Senate Finance and Public Administration Legislation Committee —Budget Estimates Hearing—May 2013

Answers to Questions on Notice

Parliamentary departments, Department of Parliamentary Services

Topic: **Recruitment**

Question: **100**

Hansard Reference   **p32, 27 May 2013**

Date set by the committee for the return of answer: 12 July 2013

Senator FAULKNER: With staff being recruited—ongoing and non-ongoing—how many are being subjected to the normal competitive selection processes, the normal merit selection processes?
Ms Mills: The vast majority of these would be. … and some will have come on transfer from other agencies.
Senator FAULKNER: Which agencies?
Ms Mills: Which agencies have we used?
Senator FAULKNER: No, which agencies do they come from?
Ms Mills: A number of different agencies and departments.
Senator FAULKNER: Yes, but do you have the pattern of the agencies they do come from?
Ms Mills: I can take that on notice, given that they come from a wide variety of places.
Senator FAULKNER: … I would also appreciate information about which of these jobs were advertised, as opposed to just gazetted. I am interested in understanding the pattern of selection—competitive selection, merit selection—which has applied in relation to recruitment … so it might be of assistance to DPS to do that from, say, 1 July 2012 to end March 2013. … I am very interested in understanding which agencies' staff are being recruited, particularly if there is no advertising of positions.

Answer

For the period 1 July 2012 to 31 March 2013, 55 new employees were recruited to DPS. 19 of those recruits were ongoing employees and 36 were non-ongoing employees (see Table 1).

Table 1

External Hire Source	Ongoing Employees	Non-Ongoing employees	Total
Australian Public Service	13	9	**22**
Private Enterprise	5	12	**17**
Employment Status not identified		8	**8**
Parliamentary Service Department	1	3	**4**
University		2	**2**
ACT Public Service		1	**1**
State Government		1	**1**
	19	**36**	**55**

There were 41 staff selection processes to select the 55 recruits. Nine of the 41 selection processes had multiple employee intakes. From the 41 selection processes, 27 selection processes convened a Selection Advisory Committee (SAC) and 14 selection processes sourced specific skills, knowledge and expertise through other recruitment options such as agreed moves between departments, use of recruitment agencies, temporary employment registers or direct sourcing of skills, knowledge and expertise.

External employment hires – Ongoing staff

Of the 19 ongoing employees recruited 16 employees were selected in a merit selection process convened by a SAC. These vacancies were advertised internally and externally through a range of online job sites ie APS Jobs, SEEK, MyCareer and professional networks.

Three ongoing employees were offered employment through other processes and transferred at level from the Department of Human Services (two) and the National Archives of Australia (one) under the provisions of Clause 3.2.4 of Parliamentary Service Determination 2003/2.

External employment hires - Non-ongoing staff

Of the 36 temporary employees 21 were selected in a merit selection process convened by a SAC, 4 were sourced through direct referral from a recruitment agency, 4 were sourced from DPS temporary employment registers and 7 were sourced directly. Of the seven non-ongoing employees sourced directly two employees were from private sector, one employee was from state government, one employee was a temporary transfer from Department of House of Representatives and three employees were returning to the workforce and did not indicate their employment status on their CVs.

Table 2

Agency From	Ongoing Employees	Non-Ongoing employees	Total
Australian Bureau of Statistics		1	1
Australian Communications Management Authority	1	1	2
Australian National University		2	2
Attorney Generals Department	1		1
Australian Taxation Office	1		1
Canberra Institute of Technology		1	1
Department of Agriculture, Fisheries and Forestry	1		1
Department of Health and Aging		1	1
Department of the House of Representatives		2	2
Department Human Services	6		6
Department of Finance and Deregulation	1		1
Museum of Australian Democracy OPH		2	2
National Archives of Australia	1		1
National Film and Sound Archives		2	2
Department of Immigration and Citizenship	1	1	2
Department of the Senate	1	1	2
Department of Veteran Affairs		1	1
Private Enterprise	5	12	17
State Government		1	1
Returning to workforce		8	8
	19	36	55