

Senate Finance and Public Administration Legislation Committee

ANSWERS TO QUESTIONS ON NOTICE

Finance and Administration Portfolio

Department of Human Services and agencies

Additional Budget Estimates 2005-2006, 14 February 2006

**Question: HS43**

**Outcome #1, Output #2**

**Topic: Child Support Agency – Staffing**

**Hansard Page/Written Question on Notice:**

**SENATOR Evans** asked the Minister for Human Services, upon written notice:

Please provide an update to the information provided in response to the first part of question on notice HS31 November Estimates.

- (1) Please provide a full breakdown of CSA staff by level, location, gender, part-time/full-time status etc.
- (2) Please provide a table showing the salary bands for each CSA staff classification.
- (3) How is the appointment of a new agency head being managed?
- (4) Has a recruitment consultant been engaged? If so, who?
- (5) What are the details of the contract (term, cost etc)?
- (6) Please list all locations of CSA offices, indicating whether the property is owned or leased by the Commonwealth, and if leased, the terms of the lease (annual rent, expiry date of lease etc).

**Response:**

- (1)  
DATA AS AT 1 March 2006  
Employees actual classification level as at  
1 March 2006

<b>BY LEVEL AND GENDER</b>	<b>Female</b>	<b>Male</b>	<b>Total</b>
APS1	4	5	9
APS2	40	23	63
APS3	875	336	1211
APS4	785	219	1004
APS5	281	76	357
APS6	264	105	369
EL1	124	64	188
EL2	27	36	63
SES1	5	2	7
SES2	3	1	4
SES3		1	1
<b>Grand Total</b>	<b>2408</b>	<b>868</b>	<b>3276</b>

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**Employees actual employment status as at  
1 March 2006**

<b>BY STATUS</b>	<b>Total</b>
Full Time	2763
Part Time	513
<b>Total</b>	<b>3276</b>

**DATA AS AT 1 March 2006**

**Employees actual physical location as at  
1 March 2006**

<b>BY LOCATION</b>	<b>Total</b>
Adelaide SA	240
Albury NSW	83
Ballina NSW	5
Bendigo VIC	4
Brisbane CBD QLD	514
Bunbury WA	5
Bundaberg QLD	6
Cairns QLD	6
Campbelltown NSW	4
Canberra Belconnen ACT	77
Canberra National Office ACT	203
Coffs Harbour NSW	4
Dandenong VIC	65
Darwin NT	3
Dubbo NSW	5
Frankston	4
Geelong VIC	77
Gosford NSW	4
Hobart TAS	143
Launceston TAS	6
Mackay QLD	4
Maroochy QLD	6
Melbourne Central	488
Morwell VIC	5
Mount Gambier SA	1
Newcastle NSW	215
Palm Beach QLD	5
Parramatta NSW	151
Penrith NSW	118
Perth WA	301

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Port Augusta SA	3
Rockhampton QLD	4
Sydney CBD NSW	192
Toowoomba QLD	8
Townsville QLD	125
Wagga Wagga NSW	4
Wollongong NSW	188
<b>Grand Total</b>	<b>3276</b>

(2)

**SALARY BANDS BY CLASSIFICATION As of 14 Feb 2006**

<b>APS Equivalent</b>	<b>CSA Classification</b>	<b>Salary Range \$</b>
APS 1	CSO 1	33,555 – 36,034
APS 2	CSO 2	37,750 – 40,743
APS 3	CSO 3	41,847 – 45,166
APS 4	CSO 4	46,642 – 51,205
APS 5	CSO 5	52,021 – 55,726
APS 6	CSO 6	57,585 – 64,543
EL 1	EL 1	72,028 – 85,687 – now includes AWA maximum
EL 2	EL 2	88,524 – 106,780 – now includes AWA maximum
SES B1	SES B1	\$104,000 -124,800
SES B2	SES B2	\$130,000 -145,600
SES B3	SES B3	\$150,800 -187,200

- (3) The appointment of a new agency head was merit based and made in accordance with the requirements of the Australian Public Service Commission.
- (4) In 2005, Fletcher Executive Search undertook a recruitment search for the new agency head. The appointment took effect in April 2005.
- (5) Similar information was provided in response to HS75 in which Senator Evans asked how much was paid to Fletcher Executive Search and what was the breakdown of the expenditure. This information is repeated below:
- Fletcher Executive Search was paid \$17,141.60 under contract, with GST of \$1,714.16 also paid, making a total payment of \$18,855.76.

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- The expenditure was incurred as a professional fee charged as a percentage of the candidate's final remuneration package.

**(6) Locations where CSA leases property as at 6 March 2006.**

<b>Site Location</b>	<b>Expiry date</b>	<b>Annual Rent * 2005-06</b>
		<b>\$</b>
Brisbane CBD	30.09.2009	1,934,670
Adelaide CBD	31.05.2011	1,151,892
Perth CBD	31.07.2011	747,625
Wollongong CBD	31.08.2012	686,358
Hobart CBD	30.11.2013	499,124
Newcastle CBD	07.04.2014	782,919
Melbourne CBD	31.05.2014	2,129,475
Parramatta	30.04.2016	1,665,230

\* Annual Rent is exclusive of GST and does not include building and tenant outgoings.

**Locations where CSA is collocated with ATO in ATO leased property as at 6 March 2006**

<b>Site Location</b>	<b>Expiry date</b>	<b>Payment to ATO* 2005-06</b>
Townsville CBD	28.02.2007	678,097
Sydney CBD	31.12.2007	1,315,241
Parramatta	01.05.2006	789,612
Penrith	01.05.2006	624,725
Belconnen	28.02.2007	1,705,229
Geelong	18.05.2008	361,346
Albury	31.12.2007	539,510
Dandenong	31.12.2008	211,548
Darwin	31.08.2010	48,175

\* Payment includes space, fit out and facilities.

**Small numbers (3 – 7) of CSA staff are located in Centrelink offices in the following locations (as at 6 March 2006). CSA reimburses Centrelink for the usage of their office space and facilities.**

**QLD**

Bundaberg

Cairns

Mackay

Maroochydore

Rockhampton

Toowoomba

Palm Beach

**NSW/ACT**

Ballina

Campbelltown

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Coffs Harbour

Dubbo

Gosford

Wagga Wagga

**VIC/TAS**

Bendigo

Frankston

Mowbray

Morwell

**SA/NT**

Mount Gambier

Port Augusta

**WA**

Bunbury

This answer required 1 hour and 30 minutes at a cost of \$60 to prepare.