? |
| W146-04 | OEA | 20 | Collins | Could the OEA please provide copies of detailed decisions of referred cases for the period that the Commission has been receiving referrals? |
| W147-04 | OEA | Written | Webber | Is it the case that the OEA accepts that so long as an AWA replaces penalty rate provisions in awards or agreements with the right of the employee to a clear and unfettered choice on working hours then the no-disadvantage test is deemed to have been met? |
| W148-04 | OEA | Written | Webber | If this is so on what basis did the OEA arrive at that conclusion? |
| W149-04 | OEA | Written | Webber | How many AWAs exist where this approach has been adopted? |
| W150-04 | OEA | Written | Webber | Therefore it is possible that the hourly rate for a person who worked night shift is reduced in real terms because penalty rates are no longer paid. Given that on what basis does the OEA arrive at the hourly rate for comparison purposes? |
| W151-04 | OEA | Written | Webber | How does the OEA test the hourly rate in these situations? That methodology is used? |
| W152-04 | OEA | Written | Webber | If a person has chosen to work "unsociable hours" for the sole reason that they will get paid more (as a result of penalty rates etc) how does this impact on the no-disadvantage test? |
| W153-04 | OEA | Written | Webber | Surely a person who is prepared to work nights does so as much |

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| | | | | for the higher wages as for the notion of "choice of hours"? |
| W154-04 | OEA | Written | Webber | Given that this choice of hours clause exists as the mechanism for removing penalty rates etc, did awards therefore somehow prohibit choice of hours for employees? |
| W155-04 | OEA | Written | Webber | Were employees forced to work nights if they did not want to? |
| W156-04 | OEA | Written | Webber | Have there been any instances where choice of hours has in fact been found to be compulsory? |
| W157-04 | OEA | Written | Webber | How does the OEA measure whether choice is voluntary? |
| W158-04 | OEA | Written | Webber | Does the OEA consult with employers, their representatives when AWAs are being prepared? |
| W159-04 | OEA | Written | Webber | Does the OEA consult with employees in the same situation? |
| W160-04 | OEA | Written | Webber | How does the OEA confirm that participation/consultation takes place between the employer and the employees during the preparation of the AWA? |
| W161-04 | OEA | Written | Webber | If an employee disputes the substance of a contract being issued to him, does he have the right to appeal to the OEA for resolution? |
| W162-04 | OEA | Written | Webber | Is there a clear resolution process for the employee to follow in the OEA? |
| W163-04 | OEA | Written | Webber | (a) Is there a mechanism for an employee to argue his case on an AWA once the OEA has taken its final position? (b) What is that mechanism? |
| W164-04 | OEA | Written | Webber | How would an individual advance and finance the challenge to a decision of the OEA? |
| W165-04 | OEA | Written | Webber | Does the OEA have a Privacy Policy? |
| W166-04 | OEA | Written | Webber | If a dispute arises between an individual and the OEA, does the OEA make a practice of disseminating ongoing progress reports to employers and employer groups about the individual complaint? If so why? |
| W167-04 | OEA | Written | Webber | (a) Has the OEA ever had privacy complaints made by employees about the OEA supplying information to employers? (b) How many? |
| W168-04 | OEA | Written | Webber | (a) Has the OEA ever had Privacy complaints made by employers about the OEA supplying information to employees? (b) How many? (c) How are these disputes resolved? |
| W169-04 | Comcare | 105 | Kirk | What is the cost of the review Comcare is undertaking regarding the review of the premium model? |
| W170-04 | Comcare | Written | Carr | Have you received advice from a member of the public that you have provided inaccurate and/or misleading or incomplete information to this Committee in responses to Questions on Notice from the June 2003 Estimates? |
| W171-04 | Comcare | Written | Carr | What issues were identified in the member of public's advice to you, and what is your response to the allegations? |
| W172-04 | Comcare | Written | Carr | Have you recently found asbestos fibre in a work area at the NGA? What was cause of the contamination? |
| W173-04 | Comcare | Written | Carr | When did Comcare first receive a complaint about the incident that led to the contamination? |
| W174-04 | Comcare | Written | Carr | How many investigations did Comcare conduct in relation to this complaint before Comcare conducted standard testing and confirmed the contamination? |
| W175-04 | Comcare | Written | Carr | Has it taken Comcare three years and three investigations to finally conduct standard asbestos tests and find the problem? |
| W176-04 | Comcare | Written | Carr | Do you believe, in retrospect, that Comcare has adequately |

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| | | | | protected staff working in that area exposed for three years to the asbestos contamination? |
| W177-04 | Comcare | Written | Carr | Have you determined which staff were potentially exposed to the asbestos and if so how many exposure notices have been issued? |
| W178-04 | Comcare | Written | Carr | Please provide copies of all of the complaints, correspondence and investigation reports in relation to the asbestos contamination to the Committee. |
| W179-04 | Comcare | Written | Carr | Why did Comcare decide to establish a steering committee to oversee the implementation of the Wray inquiry recommendations after the NGA failed to comply with recommendations of earlier Comcare investigations? |
| W180-04 | Comcare | Written | Carr | If Comcare had not taken such action, would it have had to report the Gallery to Parliament under section 65 of the OH&S (CE) Act? |
| W181-04 | Comcare | Written | Carr | Why has Comcare not used the provisions of Section 65 in the OHS Act in this case? |
| W182-04 | Comcare | Written | Carr | What is the result of an investigation into allegations, at least partially confirmed by Dr Kennedy himself at February 2003 Estimates, that Dr Kennedy ordered an air conditioning unit clearly contaminated with glass fibre to be returned immediately to full operation before any decontamination had occurred? Please provide a copy of the investigation report. |
| W183-04 | Comcare | Written | Carr | Have you received complaints from NGA staff members about the policy of the Wray Inquiry Steering Committee that Comcare inspectors, to whom OHS complaints are made, refer the complainants directly back to their NGA managers? |
| W184-04 | Comcare | Written | Carr | What is the nature of these objections to this policy? |
| W185-04 | Comcare | Written | Carr | Did the NGA OHS Committee make a formal response to Comcare in relation to the Wray inquiry? Please provide the response. |
| W186-04 | Comcare | Written | Carr | What was the nature of that response? Do all members of the Steering Committee agree with Mr Ramsey's comments in this response? |
| W187-04 | Comcare | Written | Carr | Please provide all OHS Investigation Reports by Comcare at the NGA that have been completed since last Senate Estimates or which have not yet been provided to the Committee? |
| W188-04 | Comcare | Written | Carr | What has been the total cost of Comcare inquiries into OH&S issues at the National Gallery since January 2001? |
| W189-04 | EOWA | Written | Kirk | (a) could EOWA provide the Committee with a copy of the survey concerning paid maternity leave? (b) Could EOWA provide the Committee with the outcome of the survey when the results are available? |
| W190-04 | Corp | Written | Webber | Please detail all activities/tasks/projects that have been undertaken in the past year with the intention of encouraging employees to sign AWAs as opposed to Certified Agreements? |
| W191-04 | Corp | Written | Webber | Has the Secretary or anyone within the Department undertaken any audit or assessment of those employees on Certified Agreements? |
| W192-04 | Corp | Written | Webber | What was the objective of any audit or assessment, how was this measured? |
| W193-04 | Corp | Written | Webber | According to the Annual Report page 336 for the Classification Executive Level 1 the salary range is 58006 – 85000. The Certified Agreement band range for the same position is 64723 –69700. Can the Department explain the rationale as to why salary ranges for several classifications as reported in the annual report |

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| | | | | have minimums lower than that in the Certified Agreement? |
| W194-04 | Corp | Written | Webber | Do the salary ranges in the annual report include retention bonuses and performance based pay. |
| W195-04 | Corp | Written | Webber | What has been the staff turnover by classification and state in DEWR for the last three years? |
| W196-04 | 2 | 23 | Collins | How many occasions in 2001-02 and 2002-02, has the department sought legal advice with respect to interventions or potential interventions? |
| W197-04 | 2 | 24 | Collins | Can the department provide a copy of the Cooper Piesse and Associates' report concerning provision of education information to Australian employers and employees? |
| W198-04 | 1 | 76 | George Campbell | Could a copy be provided of the Minister's speech at the NESA Conference? |
| W199-04 | 2 | 32 | Collins | Could the Department advise if, apart from three Bills dealing with contempt of the AIRC and court and tribunal orders, there were any other proposals canvassed in recent Article 22 Reports to the ILO? |
| W200-04 | 2 | 39 | Wong | On how many occasions has the interpretation of the legislation advocated for by the Minister's representative been the same as, or consistent with, that advanced by the employer or the employer organisation? |
| W201-04 | 2 | 42 | Collins | What are the number of interventions from 1996 to 2003? |
| W202-04 | 2 | 44 | Wong | Could the Department please provided a copy of their letter to Legal firms seeking advice in relation to the Cole Commissions recommendations? |
| W203-04 | 2 | 45 | Wong | Was there a cost limit given to any of the firms or any indication of how much work was expected? |
| W204-04 | 2 | Written | Collins | On how many occasions has the Australia Post project at Tullamarine been the subject of advice to the Minister? On what dates? |
| W205-04 | 2 | 55/56 | Wong | Could the Department provide a disaggregation of output 2.2.4, including: (a) State breakdown of Government funding towards Wageline. (b) The number of inspectors under the OWS and their budget allocation. |
| W206-04 | 2 | 57 | Wong | When was correspondence concerning Working Women Centres funding forwarded from the Department to the Minister? |
| W207-04 | 2 | Written | Collins | In June the Department advised that there were 2.5 people employed in the Work and Family unit, primarily organising the Work and Family Awards. How many people are currently employed in this unit and what is their budget? |
| W208-04 | 2 | Written | Collins | Is the work and family unit aware that the ACTU has commenced a work and family test case in the Australian Industrial Relations Commission? |
| W209-04 | 2 | Written | Collins | Has the work and family unit been involved in developing the Government's position in respect of the ACTU's work and family test case with the Australian Industrial Relations Commission? |
| W210-04 | 2 | Written | Collins Wong | How many complaints regarding underpayment or non-payment of wages have been received by the Department received in the last quarter? |
| W211-04 | 2 | Written | Collins Wong | Does the Department continue to advise employees who claim underpayment or non-payment of wages or entitlements that they should seek recovery of such entitlements – unassisted – through small claims mechanisms? If so, in what circumstances is such advice given? |
| W212-04 | 2 | Provide | Collins | Of these complaints, how many involved unpaid monies of: |

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| | | d in Writing | | (a) less than \$1,000 (b) between \$1,000 and \$5,000 (c) between \$5,000 and \$10,000 (d) over \$10,000 |
| W213-04 | 2 | Written | Collins | How many of these complaints resulted in prosecutions against employers by the Department? |
| W214-04 | 2 | Written | Collins | Of these prosecutions, how many involved unpaid monies of: (a) less than \$1,000 (b) between \$1,000 and \$5,000 (c) between \$5,000 and \$10,000 (d) over \$10,000 |
| W215-04 | 2 | Written | Collins | How many employees recovered monies with the assistance of the Department (other than by prosecution of their employer)? |
| W216-04 | 2 | Written | Collins | Of these matters, how many involved recovery of unpaid monies of: (a) less than \$1,000 (b) between \$1,000 and \$5,000 (c) between \$5,000 and \$10,000 (d) over \$10,000 |
| W217-04 | 2 | 58 | Collins | Are the training courses undertaken by inspectors accredited in any way? |
| W218-04 | 2 | 60/61 | Collins | Could the results of the investigation into an incident between Interim Building Industry Taskforce Officers and a Union Organiser in Western Australia in March 2003 be provided? |
| W219-04 | 2 | 62 | Collins | How many cases, of the 392 of allegedly unlawful conduct arising from the Cole Royal Commission, relate to alleged breaches of laws by union officials or members and how many relate to alleged breaches by employers? |
| W220-04 | 2 | 62 | Collins Wong | In regard to the matters referred to external agencies, could a breakdown be provided of the number of matters referred and to which agencies? |
| W221-04 | 2 | Written | Collins | Is the Taskforce aware that it is common in this industry to wrongly classify employees as independent contractors, which has implications for employees award and agreement entitlements, as well as taxation and other laws? |
| W222-04 | 2 | Written | Collins | Has the Taskforce discovered any cases of employees being wrongly described as contractors? If so, how many? |
| W223-04 | 2 | Written | Collins | What training have officers of the Taskforce received in distinguishing bona fide independent contractors from employees? |
| W224-04 | 2 | Written | Collins | Are officers of the Taskforce instructed to investigate the correct status of independent contractors? |
| W225-04 | 2 | Written | Collins | One of your performance indicators is "timeliness in bringing actions against breaches of federal awards and agreements and the Workplace Relations Act 1996" (<i>annual report p180</i>). Does this include breaches of awards or agreements that result in non-payment or underpayment of wages or employee entitlements? |
| W226-04 | 2 | Written | Collins | In respect of this indicator, does the Taskforce operate in a proactive manner or only in response to complaints? |
| W227-04 | 2 | Written | Collins | Is the Taskforce aware of any incidences or allegations of underpayment or non-payment of employee entitlements in the building and construction industry? |
| W228-04 | 2 | Written | Collins | Has the Taskforce investigated any instances of underpayments of employee entitlements in the building and construction industry? How many? |
| W229-04 | 2 | Written | Collins | Does the Taskforce believe that this figure is representative of the prevalence of breaches in respect of non-payment or underpayment in this industry? |

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| W230-04 | 2 | Written | Collins | Has the Taskforce recovered any underpaid employee entitlements in the building and construction industry? <u>If yes:</u> (a) how much in total and in respect of each employer and each employee? (b) under what awards or agreements were the relevant employees covered (ie awards and agreements)? (c) what is the breakdown by state? |
| W231-04 | 2 | Written | Collins | Are Taskforce officers provided with any instructions to assist them to determine which award/and or agreement binds an employer in regard to particular employees? <i>(If yes)</i> Can you provide any documents advising officers how to determine this? |
| W232-04 | 2 | Written | Collins | Has the Taskforce examined time and wages records or other payroll documentation from companies in the building and construction industry? If so, for what purpose have such records been inspected? |
| W233-04 | 2 | Written | Collins | Did such examination include any investigation about hourly rates of pay, overtime rates, shift penalties, annual leave, rostered days off and allowances were being paid correctly by the employer? |
| W234-04 | 2 | Written | Collins | Were any breaches of the relevant awards or agreements found in relation to any of the above matters? If so, what action has been taken in respect of such breaches? |
| W235-04 | 2 | Written | Collins | Have any prosecutions been initiated against employers for underpaying employees? If not, why not? |
| W236-04 | 2 | Written | Collins | If not, is the Taskforce is of the view that all employers in this industry are correctly paying their employees? |
| W237-04 | 2 | Written | Collins | How much has the Taskforce spent on solicitors and barristers fees since its establishment? |
| W238-04 | 2 | Written | Collins | Which firm or firms of solicitors does the Taskforce engage? |
| W239-04 | 2 | Written | Collins | The Australian Law Reform Commission report titled "Principled Regulation: Federal Civil and Administrative Penalties in Australia" (ALRC 95 March 2003) included the following recommendation: Recommendation 10-1. Regulators who administer legislation under which criminal, civil or administrative penalties may be imposed or arise should develop and publish enforcement guidelines setting out their enforcement approach. These guidelines should cover the following matters, unless clearly inappropriate in the circumstances: (a) the types of action available to the regulator; (b) the principles behind each of these actions; (c) the criteria involved in the decision to pursue one or more of these actions; and (d) the regulator's relationship with other regulators and enforcement agencies. |
| W240-04 | 2 | Written | Collins | Has the Taskforce implemented this recommendation? Does the Taskforce have any guidelines or enforcement policies that sets out what factors are taken into account when deciding to enforce a provision or to refer a particular matter for prosecution? |
| W241-04 | 2 | Written | Collins | If no such guidelines exist, why not? Who then makes decision to seek penalties and on what basis? If so, are they publicly available? If not, why not? |
| W242-04 | 2 | Written | Collins | In which of the current prosecutions did the Taskforce have any discussions with respondents prior to commencing such action? |
| W243-04 | 2 | Written | Collins | Does the Taskforce have a policy that excludes such discussions? Does its policy vary depending on the parties with whom they are concerned? |

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| W244-04 | 2 | 64 | Wong | Could the department please provide the number of Open Telecommunications employees that have been denied GEERS payments as a result of discriminatory deeds? |
| W245-04 | 2 | 65 | Wong | How many employees were previously employed by the Swish Group and Universal Telecom, that have been denied GEERS payments as a result of discriminatory deeds? |
| W246-04 | 2 | 65 | Wong | Is the department aware of any other companies where this issue has arisen in the application for GEERS? |
| W247-04 | 2 | Written | Collins | In respect of "Timeliness of the processing of claims" GEERS fell well short of its target of 80 percent of claims processed within 16 weeks, achieving only 67%. This is exactly the same as last year's result, and despite the number of calls to your hotline almost halving in the last year, from 66,845 in 2001-2, to 36,000 in 2002-3. How do you explain such a poor result in respect of the timeliness measure, given the number of inquiries has fallen so dramatically? |
| W248-04 | 2 | Written | Collins | What is the rationale for examining the contracting out the administration of GEERS? |
| W249-04 | 2 | Written | Collins | What problems with the administration of GEERS would this seek to fix? |
| W250-04 | 2 | Written | Collins | Would you expect to save money on the administration of GEERS by contracting out some of its functions? If so, how much? If yes, Would these savings result from employees in contracted-out firms administering GEERS being paid lower rates of pay than Department staff? |
| W251-04 | 2 | Written | Collins | Would the outsourcing of GEERS functions result in reductions of staff within the department? |
| W252-04 | 2 | Written | Collins | How many redundancies would you anticipate if all or part of the administration of GEERS was contracted out? |
| W253-04 | 2 | Written | Collins | Previously at Estimates the Department has said that it cannot assess the size of the surplus available in SEESA sue to ongoing legal action, such as that in relation to staff superannuation. Have any of these actions been resolved? |
| W254-04 | 2 | Written | Collins | Has the Department conducted its own assessment of the maximum potential cost of these legal actions? If not why not? If yes, what was the estimate of the extent of the total liability that could arise from these actions? |
| W255-04 | 2 | Written | Collins | How is this total liability broken down in respect of each action? |
| W256-04 | 2 | Written | Collins | As a result of these assessments, how much money do you expect to receive from the administrators of Ansett? |
| W257-04 | 2 | Written | Webber | The Department participated in the Interdepartmental Work and Family Taskforce. A particular focus is how these arrangement might better assist parents at various stages including the transition to parenthood and back to paid work after caring fulltime. What were some of the "on the ground" outcomes for jobless families? |
| W258-04 | 1 | 67 | George Campbell | Could the department provide the areas targeted in bringing forward the long-term unemployed? |
| W259-04 | 1 | 70 | George Campbell | Could the department please provide a copy of the full report on the modelling done in conjunction with Econtech? |
| W260-04 | 1 | 71/72 | George Campbell | In regards to the Mature Age Workshops, could the department provide: <ul style="list-style-type: none"> (a) a breakdown of where the workshops were held; (b) the number that attended each of the workshops; (c) a picture of the age profile of the attendees at each of the workshops; and (d) a copy of the agenda for each of the workshops setting out sessions and presenters. |

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| W261-04 | 1 | Written | Webber | The Department was a member of the interdepartmental Committee on Services and Programmes for Mature Aged Australians. What was the cost of the 15 workshops held throughout capital cities and regional centres? (The AR shows that the contract was \$320 636. + \$316 091 for accrued expenses.) |
| W262-04 | 1 | 84 | George Campbell | How much of the notional budget has been allocated for the training account? |
| W263-04 | 1 | 84 | George Campbell | What percentage of job seekers have accessed their job seeker training account? |
| W264-04 | 1 | 85 | George Campbell | Could the department provide an itemised list of what money is being spent on out of the Job Seeker Account and the Training Account? |
| W265-04 | 1 | 85 | George Campbell | Could an age break up be provided of the job seekers referred to the literacy and numeracy program |
| W266-04 | 1 | 89 | George Campbell | Could the department please provide the number of vacancies, put on the system, that have been filled? |
| W267-04 | 1 | 89 | Webber | Have there been any sanctions against any organisation for attempting to lodge an inappropriate vacancy? |
| W268-04 | 1 | 89/90 /91 | Webber George Campbell | Of the operational labour agreements with employers and industry associations seeking to recruit workers from overseas that the department has provided labour market advice on, how many are in Western Australia? How many involve the Western Australian Chamber of Commerce and Industry? How many agreements would involve trades such as fitters, metal fabricators, general electricians and welders? |
| W269-04 | 1 | 90 | Webber | Is there a requirement for employees who enter Australia under Labour Agreements to have a contractual arrangement with the employer? |
| W270-04 | 1 | 92 | George Campbell | Could the department please provide a list of youth programs that: (a) are up and running; (b) are in the piloting process; and (c) are being developed. What are the targets, or outcomes, for each of those programs? |
| W271-04 | 1 | 93 | George Campbell | Could a list be provided of all parties, including government ministers, who receive the department's publication <i>Small Area Labour Markets</i> ? |
| W272-04 | 1 | 93 | George Campbell | Is the department able to confirm that, on 17 July 2003, incorrect estimates of teenage unemployment were circulated? |
| W273-04 | 1 | 93 | George Campbell | Can the department confirm if either Minister Abbott or Minister Anthony or any of their staff, contacted the department on 22 July regarding the estimates of youth unemployment which had been sent to local media? |
| W274-04 | 1 | 93/94 | George Campbell | (a) Can the department confirm that, between 22 July and 18 August 2003, it notified the Parliamentary Library that estimates on regional teenage unemployment would no longer be circulated? (b) Can the department confirm that either Minister Anthony or Minister Abbott, or their staff, requested or instructed that the estimates no longer be circulated to either the library or any of the opposition parties? (c) What were the reasons why the circulation of the estimates were withdrawn? (d) If this did happen, can the department confirm whether or not it was as a result of a complaint about the figures being circulated and published by the media in the Richmond Tweed Electorate? (e) Can the department provide any correspondence, including |

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| | | | | email correspondence, which was received or circulated between 17 July and 18 August 2003 dealing with youth unemployment estimates, specifically the decision to cease the circulation of the estimates? |
| W275-04 | 1 | Written | Webber | One of the highlights published in the Annual Report states that a strong partnership arrangement between the department and Centrelink during the transition to the Third Employment Services Contract resulted in early identification of issues and the development of effective joint solutions. Can you give us some examples of these "issues" that were identified early? |
| W276-04 | 1 | Written | Webber | Wasn't it the case that there was considerable tension between the Department and Centrelink that resulted in individual letters to the Prime Minister's office and the formation of an Interdepartmental Committee on ESC3? |
| W277-04 | 1 | Written | Webber | Is that Interdepartmental Committee still meeting? |
| W278-04 | 1 | Written | Webber | The Annual Report also states that the technology platform – Employment Assistant 3000 was delivered on time and on budget. (a) What was the final budget? (Annual Report States - \$205.822m.) (b) Can the 205 million expenditure be broken down? (c) What was the total for Software Development? (d) The total for Contractors as part of the project? (e) Can you itemise the 205 million? (f) Does the figure include departmental staff time? |
| W279-04 | 1 | Written | Webber | Does this include any payment to Centrelink for costs (such as staff overtime) they occurred when trying to implement/establish the new system? |
| W280-04 | 1 | Written | Webber | Does the Department have any plans to reimburse Centrelink for all the cost they incurred trying to implement /establish the new system? |
| W281-04 | 1 | Written | Webber | Does the amount include the \$90 909 that was given to NESA for the Special IT industry feedback project on ESC 3? |
| W282-04 | 1 | Written | Webber | Are there any other IT projects included as part of the 205 million? |
| W283-04 | 1 | Written | Webber | Was all of that money expended in the financial year 2002-2003? |
| W284-04 | 1 | Written | Webber | Is there a current staffing freeze within the Department that is attributed to the IT costs? |
| W285-04 | 1 | Written | Webber | In the June Estimates Hearing we had a discussion about the Employment Innovation Fund. As part of that discussion Mr Correll said that the guidelines would be developed within the "next four to six weeks". (a) Have the guidelines been finalised? (b) Can the Department provide a list of successful projects and their locations? (c) What was the selection process? (d) How much was spent on advertising the fund? (e) Was a consultant brought in to develop the guidelines etc? |
| W286-04 | 1 | Written | Webber | On December 12, 2002 A consultation paper "Building a simpler system to help jobless families and individuals" was launched jointly by the Ministers for Family and Community Services and the Minister for Employment and Workplace Relations – the launch of the paper was followed by a consultation process. (a) What was the timetable for the consultation process? (b) How much did the consultation process cost? (c) Who was consulted? (e) What were the issues raised? (e) What were the outcomes? |

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| | | | | (f) What is the timeline for decisions to be made and for actual changes to occur? |
| W287-04 | 1 | Written | Webber | The Annual Report states that the Department spent the year working with the Department of Family and Community Services and the Department of Education, Science and Training to develop a mature age workers strategy. (a) What is the Mature Age Workers Strategy? (b) When will it be released? (c) How will it affect the operations of the Job Network? |
| W288-04 | 1 | Written | Webber | On page 75 of the Annual Report under the heading of Mature Age People it appears that there has been a significant decrease in their participation across the Board. There appears to be a total decrease of 15% with a 20% decrease in Intensive Assistance. What specific projects exist for Mature Age Workers? |
| W289-04 | 1 | Written | Webber | Do Mature Aged People have access to a Jobseeker account? If so how many Mature Aged workers are using their job seeker account? |
| W290-04 | 1 | Written | Webber | What types of activities have been funded as part of these activities? (see W264-04) |
| W291-04 | 1 | Written | Webber | Besides conducting workshops and seminars giving mature aged people information how many jobs were actually achieved for matured aged Australians? |
| W292-04 | 1 | Written | Webber | How useful/new was the work compared with the work done by the Department of Health and Ageing through their National Strategy for an ageing Australia? |
| W293-04 | 1 | Written | Webber | Given that they spent three years and \$20 million doing the same thing is there not a degree of reinventing the wheel? What is the timeframe for outcomes? |
| W294-04 | 1 | Written | Webber | The Department contributed policy advice to develop a strategic framework to increase economic and social participation in regional Australia – The paper was presented at the Welfare Reform Consultative Forum. The department also helped develop an approach designed to enhance economic participation in selected regions of high disadvantage. (a) What were the outcomes? (b) Have any targets been set? (c) What initiatives were put in place? |
| W295-04 | 1 | Written | Webber | How many Interim payments have been made since July 1? |
| W296-04 | 1 | Written | Webber | Do we know how many placements have taken place since July 1 that may result in a potential interim outcome payment? |
| W297-04 | 1 | Written | Webber | Can we have a copy of Market Solutions Evaluation of revised JCSI? |
| W298-04 | 1 | Written | Webber | Can we have a copy of the James Crown – risk assessment report? |
| W299-04 | 1 | Written | Webber | Can we have a copy of the NFO Donovan Research – Job Seeker Evaluation of Employment Services and their AWT research? |
| W300-04 | 1 | Written | Webber | Can we have a copy of the full results of the Orima Research Job Seeker Omnibus Survey? |
| W301-04 | 1 | Written | Webber | Can we have a copy of the Orima services guarantees research, the Transition research? |
| W302-04 | 1 | Written | Webber | Can we have a copy of the Transition to ESC 3 market testing of job seekers advice letters? |
| W303-04 | 1 | Written | Webber | Can we have a copy of any written briefing material that was provided either to or from Black is White Communications for the ESC3 announcements – Minister's events? |
| W304-04 | 1 | 86 | Webber | What has been the total cost of the SMS service to date? |

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| W305-04 | Corp | Written | Carr | <p>Work-life balance issues have been identified as important for the public service. The March 2003 Management Advisory Committee report <i>Organisational Renewal</i> discussed workforce planning issues, stating:</p> <p>As the labour market tightens into the future, there will be increased pressure on attracting the skills required and maintaining competitive remuneration packages which support effective recruitment at the base grade and lateral levels.</p> <p>Employment conditions and the capacity for work/life balance will be an important element of such packages, and may offer APS agencies a competitive edge ...</p> <p>Increased flexibility in working patterns and arrangements will be an important part of the response to the demographic changes, recognising the life stage dynamics influencing workforce participation.</p> <p>The APS has been a leader in providing family friendly work practices (e.g. part-time work, flexible working hours, home based work, purchased leave) and needs to continue in this role through flexible conditions and supportive management approaches as part of its attraction and retention strategy.</p> <p>In light of the MAC report, the following questions are asked of each department:</p> <ol style="list-style-type: none"> 1) What has been the department's response to the MAC report to date? 2) Which issues identified in the MAC report have been identified as priority areas for the department? 3) What family friendly or work-life balance initiatives: <ol style="list-style-type: none"> a) exist in the department; b) are available to staff through the certified agreement; or c) are contained in the certified agreement, but the granting of them in individual cases is discretionary on the part of the organisation. 4) What family friendly or work-life balance initiatives has the department introduced in, or since, the implementation of the department's most recent certified agreement? 5) With respect to certified agreement-based family friendly or work-life balance provisions: <ol style="list-style-type: none"> a) What number and proportion of departmental staff are making use of such provisions in areas including: <ol style="list-style-type: none"> i) purchased leave (also known as 48/52 schemes); ii) negotiated part-time work arrangements; iii) parental leave; iv) use of information, advice or counselling services made available by the department; v) departmental provision of facilities (such as family care facilities); vi) home based work; |
| W306-04 | Corp | Written | Carr | <ol style="list-style-type: none"> (a) How many employees are employed as a non-ongoing employee in each year of the previous 6 years? (b) What percentage of total agency employees are non-ongoing employees for each of these years? (c) How many of these have been employed for more than 1 year as a non-ongoing employee? (d) How many of these have been employed for more than 2 years as a non-ongoing employee? (e) How many of these have been employed for more than 3 |

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| | | | | year as a non-ongoing employee? |
| W307-04 | Corp | Written | Carr | <p>(a) How many employees were employed on fixed-term contracts, in each year of the previous 6 years?</p> <p>(b) What percentage of the total number of employees is this for each of these years?</p> <p>(c) What was the percentage of total employees for contract employees, for each year of the previous 6 years?</p> <p>(d) How many employees were employed on fixed term contracts at each classification level, for each year of the past six years?</p> <p>(e) How many employees on a fixed term contract, for each year of the past six years, have been employed more than once on a fixed term contract? Please provide details of position classification in each instance?</p> |
| W308-04 | 1 | Written | Crossin | How many Indigenous people have got employment through Job Network - in 2002, 2003? Is it possible to get a breakdown by state/territory? |
| W309-04 | 1 | Written | Crossin | Hansard records that in answer to a question on 17 th Sept 2003 the (then) Minister for Employment Services stated that there are 29 Indigenous Employment Centres around the country. Can we have a list of these and any others that have opened since ? |
| W310-04 | 1 | Written | Crossin | When was the IEC opened in Darwin? How many clients has it had and how many have got jobs through that centre? How many are still in that employment? |
| W311-04 | 1 | Written | Crossin | What job services are being provided to some of the major Aboriginal communities in the Northern Territory - at Wadeye, Galiwinku, Maningrida? Who is providing this service? How many clients do they have? |
| W312-04 | 1 | Written | Crossin | What service is being provided to Borroloola? Who by and how many clients? |
| W313-04 | 1 | Written | Crossin | Is there any data on how many clients are accessing job network services in the remote Aboriginal communities of the NT? (Gapuwiyak, Ramingining, Umbakumba, etc) |
| W314-04 | 1 | Written | Crossin | How many people have accessed the Australian Jobsearch database? Are figures kept to show whether this has been helpful for clients getting matched with employment? |
| W315-04 | 1 | Written | Crossin | Is there a complaints procedure for Job Network? If so, how many complaints have been made? |