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Question Number	Department or Agency	Senator	Topic	Question Text	Hansard Page	Question date
SQ23-000626	Department of Employment and Workplace Relations	Cash, Michaelia	List of firms to source contractors	<p>Senator CASH: I want to take a step back. I was talking about how they come into the workplace in the first place as a contractor. What firms do you go to to source the contractors?</p> <p>Ms Jenkins: There would be a wide range of firms depending on the nature of the contractor required. Senator CASH: So it would be labour hire firms, for example?</p> <p>Ms Jenkins: It is possible. It would depend. Think about the operations of the department. We use contractors in different spaces. For example, we might use a contractor to fill an immediate need with forensics capability. We might, for example, need some contractors who can do some coding. That might be in our DSD division. We might need some contractors to fill a need in our people division. For each of those, there would be different contractors who we would approach from the marketplace who are known. For example, we have some people from the IT space here. There is a marketplace that is used. For each type of contractor, there are different ways and places you would go for people who are specialised in these areas.</p> <p>Senator CASH: Can I get a list of who these companies would be? Secretary, how many labour hire firms does your department utilise?</p> <p>Ms James: We would take that on notice.</p> <p>Senator CASH: Can you approximate?</p> <p>Ms James: No.</p> <p>Senator CASH: Would it be above five?</p> <p>Ms James: I'm not going to give you a hypothetical response. I</p>	10	30/05/2023

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				will give you an accurate and real response on notice if that's alright.		
SQ23-000627	Department of Employment and Workplace Relations	Cash, Michaelia	Labour hire firms exploiting workers	<p>Senator CASH: In a press release on 4 August 2021, Minister Burke said: ...companies are deliberately using labour hire firms that exploit casual workers to undermine job security and undercut wages.</p> <p>In terms of the labour hire firms that your department uses, what processes do you put in place to ensure that they are not doing exactly what Minister Burke stated?</p> <p>Ms Jenkins: We have contract managers who look after each of the individual consultancies or contractors that have been gone through. There is a list of procurement rules. I might hand to Mr Sladic, who looks after the procurement area, to give an overarching answer. Each individual person onboards.</p> <p>Senator CASH: Do you have a policy, Secretary, in relation to the use of labour hire?</p> <p>Ms James: Our reference point is Minister Gallagher's policy,</p>	11	30/05/2023

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			<p>the Public Service policy, which I referenced before. It is that the government is committed to rebuilding the APS and its capability through ensuring that jobs that need to be done are delivered, where appropriate and possible, by a public servant. I think that Minister Gallagher has acknowledged that there is a role for external labour hire in certain cases. We are in the process at the moment. I guess I would say that we would go first to looking to employ people directly. We would look to the other options as alternatives where they are available. Obviously, we have a number of people engaged in the department at the moment as contractors, some 935, I think. They are operating under existing contracts. We are working with that group. We have a conversion process in place to engage in a way that is fair to them and consistent with the government's policy.</p> <p>Senator CASH: Your own minister has said that he is very concerned about labour hire firms exploiting workers. What checks does your department do to ensure that the labour hire firms you use are in order and not doing this? What is the formal process you go through?</p> <p>Ms James: I think we will take that on notice.</p>		
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SQ23-000628	Department of Employment and Workplace Relations	Cash, Michaelia	Contractors pay compared to APS Staff	<p>Senator CASH: Let me put them on the table as well. Are any of the contracting roles the same as roles undertaken by employees in the APS? If so, are they paid the same rate?</p> <p>Ms Strangio: I think we can certainly confirm all those details on notice. At a principle level, of the 101 that Ms Jenkins mentioned to you in the call centre, at the very base level of an APS3, the average pay rate through a labour hire firm is about \$58 an hour. The average rate of an APS3 staff member within the department, I think, is in the high thirties. I could confirm those details for you on notice. There is a differential in terms of the cost per hour between using a contractor and an APS staff member.</p> <p>....</p> <p>Senator CASH: This is a huge issue now. You have said that there is a huge cost differential. They're paid around \$58 an hour versus what someone in the APS is now paying. You are converting them over. What I am now hearing is that you are converting them over. They might be getting permanency but they're actually now going to be getting less money.</p> <p>Ms James: In response to that, I would say two things. Firstly, Mr Sladic said that hourly rate is what the labour hire companies are paid, not what they receive in the hand.</p> <p>Secondly, each of these cases is a case of an offer of employment being made to an individual. It is entirely their choice whether they accept it or not. I have personally spoken to a number of our contact centre staff who are absolutely thrilled to be receiving offers of ongoing employment from our department. I can only provide that feedback. While it is entirely appropriate for us to talk about what is happening with our workforce, to extrapolate that out to what might happen in</p>	11	30/05/2023
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			<p>relation or to or under laws not yet drafted under consultation and not yet tabled I put to you is a reasonably long bow.</p> <p>Senator CASH: I completely disagree given the consultation process you are currently going through and the information that you are actually seeking from people and the feedback that is being given to you. This is clearly a complex process. It is not something that you necessarily already do in the Public Service. You can tell me you are taking something on notice. With all due respect, what I am also looking for is the contracting controls across the department, what ones are actually the same as the roles undertaken by employees of the APS. I would also like to know whether you can guarantee that the labour hire workers, or the contractors as you call them, are getting the same pay as those in the APS? If not, what is the level of pay they are getting? Is it higher or is it lower? In terms of the consultation process and when you come to drafting the legislation, do you have any contractors actually working on the consultation process, or will you have any contractors working on the legislation itself?</p> <p>Ms James: I will confer with my colleagues on that. It might be better to raise that when they are at the table. If you like, I can have a quick conversation while you continue.</p> <p>Senator CASH: Would you mind? If it is easier, I will raise it in the appropriate section.</p>		
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SQ23-000642	Department of Employment and Workplace Relations	Cash, Michaelia	Cost to Business calculation	<p>Senator CASH: Again, on page 6 of the same attachment, Mr Lang points out the calculation mistakes that the department made in relation to the cost to business. He said: Please note the following calculations in the RIS have not been multiplied by two. The quoted points below suggest they need to be \$175. We will get to the \$175 shortly. It continues: $\\$175 \times 3.29 \times 31$ (small business) $\times 2 = \\$17,848$; $\\$175 \times 3.29 \times 170$ (medium) $\times 2 = \\$96,877$. This figure of \$96,877 is a typo. It should read \$97,877. $\\$175 \times 3.29 \times 200$ (large) $\times 2 = \\$115,150$. You should also tally up all of these costs and present as a per business cost. Again, Secretary, were you aware of those miscalculations at the time? Ms James: I don't believe I was. Senator CASH: I am assuming you will take this on notice. Do you recall the changes made by department in relation to that calculation? Ms James: I don't believe I would have been working at that level of detail on the legislation. Mr Hehir and others would have been. Senator CASH: Mr Hehir, do you recall what changes the department made in relation to the actual calculations, given obviously the importance of calculations, because they are the costs that the department is saying will be borne by business? Mr Hehir: Again, I would need to check. I am aware that the final version did have calculation mistakes in it. I would need to check and see what changes were made by the team. Senator CASH: When you say the final version had calculation mistakes, how do you update a final version?</p>	25	30/05/2023
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				Mr Hehir: As I said, the final version did have some calculation errors in it. I will need to check what changes were made to these sections.		
SQ23-000645	Department of Employment and Workplace Relations	Payman, Fatima	2nd tranches of consultations	<p>Mrs Wallbank: As Ms Anderson mentioned, we've just finished two tranches of consultation on the 11 measures that are being considered for the second half of the year. Do you want me to read out each consultation? We've had 70.</p> <p>Senator PAYMAN: No. I think I want to know if the consultation was extensive. It sounds like it was. If you can provide that on notice, that would be fantastic.</p> <p>Mrs Wallbank: I would love to.</p>	30	30/05/2023

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SQ23-000654	Department of Employment and Workplace Relations	Cash, Michaelia	Budget breakdown on Secure Jobs, Better Pay	<p>Senator CASH: Thank you, Ms Anderson. Page 108 of Budget Paper No. 2 shows that there is \$4.4 million to establish the body, including \$1.1 million in continuing funding. Are you able to break the funding down for me and how it will be allocated?</p> <p>Ms Anderson: I haven't got the breakdown on me. I do recall that there is some funding allocated for the department for secretariat support. There is also an element allocated to travel costs for members as well. That is a requirement in the legislation.</p> <p>Senator CASH: Could I get you to take on notice the actual breakdown of the \$4.4 million and the \$1.1 million?</p> <p>Ms Anderson: Yes.</p>	48	30/05/2023
SQ23-000661	Department of Employment and Workplace Relations	Cash, Michaelia	Stakeholders approached for the Forum	<p>Senator CASH: Have any members or stakeholders been approached by the minister, the minister's office or the department to sit on the National Construction Industry Forum?</p> <p>Mr Hehir: We're aware of other ministers who have been approached to sit on it. I need to take that on notice. In fact, it may have been something the minister's office might need to take on notice. I don't necessarily have that detail.</p>	49	30/05/2023
SQ23-001167	Department of Employment and Workplace Relations	O'Sullivan, Matt	Secure Jobs, Better Pay legislation inquiry.	<p>Senator O'SULLIVAN: With the Secure Jobs, Better Pay legislation, that process was truncated and then, once the legislation was finally presented to the parliament, there were 22 days for this committee to inquire into it. Will significantly more time be provided so that stakeholders and the Senate can properly inquire into that legislation?</p> <p>Mr Hehir: That is a matter for the government. In my experience over a number of years, COIL has often been shortly before the legislation was introduced. The timing of the</p>	66	30/05/2023

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				<p>introduction and the amount of time that the Senate committee looks at it are a matter for government in the committee process.</p> <p>Senator O'SULLIVAN: Minister, can you give an undertaking that there will be significantly more time than the 22 days that was provided last time?</p> <p>Senator Watt: Anything around the intentions of the minister or the government around consultation on this piece of work I would have to take on notice, because I am not the relevant minister, and I will need to get some information on that.</p>		
SQ23-000655	Department of Employment and Workplace Relations	O'Sullivan, Matt	Minister Burke meetings with unions & companies on affected reforms	<p>Senator O'SULLIVAN: Has Minister Burke personally met with any of the platforms that might be affected by the proposed reforms, or has he only sent his staff to such meetings?</p> <p>Senator Watt: That is probably one for me. I would have to take that on notice.</p> <p>Senator O'SULLIVAN: In doing so, can the minister provide a full list of the companies he has met with to date?</p> <p>Senator Watt: Sure.</p> <p>Senator O'SULLIVAN: Is the minister's office able to provide a complete list of unions they have consulted about these reforms?</p> <p>Senator Watt: I am happy to that on notice.</p>	67	30/05/2023

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SQ23-001163	Department of Employment and Workplace Relations	O'Sullivan, Matt	Online Table Submission	<p>Senator O'SULLIVAN: Okay. So, in relation to the duration discussion, I note your submission to the Workforce Australia inquiry incorporated a cohort table that includes participants in online services that have been in employment services for over 24 months. You've said that the current policy is that participants can only be in online servicing for 18 months, and I'm happy to table that. It's your document, but I'm happy to have it tabled so you've got it in front of you</p> <p>....</p> <p>Senator O'SULLIVAN: In relation to the question you've taken on notice with regard to the table that was provided in your submission to the inquiry, I'd like to have a discreet figure on the number of people that have only been in online for that duration of 12 or 24 months-not the combination of having been elsewhere.</p> <p>Unidentified speaker: Yes, we can do that.</p>	106 & 108	30/05/2023
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SQ23-000656	Department of Employment and Workplace Relations	Cash, Michaelia	Meetings with Minister's office on National Construction Industry forum	<p>Mr Hehir: I need to pass to Ms Anderson for the detail of this. Certainly we've had a range of interests around what the National Construction Industry Forum could look at. People have talked about mental health being an issue within the construction industry, the lack of women in the sector and the security of payment to various subcontractors. Not all of those issues are necessarily Commonwealth issues, but they are good issues for a discussion. A range of those have been raised as possible areas of focus.</p> <p>Senator CASH: When did the meetings with the minister or his office occur?</p> <p>Mr Hehir: We would need to take that on notice. I do not have it in front of me.</p> <p>Senator CASH: Who attended the briefings? How many times has the department worked with the minister's office or the minister in relation to the forum?</p> <p>Ms Anderson: My recollection is that we primarily have been liaising with the minister's advisers on this matter. We would have to take that on notice in terms of when that has been.</p> <p>Senator CASH: But you've had more than one meeting?</p> <p>Ms Anderson: Conversations, more than one.</p> <p>...</p> <p>Senator CASH: Not actual meetings but conversations. The two-page brochure-you've also mentioned the legislation that was passed last year-says that other members will be appointed by the minister. How many other members will be appointed?</p> <p>Ms Anderson: That would be a matter for the minister to determine.</p> <p>Senator CASH: Have you had any discussions with the minister in relation to that or provided advice on how many other</p>	48-49	30/05/2023
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				<p>members should be appointed?</p> <p>Ms Anderson: We've certainly had high-level conversations with the advisers on options there. We have explored issues around Indigenous representation as possible avenues for additional membership and the like. We are certainly having conversations around what that might look like.</p> <p>Senator CASH: Minister, do you have any information on how many other members would be appointed by the minister?</p> <p>Senator Watt: I do not, but I am happy to take it on notice.</p>		
SQ23-000715	Australian Skills Quality Authority	Liddle, Kerryne	Noncompliance Data	<p>Senator LIDDLE: I asked before whether you'd actually seen this as a trend, and you said that it was because you were looking at specific risk aspects. Can you give me a breakdown of the differences? I know you can say that you're looking at a different thing every time you're looking at this, but I'm still interested in understanding the straight-up noncompliance and what the change has been between, say, the last three years.</p> <p>Ms Rice: I certainly can do that on notice if that's okay. I can give you the key areas of noncompliance and the extent to which that's changed over that period of time.</p>	101-102	31/05/2023

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				<p>Senator LIDDLE: Okay. I will say what I'm actually after, and you can do that on notice. I'm after, for 2020-21, the percentage of those audits that were found to be non-compliant, the common themes between the years and if they were different, and whether you identified a change in that trend-whether some were non-compliant because of ignorance, some were non-compliant because of deliberately failing the rules, some were non-compliant for disruption during COVID or whatever it was. It would be good to see the answer to that. I also have the same questions for 2020-21. In term of the actual number of performance assessments over the most recent financial years, have you done more or less than you'd normally do?</p>		
SQ23-000703	Department of Employment and Workplace Relations	O'Sullivan, Matt	Breakdown of VET loans affected by IT delay	<p>Senator O'SULLIVAN: I'm happy for you to take this on notice. Can you provide a breakdown of student by state, qualification, apprenticeship, traineeship status, gender, Indigenous status, regional and remote and industry?</p> <p>Mr Hardy: That might be quite challenging because, as you can imagine, some of these students are quite historical and the data is quite historical, so I will take it on notice. I definitely don't have that detail here, but some of that might be really quite difficult for us to be able to extract from the system. If a student has studied, say, in the ACT, or they're domiciled in the ACT but they studied in New South Wales, there are a range of issues with-</p> <p>Senator O'SULLIVAN: To simplify that, I'd be happy if it was based on where they studied rather than where they reside.</p> <p>Mr Hardy: Can I see what we can get out of the system for you and take that on notice?</p>	71	31/05/2023

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SQ23-000704	Department of Employment and Workplace Relations	O'Sullivan, Matt	Timing of identification and public messaging of VET loans affected by IT delay	<p>Mr Hardy: Almost all of them are former students. Some of those might have studied previously and now be studying now. We haven't done that sort of a reconciliation et cetera. What we've been trying to do is put the students' welfare at the heart. We've contacted them and we've provided them with information as best we can and as soon as we actually knew the details of what has occurred.</p> <p>Senator O'SULLIVAN: If you're able, can you provide a breakdown of that as well? When did you first discover the additional debts?</p> <p>Mr Hardy: They were found around August. We'd have to take on notice the exact dates if that's what you're after-</p> <p>...</p> <p>Mr Hardy: The students were made aware first through the ATO, and their ATO records, and then they contacted the department. I don't have the exact date here with me.</p> <p>Senator O'SULLIVAN: You can take that on notice. That's fine.</p> <p>Mr Hardy: I can take on notice the exact date when we actually issued messages.</p>	71	31/05/2023
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SQ23-000705	Department of Employment and Workplace Relations	O'Sullivan, Matt	Average Debt of VET students affected by IT delay	<p>Senator O'SULLIVAN: Is it true that some of these debts range up to \$100,000?</p> <p>Mr Hardy: I certainly don't have that level of detail with me. I'd have to take that on notice. It'd be somewhat surprising, when you think that the average debt, say, for VET student loans-I know these are slightly older-is around \$5,700 or something like that. The average loan amount is in that sort of order, so I'd be surprised if it's as high as that, but I can take it on notice.</p> <p>Senator O'SULLIVAN: If you could take that on notice and maybe group them into-</p> <p>Mr Hardy: Bands?</p> <p>Senator O'SULLIVAN: Bands.</p> <p>Mr Hardy: Sure. I'd be happy to do that.</p> <p>Senator O'SULLIVAN: We don't need a table necessarily.</p> <p>Mr Hardy: We can probably give you a range of what they are. We can have a look at all of that. If you're interested in understanding what the lowest debt amount is that was transferred versus the highest and some of the ranges and numbers in there, we can have a look and see what we can do for you.</p> <p>Mr Hardy: Yes, I do. The average loan in 2022 for VET student loan students was \$7,424.</p> <p>Senator O'SULLIVAN: What's the average debt for those that were caught up in this?</p> <p>Mr Hardy: I'd have to take that on notice.</p>	72	31/05/2023
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SQ23-000708	Department of Employment and Workplace Relations	O'Sullivan, Matt	TAFE places versus other providers per state	<p>Senator O'SULLIVAN: You gave me the national figure there. Do you have a New South Wales figure and a breakdown of TAFE versus others? I'm going to ask you that for each state.</p> <p>Dr Booth: I've got absolute numbers, rather than percentages, sorry.</p> <p>Senator O'SULLIVAN: I might just get you to table that.</p> <p>Dr Booth: Why don't I take the percentages on notice, and I'll provide that to you.</p> <p>Senator O'SULLIVAN: Yes, the raw numbers-</p> <p>Dr Booth: I'll provide them both. We'll do them together on notice.</p>	84	31/05/2023
SQ23-000712	Department of Employment and Workplace Relations	O'Sullivan, Matt	Nuclear Powered Submarine Program Engagement	<p>Senator LIDDLE: Obviously, Ms Livingston, you're focusing on the nuclear powered submarine program. How many staff in the department are involved or engaged in this work?</p> <p>Ms Livingston: As I said, we've had a long engagement with the Department of Defence to support current shipbuilding efforts as well. We certainly have been working with them consistently, I would say, over the past two years and certainly in a more concerted way since the government announced the optimal pathway. We do that in a range of mechanisms. I am not going to have the full total, I think, but there is a Commonwealth-South Australia Defence skills task force. That was established as an outcome of the Jobs and Skills Summit. That has membership from Skills and Training Group within the department and from a number of other Commonwealth agencies. Then, sitting below that, there are a number of other taskforces as well, chaired by Defence and PM&C, including a band 1 workforce task force, of which I am a member. We also are working with Defence to support the establishment of a dedicated Commonwealth skills and training academy, and</p>	95	31/05/2023

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				<p>there are a number of working groups that sit underneath the steering committee that is establishing that. We're a party to that as well.</p> <p>Senator LIDDLE: Do you have a flow chart of that at all?</p> <p>Ms Livingston: I don't, but we could certainly see what we could provide to you on notice.</p>		
SQ23-000713	Department of Employment and Workplace Relations	O'Sullivan, Matt	Apprentice commencement data by state	<p>Senator O'SULLIVAN: Well, we have big shortages and the economy needs apprentices. I'm happy if you take this on notice, but can I get the commencement data by state and, if you've got it, also by electorate on those same quarter periods that we've discussed there-so going back 18 months on the data you have?</p> <p>Ms Sharp: Yes, we can provide that on notice.</p> <p>Ms Sharp: There are currently 402,245 apprentices and trainees in training. Of those, 162,655 are studying at TAFE.</p> <p>...</p> <p>Senator O'SULLIVAN: So the balance would be private?</p> <p>Ms Sharp: No, not quite. There are 204,380 at private training providers; 13,605 at universities, like at a dual sector university; 970 are training in school; 7,930 are training in a community education provider; 11,895 are training at an enterprise provider-that would be employers that has their own; and 810 at 'not known'.</p> <p>Senator O'SULLIVAN: Do you have a completion rate by those</p>	97	31/05/2023

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				<p>categories? Ms Sharp: Not to hand. We would have to take that on notice.</p>		
SQ23-000706	Department of Employment and Workplace Relations	O'Sullivan, Matt	Repayment arrangements for VET loans affected by IT delay	<p>Senator O'SULLIVAN: The debts that people are being notified of in the next few weeks-does that get applied to this financial year? The question I've got is: if a person wasn't aware that they had a debt, hadn't notified the payroll with their employer to take out that contribution out of their salary, and, when they do their tax return there would be a debt there, and, because there hadn't been anything taken out, they could be hit with quite a lump sum in this financial year.</p> <p>Mr Hardy: I can take the exact mechanics on notice, but, assuming they've got to hit that repayment threshold, of course. A person has got to hit the repayment threshold before they start paying any of their debt back. It's very much like the higher education system. It starts at around, I think, one per cent of salary.</p> <p>Senator O'SULLIVAN: Yes, but there are only a couple more weeks left of the financial year, and the cost of living is very, very tight, and people living on quite significant salaries are finding it difficult to make ends meet. So even a one per cent hit to their income this year which will have to be paid once they have put their tax return in could be quite an impost.</p>	73-74	31/05/2023

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				<p>Mr Hardy: I'll take on notice the exact mechanics. I'm not 100 per cent sure. I understand the question, but I can't with certainty say to you exactly how that will translate.</p> <p>...</p> <p>Senator O'SULLIVAN: Yes, but it's on them to have to do it. Anyway, take it on board. I think it's an issue. Has there have been any discussion with the ATO in relation to this at all?</p> <p>Mr Hardy: I'd have to take that on notice. I've not had a personal discussion with the ATO, so I can speak for myself. But I can't be 100 per cent sure, so I'd like to take it on notice and make sure we give you the correct advice.</p>		
SQ23-000709	Department of Employment and Workplace Relations	O'Sullivan, Matt	Breakdown of Course Types – Fee-Free TAFE	<p>Senator O'SULLIVAN: Can I get a breakdown on the course types that have been undertaken-that is, cert I, II, III, diplomas?</p> <p>Dr Booth: Yes, I can do that.</p> <p>Senator O'SULLIVAN: Thank you for being prepared for these detailed questions; I appreciate it.</p> <p>Dr Booth: I can give you full qualification, so 95.2 per cent are in the full qualification and then 4.8 per cent are in a short course or a skill set, but I can do a breakdown by course level on notice.</p> <p>...</p> <p>Senator O'SULLIVAN: How many new students are there then, given what you were discussing before?</p> <p>Dr Booth: In terms of total commencements, the figure is 109,131.</p> <p>Senator O'SULLIVAN: Can I get a breakdown-and please take this on notice-of the course types those enrolments are across?</p>	85-86	31/05/2023

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				<p>...</p> <p>Senator O'SULLIVAN: I also noticed in the media releases that have been put out that there was a breakdown of the particular course subjects, if you like, or sectors.</p> <p>Dr Booth: I can give you a summary of activity by sector if that's helpful.</p> <p>Senator O'SULLIVAN: Could you take it on notice to provide the state breakdown. I don't want to detain the committee on this; it's too long.</p>		
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SQ23-000711	Department of Employment and Workplace Relations	O'Sullivan, Matt	JSC - Boards - Names and Organisation Represented	<p>Senator O'SULLIVAN: Let's look at this mess. Can I get a list of the names of the board members-there's only one that's established so far?</p> <p>Ms Livingston: Yes, absolutely.</p> <p>Senator O'SULLIVAN: Do you have that here?</p> <p>Ms Livingston: Yes.</p> <p>Senator O'SULLIVAN: You can just table it. That's fine. Have you got them for the other two that you've got a deed with that you're working through?</p> <p>Ms Livingston: Yes, we will do. The only thing I would say is that with respect to at least one of the other two, they have got a fully functional board but I think there are one or two positions that they're still to fill. We can certainly give you the details as they stand.</p> <p>Senator O'SULLIVAN: Thanks. With the tripartite aspect of it, how many members are there on each board or is it different for each board?</p> <p>Ms Livingston: It can be different for each board. Under our program guidelines we have set a preferred maximum of a nine member board including the chair. In some instances councils are opting for slightly bigger boards, though, but it is a matter for the company members to decide.</p> <p>Senator O'SULLIVAN: Is there a minimum size?</p> <p>Ms Livingston: I would have to double check that but I think we've recommended nine.</p> <p>Senator O'SULLIVAN: How many are union officials or employee representatives?</p> <p>Ms Livingston: With respect to the three grant applicants that have already gotten through or just generally?</p> <p>Senator O'SULLIVAN: Is there a minimum requirement?</p>	91-92	31/05/2023
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				<p>Ms Livingston: No, we don't have any requirements for minimum number of either employee or employer seats on the board. That is a matter for the members of the company to determine in line with their constitution. I think, as the secretary said, there is certainly a requirement for tripartism as part of the process. That means unions and employer groups coming together to agree the governance arrangements at both the board and any sub-board levels as well as the operational arrangements. It will look different on each council.</p> <p>Senator O'SULLIVAN: You've taken the question on names on notice. Can I also get the organisation they represent?</p> <p>Ms Livingston: Yes, absolutely. Some of them will be representatives and others will be independent. That is a very clear requirement in the program, majority-</p> <p>Senator O'SULLIVAN: Can I also receive, and I'm happy for you to provide it on notice, the amount of money that the first one's been provided with so far and then the other two if that's able to be released prior to them signing a deed, otherwise I'll get it at the next estimates.</p>		
SQ23-000736	Department of Employment and Workplace Relations	Rice, Janet	Own or related entity organisations	<p>Please provide an update to Senate Question Number 1989, including:</p> <p>a) Any more recent data available since 31 March 2023;</p> <p>b) All related entity data available, including a breakdown by provider, in each employment region, of referrals to related organisations, including:</p>		16/06/2023

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				I. The value and number of referrals to Employability Skills Training, and; II. The value and number of referrals to Careers Transition Assistance.		
SQ23-000739	Department of Employment and Workplace Relations	Rice, Janet	Wage subsidy programs	Please provide the following figures: Total number of participants in the following wage subsidy programs from 2020 to the latest available date: a) Long Term Unemployed b) Indigenous c) Parents d) Young People		16/06/2023
SQ23-000764	Department of Employment and Workplace Relations	Hume, Jane	List of Commonwealth inter-departmental committees of which the department has membership	Please provide a list of all the Commonwealth inter-departmental committees of which the Department/agency has membership. Please specify where there are changes to the list since February 2023.		19/06/2023
SQ23-000765	Department of Employment and Workplace Relations	Hume, Jane	List of all the Commonwealth taskforces	Please provide a list of all the Commonwealth taskforces of which the Department/agency has membership. Please specify where there are changes to the list since February 2023.		19/06/2023

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SQ23-000766	Department of Employment and Workplace Relations	Hume, Jane	2022-23 October Budget Savings	<p>In relation to the measure in the 2022-23 October Budget, Savings from External Labour, and Savings from Advertising, Travel and Legal Expenses.</p> <p>a. What was the value of savings that the Department/agency was requested to deliver for the 2022-23 year in aggregate?</p> <p>b. Has the Department/agency identified the savings they will make across the following areas to achieve this cut:</p> <ul style="list-style-type: none"> i. External labour hire ii. Consultancy iii. Advertising campaigns iv. Travel v. Legal expenses <p>c. Can the Department/agency provide a breakdown of the funding reductions they have made in totality, and in each of the above areas, and what they relate to?</p> <p>d. Has the Department/agency been informed of the cut that will be made to their funding in the next financial year, or the rest of the forward estimates?</p> <p>e. Can the Department/agency confirm the total new number of contracts (ongoing and terminating) and total cost of these contracts issued on AusTender since 30 June 2022 which relate to the following areas:</p> <ul style="list-style-type: none"> i. External labour hire ii. Consultancy iii. Advertising campaigns iv. Travel v. Legal expenses <p>f. Please provide a breakdown of the value of contracts across each area, and identify the categories on AusTender which are used to determine the Departments identification of the</p>		19/06/2023
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				<p>contracts.</p> <p>g. Is the Department/agency on track to meet the saving target?</p> <p>h. Has the Department/agency sought an exemption or alternation from/to the savings target?</p> <p>i. If so, why and was it approved?</p>		
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SQ23-000769	Department of Employment and Workplace Relations	Hume, Jane	Official Receptions (Minister O'Connor)	In relation to any functions or official receptions hosted by Ministers or Assistant Ministers in the portfolio in financial year 2022/23 to date, please provide the following: a. List of functions; b. List of attendees; c. Function venue; d. Itemised list of costs (GST inclusive); e. Details of any food served; f. Details of any wines or champagnes served including brand and vintage; and g. Details of any entertainment provided.		19/06/2023
SQ23-000774	Department of Employment and Workplace Relations	Hume, Jane	Total cost of staff travel	What was the total cost of staff travel for departmental/agency employees in financial year 2022/23 to date?		19/06/2023
SQ23-000776	Department of Employment and Workplace Relations	Hume, Jane	Total expenditure on advertising and information campaigns	What was the Department's total expenditure on advertising and information campaigns in financial year 2022/23 to date? Please provide an itemised list of the campaigns, their purpose, and their expected costs.		19/06/2023

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SQ23-000786	Department of Employment and Workplace Relations	Hume, Jane	List of reviews currently being conducting	<p>Please provide a list of the number of reviews that the department is currently conducting.</p> <p>Please provide:</p> <ul style="list-style-type: none"> a. the name of the review; b. the purpose of the review; c. the name or names of the reviewer(s); d. the remuneration for each of the reviewer(s); e. the budgeted cost of the review; f. the amount spent to date; and g. the date the review is due to be completed. 		19/06/2023
SQ23-000789	Department of Employment and Workplace Relations	Hume, Jane	List of Reviews Completed	<p>Please provide a list of the number of reviews that the department/agency has completed since 1 July 2022.</p> <p>Please provide</p> <ul style="list-style-type: none"> a. the name of the review; b. the purpose of the review; c. the name or names of the reviewer(s); d. the remuneration for each of the reviewer(s); e. the budgeted cost of the review; f. the amount spent; g. the date the review was due to be completed; h. the date the review was completed; i. the date the review was provided to the Department; j. the date the review was provided to the Minister; and k. the date the review was provided to the Minister's office. 		19/06/2023

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SQ23-000790	Department of Employment and Workplace Relations	Hume, Jane	List of the interdepartmental committees that the agency participates in	Please provide a list of the interdepartmental committees that the department/agency participates in or provides representation to. Please provide: a. the name of the interdepartmental committee; b. a list of the membership; c. the date it was established; and d. its purpose.		19/06/2023
SQ23-000802	Department of Employment and Workplace Relations	Hume, Jane	Commonwealth Information and Advertising Campaign Provided	Has the department/agency provided any Minister's office with market research conducted in relation to a Commonwealth Information and Advertising Campaign? Please provide a list of the Ministers and the date on which they were provided the research.		19/06/2023
SQ23-000899	Australian Skills Quality Authority	Hume, Jane	Updated Facilities	Were the facilities of any of the Department's premises upgraded in financial year 2022/23 to date, for example, staff room refurbishments, kitchen refurbishments, bathroom refurbishments, the purchase of any new fridges, coffee machines, or other kitchen equipment? Please provide a detailed description of the relevant facilities upgraded together with an itemised list of costs (GST inclusive). Please provide any photographs of the upgraded facilities.		19/06/2023
SQ23-000967	Australian Skills Quality Authority	Hume, Jane	List of the interdepartmental committees that the agency participates in	Please provide a list of the interdepartmental committees that the department/agency participates in or provides representation to. Please provide: a. the name of the interdepartmental committee; b. a list of the membership;		19/06/2023

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				c. the date it was established; and d. its purpose.		
SQ23-000988	Australian Skills Quality Authority	Hume, Jane	Current Average Staffing Level	Please provide the number of current ASL allocated to the department as at 1 May 2023. Please provide: a. a breakdown of this ASL by APS classification; b. the number of ASL, by classification, allocated to each outcome for which the department/agency is responsible; and C. the number of ASL, by classification, that are currently not filled.		19/06/2023
SQ23-000991	Department of Employment and Workplace Relations	Hume, Jane	Request from Portfolio Minister's Office seeking data or information separated out by electorate	Since 1 July 2022, has the department / agency ever received a request from a portfolio minister's office seeking data or information separated out by electorate? a. Please provide a list of all requests, including any timeframe provided for a response, whether a response was provided, and the context of the request if provided. Please provide a copy of all responses to the request.		19/06/2023

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SQ23-001028	Australian Skills Quality Authority	Lambie, Jacqui	Non-ongoing Employees between 18 February 2023 – 2 June 2023	<p>1.How many non-ongoing employees were employed in the agency between 18 February 2023, and 2 June 2023?</p> <p>a) How many of these are engaged full time?</p> <p>b) How many of these are engaged part time?</p> <p>c) How many non-ongoing positions were advertised by the agency in this period?</p> <p>d) How many of these advertised positions were filled?</p> <p>e) How many of the new non-ongoing employees transferred in from another agency?</p> <p>f) What is the average duration for the recruitment of a non-ongoing employee (i.e. how long does it take, on average, from approval to fill a position to the filling of the position)?</p> <p>g) How many non-ongoing roles that were offered to prospective employees turned down by the prospective employee?</p> <p>Note: for the following question please exclude employees departing due to retirement.</p> <p>2.How many non-ongoing employees resigned from the agency between 18 February 2023, and 2 June 2023?</p>		21/06/2023
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SQ23-001041	Australian Skills Quality Authority	Lambie, Jacqui	Contractors between 18 February 2023 – 2 June 2023	<p>1. How many labour-hire contractors were employed at the agency between 18 February 2023, and 2 June 2023?</p> <p>a) a) How many of these are engaged full time?</p> <p>b) How many of these are engaged part time?</p> <p>c) How many labour-hire contract positions were advertised by the agency in this period?</p> <p>d) How many of these advertised positions were filled?</p> <p>e) What is the average duration for the recruitment of a labour-hire contractor (I.e. how long does it take, on average, from approval to fill a position to the filling of the position)?</p> <p>f) Have any labour-hire contractors at the agency been given authority to act as a delegate for the Commonwealth in this period?</p> <p>If yes:</p> <p>i. How many and at what level?</p> <p>ii. What was the nature of the delegations?</p> <p>2. How many existing labour-hire contracts were extended by the agency between 18 February 2023, and 2 June 2023?</p> <p>3. How many non-ongoing contract extensions were granted by the agency between 18 February 2023, and 2 June 2023?</p> <p>a) How many of these were engaged full time?</p> <p>b) How many of these were engaged part time?</p> <p>4. How many labour-hire contractors were engaged by the agency between 18 February 2023, and 2 June 2023?</p> <p>a) How many of these were engaged full time?</p> <p>b) How many of these were engaged part time?</p> <p>5. How many existing labour-hire contracts were extended by the agency between 18 February 2023, and 2 June 2023?</p> <p>Note: for the following question please exclude employees departing due to retirement.</p>		21/06/2023
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				6.How many labour-hire contractors resigned from the agency between 18 February 2023, and 2 June 2023?		
SQ23-001065	Australian Skills Quality Authority	Lambie, Jacqui	Unpaid leave	How many ongoing, or non-ongoing employees at the agency took unpaid leave between 18 February 2023, and 2 June 2023? a) What is the total number of days of unpaid leave for this same period at the agency.		21/06/2023

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SQ23-001066	Australian Skills Quality Authority	Lambie, Jacqui	Consultants	<p>1.How many consultants (I.e. not APS, or labour-hire contract workers) were working in the agency between 18 February 2023, and 2 June 2023?</p> <p>a) What was the nature of work these consultants performed on behalf of the agency?</p> <p>b) Were any consultants used to augment work ordinarily conducted by APS employees?</p> <p>2.How much money did the agency spend on consultants between 18 February 2023, and 2 June 2023?</p> <p>From which companies were all consultants engaged by the agency?</p> <p>a) What was the value for each consultancy procured by the agency?</p> <p>b) Please tabulate this information.</p> <p>3.Were any consultants at the agency given authority to act as a delegate for the Commonwealth between 18 February 2023, and 2 June 2023?</p> <p>If yes:</p> <p>a) How many and at what level?</p> <p>b) What was the nature of the delegations?</p> <p>4.Have any consultants at the agency been given authority to act as a delegate for the Commonwealth since 18 February 2023?</p> <p>If yes:</p> <p>a. How many and at what level?</p> <p>b. What was the nature of the delegations?</p>		21/06/2023
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SQ23-001023	Department of Employment and Workplace Relations	Lambie, Jacqui	APS Employees between 18 February 2023 – 2 June 2023	<p>Note: please segment the responses to these questions by APS classification.</p> <p>1. How many ongoing APS employees were employed in the agency between 18 February 2023, and 2 June 2023?</p> <p>a) How many of these are engaged full time?</p> <p>b) How many of these are engaged part time?</p> <p>c) How many ongoing positions were advertised by the agency in this period?</p> <p>d) How many of these advertised positions were filled?</p> <p>e) How many of the new ongoing employees transferred in from another agency?</p> <p>f) What is the average duration for the recruitment of an ongoing employee (i.e. how long does it take, on average, from approval to fill a position to the filling of the position)?</p> <p>g) How many ongoing roles that were offered to prospective employees turned down by the prospective employee?</p> <p>2. How many ongoing employees were made redundant from the agency between 18 February 2023, and 2 June 2023?</p> <p>a) How many of these were engaged full time?</p> <p>b) How many of these were engaged part time?</p> <p>Note: for the following question please exclude employees departing due to retirement.</p> <p>3. How many ongoing employees resigned from the agency between 18 February 2023, and 2 June 2023?</p> <p>4. How many ongoing employees were considered excess, or were made redundant from the agency between 18 February 2023, and 2 June 2023?</p>		21/06/2023
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SQ23-001025	Department of Employment and Workplace Relations	Lambie, Jacqui	Non-ongoing Employees between 18 February 2023 – 2 June 2023	<p>1. How many non-ongoing employees were employed in the agency between 18 February 2023, and 2 June 2023?</p> <p>a) How many of these are engaged full time?</p> <p>b) How many of these are engaged part time?</p> <p>c) How many non-ongoing positions were advertised by the agency in this period?</p> <p>d) How many of these advertised positions were filled?</p> <p>e) How many of the new non-ongoing employees transferred in from another agency?</p> <p>f) What is the average duration for the recruitment of a non-ongoing employee (i.e. how long does it take, on average, from approval to fill a position to the filling of the position)?</p> <p>g) How many non-ongoing roles that were offered to prospective employees turned down by the prospective employee?</p> <p>Note: for the following question please exclude employees departing due to retirement.</p> <p>2. How many non-ongoing employees resigned from the agency between 18 February 2023, and 2 June 2023?</p>		21/06/2023
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SQ23-001035	Department of Employment and Workplace Relations	Lambie, Jacqui	Consultants	<p>1.How many consultants (I.e. not APS, or labour-hire contract workers) were working in the agency between 18 February 2023, and 2 June 2023?</p> <p>a) What was the nature of work these consultants performed on behalf of the agency?</p> <p>b) Were any consultants used to augment work ordinarily conducted by APS employees?</p> <p>2.How much money did the agency spend on consultants between 18 February 2023, and 2 June 2023?</p> <p>From which companies were all consultants engaged by the Department?</p> <p>a) What was the value for each consultancy procured by the agency?</p> <p>b) Please tabulate this information.</p> <p>3.Were any consultants at the agency given authority to act as a delegate for the Commonwealth between 18 February 2023, and 2 June 2023?</p> <p>If yes:</p> <p>a) How many and at what level?</p> <p>b) What was the nature of the delegations?</p> <p>4.Have any consultants at the agency been given authority to act as a delegate for the Commonwealth since 18 February 2023?</p> <p>If yes:</p> <p>a. How many and at what level?</p> <p>b. What was the nature of the delegations?</p>		21/06/2023
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SQ23-001038	Department of Employment and Workplace Relations	Lambie, Jacqui	Supply Nation Procurement Activities	<p>1. How many procurement activities, since 18 February 2023, have resulted in purchases of goods and / or services from Supply Nation Certified organisations?</p> <p>a) What is the total value of all Supply Nation procurements to date for the agency this financial year (2022/23)?</p> <p>b) What percentage of the agency's procurements for the 2022/23 financial year to date does the above value represent?</p> <p>c) Would the agency please categorise the types of procurements undertaken with Supply Nation businesses for financial year 2022/23?</p> <p>2. Would the agency list all Supply Nation entities it has purchased goods and / or services from this financial year, with a total value for each supplier?</p>		21/06/2023
SQ23-001092	Department of Employment and Workplace Relations	McKenzie, Bridget	PALM Scheme – legal advice	<p>1. Employers are concerned about the interaction between the PALM scheme requirements and industrial Awards, meaning that PALM workers would have more favourable employment conditions than Australian and other workers. Has the Department taken any legal advice on changes to the PALM Deed and Guidelines ahead of introducing these changes?</p> <p>a) If the Department has not taken legal advice on these changes, does the Department intend to take legal advice before entering into contracts with employers to operate the PALM scheme?</p> <p>b) If the Department has taken legal advice, can a copy of this legal advice be provided?</p> <p>2. In addition to any other advice which the Department may have obtained, has the Department obtained legal advice on the question of whether the requirement to offer a minimum of 30 hours each week would preclude employers from engaging (or affect their capacity to engage) PALM workers as</p>		22/06/2023

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				<p>"casual employees" consistent with the terms of s15A(1) of the Fair Work Act?</p> <p>3. Is it the Australian Government's position that some migrant workers should have better employment conditions than Australian workers?</p>		
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SQ23-001095	Department of Employment and Workplace Relations	Cash, Michaelia	Employee-like' Forms of Work	<p>1. On page 11 of the Consultation Paper, it notes: "The department is interested in views on an approach which positions the engagement of a worker through a platform as the primary factor in determining coverage."</p> <p>What is the fundamental difference between an independent contractor that utilises a marketplace digital platform to connect with clients and one that doesn't, given that in both cases the parties contract directly with each other and they determine the services, rates and terms of the engagement?</p> <p>2. Why would the Government want to establish a legal distinction based on whether or not a small business chooses to use a digital platform?</p> <p>3. In the following examples, where an individual is engaged through a digital platform and where payment is processed through the App/website, would they be captured by this scheme?</p> <p>a. An interim CFO, engaged through Expert 360 - who agrees the terms of service and remuneration directly with the client, and where payment is processed through Export360?</p> <p>b. A freelance software engineer, engaged through Expert 360?</p> <p>c. A Financial Modeler for Childcare Centre, engaged through Expert 360?</p> <p>d. A Commodity Analyst, engaged through Expert 360?</p> <p>e. A locksmith, engaged through AirTasker, where the price is set by the individual and where payment is processed through the App?</p> <p>f. A baker, electrician, florist, mechanic or plumber, engaged through AirTasker?</p> <p>g. An Occupational Therapist or Speech Therapist, engaged through Therapy Now?</p>		23/06/2023
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				<p>h. Bulk billed home visit GP services, engaged through 13Cure, House Call Doctor or National Home Doctor, where payment is taken through the App/website on booking?</p> <p>i. A bulk billed Telehealth consultation, through InstantScripts, where payment is processed through the website?</p> <p>j. What if the Prime Minister was to offer his services as a DJ through a platform such as OneFlare?</p> <p>k. A Service Provider providing social support or personal care, engaged through the Mable platform, who determines their own hours of work, rates of pay and terms of service?</p> <p>l. How about an allied health professional, such as a physiotherapist, booked through the Mable platform?</p> <p>Defining the Scope of Employee-Like</p> <p>4. Why has the utilisation of a digital platform been chosen as the basis for defining an 'employee like' relationship, given those performing the exact same function off platform would not be captured by the proposed reforms?</p> <p>5. I refer to the Employee-Like - Forms of Work consultation paper which notes the characteristics that define a genuine independent contractor, on page 9, and I quote: "Workers in the gig economy are generally engaged as independent contractors, rather than employees. This is despite many of these workers not exhibiting all of the characteristics which are traditionally associated with independent contracting, such as control over their work, stronger bargaining power and freedom to set their own prices."</p> <p>This definition suggests horizontal platforms like Airtasker, Expert 360 or Mable are not 'employee like', based on these stated characteristics. Why then has the Albanese Government sought to include both vertical and horizontal platforms in this</p>		
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				<p>discussion paper?</p> <p>6. Has the Government considered that by defining independent contractors who engage via a platform as 'employee like', that it will likely cause independent contractors in the care economy, and their clients, to engage independent of the platform, where there is less transparency, less safeguards (including no or less insurances), less efficiency and where there will be no minimum standards.</p> <p>Legislation and Consultation</p> <p>7. Will the Minister release an exposure draft for further consultation? If so, when?</p> <p>8. Can the department outline the work it has undertaken to consider the impact of these reforms on the caring economy and, in particular, the NDIS; where there is significant need for productivity gains and additional workforce, solutions to thin markets, and where consumer choice and control is critical for people with disability and for the sustainability of the scheme?</p> <p>9. Given that these changes affect more than just platforms and independent contractors, has any effort been made to consult with recipients of care, people with disability, older Australians, veterans?</p> <p>10. There is an NDIS Review underway and an own motion inquiry into the NDIS. Has the department or the Minister met with the NDIS Review or the Own Motion inquiry to consider the impact of the proposed employee like reforms on: the cost of support, the cost of using platforms, the impact on workforce, the impact on choice and control, participant or independent contractor experience when using platforms?</p> <p>11. Has Minister Burke personally met with any of the platforms that might be affected by the proposed reforms or</p>		
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			<p>has he only sent his staff to such meetings?</p> <p>12. Is Minister Burke able to provide a full list of those companies that he has met with to date? Background: It is our understanding that while advisers have met with a small number of platforms, Minister Burke is yet to meet with a single organisation that might be captured by these reforms</p> <p>13. By contrast, is the Minister's Office able to provide a complete list of unions it has consulted with on these reforms?</p> <p>14. How long is the implementation period likely to be? Presumably FWC will need time to establish a whole new jurisdiction?</p> <p>15. Should affected digital platforms be factoring in the resulting considerable costs into their FY 2024-25 budgets? Or 2025-26 budgets? Scope of the Fair Work Commission</p> <p>16. On page 7, the paper states and I quote: "The department is seeking views on how this new jurisdiction should operate, the workers it should cover, the matters the Fair Work Commission should consider in its decision-making, and the potential content of minimum standards." In the view of the Department/Minister, what matters should the Fair Work Commission consider in its decision making?</p> <p>17. What minimum standards is the Department proposing? What minimum standards does the Minister think appropriate?</p> <p>18. Is the Minister genuinely seeking minimum standards or a platform for unions to intervene in contractual arrangements between parties?</p> <p>19. On Page 13, the paper notes and I quote: "A process like the Fair Work Commission's modern award</p>		
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			<p>process would allow it to not only respond to applications from workers or businesses or their representatives to make minimum standards in relation to 'employee-like' forms of work, but also commence making minimum standards on its own accord if necessary."</p> <p>Will the proposal allow a union to make an application to the Fair Work Commission?</p> <p>a. Will they be able to do so independent of a willing applicant/independent contractor?</p> <p>20. On page 12, it states: "It is intended that any minimum standards made by the Fair Work Commission would be tailored to the needs of the workers and businesses they cover."</p> <p>Could you have two platforms operating in the same industry subject to different minimum standards?</p> <p>a. What about a platform that operates across both the Aged Care and Disability sectors?</p> <p>b. Could some workers on a platform have more rights than others?</p> <p>Implications for the Care Economy</p> <p>21. Has any thought been given to the care economy in particular?</p> <p>22. Has the Department or the Minister's office considered how these reforms might impact the quality of care for people who engage digital platforms for the provision of services?</p> <p>23. Many NDIS participants might only need short periods of care at a time, such as one hour of support to help them shower, or to get out of bed in the morning, or into bed at night. Will they still be able to receive this care and only pay for the hours of care they receive? Or is the Government seeking</p>		
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				<p>to force minimum two hour shifts on them?</p> <p>24. Will the Government be increasing the funding in packages to accommodate the additional cost of these and other minimum standards and, if so, what would be the cost implications for the NDIS?</p> <p>1. Or will the Government be causing people to go without support, decreasing their quality of life, increasing their risk and potentially placing the burden on mental health and primary or acute care?</p> <p>25. Many NDIS participants greatly value the flexibility to book and or cancel shifts at short notice, if necessary, in consultation with their service provider/carer. This allows them the dignity of not having to live according to a roster. Will these reforms take away that much valued independence and implement minimum cancellation notice times?</p> <p>26. The unions recently made a claim that they have the right to enter the home of people with disability if a union member is working in the home. Is this a minimum standard that the Government or unions will be seeking?</p> <p>27. Has the Department thought about the potential of this legislation to drive people off platform, where they don't receive any protections, such as appropriate insurances?</p> <p>28. Is the Department able to advise how many support providers in the Aged Care and NDIS sector are currently working off-platform versus on-platform? Has the Department made any attempt to ascertain this number?</p> <p>29. In recent media commentary, the National President of the HSU Gerard Hayes said and I quote "There is no room for independent contractors in aged care if we have any respect for elderly Australians". Minister, how can you expect unions like</p>		
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				<p>the HSU to represent independent contractors in the care economy when they are apparently hostile to their very existence? Minister, does this not give the game away that you plan to force independent contractors and digital platforms out of the care economy?</p> <p>30. Outside of concerns in vertical on-demand platforms in ride share and food delivery, what evidence can the department share to warrant this level of intervention in independent contracting in other sectors of the economy. Can the department explain the merits of this proposed legislation?</p> <p>Compliance and Liability</p> <p>31. How does the Department expect digital platforms to enforce compliance with minimum standards? Take the two hour minimum shift example. Given that – on a marketplace platform – the agreement exists between the client and a service provider, and a digital platform isn't a party to that agreement, will platforms just be required to intervene and rewrite agreements?</p> <p>32. I have been advised that on some large horizontal platforms, there can be tens of thousands of individual contracts. Will it be the responsibility of the digital platforms, or the contracted parties, to amend each of these individual contracts every time the minimum standards are updated?</p> <p>33. Who will ultimately be liable for compliance of individual agreements against these minimum standards?</p> <p>34. At what point does the horizontal platform model become unviable in Australia?</p> <p>35. The Victorian Government's minimum standards commenced as of 1 May. Has the Government or the Department consulted the Victorian Government on their</p>		
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				<p>scheme?</p> <p>The impact the Same Job Same Pay Gig economy work will have on Tradies</p> <p>36. In an article dated 24 May 2023 by David Marin-Guzman entitled "Tradies wont be affected by modest gig laws" it says that the Albanese government has assured builders that new laws to set minimum pay for independent contractors who are "employee-like" are for gig platforms and will not extend to construction.</p> <p>It says that Workplace Relations Minister Tony Burke [last] Wednesday rejected concerns from builders that the minimum pay laws would apply to tradies and contractors on building sites, saying the proposal was "a lot more modest" saying "The legislation will make clear it's about the gig economy, that's what employee-like is about," he said. Asked if subcontractors on building industry would experience any significant changes under the government's IR laws, he said "no".</p> <p>What undertaking has the Minister given to industry that the legislation will exclude industries outside the gig-economy before the legislation is introduced.?</p> <p>1. Mr Burke also said that while the laws will cover on-demand platforms such as Uber, they were "less likely" to cover marketplace platforms where people can propose their own rates for tasks, such as Airtasker. What undertaking has the Minister given to industry that the legislation will exclude industries outside the gig-economy before the legislation is introduced.?</p>		
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SQ23-001096	Department of Employment and Workplace Relations	Cash, Michaelia	Meetings with Ministers	<p>1. How many times have you met with the Minister for Employment and Workplace Relations and/or his office</p> <p>2. How many times have you met with the Minister for Skills and training and/or his office</p> <p>3. Have they ever started a meeting with the phrase "The Meeting is cabinet-in-confidence and confidential"</p> <p>a. If yes, please provide when this meeting occurred, the time it occurred, the duration of the meeting, and who else attended said meeting.</p>		23/06/2023
SQ23-001099	Department of Employment and Workplace Relations	Cash, Michaelia	Storing and Securing of Sensitive Documents DEWR Policy	<p>Please provide a copy of the Department's internal policy, in relation to the storing and securing of sensitive documents?</p> <ul style="list-style-type: none"> - Has this policy been amended in the current financial year? If so, please provide a copy of the amendments the policy. - Is this the same policy for all employees regardless of APS level classification, if not please provide a copy of any other internal document policies storage. - How many breaches of internal document storage policies have occurred in the current financial year? - Please provide a breakdown, by APS level classification, of how many employees have breached internal document storage policies. - Please provide a list of how many employees, according to APS level classification, have committed multiple violations of internal document storage policies. 		23/06/2023

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SQ23-001105	Department of Employment and Workplace Relations	Cash, Michaelia		<p>How many employees have had their contracts terminated as a result of violations of the Department's document storage policy?</p> <ul style="list-style-type: none"> - Please explain the process by which employees have their contracts terminated as a result of document storage policy violations - Please provide a breakdown, by APS level classification, of how many employees have had their contracts terminated as a result of document storage policy violations - How many of these employees had violated the Department's document storage policy on more than one occasion? - How many of these employees had violated the Department's document storage policy on one occasion? 		23/06/2023
SQ23-001126	Department of Employment and Workplace Relations	Cash, Michaelia	Bonuses Paid DEWR Employees	<p>Please provide a list of bonuses paid out to employees in the Department in the current financial year.</p> <ul style="list-style-type: none"> - Please provide a breakdown of employees who received bonuses in the current financial year, by their APS level classification. - Please provide a list of the bonuses (in monetary terms) that were paid out to employees in the current financial year. - Please provide a list of employees that will receive bonuses at the conclusion of the financial year. 		23/06/2023
SQ23-001131	Department of Employment and Workplace Relations	Cash, Michaelia	Underpayments of Worker Entitlements	<p>1. Are you aware of any underpayments of worker entitlements since 2021-22 Financial year?</p> <p>a. If yes, please provide how many instances it has occurred, what was the quantum of underpayment, and how many workers were impacted?</p>		23/06/2023

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				i. Did you report it to the Fair Work Ombudsman as a self-report?		
SQ23-001132	Department of Employment and Workplace Relations	Cash, Michaelia	Itemised Furniture List DEWR	<p>Please provide an itemised list of all furniture items currently held by the Department</p> <ul style="list-style-type: none"> - Please provide an itemised list of all furniture items currently held by the Department that has been purchased in the current financial year. - Please provide the total value (in monetary terms) of all furniture held by the Department. - Please provide the total value (in monetary terms) of all furniture held by the Department that has been purchased in the current financial year. - Please provide an itemised list of providers (including brands) of all furniture held by the Department. - Please provide an itemised list of alternative furniture options and their respective providers 		23/06/2023

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SQ23-001139	Department of Employment and Workplace Relations	O'Sullivan, Matt	Workforce Australia Online Information	<p>1. The Department's submission to the Workforce Australia Inquiry, included a table indicating that there are online participants who have been on online services for over 24 months. The current policy states participants can only be in online servicing for a maximum of 18 months. Can you explain the 37,147 figure in the submission? If this figure relates to participants who have been in other programs prior to joining the online services, can the Department please break those figures down by program?</p> <p>2. How many people have moved to online from other programs? What were the basis for considering these participants "job ready"?</p> <p>3. Can the Department please provide the number of participants who have been serviced online for periods of 12 months, 18 months and 24 months? Can these figures be for those only serviced online rather than in combination with previous programs/trials, such as NEST.</p> <p>4. Out of these online participants how many exited then returned to be serviced online for the second time? How many have returned and have been serviced online for the third time or more? And out of these participants who returned for a second or more times, how many have returned within six months of exiting?</p> <p>5. Can you provide data on how many online participants found sustained employment? How long it takes for these participants to find employment, how many are sustaining employment?</p> <p>6. On the basis that participants serviced online are similar in characteristic to the Stream As in jobactive (eg. they are assessed as "job ready"), can you provide comparison data of employment outcomes for those serviced online versus the</p>		23/06/2023
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				<p>outcomes for the Stream A in jobactive? Can you use the latest 12 months of data for online participants and compare with the same timing period for jobactive?</p> <p>7. Is there a project in place to improve reporting on online participants? The Department has now a couple of years of experience. There is a need and urgency to predict whether participants are on a trajectory for being parked in the online system and be better serviced by getting transferred into provider servicing?</p> <p>8. Can you provide information on the cohorts which may have been disadvantaged and are at higher risk of becoming long-term unemployed from receiving digital services?</p> <p>9. Can you please provide the wording and the processes for participants wanting to receive in-person support rather than online servicing- the actual wording that is provided, for example through scripts for over the telephone use; online or any other information, not just what is on the form, but other information that is provided to participants?</p>		
SQ23-001143	Department of Employment and Workplace Relations	O'Sullivan, Matt	Work for the Dole	<ol style="list-style-type: none"> 1. When was Work for the Dole first implemented? How many jobseekers have participated in WFD since its commencement? 2. Can you please provide information on how Work for the Dole improves job readiness of participants? 3. Can you please provide the questions asked through the WFD 2021 post-program monitoring analysis? 4. Can you also provide the overall results of the WFD 2021 survey, including how many participants have moved into employment as a result of being part of WFD? 5. Can you please provide the Work for the Dole funding 		23/06/2023

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				<p>allocation for 2023-24; 2024-25 and 2026-27?</p> <p>6. Can you please provide a list of the activities a jobseeker can undertake instead of being placed in Work for the Dole? Can you also provide the number of people who are undertaking these activities?</p> <p>7. Can you please provide a copy of all correspondence between the Minister and/or his office and the Department about Work for the Dole in the last 12 months?</p>		
SQ23-001102	Department of Employment and Workplace Relations	Cash, Michaelia	Advertising costs	<p>Please provide a copy of the costs (in monetary terms) incurred by the Department in relation to advertising in the 2022-2023 financial year thus far.</p> <ul style="list-style-type: none"> - What costs incurred were spent in the form of Facebook advertisements. - What costs incurred were spent in the form of Instagram advertisements. - What costs incurred were spent in the form of other social media advertisements? 		23/06/2023
SQ23-001103	Department of Employment and Workplace Relations	Cash, Michaelia	External advice on the production of advertising material	<p>Please provide a list of tenders that were tendered to external organisations to provide external advice on the production of advertising material.</p> <ul style="list-style-type: none"> - Please provide the basis by which tenders were undertaken. - Please provide the number of suppliers that were approached as part of the tender process. - Please provide quotes provided by other suppliers in the tender process. - Please provide the reason this particular supplier identified by the Department of Employment and Workplace Relations for this contract. - Please provide (in monetary terms) the amount incurred by 		23/06/2023

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				the Department of Employment and Workplace Relations under this contract since it was tendered.		
SQ23-001110	Department of Employment and Workplace Relations	Cash, Michaelia	Internal IT-policy for employees	<p>Please provide a copy of the agencies internal IT-policy for employees.</p> <ul style="list-style-type: none"> - Has this policy been amended in the current financial year? If so, please provide a copy of the amendments the policy. - Is this the same policy for all employees regardless of APS level classification, if not please provide a copy of any other internal IT-policies. - How many breaches of internal IT policies have occurred in the current financial year? - Please provide a breakdown, by APS level classification, of how many employees have breached internal IT policies. - Please provide a list of how many employees, according to APS level classification, have committed multiple violations of internal IT policies. 		23/06/2023

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SQ23-001168	Department of Employment and Workplace Relations	O'Sullivan, Matt	Fee-Free TAFE Skills Agreements	<ol style="list-style-type: none"> 1. On what date was the skills agreement with the South Australian Government for 12,500 fee free TAFE and vocational education and training places formally agreed to by the Minister and his state counterpart? 2. On what date was the skills agreement with the Western Australian Government for 18,800 fee free TAFE and vocational education and training places formally agreed to by the Minister and his state counterpart? 3. On what date was the skills agreement with the ACT Government for 2,500 fee free TAFE and vocational education and training places formally agreed to by the Minister and his territory counterpart? 4. On what date was the skills agreement with the NSW Government for 120,000 fee free TAFE and vocational education and training places formally agreed to by the Minister and his state counterpart? 5. On what date was the skills agreement with the Tasmanian Government for 3,800 fee free TAFE and vocational education and training places formally agreed to by the Minister and his state counterpart? 6. On what date was the skills agreement with the Queensland Government for 37,000 fee free TAFE and vocational education and training places formally agreed to by the Minister and his state counterpart? 7. On what date was the skills agreement with the Victorian Government for 55,000 fee free TAFE and vocational education and training places formally agreed to by the Minister and his state counterpart? 8. On what date was the skills agreement with the Northern Territory Government for 1,500 fee free TAFE and vocational 		5/07/2023
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				<p>education and training places formally agreed to by the Minister and his territory counterpart?</p> <p>9. Can you please provide the details of each agreement signed by the Commonwealth and each of the following States and Territories:</p> <ul style="list-style-type: none">a. ACTb. NSWc. QLDd. VICe. WAf. TASg. NTh. SA <p>10. In each respective agreement with the state and territory governments, what is the financial contribution of the Commonwealth by percentage and by dollar amount?</p> <ul style="list-style-type: none">a. ACTb. NSWc. QLDd. VICe. WAf. TASg. NTh. SA <p>11. In each respective agreement with the state and territory governments, what is the financial contribution of the relevant State/Territory government by percentage and by dollar amount?</p> <ul style="list-style-type: none">a. ACTb. NSW		
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			<p>c. QLD d. VIC e. WA f. TAS g. NT h. SA</p> <p>12. Are there specific outcomes and/or targets as part of each agreement? a. Could you please provide the details of each: i. ACT ii. NSW iii. QLD iv. VIC v. WA vi. TAS vii. NT viii. SA</p> <p>13. How will the funding for the fee-free TAFE places be administered to the TAFEs?</p> <p>14. Could you please provide the list of all fee-free TAFE courses, broken down by each state and territory?</p> <p>15. Could you please provide the list of all TAFE centres offering fee-free courses, broken down by each state and territory.</p> <p>16. Could you please provide the data on the take up date (commencement date) of the fee-free courses in each state and territory (ACT, WA, NSW, VIC, NT, SA, TAS, QLD), broken down by: a. Each individual course; b. TAFE centre location;</p>		
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				c. Postcode at time of enrolment; and d. Electorate.		
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SQ23-001170	Department of Employment and Workplace Relations	O'Sullivan, Matt	JSA – Legislation	<ol style="list-style-type: none"> 1. Has any legislation been drafted in regard to the permanent arrangements for JSA? 2. How many submissions have you received through the consultation process? 3. Will you publish submissions online for the public to access? 4. When will consultation conclude? 5. When will the proposed permanent arrangements for the JSA will be introduced? 		5/07/2023
SQ23-001172	Department of Employment and Workplace Relations	O'Sullivan, Matt	Data on apprenticeships and traineeships	<ol style="list-style-type: none"> 1. Referring to the Sept 2022 quarterly report on apprentices and trainees, there was a 41.3% decrease in the number of commencements from the Sept 2021 quarter to the Sept 2022 quarter. Was there any analysis conducted on the factors behind this? 2. Referring to the Sept 2022 quarterly report on apprentices and trainees, there was a 28.1% increase in the number of cancellations from the Sept 2021 quarter to the Sept 2022 quarter. Was there any analysis conducted on the factors behind this? <ol style="list-style-type: none"> a. Do you collect data on the reasons why there are cancellations and/or withdrawals from apprenticeships and traineeships? b. What categories do you use when collecting this data? c. Could you please provide a breakdown of these categories of reasons behind cancellations and/or withdrawals? 3. I note that the 10-year series indicates that on average, commencements at the Sept quarter hovers around the 35,000 mark. Given that the Sept 2022 quarter had 29,420 commencements, this is a decrease of around 15%. What is the reason for this significant decrease given the stability over the 		5/07/2023

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				<p>past 10 years, with the exception of COVID-19?</p> <p>4. The 10-year time series provides data that saw cancellations and withdrawals at record high levels in 2011-12. These start to decrease and hold consistent from late 2013 the start of the 2020 impacts of COVID-19. We now see cancellations and withdrawals climbing rapidly, returning to the same peak levels as we saw in 2011. What is the reason for the rapid escalation in the rate of cancellations and withdrawals?</p>		
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SQ23-001174	Department of Employment and Workplace Relations	O'Sullivan, Matt	Clean Energy Apprenticeships	<p>1. How many clean energy apprenticeship places have been taken up under the New Energy Apprenticeships Program since it commenced (on 1 Jan 2023)?</p> <p>a. Can I have a breakdown of the course types have been undertaken – cert 1, cert 2, cert 3 etc.</p> <p>2. Does the Department have a list of courses that will make students eligible for this payment? If so, could you please table those course lists.</p> <p>3. What work has been undertaken to determine a course list? Did you do any modelling or analyses of areas of skills shortages?</p> <p>4. In what timeframe will these 10,000 places be delivered?</p> <p>5. How many have been delivered so far this year, and how many are to be delivered in 2023?</p> <p>6. Will funding be provided to the states to administer the payments for these positions, or will the Commonwealth provide the payment to apprentices?</p> <p>7. Can you provide a breakdown of how many positions will be provided to students in public institutions such as TAFE versus in private organisations?</p> <p>8. Will this program form a component of the government's fee-free TAFE scheme?</p>		5/07/2023
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				9. Will this program fund 10,000 places, additional to those promised in the fee-free TAFE program?		
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SQ23-001175	Department of Employment and Workplace Relations	O'Sullivan, Matt	Targeted Support for Apprenticeships	<p>1. Regarding the measure which provides \$5 million over 3 years from 2024-25. The measure says that this will be in the form of grant funding, can you please advise of:</p> <p>a. What will be the purpose of the grant? Who will be eligible to apply?</p> <p>b. Will it be a competitive grant opportunity?</p> <p>c. If so, when will the grant guidelines be available?</p> <p>d. Who will approve those guidelines?</p> <p>e. How much will the grants be? I.e., will there be a limit or a capped amount?</p> <p>f. Who will be the decision maker for funding?</p>		5/07/2023
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SQ23-001176	Department of Employment and Workplace Relations	O'Sullivan, Matt	Nuclear-Powered Submarine Program	<ol style="list-style-type: none"> 1. Could you please outline the Department's role in the nuclear-powered submarine program? 2. What has been asked of the Department in relation to achieving the goals of the nuclear-powered submarine program? 3. Has the Department provided any advice, briefing, file notes or other material to the Minister or his Office in regard to the nuclear-powered submarine program? If so, when? 4. Have Officials from your Department received briefings, advice, file notes or other material from the Department of Defence or Foreign Affairs in relation to the nuclear-powered submarine program? If so, when? 5. How many staff has the Department allocated to the nuclear-powered submarine program? 6. Are these additional staff members or are they drawn from other sections or teams within the Department? 7. Have all positions within DEWR's role in the nuclear-powered submarine program been filled? 8. Which positions are yet to be filled? 9. Are you able to provide a breakdown of Departmental staff by level within your nuclear-powered submarine program team? 		5/07/2023
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				10. What funding has been allocated to the Department to assist with the nuclear-powered submarine program?		
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SQ23-001178	Department of Employment and Workplace Relations	O'Sullivan, Matt	Jobs and Skills Councils	<ol style="list-style-type: none"> 1. Provide a list of all jobs and skills councils. 2. Provide a list of all jobs and skills councils which have been stood up. <ol style="list-style-type: none"> a, Provide a list of all members of jobs and skills councils which have been stood up. 3. What resources including funding and ASL from the Department have been provided to assist the standing up of the jobs and skills councils. 4. What work have the stood-up jobs and skills councils completed? 5. Have any jobs and skills councils had any meetings with the Skills Minister? If so when and on how many occasions? 6. Have any of the stood-up jobs and skills councils provided any briefings to the Minister or his Office on policy or legislation? Is so, when and on how many occasions? 		5/07/2023
SQ23-001182	Department of Employment and Workplace Relations	O'Sullivan, Matt	Estimates variations	Please provide a list of all estimate variations in the 2023-24 Budget, accompanied by the profile of each over the next 10 years.		14/07/2023

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SQ23-001188	Department of Employment and Workplace Relations	Sheldon, Tony	PALM Fatalities and Injuries	<p>For each of the last 3 years, please advise:</p> <ol style="list-style-type: none"> 1. The number of short- and long-term PALM (or its predecessor PLS and SWP) workers in the country each year, including the numbers for their country or origin, industry of employment and gender. 2. Total number of fatalities and long-term injuries each year including for each scheme (short-term PALM, long-term PALM, SWP, and PLS) 3. For those who have suffered fatalities, please advise: <ol style="list-style-type: none"> a. Country of origin b. Industry of employment c. Approved employer name and ABN d. Employment subgroup (Labour Hire or Direct Employment) e. State and region in which the injury or fatality occurred f. Age and gender g. Cause of death (heart attack, MVA, self harm etc) 4. For those who have suffered long-term or serious injuries, please advise: <ol style="list-style-type: none"> a. Country of origin b. Industry of employment c. Approved employer name and ABN d. Employment subgroup (Labour Hire or Direct Employment) e. State and region in which the injury or fatality occurred f. Age and gender g. Cause of death (heart attack, MVA, self harm etc) 		28/07/2023
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SQ23-001189	Fair Work Ombudsman	Sheldon, Tony	PALM Fatalities and Injuries	<p>For each of the last 3 years, please advise:</p> <ol style="list-style-type: none"> 1. The number of short- and long-term PALM (or its predecessor PLS and SWP) workers in the country each year, including the numbers for their country or origin, industry of employment and gender. 2. Total number of fatalities and long-term injuries each year including for each scheme (short-term PALM, long-term PALM, SWP, and PLS) 3. For those who have suffered fatalities, please advise: <ol style="list-style-type: none"> a. Country of origin b. Industry of employment c. Approved employer name and ABN d. Employment subgroup (Labour Hire or Direct Employment) e. State and region in which the injury or fatality occurred f. Age and gender g. Cause of death (heart attack, MVA, self harm etc) 4. For those who have suffered long-term or serious injuries, please advise: <ol style="list-style-type: none"> a. Country of origin b. Industry of employment c. Approved employer name and ABN d. Employment subgroup (Labour Hire or Direct Employment) e. State and region in which the injury or fatality occurred f. Age and gender g. Cause of death (heart attack, MVA, self harm etc) 		28/07/2023
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SQ23-001190	Safe Work Australia	Sheldon, Tony	PALM Fatalities and Injuries	<p>For each of the last 3 years, please advise:</p> <ol style="list-style-type: none"> 1. The number of short- and long-term PALM (or its predecessor PLS and SWP) workers in the country each year, including the numbers for their country or origin, industry of employment and gender. 2. Total number of fatalities and long-term injuries each year including for each scheme (short-term PALM, long-term PALM, SWP, and PLS) 3. For those who have suffered fatalities, please advise: <ol style="list-style-type: none"> a. Country of origin b. Industry of employment c. Approved employer name and ABN d. Employment subgroup (Labour Hire or Direct Employment) e. State and region in which the injury or fatality occurred f. Age and gender g. Cause of death (heart attack, MVA, self harm etc) 4. For those who have suffered long-term or serious injuries, please advise: <ol style="list-style-type: none"> a. Country of origin b. Industry of employment c. Approved employer name and ABN d. Employment subgroup (Labour Hire or Direct Employment) e. State and region in which the injury or fatality occurred f. Age and gender g. Cause of death (heart attack, MVA, self harm etc) 		28/07/2023
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