

Senate Finance and Public Administration Legislation Committee
ANSWERS TO QUESTIONS ON NOTICE
BUDGET ESTIMATES 2012-2013

Finance and Deregulation Portfolio

Department/Agency: Medibank Private Ltd

Outcome/Program:

Topic: Personnel data

Senator: Cormann

Question reference number: F62

Type of question: Hansard F&PA Committee page 31, 24 May 2012

Date set by the committee for the return of answer: Friday, 6 July 2012

Number of pages: 1

Question:

Senator MOORE: If you do not have data on people who identify as Aboriginal or Islander, you have data across those four personnel or HR systems on other people, in terms of people with disabilities, people from non-English-speaking backgrounds. Is that going to be a standard process across your new HR system?

Mr Savvides: Yes, the platform that we are investing in has that sophistication. Our legacy platforms do not, so the acquisitions were the trigger point to say 'we have to treat all of our staff consistently'. So payroll systems, which are also human resource systems, needed to come up to speed. That project was committed to about a year ago, and we had the contractors on board and payroll processes are now under reconstruction.

Senator MOORE: And what is the time frame for that?

Mr Savvides: That is a good question.

Senator MOORE: You can take it on notice if you like.

Mr Savvides: Yes, I will take that. It is a year-plus away. It is a large project.

Answer:

Medibank's new payroll system is due to be in place in December 2012. The new system will support the collection of Equal Employment Opportunity related information, including employees identifying as an Aboriginal or Torres Strait Islander, employees identifying as having a non-English speaking background and employees identifying as disabled, however provision of this information will be on a voluntary basis.