

FINAL Employment portfolio QoN list
2017-2018 Supplementary Budget Estimates Hearing
Questions on Notice = 222

PDR No	Hansard Sequence Number	Senator	Outcome	Subject	Full Question Text
EMSQ17-004346	1-10-2	Cameron, Doug	Cross Portfolio	Advice to Minister regarding legal assistance	Senator CAMERON: Section 6 of appendix E indicates that if the conduct was serious or wilful—not both, but if it was serious or wilful misconduct—then it would not be considered reasonable or responsible. So how could this serious breach of the act ever be considered reasonable and responsible? Senator Cash: Again, Senator Cameron, I acted upon advice from my department, and the chief legal counsel has again referred to appendix E, which clearly states this does not preclude assistance to an employee who acted negligently but only where the conduct involves serious or wilful misconduct or culpable negligence. I again advise you of what the Federal Court itself found which was: The director did not intend to contravene section 503(1) of the Fair Work Act. Mr O'Sullivan: I should add that if questions are to be directed about the interpretation of the legal services directions, they should probably be directed to the Attorney-General's portfolio, which administers those directions. Our understanding—and this is very much consistent with basically how it operates in the larger workforce—is that absent pretty much egregious, gross or serious negligence, all employers are expected to indemnify their employers for mistakes, even quite serious mistakes, that arise in the course of their employment. That is very much the standard position as applies in the workforce generally, and it is no different, really, as it applies in the Commonwealth public service. Senator CAMERON: Could you table the advice that you received? Senator Cash: I would need to take that on notice. It was advice in the context of legal proceedings so I will need to seek advice as to what can be tabled, but I will take that on notice. ... pg 11 Senator CAMERON: Minister, are you saying the advice you received from the department was that this was not serious misconduct? Senator Cash: Again, Senator Cameron, I will take that on notice as to what I am able to say about the advice, as the advice was provided in the context of legal proceedings.
EMSQ17-004347	1-16-2	Cameron, Doug	Cross Portfolio	Advice from the Attorney General's Department	Senator CAMERON: Ms Hartland, what was the advice from the Australian Solicitor, and can you provide it? Ms Hartland: We'll take that on notice.
EMSQ17-004348	1-17-2	Cameron, Doug	Cross Portfolio	Advice regarding request for legal assistance	Senator CAMERON: Clause 25 says: If an agency considers that a request raises exceptional circumstances which justify a departure from normal policy, it is to refer the matter to OLSC. The Attorney-General may permit a departure from the normal policy, but may impose different or additional conditions as the basis for doing so. Did the department receive any advice from the Attorney-General's Department in relation to this request for legal assistance? Mr O'Sullivan: Senator, that goes to privileged communications, and you know I'm not in a position to divulge either the existence or not of those. I think that's covered by the minister's taking on notice whether the advice provided to her is amenable to a claim for public interest immunity. I would have to defer that matter to the Minister, but my understanding is that that's covered by that question that she took on notice. I'm happy to be disabused. Senator Cash: I will take that further on notice.
EMSQ17-004349	1-18-2	Cameron, Doug	Cross Portfolio	Consultations with the Office of the Legal Services Commissioner	Senator CAMERON: Did the department report the issue in writing? Mr O'Sullivan: As I've said, the department met all of its obligations under the Legal Services Directions. Senator CAMERON: That's not what I'm asking. I'm asking: did you report the issue in writing? Ms Hartland: We'll take on notice whether it was in writing or whether it was a phone call. Senator CAMERON: A phone call? Ms Hartland: I don't know. We'll take it on notice and we'll check— Senator CAMERON: Can you also tell me when you did either the phone call or the writing? Ms Hartland: Yes, we'll take all of that on notice. Senator CAMERON: Did you report this as soon as possible to the OLSC? Senator Cash: We'll take it all on notice. Ms Hartland: It would just be part of the procedure. As Mr O'Sullivan has said, we abide by the law and the regulations and the guidelines here, so we'll take it on notice and get back to you. Senator CAMERON: What consultations did the department have with the OLSC?—and when, and how many? Ms Hartland: I think I've already said that I don't have that information here. We'll have a look and we'll take it on notice. But, again, I'd say that, as Mr O'Sullivan said, we have met our obligations. The department's met its obligations, so it followed through on that guidance.
EMSQ17-004350	1-19-2	Cameron, Doug	Cross Portfolio	Advice from consultation with Attorney General's Department	Senator CAMERON: Minister, was there any correspondence from the Attorney-General in relation to this issue, or any advice from the Attorney-General? Senator Cash: I would need to take that on notice. Senator CAMERON: You'd need to take that on notice as well? You don't know much about this. Senator Cash: It would come through the department, if there was, so we'll take it on notice. Senator CAMERON: Did the department receive any advice from the Attorney-General? Ms Hartland: I think we've already put on the record that we sought advice—as I think would be the normal practice—of AGS, the Australian Government Solicitor, which sits under the AGD, the Attorney-General's Department. So the answer to that is yes. I think we've already put that on the record. Senator CAMERON: Are you saying that seeking that advice is consultation? Is that what you're saying? Senator Cash: We'll take it on notice and have a look at the advice. Senator CAMERON: You'll take that on notice as well—whether you consulted? Mr O'Sullivan: I really can't add anything else other than the department met all its obligations under the Legal Services Directions. Your follow-up questions go, if you like, to when, where, the subject matter of those communications, which are privileged communications. The minister has said she'll take that on notice and give consideration to them ... pg 20 Senator CAMERON: Did the Attorney-General issue any instructions about the conduct of the litigation as provided under section 4.1 of schedule 1 to the directions? Mr O'Sullivan: I think the department and the minister have taken on notice any questions that go to any privileged communications. I can neither confirm nor deny at this stage. That question has been taken on notice, and a response will be provided in the usual course.

PDR No	Hansard Sequence Number	Senator	Outcome	Subject	Full Question Text
EMSQ17-004351	1-20-2	Cameron, Doug	Cross Portfolio	Communications with the Attorney General's Department	Senator CAMERON: But you won't tell me what the advice is. Who in the Attorney-General's Department did you report it to? Mr O'Sullivan: I would have to take that on notice. I can say that it was to the OLSC, the Office of Legal Services Coordination, which is the appropriate part of the Attorney-General's Department to report such things to, and the body mentioned in the Legal Services Directions as to who such things should be reported to.
EMSQ17-004352	1-23-2	Cameron, Doug	Cross Portfolio	Documents relating to briefing the Minister	Senator CAMERON: In this morning's proceedings, you made it clear the department was involved pretty early on with briefing the minister in relation to the litigation against Mr Hadgkiss. An FOI request for all documents that the department holds has been submitted. The department has transferred that to the ABCC. Is the department claiming that you don't hold any relevant documents in relation to this matter? Ms Hartland: I don't think I've got the right people here at the moment to answer anything on that, but if it has been transferred to the ABCC then that would be the appropriate place that holds the documents. Senator CAMERON: So are you claiming that you've got no documents— Ms Hartland: I'm not claiming anything. I'd need to have a look. I'm not aware, and there's no one at the table here— Senator CAMERON: Can I again ask for any documents that you have in relation to this. Ms Hartland: We'll take that on notice.
EMSQ17-004353	1-23-3	Cameron, Doug	Cross Portfolio	Timeline of notification of search warrant	Senator CAMERON: So when were you, Minister, your office, or the department advised that the ROC had been granted a warrant? Senator Cash: My understanding was that a phone call was made to my office once the search warrant was issued, just before I saw it on the television. Senator CAMERON: So when was that? Senator Cash: I'd need to go and check with my office, but I assume 4.30, 4.45, whenever I was in a meeting and came back. ... pg 24 Senator CAMERON: So you say you watched it unfold. You're confident that no one in your office knew about this, Minister? Senator Cash: I said my office received a phone call from the Registered Organisations Commission, notifying them that search warrants were being executed as the phone call was being made. Senator CAMERON: So you're saying that was about 4.30? Senator Cash: I'd have to go and check with my office. Senator CAMERON: So you're going to check? Senator Cash: Yes, I'll check.
EMSQ17-004354	1-24-2	Cameron, Doug	Cross Portfolio	Referral of matters to the Registered Organisations Commission	Senator CAMERON: What other matters have you referred to the ROC? Senator Cash: I'd need to take that on notice. Senator CAMERON: Have you referred any? Senator Cash: I'd take it on notice.
EMSQ17-004355	1-25-2	Abetz, Eric	Outcome 2 - Workplace Relations and Economic Strategy	Productivity Education and Training Fund - Government Grant guidelines	Senator ABETZ: Thank you. Did that version say: It is particularly important to clearly define the roles and responsibilities for all parties involved in grants administration ... Ms Parker: Mr Edwards, are you able to answer that? Senator ABETZ: I am referring to page 23 of those guidelines. Mr Edwards: I'm sorry, I don't actually have the copy of the guidelines in front of me, but I wouldn't disagree with what you're— Senator ABETZ: All right, take it on notice. I don't want to mislead you or the committee, but I think I've got that right. You can take that on notice and take it as a given, then, for the purpose of this next question.
EMSQ17-004356	1-26-2	Abetz, Eric	Outcome 2 - Workplace Relations and Economic Strategy	Milestones for Productivity and Education Training Fund	Ms Parker: Senator, we accept that it is unusual. The department administered the decision of the then government. What we have done is we have developed a series of milestones and deliverables, and we do require regular monitoring against those, reporting and so on. Senator ABETZ: For this particular grant? Ms Parker: Yes, that's right. Senator ABETZ: Can you table those milestones, please? Ms Parker: Certainly.
EMSQ17-004357	1-26-3	Abetz, Eric	Outcome 2 - Workplace Relations and Economic Strategy	Provision of advice regarding the Productivity Education and Training Fund	Senator ABETZ:..... The 2009 government grant guidelines, which applied at the time, also state, and I quote—this is from page 10 of the guidelines: The Australian Government has agreed that where a Minister exercises the role of a financial approver relating to a grant, they will not approve the grant without first receiving agency advice on the merits of the proposed grant. Was such advice given, without wanting to know—I do want to know, but I'm not asking what the actual advice was; I'm asking whether advice was given. Ms Parker: I'd say there is a difference when something is announced in a budget context. So, while, under normal circumstances, you would seek the advice of the department, a minister would look at various ways. In fact, departments often propose approaches to grants. The variation to that is when something is an election commitment, which means it's announced outside of the department as part of election campaigning, and the other is, sometimes, when it's a budget announcement and governments make a decision— Senator ABETZ: Ms Parker, that's a very good estimates answer, but my question was whether advice was given in relation to that, and I dare say the answer is either yes or no. Ms Parker: On the merits, you're asking? Senator ABETZ: Whether advice was given at the time of the merits of the proposed grant. Mr Edwards: Without meaning to be difficult, there would have been advice provided in relation to the new policy proposal for the government at the time that formed the cabinet decision. Senator ABETZ: There would have been or was there? Can you take that on notice? Ms Parker: We'll take it on notice, Senator. Senator ABETZ: And be very careful on this, please. Ms Parker: Neither of us were here, but we certainly can check our files.
EMSQ17-004358	1-27-2	Abetz, Eric	Outcome 2 - Workplace Relations and Economic Strategy	Productivity Education and Training Fund	Senator ABETZ: Did the ACTU or the Union Education Foundation approach the department and ask for the money? Ms Parker: We'll take that on notice. I don't know. Senator ABETZ: Thank you. Was a proposal submitted by the ACTU or the Union Education Foundation about how the \$11 million would be spent? If so, can we be provided with a copy of the proposal? I assume you'll have to take that on notice. Ms Parker: Yes. Mr Edwards: Actually, I think that might have already been provided in response to previous questions on notice, but we'll double-check. Senator ABETZ: I will go through those. Thank you. If it's not too much difficulty, for the sake of that which you are taking on notice, Mr Edwards, if you could provide that document with the other answers on notice, that would be helpful. Mr Edwards: We're happy to do that.

PDR No	Hansard Sequence Number	Senator	Outcome	Subject	Full Question Text
EMSQ17-004360	1-28-2	Abetz, Eric	Outcome 2 - Workplace Relations and Economic Strategy	Potential advice to the Minister - Productivity Education and Training Fund	Senator ABETZ: Did the department provide any advice to the minister or his office on the appropriateness of front-ending the payments in this way? Once again, I'm not asking what the advice was, I'm just asking whether such advice was given or, indeed, asked for. Ms Parker: We'll take it on notice.
EMSQ17-004361	1-28-3	Abetz, Eric	Outcome 2 - Workplace Relations and Economic Strategy	Provision of payments under the Productivity Education and Training fund	Senator ABETZ: Did the minister or his office express a view on whether the money should be paid up-front? Ms Parker: I'm not sure. Senator ABETZ: I think you've already answered that the two payments were a decision of government, so one assumes that that came from the minister, but could you check that to get that absolutely clear? Ms Parker: Will do.
EMSQ17-004362	1-28-4	Abetz, Eric	Outcome 2 - Workplace Relations and Economic Strategy	Productivity Education and Training Fund - terms of the project	Senator ABETZ: ...Clause 11 of the contract deals with reporting. Who set the terms of the project? Ms Parker: The department in negotiation with the recipients. Senator ABETZ: The quote, '...to create a long term program of education and skills,' et cetera, wasn't written by the minister's office. Ms Parker: We don't know, but, as I said, it was announced in the budget. Senator ABETZ: I know it was announced in the budget. I'm just wondering who— Ms Parker: Who wrote it. Senator ABETZ: drafted the terms, and whether that was from the minister's office or from the department. Can you take that on notice for clarity? Ms Parker: We can take it on notice. I assume it was the minister.
EMSQ17-004363	1-29-2	Abetz, Eric	Outcome 2 - Workplace Relations and Economic Strategy	Productivity Education and Training Fund - variation of contract	Senator ABETZ: Who decided that the contract should be varied so that it should run for an extra five years? Ms Parker: It was a decision of government—request from the union— Senator ABETZ: So, a request from the union to the government and the government made the decision. Did you provide any advice—once again, understanding that I can't know what the advice was, but was advice sought or given? Mr Edwards: I think we might need to take— Ms Parker: I think we'll take that on notice. Senator ABETZ: Thank you.
EMSQ17-004364	1-29-3	Abetz, Eric	Outcome 2 - Workplace Relations and Economic Strategy	Productivity Education and Training Fund - Repayment of funding clause	Senator ABETZ: All the money had already been paid out at the time that the extension was sought and obtained. In clause 5 of this contract, dated 29 June, there is a heading called Repayment Of Funding. That includes what happens if money is overpaid to the recipient. What are the situations in which the department has any right, under the contract, to recover money if it's not spent? Mr Edwards: In addition to the repayment-of-funding clauses, there's also termination-for-breach provisions in the funding agreement. Senator ABETZ: But they're sort of so rubbery, how could you breach this particular terms and conditions? Mr Edwards: I would get some legal advice, but my understanding would be that if the funding was used for a purpose that was inconsistent with the objectives of the funding agreement, or contrary to the approved milestones and deliverables plans, and other measures we had in place that flowed from that.
EMSQ17-004366	1-30-2	Abetz, Eric	Outcome 2 - Workplace Relations and Economic Strategy	Productivity Education and Training Fund - Reporting terms	Senator ABETZ: Thank you very much. Did the minister express any views in relation to the reporting terms that have been included in the contract? Ms Parker: Do you mean how much they reported or the type of reporting? Senator ABETZ: I'm referring to clause 11, on page 8, which then goes for a few pages, through to 11.8 of the agreement. Whether there was any input from the minister's office, and whether that is the template reporting provision, or the standard term, for contracts of this nature? And, if it's not, what variations from the template are reflected in this particular agreement? Ms Parker: Yes. It looks like a standard agreement to me. We'll check it. It isn't normally something that ministers would delve into. They're just grant guidelines and grant templates. But we will certainly check it for you.
EMSQ17-004367	1-30-3	Abetz, Eric	Outcome 2 - Workplace Relations and Economic Strategy	Productivity Education and Training Fund - conflict of interest	Senator ABETZ: From time to time, the department proffers advice in relation to conflicts of interest, one would imagine? Ms Parker: Yes, we advise that. Senator ABETZ: The 2009 Commonwealth Grant Guidelines, on page 28 of those guidelines, it talks about a conflict of interest arises where a person—and I won't bother reading it all out. But, given that the then finance minister, the then Treasurer and the then Minister for Employment were giving an \$11 million taxpayer-funded grant, paid up-front for a 10-year contract, to an organisation associated with a body whose members provide millions of dollars in support of their own political party, did the department provide advice about risks relating to a potential conflict of interest? Ms Parker: I suppose I would say, in fairness, the employers also received some funding. And given it was about productivity and productivity growth and the workforce—the two stakeholder bodies, if you like, the peaks, would be the employers and unions. So, in this case, I didn't provide the advice at the time, but if I had advised I would have said that if they had only sent money to a union, then clearly that looks slightly unbalanced. But this was to employers also. Senator ABETZ: Was any conflict of interest advice given, yes or no? Ms Parker: We'll take it on notice. Senator ABETZ: Take it on notice? Because I would have thought, with respect, the so-called PET should, in general terms, be core business for the ACTU and employer groups. It is very easy for the previous government to flush the money out the door knowing that certain funds, via the unions, have a tendency to find their way back. I would have thought that that would be a real conflict. So were discussions held between the department and the minister's office about a potential conflict of interest? Can you take that on notice as well, please. Ms Parker: Certainly.

PDR No	Hansard Sequence Number	Senator	Outcome	Subject	Full Question Text
EMSQ17-004365	1-30-4	Abetz, Eric	Outcome 2 - Workplace Relations and Economic Strategy	Productivity Education and Training Fund - Repayment of funding clause	<p>Senator ABETZ: Watch it get rushed out the door towards the end. But anyway. You've told us about who's entitled to the benefit of the interest. So, moving on. Under the Repayment Of Funding clause, who made the decision to include what I would respectfully say are very limited grounds of repayment? Which is section 5 on page 4. Ms Parker: We'll take that on notice. We only know at this stage, at the committee, what's in the contract. Senator ABETZ: If you can advise that on notice, that would be very helpful. Did the minister express a view in relation to the repayment terms in the contract? Mr Edwards: The duration, do you mean? Senator ABETZ: No. Just anything in relation to the repayment terms. Mr Edwards: The recovery provisions? Senator ABETZ: In section 5 of the agreement. Ms Parker: We'll take it on notice. Apologies— Senator ABETZ: If you could take that on notice, that will be helpful. Are the repayment terms in section 5 of this agreement the standard repayment terms for contracts of this nature? Mr Edwards: My understanding is the funding agreement was based on a normal template funding agreement, but I would need to take on notice to double-check whether these are precisely that. Senator ABETZ: If you could, that would be very helpful. Ms Parker: You're reading the whole section here—clause 5? Senator ABETZ: Yes, clause 5, or section 5. Ms Parker: Yes, Repayment of Funding. Senator ABETZ: From 5.1 through to 5.5. Ms Parker: Yes, I think— Senator ABETZ: And if it's not the template, if you could then let me know, on notice, how it varies from the template, please? Ms Parker: Yes, so from the 2009 template—we'll compare, yes</p>
EMSQ17-004368	1-31-2	Abetz, Eric	Outcome 2 - Workplace Relations and Economic Strategy	Productivity Education and Training Fund	<p>Senator ABETZ: Can I ask the department, now that I've drawn your attention to it, to write to the recipient and ask whether they are still committed to this project and whether Ms McManus still considers this project and enterprise bargaining to be a joke. If that is the official view of the ACTU then clearly these funds should be recalled as a complete breach of the purpose for which they were granted these moneys quite irresponsibly up-front. I look forward to the department doing that with, of course, the minister's authority, should she determine that that is an appropriate course of action. I will leave that with you on notice.</p>
EMSQ17-004370	1-47-2	Cameron, Doug	Outcome 1 - Employment	Payment of wages to intern	<p>Senator CAMERON: So it's only the intern that suffers. Has the government asked or sought to have that man paid for the extra hours he worked above the mandated 25 hours? Mr Manning: My understanding is that the intern had engaged legal assistance, and that happened as part of that. It wasn't something that the government did. The intern had obtained legal assistance before it came to our attention. So— Senator CAMERON: Yes. What did you do about it? Did you seek to have the payment made? That's what I'm asking. I don't care about their legal advice. I'm asking did you, the department, seek to have that young person paid? Mr Hehir: So, that—my understanding is that, when my officers from the state office met with that business owner, he said that he would pay them. Senator CAMERON: Have you checked that he's been paid? Mr Hehir: I'd need to check that. I'll take it on notice. I don't have the information with me. Senator CAMERON: Can you advise me when did you seek that advice? Mr Hehir: Yes, I'll take that on notice. Senator CAMERON: When did you seek the advice? When did that cafe respond? And how have you taken any steps to understand if that money has been paid that's owed to that young person? Mr Hehir: I'll take that on notice, Senator, yes. Senator CAMERON: Why would the young person have to engage any legal advice? This is a contract between you and the employer. Don't you have a responsibility to make sure these young people are not being ripped off? Mr Hehir: The young person had engaged a lawyer before it came to our attention. Certainly, we would be engaging with that employer if the young person had come to us. Or, if the young person had gone to the provider, we'd expect the provider to have engaged with that employer. Senator CAMERON: So are you going to take any proactive steps following this Senate hearing on this issue? Mr Hehir: We've already looked into this case. As I said, I've taken on notice the details you've asked around the actual payment. But we do continually go out and reinforce the obligations of the providers and make sure they understand what their responsibilities are. And we did that— Senator CAMERON: That's not what I'm asking. This is not about their responsibilities under the PaTH scheme. It's about: have you done anything to make sure this young person is paid for the work that they undertook under your scheme? Mr Hehir: I've taken that on notice. I did indicate that my understanding was that the employer had advised that he intended to, and I've taken on notice whether that payment's been made and processed. ... p48 Ms Willoughby: We can say that the employer gave an undertaking to our state manager in Victoria that the young person would be paid. As I said, we'd need to follow up whether the payment has actually been made. Senator CAMERON: When was the undertaking made? Ms Willoughby: It was very shortly after it came to our attention. It was within a week. I think it was within a matter of days. We would have to get the exact dates for you. ... Senator CAMERON: Did the provider make any checks prior to signing people up? Mr Hehir: The advice from my team is that the intern was paid. I'll follow up on the dates for you. Senator CAMERON: Okay, and the amount. Mr Hehir: And the amount. Senator CAMERON: Did the department perform any checks on this company? Mr Manning: Prior to the internship commencing? Senator CAMERON: Yes. Mr Manning: No, in the sense that that's the role of the provider. We'd have to take on notice the provider's inquiries. Senator CAMERON: Another news report said a young woman worked for two days without having signed an agreement, with the same cafe. She was signed up for 16 hours work in two days. Are you aware of that? Mr Hehir: Yes, we are aware of that. The advice that we've received on that was that the business and the young person were both told that they were not to do anything until the agreement was signed. But I'll have to take on notice any further information around that. My understanding is also that, when the provider became aware of it, they refused to sign the PaTH agreement, because the business had failed to listen to them, and therefore the internship never proceeded. Senator CAMERON: And this 16 hours was scheduled to work over the weekend. Is that correct? Mr Hehir: I'd need to take that on notice.</p>
EMSQ17-004371	1-52-2	Siewert, Rachel	Outcome 1 - Employment	Youth allowance	<p>Senator SIEWERT: What percentage of the young people on Youth Allowance is that 9,813? Ms McSorley: I may have to take that on notice, please.</p>

PDR No	Hansard Sequence Number	Senator	Outcome	Subject	Full Question Text
EMSQ17-004372	1-53-2	Siewert, Rachel	Outcome 1 - Employment	Internship outcomes data	Senator SIEWERT: I'm concerned that—I'm sure that's why Senator Cameron was also asking—they've gone through the internship and they've been kept on, but only for a short time, and then we're getting churn, right? You said in answer to one of Senator Cameron's questions that you don't want to say who or what some of those reasons were. I'm interested in the number that have occurred there. Mr Manning: We'll take that on notice. We don't have it with us. Just to clarify: what I was saying there was that we monitor the situation as an indication of a potential risk. Senator SIEWERT: Yes, I understand that, thank you. But you will take on notice those numbers for me? Mr Hehir: Yes.
EMSQ17-004374	1-58-2	Cameron, Doug	Outcome 2 - Workplace Relations and Economic Strategy	Part-time and casual employment rates compared to OECD	Senator CAMERON: I have a quick follow-up. I understand that for part-time employment, that hasn't been mentioned. We're one of the highest in the OECD, is that correct? Ms Jensen: We'd need to check that. Senator CAMERON: I just looked at it. Ms Jensen: I don't have that figure with me. Senator CAMERON: You don't? You don't look at that? Ms Jensen: We do look at that, but on the statement 'highest in the OECD' I'd need to come back to you; we can take that on notice. Senator CAMERON: No, I said we're the fourth highest. Mr Hehir: For part time? Senator CAMERON: Yes. Ms Jensen: We'd need to come back to you on that. We could probably do that during the day. Senator CAMERON: Where are we then in terms of casual employment, in terms of OECD density? Ms Jensen: Again I don't have that comparison with the OECD with me currently, but we could try and come back to you today if you wish. Senator CAMERON: That would be good if you could do that. Can you give us what the density is in Australia of casual and part time together as well? Ms Jensen: It's not so easy to combine, because you're talking about two very different things. For instance, you can be permanent part time. You can be casual but have a long-term contract. So generally one doesn't tend to combine the figures, because the combination isn't terribly meaningful. Senator CAMERON: Do you have figures on how many are permanent part time and how many are casual? Mr Hehir: Can we take that on notice? I certainly don't have it in front of me. Ms Verspaandonk: I might be able to shed some light on that: 56.2 per cent of male casuals work part time and 78.8 per cent of female casuals work part time. Is that what you were looking for? Senator CAMERON: Yes, I'm looking for the total part-time figure compared to the OECD figures. Where are we in the OECD? Ms Verspaandonk: We don't have that here. Ms Jensen: We'll come back to you. Senator CAMERON: When say you don't have it, you just haven't looked it up recently? Ms Hartland: We don't have it. Ms Jensen: We'll have it at the department and we can come back to you. Senator CAMERON: I've got it in front of me. Ms Jensen: The specifics.
EMSQ17-004375	1-60-2	Lines, Sue	Outcome 2 - Workplace Relations and Economic Strategy	United Voice agreements - Parramatta	Senator LINES: Can you give me some examples of the businesses involved? I am interested in this because most people would be familiar with the public criticism of the SDA for their EBAs but I think people might be surprised to know that other unions have also been engaged in this kind of agreement making and that a union like United Voice is among them. Senator LINES: Can you clarify whether that is the Parramatta division? If not, could you take that on notice. Ms Durbin: I would need to take that on notice.
EMSQ17-004376	1-61-2	Paterson, James	Outcome 2 - Workplace Relations and Economic Strategy	Reduced penalty rates compared to awards	Senator PATERSON: I might ask you to take that on notice then—if you could check the database for me and see if any AWU agreement in the year 2005, 2006 or 2007 reduced penalty rates compared to the relevant award. Ms Durbin: Certainly, Senator.
EMSQ17-004377	1-61-3	Reynolds, Linda	Outcome 2 - Workplace Relations and Economic Strategy	Union fees as commission	CHAIR: Are you aware of any other arrangements where unions were paid 10 per cent of the union dues back to employers? Ms Anderson: We haven't done any sort of specific analysis as such on those arrangements. We could take that on notice and look back at the evidence that was provided at the Senate inquiry, if that would assist. CHAIR: That would, thank you.
EMSQ17-004378	1-64-2	Reynolds, Linda	Outcome 2 - Workplace Relations and Economic Strategy	Seasonal Worker Programme - uptake figures for Western Australia	CHAIR: And whereabouts are the workers placed? Do you have figures? Mr Denney: We don't have a state-by-state breakdown, but generally speaking the vast bulk of the employees are placed in either Queensland or Victoria. CHAIR: Could you take on notice what it is for Western Australia? I'd be interested to know what take-up there's been in my home state.

PDR No	Hansard Sequence Number	Senator	Outcome	Subject	Full Question Text
EMSQ17-004379	1-65-2	Paterson, James	Outcome 2 - Workplace Relations and Economic Strategy	Corrupting Benefits Bills - examples impacted by legislation	<p>Senator PATERSON:.....If the laws that recently passed had been in place at the time, is that the kind of conduct that would be caught by it? Ms Hartland: Can I just check, so that we don't get ourselves in any legal trouble here: are these cases that are before the courts? Senator PATERSON: That's a good question. I don't know. The incidents were in 2013 and there have been findings of the trade union royal commission. I'm not sure if there's ongoing action. Ms Hartland: We might have to take them on notice just in case. I don't want to cause any prejudice. Senator PATERSON: That's reasonable. I understand that. I might go through other examples. The royal commission also looked at a number of unions and particularly the behaviour of the gentlemen Ralph Blewitt and Bruce Wilson from the Australian Workers Union, being well-known examples of having employers paying money into secret slush funds which the commissioner found were set up for the sole purpose of swindling. How would new legislation treat these types of arrangements? Ms Anderson: Again, we'd have to take that on notice. There are a number of matters from the trade union royal commission that are still before the courts and our preference would be not to provide an opinion on those matters at the moment, in terms of how they would apply to new legislation. Senator PATERSON: Sure. I'm very happy for you to take it on notice so that you can check in case they're not before the courts, in which case you might be able to provide an answer— Ms Anderson: Certainly, Senator. Senator PATERSON: but, if they are before the courts, I would understand. In addition, another example is that Unibilt was paying for a campaign worker of the election campaign of an AWU official prior to the 2007 election, just after that same official was involved in an enterprise agreement negotiation. How would the legislation cover conduct like this? Ms Parker: Sorry, Senator, we'll take all of those on notice. Senator PATERSON: I'm fairly sure this one's not before the courts. Ms Parker: It may be one of the ones on the list. Ms Anderson: Certainly, at the end of the day it would be up to a court to determine how a piece of legislation would apply to a particular matter. I don't think we would be in a position to predict what a court might find with respect to certain legislation. Ms Parker: We can say the legislation is designed to address the recommendations of the trade union royal commission. Ms Anderson: That's right. Senator PATERSON: I don't expect you to take on the role of a judge, but what the legislation is designed to address would be good. Could you also take on notice, for each of those cases, the penalties that would apply if they were found to have contravened these provisions, and whether or not both the employer and the union official could be found guilty, and the penalties that would apply to each of them? Ms Anderson: Certainly.</p>
EMSQ17-004383	1-67-2	Ketter, Chris	Agency - Fair Work Ombudsman	FWO -Application of weekend penalty rates in enterprise agreement	<p>Senator KETTER: Ms James, I just wanted to follow-on from questions that I asked during the corporate avoidance of the Fair Work Act inquiry. ... But if you go back to that question I asked in respect to clause 11.2 of that particular agreement, the agreement—which was registered and apparently passed the BOOT test—provided for no weekend penalty rates or any form of penalty rates, although it did have a particular provision in the remuneration clause, 11.2, which said: This agreement provides for legal minimum entitlements and shall not restrict the parties from a range of higher rates of pay or additional benefits. This is the only way I can see that the application of penalty rates might somehow be imported into the agreement—by virtue of that. My question is: do weekend penalty rates apply under this agreement? The response that you provided to me was that you provide that advice to employees from time to time, but you didn't go into the detail of that particular question. So could I ask you to take that on notice and have a look at that? Ms James: Of course, Senator. ... pg 68 Ms James: We'll take a look, Senator. Senator KETTER: Thank you very much.</p>
EMSQ17-004384	1-68-2	Paterson, James	Agency - Fair Work Ombudsman	FWO - Financial delegation	<p>Senator PATERSON: Do you have a series of rules about how many people are required and what level of seniority is required to authorise payments based on the size of the payments? Ms James: From memory, our delegations are based on a number of things, but the size of the payment is a particular cut-off. Mr Scully would be able to confirm this for me, but I think once it gets beyond a certain amount it would be elevated to a higher level. Mr Scully: The evidence Ms James has provided is correct. For example, Ms James and our CFO have got unlimited authority. It goes down to different levels through the organisation and the threshold reduces according to the seniority of the level. Senator PATERSON: I ask you to provide that on notice to the committee</p>
EMSQ17-004385	1-70-2	Paterson, James	Agency - Fair Work Ombudsman	FWO - Communications or discussion regarding payment of contract	<p>Senator PATERSON: In light of your answer that there was no communication with the minister's office as to how the contract was to be paid, is it safe, therefore, to assume that you paid the entire value of the contract to the TWU, prior to any work being done on the project, completely of your own volition? Ms James: That's correct. Senator PATERSON: Was there any discussion with the Department of Employment, the Department of Finance or any government department or agency on that decision? Ms James: I'd have to take that on notice. Senator PATERSON: I understand that. Could any communications that the FWO had with the minister's office, the department or any government body regarding payment of this contract please be provided on notice also. Ms James: Yes, Senator.</p>
EMSQ17-004386	1-70-3	Paterson, James	Agency - Fair Work Ombudsman	FWO - Report from Transport Workers Union	<p>Senator PATERSON: Thank you. Any advice the minister's office received from the FWO in regard to the value of the app, and of the contract, I'd also like to be provided on notice. Ms James: Yes, Senator. Senator PATERSON: And I'd like, on notice, any advice that FWO provided the minister's office on how it shall be paid. Ms James: Yes, Senator. Senator PATERSON: Thank you. I have one final matter on this. Going back to the Hansard from our previous discussion, I asked about the final report from the TWU to the FWO. I asked whether or not it had been received. You said, 'I'm not sure. We might not have that information with us; we'll take that on notice.' It now appears that the final report was not provided to the committee. Can that please be provided to the committee on notice this time? Ms James: Yes, Senator.</p>

PDR No	Hansard Sequence Number	Senator	Outcome	Subject	Full Question Text
EMSQ17-004387	1-70-4	Cameron, Doug	Agency - Fair Work Ombudsman	FWO - Engagement wit PaTH participants	Senator CAMERON: Thanks. Ms James, we had a bit of an exchange—not you and I but the department and myself—in relation to the PaTH program. The department indicated that if one of these exploited PaTH—whatever they're called; they're not workers—has a problem, they should contact you. Given they've got no contract of employment, what's the situation? ... Ms James: We're happy to take that on notice.
EMSQ17-004388	1-71-2	Cameron, Doug	Agency - Fair Work Ombudsman	FWO - Cost of legal counsel for investigation	Senator CAMERON: Have you briefed counsel? Have you engaged counsel for this hearing? Ms Webster: Senator, of course, yes, we have counsel involved. Senator CAMERON: How much has this cost so far? Ms Webster: I'll have to take that on notice, Senator
EMSQ17-004389	1-72-2	Cameron, Doug	Agency - Fair Work Ombudsman	FWO - Approval to pay compensation	Senator CAMERON: So, Ms James, were you aware of this matter being pursued to give Woolworths, of all companies, \$800,000 of workers' money? Ms James: Yes, Senator. Senator CAMERON: Did you approve it? Ms James: The delegations are with Ms Webster and with the deputy Fair Work Ombudsman. So, I approved of it. I would not have approved it, because the delegations sit with those officers. Senator CAMERON: Who is the deputy ombudsman? Mr— Ms James: Campbell. Senator CAMERON: Mr Campbell. Was this done while you were on leave? Ms James: I'm happy to take that on notice, but it wouldn't matter. These decisions are made as a matter of course by those officers. I've given them the delegations because I trust that they will make decisions in accordance with our policies. We do regularly discuss key cases, and I was aware of this one at the time. I would not have needed to have been involved in that final decision to go ahead and file the matter. That decision is, of course, made subject to legal advice about prospects of success and a final consideration about the pleadings we intend on making—
EMSQ17-004390	1-72-3	Cameron, Doug	Agency - Fair Work Ombudsman	FWO - Consultation with parties to investigation	Senator CAMERON: Ms McAlary-Smith, did you or anyone in the Fair Work Ombudsman seek to conciliate this with the NUW? Ms McAlary-Smith: I'm not personally familiar with this matter. We'd need to take that on notice. Senator CAMERON: How about you, Ms Webster? Ms Webster: I'm sorry, Senator, could you repeat the question, please? Senator CAMERON: Did you or any of your officers seek to conciliate this matter with the NUW? Ms Webster: This was a matter which involved some quite significant and prolonged industrial action. The industrial action— Senator CAMERON: How prolonged was it? Ms Webster: It was between 10 and 13 August and— Senator CAMERON: That's prolonged? Ms Webster: It was over a number of days and there was obviously some significant loss, which was sustained as a consequence of this action having taken place. And there are circumstances where our agency deems it appropriate to proceed through to a full investigation and, ultimately, litigation in circumstances where the contraventions warrant that. Certainly, this was a matter where that decision was taken by this agency, and I stand by that. Senator CAMERON: Did you talk to Woolworths about it? Ms Webster: Woolworths would have been consulted in the process of the investigation. Senator CAMERON: Did you discuss the \$800,000 damages to Woolworths that you're pursuing? Ms Webster: I have to take that on notice, but I believe that the answer is yes. Senator CAMERON: So the answer is yes. Did they agree that you should pursue it? Ms Webster: I'll have to take that on notice. Senator CAMERON: You don't know? Ms Webster: Even if it was the case that Woolworths did— Senator CAMERON: No, I'm asking you if Woolworths agreed that you should pursue it. Ms Webster: I will need to take that on notice.
EMSQ17-004391	1-76-2	Williams, John	Agency - Fair Work Ombudsman	FWO - 7-Eleven investigation of superannuation	Senator WILLIAMS: Did you find with your investigations into 7-Eleven franchisees that they were not paying superannuation as well? Ms James: I'd have to take that on notice. Our experience is that, when we see such exploitation—and these were workers that were being paid well under minimum wage—there are a number of breaches going on. Often one of those would also be not paying superannuation. But we'll take on notice the precise question.
EMSQ17-004392	1-84-2	Reynolds, Linda	Agency - Fair Work Ombudsman	FWO - Number of times 'Record My Hours' app has been downloaded	CHAIR: Record My Hours? Ms James: Record My Hours is an app that uses technology on phones to record your hours when you're in the workplace. This is very important, because we have had a number of cases where inadequate or no records have been kept by employers—or false records. It is, of course, the employer's legal obligation to keep proper records, and that is something we take action against when those failings arise, but we've always advised employees to keep their own notes or their own records via a diary. Now they can do it via their phone. We've had how many downloads? Ms McAlary-Smith: I would have to take that one on notice. Ms James: It is over 13,000 downloads of Record My Hours.
EMSQ17-004393	1-86-2	Paterson, James	Agency - Fair Work Ombudsman	FWO - Average amount pursued in small claims matters	Ms James: To complete that, we assisted over 700 people in the last financial year pursue small claims matters and courts awarded \$975,500 to 171 applicants—nearly \$1 million worth of back pay through the small claims jurisdictions. Senator PATERSON: Without pulling out a calculator, do you have an average of what the claim is? Ms James: I've been at the table too long to do maths off the top of my head— Senator PATERSON: Fair enough. Ms James: but we could certainly take that on notice. Senator PATERSON: That sounds like a good idea.
EMSQ17-004394	1-86-3	Paterson, James	Agency - Fair Work Commission	FWC - Four yearly review of modern awards - number of hearings, witnesses and submissions	Senator PATERSON: I'd like to ask some questions about the four-yearly review of modern awards. ... Senator PATERSON: What stage is the current four-yearly review at? ... Senator PATERSON: Okay, so we're about three years in. How many hearings have been held so far? Mr Furlong: During 2016-17? Senator PATERSON: Yes. Mr Furlong: I can take the aggregate number—the total number—on notice, but I can certainly give you the figures for 2016-17. The commission held 249 hearings, conferences and mentions; issued 36 decisions and 55 statements; posted 4,435 documents to the website; and sent 468 emails to approximately 4,400 subscribers to the general email update list. Senator PATERSON: That was 260? Mr Furlong: There were 249 hearings, conferences and mentions. Senator PATERSON: How many witnesses have there been at the hearings? Mr Furlong: I do not have that information. Senator PATERSON: If you could take that on notice. Mr Furlong: Certainly. Senator PATERSON: Do you know how many submissions have been received? Mr Furlong: Once again, I can take that on notice. Senator, can I confirm, is that for the period 2016-17 or from the commencement of the four-yearly review? Senator PATERSON: From commencement please—the whole period.

PDR No	Hansard Sequence Number	Senator	Outcome	Subject	Full Question Text
EMSQ17-004417	1-87-3	Paterson, James	Agency - Fair Work Commission	FWC - Four yearly review of modern awards - number of full time equivalent staff	Senator PATERSON: I guess this is a hard question to answer, but how much of the commission's resources are devoted to this process? Would you be able to tell me what the full-time equivalent staff deployed on this is or some kind of measure like that? Mr Furlong: I can certainly give you an indication. I can take the specific number. It moves with new staff coming in and whether or not people are part time and things of that nature, so the average staffing level moves. But I would say it's apparently 14 to 16 full-time equivalent staff currently.
EMSQ17-004418	1-87-4	Paterson, James	Agency - Fair Work Commission	FWC - Four yearly review of modern awards - expenses involved	Senator PATERSON: Fourteen to 16, right. You'll definitely need to take this on notice but what is the expense involved to the commission of doing it with staff salaries, booking venues, setting out materials, printing and all the expenses involved? Mr Furlong: I can certainly give you an indication of the direct costs.
EMSQ17-004395	1-87-8	Paterson, James	Agency - Fair Work Commission	FWC - Four yearly review of modern awards - Commission members involved in review	Senator PATERSON: How many members of the Commission are involved in the review? Mr Furlong: The way the four-yearly review operates is there are award-specific issues that are either dealt with by single members or full benches, and there are 16 common issues that traverse several modern awards. Each of those common issues are dealt with by full benches. So the number of members involved is large. I can certainly take it on notice. Senator PATERSON: Yes, perhaps take it on notice.
EMSQ17-004419	1-89-2	Paterson, James	Agency - Fair Work Commission	FWC - Organisations and EBAs in abeyance	Senator PATERSON: How many organisations or EBAs have taken you up on that offer to be held in abeyance? Mr Furlong: At 10 October 2017, there were approximately 70 matters that were held in abeyance, but many more parties had withdrawn their applications. I can provide on notice the total number that decided to have them held in abeyance but then have subsequently decided to withdraw their applications as well. Senator PATERSON: Yes, that would be good.
EMSQ17-004420	1-90-2	Paterson, James	Agency - Fair Work Commission	FWC - correspondence regarding matters held in abeyance	Senator PATERSON: Obviously, the president, observing the political process as it is, has recognised that these matters can't be held in abeyance forever, I gather. Mr Furlong: Yes. Senator PATERSON: Could you provide a copy of that letter? Mr Furlong: I can, yes. Senator PATERSON: On notice is fine.
EMSQ17-004421	1-90-3	Paterson, James	Agency - Fair Work Commission	FWC - employees covered by agreements in abeyance	Senator PATERSON:Do you know, Mr Furlong, how many employees are covered by these 70 agreements? Mr Furlong: The answer to that question is no. What I can say is that, on the F17, there is a requirement to provide the number of employees. We can go through each of those F17s, but that was at the time that the vote was cast. It doesn't mean that's how many employees are currently working for the organisations. Senator PATERSON: Okay, well, take that on notice and see what you can do. I don't want to cause you an undue workload in doing it. If it's an unreasonable diversion of resources, don't do it. But if it's something that you can easily report back to the committee on without too much work, that would be appreciated.
EMSQ17-004422	1-90-4	Paterson, James	Agency - Fair Work Commission	FWC - Unions as bargaining representatives	Senator PATERSON: Unresolved; okay. Mr Furlong, do you know how many of those 70 EBAs had a union as their bargaining representative? Mr Furlong: I don't. I can take that on notice. Senator PATERSON: Yes, if you could, that would be appreciated. Mr Furlong: And if I could just clarify: the 70 matters that are currently held in abeyance? Senator PATERSON: Yes, please.
EMSQ17-004423	1-91-2	Paterson, James	Agency - Fair Work Commission	FWC - number of organisations abandoning agreements due to technical errors	Senator PATERSON: ... Now, just ignoring for a moment the president's letter today asking these parties to take action, prior to that I think you mentioned that some employers have decided to abandon the agreements altogether with these minor technical errors. Do you know how many there are in that category? Mr Furlong: Once again, I could take that on notice. That wouldn't be too difficult for us to determine. We keep detailed records. Ms Carruthers: If I could just clarify: do you mean that they've chosen to withdraw their application? Senator PATERSON: Yes. Thank you.
EMSQ17-004424	1-91-3	Paterson, James	Agency - Fair Work Commission	FWC - Correspondence from the Fair Work Commission President	Senator Cash: In saying that, though, I will just jump in there: the president of the commission himself has written to me on I believe at least two occasions, but I can have that clarified, asking for me to progress the passage of the bill, and he sets out in his letters why—he says so that they could address a significant backlog of enterprise agreements infected with a minor or technical error that cannot currently be approved and which is costing workers covered by those agreements a pay rise. I believe he's written to me twice, but I will take it on notice to see whether there's a third letter from his—from President Ian Ross.
EMSQ17-004425	1-94-2	Paterson, James	Agency - Fair Work Commission	FWC - Consultation on the publication of EBAs	Senator PATERSON: No, there's no need for you to do that. Thank you for the offer. What was the reason that the commission decided in 2010 to publish the EBAs? Ms Carruthers: That is covered in the question on notice. Would you like me to read that out? Senator PATERSON: Please. Ms Carruthers: It says: The process was initiated in response to requests from employee organisations that wished to be informed of the lodgment of enterprise agreements so they could determine the coverage of agreements lodged and, where relevant, make an application to be covered by an agreement pursuant to FW Act s.183 and/or seek to raise with the Commission issues relating to the approval of an agreement. Senator PATERSON: Was there any consultation in making that decision? Ms Carruthers: That is not covered by the QON. I am not aware of that personally. Mr Furlong: No. We'd need to revisit it. It's obviously a decision that was made in 2010. I will take that on notice. Senator PATERSON: That's fair enough. Could you also take on notice with whom any consultations took place, whether there was a formal call for feedback on consultations or whether it was informal, and, on notice—actually, given the length of this, I'll actually just submit it on notice rather than read it out.

PDR No	Hansard Sequence Number	Senator	Outcome	Subject	Full Question Text
EMSQ17-004426	1-95-2	Paterson, James	Agency - Fair Work Commission	FWC - Unions access to non-union agreements	Senator PATERSON: But just to clarify, finally, whether agreements are union-negotiated agreements or non-union-negotiated agreements, they are dealt with in exactly the same way by the Fair Work Commission in the way that they are filed and published—is that right? Mr Furlong: 'Union and non-union agreements': that terminology doesn't exist any longer, but I understand the issue that you're getting to. Every agreement application is treated exactly the same. Senator PATERSON: Because obviously publishing them on the website gives an opportunity for unions who are not party to the agreements to become party to an agreement, or to insert themselves in the process. Mr Furlong: I can't comment on the minds of registered organisations when they want to intervene in matters. Senator PATERSON: You'll need to take this on notice: I would be interested to know whether this change came about after unions requested access to non-union agreements. Mr Furlong: Okay
EMSQ17-004427	1-104-2	Rhiannon, Lee	Cross Portfolio	Senior media officer's tenure	Senator Cash: It was a senior media adviser. Senator RHIANNON: How long had they worked in your office? Senator Cash: I'd need to take that on notice to find out how long he'd worked there.
EMSQ17-004428	1-115-2	Paterson, James	Agency - Registered Organisations Commission	ROC - Correspondence from the Australian Workers Union	Senator PATERSON: You mentioned that, in the course of your inquiries, you sought these documents from the AWU on a voluntary basis and they refused. Was that in correspondence between you and the AWU? Mr Bielecki: Yes. Senator PATERSON: Are you in a position to release that correspondence? Mr Bielecki: I would need to take that on notice.
EMSQ17-004429	1-119-2	Williams, John	Agency - Registered Organisations Commission	ROC - Australian Workers Union membership	Senator WILLIAMS: You have requested an audit of these membership numbers for the AWU. Can you inform the committee why you have requested this audit and which membership years you have concerns with? Mr Enright: All of that material is publicly available, and I've written to the AWU about their membership over an extended period of time based on some anomalies in the AWU membership. I identified in my correspondence the particular years. In fact, I identified some time ago last year some figures that, in my view, could not have been right, and the AWU acknowledged that they were not right. They did a review of their numbers and corrected their numbers. I haven't got the numbers in front of me. I might have to take that on notice.
EMSQ17-004430	1-126-2	O'Neill, Deborah	Cross Portfolio	Minister's discussion with staff	Senator O'NEILL: How many communications have you had with them? Senator Cash: I will have to take that on notice—seriously. Senator O'NEILL: And how many of those are relating to this matter? Senator Cash: I will take that on notice and have a look for you.
EMSQ17-004431	1-127-2	Watt, Murray	Agency - Registered Organisations Commission	ROC - Identification of caller regarding the raids	Senator WATT: You've said that part of the reason for this raid was because the ROC had received information, allegedly, that documents were being destroyed or concealed, that that was a part of it? Mr Bielecki: Yes. That was the reason for the search and the application for the warrant. Senator WATT: That was the reason for the application for the warrant? Senator WATT: Do you know where that information came from? Mr Bielecki: That's a difficult question. It came to a member of staff, from a caller, is all I can say. Senator CAMERON: 'A caller'! Senator WATT: From a caller? Did that caller identify themselves? Mr Bielecki: I don't think I can go further. Senator WATT: I'm not going to ask you for the name and address of the caller, but did the caller identify themselves? Mr Bielecki: I'll take that on notice.
EMSQ17-004432	1-128-2	Watt, Murray	Agency - Registered Organisations Commission	ROC - open files	Senator WATT: I have a series of questions for the ROC but I'll kick off and see where we get to. How many registered organisations come within the remit of the ROC? Mr Bielecki: There are 110. Senator WATT: They're employer and employee organisations? Mr Bielecki: Correct. Senator WATT: How many are employer and how many employee? Mr Bielecki: I think there are 67 employer organisations and the rest are employee organisations. Senator WATT: So that'd be 43? How many files have you opened? Mr Bielecki: I don't know. I'd have to take that on notice. Senator WATT: Mr Enright, surely you must know how many files you've opened at your organisation. Mr Enright: I can tell you there are currently five investigations and one inquiry on our website, but in addition to that, there are very many other matters under assessment, such as matters from the trade union royal commission and matters that we term—and I can talk about it from a general perspective as opposed to a particular case—whistleblower disclosures. As at the end of September there have been about 18 or so whistleblower disclosures that either were or are being dealt with. There are a significant range of other matters under assessment.
EMSQ17-004433	1-130-2	Canavan, Matthew	Agency - Registered Organisations Commission	ROC - Trade Workers Union inquiry	Senator CANAVAN: You have two inquiries going: the Health Services Union, the Tasmanian branch, started last month, September? Mr Enright: That's a similar inquiry. This has been reported in the media, so again, there's nothing secret about it. Another redundancy-type issue was raised when a person left the Tasmanian branch of the Health Services Union, became the national secretary and was paid a redundancy. There was media reporting about whether in fact that was appropriate or not. An inquiry is being conducted in relation to that. Senator CANAVAN: Finally, the TWU one commenced 28 June this year. Section 336(1A) is referred to. Mr Enright: I can take that on notice, but I think we've closed that inquiry. I mentioned earlier there are civil proceedings on foot against the TWU in relation to membership. I talked about the New South Wales branch and some other issues around the TWU. There's a requirement in the act that—previously—the general manager, now the commissioner, must conduct an inquiry within 12 months of contraventions being made, to see whether the organisation has, in effect, remedied the conduct or the contravention. So, when we close the investigation and commence the civil proceedings, the commissioner is required by the act to inquire into whether it has actually remedied what the problem was in the first place, so we're satisfied that that remedy has taken place

PDR No	Hansard Sequence Number	Senator	Outcome	Subject	Full Question Text
EMSQ17-004434	1-131-2	Cameron, Doug	Agency - Registered Organisations Commission	ROC - briefings on raids	Senator CAMERON: When was the first briefing about the raid? Mr Enright: Discussions were ongoing during the morning and into the afternoon with my staff and the AFP. And my staff attended in the afternoon with me and had a briefing with the AFP in the early afternoon. Can I take it on notice in terms of the specific times? Senator CAMERON: But it could have been in the morning? Mr Enright: I don't think so, with the AFP. But if I could take it on notice in terms of the—because it's been a long couple of days. . . . Senator CAMERON: When was your media staff questioned? . . . Senator CAMERON: Could you come back with a definitive time? Mr Enright: I will take it on notice, but my assessment, my sense, is about four o'clock in the afternoon—around that time.
EMSQ17-004436	1-133-2	Watt, Murray	Agency - Registered Organisations Commission	ROC - time of call to the Australian Federal Police	Senator WATT: Well I'll look at the transcript tomorrow. When did you first advise the AFP of your concern that documents might be destroyed? Mr Enright: I'd have to take the time on notice, but it was at some point on Monday.
EMSQ17-004437	1-134-2	Paterson, James	Agency - Registered Organisations Commission	ROC - Donation category	Senator PATERSON: Can you say what category they were in? Were they to political candidates? Were they to third parties? Mr Enright: I will take it on notice. I just want to be really careful.
EMSQ17-004438	1-135-2	Paterson, James	Agency - Registered Organisations Commission	ROC - attendance of the ACTU Secretary at the raid	Senator PATERSON: Could you take on notice whether any of your staff who were there can confirm if Ms McManus was there and, if so, at what time she arrived. Mr Enright: I'll take it on notice.
EMSQ17-004439	1-136-2	Kitching, Kimberley	Agency - Registered Organisations Commission	ROC - Correspondence from the Minister	Senator KITCHING: My question is: did you decide to do a raid and not a notice to produce because you had received a letter from the minister? Mr Enright: Because it's before the Federal Court— Senator KITCHING: Why don't you take it on notice, Mr Enright
EMSQ17-004440	1-139-2	Cameron, Doug	Agency - Registered Organisations Commission	ROC - The Fair Work Ombudsman media adviser knowledge of raid	Senator CAMERON: So when was he aware that there would be a raid? Mr Enright: I'd have to take it on notice. Senator WATT: But you're confident that he was aware prior to the raid occurring. Mr Enright: Not confident, no. Senator WATT: I thought you said he would have been aware. Mr Enright: I don't think he was aware prior to the search being conducted. I don't think. That's not what I said. What I did say was that I think he would have been aware that there were searches being or having been conducted. I'll take it on notice.
EMSQ17-004477	2-16-2	Cameron, Doug	Cross Portfolio	Media adviser's phone	Senator CAMERON: When did the person, the media adviser, hand the phone back? Senator Cash: I was in estimates at the time, so it was in the course of the evening, after—. Senator CAMERON: Can you take that on notice? Senator Cash: I will take that on notice.
EMSQ17-004478	2-22-2	Watt, Murray	Agency - Fair Work Ombudsman	FWO - Fair Work Ombudsman media adviser's contact with the Minister's office	Senator WATT: Did he have any contact with Minister Cash's office about any issue yesterday? Ms James: I'd need to take that on notice.
EMSQ17-004479	2-23-2	Paterson, James	Agency - Registered Organisations Commission	ROC - External legal firm	Mr Enright: Sorry, Senator, I'm really trying to be as helpful as I can here, and I don't want to be leaving something out. We had a legal team engaged, so we were engaging with lawyers as well. Senator PATERSON: Were they an external legal team? Mr Enright: Yes. Senator PATERSON: Do you mind saying the firm? Mr Enright: I'd rather not. I can take it on notice. I'm just trying to be super careful that I do tell you what I— Senator PATERSON: I'm happy for you to take that on notice.
EMSQ17-004480	2-26-2	Cameron, Doug	Cross Portfolio	Discussions with Minister Keenan	Senator CAMERON: Did you or your office have any conversations with Mr Keenan or his office at any point before the raid? Senator Cash: No, I did not. I have not made inquiries with my office as to whether they have, so I will need to go and make those further inquiries. Senator CAMERON: Did you or anyone in your office have any discussions with Minister Keenan or Mr Keenan's staff after the raid about the leak? Senator Cash: I would have to go and ask my staff that. I certainly did not, but I have not made those inquiries of my staff. I will do that.
EMSQ17-004481	2-30-2	Cameron, Doug	Agency - Fair Work Ombudsman	FWO - Potential relationships between media advisers	Senator CAMERON: Can I just finish the question? Ms James, are you confident that your media director, Mark Lee, has no relationship with Senator Cash's media officer? Ms James: I have not made inquiries about relationships. People who work in the media business have lots of relationships with lots of advisers. In fact, it is the job of my media director to have professional relationships with those individuals. I can't precisely advise you on the history of his engagement with individuals in the minister's office. I'm happy to take that on notice, if you would like.
EMSQ17-004505	3-7-2	Cameron, Doug	Cross Portfolio	Minister's prior engagement	Senator CAMERON: Senator Brandis, are you aware of what Senator Cash is undertaking in Western Australia—why she couldn't be here? Senator Brandis: No; I'm aware that she has a longstanding prior commitment. Senator WATT: It's a very long one, an all day one. Senator CAMERON: Could you provide details to the committee as to what that engagement is? Senator Brandis: I'll take that on notice.
EMSQ17-004506	3-12-2	Hanson, Pauline	Agency - Asbestos Safety and Eradication Agency	ASEA - Companies that provide containment devices for the transportation of asbestos	Senator HANSON: Are you familiar with any companies that provide an approved containment device for transport of asbestos or ACMs that are insured? Mr Tighe: It's something that I'm not aware of. I'd be happy to make some inquiries and investigations, and answer it as a question on notice. But it's an area that we focus on.
EMSQ17-004507	3-14-2	Hanson, Pauline	Agency - Asbestos Safety and Eradication Agency	ASEA - the purchase price of a landfill site for the dumping of asbestos	Senator HANSON: How much is a landfill site worth to purchase for the purpose of setting up an asbestos or ACM dump site? And how much would that land be worth today in an area like Eastern Creek in Sydney if it weren't contaminated? Mr Tighe: That's a question I would have to take on notice and take a look at.

PDR No	Hansard Sequence Number	Senator	Outcome	Subject	Full Question Text
EMSQ17-004508	3-14-3	Hanson, Pauline	Agency - Asbestos Safety and Eradication Agency	ASEA - Breakdown of asbestos material dumped at landfill sites	Senator HANSON: Take this one on notice: can I please have a tonnage breakdown on asbestos contaminated material dumped each year at the 271 landfill sites across the country for the past 10 years and also the disposal rate per tonne for each of those sites. Mr Tighe: I will do my best,
EMSQ17-004501	3-18-2	Cameron, Doug	Cross Portfolio	Security measures undertaken in relation to investigation	Senator CAMERON: Could you provide the committee a brief on what exactly has been done. Ms Hartland: Yes, certainly. I'll have to take it on record but I can tell you that it was as soon as the committee raised it. I've lost track of time a bit this week, Senator, but I think that was on the Wednesday night. Senator CAMERON: When was the media officer's telephone retrieved? Ms Hartland: I understand the minister had said that night, that evening, but I would have to take on notice the exact timing. Senator CAMERON: Yes, if you could take that on notice. Ms Hartland: I will take that on notice.
EMSQ17-004574	3-20-1	Cameron, Doug	Cross Portfolio	Resignations in Minister Cash's office	Senator Brandis: The question is: beyond the one member of staff who resigned on Wednesday evening, has there been any other resignation from Senator Cash's ministerial office? Is that your question? Senator CAMERON: Yes. Senator Brandis: I will ask for those inquiries to be made. I'm not aware of it.
EMSQ17-004502	3-31-2	Cameron, Doug	Agency - Registered Organisations Commission	ROC - Correspondence from the Minister	Senator CAMERON: In that letter that you just mentioned that we don't have, does the minister, in that letter, note that as a minister she doesn't have the power to direct you in relation to such a matter? Mr Bielecki: I'll have to take that on notice, because I don't have the letter with me. Mr Bielecki: The letter which is being described as the third document is a letter that is either dated 18 August or received on 18 August. I don't have it with me; I can take on notice the request to table it.
EMSQ17-004503	3-40-2	Xenophon, Nick	Agency - Registered Organisations Commission	ROC - Timeframe for framework around legislation for whistleblower protection	Senator XENOPHON: Can you indicate the time frame for this and, given you are working in a framework around the legislation, whether the legislation has had useful work to do in the absence of establishing all the mechanisms for whistleblowers coming forward in the context of the Registered Organisations Commission? Mr Bielecki: Perhaps to do justice to that I should take it on notice. Senator XENOPHON: Mr Bielecki, can you take on notice a time frame for what the next milestones will be in terms of the whistleblower protection, how this will work with the government's draft exposure bill and the extension of whistleblower protections to the corporate and public sectors. These are matters I would like to have a better idea from you on. Mr Bielecki: Yes. Thank you, Senator. We'll take that on notice.
EMSQ17-004504	3-42-2	Xenophon, Nick	Agency - Registered Organisations Commission	ROC - Details of the whistleblowers protection	Senator XENOPHON: My final question to you, so long as it does not compromise the protection of whistleblowers: could you give more details, on notice, of the sorts of matters in respect of the checklist in general terms, what the various protections are and the criteria, so that it could perhaps be assessed by others who have an interest in this field. Mr Enright: Thank you, Senator.
EMSQ17-004482	3-46-2	Cameron, Doug	Agency - Australian Building and Construction Commission	ABCC - Meetings with the Minister of Employment prior to estimates	Senator CAMERON: How many times did you meet the minister prior to estimates? Ms Cato: On each occasion at estimates. Senator CAMERON: Can you provide the dates of those meetings? Ms Cato: I can take that on notice. Senator CAMERON: How long did the meetings last for? Ms Cato: I'll take that on notice.
EMSQ17-004483	3-51-2	Cameron, Doug	Agency - Australian Building and Construction Commission	ABCC - Discussions between the Australian Building and Construction Commission and the Department of Employment	Senator CAMERON: I certainly will. Ms Cato, the department initiated discussion with you. Was that through a phone call? Ms Cato: I don't recall. Senator CAMERON: Could you take it on notice? Ms Cato: I can take it on notice. Senator CAMERON: Could you provide details of any telephone calls you had with Mr O'Sullivan and when the calls were made? Ms Cato: Yes.
EMSQ17-004484	3-51-3	Cameron, Doug	Agency - Australian Building and Construction Commission	ABCC - Discussions regarding public interest immunity	Senator CAMERON: Wait a minute, Ms Parker. Ms Cato, are you claiming that the department rang you and provided you with legal advice on a matter of seeking public interest immunity? Is that what you're saying? Ms Cato: In a sense, yes Senator CAMERON: I don't want 'in a sense'. Did they or did they not? Ms Cato: The technicalities around public interest immunity and legal professional privilege are an uncomfortable mix. They are not a direct line. So, yes, information was shared with me with respect to legal advice around—I can't talk about what the legal advice was, so I really have to take that on notice. Senator CAMERON: You've already said it was matters pertaining to claims for public interest immunity. You've already said that—correct? Ms Cato: Yes. Senator CAMERON: What were those matters? Ms Cato: I'm going to take that on notice.
EMSQ17-004495	3-53-2	Cameron, Doug	Cross Portfolio	Communication regarding public interest immunity claims	Senator CAMERON: What did you do when you rang Ms Cato? What did you ring her about? Mr O'Sullivan: I've taken that question on notice. Senator CAMERON: Why would you have to take that on notice? Mr O'Sullivan: I can't remember the content of a particular communication. Senator CAMERON: You have to be kidding. Mr O'Sullivan: I'm not kidding. Senator CAMERON: You're not kidding? Mr O'Sullivan: Given the precision you rightfully expect in my answer, I've taken that question on notice. Senator CAMERON: I want to know when Mr O'Sullivan rang Ms Cato about a public interest immunity issue. Let's get that clear first. When was that? Mr O'Sullivan: I've taken that question on notice, for the very real reason that I don't recall. I'm neither confirming or denying that conversation, but I want to check the records. Mr O'Sullivan: because I've taken it on notice.
EMSQ17-004485	3-53-3	Cameron, Doug	Agency - Australian Building and Construction Commission	ABCC - Discussions with the Department of Employment	Ms Cato: May I correct the record. There was a communication with Mr O'Sullivan. To be perfectly honest, this week is a blur as to phone calls and dates. Senator CAMERON: You don't have much to do this week. Ms Cato: I would take on notice what the communication was and when. There was communication with Mr O'Sullivan; however, I was not told to make a claim or directed to do anything. Information was—

PDR No	Hansard Sequence Number	Senator	Outcome	Subject	Full Question Text
EMSQ17-004494	3-54-3	Cameron, Doug	Cross Portfolio	Discussions with the Australian Building and Construction Commission	<p>Senator CAMERON: I accept that, but I am asking now: what were the issues that you advised Ms Cato to look at taking on notice? I don't want to know what the advice was; I simply want to know what the issues were. Mr O'Sullivan: I'm going to have to take that question on notice too, but for a slightly different reason, and perhaps, Chair, I can explain. CHAIR: Please. Mr O'Sullivan: I fully accept, and we have a meeting of the minds, that this committee does not accept legal professional privilege in and of itself as a ground for refusing to answer questions. Having said that, the public interest considerations underpinning legal professional privilege have often been accepted as grounding a public interest claim for resisting answering those questions. I'm taking it on notice so that I don't frustrate the minister's ability to make a PII claim for some privileged communications and, in that instance, to consider in accordance with the Senate order whether my answers might breach a privileged communication. CHAIR: I hear what you're saying, but could you please clarify for the committee what communications you think may be subject to a claim. Mr O'Sullivan: If indeed in my capacity as chief counsel occasionally I provide legal advice to many of our portfolio agencies—in particular, in relation to the legislation that they implement but which the department and the minister administer—under the legal services directions they have to consult with me on those matters— CHAIR: How is that relevant to Senator Cameron's question? Senator CAMERON: What did you raise? This is unbelievable. CHAIR: I still do not understand as the chair—and clearly Senator Cameron doesn't—what communications might possibly be subject to public interest immunity. Mr O'Sullivan: Perhaps if I put it in these stark terms: the only communications I really have with any of our portfolio agencies are in my capacity as chief counsel, and that is basically the provision of legal advice or receiving a request for legal advice, and that's why I— CHAIR: But I have not heard Senator Cameron actually ask for the detail of that advice, just for the phone calls themselves. Senator CAMERON: Tell me the issues that you raised. What were the issues? I'm not asking for any legal advice, I don't want to know anything of your conversation, I don't want to even know if you had a general conversation about anything else; I'm simply asking: what were the issues that you raised with Ms Cato that she should consider seeking public interest immunity for? Simple. Mr O'Sullivan: Again, Senator, I think that goes to the heart of the subject matter of any legal advice I may have given. If somebody were to say to me, 'Did you give legal advice in relation to car accident X?' and I disclose that, I've basically disclosed the nature of the legal advice I've given. Senator CAMERON: Are you claiming public interest immunity? Mr O'Sullivan: No. Senator CAMERON: Well, answer the question. Mr O'Sullivan: I've taken it on notice, as I think I'm entitled to do, so that I can consult with the minister in accordance with the Senate order of, I think it is— CHAIR: Mr O'Sullivan, you are absolutely entitled to do that, to take that on notice. Mr O'Sullivan: That's not a refusal, I hasten to add, because I'll take instructions and, if instructed to disclose that information—absolutely. I do appreciate how frustrating this might be but I genuinely am following the Commonwealth guidelines. Senator CAMERON: You 'can appreciate how frustrating' this is? Mr O'Sullivan: I withdraw that. Senator CAMERON: This is a simple question. I'm not asking for legal advice. I'm asking: what issues did you raise? What were the issues that were going to be the subject of public interest immunity? You should be able to tell us that. Senator PATERSON: Point of order, Chair. I think, by my count, that Mr O'Sullivan has taken this question on notice about five times already. We're getting to the point of badgering the witness. Mr O'Sullivan is entitled to take any question he likes on notice if need be. CHAIR: Thank you, Senator Paterson. I agree. As I have already said, Mr O'Sullivan is perfectly entitled to take this question on notice.</p>
EMSQ17-004486	3-57-2	Cameron, Doug	Agency - Australian Building and Construction Commission	ABCC - Request for indemnity for legal fees	<p>Ms Cato: Yes. Senator CAMERON: Was that in writing? Ms Cato: Yes. Senator CAMERON: Can you provide a copy of that correspondence. Ms Cato: I'll take that on notice. Senator CAMERON: Was there any—could you also then, on notice, provide any correspondence from Mr Hadgkiss to the minister in relation to the indemnity question. Ms Cato: Yes, I'll take that on notice. Senator CAMERON: Can you provide details of any file notes that the ABCC has in relation to the claim for indemnity. Ms Cato: I'll take that on notice. Senator CAMERON: Can you provide details of times and dates of telephone calls that were made to the minister—and not just to the minister but the minister's office, anyone in the minister's office—on the issue of indemnity for legal fees? Ms Cato: Yes.</p>
EMSQ17-004487	3-57-3	Cameron, Doug	Agency - Australian Building and Construction Commission	ABCC - Consultation regarding request for indemnity	<p>Senator CAMERON: Would you expect the ABCC to consult with the legal services direction on a request for indemnity? Ms Cato: Yes. Senator CAMERON: Was that done? Ms Cato: Mr Hadgkiss sought the indemnity. I can't answer, as acting commissioner, whether that was done for the ABCC. It would have been done— Senator CAMERON: It wouldn't be done for anything else. It would only be done because— Ms Cato: I can take that on notice.</p>
EMSQ17-004488	3-60-2	Paterson, James	Agency - Australian Building and Construction Commission	ABCC - Comments made at building site	<p>Senator PATERSON: Thank you, Chair. I appreciate that, and I agree—it would be much better if these words were never said at all, including to public servants on building sites who are just trying to do their job. But regrettably it's routine behaviour for the CFMEU and their officials, including Mr Collier. I won't repeat what I've already said; there's no need to do that. I was halfway through a point about how Mr Collier read out the mobile phone number of an inspector over a megaphone at a building site. Are you aware of that, Ms Cato? Ms Cato: I will just consult my general counsel, who's more familiar with the facts of the case. The comments I do know about are all recorded in the court's decision, and we can take that on notice and provide that to you, but I certainly do have a recollection that there was a mobile phone number read out. Whether it was our inspector's or a police officer's, I'm not sure.</p>
EMSQ17-004489	3-61-2	Paterson, James	Agency - Australian Building and Construction Commission	ABCC - Respondents in court case: Director of the Fair Work Building Inspectorate v Brian Parker and Ors	<p>Senator PATERSON: Is it true that Mr Luke Collier was a respondent in that case? Ms Cato: That is correct. Senator PATERSON: Do you have the full list of respondents? Ms Cato: I do. Senator PATERSON: I might get you to provide that on notice. Ms Cato: I can take that on notice, yes.</p>

PDR No	Hansard Sequence Number	Senator	Outcome	Subject	Full Question Text
EMSQ17-004490	3-63-2	Cameron, Doug	Agency - Australian Building and Construction Commission	ABCC - Media staff discussion with Minister's office	Senator CAMERON: What contact has anyone in the ABCC media unit had with the minister's office in preparation for estimates? Ms Cato: I'll have to take that on notice. Senator CAMERON: What contact has the ABCC media unit had with the minister's office since the minister made a statement to estimates yesterday morning concerning Mr Hadgkiss breaching the Fair Work Act? Ms Cato: I'll take that on notice. Senator CAMERON: The minister told the Senate yesterday that in July 2016 media officers from the ABCC contacted her media adviser in August 2016 regarding a CFMEU complaint about ABCC misrepresenting the law on right of entry. Are you aware of what the minister said? Ms Cato: No. I believe there was a phone call between some media advisers, that's all. But I'll take that on notice. Senator CAMERON: Wouldn't you have been advised about what evidence had been given so far about the ABCC? Ms Cato: I misheard you. Can you repeat the question, please. Senator CAMERON: In preparation for estimates, wouldn't the media advisers have advised you what the discussions were? Ms Cato: No. Senator CAMERON: So, the media advisers contact the minister's office and don't report to you? Ms Cato: I wouldn't expect that they would have necessarily had conversations in the preparation for estimates. Senator CAMERON: Can you take that on notice and check with your media advisers. Ms Cato: Of course. Senator CAMERON: Can you check what discussions your media advisers have had with the minister's office? Ms Cato: I'll take that on notice. Senator CAMERON: Since, say, the resignation of Mr Hadgkiss. And provide details of dates, any correspondence, any file notes and any telephone calls. Ms Cato: I'll take that on notice.
EMSQ17-004491	3-64-2	Cameron, Doug	Agency - Australian Building and Construction Commission	ABCC - Discussions with the Minister's office	Senator CAMERON: Did anyone from the minister's media office contact anyone from the ABCC to tell them what the minister was going to tell the Senate yesterday about the ABCC media unit speaking with her media unit? Ms Cato: I'm not aware of that, but I'll take that on notice.
EMSQ17-004492	3-64-3	Cameron, Doug	Agency - Australian Building and Construction Commission	ABCC - Media officer's employment history	Senator CAMERON: Okay. Can you confirm that the current ABCC senior media officer came to the ABCC after being a media adviser for Mr Alan Tudge, the Liberal member? Ms Cato: I'll take that on notice. Senator CAMERON: Do you know or not? Does anyone know that here? Do you need to take that on notice? Ms Cato: I could find out. Senator CAMERON: Is there anyone here who knows? Ms Cato: One moment. Senator CAMERON: Someone must know. Ms Cato: I'll take it on notice. Senator CAMERON: You've got nearly every one of your SES officers here, and they don't know the background? Is that correct? Ms Cato: Well, none of us were on the panel. CHAIR: Sorry, Senator Cameron. We've been through this. Ms Cato is certainly entitled to take this on notice. Senator CAMERON: Okay. So it's the same ABCC—'We'll just take it on notice, take it on notice.' So what about the ABCC senior media adviser? Are you aware that he was, before being employed by Mr Tudge, employed by Mr Matthew Guy, another Liberal politician? Ms Cato: I'm not aware of him being employed by Mr Guy, but I'll take it on notice and clarify for the Senate.
EMSQ17-004493	3-65-2	Cameron, Doug	Agency - Australian Building and Construction Commission	ABCC - Withdrawal of CFMEU media statement	Senator CAMERON: It was the case, wasn't it, that Mr Hadgkiss asked that the CFMEU withdraw a media statement they had issued about the commencement of the litigation? Ms Cato: Lawyers for Mr Hadgkiss, I believe, did make that request, yes. Senator CAMERON: Yes. And did that media officer indicate that the litigation had been withdrawn? Ms Cato: I'll take that on notice.
EMSQ17-004396	Written	Abetz, Eric	Cross Portfolio	Staff message	Please provide the messages (if any) sent to staff (on the most recent occasions) of Christmas/New Year, Easter and Ramadan by the Secretary of the Department at the relevant time.
EMSQ17-004397	Written	Abetz, Eric	Agency - Australian Building and Construction Commission	ABCC - Staff message	Please provide the messages (if any) sent to staff (on the most recent occasions) of Christmas/New Year, Easter and Ramadan by the Secretary of the Department at the relevant time.
EMSQ17-004398	Written	Abetz, Eric	Agency - Asbestos Safety and Eradication Agency	ASEA - Staff message	Please provide the messages (if any) sent to staff (on the most recent occasions) of Christmas/New Year, Easter and Ramadan by the Secretary of the Department at the relevant time.
EMSQ17-004399	Written	Abetz, Eric	Agency - Comcare	Comcare - Staff message	Please provide the messages (if any) sent to staff (on the most recent occasions) of Christmas/New Year, Easter and Ramadan by the Secretary of the Department at the relevant time.
EMSQ17-004400	Written	Abetz, Eric	Agency - Fair Work Commission	FWC - Staff message	Please provide the messages (if any) sent to staff (on the most recent occasions) of Christmas/New Year, Easter and Ramadan by the Secretary of the Department at the relevant time.
EMSQ17-004401	Written	Abetz, Eric	Agency - Fair Work Ombudsman	FWO - Staff message	Please provide the messages (if any) sent to staff (on the most recent occasions) of Christmas/New Year, Easter and Ramadan by the Secretary of the Department at the relevant time.
EMSQ17-004402	Written	Abetz, Eric	Agency - Registered Organisations Commission	ROC - Staff message	Please provide the messages (if any) sent to staff (on the most recent occasions) of Christmas/New Year, Easter and Ramadan by the Secretary of the Department at the relevant time.
EMSQ17-004403	Written	Abetz, Eric	Agency - Safe Work Australia	SWA - Staff message	Please provide the messages (if any) sent to staff (on the most recent occasions) of Christmas/New Year, Easter and Ramadan by the Secretary of the Department at the relevant time.
EMSQ17-004404	Written	Abetz, Eric	Agency - Workplace Gender Equality Agency	WGEA - Staff message	Please provide the messages (if any) sent to staff (on the most recent occasions) of Christmas/New Year, Easter and Ramadan by the Secretary of the Department at the relevant time.
EMSQ17-004405	Written	Abetz, Eric	Cross Portfolio	Enterprise Agreement negotiations	In the most recent Enterprise Agreement negotiations, was/were any side-agreement/s, protocol/s, arrangement/s, agreement/s entered into? If so, please provide a copy.

PDR No	Hansard Sequence Number	Senator	Outcome	Subject	Full Question Text
EMSQ17-004406	Written	Abetz, Eric	Agency - Australian Building and Construction Commission	ABCC - Enterprise Agreement Negotiations	In the most recent Enterprise Agreement negotiations, was/were any side-agreement/s, protocol/s, arrangement/s, agreement/s entered into? If so, please provide a copy.
EMSQ17-004407	Written	Abetz, Eric	Agency - Asbestos Safety and Eradication Agency	ASEA - Enterprise Agreement Negotiations	In the most recent Enterprise Agreement negotiations, was/were any side-agreement/s, protocol/s, arrangement/s, agreement/s entered into? If so, please provide a copy.
EMSQ17-004408	Written	Abetz, Eric	Agency - Comcare	Comcare - Enterprise Agreement Negotiations	In the most recent Enterprise Agreement negotiations, was/were any side-agreement/s, protocol/s, arrangement/s, agreement/s entered into? If so, please provide a copy.
EMSQ17-004409	Written	Abetz, Eric	Agency - Fair Work Commission	FWC - Enterprise Agreement Negotiations	In the most recent Enterprise Agreement negotiations, was/were any side-agreement/s, protocol/s, arrangement/s, agreement/s entered into? If so, please provide a copy.
EMSQ17-004410	Written	Abetz, Eric	Agency - Fair Work Ombudsman	FWO - Enterprise Agreement Negotiations	In the most recent Enterprise Agreement negotiations, was/were any side-agreement/s, protocol/s, arrangement/s, agreement/s entered into? If so, please provide a copy.
EMSQ17-004411	Written	Abetz, Eric	Agency - Registered Organisations Commission	ROC - Enterprise Agreement Negotiations	In the most recent Enterprise Agreement negotiations, was/were any side-agreement/s, protocol/s, arrangement/s, agreement/s entered into? If so, please provide a copy.
EMSQ17-004412	Written	Abetz, Eric	Agency - Safe Work Australia	SWA - Enterprise Agreement Negotiations	In the most recent Enterprise Agreement negotiations, was/were any side-agreement/s, protocol/s, arrangement/s, agreement/s entered into? If so, please provide a copy.
EMSQ17-004413	Written	Abetz, Eric	Agency - Workplace Gender Equality Agency	WGEA - Enterprise Agreement Negotiations	In the most recent Enterprise Agreement negotiations, was/were any side-agreement/s, protocol/s, arrangement/s, agreement/s entered into? If so, please provide a copy.
EMSQ17-004414	Written	Abetz, Eric	Agency - Fair Work Ombudsman	FWO - Small Business Helpline	How many calls has the Small Business Helpline received since its launch?
EMSQ17-004415	Written	Abetz, Eric	Agency - Fair Work Ombudsman	FWO - Pay and Conditions Tool	How many times has the PACT been utilised since its launch?
EMSQ17-004416	Written	Cameron, Doug	Outcome 2 - Workplace Relations and Economic Strategy	OFSC - Staffing	How many staff are employed in the Office of the Federal Safety Commissioner? Please provide a breakdown of the APS classifications of the staff, and their roles. OFSC functions, per Section 38 of the Building and Construction Industry (Improving Productivity) Act 2016 include: promoting workplace health and safety (WHS) in relation to building work; auditing compliance with National Construction Code performance requirements in relation to building materials; administering the Australian Government building and construction industry WHS Accreditation Scheme; promoting the benefits of the WHS Accreditation Scheme; and disseminating information about the WHS Accreditation Scheme. How many staff are allocated to each of these tasks? What is the breakdown of staff hours and resources allocated to each of these functions?
EMSQ17-004435	Written	Cameron, Doug	Outcome 2 - Workplace Relations and Economic Strategy	OFSC - Company accreditation	How many times has a company withdrawn their accreditation? What were the circumstances leading up to each withdrawal?
EMSQ17-004442	Written	Cameron, Doug	Outcome 2 - Workplace Relations and Economic Strategy	OFSC - Audits for compliance with National Construction Code	How many audits has the OFSC conducted in 2017 for compliance with National Construction Code performance? How does this number compare with how many audits should have been conducted in order to ensure compliance? What are were the results of those audits? What action was taken where non-compliance was found?
EMSQ17-004443	Written	Cameron, Doug	Outcome 1 - Employment	Wage subsidies for DES participants	According to the 'Wage Subsidies Fact Sheet' published by the Department of Employment, DES job seekers are not eligible to receive the Youth Bonus Wage Subsidy, the Youth Wage Subsidy, Parents Subsidy or the Long Term Unemployed and Indigenous Wage Subsidy which gives employers up to \$10,000. DES participants are only eligible to receive the Restart Wage Subsidy (which is restricted to job seekers over 50 years old) or the DES specific wage subsidy which pays significantly less than any other subsidies at just \$1,500. Why do DES jobseekers miss out on these wage subsidies? Isn't this another reason employers will not consider hiring workers with disabilities?
EMSQ17-004444	Written	Cameron, Doug	Outcome 2 - Workplace Relations and Economic Strategy	SWP - Fatalities	Please provide date and place date of death, name, age, country of origin of all fatalities that have occurred on the Seasonal Workers Program since 2009 (including the SWP pilot)? How many SWP participants have died in workplaces since the program was established? How many of those deaths were the result of confirmed or suspected heart conditions?
EMSQ17-004445	Written	Cameron, Doug	Outcome 2 - Workplace Relations and Economic Strategy	SWP - Workplace accidents and injuries	Please provide the number and nature of reports in relation to workplace accidents, injuries, and Workplace Health and Safety reports in relation to the Seasonal Workers' Program since 2009. What actions does the department take to ensure that injured workers are paid workers compensation during the time off to recover from injuries?
EMSQ17-004446	Written	Cameron, Doug	Outcome 2 - Workplace Relations and Economic Strategy	SWP - Contract terminations	Please provide the number of visa over-stayers, sackings, contract terminations and 'deportations' or early departures from the SWP? How is the department notified of sackings or contract terminations?

PDR No	Hansard Sequence Number	Senator	Outcome	Subject	Full Question Text
EMSQ17-004447	Written	Cameron, Doug	Outcome 2 - Workplace Relations and Economic Strategy	SWP - Reports of bullying, harassment, threats or intimidation	Please provide the nature and number of complaints or reports the department received from workers in regard to bullying, harassment, threats or intimidation? What actions does the department take to investigate or remedies sought?
EMSQ17-004448	Written	Cameron, Doug	Outcome 2 - Workplace Relations and Economic Strategy	SWP - Tye of work undertaken	Please provide the number and nature of incidents involving when workers on the SWP reported being directed to undertake work other than harvest or farm work? For example, domestic, house-keeping, cleaning for a third party (other than for themselves).
EMSQ17-004449	Written	Cameron, Doug	Outcome 2 - Workplace Relations and Economic Strategy	SWP - Moonrocks location	Can the Department confirm that a participant in the Seasonal Worker Program recently died in Moonrocks in Queensland? What are the circumstances surrounding his death? What contact has the Department had with his employer? Who was the employer? What contact has the Department had with the deceased's family? What type of work was the deceased performing? Has the Department investigated whether or not Moonrocks employees have health insurance and superannuation?
EMSQ17-004450	Written	Cameron, Doug	Outcome 2 - Workplace Relations and Economic Strategy	SWP - Health checks	What health checks are required in relation to a person participating in the SWP? Are employers under the SWP required to undertake their own health care checks on workers? Are they required to implement specialised health care plans for those with suspected health conditions?
EMSQ17-004451	Written	Cameron, Doug	Outcome 2 - Workplace Relations and Economic Strategy	SWP - Health checks prior to admittance in program	What responsibility does the Department of Employment take for speaking with relevant health authorities in a workers' country of origin prior to admittance to the SWP program? Does the Department maintain a record of its own compliance with these responsibilities?
EMSQ17-004452	Written	Cameron, Doug	Outcome 2 - Workplace Relations and Economic Strategy	SWP - Any use of collateral against debt	Is the Department aware of any instances where passports have been held as collateral against debt to host employers? Has the Department actively conducted any checks or audits in this regard?
EMSQ17-004453	Written	Cameron, Doug	Outcome 2 - Workplace Relations and Economic Strategy	SWP - Accommodation standards	What, if any, accommodation standards exist for participants in the SWP? What role does the Department take to ensure those standards are met? What checks or audits are conducted? How many audits has the Department conducted in the past financial year?
EMSQ17-004454	Written	Cameron, Doug	Agency - Comcare	Comcare - Private insurers trial	When did the trial by Comcare to use private insurers as part of an alternative claims service delivery model commence with the ATO and DHS? Which insurers were invited to tender for the trials? Has CGU withdrawn for the ATO trial? If so, why did CGU withdraw from the trial?
EMSQ17-004455	Written	Cameron, Doug	Agency - Comcare	Comcare - Tender for use of private insurers	Which insurers were invited to tender for the permanent outsourcing of claims management services? How were tenders assessed? What were the tender selection criteria? What were the weightings? Did the tender selection criteria include client (that is, the injured worker) satisfaction? If so, what weighting was given? If not, why not?
EMSQ17-004456	Written	Cameron, Doug	Outcome 2 - Workplace Relations and Economic Strategy	Private insurer trials - Assessment or evaluation	What assessment or evaluation took place at the conclusion of the ATO and DHS trials? What criteria were evaluated? Were employees or their unions consulted as part of the evaluation? Was client satisfaction measured as part of the evaluation? If yes, how many clients were surveyed? What form did this survey take? If not, why not?
EMSQ17-004457	Written	Cameron, Doug	Agency - Comcare	Comcare - Private insurers trial - Projections and figures	How much is Comcare projected to save over the forward estimates by utilizing the services of private insurers? What is the breakdown by financial year for this figure? What are the return to work projections over the forward estimates through the use of private insurers? What were the return to work figures in the last full financial year prior to the ATO and DHS trials?
EMSQ17-004458	Written	Cameron, Doug	Agency - Comcare	Comcare - Private insurers - confidentiality of records	What guarantees have been sought, and in what form, from private insurers as to the confidentiality of client records (including medical records)? How many allegations of privacy breaches have been received since the trial commenced? How do these figures compare to the previous three years (both in the aggregate and broken down by year)?
EMSQ17-004459	Written	Cameron, Doug	Agency - Comcare	Comcare - Private insurers - Client service standards	What guarantees have been sought, and in what form, from private insurers as to client service standards – that is, the way in which they treat clients? Has Comcare imposed anything akin to a Client Service and Rights Charter?
EMSQ17-004460	Written	Cameron, Doug	Agency - Comcare	Comcare - Private insurers trial - Effect on staffing	What has been the overall impact on job numbers within Comcare since the beginning of the trial? What are the projections for job numbers at Comcare over the forward estimates? Were any case management staff who may have lost jobs as a result of the outsourcing redeployed within Comcare? What are the total figures of redeployees (and as a percentage of those impacted)?
EMSQ17-004461	Written	Cameron, Doug	Agency - Comcare	Comcare - Engagement of specialists	How many specialists does Comcare engage to assist it in making determinations as to whether to award or continue compensation liability? How does Comcare determine the specialists which it engages? Does Comcare ever discontinue the use of a particular specialist? If so, how is this determined? How many times has this happened over the past 12 months?

PDR No	Hansard Sequence Number	Senator	Outcome	Subject	Full Question Text
EMSQ17-004462	Written	Cameron, Doug	Agency - Comcare	Comcare - Recovery of overpayment	Section 114 of the Safety, Rehabilitation and Compensation Act 1988 (SRCA) permits Comcare or a licensed Respondent to recover compensation from a claimant when an 'overpayment' has been made. Generally, recovery is sought under section 114 after making a determination under section 61 of the SRCA about the claimant's past or future entitlements, for example, to revoke liability or recalculate normal weekly earnings payments. Why is that? Before recovery proceedings are commenced by Comcare or a licensed respondent, what consideration is given to whether or not an injured worker might incur financial hardship in repaying any benefit?
EMSQ17-004463	Written	Cameron, Doug	Agency - Comcare	Comcare - Establishment of team	Has Comcare established a 'long-tail claims team' which is responsible for reviewing claim files and reassessing ongoing liability? How many people are employed in this "long-tail claims team"? What are the projects for the size of this team, broken down by year, over the forward estimates?
EMSQ17-004464	Written	Cameron, Doug	Agency - Comcare	Comcare - Correspondence with Department of Employment	Has the Department of Employment written to Comcare specifically asking for liability to be reviewed in light of the length of time claimants have been in receipt of benefits?
EMSQ17-004465	Written	Cameron, Doug	Agency - Comcare	Comcare - Recovery claims	How many recovery claims have been instituted by Comcare (or its licensed respondents) in calendar year 2017 to date? How many recovery claims were instituted by Comcare (or its licensed respondents) in the calendar years 2014, 2015 and 2016?
EMSQ17-004466	Written	Cameron, Doug	Agency - Comcare	Comcare - Overpayments	How many overpayments to injured workers have been identified due to the revocation of previously accepted claims, on medical grounds over the past two years? How many overpayments identified by Comcare have been forgiven (either by way of permanent waiver or write-off) over the last two years? What percentage of applications lodged with the Administrative Appeals Tribunal in respect of overpayment recoveries involved self-represented litigants in the past two years?
EMSQ17-004467	Written	Siewert, Rachel	Outcome 1 - Employment	Number of jobactive commencements and time in program	Since 26 October 2016, how many people have commenced in jobactive and how many have reached 12 months, 24 months and 36 months in the system, broken down by Streams A, B and C?
EMSQ17-004468	Written	Siewert, Rachel	Outcome 1 - Employment	Number of job seekers referred to mutual obligation activities	Since 1 September 2016, how many job seekers have: • Reached the stage where they are required to undertake mutual obligation activities including Work for the Dole (divided into those under 30 years and others)? • Been referred to mutual obligation activities, by type of activity? Of the above, the proportions that commenced each of those activities. Of those who were referred but did not commence, the proportions that left income support or did not proceed with their claim. Of those who were referred but did not commence, the proportions that were sanctioned.
EMSQ17-004469	Written	Siewert, Rachel	Outcome 1 - Employment	Work for the Dole - Participants, classifications and outcomes	Since 1 September 2016, how many people have been referred to, and participated in, Work for the Dole? • Among Work for the Dole participants, how many people were classified Stream A, B, C respectively, aged under 30 years and 30 or over, and under 25 years and over, and unemployed for less than 6 months, 6-12 months, and 12 months and over? • Please provide a breakdown, within the above categories, of their employment outcomes (full and part time). • Please provide a breakdown of the number of hours per week required.
EMSQ17-004470	Written	Siewert, Rachel	Outcome 1 - Employment	Work for the Dole - Sanctions	How many 'no show, no pay' and other sanctions were applied in respect of participation in Work for the Dole?
EMSQ17-004471	Written	Siewert, Rachel	Outcome 1 - Employment	Work for the Dole - Funds expended	What were the total funds spent on Work for the Dole including payments to coordinators and jobactive providers respectively?
EMSQ17-004472	Written	Siewert, Rachel	Outcome 1 - Employment	jobactive - Temporary medical suspension	Please provide the number of people participating in Jobactive who have been granted a temporary medical suspension for each Stream. Please provide for 16-17 & year to date. Please provide the number of people participating in Jobactive who have been granted a temporary medical suspension more than once for each Stream. Please provide for 16-17 & year to date.
EMSQ17-004473	Written	Siewert, Rachel	Outcome 1 - Employment	Job seeker penalties and suspensions	Please provide the total number 'no show, no pay' penalties applied 16-17 & year to date by region. Please provide the total number of 8 week suspensions applied for 16-17 & year to date by region. Please provide the number of 'no show, no pay' penalties & 8 week suspensions applied by vulnerability indicators for 16-17.
EMSQ17-004474	Written	Siewert, Rachel	Outcome 1 - Employment	Survey of Employer's Recruitment Experiences	Please provide details of the Survey of Employers' Recruitment Experiences: including its frequency, questions asked, and publication of results What was the total number of vacancies and average number of applicants per vacancy, from the latest available data? What proportion of applicants were unemployed and currently employed? What proportion of jobs went to unemployed and employed, respectively? Please break the above down according to industry and skill level of the job, and by State/Territory.
EMSQ17-004475	Written	Siewert, Rachel	Outcome 1 - Employment	Jobseeker services	Through 16-17, what was the total number of jobseekers receiving jobactive services, broken down by JSCI classification (A, B, and C) and by duration of unemployment (<3 months, 3-6 months, 6-12 months, 1-2 years, 3years and over)?

PDR No	Hansard Sequence Number	Senator	Outcome	Subject	Full Question Text
EMSQ17-004476	Written	Siewert, Rachel	Outcome 1 - Employment	Complaints received regarding job service providers	How many complaints have been received by the Department of Employment about job service providers since the establishment of jobactive in 2015 broken down by: a. year b. state and territory How many of these complaints relate to interactions between job service providers and individuals who have been identified as experiencing barriers to employment including disability, injury, illness or other disadvantages broken down by a. year b. state and territory How many of these complaints resulted in the Department of Employment taking action against a job service provider broken down by a. year b. state and territory How many of these complaints were subsequently referred to the Commonwealth Ombudsman broken down by a. year b. state and territory In how many instances has the Commonwealth Ombudsman taken issue with the Department of Employment's handling of a complaint against a job service provider broken down by a. year b. state and territory
EMSQ17-004496	Written	Rhiannon, Lee	Agency - Fair Work Ombudsman	FWO - investigations undertaken involving Cleanevent and/or Spotless	1. Please provide a summary of any investigations undertaken over the past two years involving Cleanevent and/or Spotless, particularly the results of any investigation. 2. Please also provide details of any warnings or letters of caution issued to either company and whether the FWO followed them up to ensure compliance.
EMSQ17-004497	Written	Griff, Stirling	Agency - Fair Work Ombudsman	FWO - Process followed for underpayment cases	1. Can you advise what process the FWO typically follows when an employee comes to you alleging they've been underpaid? What information do you gather/require? 2. How long does the average investigation into underpayment of wages take – particularly once you have gathered all the relevant information?
EMSQ17-004498	Written	Griff, Stirling	Agency - Fair Work Ombudsman	FWO - Cleanevent and Spotless investigation	I refer to a submission to the recent Senate Inquiry into Penalty Rates from Mr Robert Vertigan, a former Cleanevent/Spotless Employee who was employed between 2006-2014, in which he alleged underpayment. I also note that in 2012, the FWO audited Spotless employment records to ensure its people were being paid properly, and in 2013 secured more than \$90,000 in backpay for underpaid employees. 1. Does the FWO have any ongoing investigations relating to Spotless or its subsidiary Cleanevent? a. If so, can you provide a summary of FWO's investigations related to Cleanevent and Spotless? 2. Did the 2013 action "clear the slate" so to speak, and address all underpayment claims against Spotless to that point? 3. Since 2013, on how many other occasions has the FWO substantiated occasions where employees have been found to be underpaid by Spotless? a. Are you still receiving claims? b. What recourse does the FWO have in cases where companies repeatedly breach their duty to pay the accurate award rate to staff? 4. Did the FWO look into Cleanevent's employment records as a result of the Royal Commission into trade union corruption findings, which according to news reports at the time (2015) found Cleanevent sought to save up to \$2 million in penalty rates by securing a deal with the AWU? 5. Can FWO provide a breakdown of outcomes of each Cleanevent and Spotless investigation it has undertaken since 2013? (How many individuals/how much they were underpaid/over what time frames, etc)
EMSQ17-004499	Written	Griff, Stirling	Agency - Fair Work Ombudsman	FWO - Contact with complainants throughout an investigation of an underpayment claim	What contact does the FWO have with complainants throughout an investigation of an underpayment claim? Are regular updates and responses to queries provided to the person involved?
EMSQ17-004500	Written	Griff, Stirling	Agency - Fair Work Ombudsman	FWO - Businesses with claims of underpayment of wages	Of all the underpayment claims and investigations conducted by the FWO, which businesses have had the most claims made against them for underpayment of wages, and which have had the most claims substantiated?
EMSQ17-004510	Written	McKim, Nick	Agency - Fair Work Ombudsman	FWO - Complains by Migrant Workers	1. Can you confirm that 75% of complaints made to Fair Work about wage and working conditions are made by migrant workers? 2. Why are recipients of working visas not given clear information, in their native language, of the rights of a worker in Australia? 3. If not, are such materials being developed? 4. If so, when are they likely to be published, and how will they be promoted?
EMSQ17-004511	Written	McAllister, Jenny	Cross Portfolio	Service delivery functions that have face to face functions with the public	Does any part of your agency/department have a service delivery function, or which has face to face interactions with the public? If yes: 1. Do you provide staff with training on how to deal with client aggression or customers experiencing mental illness? 2. Please provide the dates and locations that training has been run over the last 5 years. 3. How many of your staff have received this training? How many in the last 2 years? 4. Who provides this training?
EMSQ17-004512	Written	McAllister, Jenny	Agency - Asbestos Safety and Eradication Agency	ASEA - Service delivery function that has face to face function with the public	Does any part of your agency/department have a service delivery function, or which has face to face interactions with the public? If yes: 1. Do you provide staff with training on how to deal with client aggression or customers experiencing mental illness? 2. Please provide the dates and locations that training has been run over the last 5 years. 3. How many of your staff have received this training? How many in the last 2 years? 4. Who provides this training?
EMSQ17-004513	Written	McAllister, Jenny	Agency - Comcare	COMCARE - Service delivery function that has face to face function with the public	Does any part of your agency/department have a service delivery function, or which has face to face interactions with the public? If yes: 1. Do you provide staff with training on how to deal with client aggression or customers experiencing mental illness? 2. Please provide the dates and locations that training has been run over the last 5 years. 3. How many of your staff have received this training? How many in the last 2 years? 4. Who provides this training?
EMSQ17-004514	Written	McAllister, Jenny	Agency - Fair Work Commission	FWC - Service delivery function that has face to face function with the public	Does any part of your agency/department have a service delivery function, or which has face to face interactions with the public? If yes: 1. Do you provide staff with training on how to deal with client aggression or customers experiencing mental illness? 2. Please provide the dates and locations that training has been run over the last 5 years. 3. How many of your staff have received this training? How many in the last 2 years? 4. Who provides this training?

PDR No	Hansard Sequence Number	Senator	Outcome	Subject	Full Question Text
EMSQ17-004515	Written	McAllister, Jenny	Agency - Fair Work Ombudsman	FWO - Service delivery function that has face to face function with the public	Does any part of your agency/department have a service delivery function, or which has face to face interactions with the public? If yes: 1. Do you provide staff with training on how to deal with client aggression or customers experiencing mental illness? 2. Please provide the dates and locations that training has been run over the last 5 years. 3. How many of your staff have received this training? How many in the last 2 years? 4. Who provides this training?
EMSQ17-004516	Written	McAllister, Jenny	Agency - Safe Work Australia	SWA - Service delivery function that has face to face function with the public	Does any part of your agency/department have a service delivery function, or which has face to face interactions with the public? If yes: 1. Do you provide staff with training on how to deal with client aggression or customers experiencing mental illness? 2. Please provide the dates and locations that training has been run over the last 5 years. 3. How many of your staff have received this training? How many in the last 2 years? 4. Who provides this training?
EMSQ17-004517	Written	McAllister, Jenny	Agency - Workplace Gender Equality Agency	WGEA - Service delivery function that has face to face function with the public	Does any part of your agency/department have a service delivery function, or which has face to face interactions with the public? If yes: 1. Do you provide staff with training on how to deal with client aggression or customers experiencing mental illness? 2. Please provide the dates and locations that training has been run over the last 5 years. 3. How many of your staff have received this training? How many in the last 2 years? 4. Who provides this training?
EMSQ17-004518	Written	McAllister, Jenny	Agency - Registered Organisations Commission	ROC - Service delivery function that has face to face function with the public	Does any part of your agency/department have a service delivery function, or which has face to face interactions with the public? If yes: 1. Do you provide staff with training on how to deal with client aggression or customers experiencing mental illness? 2. Please provide the dates and locations that training has been run over the last 5 years. 3. How many of your staff have received this training? How many in the last 2 years? 4. Who provides this training?
EMSQ17-004519	Written	McAllister, Jenny	Agency - Australian Building and Construction Commission	ABCC - Service delivery function that has face to face function with the public	Does any part of your agency/department have a service delivery function, or which has face to face interactions with the public? If yes: 1. Do you provide staff with training on how to deal with client aggression or customers experiencing mental illness? 2. Please provide the dates and locations that training has been run over the last 5 years. 3. How many of your staff have received this training? How many in the last 2 years? 4. Who provides this training?
EMSQ17-004520	Written	McAllister, Jenny	Cross Portfolio	Projects undertaken with the Digital Transformation Agency	As at 31 October 2017: 1. What projects are you undertaking in conjunction with the Digital Transformation Agency? 2. For each project: a. What criteria are you using for assessing success? b. What is the role of the DTA in the project? c. What is the timeframe for completion?
EMSQ17-004521	Written	McAllister, Jenny	Agency - Asbestos Safety and Eradication Agency	ASEA - Projects undertaken with the Digital Transformation Agency	As at 31 October 2017: 1. What projects are you undertaking in conjunction with the Digital Transformation Agency? 2. For each project: a. What criteria are you using for assessing success? b. What is the role of the DTA in the project? c. What is the timeframe for completion?
EMSQ17-004522	Written	McAllister, Jenny	Agency - Comcare	COMCARE - Projects undertaken with the Digital Transformation Agency	As at 31 October 2017: 1. What projects are you undertaking in conjunction with the Digital Transformation Agency? 2. For each project: a. What criteria are you using for assessing success? b. What is the role of the DTA in the project? c. What is the timeframe for completion?
EMSQ17-004523	Written	McAllister, Jenny	Agency - Fair Work Commission	FWC - Projects undertaken with the Digital Transformation Agency	As at 31 October 2017: 1. What projects are you undertaking in conjunction with the Digital Transformation Agency? 2. For each project: a. What criteria are you using for assessing success? b. What is the role of the DTA in the project? c. What is the timeframe for completion?
EMSQ17-004524	Written	McAllister, Jenny	Agency - Fair Work Ombudsman	FWO - Projects undertaken with the Digital Transformation Agency	As at 31 October 2017: 1. What projects are you undertaking in conjunction with the Digital Transformation Agency? 2. For each project: a. What criteria are you using for assessing success? b. What is the role of the DTA in the project? c. What is the timeframe for completion?
EMSQ17-004525	Written	McAllister, Jenny	Agency - Safe Work Australia	SWA - Projects undertaken with the Digital Transformation Agency	As at 31 October 2017: 1. What projects are you undertaking in conjunction with the Digital Transformation Agency? 2. For each project: a. What criteria are you using for assessing success? b. What is the role of the DTA in the project? c. What is the timeframe for completion?
EMSQ17-004526	Written	McAllister, Jenny	Agency - Workplace Gender Equality Agency	WGEA - Projects undertaken with the Digital Transformation Agency	As at 31 October 2017: 1. What projects are you undertaking in conjunction with the Digital Transformation Agency? 2. For each project: a. What criteria are you using for assessing success? b. What is the role of the DTA in the project? c. What is the timeframe for completion?
EMSQ17-004527	Written	McAllister, Jenny	Agency - Registered Organisations Commission	ROC - Projects undertaken with the Digital Transformation Agency	As at 31 October 2017: 1. What projects are you undertaking in conjunction with the Digital Transformation Agency? 2. For each project: a. What criteria are you using for assessing success? b. What is the role of the DTA in the project? c. What is the timeframe for completion?
EMSQ17-004528	Written	McAllister, Jenny	Agency - Australian Building and Construction Commission	ABCC - Projects undertaken with the Digital Transformation Agency	As at 31 October 2017: 1. What projects are you undertaking in conjunction with the Digital Transformation Agency? 2. For each project: a. What criteria are you using for assessing success? b. What is the role of the DTA in the project? c. What is the timeframe for completion?
EMSQ17-004529	Written	McAllister, Jenny	Agency - Asbestos Safety and Eradication Agency	ASEA - Average Staffing Level by State	Please provide as at 30 June 2017 the Average Staffing Level by State

PDR No	Hansard Sequence Number	Senator	Outcome	Subject	Full Question Text
EMSQ17-004530	Written	McAllister, Jenny	Agency - Asbestos Safety and Eradication Agency	ASEA - Staffing breakdown	Please provide as at 30 June 2017, the headcount of people employed as a. Labour Hire, b. Contractors, or c. outsourced staff, d. and the value of each of these contracts for the 2016-2017 financial year.
EMSQ17-004531	Written	McAllister, Jenny	Agency - Asbestos Safety and Eradication Agency	ASEA - IT log on to the Departmental IT system	Please provide as at 30 June 2017, the total number of people who have a log in to the departmental IT system, and the breakdown by category of these log-ins (permanent, non-ongoing, casual, labour hire, outsourced, contractors, and any other category that has access to the system).
EMSQ17-004532	Written	McAllister, Jenny	Agency - Asbestos Safety and Eradication Agency	ASEA - Staff with security and access pass number to Departmental buildings	Please provide as at 30 June 2017, the total number of people who have a security/access pass into your departmental buildings, and the breakdown by category of these pass holders (permanent, non-ongoing, casual, labour hire, outsourced, contractors, and any other relevant category).
EMSQ17-004533	Written	McAllister, Jenny	Agency - Asbestos Safety and Eradication Agency	ASEA - Organisations and companies that have log on to the Departmental IT System	Please provide as at 30 June 2017, a list of organisations/companies that have staff who can log into your departmental IT system.
EMSQ17-004534	Written	McAllister, Jenny	Agency - Comcare	COMCARE - Average Staffing Level by State	Please provide as at 30 June 2017 the Average Staffing Level by State
EMSQ17-004535	Written	McAllister, Jenny	Agency - Comcare	COMCARE - Staffing breakdown	Please provide as at 30 June 2017, the headcount of people employed as a. Labour Hire, b. Contractors, or c. outsourced staff, d. and the value of each of these contracts for the 2016-2017 financial year.
EMSQ17-004536	Written	McAllister, Jenny	Agency - Comcare	COMCARE - IT log on to the Departmental IT system	Please provide as at 30 June 2017, the total number of people who have a log in to the departmental IT system, and the breakdown by category of these log-ins (permanent, non-ongoing, casual, labour hire, outsourced, contractors, and any other category that has access to the system).
EMSQ17-004537	Written	McAllister, Jenny	Agency - Comcare	COMCARE - Staff with security and access pass number to Departmental buildings	Please provide as at 30 June 2017, the total number of people who have a security/access pass into your departmental buildings, and the breakdown by category of these pass holders (permanent, non-ongoing, casual, labour hire, outsourced, contractors, and any other relevant category).
EMSQ17-004538	Written	McAllister, Jenny	Agency - Comcare	COMCARE - Organisations and companies that have log on to the Departmental IT System	Please provide as at 30 June 2017, a list of organisations/companies that have staff who can log into your departmental IT system.
EMSQ17-004539	Written	McAllister, Jenny	Agency - Fair Work Commission	FWC - Average Staffing Level by State	Please provide as at 30 June 2017 the Average Staffing Level by State
EMSQ17-004540	Written	McAllister, Jenny	Agency - Fair Work Commission	FWC - Staffing breakdown	Please provide as at 30 June 2017, the headcount of people employed as a. Labour Hire, b. Contractors, or c. outsourced staff, d. and the value of each of these contracts for the 2016-2017 financial year.
EMSQ17-004541	Written	McAllister, Jenny	Agency - Fair Work Commission	FWC - IT log on to the Departmental IT system	Please provide as at 30 June 2017, the total number of people who have a log in to the departmental IT system, and the breakdown by category of these log-ins (permanent, non-ongoing, casual, labour hire, outsourced, contractors, and any other category that has access to the system).
EMSQ17-004542	Written	McAllister, Jenny	Agency - Fair Work Commission	FWC - Staff with security and access pass number to Departmental buildings	Please provide as at 30 June 2017, the total number of people who have a security/access pass into your departmental buildings, and the breakdown by category of these pass holders (permanent, non-ongoing, casual, labour hire, outsourced, contractors, and any other relevant category).
EMSQ17-004543	Written	McAllister, Jenny	Agency - Fair Work Commission	FWC - Organisations and companies that have log on to the Departmental IT System	Please provide as at 30 June 2017, a list of organisations/companies that have staff who can log into your departmental IT system.
EMSQ17-004544	Written	McAllister, Jenny	Agency - Fair Work Ombudsman	FWO - Average Staffing Level by State	Please provide as at 30 June 2017 the Average Staffing Level by State
EMSQ17-004545	Written	McAllister, Jenny	Agency - Fair Work Ombudsman	FWO - Staffing breakdown	Please provide as at 30 June 2017, the headcount of people employed as a. Labour Hire, b. Contractors, or c. outsourced staff, d. and the value of each of these contracts for the 2016-2017 financial year.
EMSQ17-004546	Written	McAllister, Jenny	Agency - Fair Work Ombudsman	FWO - IT log on to the Departmental IT system	Please provide as at 30 June 2017, the total number of people who have a log in to the departmental IT system, and the breakdown by category of these log-ins (permanent, non-ongoing, casual, labour hire, outsourced, contractors, and any other category that has access to the system).
EMSQ17-004547	Written	McAllister, Jenny	Agency - Fair Work Ombudsman	FWO - Staff with security and access pass number to Departmental buildings	Please provide as at 30 June 2017, the total number of people who have a security/access pass into your departmental buildings, and the breakdown by category of these pass holders (permanent, non-ongoing, casual, labour hire, outsourced, contractors, and any other relevant category).
EMSQ17-004548	Written	McAllister, Jenny	Agency - Fair Work Ombudsman	FWO - Organisations and companies that have log on to the Departmental IT System	Please provide as at 30 June 2017, a list of organisations/companies that have staff who can log into your departmental IT system.

PDR No	Hansard Sequence Number	Senator	Outcome	Subject	Full Question Text
EMSQ17-004549	Written	McAllister, Jenny	Agency - Safe Work Australia	SWA - Average Staffing Level by State	Please provide as at 30 June 2017 the Average Staffing Level by State
EMSQ17-004550	Written	McAllister, Jenny	Agency - Safe Work Australia	SWA - Staffing breakdown	Please provide as at 30 June 2017, the headcount of people employed as a. Labour Hire, b. Contractors, or c. outsourced staff, d. and the value of each of these contracts for the 2016-2017 financial year.
EMSQ17-004551	Written	McAllister, Jenny	Agency - Safe Work Australia	SWA - IT log on to the Departmental IT system	Please provide as at 30 June 2017, the total number of people who have a log in to the departmental IT system, and the breakdown by category of these log-ins (permanent, non-ongoing, casual, labour hire, outsourced, contractors, and any other category that has access to the system).
EMSQ17-004552	Written	McAllister, Jenny	Agency - Safe Work Australia	SWA - Staff with security and access pass number to Departmental buildings	Please provide as at 30 June 2017, the total number of people who have a security/access pass into your departmental buildings, and the breakdown by category of these pass holders (permanent, non-ongoing, casual, labour hire, outsourced, contractors, and any other relevant category).
EMSQ17-004553	Written	McAllister, Jenny	Agency - Safe Work Australia	SWA - Organisations and companies that have log on to the Departmental IT System	Please provide as at 30 June 2017, a list of organisations/companies that have staff who can log into your departmental IT system.
EMSQ17-004554	Written	McAllister, Jenny	Agency - Workplace Gender Equality Agency	WGEA - Average Staffing Level by State	Please provide as at 30 June 2017 the Average Staffing Level by State
EMSQ17-004555	Written	McAllister, Jenny	Agency - Workplace Gender Equality Agency	WGEA - Staffing breakdown	Please provide as at 30 June 2017, the headcount of people employed as a. Labour Hire, b. Contractors, or c. outsourced staff, d. and the value of each of these contracts for the 2016-2017 financial year.
EMSQ17-004556	Written	McAllister, Jenny	Agency - Workplace Gender Equality Agency	WGEA - IT log on to the Departmental IT system	Please provide as at 30 June 2017, the total number of people who have a log in to the departmental IT system, and the breakdown by category of these log-ins (permanent, non-ongoing, casual, labour hire, outsourced, contractors, and any other category that has access to the system).
EMSQ17-004557	Written	McAllister, Jenny	Agency - Workplace Gender Equality Agency	WGEA - Staff with security and access pass number to Departmental buildings	Please provide as at 30 June 2017, the total number of people who have a security/access pass into your departmental buildings, and the breakdown by category of these pass holders (permanent, non-ongoing, casual, labour hire, outsourced, contractors, and any other relevant category).
EMSQ17-004558	Written	McAllister, Jenny	Agency - Workplace Gender Equality Agency	WGEA - Organisations and companies that have log on to the Departmental IT System	Please provide as at 30 June 2017, a list of organisations/companies that have staff who can log into your departmental IT system.
EMSQ17-004559	Written	McAllister, Jenny	Agency - Registered Organisations Commission	ROC - Average Staffing Level by State	Please provide as at 30 June 2017 the Average Staffing Level by State
EMSQ17-004560	Written	McAllister, Jenny	Agency - Registered Organisations Commission	ROC - Staffing breakdown	Please provide as at 30 June 2017, the headcount of people employed as a. Labour Hire, b. Contractors, or c. outsourced staff, d. and the value of each of these contracts for the 2016-2017 financial year.
EMSQ17-004561	Written	McAllister, Jenny	Agency - Registered Organisations Commission	ROC - IT log on to the Departmental IT system	Please provide as at 30 June 2017, the total number of people who have a log in to the departmental IT system, and the breakdown by category of these log-ins (permanent, non-ongoing, casual, labour hire, outsourced, contractors, and any other category that has access to the system).
EMSQ17-004562	Written	McAllister, Jenny	Agency - Registered Organisations Commission	ROC - Staff with security and access pass number to Departmental buildings	Please provide as at 30 June 2017, the total number of people who have a security/access pass into your departmental buildings, and the breakdown by category of these pass holders (permanent, non-ongoing, casual, labour hire, outsourced, contractors, and any other relevant category).
EMSQ17-004563	Written	McAllister, Jenny	Agency - Registered Organisations Commission	ROC - Organisations and companies that have log on to the Departmental IT System	Please provide as at 30 June 2017, a list of organisations/companies that have staff who can log into your departmental IT system.
EMSQ17-004564	Written	McAllister, Jenny	Agency - Australian Building and Construction Commission	ABCC - Average Staffing Level by State	Please provide as at 30 June 2017 the Average Staffing Level by State
EMSQ17-004565	Written	McAllister, Jenny	Agency - Australian Building and Construction Commission	ABCC - Staffing breakdown	Please provide as at 30 June 2017, the headcount of people employed as a. Labour Hire, b. Contractors, or c. outsourced staff, d. and the value of each of these contracts for the 2016-2017 financial year.

PDR No	Hansard Sequence Number	Senator	Outcome	Subject	Full Question Text
EMSQ17-004566	Written	McAllister, Jenny	Agency - Australian Building and Construction Commission	ABCC- IT log on to the Departmental IT system	Please provide as at 30 June 2017, the total number of people who have a log in to the departmental IT system, and the breakdown by category of these log-ins (permanent, non-ongoing, casual, labour hire, outsourced, contractors, and any other category that has access to the system).
EMSQ17-004567	Written	McAllister, Jenny	Agency - Australian Building and Construction Commission	ABCC - Staff with security and access pass number to Departmental buildings	Please provide as at 30 June 2017, the total number of people who have a security/access pass into your departmental buildings, and the breakdown by category of these pass holders (permanent, non-ongoing, casual, labour hire, outsourced, contractors, and any other relevant category).
EMSQ17-004568	Written	McAllister, Jenny	Agency - Australian Building and Construction Commission	ABCC - Organisations and companies that have log on to the Departmental IT System	Please provide as at 30 June 2017, a list of organisations/companies that have staff who can log into your departmental IT system.
EMSQ17-004569	Written	McAllister, Jenny	Cross Portfolio	Average Staffing Level by State	Please provide as at 30 June 2017 the Average Staffing Level by State
EMSQ17-004570	Written	McAllister, Jenny	Cross Portfolio	Staffing breakdown	Please provide as at 30 June 2017, the headcount of people employed as a. Labour Hire, b. Contractors, or c. outsourced staff, d. and the value of each of these contracts for the 2016-2017 financial year.
EMSQ17-004571	Written	McAllister, Jenny	Cross Portfolio	IT log on to the Departmental IT system	Please provide as at 30 June 2017, the total number of people who have a log in to the departmental IT system, and the breakdown by category of these log-ins (permanent, non-ongoing, casual, labour hire, outsourced, contractors, and any other category that has access to the system).
EMSQ17-004572	Written	McAllister, Jenny	Cross Portfolio	Staff with security and access pass number to Departmental buildings	Please provide as at 30 June 2017, the total number of people who have a security/access pass into your departmental buildings, and the breakdown by category of these pass holders (permanent, non-ongoing, casual, labour hire, outsourced, contractors, and any other relevant category).
EMSQ17-004573	Written	McAllister, Jenny	Cross Portfolio	Organisations and companies that have log on to the Departmental IT System	Please provide as at 30 June 2017, a list of organisations/companies that have staff who can log into your departmental IT system.
EMSQ17-004576	Written	Carr, Kim	Agency - Fair Work Ombudsman	FWO - Fair Work Ombudsman limitations	Outline limitations on how FWO is able to advocate on behalf of an exploited worker within the protocol