

## **Senate Standing Committee of Foreign Affairs, Defence and Trade**

Inquiry into the capability of Defence's physical science and engineering workforce – 12 February 2016

### **ANSWER TO QUESTION ON NOTICE**

Department of Defence

**Topic:** Changes to Job Families

**Question reference number:** 2

**Senator:** Gallacher

**Type of question:** Written

**Date set by the committee for the return of answer:** 4 March 2016

**Question:**

Were there any changes in the criteria for the job families in the period 2012-2015?

- (a) If so please describe the nature of the changes.
- (b) How many employees were assigned to a different job family as a result of the changes?

**Answer:**

(a)(b) During 2012-2015, Defence has made adjustments to the job family construct. Primarily, these changes were to more closely align departmental arrangements with the Australian Public Service Commission job family construct and the overarching Australia New Zealand Standard Classification of Occupations (ANZCO).

Changes to job families are aimed at providing more accurate descriptions of the roles being carried out and do not affect the work being conducted by employees. Defence will continue to make adjustments of this nature, as the impact of changing technology, profession changes and ongoing evolution of roles within the Department necessitates role description updates.

A key job family change was the disestablishment of the Corporate and Business Management job family in 2014. This job family comprised approximately 5,500 employees. The positions within the Corporate and Business Management job family were either moved into other job families (such as People and Finance) or into a new job family (Administration and Corporate Support) to encompass the more accurate role description of the positions. Other job family changes were at much lower levels (functions or occupational profiles).