

Additional Written Questions on Notice for TikTok Australia - hearing 11 July 2023
Answers received 17 July 2023

Additional written QONs1-4 unanswered as at 17 July 2023

Additional written QON5:

At the hearing on 11 July 2023, you confirmed that not all employees who work out of the TikTok Australia office are direct-hires of TikTok Australia. Please provide the following information:

(a) How many total employees are there of TikTok Australia?

The answer to the honourable Senator's question is as follows:

A comment provided during the hearing that not all employees in Australia report to Mr Hunter seems to have been misconstrued. Mr Hunter is responsible for one of the teams based in Australia, being the Marketing and Operations team. The other teams based in Australia which do not report into Mr Hunter, include teams such as the Sales, Sales Marketing, Music, Public Policy, Public Relations, Human Resources, Legal, Finance, Tax, Admin, and IT teams.

All Australia-based staff (being employees that are permanently based in Australia) are employed by TikTok Australia Pty Ltd. As we stated at the Committee, we employ more than 250 people in Australia and that number continues to grow with dozens of open roles being recruited for currently.

(b) How many of these employees were hired through recruitment run by TikTok Australia, and how many of these employees were provided to TikTok Australia via recruitment run by another entity (not an Australian-based recruitment agency)? Which entities hired those employees?

The answer to the honourable Senator's question is as follows:

Talent recruitment processes are managed by various teams depending on the job type, team, and reporting lines. Regardless of the team or reporting line, all Australia-based employees are employed by TikTok Australia Pty Ltd.

(c) How many people who work in the offices of TikTok Australia are not direct employees of TikTok Australia? Include staff who may have work-from-home arrangements, but are primarily based in Australia.

The answer to the honourable Senator's question is as follows:

All Australia-based employees are employed by TikTok Australia Pty Ltd. There are no employees hired by other TikTok or ByteDance entities that work permanently from the Australian office. All Australia-based employees can take advantage of the flexible working policy.

(d) How many of these people are employees of overseas TikTok branches? Which branches?

The answer to the honourable Senator's question is as follows:

There are no employees hired by other TikTok or ByteDance entities that work permanently from the Australian office.

(e) How many of these people are directly employed by ByteDance?

The answer to the honourable Senator's question is as follows:

There are no employees hired by other TikTok or ByteDance entities that work permanently from the Australian office.

(f) Does TikTok Australia regularly host staff directly employed by ByteDance? Please provide details of numbers of staff and duration of hosting.

The answer to the honourable Senator's question is as follows:

As part of a global business, TikTok Australia regularly hosts employees from overseas offices and teams. Visits usually last between a few days and a fortnight. Like most companies, we do not keep a record of these visitors' specific employers or the number of visitors in a given week or month. However, by way of example, recent visitors have included the APAC Sales lead visiting from Dubai, the HR lead for the TikTok Marketing and Operations team visiting from the US, colleagues from the Global Legal Compliance team visiting from Singapore, and the Public Policy lead for Emerging Markets visiting from Singapore.

(g) If there are ByteDance staff, what area of work do they undertake?

The answer to the honourable Senator's question is as follows:

As part of a global business, TikTok Australia regularly hosts employees from overseas offices and teams. Visits usually last between a few days and a fortnight. Like most companies, we do not keep a record of these visitors' specific employers or the number of visitors in a given week or month. However, by way of example, recent visitors have included the APAC Sales lead visiting from Dubai, the HR lead for the TikTok Marketing and Operations team visiting from the US, colleagues from the Global Legal Compliance team visiting from Singapore, and the Public Policy lead for Emerging Markets visiting from Singapore.

(h) Do any TikTok Australia employees routinely work overseas? Where?

The answer to the honourable Senator's question is as follows:

Like many businesses during the COVID-19 Pandemic, for health and safety reasons, TikTok Australia did not require employees to travel.

As the skies have opened, and as a global business with operations all over the world, TikTok Australia employees do indeed travel for work purposes. TikTok Australia employees routinely travel across Australia, as well as to New Zealand, Singapore and the United States, typically to spend time with colleagues and attend offsites with their broader team.