

Education and Employment Legislation Committee

Department of Employment and Workplace Relations (DEWR) Questions on Notice – Budget Estimates 2022-23 October and November

Question Number	Department Or Agency	Senator	Broad Topic	Question Text	Written/Hansard	Hansard Page	Portfolio Question No.
1	Department of Employment and Workplace Relations	Michaelia Cash	Department use of non-ongoing contracts	<p>Senator CASH: Given that I'm sure you've come with this information, could you potentially table for the committee the concise list of when the department will bring someone on on a non-ongoing basis?</p> <p>Ms Casson: Yes. We can table that.</p> <p>Senator CASH: Can you also tell me whether and where that list comes into play when you look at the secure jobs, better pay bill and the restrictions on fixed term contracts?</p> <p>Ms Casson: We can certainly take that on notice in relation to the first part, which is a more fulsome list of when we use non-ongoing contracts. I would note that it is around three per cent of our total head count, so they are certainly very low numbers compared to-</p>	Spoken	9	SQ22-001045
2	Department of Employment and Workplace Relations	Michaelia Cash	Non-ongoing contractors	<p>Senator CASH: Thank you for raising that, Minister Watt. Of the 109 that you say are currently on contracts, where are they from, basically? Are they from within the Public Service? Will they continue on with their other role when they formalise their short-term contract or not?</p> <p>Ms Casson: I will make a point of clarification, if I might. A non-ongoing contract has a fairly specific intent and description under the Public Service Act. The main difference between it and an ongoing role is it is for a fixed term. But it still attracts the superannuation, flex time and benefits.</p> <p>Senator CASH: I understand all of that. It is just in relation to the particular contract itself.</p> <p>Ms Casson: Temporary transfers are obviously an option under the Public Service Act as well. We would obviously welcome, as Ms James noted, temporary transfers as well as non-ongoing contracts. We probably don't have for a non-ongoing contractor-we can take this on in notice-consistent information that would help the committee know where they were before. You could rely on the information someone puts into the recruitment system, which we could validate.</p> <p>...</p> <p>Senator CASH: Are you able to tell whether or not they've come from within or outside the Public Service?</p> <p>Ms Casson: I think we would, but I will take that on notice.</p> <p>Senator CASH: I do appreciate that. The issue I have is the government is obviously lecturing others about insecure work. I just find this incredibly ironic that you actually have advertised two non-ongoing opportunities for six to 12 months in relation to-</p>	Spoken	10-11	SQ22-001046
3	Department of Employment and Workplace Relations	Matt O'Sullivan	Advertising budget for the department Financial Year 2022-23	<p>Senator O'SULLIVAN: I want to go to advertising. Can you please let us know the current advertising budget of the department.</p> <p>Ms Spence: I will have to take on notice the budget for the financial year. I do have information on non-campaign expenditure in the social media area that we've done from 1 July 2022 to 30 September 2022.</p>	Spoken	11	SQ22-001047

Education and Employment Legislation Committee

Department of Employment and Workplace Relations (DEWR) Questions on Notice – Budget Estimates 2022-23 October and November

4	Department of Employment and Workplace Relations	Matt O'Sullivan	Market Research Contracts	<p>Senator O'SULLIVAN: I will go to research. Has the department commenced any market research contracts? Have any been entered into since May 2022? If so, can I get the value for each of those contracts, please?</p> <p>Ms Casson: We will only be able to give you contracts since 1 July when the department was created, just to be clear. We may take that on notice, if we can.</p> <p>Senator O'SULLIVAN: How does that work? I appreciate the MOG change. If the previous department had entered into a contract, how do you carry that into your own department?</p> <p>Ms Casson: The way that the machinery-of-government changes took place this time-there are a couple of different ways that these things play out-is that the Department of Education, Skills and Employment became the Department of Education. That is the ongoing entity. It has discharged the responsibilities for the annual report and so on. So this department has been created as a completely new entity from 1 July.</p> <p>Ms Spence: My understanding is that no market research has happened in the new entity of DEWR. It was previous to that. February 2022 was the last market research.</p>	Spoken	12	SQ22-001048
5	Department of Employment and Workplace Relations	Matt O'Sullivan	Media Monitoring	<p>Senator O'SULLIVAN: ... Can you tell me how many departmental staff are allocated to support media monitoring?</p> <p>Ms Casson: I'm not sure we have that information broken down to that level in terms of media monitoring as a particular type of a communications activity, so we'll take that on notice.</p> <p>Senator O'SULLIVAN: Thank you. Tell us which media monitoring services they use and the value of the contract. What is the costing for them?</p> <p>Ms Casson: We can.</p>	Spoken	12	SQ22-001049
6	Department of Employment and Workplace Relations	Matt O'Sullivan	Media Subscription for Ministers' offices	<p>Senator O'SULLIVAN: Has the department provided any of the minister's office with media subscriptions at all?</p> <p>Ms Casson: We do provide obviously a range of communications and media support to both of our ministers' offices and their staff. We'll take on notice the detail of that for you.</p> <p>Senator O'SULLIVAN: What subscriptions are they and to which offices, and what are the associated costs with each of them?</p> <p>Ms Casson: Yes.</p>	Spoken	12	SQ22-001050
7	Department of Employment and Workplace Relations	Michaelia Cash	Decision briefs to both Ministers' office	<p>Senator CASH: ... Very briefly, how many decision briefs have been sent to the minister's office since the election?</p> <p>Ms James: We would need to take on notice the number of decision briefs that have gone to both our ministers' offices.</p> <p>Senator CASH: Thank you. How many briefs have been returned to the department with one or more recommendations not agreed?</p> <p>Ms James: We'll take that on notice.</p> <p>Senator CASH: How many briefs were signed off by the minister after the recommended due date?</p> <p>Ms James: We'll take that on notice.</p>	Spoken	13	SQ22-001052

Education and Employment Legislation Committee

Department of Employment and Workplace Relations (DEWR) Questions on Notice – Budget Estimates 2022-23 October and November

8	Department of Employment and Workplace Relations	Michaelia Cash	Employment contracts relevant portfolio agencies	<p>Senator CASH: ... Has the minister or the minister's office requested information verbally or in writing regarding terminating or amending the employment contract of any employee within one of your relevant portfolio agencies?</p> <p>Ms James: I will have to take that on notice. You are actually asking about not statutory agency heads themselves but employment contracts.</p> <p>Senator CASH: Correct. I am also happy to take an answer in relation to the statutory agency heads. Ms James: I'll take that on notice.</p> <p>Senator CASH: On notice, if so, when was the information requested? How was the request made-for example, email, phone call or WhatsApp messaging et cetera? When was the information provided? What level was the individual in question employed at? Is the individual still employed by the Public Service?</p> <p>Ms James: I will take that on notice. I will say not to my knowledge have we had a circumstance that falls within the range of what you have described there.</p>	Spoken	13	SQ22-001053
9	Department of Employment and Workplace Relations	Matt O'Sullivan	Employment Trials participation	<p>Senator O'SULLIVAN: You mentioned the I want to work report-that was my memory-from 2018. Did that kick-start the consultations with the various stakeholders, be they providers, job seeker groups and employers?</p> <p>Mr Smyth: As you would know, through that process, I think there were 1,400 consultations conducted nationally. It was announced on 20 March 2019 that we would be moving to the Workforce Australia model and that bifurcation would occur. We then commenced trials in two employment regions-the Mid North Coast of New South Wales and Adelaide south-to trial the new model and some of the policy settings within it. We trialled, evaluated, analysed and adjusted. Throughout that entire process, there was ongoing consultation with the sector and with participants. An advisory group provided input to us on some of those policy settings that were ultimately, though, a decision of government.</p> <p>Senator O'SULLIVAN: Have you got on hand the number of individuals who participated in that trial?</p> <p>Mr Smyth: We would be able to get that if we could take it on notice. We selected two regions-one in South Australia that was a more urban kind of setting and then the Mid North Coast of New South Wales, which was more of a regional setting-that were kind of reflective of other labour markets throughout the country so that we could actually do a fair comparison of whether or not it was achieving the right outcomes for the policy settings that were in place. But we'll take it on notice as to the number of people who participated in those trials. At the same time, it's fair to say that we had a small trial of our online system that was running at about, I think, 8,000 or so participants pre-COVID. When COVID hit, that just went through the roof. I think we were over a 5,000 per cent increase almost overnight.</p>	Spoken	20	SQ22-001041
10	Department of Employment and Workplace Relations	Matt O'Sullivan	Select Committee on Workforce Australia Employment Services Chair Speech	<p>Senator O'SULLIVAN: I want to turn to the select committee that has been established. Minister, this might be for you. I will start with you first, Ms James. Do you know if the minister's office provided any input into a speech given by the chair of the committee on Workforce Australia and employment services to the National Employment Services Association forum, the NESA forum?</p> <p>Ms James: I don't know that one way or the other.</p> <p>Senator O'SULLIVAN: Minister, do you know if the minister was providing assistance to the chair of that committee ahead of their speech?</p> <p>Senator Watt: I don't know that either.</p> <p>Senator O'SULLIVAN: Can you take that on notice?</p> <p>Senator Watt: Sure.</p>	Spoken	20	SQ22-001042

Education and Employment Legislation Committee

Department of Employment and Workplace Relations (DEWR) Questions on Notice – Budget Estimates 2022-23 October and November

11	Department of Employment and Workplace Relations	Matt O'Sullivan	Employment Services Conference draft speech	<p>Senator O'SULLIVAN: Did the department provide any input into the speech by the Minister for Employment that was made at that same conference?</p> <p>Mr Smyth: We provided a draft speech to the minister for the employment services conference.</p> <p>Senator O'SULLIVAN: Are we able to have a copy of that?</p> <p>Mr Smyth: I will take that on notice.</p> <p>Senator CASH: Take it on notice whether or not we can have a copy or take it on notice that you will provide a copy to the committee?</p> <p>Mr Smyth: I will take it on notice to go back and see whether or not we are able to provide you with a copy.</p>	Spoken	21	SQ22-001044
12	Department of Employment and Workplace Relations	Janet Rice	Deed of Standing Offer	<p>Ms Shannon: That's right. So it is a two-step process. Everybody on the panel got a deed of standing offer and then a subset of panel members were offered a licence.</p> <p>Senator RICE: When were those contracts signed?</p> <p>Ms Shannon: They were progressively executed as successful respondents returned their offers. So the last day for successful respondents to sign Workforce Australia services deeds was 25 March 2022.</p> <p>Senator RICE: When were they signed between? That was the last one.</p> <p>Ms Shannon: They would have been signed between when they were advised, which was 11 March and 25 March. They had 10 business days.</p> <p>Mr Smyth: There was a two-week period there?</p> <p>Ms Shannon: Two weeks, yes.</p> <p>Senator RICE: Can you provide us with a copy of the contract for one or more of them?</p> <p>Ms Shannon: I can provide you with the deed of standing offer. I can take out the commercially sensitive information, which is really just the business share allocation. I think that's fine. I will just do it on notice, if that's okay.</p> <p>Senator RICE: Yes. How many altogether?</p>	Spoken	23	SQ22-001054

Education and Employment Legislation Committee

Department of Employment and Workplace Relations (DEWR) Questions on Notice – Budget Estimates 2022-23 October and November

13	Department of Employment and Workplace Relations	Janet Rice	Individual Provider Payments	<p>Senator RICE: I am interested to know whether there is information that is available of the amount paid out to each of these providers. Is it just at a high level? I would like to have that information.</p> <p>Mr Smyth: We don't publish individual provider payments at all. We do that at the aggregate level in our portfolio budget statements as to what the Workforce Australia program expenditure actually is.</p> <p>Senator RICE: Would it be possible to provide that?</p> <p>Mr Smyth: We can take that on notice.</p> <p>Senator RICE: Take the individual amounts paid out, both the estimates for each of the providers and then what is actually paid out to them. In the Guardian article in July, providers who won Workforce Australia contracts are listed.</p> <p>Ms Shannon: That is exactly what was published on AusTender.</p> <p>Senator RICE: That is the estimate?</p> <p>Mr Smyth: That is the estimate.</p> <p>Ms Shannon: That is the estimate over three years for their share of the case load and the estimated outlays for the program. That is the estimate of what that provider would get.</p> <p>Senator RICE: You are saying that you are reporting an aggregate amount, what, after six months or 12 months?</p> <p>Mr Smyth: Usually what happens is that at budget and then at MYEFO-it gets very complex-there is the projected unemployment benefit recipients that is derived from ABS statistics.</p> <p>Senator RICE: I want to know what your reporting is. Is it six months or 12 months? What you are taking on notice is whether you can provide me with the actual amounts.</p> <p>Mr Smyth: Whether we can provide you with the actual amounts.</p> <p>Senator RICE: The actual amounts.</p> <p>Mr Smyth: That's right.</p> <p>Senator RICE: For each of those contracts.</p> <p>Mr Smyth: Yes.</p>	Spoken	24	SQ22-001055
14	Department of Employment and Workplace Relations	Perin Davey	Seasonal Worker Program New Measure Commencement	<p>Mr Stott: We do from time to time hear of workers who have disengaged from the scheme. We use that language deliberately. There are many drivers for disengagement. We are still working to make sure we completely understand that. We know it is a minority of people who disengage. The first thing that employers can do to recoup some costs is take up the commitment just released in the budget. If an employee, a worker, disengages and through no fault of the employer there is a cost for the flight remaining, less the \$300 contribution from the employer, the employer will be able to recoup some of those costs.</p> <p>Senator DAVEY: So they can recoup some of the costs?</p> <p>Mr Stott: In the Seasonal Worker Program under those new arrangements when that measure commences. I have just put the commencement date out of my mind. I apologise for that.</p> <p>Senator DAVEY: If you can provide that date on notice when it comes to hand, that's fine.</p> <p>Mr Stott: Of course.</p>	Spoken	27	SQ22-001056

Education and Employment Legislation Committee

Department of Employment and Workplace Relations (DEWR) Questions on Notice – Budget Estimates 2022-23 October and November

15	Department of Employment and Workplace Relations	Janet Rice	Providers Referral Cap	<p>Senator RICE: I understand that there have been some questions about the referral cap. Do you have any figures from jobactive of referrals by providers to their own organisations or related entities or subcontractors?</p> <p>Mr Smyth: I have to take that on notice because it is still early days in relation to the program. We're still running some assurance work over that. We would have to work out exactly what referrals are to programs such as career transition assistance, employability skills training and the like. I would have to take that on notice.</p> <p>Senator RICE: But they do have to report those referrals to you?</p> <p>Mr Smyth: Not necessarily.</p> <p>Senator RICE: You have the caps now. Clearly they've got to keep some metrics over who they are referring.</p> <p>Mr Smyth: Yes. There is a 50 per cent cap there around EST referrals and the like. When it comes to other services-it might be an RTO, it could be psychology services or an occupational therapist or something like that-we don't have particular caps. It would be very hard to give you an exact figure of what own party referrals are in those circumstances.</p> <p>Senator RICE: What do they have to report to you?</p> <p>Mr Smyth: Well, they have to report employment fund expenditure. We run a process of continuous oversight and assessment of whether or not that money has been appropriately accounted for and that the referrals to those particular services are relevant to the program and the individual.</p> <p>Senator RICE: So they do have to report all of those referrals to you?</p> <p>Mr Smyth: We track every dollar of expenditure under the employment fund.</p> <p>Senator RICE: So you should be able to then report on what those referrals are?</p> <p>Mr Smyth: Yes. We have broad categories that sit within that. I would have to get my team to look at the exact individual organisation. Certainly at the aggregate level we track whether or not there is expenditure in accredited training, non-accredited training, licensing et cetera. A whole raft of categories is allowed under the employment fund expenditure. We track all of that.</p> <p>Senator RICE: It looks like Ms Ryan has some information she can share with me.</p> <p>Ms Ryan: I was just going to add to Mr Smyth's comments. Under the provider employment fund, we have specific categories, as Mr Smyth said. There are 13 categories. We track them. For example, Mr Smyth said accredited training and certified interpreters. There are other things to do with work related training and licences, professional services and the like. We obviously check that and make sure it meets those criteria of value for money and so forth.</p> <p>Senator RICE: Take on notice what you can provide me in terms of a breakdown. I acknowledge, Mr Smyth, it's still early days.</p> <p>Mr Smyth: Yes.</p> <p>Senator RICE: In particular, time frames and by provider would be of use to me.</p>	Spoken	28	SQ22-001057
16	Department of Employment and Workplace Relations	Michaelia Cash	Resignation of FWC President	<p>Senator CASH: ... When did the president inform the minister?</p> <p>Mr Hehir: I'm not aware of the date of that.</p> <p>Senator CASH: That's okay. Minister, when did the president of the Fair Work Commission inform the minister or his office either formally or informally of his resignation?</p> <p>Senator Watt: I would have to take that on notice and come back to you on that.</p> <p>Senator CASH: That's fine. Has he formally written to the minister, Senator Watt?</p> <p>Senator Watt: Again, I will take that on notice.</p>	Spoken	30	SQ22-001028

Education and Employment Legislation Committee

Department of Employment and Workplace Relations (DEWR) Questions on Notice – Budget Estimates 2022-23 October and November

17	Department of Employment and Workplace Relations	Michaelia Cash	Replacing the FWC President	<p>Senator CASH: That's fine. In relation to the actual replacement of the president-I appreciate that Minister Watt will already know this-section 627 of the Fair Work Act sets out the qualifications required for someone to be appointed as the president of the Fair Work Commission. It states:</p> <p>(1) Before the Governor-General appoints a person as the President or a Vice President, the Minister must be satisfied that the person:</p> <p>(a) is or has been a Judge of a court created by the Parliament- as Mr Ross was. It continues:</p> <p>or (b)-</p> <p>I note it is an 'or'-</p> <p>is qualified for appointment because the person has knowledge of, or experience in, one or more of the following fields:</p> <p>(i) workplace relations;</p> <p>(ii) law;</p> <p>(iii) business, industry or commerce.</p> <p>Minister Watt, how does the government intend to fill the position of president of the Fair Work Commission?</p> <p>...</p> <p>Senator CASH: ... in the event section 627(1)(b) is invoked because the person is not or has not been a judge, a merit based selection process will not be utilised?</p> <p>...</p> <p>Senator CASH: Are you able to take that on notice for me?</p> <p>Senator Watt: Yes. I am happy to do that.</p>	Spoken	30-31	SQ22-001029
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Education and Employment Legislation Committee

Department of Employment and Workplace Relations (DEWR) Questions on Notice – Budget Estimates 2022-23 October and November

18	Department of Employment and Workplace Relations	Matt O'Sullivan	International comparisons	<p>Senator O'SULLIVAN: Can you please provide to us which particular countries you are referring to when you say that there is international evidence?</p> <p>Senator Watt: Sure.</p> <p>Senator O'SULLIVAN: Is it an apples-versus-apples comparison? The evidence that we've heard so far through the committee points to Denmark. Denmark don't have awards. They don't have national employment standards. That is continually put up as the gold standard in terms of enterprise bargaining, but it's not an actual apples versus apples comparison. Could I get the list of the countries that you are relying on?</p> <p>Senator Watt: I'm happy to provide some of that information on notice. I'm sure the officials would be happy to take you through some of it if you would like to hear any of it now.</p> <p>Mr Hehir: I might turn to Ms Wettinger in a second. We do use OECD data and research extensively, which of course does do comparisons across a range of OECD countries. It also does analysis of particular countries. From my recollection, we relied on the broad OECD data analysis of different types of wage setting systems. You are correct; Australia's wage setting system is unique. We're probably not the only country that has a unique system. How countries determine their wages is, of course, up to them. What we do know is that nearly all of the literature describes as the best outcome flexibility and the focus on the primacy of single enterprise bargaining. There is also quite a bit of literature that describes that multiemployer bargaining can also increase productivity. It is also particularly useful for some groups that we would traditionally regard as disadvantaged or low wage. So the combination here of primacy of the single enterprise and trying to encourage multiemployer bargaining, particularly for groups that find it difficult to access that, such as small business, is a key part of trying to get people off the award and on to higher rates of pay. We're very clear that the enterprise agreement process delivers higher wages than the award wage system.</p> <p>Senator O'SULLIVAN: Can we get that evidence?</p> <p>Ms Wettinger: I have nothing further to add.</p> <p>Senator O'SULLIVAN: With these reports and evidence that you are referring to, can we get that provided and preferably not by the estimates QON date, because we are going to be probably facing this legislation going to the Senate before that date comes?</p> <p>Mr Hehir: We can provide you with the links. They are quite big reports, so you don't want to have them printed. We can provide you with the links.</p> <p>Senator O'SULLIVAN: Thanks.</p>	Spoken	34	SQ22-001030
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Education and Employment Legislation Committee

Department of Employment and Workplace Relations (DEWR) Questions on Notice – Budget Estimates 2022-23 October and November

19	Department of Employment and Workplace Relations	Michaelia Cash	Number of departmental meetings with union representatives	<p>Senator CASH: ... As part of the department's consultation process, Ms James, how many meetings prior to the legislation being tabled did the department have with union representatives?</p> <p>Ms James: The department had many discussions with many parties.</p> <p>Senator CASH: But I asked about union representatives. I will get to others shortly. This is specifically in relation to union representatives.</p> <p>Ms Anderson: In terms of the consultations that occurred before the bill was introduced, there were just over 50 in total. I will have to get the exact figure. I know about 20 per cent of them were with union affiliates of the ACTU.</p> <p>Senator CASH: Could you provide on notice a list of who attended those meetings? You said there were around 50 in total. Could I get the time and date of each of those meetings? In the department's consultation process with employers as well, how many meetings did you hold? When were the meetings? Who attended? Excluding the COIL meeting, which I assume you held-as I former minister, I understand that meeting would have been part of the process-how many meetings did you jointly hold with union and employer representatives?</p> <p>Ms Anderson: I might take it on notice. We did have an NWRCC meeting.</p> <p>Senator CASH: Put aside the WRMC. Any statutory meeting put that aside. How many meetings did you jointly hold with union and employer representatives? If you had none, just say none. If there was one, one.</p> <p>Mr Hehir: Aside from COIL, I don't think we had a joint meeting.</p> <p>Senator CASH: No. There were no joint meetings. Thank you very much. When did you hold your first meeting with union representatives?</p> <p>Mr Hehir: I think we have agreed that we will take that full list on notice.</p> <p>Senator CASH: I agree. Do you have in front of you when you had your first meeting with union representatives?</p> <p>Ms Anderson: I think we would have to take the exact date on notice, but I do recall, as the minister advised at the job summit, that he asked his department to start consultations straight away after the job summit. Certainly my recollection was we started the following week.</p> <p>Senator CASH: Remind me when the job summit was.</p> <p>Ms James: It was 1 and 2 September. The outcomes of the jobs summit actually committed our department to commencing detailed consultation with business and unions on these matters.</p> <p>Senator CASH: Hence my question: when was the first meeting with union representatives?</p> <p>Mr Hehir: We will take that exact date on notice. It was the next week, as it was with a number of business peaks.</p> <p>Senator CASH: That would be my next question. When was the first meeting with employer representatives? In relation to both of those answers, who attended those meetings? In terms of the employer groups themselves that were consulted, which employer groups were consulted?</p> <p>Mr Hehir: There is quite an extensive list. I think we did agree to take that on notice. If we can get back to you, we can give you the full list. Not only were there a number of employer groups; there were a number of employers.</p>	Spoken	36	SQ22-001032
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Education and Employment Legislation Committee

Department of Employment and Workplace Relations (DEWR) Questions on Notice – Budget Estimates 2022-23 October and November

20	Department of Employment and Workplace Relations	Larissa Waters	Working women's centres	<p>Senator WATERS: Thanks very much. I will start off with working women's centres. I was obviously very pleased to see the \$32 million in the budget, as recommended by the Jenkins report in recommendation 49. I am interested whether the government has received any proposals from organisations to set up working women's centres across the country, particularly, obviously, in locations where they don't already exist.</p> <p>Ms Mathews: We did have a range of early discussions with a number of different stakeholders. Our formal consultation process in terms of the implementation of that measure hasn't commenced yet. We intend to consult very broadly with, obviously, the women's sector and other community services groups, employee groups and states and territories.</p> <p>Senator WATERS: I have some polite questions on that. Who were the early discussions held with, please?</p> <p>Ms Mathews: I might need to take that on notice. Certainly the existing working women's centres, the ACTU and other Commonwealth government agencies.</p> <p>Senator WATERS: That was the totality, was it?</p> <p>Ms Mathews: I will take it on notice in case there were others. There were a number.</p>	Spoken	39	SQ22-001036
21	Department of Employment and Workplace Relations	Michaelia Cash	COIL consideration of legislation	<p>Senator CASH: I'm not saying that it's not; I am just asking, thank you very much. How long were the groups given to digest the legislation at COIL?</p> <p>Ms Anderson: I will have to take it on notice.</p> <p>Senator CASH: How long did the COIL meeting go for? From 1 pm until 4 pm, or from 1 pm until 6 pm, or from 10 am until 11 am? You are telling me on probably one of the most significant pieces of legislation this parliament has ever seen you do not know how long the COIL process went for?</p> <p>Ms Sheehan: We were just double-checking. It was from 10 am until 4 pm.</p> <p>Senator CASH: How many participants attended?</p> <p>Ms Anderson: Again, in line with normal practices, we have the members of NWRCC attend. So we have the ACTU. They will also invite a number of their affiliates. I would have to take on notice exactly the number of affiliates that attended. Again, I will have to probably take on notice how many representatives each organisation brought. We also had ACCI, Ai Group, BCA, AREERA, NFF, MBA, HIA and COSBOA invited.</p> <p>Senator CASH: Invited but not necessarily attended. So will you get back to me as to who attended? Mr Hehir: My understanding is that COSBOA did attend.</p>	Spoken	42-43	SQ22-001037
22	Department of Employment and Workplace Relations	Michaelia Cash	If groups had access to the legislation prior to COIL	<p>Senator CASH: Are you aware whether any group, employer or employee organisation, saw the proposed legislation in the form provided at the COIL or in another form prior to the COIL?</p> <p>Ms Sheehan: No. I'm not aware.</p> <p>Senator CASH: You are not aware of it. Minister, are you aware of whether or not any group saw the legislation prior to the COIL meeting?</p> <p>Senator Watt: No, I'm not aware of that.</p> <p>Senator CASH: Could you take that on notice? Thank you very much.</p>	Spoken	43	SQ22-001038

Education and Employment Legislation Committee

Department of Employment and Workplace Relations (DEWR) Questions on Notice – Budget Estimates 2022-23 October and November

23	Department of Employment and Workplace Relations	Michaelia Cash	Confidentiality deed signed by COIL participants	<p>Senator CASH: ... Did the deed stop participants from consulting with members and getting their feedback before the bill was introduced?</p> <p>Mr Hehir: I might take that on notice.</p> <p>Senator CASH: I don't care whether it is an employer organisation or an employee organisation. How were you meant to get feedback from your members prior to the introduction of a 251-page bill if you were unable to because you were bound by a deed of confidentiality?</p> <p>Mr Hehir: I will take that on notice. My recollection is that we use the same form for the deed of confidentiality, but I will check that to make sure. I am just conscious that this issue arose a couple of times during the consultation. I was very clear that they were confidential processes and that in the consultation we ask people not to discuss more broadly. The issue raised was whether they could talk to colleagues et cetera or some members came back. At that point, we said, 'Of course during the consultation we're comfortable with you engaging with your membership and/or key stakeholders to engage in this consultation properly.' The formality of the COIL process is, however, different. I will check, but my understanding is that we use the same model and process that has been in place over quite a number of years now. I think we probably used it in previous models.</p>	Spoken	44	SQ22-001039
24	Department of Employment and Workplace Relations	Michaelia Cash	Copy of legislation put forward to COIL and a copy of that introduced into the House of Reps	<p>Senator CASH: Is it possible to get tabled a copy of the legislation that was put forward to the participants at the COIL process and a copy of the legislation as it was introduced and tabled into the House of Representatives?</p> <p>Mr Hehir: I'm sure we can provide you with a copy of the bill as it was tabled.</p> <p>Senator CASH: Clearly, I could Google that myself right now.</p> <p>Mr Hehir: You asked for it. I was offering to provide it.</p> <p>Senator CASH: I want to see it by way of comparison, though. Unless I have a comparison, it doesn't assist me.</p> <p>Mr Hehir: I will take that on notice. The question I want to clarify is whether it goes to government decision making processes. I need to sort that out before I provide it.</p>	Spoken	45	SQ22-001040
25	Department of Employment and Workplace Relations	Michaelia Cash	Consultations with AREERA	<p>Senator CASH: ... In terms of the consultation, did you say that you had consulted with AREERA?</p> <p>Mr Hehir: No. I took that on notice.</p> <p>Senator Watt: I think I said that.</p> <p>Senator CASH: Yes. Sorry, it was the minister. What consultation was undertaken with AREERA? What was the extent of the consultation? When did this consultation occur?</p> <p>Mr Hehir: I think the minister said he had a list but he could be corrected by the department. I have taken that on notice.</p>	Spoken	45	SQ22-001061

Education and Employment Legislation Committee

Department of Employment and Workplace Relations (DEWR) Questions on Notice – Budget Estimates 2022-23 October and November

26	Department of Employment and Workplace Relations	Michaelia Cash	Notification of amendments to the building code	<p>Senator CASH: I know all of that. I am not disputing that it was an election commitment. I am specifically asking about when the department was made aware of the amendments to the building code by the minister.</p> <p>Mr Hehir: The point I'm making is that it was an iterative process from early on, so I will need to check the exact date. So we did commence discussions early with the minister in relation to the broad abolition. As to when we looked at how that would be done, I would need to check the exact date, unless my officers have it.</p> <p>...</p> <p>Senator CASH: ... When was the ABCC formally advised that the building code was being amended?</p> <p>Ms Anderson: I think I would have to take that on notice in terms of when they were advised.</p> <p>...</p> <p>Ms Anderson: I suppose announcements are often a decision for government or the minister, so it probably wouldn't be unusual for that announcement.</p> <p>Senator CASH: The department didn't know?</p> <p>Mr Hehir: I will need to take on notice whether the department had advised Mr McBurney that the minister was going to announce something. Certainly Mr McBurney has been aware that the department has been working on the abolition of both the code and the legislation for the ABCC. He has been aware of that from the election of the government that we were working on that.</p>	Spoken	48-49	SQ22-001063
27	Department of Employment and Workplace Relations	Michaelia Cash	Differences between powers of the ABCC currently compared to powers of the FWO	<p>Senator CASH: Could you put together for me the differences between the powers that the ABCC currently has before it's abolished and then the powers that the Fair Work Ombudsman has and then literally whether or not there are any differences.</p> <p>Mr Hehir: Is table form okay to come back with?</p> <p>Senator CASH: Yes. Whatever is easiest.</p> <p>Mr Hehir: We will take that on notice.</p>	Spoken	51	SQ22-001065
28	Department of Employment and Workplace Relations	David Pocock	Legislation consultation period	<p>Senator DAVID POCOCK: How long was that consultation period for the department?</p> <p>Mr Hehir: We have taken that on notice. I think the broad period is we commenced the week following the job summit. I think the job summit was Thursday and Friday. We commenced the following week in terms of consultations. We were still consulting three days before COIL, which was on the 20th. We were still consulting on 17 October. It was from very early September through to mid-October. I think the evidence we provided before is we did 54 consultations, or something like that.</p>	Spoken	54	SQ22-001066
29	Department of Employment and Workplace Relations	David Pocock	Deadline	<p>Senator DAVID POCOCK: Did the department ever express concerns about the deadline and being able to make it to the minister?</p> <p>Mr Hehir: We always provide advice to ministers on achievability. I don't go into advice that I provide to the minister, but we always provide advice.</p> <p>Senator DAVID POCOCK: So that's confidential?</p> <p>Mr Hehir: I would need to take it on notice.</p>	Spoken	54	SQ22-001067

Education and Employment Legislation Committee

Department of Employment and Workplace Relations (DEWR) Questions on Notice – Budget Estimates 2022-23 October and November

30	Department of Employment and Workplace Relations	Michaelia Cash	Report by Ernst & Young from April 2022 on the impact of the abolition of the ABCC	<p>Senator CASH: Is the department aware of the report by Ernst & Young from April 2022 that shows that the abolition of the Australian Building and Construction Commission could see a decline in economic activity in the Australian economy of \$47.5 billion by 2030?</p> <p>Mr Hehir: Yes. I am aware of that report.</p> <p>...</p> <p>Senator CASH: But someone in the department would have read the report? Was any of this information ever provided by the department to the government about the impact of the legislation?</p> <p>Mr Hehir: Did we summarise the report? Not to my knowledge. But we are aware that the minister was aware of the report.</p> <p>Senator CASH: The minister was aware of the report. Minister, could I confirm with you that is the case- that the minister is aware of the report?</p> <p>Senator Watt: I would have to check that with him and take it on notice.</p> <p>Senator CASH: That is fine. I'm happy for you to do that.</p> <p>Mr Hehir: I am aware the minister's office was aware of the report. I will clarify.</p>	Spoken	55	SQ22-001068
31	Department of Employment and Workplace Relations	Michaelia Cash	Potential changes to the Fair Work (Registered Organisations) Amendment (Withdrawal from Amalgamations) Bill 2020	<p>Senator CASH: Have you been asked to provide advice to the minister in relation to this legislation and potential changes to it?</p> <p>Mr Hehir: We've certainly provided initial advice to the minister on that piece of legislation. I would need to check and see whether it recommended changes or not.</p> <p>Senator CASH: When was that advice requested?</p> <p>Mr Hehir: I would need to take that on notice.</p>	Spoken	56	SQ22-001069
32	Department of Employment and Workplace Relations	Michaelia Cash	Registered organisations act changes	<p>Senator CASH: When were you advised by the minister or his office that the Albanese government was committed to repealing changes made in 2020 to the registered organisations act that allows registered organisations to withdraw from amalgamations more than five years following an amalgamation?</p> <p>Mr Hehir: As I said, I will have to take that on notice. I am aware we have provided a brief on this. I need to check the content of that brief and the timing of that brief.</p>	Spoken	57	SQ22-001070
33	Department of Employment and Workplace Relations	Michaelia Cash	Registered organisations act	<p>Senator CASH: ... Ms James, has the department received instructions from the government to commence any form of drafting in relation to changes to the registered organisations act in this regard?</p> <p>Ms James: I'm not sure of the answer to that.</p> <p>Senator CASH: When you say you're not sure, would someone here be sure? You are the secretary.</p> <p>Mr Hehir: I believe I have taken the substance of that one on notice. It's possible in terms of the brief that was provided that it had decisions attached to it. As I said, I need to review that brief.</p> <p>Senator CASH: Thank you very much.</p>	Spoken	58	SQ22-001072

Education and Employment Legislation Committee

Department of Employment and Workplace Relations (DEWR) Questions on Notice – Budget Estimates 2022-23 October and November

34	Department of Employment and Workplace Relations	Matt O'Sullivan	National construction industry forum	<p>Senator O'SULLIVAN: So in terms of any of the discussions that you've had regarding the forum with the minister, who else has been involved in those discussions? Is it just departmental officials, the minister and the minister's staff, or are there other people involved?</p> <p>Mr Hehir: There are things that I can't discuss because they go to government decision-making. I need to go back and look at the material and see what I can share. It does go to government decision-making.</p>	Spoken	60	SQ22-001075
35	Department of Employment and Workplace Relations	Michaelia Cash	National construction industry forum - CFMEU	<p>Senator CASH: Minister, can you guarantee that the CFMEU will not have a seat at the table in relation to the national construction industry forum? In this bill that abolishes the Australian Building and Construction Commission, the government has also acknowledged that they are recidivist offenders and will be banned from multiemployer bargaining for 18 months.</p> <p>Senator Watt: I will try to get some information for you.</p> <p>Senator CASH: Minister, do you think, based on your knowledge of the CFMEU and the findings against them, that they should be given a seat at the table of the national construction industry forum?</p> <p>Senator Watt: I am here representing the minister. It's the minister's role. It is Minister Burke. I will do my best to get an answer for you on that as quickly as I can.</p>	Spoken	61	SQ22-001291
36	Department of Employment and Workplace Relations	Barbara Pocock	Data on requests for an extension to unpaid parental leave	<p>Senator BARBARA POCOCK: Does the department have any kind of recordkeeping or any analysis of whether it is a very frequently made request for an extension to unpaid parental leave, how broadly it's used, whether there's any information about refusal rates or any kind of research findings at all?</p> <p>Mr Mann: I would have to take that on notice. We'll take that on notice.</p>	Spoken	62	SQ22-001076
37	Australian Building and Construction Commission	Tony Sheldon	ABCC v CFMEU (the Cup of Tea Case) – legal costs	<p>Chair... In 2018 the Federal Court blasted the ABCC for taking Federal Court action against two CFMMEU officials for the egregious crime of 'having a cup of tea'. Justice North said that the ABCC needed to be 'publicly exposed' for wasting taxpayer money on bringing that action. Justice North went on to describe the ABCC as 'morally inappropriate' for bringing a 'minuscule, insignificant affair' to trial. Can you remind me how much the ABCC spent prosecuting two CFMMEU officials for having a cup of tea?</p> <p>Mr Kelleher: I'll take that on notice.</p> <p>CHAIR: You've got the figures on flags. You haven't got the figures on cups of tea?</p> <p>Mr McBurney: This matter arose prior to my commencement as commissioner, and this matter arose prior to Mr Kelleher's commencement as deputy commissioner. No-one here was involved in the case.</p> <p>CHAIR: You're not seriously saying to this Senate inquiry that, because it was prior to your being here and Mr Kelleher's being here, there is not the capacity to turn around and answer that question? Is there somebody in the room who can answer that question?</p> <p>Mr McBurney: We can answer questions. We've come prepared to answer questions about current matters.</p> <p>CHAIR: Only on the period that you've been there?</p> <p>Mr McBurney: No, no. We will answer the question on notice. We will provide that. I'm just providing context for this. Questions were answered about this case back at the time by the former commissioner and by the predecessor to Deputy Commissioner Kelleher. It's only fair that he be permitted to see the answers given by his predecessor to be able to provide you with an accurate answer to the question you're asking.</p>	Spoken	69	SQ22-001059

Education and Employment Legislation Committee

Department of Employment and Workplace Relations (DEWR) Questions on Notice – Budget Estimates 2022-23 October and November

38	Australian Building and Construction Commission	Karen Grogan	Bay Street Case – legal costs	<p>Senator Grogan: ... Can you tell me what that actually cost? What did the ABCC spend on that case?</p> <p>Mr Kelleher: I'll take that on notice, thank you.</p> <p>Senator GROGAN: I just want to clarify, because my notes-and obviously I wasn't able to sight the case, so I would like a point of clarity about whether this is right-say the ABCC spent \$432,496 on fees to pursue this case of a toilet; is that correct?</p> <p>Mr Kelleher: As I said, I will take that on notice, thank you.</p> <p>Senator Watt: Senator Grogan, I can probably help you out. Senator GROGAN: That would be great. Thank you, Minister.</p> <p>Senator Watt: I'm aware of a news report in the Sydney Morning Herald from August 2021, so just over 12 months ago, which actually said that the then Attorney-General, Senator Cash, disclosed that the ABCC had spent \$432,000 on external legal fees over this matter. I'm not sure if that helps Mr Kelleher.</p> <p>Mr McBurney: We will get the final cost figure for you on notice.</p>	Spoken	71	SQ22-001060
39	Department of Employment and Workplace Relations	Michaelia Cash	Consideration for changes to the Fair Work Act maximum penalty	<p>Senator CASH: On that: Minister, given the comments of the High Court in relation to the imposition of penalties on the CFMMEU, and the fact that they say they do see them as doing business-and based on the evidence of the deputy commissioner of the \$220,000 fine versus the \$66,600 fine-does the government intend to increase the maximum fines under the Fair Work Act?</p> <p>Senator Watt: I've just sought advice on whether the penalties or powers of the Fair Work Commission are being amended in any way by the bill. Once I get that information I'll let you know.</p> <p>Senator CASH: Thank you very much.</p>	Spoken	74	SQ22-001077
40	Australian Building and Construction Commission	Karen Grogan	Lendlease Building Contractors Pty Ltd v ABCC – timing of significant issue	<p>The other issue I wanted to go to was what we call the 'Eureka flag' case, and for your reference it is the Lendlease Building Contractors v the ABCC. Throughout the original case, can you outline the engagement you had with the government at that time regarding that case?</p> <p>Mr McBurney: The government would have been informed of the commencement of the case at the time it was commenced, and they would have been informed of the outcome of the case when the decision was delivered.</p> <p>Mr Kelleher: My recollection, as I've given in evidence earlier, is that it was the subject of reporting under a significant issue to the OLSC, so the government is informed as OLSC is part of the Attorney-General's Department.</p> <p>Senator GROGAN: So the Attorney-General would have been informed throughout that process.</p> <p>Mr McBurney: I think from the time the intervention occurred because that's the point at which it was deemed significant.</p> <p>Mr Kelleher: We'll take on notice the exact time that it became a significant issue. It may have been prior to that when it was initially commenced. Then typically a significant issue would be added to if there's a development in it such as the intervention.</p> <p>Mr McBurney: And the appeal.</p> <p>Mr Kelleher: But the precise timing we can take on notice.</p>	Spoken	78	SQ22-001062

Education and Employment Legislation Committee
Department of Employment and Workplace Relations (DEWR) Questions on Notice – Budget Estimates 2022-23 October and November

41	Department of Employment and Workplace Relations	Michaelia Cash	Section 26 Transfer to FWO	<p>Senator CASH: Minister Watt, what was the government's rationale for not undertaking the machinery of government change that would have seen the staff from the ABCC transfer over to the Fair Work Ombudsman?</p> <p>Senator Watt: That's a level of detail that I'm not across as the representing minister. Clearly, Mr McBurney's evidence demonstrates that there have been a number of ABCC staff who have moved across to the Fair Work Ombudsman, and I guess it's a matter for the Fair Work Ombudsman to explain why they've taken that number and not others. I don't know whether it's about skill sets or a particular responsibility. I don't know.</p> <p>Senator CASH: Could I get you to take on notice the government's rationale for undertaking a section 26 transfer as opposed to using the machinery of government?</p>	Spoken	83	SQ22-001079
42	Australian Building and Construction Commission	Michaelia Cash	Lendlease matter – referral for approval to settle	<p>Mr Kelleher: The proposal that was put forward didn't propose the figure that you mentioned. It sought approval to settle on terms that provided for effectively the ability to negotiate costs up to an amount of \$150,000. It's not unusual in a costs negotiation to avoid further costs associated with the taxation to compromise an initial proposal. As I indicated earlier, because it was a significant matter, the appeal itself and everything underneath it couldn't be resolved without the approval of the Attorney-General pursuant to the Legal Services Directions.</p> <p>Senator CASH: And that approval was not forthcoming?</p> <p>Mr Kelleher: The approval, as I indicated, was that the appeal be discontinued with no order as to costs, and the ABCC does not enforce the costs order.</p> <p>Senator CASH: And you'll table all that for us-the brief that you provided to the Attorney-General requesting that. Are you able to table that?</p> <p>Mr Kelleher: I'll take on notice the ability to table that.</p>	Spoken	86	SQ22-001078
43	Department of Employment and Workplace Relations	Michaelia Cash	Tabling of ABCC Annual Report	<p>Senator CASH: Minister Watt, can you take on notice why the minister has failed to comply with a requirement to table a report that they received on 20 September by the due date of 31 October? And could you confirm when the minister intends on tabling this report?</p> <p>Senator Watt: Sure.</p> <p>Senator CASH: Does the minister intend on tabling the report?</p> <p>Senator Watt: Would you like me to take that on notice as well?</p> <p>Senator CASH: Yes.</p> <p>Senator Watt: Happy to take it on notice.</p> <p>Senator CASH: Unless you have information to the contrary-</p> <p>Senator Watt: No-</p> <p>Senator CASH: that the minister has no intention of tabling the report?</p> <p>Senator Watt: Happy to take it on notice</p>	Spoken	88	SQ22-001080

Education and Employment Legislation Committee

Department of Employment and Workplace Relations (DEWR) Questions on Notice – Budget Estimates 2022-23 October and November

44	Department of Employment and Workplace Relations	Michaelia Cash	Meetings with stakeholders	<p>Senator CASH: I am more than happy. If you think it's more appropriate to do it then, that is fine. We have a few more questions in cross-portfolio. What discussions, if any, have either you or the department had with the minister and his office in terms of meetings with stakeholders?</p> <p>Ms James: Can I just check that you are asking about discussions we have had with the office about meetings with stakeholders?</p> <p>Senator CASH: Correct. Has there been any direction provided to you? Have you had any discussions about who the department should meet with and who you should prioritise et cetera in terms of stakeholder meetings?</p> <p>Ms James: We have been in a highly intensive period of engaging with stakeholders across the entire department. We've had the jobs and skills summit and a number of other programs and activities where we have been engaging very regularly with and in activities involving consultation across the board. I have no doubt we've had many conversations engaging with our ministers' offices around the nature of those discussions, the sort of feedback we're getting, who we are talking to and whether there are other people we should talk to. I couldn't give you a number. Consultation is business as usual for DEWR. It's something we are doing a lot of across our programs with a huge range of stakeholders. The answer would be yes, we've had conversations with our ministers and offices, but there would be so many, I couldn't off the top of my head give you details about that.</p> <p>Senator CASH: That's okay. I might get you to take that on notice.</p>	Spoken	12-13	SQ22-001292
45	Department of Employment and Workplace Relations	Matt O'Sullivan	Select Committee on Workforce Australia Employment Services Minister and Chair communication	<p>Senator O'SULLIVAN: Has there been any communication between the minister and the chair of the committee on Workforce Australia employment services on the expectations of the inquiry?</p> <p>Senator Watt: I don't know. But it's not uncommon, as I'm sure Senator Cash can tell you, for ministers to have some discussions with committee members about the nature of an inquiry and the sort of issues that it would look at. If there have been any, that wouldn't be uncommon.</p> <p>Senator O'SULLIVAN: Just so I understand, for instance-</p> <p>Senator Watt: For instance, there are some committees where-I can think of my own portfolio-the committee needs to seek my approval, effectively, on a topic for consideration by the committee. Other times, ministers and their offices and committees have discussions about the types of topics that would be useful to explore. I don't know in this particular situation. But if it did happen, it wouldn't be unusual.</p> <p>Senator O'SULLIVAN: Are you aware of whether there was any particular direction given in terms of the desired outcome of the committee's-</p> <p>Senator Watt: Not that I am aware, no.</p> <p>Senator O'SULLIVAN: Could you take that on notice, please.</p> <p>Senator Watt: Sure.</p>	Spoken	20-21	SQ22-001043

Education and Employment Legislation Committee

Department of Employment and Workplace Relations (DEWR) Questions on Notice – Budget Estimates 2022-23 October and November

46	Department of Employment and Workplace Relations	Janet Rice	National Customer service Line Measuring Outcomes	<p>Senator Rice: ... I want to go to the national customer service line and touch on complaints about Workforce Australia that have gone to the national customer service line. What data do you have since July of the volume of those calls?</p> <p>Ms Ryan: I will just check that, Senator, for you. This is at the highest level. I know that previously you have asked us some questions in relation to the granularity regarding complaints and the like. I can answer at the highest level. Since 1 July this year, when Workforce Australia commenced, to 30 September this year, the key reasons for people calling the customer service line or emailing it related to requests for information about the new service, electing to either transfer or move to another provider. Unpacking that, they may have been allocated a provider and they've moved location, they want to move to another provider or they may be dissatisfied with the service they are receiving from that provider.</p> <p>Senator RICE: Perhaps cut it short because I need to leave here in three minutes. I might get you to put some things on notice.</p> <p>Ms Ryan: Yes.</p> <p>Senator RICE: How do you measure complaints, then? Pull out complaints versus information about the service.</p> <p>Ms Ryan: We track that through our data management system. We can unpack some of that for you. There are certain categories that our operators will record on that. I'm not saying that it's perfect, but we can unpack that to give you a bit more granularity about how that's done. Those complaints are fed into the performance management framework that assesses the performance of those providers as well. We will feed that back to them through a formal complaints process but as part of their licence reviews.</p> <p>Senator RICE: That goes to my next point about measuring outcomes. If you have these complaints, how do you know whether these complaints have been resolved? How do you track what has been done about those complaints?</p> <p>Ms Ryan: I think in a previous question on notice we provided an answer that we may get a formal complaint where an individual may want to escalate that and then will want us to reach out to the provider. The provider will notify them that we've had a complaint from a participant about potentially servicing. We'll give them five business days to respond to that. We will follow up to see what remediation has been done. So that is the immediate complaint process.</p> <p>Senator RICE: Take on notice the information you provided about that and the wait times on the customer service line.</p> <p>Ms Ryan: Well, I can tell you.</p> <p>Senator RICE: How long are people waiting to talk to someone?</p> <p>Ms Ryan: For the national customer service line, the average wait time since the beginning of this financial year has been one minute and 12 seconds. For the digital services contact centre, which supports our online participants, it's 37 seconds. So there are no wait times generally.</p> <p>Senator RICE: Different from that waiting, do you measure the time between when a complaint is made and when an issue is deemed to have been resolved?</p> <p>Ms Ryan: I might have to take that on notice to see how we measure that, if I may.</p>	Spoken	28-29	SQ22-001058
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Education and Employment Legislation Committee

Department of Employment and Workplace Relations (DEWR) Questions on Notice – Budget Estimates 2022-23 October and November

47	Department of Employment and Workplace Relations	Michaelia Cash	Number of ministerial meetings with unions and business representatives	<p>Senator CASH: Minister, how many meetings did Minister Burke attend with the unions and business representatives about the legislation before it was tabled in the House of Representatives?</p> <p>Senator Watt: I do have some information on this. I may not have the precise information that you've sought. What I do know is that there has been consultation on the specific reforms being proposed since August with over 50 meetings and hundreds of hours of conversations with business groups, unions, academic and civil society. I heard Minister Burke on the radio this morning saying that he spent a considerable part of last week in direct negotiations with a range of employer groups in particular.</p> <p>Senator CASH: No. I said before the legislation, not after. Before the legislation. Before it was tabled in the House.</p> <p>Senator Watt: I would have to come back to you with those specific details. There can be no doubt there has been extensive consultation on this bill before and after it was tabled by both the minister, his office and the department.</p> <p>Senator CASH: I'm actually interested in before.</p> <p>Senator Watt: Sure. So I'll come back.</p>	Spoken	35-36	SQ22-001031
48	Department of Employment and Workplace Relations	Michaelia Cash	Date of consultations with Minerals Council; Australian Bankers Association; and The Retailers Association	<p>Senator CASH: Did you consult the Minerals Council?</p> <p>Mr Hehir: Yes. We did consult with the Minerals Council.</p> <p>Senator CASH: Could I get the date on which that consultation occurred?</p> <p>Mr Hehir: Again, I will need to get that.</p> <p>Senator CASH: The Australian Bankers Association. Were they consulted?</p> <p>Mr Hehir: I will need to take that on notice. I didn't attend all of the consultations myself, so I will need to just check.</p> <p>Senator CASH: The Retailers Association?</p> <p>Mr Hehir: Again, I will take that on notice.</p>	Spoken	36-37	SQ22-001033

Education and Employment Legislation Committee

Department of Employment and Workplace Relations (DEWR) Questions on Notice – Budget Estimates 2022-23 October and November

49	Department of Employment and Workplace Relations	Michaelia Cash	Consultation with various organisations	<p>Senator CASH: Could I get the date or dates on which you consulted with the Master Builders Association? The Australian Resources and Energy Employers Association?</p> <p>Mr Hehir: I would need to take that on notice.</p> <p>Senator CASH: Can you take that on notice, thank you. The Restaurant and Caterers Association?</p> <p>Mr Hehir: Again, I'll need to that on notice.</p> <p>Senator CASH: The National Farmers Federation?</p> <p>Mr Hehir: I will take that on notice as well.</p> <p>Senator CASH: The Australian Constructors Association?</p> <p>Mr Hehir: Again, I will take that on notice. I know that I have consulted with them. I need to check.</p> <p>Senator CASH: Any state based chambers of commerce?</p> <p>Ms Anderson: We would normally consult through ACCI and then ACCI would normally consult with the states.</p> <p>Senator CASH: Again, in relation to all, I will ask the specific dates of the consultation and who from those associations attended the consultation. In terms of the departmental consultation process-again, we're talking prior to the legislation being tabled-did the department seek written submissions from all of these groups?</p> <p>Mr Hehir: Yes, Senator, we did. Not from all these groups, but from a number of groups.</p> <p>Senator CASH: So what determined whether or not you sought a written submission from a particular group?</p> <p>Mr Hehir: I will need to take that on notice. We went out quite broadly, from memory. I will need to check.</p> <p>Senator CASH: Could you provide a list of those who provided a submission and a list of those you asked to provide a submission?</p> <p>Mr Hehir: I will take that on notice.</p>	Spoken	36-37	SQ22-001034
50	Department of Employment and Workplace Relations	Michaelia Cash	Meetings with unions	<p>Senator CASH: You might be able to answer here. Apart from the ACTU, which individual unions did you consult with?</p> <p>Mr Hehir: I personally didn't, so I will need to take that on notice. I'm not sure.</p> <p>Senator CASH: Again, times and dates. Did the department seek the views of any other parties-for example, community groups, think-tanks, economists?</p> <p>Mr Hehir: Yes. We certainly went out broader than just employers and employees. There were a number of groups interested. I will take that on notice. We went to both academics and groups with a particular interest in gender and pay equity.</p> <p>...</p> <p>Mr Hehir: Yes. We will provide that on notice. Another thing that is probably worthwhile noting is whenever somebody asked to meet, we met with them. We didn't refuse a meeting. We were very happy to engage with anybody who wanted to talk to us.</p>	Spoken	37-38	SQ22-001035
51	Department of Employment and Workplace Relations	Michaelia Cash	Consultation of the abolition of the ABCC	<p>Senator CASH: ... What consultation has the department had with the Fair Work Ombudsman in relation to the abolition of the ABCC?</p> <p>Mr Hehir: There has been a weekly meeting. I will need to check the commencement.</p> <p>...</p> <p>Senator CASH: Can you get the exact date as to when the first meeting occurred and then the dates in relation to when the ongoing meetings have occurred?</p> <p>Mr Hehir: I will take it on notice.</p>	Spoken	49-50	SQ22-001064

Education and Employment Legislation Committee
Department of Employment and Workplace Relations (DEWR) Questions on Notice – Budget Estimates 2022-23 October and November

52	Department of Employment and Workplace Relations	Michaelia Cash	Ministers talking points	<p>Senator CASH: ... Is it the government's position, given the talking points prepared for the minister clearly state:</p> <p>I am also committed to repealing changes made in 2020 to the Registered Organisations Act that allow registered organisations to withdraw from amalgamations more than five years following an amalgamation. Is that the minister's stance?</p> <p>Senator Watt: I would have to check that with the minister.</p>	Spoken	57-58	SQ22-001071
53	Department of Employment and Workplace Relations	Matt O'Sullivan	National construction industry forum	<p>Senator O'SULLIVAN: Had you or anyone else in the department received a formal briefing from the minister or his office?</p> <p>Mr Hehir: I will need to take that on notice in terms of whether it was a formal briefing. As I said, it was certainly raised with us as a broad concept, not in its final form or as it was announced or suggested by Senator David Pocock. I will explain it this way. The concept of tripartism had been raised on a number of occasions by the minister. We talked about that and a range of factors, including a commitment to ongoing tripartism in the building and construction area. That broad concept in terms of having parties around the table talking about it, yes, had been raised. I'm not sure it was raised formally apart from being a very strong theme within the election material. We were in discussions about how that might look rather than necessarily a formal briefing.</p> <p>Senator O'SULLIVAN: Since it was announced, what conversation has the minister had with the department?</p> <p>Mr Hehir: Some of them go to government decision-making, so I will need to take that on notice.</p>	Spoken	59-60	SQ22-001074
54	Safe Work Australia	Matt O'Sullivan	Safe Work Australia website	<p>Senator O'SULLIVAN: On what date did the Safe Work Australia website update the new board members and their qualifications?</p> <p>Ms Baxter: We may have to take that on notice, I'm afraid. I'm not sure that we have that information with us. No, we don't.</p> <p>Ms Johnston: We would update our website as the new members are appointed, but there's not a point in time, because, as we said, there are different appointments that happen throughout time. As soon as we get a new member, we would update the website to reflect the new membership.</p> <p>Senator O'SULLIVAN: Okay. When was the last appointment made? I think you ran through that.</p> <p>Ms Baxter: I believe it was 19 September 2022.</p> <p>Senator O'SULLIVAN: Has the website been updated with that appointment?</p> <p>Ms Baxter: I need to take that on notice. I'm assuming it has been, but I don't want to mislead you.</p>	Spoken	7	SQ22-001084
55	Safe Work Australia	Matt O'Sullivan	Research plan of 2021-22	<p>Senator O'SULLIVAN: ... Can I ask about the research plan of 2021-22? SWA members endorsed that plan. Is that correct? Was that plan endorsed?</p> <p>Ms Bryant: That's correct.</p> <p>Senator O'SULLIVAN: When was that endorsed?</p> <p>Ms Bryant: I'd have to check our records, but I think it was around December 2020, because it was a two-year plan. But I might just check the record on that and correct if I need to.</p>	Spoken	9	SQ22-001086
56	Coal Mining Industry (Long Service Leave Funding) Corporation	Malcolm Roberts	Breakdown of the under-reported hours	<p>Senator ROBERTS: Could we have the breakdown of the under-reported hours and the dollar values, and the name of the employer, please? I'm happy to take that on notice.</p> <p>Ms Perks: As I said, the report is informing our regulatory activity, so I will take it on notice and ascertain whether it's under legal privilege because it is informing regulatory activities.</p>	Spoken	11	SQ22-001087

Education and Employment Legislation Committee

Department of Employment and Workplace Relations (DEWR) Questions on Notice – Budget Estimates 2022-23 October and November

57	Coal Mining Industry (Long Service Leave Funding) Corporation	Malcolm Roberts	Ai Group report called: Significant workplace relations issues	<p>Senator ROBERTS: On 7 April 2014, Ai Group put out a report called Significant workplace relations issues. In this report Ai Group states: The Coal Mining (Long Service Leave Funding) Corporation has advised Ai Group that it intends to pursue claims against 260 companies which it alleges are covered by the coal industry portable long service leave scheme.</p> <p>Given the issues I've raised many times over many years now with Coal LSL, the KPMG review identified many issues with Coal LSL. This review was ordered by the former government's Attorney-General, Senator Cash, and Coal LSL and the Attorney-General then accepted all recommendations from that review. Based on that I have the following questions: please give me the names of all 260 companies identified in 2014 that were covered by the Coal LSL scheme that Coal LSL identified to the Ai Group.</p> <p>Ms Perks: I'm not familiar with the report you're referring to, Senator. We'll certainly access it and align that report to the request. I'm pleased to say that, today, the list of known non-complying employers is less than 214, but it is still voluminous and one that we're certainly still pursuing.</p> <p>Senator ROBERTS: Could you indicate how many of those were labour hire companies and who they were?</p> <p>Ms Perks: We would do our best. It's quite a subjective assessment with labour hire companies. The way we look at it-again subjectively-is we ask: are they a producer, or do we believe, through the duties that we're able to ascertain their employees are performing, that they're labour hire? There are the known labour hire companies, but there are certainly other employers in the industry which could be inferred as labour hire but wouldn't be traditionally classified as labour hire. We will take that on notice. I'll probably just highlight that we may be subjective in how we're classifying those employers.</p> <p>Senator ROBERTS: Because of what we exposed in the Hunter Valley, in particular, and potentially in Central Queensland, with the abuse of miners employed under labour hire companies, I think it's pretty important to understand what we're dealing with. Could you please provide me with all the correspondence between Coal LSL, the Ai Group and those identified companies with regard to this matter?</p> <p>Ms Perks: We'll take that on notice.</p>	Spoken	11	SQ22-001089
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Education and Employment Legislation Committee

Department of Employment and Workplace Relations (DEWR) Questions on Notice – Budget Estimates 2022-23 October and November

58	Coal Mining Industry (Long Service Leave Funding) Corporation	Malcolm Roberts	Coal LSL casual entitlements	<p>Senator ROBERTS: How many casuals are there? Ms Perks: Our scheme today has over 56,000 total active employees, who, our records say, are working in the industry today. Of those 56,000 employees, 11 per cent are classified as casuals-so over 6,000. Senator ROBERTS: How many casuals have been paid their LSL? Ms Perks: I'll need to take that on notice. For clarity, is that in their history of employment? They do move in classification from casual to full timer. Is the question specifically around whether casuals today have met qualifying service and accessed long service leave? Senator ROBERTS: Yes. I accept that. Ms Perks: We can provide that information. Senator ROBERTS: Thank you. How many casuals have left the coal industry and have never been paid their coal LSL? Ms Perks: Again, I'll take that on notice. Senator ROBERTS: Thank you. Could I have the dollar value of that amount, please? Ms Perks: We record it in hours. The employee's entitlement is in hours, so we can report the hours that accrued at the time that they left the industry. Senator ROBERTS: And a rough estimate of the dollars? Ms Perks: We could do a broad estimate on an average hourly rate. Senator ROBERTS: Thank you. Just an indicative estimate. Where is that money that hasn't been paid out being held? Ms Perks: This question has been answered in previous QONs. I'm happy to respond by referring back to the QON. Senator ROBERTS: Thank you. That'll be fine. What's your plan for these funds? Ms Perks: Again, this has been answered in a previous QON. Senator ROBERTS: I can't remember. Ms Perks: I'll refer back to our previous responses. Senator ROBERTS: Thank you.</p>	Spoken	12-13	SQ22-001091
59	Coal Mining Industry (Long Service Leave Funding) Corporation	Kerryne Liddle	Investing	<p>Senator LIDDLE: What are some of the areas identified in the investment portfolio and some of the areas that they invest their money in? Ms Perks: Our portfolio is structured similarly to what you'd see as a growth fund. We have a portfolio of domestic and international equities, alternative assets, infrastructure assets, private unlisted assets and emerging market debt assets. That's off the top of my head, but I can provide the strategic asset allocation specifics to you on notice, if that would be helpful. Senator LIDDLE: Yes. Are there any restrictions from government as to how any returns can be invested? Ms Perks: Off the top of my head, I'm going to say no, but we have an investment policy that is published. That investment policy is tabled with the minister annually. I'll share that investment policy on notice, because that would outline any restrictions, but there's nothing-</p>	Spoken	15-16	SQ22-001092

Education and Employment Legislation Committee

Department of Employment and Workplace Relations (DEWR) Questions on Notice – Budget Estimates 2022-23 October and November

60	Coal Mining Industry (Long Service Leave Funding) Corporation	Barbara Pocock	Investment instructions	<p>Senator BARBARA POCOCK: Are you giving any instructions to your unit trust investors around where they invest?</p> <p>Ms Perks: We haven't approved strategic asset allocation. Our investment committee approve and terminate the investment managers that are in place to hold those funds. We do not direct the investment manager in regard to their underlying investments. We hold units in their fund, which has a mandate that they're working within, but the interactions within their fund we do not direct.</p> <p>Senator BARBARA POCOCK: So you have no directions in relation to tobacco?</p> <p>Ms Perks: No.</p> <p>Senator BARBARA POCOCK: Or armaments?</p> <p>Ms Perks: No.</p> <p>Senator BARBARA POCOCK: And no instructions around fossil fuels?</p> <p>Ms Perks: No. We have an ESG statement, which certainly outlines our position, and the conversations that we have with investment managers, on an ongoing basis, are understanding their profile of investments and having visibility of how they're adhering to their ESG statements. That's the assurance work that we undertake regularly to ensure that they're meeting their obligations as outlined in their ESG statements.</p> <p>Senator BARBARA POCOCK: Do you think signing up to an ESG statement and reporting against it would mean that they would not be investing in, for example, tobacco and gambling?</p> <p>Ms Perks: Again, without looking at the specifics of their mandate, we would certainly be digging deeper and ensure that it aligns with the direction of our investment policy and any exemptions that are outlined in that.</p> <p>Senator BARBARA POCOCK: Could I put that on notice? I'd be interested to hear what your ESG gives, how it guides investment, and whether, specifically, your fund has investments in gambling, tobacco, fossil fuels and armaments.</p> <p>Ms Perks: Yes.</p>	Spoken	17	SQ22-001093
61	Fair Work Commission	Matt O'Sullivan	President of the Fair Work Commission Resignation	<p>Senator O'SULLIVAN: I want to ask about the resignation of the President of the Fair Work Commission. When did the president advise the minister or his office of this decision?</p> <p>Mr Furlong: I'm not aware of when the president had that conversation with the minister. In the normal course of things, communications between a minister and the president are confidential in nature. In terms of my functions, I'm essentially the agency head responsible for the administration of the organisation. That sort of communication mostly occurs outside of anything that I have any dealings with.</p> <p>Senator O'SULLIVAN: Are you aware of whether the communication was in writing or verbal?</p> <p>Mr Furlong: I'm not aware of how it was initially communicated, no.</p> <p>Senator O'SULLIVAN: Have you seen anything written?</p> <p>Mr Furlong: I saw a draft of a letter that the president was going to send to the minister. I saw that last Friday afternoon. But, in essence, it just indicated his intention to retire and it said the date of 18 November, as was discussed in this committee yesterday.</p> <p>Senator O'SULLIVAN: You've seen the draft. You didn't see the final. Were you given a copy of the final?</p> <p>Mr Furlong: I can take that on notice, but it is the standing practice over a very, very long time that communication between ministers and the president of the commission-any president of the commission-are confidential. In essence, it goes to the essential independence of the tribunal.</p>	Spoken	20-21	SQ22-001081

Education and Employment Legislation Committee
Department of Employment and Workplace Relations (DEWR) Questions on Notice – Budget Estimates 2022-23 October and November

62	Fair Work Commission	Larissa Waters	Stop Sexual Harassment Order	<p>Senator WATERS: Could you clarify for me, of the 29 applications made for a stop sexual harassment order, how many were withdrawn at that initial phase that you referred to, how many were withdrawn after the conference or conciliation with the member, and how many were dismissed?</p> <p>Ms Carruthers: I'll have to take that on notice for you, Senator.</p> <p>Senator WATERS: Thank you.</p>	Spoken	29	SQ22-001082
63	Fair Work Commission	Matt O'Sullivan	General Manager's 653 Reports 2018 - 2021	<p>Senator O'SULLIVAN: I'd like to ask questions about the individual flexibility arrangements report.</p> <p>Mr Furlong: Can I confirm that you're referring to the general manager's 653 reports?</p> <p>Senator O'SULLIVAN: Yes, 2018 to 2021.</p> <p>Mr Furlong: It's been a little while since I've looked at those reports. I'll try my hardest.</p> <p>Senator O'SULLIVAN: Can you take me through the key findings of this report, please?</p> <p>Mr Furlong: I'll have to take that on notice.</p>	Spoken	31-32	SQ22-001083

Education and Employment Legislation Committee

Department of Employment and Workplace Relations (DEWR) Questions on Notice – Budget Estimates 2022-23 October and November

64	Fair Work Commission	Matt O'Sullivan	Individual Flexibility Arrangements	<p>Senator O'SULLIVAN: I'll go to more general questions then. As I understand it, most, if not all, employees who applied for individual flexibility arrangements were satisfied.</p> <p>Mr Furlong: From the research that we conducted, to inform the general manager's reports, I understand that is accurate, yes.</p> <p>Senator O'SULLIVAN: What was the most common reason, do you recall, for the IFAs being requested by employees?</p> <p>Mr Furlong: The most common requests were a reduction in work hours, often by full-time workers looking to work part time, and a change of location. My understanding is that the requests-bear in mind, it's been a while since I looked at these-were generally agreed by employers or agreed following negotiations and that, based on the independent research that we commissioned to inform the general manager's reports, refusals were rare.</p> <p>Senator O'SULLIVAN: Can you take me through what's currently available, in terms of the data around the type of flexibility that's been requested?</p> <p>Mr Furlong: There are a number of things, from that research-bearing in mind it was a point in time based on a limited sample. In essence, the formal right to request flexible working arrangements was extensively used in almost all industries, except for some male dominated industries, such as maritime. More women than men sought to make changes to their work arrangements, and requests were mainly made by employees who were parents or carers of a child, school-age or younger.</p> <p>Senator O'SULLIVAN: Who requested the IFA in the data that you analysed?</p> <p>Mr Furlong: I'm possibly at the edges of my recollection and knowledge of these matters. I'm very happy to take some questions on notice.</p> <p>Senator O'SULLIVAN: Yes, if could come back to us with that one, 'Who requested the IFA in the data you analysed?' Do you provide data on why these arrangements are not always used, in terms of flexibility arrangements for workers?</p> <p>Mr Furlong: No, we don't maintain that data at the Fair Work Commission. It's certainly not one of our functions. It's dealt with in the general manager's reports-required by, I think, section 653 of the Fair Work Act-but it requires research specifically relating to those issues to identify it. I'm not sure if anyone is capturing data about the utilisation of IFAs at the moment.</p> <p>Senator O'SULLIVAN: Are you able to tell me, with some of the information provided in your work to study this, why IFAs were not used in all circumstances?</p> <p>Mr Furlong: Do you mind if I take that question on notice?</p> <p>Senator O'SULLIVAN: Sure. On notice as well: what was the breakdown of demographic information in relation to this report? I'm also interested in understanding if COVID-19 saw any significant uptick in IFAs; you'll probably have to take that on notice too.</p> <p>Mr Furlong: We'll take that on notice.</p>	Spoken	31-32	SQ22-001085
65	Fair Work Commission	Gerard Rennick	Vaccination Related cases Received	<p>Senator RENNICK: Can you give me the number of people who have made Fair Work claims under Fair Work Australia since the mandates were introduced around October last year?</p> <p>Mr Furlong: Can I clarify, the question is: how many vaccination related cases were received?</p> <p>Senator RENNICK: Yes.</p> <p>Mr Furlong: From what date?</p> <p>Senator RENNICK: Let's say from 1 October 2021.</p> <p>Mr Furlong: We have some information available but we can take that on notice and get back to you.</p>	Spoken	35	SQ22-001088

Education and Employment Legislation Committee
Department of Employment and Workplace Relations (DEWR) Questions on Notice – Budget Estimates 2022-23 October and November

66	Fair Work Commission	David Pocock	Multi-Enterprise Agreements Time Frame Approval	<p>Senator DAVID POCOCK: What is the current time frame for approving multi-enterprise agreements?</p> <p>Mr Furlong: I might have to take that on notice. There are only a small number of applications that we receive. I'm sorry I don't have that information.</p> <p>Senator DAVID POCOCK: You can get back to me on that.</p>	Spoken	36	SQ22-001090
67	Fair Work Ombudsman	Mehreen Faruqi	List of universities investigated	<p>Senator FARUQI: I want to be crystal clear: how many are you investigating now, and who are they?</p> <p>Mr Scully: We might take that on notice. As Ms Parker and Ms Volzke have said, we have got eight under way at the moment that are in the public domain, but there are ons and offs all the time. There are a number that have been finalised, and there are new ones coming in. There are eight in the public domain, but we'll take it on notice.</p>	Spoken	48	SQ22-001095
68	Fair Work Ombudsman	Michaelia Cash	Number of inspectors from assuming functions from the ABCC	<p>Senator CASH: ... Will you increase the number of inspectors as a result of assuming the functions of the ABCC?</p> <p>Ms Parker: Yes.</p> <p>Senator CASH: By how many?</p> <p>Mr Scully: We haven't determined the number yet, but I'm expecting that it'll be in the order of 40, I think.</p> <p>Senator CASH: Okay. I will get you to confirm that. Is there a reason that you haven't confirmed that number yet?</p> <p>Mr Scully: We're having some internal discussions around the allocation of the additional funding that came in as to what parts of the organisation that that funding will be directed to.</p>	Spoken	50-51	SQ22-001096
69	Fair Work Ombudsman	Michaelia Cash	Difference between ABCC and FWO inspector training	<p>Mr Scully: Practical-as in on-the-job training through experience. We also put them through a cert IV training program, which I might ask Mr Ronson to provide more details on if you would like.</p> <p>Senator CASH: I want to understand: is it different in any way to the training that the ABCC inspectors undertake?</p> <p>Mr Scully: I might need to take on notice the training that the ABCC inspectors undertake, because I'm not familiar with that, but Mr Ronson might be able to talk a little bit about the cert IV training that we provide to our Fair Work inspectors.</p>	Spoken	51	SQ22-001097
70	Fair Work Ombudsman	Michaelia Cash	Number of female inspectors	<p>Senator CASH: Understood. How many of the 194 inspectors are female or identify as female?</p> <p>Mr Ronson: I can take that question on notice, but the majority I think would be female.</p> <p>Senator CASH: The majority of the Fair Work Ombudsman inspectors are female? If you wouldn't mind taking that on notice and actually confirming that.</p>	Spoken	51	SQ22-001098
71	Fair Work Ombudsman	Michaelia Cash	Resilience training	<p>Senator CASH: ... Given this resilience training, I want to refer to the article that I have tabled from the Sydney Morning Herald 'The trail of union intimidation of women must be stamped out.' It refers to behaviour undertaken by union official Luke Collier. It says:</p> <p>Collier has a criminal record, a long history of intimidating women, and his history also includes a trail of protection from his union and, indirectly, the Labor Party.</p> <p>... while he was on the Barangaroo construction site in Sydney last July he called a female inspector from the FWBC a "f---ing slut".</p> <p>He also used a megaphone to broadcast the name and phone number of another FWBC official, in front of scores of CFMEU members, and encouraged them to call the number. He then shouted at the official, "You think all I got is your phone number?".</p> <p>Collier spat at another FWBC staff member, then said "Lick it up you f---ing dog".</p> <p>What specific unit in the resilience training deals that type verbal abuse and, I would say, assault given the person was spat on?</p>	Spoken	51	SQ22-001099

Education and Employment Legislation Committee
Department of Employment and Workplace Relations (DEWR) Questions on Notice – Budget Estimates 2022-23 October and November

				Mr Ronson: In terms of the actual specifics of the particular program, I would have to take the question on notice.			
72	Fair Work Ombudsman	Michaelia Cash	Threats to ABCC Inspectors	<p>Senator CASH: I am quoting directly from media articles that I have tabled. Are you aware of comments made by senior union official John Setka in 2017, where he publicly threatened ABCC employees as set out in the article that I have tabled: 'CFMEU boss John Setka threatens to hunt down ABCC officials as rallies disrupt sites'. I will quote from it:</p> <p>"We will lob in their neighbourhoods, we will tell them who lives in their house and what he does for a living, or she. We will go to their local footy club, we will go to their local shopping centre."</p> <p>"They will not be able to show their faces anywhere. Their kids will be ashamed of who their parents are when we expose all these ABCC inspectors."</p> <p>"So if they think they're going to walk around and desecrate construction workers, take away our rights and then ride off into the sunset and there's going to be no consequences, well, they're in for a big surprise."</p> <p>He said people could not avoid three things in life—death, taxes and construction unions—"because when we come after you, you better be careful."</p> <p>So, Mr Ronson, in terms of the 194 inspectors—the majority of which are female—how many have been subjected to that type of threat previously? I'm hoping you are going to say none.</p> <p>Mr Ronson: It's probably safest I take it on notice.</p> <p>Senator CASH: ... So, Mr Ronson, in terms of the 194 inspectors—the majority of which are female—how many have been subjected to that type of threat previously? I'm hoping you are going to say none.</p> <p>Mr Ronson: It's probably safest I take it on notice.</p>	Spoken	52	SQ22-001293

Education and Employment Legislation Committee

Department of Employment and Workplace Relations (DEWR) Questions on Notice – Budget Estimates 2022-23 October and November

73	Fair Work Ombudsman	Michaelia Cash	Resources to Adelaide office	<p>Senator CASH: ... Ms Parker, will you be directing any resources to Adelaide, given that their construction sector appears to be being targeted?</p> <p>Ms Parker: We do have an Adelaide office.</p> <p>Senator CASH: Yes, I know. That's why I asked if you were directing any further resources to Adelaide.</p> <p>Ms Parker: We will if we need to. What I would say is that we do also operate on a national basis. Adelaide based people don't just do Adelaide based work. We can send people to various sites, cities or regions if we need to. We have 22 offices around the country, and they do operate quite flexibly, so we can move resources as needed. Do you want to add to that, Mark?</p> <p>Mr Scully: I was just going to add that at 30 June we had 92 people in our Adelaide office, of which 16 were Fair Work inspectors, so it's quite a substantial presence we have in Adelaide at the moment.</p> <p>Senator CASH: How many are female?</p> <p>Mr Scully: I'd have to take that on notice.</p>	Spoken	54	SQ22-001101
74	Fair Work Ombudsman	Michaelia Cash	List of stakeholders	<p>Senator CASH: Ms Parker, how will the Fair Work Ombudsman communicate to the more than 400,000 small and family businesses, in the construction sector, about the new arrangements that are about to be in place?</p> <p>Ms Parker: I have already sent letters to-</p> <p>Senator CASH: To 400,000 businesses?</p> <p>Ms Parker: No. We will be putting information on our website. We expect that associations of which employees are members will cascade the information and the information will get out there. I don't write to the million workplaces now that we regulate. I do it through peak bodies and organisations that can spread the word; that includes through legal firms and the people they would generally work with, like accountants. I have already written to stakeholders, on 27 October, setting out the changes, the changed arrangements from the 10th, and what that will mean.</p> <p>Senator CASH: In terms of the list of stakeholders that you referred to, are you able to table that or provide it on notice?</p> <p>Ms Parker: Yes, that's fine.</p>	Spoken	56	SQ22-001102

Education and Employment Legislation Committee

Department of Employment and Workplace Relations (DEWR) Questions on Notice – Budget Estimates 2022-23 October and November

75	Fair Work Ombudsman	Matt O'Sullivan	Picketing	<p>Senator O'SULLIVAN: I would like to go to a number of these cases. There are quite a few here. We would be here all day if I went through every single one of them. I'm just going to take a pretty random selection, I have to say, because I could spend time on each one. To me they seem quite egregious, the particular situations. I will start with the case known as the Huntington apartment project. The applicant is the ABCC and the respondents are the CFMMEU. By way of summary, the ABCC commenced court action on 8 September against the New South Wales division of the CFMMEU. This is in relation to a picket which was allegedly organised when the principal contractor of the \$42 million Huntington project refused to sign an enterprise agreement with the union. The ABCC is alleging in a statement of claim that during the period 7 October to 12 October 2021:</p> <ul style="list-style-type: none"> · Workers attempting to access the site were subjected to abuse, including being called 'f***ing scabs, dogs and grubs'. · During the dispute up to 40 picketers led by CFMMEU NSW state secretary Robert Kera and organisers: Brendan Holl; Mark Cross; Joseph Uati and Karl Hitchcock, chanted slogans, waved CFMMEU flags and constantly used megaphones and sirens to intimidate the workers. · The picket resulted in several crane companies engaged to lift concrete decks into place and erect site lifts refusing to work, as did a number of scaffolders. · Workers of the head contractor who continued to work were continually harassed, received abusive text messages referring to them as 'scabs' and told they would never work in Newcastle again. · The picketers' actions caused anxiety and distress to the workers and discouraged and prevented them from working on site. <p>Given that picketing is not covered under the Fair Work Act-I know you took on notice before that there were certain attributes of the code that won't be carried forward, and I think you've cited picketing as one of them straight up-would this case be pursued by the Fair Work Commission?</p> <p>Ms Parker: It depends whether there are other issues. We will assess them each, as I said, when we receive them. So I would have to take it on notice if you wanted more information on that. That will be the answer to all of them, really-</p> <p>Senator O'SULLIVAN: Okay.</p>	Spoken	58	SQ22-001103
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Education and Employment Legislation Committee

Department of Employment and Workplace Relations (DEWR) Questions on Notice – Budget Estimates 2022-23 October and November

76	Australian Skills Quality Authority	Karen Grogan	Chisholm institute renewal	<p>Senator GROGAN: As the regulator, how does that role interface? What is your relationship role with an organisation like Chisholm? What's the oversight piece that you have on those organisations, particularly Chisholm?</p> <p>Ms Rice: I might ask Deputy CEO Christina Bolger to respond.</p> <p>Ms Bolger: Traditionally, applications for renewal of registration were focused on point-in-time compliance. We are seeking to engage with providers through a whole range of mechanisms. In this instance, we actually met with TAFE CEOs on a number of occasions, made clear the expectations of the regulator in relation to their obligations and engaged with them over a period of time. That included conversations to support their own self-assurance so that we could move from that cliff edge, if you like, in terms of compliance at the point of assessment and actually start to build those sustainable systems of governance, feedback and evaluation within organisations. We have undertaken this with TAFEs because they had a large number of renewals that were occurring at the same time, which gave us an opportunity to really test that approach. We've also undertaken evaluation to seek to learn from that and apply those learnings more broadly.</p> <p>Senator GROGAN: So then they would be accredited for another seven years. Is that right?</p> <p>Ms Bolger: In this instance, each of the TAFEs had a risk assessment of their performance, and the regulator, ASQA, was satisfied and was able to renew those registrations. I would need to check whether all the TAFEs received a seven-year period.</p> <p>Ms Rice: Certainly, in relation to Chisholm Institute, it was a seven-year renewal of registration. Senator GROGAN: And they would have received that renewal prior to these issues coming to light? Ms Rice: I'd have to take on notice.</p> <p>Senator GROGAN: That's the kind of time line that I'm interested in. If you could take that on notice, that would be great.</p>	Spoken	63	SQ22-001104
77	Australian Skills Quality Authority	Karen Grogan	Transition period through COVID	<p>Senator GROGAN: How did you find that transition through that COVID period? Obviously it would have been a very challenging period of time. From a regulatory perspective, what were the challenges that you were facing there?</p> <p>Ms Rice: It was engagement with providers who were at varying levels and stages in their implementation of delivery online or through blended methods. For some providers it was a method of delivery that they were very cognisant in and were able to upscale in many areas; for others it was a new area. So we were particularly emphasising our educative, supportive and guidance function around our expectations, regardless of the method of delivery, in relation to delivery of training online and really being able to support providers around that transition. I think that's part of the reason why we took the approach with this strategic review. We wanted it to be iterative in order to be able to support the sector as it continued to evolve.</p> <p>I recall that we sought a lot of information from providers at the time as to the number that were delivering online at the outset of the pandemic and the number that transitioned. I have some information here that the number of subjects being delivered via an online-only mode increased by almost 24 per cent in 2020 compared to 2019. We know that hundreds of providers transitioned to some form of that method of delivery during that period. There was some great innovative application of that method of delivery throughout that period. That is one area that we had sought to highlight. From an opportunities perspective in the delivery of vocational education and training, we also obviously encountered or were alert to poor practices and were keen to draw those to the attention of the sector as well to be clear about our expectations. I can certainly provide you any detail on notice of the number of providers that have advised us of their move to delivering all or part of their training online.</p> <p>One of the areas that was encountered with some difficulty was training packages that require work placements. In those instances, we were supporting providers to understand how they could reorganise the delivery of the training to be able to deliver the theoretical aspects up front with a view to the opportunities</p>	Spoken	64	SQ22-001290

Education and Employment Legislation Committee

Department of Employment and Workplace Relations (DEWR) Questions on Notice – Budget Estimates 2022-23 October and November

				around lockdowns being lifted and resuming face-to-face delivery of the course. Students being able to access those workplaces was a particular challenge in some of the health industries.			
78	Australian Skills Quality Authority	Matt O'Sullivan	TAFE enrolments	<p>Senator O'SULLIVAN: Thank you, Minister. What percentage of students are currently enrolled in TAFE versus private providers? Do you know?</p> <p>Ms Rice: I don't have that figure handy but I'm happy to take that on notice.</p> <p>Senator O'SULLIVAN: I've got a figure here of about 87 per cent with private providers. Does that sound right?</p> <p>Ms Rice: I'm certainly aware that there are significant numbers of students that are enrolled with private providers.</p> <p>Senator O'SULLIVAN: Right. Yet they only receive 22.9 per cent of funding. Do you know if that's correct?</p> <p>Ms Rice: I don't. The information I have in relation to the percentage of students enrolled with private training providers in 2021 is 74.1 per cent.</p> <p>Senator O'SULLIVAN: That's very high, and yet they receive less than a quarter of the overall funding. Do you have any idea as to why students and employers are choosing private providers more?</p> <p>Ms Rice: I'm not sure that that's something that the regulator comment on.</p> <p>Senator O'SULLIVAN: There have been some big announcements by this government in terms of delivering 180,000 places across Australia through TAFE. Have any state governments or TAFEs raised any concerns about their capacity to deliver on that, quite significant, number of places?</p> <p>Ms Rice: I'm not aware that they have, no.</p> <p>Senator O'SULLIVAN: You haven't had any state government raise any concerns?</p> <p>Ms Rice: I can take it on notice. I can absolutely check, but not that I'm aware of.</p> <p>Senator O'SULLIVAN: And any TAFE provider as well?</p> <p>Ms Rice: As I say, I can take it on notice, but not that I'm aware of that.</p>	Spoken	69-70	SQ22-001105

Education and Employment Legislation Committee

Department of Employment and Workplace Relations (DEWR) Questions on Notice – Budget Estimates 2022-23 October and November

79	Department of Employment and Workplace Relations	Mehreen Faruqi	TAFE places (fee-free)	<p>Senator FARUQI: ... So when do you expect the process of these places being allocated to end?</p> <p>Ms N Williams: We're in active negotiations with the states at present. The states are working through the implementation arrangements. We would expect that the majority of those would be settled very, very shortly. These places need to roll out in 2023. We would expect that rollout to occur as part of the enrolments at the beginning of the year. So we're working very closely with the states and territories to finalise these arrangements ASAP.</p> <p>Senator FARUQI: Okay. Will the government then release a full breakdown of where these places end up?</p> <p>Ms N Williams: You'd be familiar with the way in which VET delivery works. We've talked about this before. The states and territories will work through the allocation of these places within their TAFE systems. We are working very closely with the states, and we'll have a very good relationship in terms of receiving information on where they're allocating those places and, in particular, on the breakdown of the types of courses and the sectors, such as child care or aged care.</p> <p>Senator FARUQI: So you can provide that to us?</p> <p>Ms N Williams: We'll certainly be able to do that.</p>	Spoken	74	SQ22-001106
80	Department of Employment and Workplace Relations	Barbara Pocock	TAFE placements by gender	<p>Mr Conn: As Ms Williams was outlining, there's a difference between the types of training. When you look at all students involved in the VET sector in 2021, from fee for service through to people doing a first aid course, a full diploma or a certificate, there were 778,000 at TAFE, 3,561,000 at independents and 248,000 at other institutions. But when you look at government funded students, who the government is providing support and a subsidy for, then TAFEs are supporting 652,000 students, independents, including privates, are supporting 601,000 students and other institutions are supporting 172,000 students.</p> <p>...</p> <p>Ms N Williams: Well, this does go back to what I said earlier about this being a shared system. That's quite right. So it is appropriate for employers to fund the training of their employees, particularly for those short courses. In many instances individuals are also undertaking those courses. A responsible service of alcohol unit is a perfect example of that. Before someone goes to search for a job in hospitality, they may decide to do that themselves, or, equally, like you said, there's a raft of fee-for-service training that occurs both in the private sector but also in some TAFEs which is paid for purely by the employer or by the student themselves. When we're talking about government funding, however, the numbers are a little different for government funded courses and government funded students.</p> <p>Senator BARBARA POCOCK: I'm wondering if you could, just on notice, give us those figures, as you spoke them, in writing? And would it be possible to get them by gender?</p>	Spoken	76-77	SQ22-001107
81	Department of Employment and Workplace Relations	Karen Grogan	National Skills Agreement	<p>Senator GROGAN: Can I go to the national skills agreement. The Labor government was elected in May. At what point did negotiations start on the new national skills agreement?</p> <p>Ms N Williams: There are two pieces to this. I think we've talked about the 12-month arrangement. On the new national skills agreement, we have only reset negotiations very recently. This is a very recent piece of work. The intention is to negotiate on this over the course of the next 12 months with a view to having that new five-year arrangement in place by the beginning of 2024. In terms of the timeline, you'd be familiar with the negotiations that the previous government had with respect to the national skills agreement.</p> <p>Senator GROGAN: All I'm aware of is that it was quite protracted and there was no agreement reached. Is that right?</p> <p>Ms N Williams: That's right. There was no agreement reached ahead of the election. No state and territory government agreed to the Australian government's offer.</p> <p>Senator GROGAN: My understanding is that there was a letter provided by the states and territories at that time outlining their issues. Are you familiar with that?</p> <p>Ms N Williams: I feel like there may have been a few letters! I may need to take that on notice and determine which one you're speaking of there.</p>	Spoken	78-79	SQ22-001108

Education and Employment Legislation Committee

Department of Employment and Workplace Relations (DEWR) Questions on Notice – Budget Estimates 2022-23 October and November

82	Department of Employment and Workplace Relations	Barbara Pocock	Australian Skills Guarantee	<p>Senator BARBARA POCOCK: Thank you for your answers thus far. On notice, for the purposes of keeping to time, could you provide progress on how the target unfolds in the Australian Skills Guarantee, the process that we heard is under way. I'd really appreciate some information about that. Similarly, I want to commend the government on the Australian Apprenticeships wrap-around support that you have invested in. That's so important to make any target come true to help people find pathways in there and get support on the way through.</p>	Spoken	80	SQ22-001109
83	Department of Employment and Workplace Relations	Perin Davey	Fee-free placements	<p>Senator DAVEY: Lastly, because the focus is on longer-term courses-diploma-style courses, or career courses, some would say-this is a one-year agreement with the states that's been negotiated. What happens for someone who's entered into a multi-year diploma course? Are they guaranteed that the whole course will be fee free, even though your agreement is only one year?</p> <p>Ms N Williams: The agreement with the states is for a year, but the funding is for the full course.</p> <p>Senator DAVEY: That will be good to know for all of those people. Once you've finished your negotiations with the states, please provide that information back to us on notice. Could you also take on notice a breakdown of numbers between states that this funding will deliver, and also could you break down regional versus urban numbers to the best of your ability?</p> <p>Ms N Williams: We'll do the best we can. As I said, once we've finished those discussions with the states, I think we'll be in a better position to talk to you about some of that detail.</p>	Spoken	83-84	SQ22-001110
84	Department of Employment and Workplace Relations	Matt O'Sullivan	National Skills Commissioner	<p>Senator O'SULLIVAN: During the Senate deliberations on the Jobs and Skills Australia Bill 2022, Mr Chisholm, you confirmed that Mr Boyton would not be continuing in the comparable role in JSA; is that correct?</p> <p>Senator Chisholm: That's my understanding.</p> <p>Senator O'SULLIVAN: Does anyone else want to confirm that?</p> <p>Ms Angus: Would you mind repeating the question?</p> <p>Senator O'SULLIVAN: Mr Boyton is not going to continue, even in a comparable role, with Jobs and Skills Australia; is that correct?</p> <p>Ms N Williams: That is our understanding.</p> <p>Senator O'SULLIVAN: Minister, were there any considerations given to that decision? Did the government not have confidence in the performance of Mr Boyton?</p> <p>Senator Chisholm: I'd have to take that on notice, but my briefing at the time was that Mr Boyton wouldn't be appointed to the new role.</p>	Spoken	85-86	SQ22-001111
85	Department of Employment and Workplace Relations	Matt O'Sullivan	Severance package for National Skills Commissioner	<p>Senator O'SULLIVAN: Is there some sort of severance package being paid? He was contracted for a longer period.</p> <p>Ms James: Mr Boyton is engaged under a Remuneration Tribunal determination, so the circumstances of him no longer being in the position, because the role has been abolished, would be set out in that Remuneration Tribunal determination.</p> <p>Senator O'SULLIVAN: I'm not completely familiar with that determination. My question is: is there a severance package?</p> <p>Ms N Williams: Yes, and that severance package is, as Secretary James noted, usually set out in the Remuneration Tribunal determination. It's a pretty set formula, as a rule, and it generally relates to the length of time that the individual has left within their role within the office, with a couple of parameters around that.</p> <p>Senator O'SULLIVAN: Can that be provided?</p> <p>Ms N Williams: I'm happy to provide that on notice.</p>	Spoken	86	SQ22-001112

Education and Employment Legislation Committee

Department of Employment and Workplace Relations (DEWR) Questions on Notice – Budget Estimates 2022-23 October and November

86	Department of Employment and Workplace Relations	Matt O'Sullivan	Raising of historical VET student training debts	<p>Ms Livingston: As Ms Williams has advised, we did put information up on our website as quickly as we could and as soon as we were able to ascertain the full extent of the issue. It was a particular priority for us to also understand what the impact was for students. There was a lot of work that needed to happen, particularly in partnership with the ATO, so we could see from a student perspective what was turning up in their account. So yes, certainly from our perspective that was a key priority, to make sure that that information was readily available as quickly as we could on the website. Then as soon as we were able to contact students individually we provided the same information to them as well.</p> <p>Senator O'SULLIVAN: The minister was made aware on 24 August, but it was only today, 9 November, that the minister put out a media release on the matter. My understanding is that that has come as a result of media inquiries to the minister. Was there any other explanation? Why is the minister only putting out a media release on this today, when he was made aware on 24 August?</p> <p>Senator Chisholm: As you've heard from the department, there was a thorough process going on in terms of how the department handled it. They put information on the website. You can't get any more public than that, I would have thought. The minister made an announcement today because there was some details around waiving the indexation of those debts, which I think is an appropriate thing to do. That's why the minister made the announcement as he did.</p> <p>Senator O'SULLIVAN: When was the decision made to waive the debt?</p> <p>Senator Chisholm: I would have to take that on notice and come back to you.</p> <p>...</p> <p>Senator O'SULLIVAN: Ms Williams, when did the minister's office ask you to brief them on providing the waiver?</p> <p>Ms N Williams: We would have briefed proactively. I'm not sure that we would have been asked specifically to brief on this, but I will have to take on notice exactly when we provided that briefing.</p>	Spoken	90	SQ22-001113
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Education and Employment Legislation Committee

Department of Employment and Workplace Relations (DEWR) Questions on Notice – Budget Estimates 2022-23 October and November

87	Department of Employment and Workplace Relations	Barbara Pocock	Evaluation of employment programs	<p>Senator BARBARA POCOCK: I'm conscious that I stand between this room and dinner, so I will try not to take too long, but I have some questions about employment programs that pick up on some questions on notice that I placed through the Select Committee on Work and Care. I'm really keen to hear about these employment programs, because when they're done right they can change lives. I want to focus on evaluation of programs and what your leadership team and the minister see as proper evaluation. These are programs run by the previous government, so I just want to hear your response to this.</p> <p>The Mid-Career Checkpoint pilot is a program that—as I understand it—ran over two years at a value about \$56 million. It commenced in mid-2020 and I understand it has assisted about 1,584 people. That's not a lot of people to have been assisted for a very sizeable spend—\$56 million and 1,500 people. That's the first case I wanted to put before you and hear your reflections about.</p> <p>The second one I wanted to draw your attention to is something called Career Revive, which the question on notice said assisted 58 businesses. The Career Revive program was actually run by KPMG, according to the answer I received. I'm very curious as to why a large consulting program is running a labour program, which I would see as a mainstream government business. I don't know the value of that program, but I'd like to know. It assisted 43 mainly large businesses. I'm curious about what the evaluation on that tells us and how much money was spent on it. It's a small number of large businesses to be assisted, in total 58. I'm interested in your comment on KPMG actually running a mainstream Labor program. The third one I'm curious to hear about is the Local Jobs Program, which was allocated \$62 million over two years. That's a lot of money in my world—in all of our worlds.</p> <p>In the question on notice on evaluation, I want to read the evaluation, 'an analysis commissioned by the department in April 2021 found the collaborative nature of the program resulted in outcomes frequently being achieved indirectly through other programs and hidden to employment facilitators. As the focus of the Local Jobs Program is to improve the effectiveness of other local programs and regional supports, quantifying the effectiveness of the program is particularly challenging.' We're talking about over \$60 million here.</p> <p>Then the evaluation goes on to say, 'Between January and August 2022 the employment facilitators reported details of more than 500 meetings.' My arithmetic is poor, but 500 meetings for \$62 million is \$125,000 per meeting. I want your reflections on the amount of expenditure in the Career Revive program so we can make an evaluation about that. I also want your view about value for money here and your view about a large consulting company contributing the whole of the program. Then, what is your commitment about future evaluation? I see this as a lot of public money with very limited outcomes and no systematic, in-depth review for large programs.</p> <p>Ms James: I'm going to ask the team at the table to talk through the Mid-Career Checkpoint piece. That was a budget measure. As you say, it was impacted by low take-up of the program. That is the responsibility of this outcome, skills outcomes. Unfortunately, the other two programs sit within the employment part of our department and the people who are relevant to that were here yesterday, not today. I'm going to have a look at what I have with me and see what I can give you.</p> <p>Senator BARBARA POCOCK: Or could you take those on notice?</p> <p>Ms James: I think I would like to take the substance of it on notice because your questions go to both the nature of the programs themselves and the nature of the evaluation. I know that our officers would be able to give you some detail about that so let's take those ones on notice and deal with the Mid-Career Checkpoint one.</p> <p>Senator BARBARA POCOCK: Thank you, Ms James.</p> <p>Ms Sharp: Mid-Career Checkpoint was a program announced, as part of the women's economic statement, in the 2019-20 budget. It rolled out on 1 July 2020, right in the middle of COVID. Just to be clear, we certainly haven't spent \$56 million on the program.</p>	Spoken	91-92	SQ22-001294
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Education and Employment Legislation Committee

Department of Employment and Workplace Relations (DEWR) Questions on Notice – Budget Estimates 2022-23 October and November

88	Department of Employment and Workplace Relations	Michaelia Cash	Secure Work Slogan and Casual Employment	<p>1. What is the current rate of non-permanent employment (including people who choose casual employment, independent contracting, labour hire and fixed-term contracting) in the workforce?</p> <ul style="list-style-type: none"> o How long has it been stable for? o Is the rate of non-permanent employment – what some refer to as insecure work – increasing? <p>2. What is the current rate of casual employment in the workforce?</p> <ul style="list-style-type: none"> o Is this lower than when COVID hit? What was the rate then? o What was the rate in 2013? o What was the rate in 1996? o What was the rate in 1988? <p>3. What is the current rate of independent contractors in the workforce?</p> <ul style="list-style-type: none"> o How long has it been stable for? o Has this figure been trending up or down over recent years? o What was the record high and what year was that recorded? <p>4. What is the current rate of labour hire workers in the workforce?</p> <ul style="list-style-type: none"> o How long has it been stable for? o Has this figure been trending up or down over recent years? o What was the record high and what year was that recorded? o So what is the total number of employees that are paid by a labour hire firm? o What is the current rate (percentage) of labour hire as a proportion of employees? <p>5. What is the current rate of fixed-term contractors in the workforce?</p> <ul style="list-style-type: none"> o How long has it been stable for? o Has this figure been trending up or down over recent years? o What was the record high and what year was that recorded? <p>6. Of the total growth in jobs since 2013 when the Coalition came to government, what proportion of that was full-time employment?</p> <ul style="list-style-type: none"> o What was the number of full-time employees in 2013? What is that number now? o How many more people are in full-time jobs now than in 2013? <p>7. What was the rate of union membership in 1992?</p> <ul style="list-style-type: none"> o What is the current rate? 	Written		SQ22-001193
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Education and Employment Legislation Committee

Department of Employment and Workplace Relations (DEWR) Questions on Notice – Budget Estimates 2022-23 October and November

89	Department of Employment and Workplace Relations	Michaelia Cash	National Construction Industry Forum	<p>1. Was the Department aware that the Minister was going to announce the establishment of a National Construction Industry Forum prior to the announcement being made in early September? If yes:</p> <ul style="list-style-type: none"> o How was the Department informed? o Who informed the Department? o When was the Department informed? o Had the Department received a formal briefing from the Minister or his office? <p>2. Since the Minister made the announcement that a National Construction Industry Forum would be established, has the Department been briefed (formally, informally, or otherwise) by the Minister or his office as to what exactly this Forum might entail? If yes:</p> <ul style="list-style-type: none"> o When did this occur? o Who attended the briefing? <p>3. Can you please advise what the composition of the Forum will be?</p> <ul style="list-style-type: none"> o How many union representatives will there be? o How many construction industry/business representatives will there be? o How many representatives will the Government have? o How many members will there be in total? <p>4. Can you please advise how often the Forum will meet?</p> <p>5. Could you please provide an outline of what the costs associated with establishing this Forum are?</p> <ul style="list-style-type: none"> o Has any money been committed to the establishment of the National Construction Industry Forum in the October 2022-23 Budget? o How will funding for this Forum differ from funding for the ABCC? <p>6. Has the Minister consulted with the Department or sought advice from the Department as to how this Forum will be implemented or how it should function?</p> <p>7. Can you please outline what the main differences are between the functions of the proposed Forum and the ABCC?</p>	Written		SQ22-001194
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Education and Employment Legislation Committee

Department of Employment and Workplace Relations (DEWR) Questions on Notice – Budget Estimates 2022-23 October and November

90	Department of Employment and Workplace Relations	Michaelia Cash	Port Reform	<p>The Productivity Commission has handed down a substantial draft report on issues facing Australia's ports. Chapters 8 and 9 are dedicated to workplace and workforce related issues relevant to the portfolios of the Department.</p> <ol style="list-style-type: none"> 1. What analysis has the Department undertaken on the findings in those chapters of the report? <ul style="list-style-type: none"> o Can a copy of this analysis please be provided? 2. Draft finding 8.1 (page 257 of the report) says: "Conditions in container terminal operations, together with the workplace relations framework, confer significant - and unbalanced - bargaining power on unions." Is it the Department's analysis in their monitoring of enterprise bargaining in this sector over many years that this is the case? 3. Draft finding 9.1 (page 274) says: "There are substantial restrictions on merit-based hiring, promotion and training within container terminal operations. These restrict fair and reasonable access for workers who are qualified, but not currently employed by the specific container terminal operator. They also harm existing terminal workers by precluding them from jobs that best fit their skills and preferences, and create undue hurdles for potential container terminal workers. Overall, the clauses act to constrain productivity." Has the Department conducted any analysis on restrictive work practices in agreements in this sector given this finding and its impact on workers and productivity? 4. The other aspect the report reviewed were clauses in enterprise agreements which significantly impacted the ability for productivity improvements through the use of technology without union approval. Has the Department modelled the impacts such clauses and their impact on productivity? 5. Draft finding 9.4 (page 281) says: "Container terminal enterprise agreements contain terms which substantially restrict or disincentivise operators from introducing further automation. These clauses, reflected in mandated consultation lengths and, for some operators, the requirement for employee or third party (such as an independent panel or Fair Work Commission) consent, appear to go beyond equivalent clauses in other industries or the model consultation term in the Fair Work Act 2009 (Cth)." Has the department conducted any analysis on restrictions of automation in agreements in this sector given this finding and its impact on workers and productivity? 	Written		SQ22-001195
91	Department of Employment and Workplace Relations	Michaelia Cash	Budget Process - Spending audit	<ol style="list-style-type: none"> 1. Did the Department make a submission to the spending audit? 2. Can you please explain the process the Department went through to contribute to the audit? 3. What criteria was the Department provided to identify funding to be reviewed by the audit? 4. Which programs and/or projects and/or what funding was cut from the Department through the audit? 5. What level of stakeholder consultation was undertaken by the Department in relation to programs subject to the audit? 	Written		SQ22-001196
92	Department of Employment and Workplace Relations	Michaelia Cash	Budget Process – Savings	<ol style="list-style-type: none"> 1. How was the portfolio allocation of the measure savings from external labour, and savings from advertising, travel and legal expenses calculated for your department and any portfolio agencies? 2. Please advise the yearly profile of these savings. 3. How does the Department plan to achieve these savings in the current financial year (2022-23)? 4. Do existing contracts need to be terminated or renegotiated? 5. Were there any exemptions for smaller agencies within the portfolio? 6. Were there any exemptions for any critical service delivery areas of the portfolio? 	Written		SQ22-001197

Education and Employment Legislation Committee

Department of Employment and Workplace Relations (DEWR) Questions on Notice – Budget Estimates 2022-23 October and November

93	Department of Employment and Workplace Relations	Michaelia Cash	Contractors	<ol style="list-style-type: none"> 1. How many contractors and non-ongoing staff are currently employed by the Department? 2. Please provide a breakdown of levels and costs associated with all contractors and non-ongoing staff. 3. How many of these staff are ICT or non-ICT staff? 	Written		SQ22-001198
94	Department of Employment and Workplace Relations	Michaelia Cash	Contractors	<ol style="list-style-type: none"> 1. How many active contractors does the Department have in place? 2. How many have been entered into since 1 July 2022? 3. What is the value of all contracts entered into since 1 July 2022? 4. What is the spend on each contract to date? 5. Can you please provide an outline of the work commissioned under each contract? 6. What is the reason for each contract and why the work cannot be undertaken in the Department? 7. What is the category for each contract? (i.e., Media, Research, etc) 8. Have all contracts been published on AusTender? Were all of these published within the 42-day requirement? If not, why not? 	Written		SQ22-001199
95	Department of Employment and Workplace Relations	Michaelia Cash	Budget Process – Movement of Funds	<ol style="list-style-type: none"> 1. Did the Department request any movements of funds for administered funding in this budget? <ol style="list-style-type: none"> a. Can the Department show the committee where these movements can be seen in the PBS? b. Can the Department provide a list of all the movements of funds for administered funding made for this budget above \$20 million? c. Can this list include the previous and revised four year profiles for these funds? 2. Can the Department to explain why funds have been moved for each specific movement? <ol style="list-style-type: none"> a. What external factors necessitated the movement of funds? b. What departmental or ministerial requirements result in the need to move funds? 3. Did the Department/Secretary make any movements of funds for departmental funding in this budget? <ol style="list-style-type: none"> a. Can the Department show the committee where these movements can be seen in the PBS? b. Can the Department provide a list of all the movements of funds for departmental funding made for this budget? 	Written		SQ22-001200
96	Department of Employment and Workplace Relations	Michaelia Cash	Budget Process – Estimates Variations	<ol style="list-style-type: none"> 1. Were any estimates variations above \$20 million made during the budget process for the Department which resulted in decreased administered funding? 2. Were any estimates variations above \$20 million made during the budget process for the Department which resulted in increased administered funding? 3. Were any estimates variations above \$20 million made during the budget process for the Department which resulted in decreased departmental funding? 4. Were any estimates variations above \$20 million made during the budget process for the Department which resulted in increased departmental funding? 5. Can the Department provide a full list of all estimate's variations related to the department's responsibilities for the budget process above \$20 million? <ol style="list-style-type: none"> a. Can this include the previous and revised four year profiles for these funds? b. Can this include where these movements can be shown in the budget papers and/or the PBS of the Department? 	Written		SQ22-001202

Education and Employment Legislation Committee

Department of Employment and Workplace Relations (DEWR) Questions on Notice – Budget Estimates 2022-23 October and November

97	Department of Employment and Workplace Relations	Michaelia Cash	Budget Process – Responsibilities/ Measures Decision Process (Minors, Exchange of letters, ERC)	<ol style="list-style-type: none"> 1. How many measures relate to the responsibilities of the Department in the Budget? 2. Can you provide a list of responsibilities which the Department/Agency had in May 2022 which are no longer an area of responsibility for the Department/Agency? 3. Can you provide a list of responsibilities which the Department/Agency has acquired since May 2022? 4. Were any budget decisions related to the Department made through the minors process? <ol style="list-style-type: none"> a. Can you provide a list of these decisions, and where they are shown in the budget papers? 5. Were any budget decisions related to the Department done via an exchange of letters? 6. Can you provide a list of these decisions, and where they are shown in the budget papers? 	Written		SQ22-001203
98	Department of Employment and Workplace Relations	Michaelia Cash	Governance Process – Procurement	<ol style="list-style-type: none"> 1. Has there been any change to any procurement panel since the election? If so, please provide: <ol style="list-style-type: none"> a. The name of any business that has been added or removed from a panel; b. The name of the panel; and c. The portfolio agency that owns or manages the panel. 2. Has any minister, assistant minister or ministerial adviser requested information or sought advice on the composition of a procurement panel since the election? Have they sought any changes to a procurement panel? If so, please provide: <ol style="list-style-type: none"> a. Who made the request; b. The date information or advice was sought; c. How was the request made (email, phone call, WhatsApp messaging etc); and d. When was the information or advice provided?. 3. Have any tenders been advertised on Austender since the election? If so, please provide a list outlining: <ol style="list-style-type: none"> a. The number of tenders advertised per agency in the portfolio; b. A brief description of each tender, its estimated value, its current status and whether it is an open tender or direct source; and c. The name of the successful tenderer. 	Written		SQ22-001205
99	Department of Employment and Workplace Relations	Michaelia Cash	Advertising campaigns	<ol style="list-style-type: none"> 1. What is the current advertising budget of the Department? 2. How many current government advertising campaigns are underway in the Department and can you list them for me? 3. Which of those campaigns are new and when did they start? <ol style="list-style-type: none"> a. Please outline the value of each campaign and an outline of the purpose. b. Please provide details broken down into social media, print advertising, tv advertising, etc. 4. Are there any campaigns which have ceased since May 2022? If so, please provide a list of these. 	Written		SQ22-001207
100	Department of Employment and Workplace Relations	Michaelia Cash	Research	<ol style="list-style-type: none"> 1. Has the Department commenced any market research contracts since May 2022? If yes: Please provide an outline of the value of each contract and an outline of the work commissioned. 2. Has the Department commissioned any research reports since 1 July 2022? If yes: Please provide an outline of the value and scope of work commissioned. 	Written		SQ22-001208

Education and Employment Legislation Committee
Department of Employment and Workplace Relations (DEWR) Questions on Notice – Budget Estimates 2022-23 October and November

101	Department of Employment and Workplace Relations	Michaelia Cash	Media monitoring	<p>1. How many departmental staff are allocated to supporting media monitoring?</p> <p>2. Which media monitoring services are being used and what is this costing the Department?</p> <p>3. Has the department provided any of the Ministers' offices with media subscriptions? E.g., The Australian, Nine/Fairfax, etc.</p> <p>4. What subscriptions do the offices have and what is the cost associated with them?</p>	Written		SQ22-001210
102	Department of Employment and Workplace Relations	Michaelia Cash	Fraud or misuse of public funds	<p>Has there been any incident of fraud or the misuse of public funds since the election? If so, please provide a list outlining:</p> <p>a. The number of incidents per portfolio agency;</p> <p>b. A description of each incident, including the amount of money involved;</p> <p>c. The steps were taken to address the matter; and</p> <p>d. Whether the person involved is still employed by the agency.</p>	Written		SQ22-001212
103	Department of Employment and Workplace Relations	Michaelia Cash	Terminations (DEWR)	<p>Has any APS employee, locally-engaged staff member, or contractor been fired or had their contract terminated since the election? If so, please provide:</p> <p>a. The name of the portfolio agency; and</p> <p>b. The reason their employment/contract was terminated.</p>	Written		SQ22-001214
104	Department of Employment and Workplace Relations	Michaelia Cash	Bullying and harassment (DEWR)	<p>1. Have there been any reports, formal or otherwise, of bullying or harassment of staff in portfolio agencies since the election? If so, please provide a list outlining:</p> <p>a. The number of incidents per agency;</p> <p>b. A description of the incident; and</p> <p>c. The steps taken to address the matter.</p> <p>2. Have any complaints, verbal or written, been made against a ministerial staff member since the election? If so, please provide:</p> <p>a. The date and location of the alleged incident;</p> <p>b. Whether the complaint was made verbally or in writing;</p> <p>c. What action the department took following the complaint being made;</p> <p>d. Whether the complaint was brought to the attention of the Minister or Assistant Minister's office; and</p> <p>e. Who in the Minister's office was advised and when.</p>	Written		SQ22-001215
105	Department of Employment and Workplace Relations	Michaelia Cash	Security incidents	<p>Have any security incidents been reported since the election? If so, please provide a list outlining:</p> <p>a. The number of incidents per agency;</p> <p>b. A description of the incident/s;</p> <p>c. Whether the incident/s involved classified material (and if so, the security classification of the documents); and</p> <p>d. The steps taken to address the matter.</p>	Written		SQ22-001217

Education and Employment Legislation Committee

Department of Employment and Workplace Relations (DEWR) Questions on Notice – Budget Estimates 2022-23 October and November

106	Department of Employment and Workplace Relations	Michaelia Cash	Departmental Governance – Unions/Stakeholder Engagement	<p>1. Has the Department had any contact with trade union representatives since the election? If so, please provide:</p> <p>a. The name and position of each trade union representative;</p> <p>b. The nature of the contact (email correspondence, phone conversations, meetings);</p> <p>c. The date of each meeting and/or conversation; and</p> <p>d. The topics discussed.</p> <p>2. Has the Minister or the Minister's office requested the Department meet with, or speak to, any stakeholders since the election? If so:</p> <p>a. The name, position and origination of each stakeholder;</p> <p>b. The date of each meeting; and</p> <p>c. The topics discussed.</p>	Written		SQ22-001218
107	Department of Employment and Workplace Relations	Michaelia Cash	Ministerial submissions	<p>1. How many decision briefs have been sent to the Minister's office since the election?</p> <p>2. How many briefs have been returned to the Department with one or more recommendations not agreed?</p> <p>3. How many briefs were signed off by the Minister after the due date?</p>	Written		SQ22-001219
108	Department of Employment and Workplace Relations	Michaelia Cash	Employment	<p>Has the Minister or the Minister's office requested information, verbally or in writing, regarding terminating or amending the employment contract of any employee within a portfolio agency? If so:</p> <p>a. When was the information requested?</p> <p>b. How was the request made (email, phone call, WhatsApp messaging etc)?</p> <p>c. When was the information provided?</p> <p>d. What level (e.g. SES band 1) was the individual in question employed at?</p> <p>e. Is the individual still employed by the Department?</p>	Written		SQ22-001220
109	Department of Employment and Workplace Relations	Michaelia Cash	FOI	<p>1. How many officers are currently responsible for FOIs?</p> <p>2. How much money has been spent on external legal advice for FOIs since 1 July 2022?</p> <p>3. On average, how many days does it take to prepare an FOI response?</p> <p>4. Are FOI responses provided to ministerial offices before they are released to the applicant?</p> <p>a. If yes, how many days on average is it taking for each FOI request to be cleared by the ministerial office?</p> <p>5. What staffing level in each ministers' office is responsible for providing advice to the Department on clearance of an FOI?</p> <p>6. From July 1 2022, how many FOIs have been provided late? What was the reason for the late status?</p> <p>7. From July 1 2022, how many FOIs have been refused? On what basis were they refused?</p>	Written		SQ22-001222

Education and Employment Legislation Committee

Department of Employment and Workplace Relations (DEWR) Questions on Notice – Budget Estimates 2022-23 October and November

110	Department of Employment and Workplace Relations	Michaelia Cash	Carbon footprint	<ol style="list-style-type: none"> 1. What is the carbon footprint of each portfolio agency (CO2e tonnes per annum)? 2. What percentage of the portfolio agency's electricity usage is from renewables? 3. How many vehicles are owned by the Department and portfolio agencies domestically and internationally? 4. How many are low emissions vehicles (domestic and international reported separately)? 5. Please provide a copy of each agency's plan outlining how they will reduce their emissions to net-zero by 2030. 	Written		SQ22-001223
111	Department of Employment and Workplace Relations	Michaelia Cash	Ministerial staff	<ol style="list-style-type: none"> 1. Since May 2022, how many staff were seconded to the Minister's offices and for what period of time? <ol style="list-style-type: none"> a. What is the APS/SES level of each staff member? b. Please provide an outline of duties. 2. What travel has been undertaken by staff on secondment that has been charged to the Department? 3. How many staff are still seconded to these Ministerial offices, by level and for what period of time? 4. How many MOPS Act staff are employed by Ministers in this portfolio? What is the breakdown of staff at different levels (i.e., chief of staff, senior, adviser, assistant adviser, etc)? 5. Can you please detail the primary work locations for staff in the Minister's office and how many are based at each location? 6. What, if any, departmental training has been provided to Ministerial staff? 7. Have all staff members in ministers' and assistant ministers' offices received a security clearance? <ol style="list-style-type: none"> a. Please provide a breakdown of how many staff have and how many staff have not received a security clearance for each portfolio office. b. When do you expect all staff to have received their security clearance? 8. How many security breaches have occurred within the Minister's APH offices relating to sensitive documents? 	Written		SQ22-001226

Education and Employment Legislation Committee

Department of Employment and Workplace Relations (DEWR) Questions on Notice – Budget Estimates 2022-23 October and November

112	Department of Employment and Workplace Relations	Michaelia Cash	Ministerial supplies	<p>1. What is the total expenditure by the Department on office supplies within the Ministers' offices?</p> <p>2. How much has been spent on the following within the Minister's offices:</p> <ol style="list-style-type: none"> Business cards Letterhead Mobile phones (including make and model) Mobile phone Plans (cost per month or billing cycle) Desktop computers Monitors Laptops Tablets (including make and model) Tablet plans (cost per month or billing cycle) Headphones/AirPods Cameras for photography and videography Digital subscriptions (Adobe Creative Suite, Canva, Otter, etc) (costs per month or billing cycle) Data plans (cost per month or billing cycle) Newspaper subscriptions (cost per month or billing cycle) Online news subscriptions (cost per month or billing cycle) Media monitoring subscriptions (cost per month or billing cycle) Any other online subscriptions (cost per month or billing cycle) <p>3. Can you please detail the cost associated to the department to establish IT/workstations for staff at each of the work locations for Ministers within the portfolio?</p>	Written		SQ22-001227
113	Department of Employment and Workplace Relations	Michaelia Cash	Departmental staffing	<p>1. Can the Department please provide a breakdown of staffing across all APS levels and SES officers?</p> <ol style="list-style-type: none"> Can the Department please provide a gender breakdown of staffing across all APS levels and SES officers? Can the Department please provide a gender breakdown of staffing? <p>3. How many staff in the Department identify as Indigenous and Torres Strait Islander?</p> <ol style="list-style-type: none"> Does this meet the Department's targets for representation? Can you please outline any and all support and networking groups that exist within the Department for Indigenous and Torres Strait Islander staff? <p>4. How many staff in the Department identify as members of the LGBTIQ+ community?</p> <ol style="list-style-type: none"> Does this meet the Department's targets for representation? Can you please outline any and all support and networking groups that exist within the Department for LGBTIQ+ staff? 	Written		SQ22-001228

Education and Employment Legislation Committee

Department of Employment and Workplace Relations (DEWR) Questions on Notice – Budget Estimates 2022-23 October and November

114	Department of Employment and Workplace Relations	Michaelia Cash	Staff breaches of the APS code of conduct	Since 1 July 2022, have any staff breached the APS code of conduct? If yes, please break down by all APS levels and SES officers. a. What action has been taken including dismissals, suspensions and workplace training/remediation? b. Have there been any reported cases of fraud by departmental staff? If yes, please break down by all APS levels and SES officers. c. What action has been taken including dismissals, suspensions and workplace training/remediation?	Written		SQ22-001233
115	Department of Employment and Workplace Relations	Michaelia Cash	Staff complaints to Fair Work Commission	Have any departmental staff made complaints to the Fair Work Commission?	Written		SQ22-001235
116	Department of Employment and Workplace Relations	Michaelia Cash	Enterprise agreement	Can the Department outline the status of its latest enterprise agreement? When did or will this expire? a. What is the status of the new enterprise agreement? b. What arrangements are in place for the mean time?	Written		SQ22-001237
117	Department of Employment and Workplace Relations	Michaelia Cash	Flexible work arrangements	How many flexible work arrangements are in place? a. How many of these have been in place since the start of the COVID pandemic? b. What direction has the department given staff about returning to work in departmental facilities post-COVID?	Written		SQ22-001238
118	Department of Employment and Workplace Relations	Michaelia Cash	Breaches of PGPA Act	Have there been any breaches of the Public Governance, Performance and Accountability Act 2013 since 1 July 2022?	Written		SQ22-001239
119	Department of Employment and Workplace Relations	Michaelia Cash	Staffing	Since the change of Government this year, have the related machinery of government changes resulted in a decrease of the Department's/Agency's physical footprint or ASL based outside of Australian capital cities? a. If so, from which locations? b. If so, how many ASL? c. If so, have these resources gone to capital cities? d. If so, what was the cost to the taxpayer of these changes?	Written		SQ22-001241

Education and Employment Legislation Committee

Department of Employment and Workplace Relations (DEWR) Questions on Notice – Budget Estimates 2022-23 October and November

120	Department of Employment and Workplace Relations	Michaelia Cash	Ministerial overseas Travel	<p>1. Please provide a list of all ministers and assistant ministers who have travelled overseas since the election, including:</p> <p>a. The dates of travel;</p> <p>b. Locations;</p> <p>c. The names and positions of any staff and APS who travelled with them; and</p> <p>d. A copy of their final itinerary.</p> <p>2. Please provide a breakdown of the costs for each overseas visit for ministers and assistant ministers, and their staff, in the foreign affairs and trade portfolios, including:</p> <p>a. Accommodation;</p> <p>b. Flights;</p> <p>c. Meals; and</p> <p>d. Incidentals.</p>	Written		SQ22-001244
121	Department of Employment and Workplace Relations	Michaelia Cash	Ministerial travel (first class)	<p>Have any ministers, assistant ministers or staff travelled first class on a commercial aircraft since the election? Please also include any upgrades from economy class or business class to first class.</p>	Written		SQ22-001250
122	Department of Employment and Workplace Relations	Michaelia Cash	Ministerial travel (special purpose aircraft)	<p>How many times has a minister or assistant minister used the special purpose aircraft since the election? Please include a list outlining:</p> <p>a. The date of each trip</p> <p>b. The departure and arrival location</p> <p>c. The names of the minister and/or assistant minister and staff on the flight</p> <p>d. The kilometres of each leg</p> <p>e. Carbon emissions of each leg, if known</p>	Written		SQ22-001253
123	Department of Employment and Workplace Relations	Michaelia Cash	Ministerial overseas travel (personal preferences)	<p>Has any advice been provided to the Department regarding ministers and assistant ministers' personal preferences while overseas? If so, please provide a copy of the advice.</p>	Written		SQ22-001254
124	Department of Employment and Workplace Relations	Michaelia Cash	International conferences/meetings expect to attend in 2022 and 2023	<p>Please provide a list of all international conferences/meetings that you expect the Australian Government to be invited to attend in 2022 and 2023. Who has represented Australia at these conferences/meetings in the past?</p>	Written		SQ22-001256

Education and Employment Legislation Committee

Department of Employment and Workplace Relations (DEWR) Questions on Notice – Budget Estimates 2022-23 October and November

125	Department of Employment and Workplace Relations	Michaelia Cash	Functions	<p>1. What is the total expenditure by the Department on catering since 1 July 2022?</p> <p>a. Of that, how many events were attended by the Minister and/or their staff?</p> <p>2. Can you please provide a list of attendees for each function and their organisations?</p> <p>3. Can you please provide details of any entertainment?</p> <p>4. Can you please provide details of any alcohol served?</p>	Written		SQ22-001257
126	Australian Building and Construction Commission	Michaelia Cash	Bullying and Harassment (ABCC)	<p>Have there been any reports, formal or otherwise, of bullying or harassment of staff in portfolio agencies since the election? If so, please provide a list outlining:</p> <p>a. The number of incidents per agency;</p> <p>b. A description of the incident; and</p> <p>c. The steps taken to address the matter.</p> <p>2. Have any complaints, verbal or written, been made against a ministerial staff member since the election? If so, please provide:</p> <p>a. The date and location of the alleged incident;</p> <p>b. Whether the complaint was made verbally or in writing;</p> <p>c. What action the department took following the complaint being made;</p> <p>d. Whether the complaint was brought to the attention of the Minister or Assistant Minister's office; and</p> <p>e. Who in the Minister's office was advised and when.</p>	Written		SQ22-001260
127	Australian Skills Quality Authority	Michaelia Cash	Bullying and Harassment (ASQA)	<p>Have there been any reports, formal or otherwise, of bullying or harassment of staff in portfolio agencies since the election? If so, please provide a list outlining:</p> <p>a. The number of incidents per agency;</p> <p>b. A description of the incident; and</p> <p>c. The steps taken to address the matter.</p> <p>2. Have any complaints, verbal or written, been made against a ministerial staff member since the election? If so, please provide:</p> <p>a. The date and location of the alleged incident;</p> <p>b. Whether the complaint was made verbally or in writing;</p> <p>c. What action the department took following the complaint being made;</p> <p>d. Whether the complaint was brought to the attention of the Minister or Assistant Minister's office; and</p> <p>e. Who in the Minister's office was advised and when.</p>	Written		SQ22-001261

Education and Employment Legislation Committee

Department of Employment and Workplace Relations (DEWR) Questions on Notice – Budget Estimates 2022-23 October and November

128	Coal Mining Industry (Long Service Leave Funding) Corporation	Michaelia Cash	Bullying and Harassment (Coal)	<p>Have there been any reports, formal or otherwise, of bullying or harassment of staff in portfolio agencies since the election? If so, please provide a list outlining:</p> <p>a. The number of incidents per agency;</p> <p>b. A description of the incident; and</p> <p>c. The steps taken to address the matter.</p> <p>2. Have any complaints, verbal or written, been made against a ministerial staff member since the election? If so, please provide:</p> <p>a. The date and location of the alleged incident;</p> <p>b. Whether the complaint was made verbally or in writing;</p> <p>c. What action the department took following the complaint being made;</p> <p>d. Whether the complaint was brought to the attention of the Minister or Assistant Minister's office; and</p> <p>e. Who in the Minister's office was advised and when.</p>	Written		SQ22-001262
129	Comcare	Michaelia Cash	Bullying and Harassment (Comcare)	<p>Have there been any reports, formal or otherwise, of bullying or harassment of staff in portfolio agencies since the election? If so, please provide a list outlining:</p> <p>a. The number of incidents per agency;</p> <p>b. A description of the incident; and</p> <p>c. The steps taken to address the matter.</p> <p>2. Have any complaints, verbal or written, been made against a ministerial staff member since the election? If so, please provide:</p> <p>a. The date and location of the alleged incident;</p> <p>b. Whether the complaint was made verbally or in writing;</p> <p>c. What action the department took following the complaint being made;</p> <p>d. Whether the complaint was brought to the attention of the Minister or Assistant Minister's office; and</p> <p>e. Who in the Minister's office was advised and when.</p>	Written		SQ22-001263
130	Fair Work Commission	Michaelia Cash	Bullying and Harassment (FWC)	<p>Have there been any reports, formal or otherwise, of bullying or harassment of staff in portfolio agencies since the election? If so, please provide a list outlining:</p> <p>a. The number of incidents per agency;</p> <p>b. A description of the incident; and</p> <p>c. The steps taken to address the matter.</p> <p>2. Have any complaints, verbal or written, been made against a ministerial staff member since the election? If so, please provide:</p> <p>a. The date and location of the alleged incident;</p> <p>b. Whether the complaint was made verbally or in writing;</p> <p>c. What action the department took following the complaint being made;</p> <p>d. Whether the complaint was brought to the attention of the Minister or Assistant Minister's office; and</p> <p>e. Who in the Minister's office was advised and when.</p>	Written		SQ22-001264

Education and Employment Legislation Committee

Department of Employment and Workplace Relations (DEWR) Questions on Notice – Budget Estimates 2022-23 October and November

131	Fair Work Ombudsman	Michaelia Cash	Bullying and Harassment (FWO)	<p>Have there been any reports, formal or otherwise, of bullying or harassment of staff in portfolio agencies since the election? If so, please provide a list outlining:</p> <p>a. The number of incidents per agency;</p> <p>b. A description of the incident; and</p> <p>c. The steps taken to address the matter.</p> <p>2. Have any complaints, verbal or written, been made against a ministerial staff member since the election? If so, please provide:</p> <p>a. The date and location of the alleged incident;</p> <p>b. Whether the complaint was made verbally or in writing;</p> <p>c. What action the department took following the complaint being made;</p> <p>d. Whether the complaint was brought to the attention of the Minister or Assistant Minister's office; and</p> <p>e. Who in the Minister's office was advised and when.</p>	Written		SQ22-001265
132	Safe Work Australia	Michaelia Cash	Bullying and Harassment (SWA)	<p>Have there been any reports, formal or otherwise, of bullying or harassment of staff in portfolio agencies since the election? If so, please provide a list outlining:</p> <p>a. The number of incidents per agency;</p> <p>b. A description of the incident; and</p> <p>c. The steps taken to address the matter.</p> <p>2. Have any complaints, verbal or written, been made against a ministerial staff member since the election? If so, please provide:</p> <p>a. The date and location of the alleged incident;</p> <p>b. Whether the complaint was made verbally or in writing;</p> <p>c. What action the department took following the complaint being made;</p> <p>d. Whether the complaint was brought to the attention of the Minister or Assistant Minister's office; and</p> <p>e. Who in the Minister's office was advised and when.</p>	Written		SQ22-001266
133	Asbestos Safety and Eradication Agency	Michaelia Cash	Bullying and Harassment (ASEA)	<p>Have there been any reports, formal or otherwise, of bullying or harassment of staff in portfolio agencies since the election? If so, please provide a list outlining:</p> <p>a. The number of incidents per agency;</p> <p>b. A description of the incident; and</p> <p>c. The steps taken to address the matter.</p> <p>2. Have any complaints, verbal or written, been made against a ministerial staff member since the election? If so, please provide:</p> <p>a. The date and location of the alleged incident;</p> <p>b. Whether the complaint was made verbally or in writing;</p> <p>c. What action the department took following the complaint being made;</p> <p>d. Whether the complaint was brought to the attention of the Minister or Assistant Minister's office; and</p> <p>e. Who in the Minister's office was advised and when.</p>	Written		SQ22-001267

Education and Employment Legislation Committee
Department of Employment and Workplace Relations (DEWR) Questions on Notice – Budget Estimates 2022-23 October and November

134	Registered Organisations Commission	Michaelia Cash	Bullying and Harassment (ROC)	<p>Have there been any reports, formal or otherwise, of bullying or harassment of staff in portfolio agencies since the election? If so, please provide a list outlining:</p> <p>a. The number of incidents per agency;</p> <p>b. A description of the incident; and</p> <p>c. The steps taken to address the matter.</p> <p>2. Have any complaints, verbal or written, been made against a ministerial staff member since the election? If so, please provide:</p> <p>a. The date and location of the alleged incident;</p> <p>b. Whether the complaint was made verbally or in writing;</p> <p>c. What action the department took following the complaint being made;</p> <p>d. Whether the complaint was brought to the attention of the Minister or Assistant Minister's office; and</p> <p>e. Who in the Minister's office was advised and when.</p>	Written		SQ22-001268
135	Asbestos Safety and Eradication Agency	Michaelia Cash	Terminations (AESAs)	<p>Has any APS employee, locally-engaged staff member, or contractor been fired or had their contract terminated since the election? If so, please provide:</p> <p>a. The name of the portfolio agency; and</p> <p>b. The reason their employment/contract was terminated.</p>	Written		SQ22-001269
136	Australian Building and Construction Commission	Michaelia Cash	Terminations (ABCC)	<p>Has any APS employee, locally-engaged staff member, or contractor been fired or had their contract terminated since the election? If so, please provide:</p> <p>a. The name of the portfolio agency; and</p> <p>b. The reason their employment/contract was terminated.</p>	Written		SQ22-001270
137	Australian Skills Quality Authority	Michaelia Cash	Terminations (ASQA)	<p>Has any APS employee, locally-engaged staff member, or contractor been fired or had their contract terminated since the election? If so, please provide:</p> <p>a. The name of the portfolio agency; and</p> <p>b. The reason their employment/contract was terminated.</p>	Written		SQ22-001271
138	Coal Mining Industry (Long Service Leave Funding) Corporation	Michaelia Cash	Terminations (Coal)	<p>Has any APS employee, locally-engaged staff member, or contractor been fired or had their contract terminated since the election? If so, please provide:</p> <p>a. The name of the portfolio agency; and</p> <p>b. The reason their employment/contract was terminated.</p>	Written		SQ22-001272
139	Comcare	Michaelia Cash	Terminations (Comcare)	<p>Has any APS employee, locally-engaged staff member, or contractor been fired or had their contract terminated since the election? If so, please provide:</p> <p>a. The name of the portfolio agency; and</p> <p>b. The reason their employment/contract was terminated.</p>	Written		SQ22-001273
140	Fair Work Commission	Michaelia Cash	Terminations (FWC)	<p>Has any APS employee, locally-engaged staff member, or contractor been fired or had their contract terminated since the election? If so, please provide:</p> <p>a. The name of the portfolio agency; and</p> <p>b. The reason their employment/contract was terminated.</p>	Written		SQ22-001274

Education and Employment Legislation Committee
Department of Employment and Workplace Relations (DEWR) Questions on Notice – Budget Estimates 2022-23 October and November

141	Fair Work Ombudsman	Michaelia Cash	Termination s (FWO)	Has any APS employee, locally-engaged staff member, or contractor been fired or had their contract terminated since the election? If so, please provide: a. The name of the portfolio agency; and b. The reason their employment/contract was terminated.	Written		SQ22-001275
142	Registered Organisations Commission	Michaelia Cash	Termination s (ROC)	Has any APS employee, locally-engaged staff member, or contractor been fired or had their contract terminated since the election? If so, please provide: a. The name of the portfolio agency; and b. The reason their employment/contract was terminated.	Written		SQ22-001276
143	Safe Work Australia	Michaelia Cash	Termination s (SWA)	Has any APS employee, locally-engaged staff member, or contractor been fired or had their contract terminated since the election? If so, please provide: a. The name of the portfolio agency; and b. The reason their employment/contract was terminated.	Written		SQ22-001277
144	Australian Skills Quality Authority	Michaelia Cash	Carbon footprint (ASQA)	1. What is the carbon footprint of each portfolio agency (CO2e tonnes per annum)? 2. What percentage of the portfolio agency's electricity usage is from renewables? 3. How many vehicles are owned by the Department and portfolio agencies domestically and internationally? 4. How many are low emissions vehicles (domestic and international reported separately)? 5. Please provide a copy of each agency's plan outlining how they will reduce their emissions to net-zero by 2030.	Written		SQ22-001278
145	Asbestos Safety and Eradication Agency	Michaelia Cash	Carbon footprint (ASEA)	1. What is the carbon footprint of each portfolio agency (CO2e tonnes per annum)? 2. What percentage of the portfolio agency's electricity usage is from renewables? 3. How many vehicles are owned by the Department and portfolio agencies domestically and internationally? 4. How many are low emissions vehicles (domestic and international reported separately)? 5. Please provide a copy of each agency's plan outlining how they will reduce their emissions to net-zero by 2030.	Written		SQ22-001279
146	Australian Building and Construction Commission	Michaelia Cash	Carbon footprint (ABCC)	1. What is the carbon footprint of each portfolio agency (CO2e tonnes per annum)? 2. What percentage of the portfolio agency's electricity usage is from renewables? 3. How many vehicles are owned by the Department and portfolio agencies domestically and internationally? 4. How many are low emissions vehicles (domestic and international reported separately)? 5. Please provide a copy of each agency's plan outlining how they will reduce their emissions to net-zero by 2030.	Written		SQ22-001280
147	Coal Mining Industry (Long Service Leave Funding) Corporation	Michaelia Cash	Carbon footprint (Coal)	1. What is the carbon footprint of each portfolio agency (CO2e tonnes per annum)? 2. What percentage of the portfolio agency's electricity usage is from renewables? 3. How many vehicles are owned by the Department and portfolio agencies domestically and internationally? 4. How many are low emissions vehicles (domestic and international reported separately)? 5. Please provide a copy of each agency's plan outlining how they will reduce their emissions to net-zero by 2030.	Written		SQ22-001281

Education and Employment Legislation Committee
Department of Employment and Workplace Relations (DEWR) Questions on Notice – Budget Estimates 2022-23 October and November

148	Comcare	Michaelia Cash	Carbon footprint (Comcare)	<ol style="list-style-type: none"> 1. What is the carbon footprint of each portfolio agency (CO2e tonnes per annum)? 2. What percentage of the portfolio agency's electricity usage is from renewables? 3. How many vehicles are owned by the Department and portfolio agencies domestically and internationally? 4. How many are low emissions vehicles (domestic and international reported separately)? 5. Please provide a copy of each agency's plan outlining how they will reduce their emissions to net-zero by 2030. 	Written		SQ22-001282
149	Fair Work Commission	Michaelia Cash	Carbon footprint (FWC)	<ol style="list-style-type: none"> 1. What is the carbon footprint of each portfolio agency (CO2e tonnes per annum)? 2. What percentage of the portfolio agency's electricity usage is from renewables? 3. How many vehicles are owned by the Department and portfolio agencies domestically and internationally? 4. How many are low emissions vehicles (domestic and international reported separately)? 5. Please provide a copy of each agency's plan outlining how they will reduce their emissions to net-zero by 2030. 	Written		SQ22-001283
150	Fair Work Ombudsman	Michaelia Cash	Carbon footprint (FWO)	<ol style="list-style-type: none"> 1. What is the carbon footprint of each portfolio agency (CO2e tonnes per annum)? 2. What percentage of the portfolio agency's electricity usage is from renewables? 3. How many vehicles are owned by the Department and portfolio agencies domestically and internationally? 4. How many are low emissions vehicles (domestic and international reported separately)? 5. Please provide a copy of each agency's plan outlining how they will reduce their emissions to net-zero by 2030. 	Written		SQ22-001284
151	Registered Organisations Commission	Michaelia Cash	Carbon footprint (ROC)	<ol style="list-style-type: none"> 1. What is the carbon footprint of each portfolio agency (CO2e tonnes per annum)? 2. What percentage of the portfolio agency's electricity usage is from renewables? 3. How many vehicles are owned by the Department and portfolio agencies domestically and internationally? 4. How many are low emissions vehicles (domestic and international reported separately)? 5. Please provide a copy of each agency's plan outlining how they will reduce their emissions to net-zero by 2030. 	Written		SQ22-001285
152	Safe Work Australia	Michaelia Cash	Carbon footprint (SWA)	<ol style="list-style-type: none"> 1. What is the carbon footprint of each portfolio agency (CO2e tonnes per annum)? 2. What percentage of the portfolio agency's electricity usage is from renewables? 3. How many vehicles are owned by the Department and portfolio agencies domestically and internationally? 4. How many are low emissions vehicles (domestic and international reported separately)? 5. Please provide a copy of each agency's plan outlining how they will reduce their emissions to net-zero by 2030. 	Written		SQ22-001286
153	Department of Employment and Workplace Relations	Matt O'Sullivan	Employment White Paper	<ol style="list-style-type: none"> 1) How is the Department involved in the development of the Employment White Paper? a) Is the Department providing any staff, or financial resources to support the Employment White Paper? i) Can you please provide any details on this. 2) In the terms of reference on the Treasury website, it says that "the development of the White Paper will be led by the Employment Taskforce in Treasury, in consultation with other departments". Can you set out what consultation you have been involved in? 	Written		SQ22-001166

Education and Employment Legislation Committee
Department of Employment and Workplace Relations (DEWR) Questions on Notice – Budget Estimates 2022-23 October and November

154	Department of Employment and Workplace Relations	Matt O'Sullivan	Workforce Australia	1) Can you describe what Workforce Australia is and how it came about? a) How long has the Department been working on the process to transition to Workforce Australia, first from the new employment services model.	Written		SQ22-001167
155	Department of Employment and Workplace Relations	Matt O'Sullivan	New system for job seekers	Was there a trial held of the new system for jobseekers? a) How long did the trial occur for? b) When did this trial finish? c) How many individuals participated in the trial? d) What did the Department learn from the trial, and was that information used to further inform development of workforce Australia?	Written		SQ22-001168
156	Department of Employment and Workplace Relations	Matt O'Sullivan	Difference between Workforce Australia vs Jobactive system	What are some of the core differences between Workforce Australia and the former jobactive system?	Written		SQ22-001169
157	Department of Employment and Workplace Relations	Matt O'Sullivan	Approach to procurement for Workforce Australia	What arrangements did the Department have in place to ensure the procurement approach for Workforce Australia service complied with the Commonwealth Procurement Rules and probity principles?	Written		SQ22-001170
158	Department of Employment and Workplace Relations	Matt O'Sullivan	Caseload of Workforce Australia	Can we have the latest Workforce Australia caseload data broken down by State and Territory, region, age, gender.	Written		SQ22-001171
159	Department of Employment and Workplace Relations	Matt O'Sullivan	Employment Outcome since PaTH program	1) How many young Australians have had an employment outcome since the start of the PaTH program? Can the data be broken down by State and Territory please. Can we also have the data by region? 2) Can you provide the number of young Australians who participated in PaTH by each element of the program during that time? 3) How many young Australians are on Workforce Australia's caseload? 4) Can you let the Committee know how young Australians will be impacted by the Government's decision to cease the PaTH internships?	Written		SQ22-001172
160	Department of Employment and Workplace Relations	Matt O'Sullivan	Programs for young people	a) Does the cessation of the Internships and Reboot mean that there are now no programs dedicated to assist young people? b) What measures are there to assist long-term or more disadvantaged workers, in particular young Australians into work?	Written		SQ22-001174
161	Department of Employment and Workplace Relations	Matt O'Sullivan	Reboot	a) Could you provide the number of young Australians who participated in ReBoot? b) Where is the \$42.1 million allocated to ReBoot going? Will the Government replace the ReBoot program with a similar program that supports disadvantaged youth?	Written		SQ22-001175

Education and Employment Legislation Committee

Department of Employment and Workplace Relations (DEWR) Questions on Notice – Budget Estimates 2022-23 October and November

162	Department of Employment and Workplace Relations	Matt O'Sullivan	Parents Next Program	<p>1) How many people have been supported through ParentsNext since the program's inception until June 2022? Can the data be broken down by State and Territory please. Can we also have the data by region?</p> <p>2) How many people have been supported through ParentsNext since the program's extension in 2020?</p> <p>a) Can the data be broken down by State and Territory, and also by region please.</p> <p>3) Has the Department been tasked with evaluating the benefits of ParentsNext?</p>	Written		SQ22-001177
163	Department of Employment and Workplace Relations	Matt O'Sullivan	Self-Employment Assistance (previously NEIS)	<p>1) How many businesses have been created through participation on the New Enterprise Incentive Scheme from June 2014 to June 2022? Can the data be broken down by State and Territory, and also region please.</p> <p>2) NEIS was expanded in 2020 to allow more people to get assistance to start their own business. How many people have been supported through the 2020 expansion?</p> <p>3) Has there been any other recent changes to the program?</p>	Written		SQ22-001179
164	Department of Employment and Workplace Relations	Matt O'Sullivan	Metrics - Job Active and Workforce Australia	<p>1) Can the Department provide some metrics around the differences between the old method of jobactive provider compliance assessment (Rolling Random Sample – RRS) and the new method of Workforce Australia provider assessment (Continuous Assessment of Payment Integrity)?</p>	Written		SQ22-001180
165	Department of Employment and Workplace Relations	Matt O'Sullivan	Department's administration of Workforce Australia	<p>The Department is understandably taking a keen interest in the tools and practices of providers when undertaking its quality assessments, as part of the Workforce Australia performance framework. As the Department is also responsible for administering Workforce Australia Online which delivers some similar services, how will the Department manage this potential conflict of interest – gaining an understanding of provider quality practice without compromising providers' intellectual property?</p>	Written		SQ22-001181
166	Department of Employment and Workplace Relations	Matt O'Sullivan	Consultation with providers in change of performance framework for Workforce Australia	<p>What consultation was done beforehand with providers around the change in the performance framework, moving away from the jobactive star ratings model and towards the Workforce Australia five module framework?</p>	Written		SQ22-001182
167	Department of Employment and Workplace Relations	Matt O'Sullivan	Status of people currently in the online system	<p>4) Can the Department provide some clarity around the status of the people currently in the online system?</p> <p>a) Number of people currently in the system</p> <p>b) Number of people who have entered the system</p> <p>c) Number of people who have been in the system and exited due to employment</p> <p>d) Number of people who have returned to the system within three/six months after exiting due to employment</p> <p>e) Number of people who have been through the system and exited to provider services following completion of their allotted time in online services</p> <p>f) Number of people who have been in the system and chosen to 'opt out' of online services and into provider services</p> <p>g) Number of people expected to transition to provider services each month for the next 12 months due to the completion of their allotted time in online employment services</p>	Written		SQ22-001183

Education and Employment Legislation Committee

Department of Employment and Workplace Relations (DEWR) Questions on Notice – Budget Estimates 2022-23 October and November

168	Department of Employment and Workplace Relations	Matt O'Sullivan	Contract changes with Workforce Australia Providers	Is the Department aware of any unilateral changes made to contracts with Workforce Australia Providers that have occurred after they have been signed and agreed upon by all parties involved?	Written		SQ22-001184
169	Department of Employment and Workplace Relations	Matt O'Sullivan	Process of the online system	Can the Department provide a brief outline of how people are processed through the online system? Is there a triage process in place to ensure that those who may not benefit from the online system are referred directly to Workforce Australia Services providers?	Written		SQ22-001185
170	Department of Employment and Workplace Relations	Matt O'Sullivan	Data on Workforce Australia Services participation rates for the period July 2022 – current (SQ22-00)	Can the Department provide the most up-to-date data on Workforce Australia Services participation rates for the period July 2022 – current via: a) The number of appointments attended b) The number of appointments not attended c) The proportion of attended appointments versus non-attended appointments d) The differences in participation rates during periods of mutual obligation/points-based activation system (PBAS) requirement suspensions versus normal mutual obligation/PBAS operating environments.	Written		SQ22-001186
171	Department of Employment and Workplace Relations	Matt O'Sullivan	Data from March 2022 on jobactive provider participation rates (SQ22-00)	Can the Department provide the data from March 2022 on jobactive provider participation rates via: a) The number of appointments attended b) The number of appointments not attended c) The proportion of attended appointments versus non-attended appointments	Written		SQ22-001187
172	Department of Employment and Workplace Relations	Matt O'Sullivan	Analysis on 'Opt out' process	Has the Department conducted any analysis into the 'Opt Out' process for participants in Workforce Australia Online? If so, please provide details of the analysis.	Written		SQ22-001188
173	Department of Employment and Workplace Relations	Matt O'Sullivan	Transfer to provider service	Is the system clearly designed for participants to easily understand they can request a transfer to provider services? Can you please provide the relevant systems' screen shots a participant needs to navigate to request such transfer.	Written		SQ22-001189
174	Department of Employment and Workplace Relations	Matt O'Sullivan	"Indigenous Mentoring" category	What is the Department's rationale for removing the "Indigenous Mentoring" category that was present in jobactive from the Workforce Australia Services Employment Fund?	Written		SQ22-001190

Education and Employment Legislation Committee

Department of Employment and Workplace Relations (DEWR) Questions on Notice – Budget Estimates 2022-23 October and November

175	Department of Employment and Workplace Relations	Matt O'Sullivan	Alternate models for provides to access work experience	<p>What alternate models will be introduced to enable providers to help participants access work experience opportunities in lieu of the PaTH Internship and National Work Experience Programme (NWEP) services being removed from contracts?</p> <p>a) Has consultation begun with industry and providers to obtain their feedback on alternate models given PaTH and NWEP were initially paused in July 2022 (and have now been discontinued) with no alternatives being made available?</p>	Written		SQ22-001191
176	Department of Employment and Workplace Relations	Matt O'Sullivan	Employability Skills Training (EST) program	How will the Department ensure the Employability Skills Training (EST) program is financially viable given the removal of PaTH and NWEP services and the impact of this removal on related provider payments	Written		SQ22-001192
177	Department of Employment and Workplace Relations	Matt O'Sullivan	VET FEE HELP Scheme	<ol style="list-style-type: none"> 1. When was the VET FEE HELP Scheme first introduced? 2. Did the now Minister for Skills have any oversight of VET-FEE HELP when he was previously Minister? 3. Can we please have an update on the VET FEE HELP Redress Scheme. What is the total amount that has been paid out to date through the VET FEE HELP Redress Scheme? 4. Is this the largest amount the Commonwealth has had to pay back to VET students in the nation's history? Is there a bigger refund or redress scheme any education policy or program? 5. Has the Minister received information about the VET FEE HELP Redress Scheme? 6. What work is the Department doing to notify those impacted? 7. Why did the Minister decide to extend the VET FEE HELP Redress Scheme? 	Written		SQ22-001201
178	Department of Employment and Workplace Relations	Matt O'Sullivan	VET FEE Help VSL Debts Tech Glitch	<ol style="list-style-type: none"> 1. When did the Department become aware the ATO had been raising historical VET student training debts? 2. What caused this issue? 3. Was it an IT glitch as is reported? 4. who authorised this system switch? 5. Was the risk of historical debts being issued known? 6. Was the Minister's office made aware that this could happen? 7. Is every single one of these debts a legitimate or could they be a VET-Fee HELP debt? 8. When was the Minister or his office made aware of this issue? 9. Did the Minister or his office authorise communications material or the website for impacted individuals? 	Written		SQ22-001204
179	Department of Employment and Workplace Relations	Matt O'Sullivan	Ministerial Responsibilities	Can the Department of Employment and Workplace Relations (the Department) please outline the roles and responsibilities of Minister Burke and O'Connor?	Written		SQ22-001216
180	Department of Employment and Workplace Relations	Matt O'Sullivan	Incoming Ministerial Brief	What Incoming Ministerial Brief was provided to the two incoming Ministers? Can that be provided?	Written		SQ22-001221

Education and Employment Legislation Committee

Department of Employment and Workplace Relations (DEWR) Questions on Notice – Budget Estimates 2022-23 October and November

181	Department of Employment and Workplace Relations	Matt O'Sullivan	Ministerial Staffing	<ol style="list-style-type: none"> 1. How many staff were seconded to Minister Burke and Minister O'Connor's offices and for what period of time? APS/SES level of each staff member? Outline of duties? 2. How many staff were hired by Minister Burke and O'Connor from the publicly available application process? 3. What travel has been undertaken by staff on secondment that has been charged to the Department? 4. How many staff are still seconded to these Ministerial offices, by level and for what period of time? 5. How many MOPS Act staff are employed by Minister O'Connor? What is the breakdown of staff at different levels (i.e. chief of staff, senior, adviser, assistant, etc). 6. How many females are in senior adviser roles in Minister Burke and Minister O'Connor's offices? 7. Can you please detail the primary work locations for staff in both Ministers offices and how many are based at each location? 8. What departmental training has been provided to Ministerial staff? ie. Customer Service Training? 9. As at today's date, do all Ministerial Staff in the two offices hold the required level of security clearance? I believe this to be Negative Vetting 2 10. As of today's date, how many security breaches have occurred within the Minister's APH offices relating to sensitive documents? 	Written		SQ22-001224
182	Department of Employment and Workplace Relations	Matt O'Sullivan	Ministerial office supplies	<ol style="list-style-type: none"> 1. Total expenditure by the Department of Employment and Workplace Relations (the Department) on office supplies within the Minister's offices? 2. How much has been spent on the following within the Minister's offices: <ol style="list-style-type: none"> a. Business cards b. Letterhead c. Mobile phones d. Desktop computers, laptops, tablets e. Headphones/airpods f. Cameras for photography and videography g. Digital subscriptions (adobe creative suite, canva, otter etc) 3. Can you please detail the cost associated to the department to establish IT/Work stations for staff at each of the work locations for Minister Bourke and Minister O'Connor? 	Written		SQ22-001225
183	Department of Employment and Workplace Relations	Matt O'Sullivan	Department al staffing	<ol style="list-style-type: none"> 1. Can the Department please provide a breakdown of staffing across all APS levels and SES officers? 2. Can the Department please provide a gender breakdown of staffing across all APS levels and SES officers. 3. Since 1 July 2022 have any staff breached the APS code of conduct? <ol style="list-style-type: none"> a. If yes, please break down by all APS levels and SES officers. b. What action has been taken including dismissals, suspensions and workplace training/remediation? c. Have there been any reported cases of fraud by departmental staff? d. If yes, please break down by all APS levels and SES officers. e. What action has been taken including dismissals, suspensions and workplace training/remediation? 	Written		SQ22-001229
184	Department of Employment and	Matt O'Sullivan	Complaints Made to FWC	Have any departmental staff made complaints to the Fair Work Commission?	Written		SQ22-001230

Education and Employment Legislation Committee
Department of Employment and Workplace Relations (DEWR) Questions on Notice – Budget Estimates 2022-23 October and November

	Workplace Relations						
185	Department of Employment and Workplace Relations	Matt O'Sullivan	Number of Flexible Work Arrangements in Place	How many flexible work arrangements are in place? a. How many of these have been in place since the start of the COVID pandemic? b. What direction has the department given staff about returning to work in departmental facilities post-COVID?	Written		SQ22-001231
186	Department of Employment and Workplace Relations	Matt O'Sullivan	Breaches of the Public Governance, Performance and Accountability ACT 2013	Have there been any breaches of the Public Governance, Performance and Accountability Act 2013 since 1 July 2022?	Written		SQ22-001232
187	Department of Employment and Workplace Relations	Matt O'Sullivan	Machinery of Government	1. What has been to total cost of the machinery of government change to the Department of Employment and Workplace Relations? 2. How much has been spent on stationery for this new Department? 3. Have the location of Departmental staff physically changed as a result of the change? How many have moved and to where?	Written		SQ22-001234
188	Department of Employment and Workplace Relations	Matt O'Sullivan	Contractors	1. How many contractors and non-ongoing staff are currently employed by the department? 2. Please provide a breakdown of levels and costs associated with all contractors and non-ongoing staff. 3. How many of these staff are ICT or non-ICT staff.	Written		SQ22-001236
189	Department of Employment and Workplace Relations	Matt O'Sullivan	Consultants	1. How many active contracts does the Department have in place? 2. How many have been entered into since 1 July 2022? 3. The value of all contracts entered into since 1 July 2022? 4. The spend on each contract to date? 5. An outline of the work commissioned under each contract. 6. Reason for each contract and why the work can not be undertaken in the Department? 7. The category for each contract ie. Media, Research etc 8. Have all contracts been published on AusTender a. Were all of these published within the 42 day requirement? If not, why not?	Written		SQ22-001240
190	Department of Employment and Workplace Relations	Matt O'Sullivan	Market Research	Has the Department commenced any market research contracts has the Department entered into since May 2022? If yes, please provide the value of each contract and an outline of the work commissioned.	Written		SQ22-001242

Education and Employment Legislation Committee
Department of Employment and Workplace Relations (DEWR) Questions on Notice – Budget Estimates 2022-23 October and November

191	Department of Employment and Workplace Relations	Matt O'Sullivan	Research Reports	Has the Department commissioned any research reports since 1 July 2022? If yes, the value and scope of work commissioned?	Written		SQ22-001245
192	Department of Employment and Workplace Relations	Matt O'Sullivan	Advertising campaigns	1. Has the Department entered into any contracts for advertising campaigns since 1 July 2022? 2. If yes, the value of each campaign and an outline of the purpose. 3. Please provide details broken down into social media, print advertising, tv advertising etc.	Written		SQ22-001246
193	Department of Employment and Workplace Relations	Matt O'Sullivan	Media support	1. How many departmental staff are allocated to supporting media monitoring? 2. Which media monitoring services are being used and what is this costing the department? 3. Has the department provided any of the Minister's offices with media subscriptions? Eg The Australian, Nine/Fairfax etc? 4. What subscriptions do the offices have and what is the cost associated with them?	Written		SQ22-001247
194	Department of Employment and Workplace Relations	Matt O'Sullivan	FOI	1. How many officers are currently responsible for FOIs? 2. How much money has been spent on external legal advice for FOIs since 1 July 2022? 3. On average how many days does it take to prepare an FOI response? 4. Are FOI responses provided to Ministerial Offices before they are released to the applicant? a. If yes, how many days on average is it taking for each FOI request to be cleared by the Ministerial Office. b. What staffing level in each Minister's office is responsible for providing advice to the Department on clearance of an FOI? 5. From July 1 2022, how many FOI's have been provided late? What was the reason for the late status? 6. From July 1 2022, How many FOI's have been refused? On what basis were they refused?	Written		SQ22-001249
195	Department of Employment and Workplace Relations	Matt O'Sullivan	Catering	1. Total expenditure by the Department on catering since 1 July 2022? 2. Of that, how many events were attended by the Minister and/or their staff? 3. Can you please provide a list of attendees for each function and their organisations. 4. Can you please provide details of any entertainment 5. Can you please provide details of any alcohol served	Written		SQ22-001251
196	Department of Employment and Workplace Relations	Matt O'Sullivan	Enterprise Bargaining	1. Can the Department outline the status of its latest Enterprise Agreement? When did or will this expire? 2. What is the status of the new enterprise agreement? 3. What arrangements are in place in between?	Written		SQ22-001252
197	Department of Employment and Workplace Relations	Matt O'Sullivan	Staff Travel	1. Cost of all staff travel by APS level since 1 July 2022? 2. How much of this travel was to brief or support Ministers?	Written		SQ22-001255

Education and Employment Legislation Committee

Department of Employment and Workplace Relations (DEWR) Questions on Notice – Budget Estimates 2022-23 October and November

198	Department of Employment and Workplace Relations	Matt O'Sullivan	Overseas Travel for Ministers	<p>1. Has any travel overseas been undertaken by either Minister Burke or Minister O'Connor?</p> <p>2. If so, please provide details including type, cost, how many APS and MOPS staff travelled with the Minister etc.</p> <p>3. Please also detail any allowances that were provided to the Minister or staff.</p> <p>4. Can you confirm if any personal activities were undertaken by the Minister or staff during any trips they undertook.</p>	Written		SQ22-001258
199	Department of Employment and Workplace Relations	Gerard Rennick	COVID vaccine mandates imposed upon federal government employees	<p>a) How many federal government employees have made a claim due to a COVID vaccine injury?</p> <p>b) How many of those claims are outstanding?</p> <p>c) How many of those claims have been paid out to date?</p> <p>d) When can federal government employees with outstanding claims expect them to be resolved by?</p>	Written		SQ22-001136
200	Department of Employment and Workplace Relations	Gerard Rennick	Ongoing treatment for employee Flu vaccine	<p>If a Commonwealth employee is</p> <p>i) coerced into having a flu vaccine and their job does not require it;</p> <p>ii) that vaccine results in a permanent neurological injury, for example, multiple sclerosis;</p> <p>iii) the Commonwealth employee is independently assessed as having that neurological injury being triggered by the vaccine, and;</p> <p>iv) Comcare accepts the employee's claim,</p> <p>Will Comcare pay for all ongoing physical treatments* prescribed by a GP & neurologist, for the rest of that employee's life,</p> <p>a) if those physical treatments only serve to maintain (but not improve) that employee's health?</p> <p>b) if those physical treatments only serve to slow down that employee's decline in health?</p> <p>By 'physical treatments' I am referring to</p> <p>* exercise physiology by a physiotherapist 3 times a week to ensure appropriately tailored exercises and to keep neural pathways open. Appropriate tailoring of exercises is also necessary to prevent the employee from suffering a further injury that would be foreseeable if they were left to their own devices to make up their own program;</p> <p>* remedial massage 1-2 times a week;</p> <p>* gym membership, and;</p> <p>* any other medically prescribed treatments</p>	Written		SQ22-001138
201	Comcare	Gerard Rennick	Comcare audit workplaces	<p>a) Does Comcare 'audit' workplaces such as Parliament House, to ensure the Department of Parliamentary Services has appropriate disability accommodation strategies in place, where an employee has a disability or workplace injury such as multiple sclerosis?</p> <p>b) If yes, then what criteria does Comcare use to undertake such an audit and satisfy itself that disability is appropriately accommodated?</p> <p>c) Does Comcare ever conduct a survey of those with such a disability at Parliament House to inform its findings in relation to such an 'audit'?</p>	Written		SQ22-001139

Education and Employment Legislation Committee
Department of Employment and Workplace Relations (DEWR) Questions on Notice – Budget Estimates 2022-23 October and November

202	Fair Work Commission	Gerard Rennick	Fair Work Commissioner's phone call	A Fair Work commissioner was overheard by claimants on a phone call at the end of a directions hearing saying: "I'm not going to argue the science, what does he think I am, a scientist? They just all want to come back and say things are changed. They should all just listen to what they are told or go get another job. I would not let an unvaccinated person look after my granddaughter." Given these statements how can this Vice-President stay on as a Fair Work Commission Member?	Written		SQ22-001141
203	Fair Work Commission	Gerard Rennick	Commissioners think employees should listen	Why do commissioners think employees should just listen to what they are told. What if these people have medical conditions that require special attention? Isn't the whole point of Fair Work to protect employees from harm, including unfair directions that could injure a person?	Written		SQ22-001142
204	Fair Work Commission	Gerard Rennick	Fair Work Commissioners come up to speed on the science	I previously asked how Fair Work commissioners come up to speed on the science and the Commission replied it is up to the defendants to put forward their case, yet here we have a commissioner who is not even prepared to listen to the science. If Fair Work commissioners are not prepared to listen to the expert witnesses of the applicants, shouldn't they be sacked? a) Are other commissioners willing to understand the science by hearing the expert advice from applicants?	Written		SQ22-001144
205	Fair Work Commission	Gerard Rennick	Commissioners hearing vaccine cases	If Lyndall Dean can be prevented from hearing vaccine cases, then why are other commissioners allowed to hear vaccine cases who have prejudicial and uninformed views about the risks of the Covid19 vaccine? In Jovan Jovic and Filip Markovic v Coopers Brewery Limited [2022] FWC 1931 Deputy President Coleman states in paragraph 39 that ATAGI status as an expert body that provides advice to the government and public cannot be seriously doubted. What sort of a joke is this? a) What is the point of an independent commission if they just assume the government and its advisors are infallible? b) Deputy President Coleman then goes on to state in paragraph 40 that ATAGI said that vaccination was an intervention to prevent transmission. This statement from ATAGI and therefore Deputy President Coleman is unequivocally wrong. There was never any testing by Pfizer that showed the vaccine stopped transmission. This was admitted by Pfizer in the European Parliament in October as well as the FDA as far back as December 2020. The FDA and Pfizer have both said it is unclear how long the vaccine provides protection. Given Deputy President's Coleman misstated facts what will Fair Work do to rectify this? This error of judgement is further compounded by the fact many of the ATAGI experts work for organisations who are funded by big pharmaceutical companies. They clearly have a conflict of interest that can impair their judgement.	Written		SQ22-001145
206	Fair Work Commission	Gerard Rennick	Employment rules around Vaccines	How can mandates be dropped by some employers and not others - why are employment rules around vaccines so inconsistent? a) Why isn't there consistency across the workforce?	Written		SQ22-001146
207	Fair Work Commission	Gerard Rennick	Science behind unvaccinated workers	Where is the science that says unvaccinated workers can spread the virus in one workplace but not in other workplaces?	Written		SQ22-001148

Education and Employment Legislation Committee
Department of Employment and Workplace Relations (DEWR) Questions on Notice – Budget Estimates 2022-23 October and November

208	Fair Work Commission	Gerard Rennick	Complaints or appeals Fair Work Commission received on COVID-19 vaccine mandates	How many complaints/appeals has Fair Work received regarding Covid-19 vaccine mandates?	Written		SQ22-001149
209	Fair Work Commission	Gerard Rennick	Fair Work Commission keep calling vaccine mandates	Why do Fairwork commissioners keep calling vaccine mandates a choice - the word mandate means the opposite of choice? a) How can the Covid-19 mandate be a fair and reasonable direction if it doesn't help to stop transmission or provide protection for an unknown period? b) Now that state governments have dropped mandates via health orders for the private sector, why do Fair Work commissioners enforce vaccine mandates despite the fact there is no health emergency?	Written		SQ22-001150
210	Fair Work Commission	Gerard Rennick	COVID-19 mandates and risk of vaccines unknown	How can the Covid-19 mandates be a fair and reasonable direction when the risks of the vaccine are unknown? I note there was no genotoxicity, carcinogenic, or longitudinal testing of the vaccine. Anaphylaxis was identified as an important risk. There was missing information regarding patients with comorbidities, autoimmune or inflammatory disorders and interactions with other vaccines.	Written		SQ22-001151
211	Fair Work Commission	Gerard Rennick	Change of contracts	Since when could employers create a new condition in a contract without their consent – the High Court ruled last year in the Peter Ridd case that contract was king, yet the FWC has stood by and allowed employers to change contracts with no acceptance by the other party. a) Why are Fair Work commissioners not abiding by last year's High Court decision?	Written		SQ22-001152
212	Fair Work Commission	Gerard Rennick	Fair Work Commission blanket policy on vaccinations	If a doctor says that a person should not get a vaccine, then who is the employer to override the doctor-patient relationship? How can Fair Work impose a blanket policy that does not consider an individual's specific health conditions? a) No worker should be sacked for following their doctor's advice before having a COVID-19 vaccination, should they? How can an employer overrule a doctor and where do the FWC get the legal authority to rule this is fair and reasonable?	Written		SQ22-001154
213	Fair Work Commission	Gerard Rennick	Australia's mandate policy compared to other countries	How is it that most other countries in the world don't have vaccine mandates but Australia does? Why are the commissioners not listening to the science in those countries?	Written		SQ22-001156
214	Fair Work Commission	Gerard Rennick	Australian Immunisation Register Act 2015	Doesn't the fair and reasonable test contradict the Australian Immunisation Register Act 2015 that says people can't be coerced into taking a vaccine and that they must be fully informed?	Written		SQ22-001157
215	Fair Work Commission	Gerard Rennick	Different rules for each state for returning back to work for Correctional	How is it that correctional offices in one state can be allowed to go back to work and in another they are being sacked. What science is that that says the virus behaves differently in Queensland from NSW?	Written		SQ22-001159

Education and Employment Legislation Committee
Department of Employment and Workplace Relations (DEWR) Questions on Notice – Budget Estimates 2022-23 October and November

			Officers with COVID-19				
216	Fair Work Commission	Gerard Rennick	Injuries from the Vaccine and the key points in the Fair Work Act 2009	Isn't one of the key tenements of The Fair Work Act 2009 – the right to be protected from harm? Given the number of people injured by the vaccine – how can Fair Work commissioners say that this is the case?	Written		SQ22-001160
217	Fair Work Commission	Gerard Rennick	Staff and Applicants attending Fair Work Chambers if not vaccinated	Can staff and applicants attend Fair Work chambers if they aren't vaccinated? If not, why not given the Federal Health department has repeatedly stated it does not believe in vaccine mandates?	Written		SQ22-001162
218	Fair Work Commission	Gerard Rennick	Jovan Jovic v Coopers case	In Jovan Jovic v Coopers why didn't the Fair Work commissioner uphold S116 of the constitution that protects freedom of religion?	Written		SQ22-001163
219	Fair Work Commission	Gerard Rennick	Employers deal with protected information as per S22 Australian Immunisation Register Act 2015	Are employers authorised to deal with protected information as per S22 under the Australian Immunisation Register Act 2015 if there is a health emergency? a) Are employers authorised to deal with protected information as per S22 under the Australian Immunisation Register Act 2015 if there is not a health emergency? b) If the answer is no to either of the two prior questions, then how can asking for or recording the vaccination status of an employee be a fair and reasonable direction rather than a criminal offence? If the answer is yes, which act specifically empowers employers to deal with protection information under the AIR act?	Written		SQ22-001164
220	Fair Work Commission	Gerard Rennick	Recording vaccination status of employees	Is the storing or recording the vaccination status of an employee by an employer in breach of the Healthcare Identifiers Act 2010 or My Health Records Act 2012? If not, why not? What right do employers have to hold onto the vaccination records of an employee?	Written		SQ22-001165
221	Comcare	Janet Rice	Department of Human Services Claims	How many claims have been lodged with Comcare by the Department of Human Services? Please provide a breakdown by financial year from 2013-14, including: <ul style="list-style-type: none"> • The total number of claims; • The number of claims which have been approved; • Claims that are still unresolved. 	Written		SQ22-001137

Education and Employment Legislation Committee

Department of Employment and Workplace Relations (DEWR) Questions on Notice – Budget Estimates 2022-23 October and November

222	Department of Employment and Workplace Relations	Malcolm Roberts	Job Seeker Mutual Obligations - Vaccine Mandates	Jobseekers are required to look for and accept suitable work as part of mutual obligations. A number of workplaces have vaccine mandates in place where workers must be injected with a COVID vaccine as a condition of work. If an unvaccinated jobseeker looks for work, and rejects a job offer where a vaccine mandate is in effect because they wish to remain unvaccinated, could they be in breach of their mutual obligations because they have rejected the work?	Written		SQ22-001153
223	Australian Building and Construction Commission	Tony Sheldon	Richard Crookes Case	<ol style="list-style-type: none"> 1. The ABCC was recently forced to withdraw a prosecution against the CFMEU over alleged right of entry breaches after video evidence was shown to an ABCC witness (a site manager for the builder Richard Crookes) that directly contradicted the manager's own evidence. Even if the ABCC did not see the video evidence in advance of the trial, how is it possible that the ABCC's investigation process did not question the evidence of its own witnesses at even a basic level? 2. Isn't this a failure of basic due diligence, particularly where the ABCC ought to have known that the employer in question was the respondent in at least two court cases brought by unions alleging that Richard Crookes hindered and obstructed union officials from lawful right of entry? 3. In circumstances where the company has been fined almost \$490,000, since August 2022 alone, for obstructing both ETU and CFMMEU officials, how is the ABCC's approach consistent with its statutory obligation to treat building industry participants equally? 4. The ABCC litigation policy only seems to require external written advice that a case has reasonable prospects of success before a prosecution is brought. That's a lower standard than comparable regulators apply. Does the ABCC admit that this approach to litigation is biased where the ABCC does not investigate the full circumstances, which is what appears to be the case here? 5. Is the ABCC investigating Richard Crookes or its officers for breaching the FW Act by obstructing the CFMMEU officials? If not, why not? 6. Has the ABCC investigated, or referred the site managers, for investigation as to whether they have committed perjury in their affidavits filed in the courts, or evidence given during cross-examination? If not, why not? 7. Why has reference to the case been removed from the ABCC's website? 8. Who made the direction for the page describing the case to be taken down, and when did this occur? 9. What was the process for approving the removal of the case from the ABCC's website?? 	Written		SQ22-001155

Education and Employment Legislation Committee

Department of Employment and Workplace Relations (DEWR) Questions on Notice – Budget Estimates 2022-23 October and November

224	Australian Building and Construction Commission	Tony Sheldon	Personnel Contracting	<p>1. Can the ABCC confirm Personnel Solutions is now in administration or liquidation?</p> <p>2. Has the ABCC engaged with the relevant insolvency practitioner or taken any steps at all to secure the millions of dollars of underpayments owed to workers who were illegally classed as subcontractors by this company?</p> <p>3. Has the ABCC meet with Personnel Contracting / Hansson since the last estimates hearing in February 2022? If so, can it produce records of that meeting and report on any steps it has taken to:</p> <ul style="list-style-type: none"> a. calculate the number of workers involved; b. calculate the money owing to those workers; c. outline any steps it has taken to recover wages and entitlements for the workers involved; d. outline any steps it has taken to ensure that the workers get paid / that the entities involved have not sought to take money or assets out of the company to avoid those payments <p>4. Can you confirm that if the ABCC is abolished that it will have the shameful record of failing to prosecute a single employer for sham constructing in an industry where the practice is notorious?</p> <p>5. If the ABCC is doing nothing to assist those workers; has not brought a case alleging that a worker has been misclassified as an independent contractor (since the ABCC was re-constituted in 2016); and cannot disaggregate these sorts of claims from other types of wage theft, how exactly does it say its meeting its statutory obligation to these protect workers?</p>	Written		SQ22-001158
225	Australian Building and Construction Commission	Tony Sheldon	Protection of Tax and Superannuation Contributions	<p>1. It was recently reported (Fin Rev Oct 31) that the ATO has said there is now \$45 billion dollars of tax owing by business. This is not tax on profits it is Group tax deducted from employees' wages and GST and superannuation contributions that have not been paid. One of the largest industries is building and construction. https://www.afr.com/politics/federal/distressed-taxpayers-owe-the-government-45-billion-20221031-p5bube What has the ABCC done to protect the tax and superannuation contributions of workers in the building and construction industries?</p> <p>2. Has the ABCC referred any matters to the ATO?</p> <p>3. Has the ABCC discovered any companies failing to pay superannuation or failing to remit PAYG tax deducted from workers to the ATO?</p> <p>4. What meetings has the ABCC had with the ATO to try and collect some of the multi-billion loss for the workers in the building and construction industries?</p> <p>5. How many employers have you investigated that have not honoured their liabilities to their workforce?</p> <p>6. Why is it more important to persecute workers who fly a flag at a workplace than to help ensure that their superannuation is paid by their employers?</p>	Written		SQ22-001161
226	Department of Employment and Workplace Relations	Tammy Tyrrell	Own Organisation Referrals	<p>In August of this year the House of Representatives established a Select Committee on Workforce Australia Employment Services. It's due to report in September next year. I have some questions about reports by the Guardian Australia that brought on this inquiry.?</p> <p>Are you aware of reports from Guardian Australia in July of this year that '[t]he employment services industry successfully lobbied to stop a proposed rule banning providers from referring jobseekers to their own training courses under the new \$1.5bn-a-year Workforce Australia model'?1</p> <ul style="list-style-type: none"> a. Did the Department recommend against stopping a proposed rule banning providers from referring jobseekers to their own training courses?? b. Have you made any changes in response to these reports?? 	Written		SQ22-001140

Education and Employment Legislation Committee

Department of Employment and Workplace Relations (DEWR) Questions on Notice – Budget Estimates 2022-23 October and November

227	Department of Employment and Workplace Relations	Tammy Tyrrell	Guardian Australia Reports Course Suitability	<p>Are you aware of reports from Guardian Australia in August of this year that '[a] job agency referred people into an online course created by a related company that asked basic technology questions..., featured a literacy and numeracy test and was described by one participant as "offensive".'?</p> <p>a. Do you assess the suitability of courses offered by job providers??</p> <p>If yes:?</p> <p>i. What are the criteria used for assessing the suitability of the providers awarded contracts with Workforce Australia??</p> <p>ii. Have you made any changes in response to these reports??</p> <p>This report also stated that multinational services companies are being engaged to undertake this work.??Why are you choosing to contract with large multinational service providers instead of Australian service providers??</p>	Written		SQ22-001143
228	Department of Employment and Workplace Relations	Tammy Tyrrell	Job Seeker Travel Reports	<p>Are you aware of reports that job seekers have to travel hours on public transport to make an appointment with a service provider?</p> <p>a. Have you made any changes in response to these reports??</p> <p>b. What are you doing to make the system easier to access for vulnerable job seekers in particular??</p>	Written		SQ22-001147
229	Department of Employment and Workplace Relations	Tammy Tyrrell	TAFE Places and budget	<p>1. The Government has promised 480,000 fee free TAFE places in the Budget.</p> <p>a. How many places will there be in Tasmania?</p> <p>i. On what basis have they been allocated?</p> <p>If no number is available:</p> <p>i. On what basis will these places be allocated?</p> <p>2. The Budget has provided for \$50 million to modernise TAFE buildings across the whole of Australia.</p> <p>a. Is \$50m enough to meet the demands of the sector?</p> <p>b. How far will \$50m go to meeting the demands of the sector?</p>	Written		SQ22-001289
230	Department of Employment and Workplace Relations	Matt O'Sullivan	USI Annual Report	<p>1. Annual Report, p204 states that the registrar and 57 staff involved in the rollout of the USI are based in Adelaide. Why is this?</p> <p>2. Annual Report p 207 says there were 37 USI exemptions granted, i.e. someone doesn't need to have a USI. On what grounds were these exemptions granted?</p>	Written		SQ22-001288