

ANSWER TO QUESTION 01:

QUESTION:

CHAIR: Before I go to Senator Duniam, I just want to clarify something. We've talked about consultants here, and Senator Bilyk's question there about the use of consultants is obviously a very live issue around the country, but we're also talking about contractors. A lot of your staff, including early-career scientists, are on contracts—short-term contracts or fixed-term contracts, which is insecure work, especially if you've spent all those years studying. It seems a very odd thing about the AAD that there are so many of those. What's your understanding of the number of employees who won't have their contracts renewed currently because of these funding pressures? Could you take that on notice?

Mr Batchelor: How accurate do you want your numbers? I know of at least 20, I think, but we don't have specific details and numbers.

CHAIR: If you could get us anything, that'd be interesting. The government is saying that there are no job cuts, but, if your contract's not being renewed, it's technically not a cut but you are taking employment out of the pool.

Senator TYRRELL: In the submission it was about 70 or something.

CHAIR: Yes, it was a lot.

Mr Miller: Yes, that's what the submission says—70. That's exactly right, Senator. Again, there aren't transparent systems that allow us to access that information as AAD employees, so we don't have—

ANSWER:

As the CPSU does not have access to the current number of contracts, we recommend this question be put to the Department for response.

ANSWER TO QUESTION 02:

QUESTION:

Senator DUNIAM: It has stayed the same. Can you let me know, on notice, whether there is any further information around those numbers of jobs that were advertised, not progressed, and have been filled with internal candidates whose positions have otherwise evaporated. We'll ask these questions tomorrow of the AAD, and DCCEEW at the appropriate time, and we'll be bamboozled with bureau-babble and we'll find it very difficult.

ANSWER:

The CPSU does not have any further information regarding the advertised positions that were not progressed and have been filled with internal candidates. We recommend that this question be put to the Department for response.

ANSWER TO QUESTION 03:

QUESTION:

Mr Barnes: Could I just add some stats to support what Brian was saying. In 2017, when asked, 'I would recommend my agency as a good place to work,' 79 per cent of Antarctic Division staff could respond positively, and in the most recent APS census it was down to 48 per cent—so 79 down to 48. I feel like what you're saying, Brian, is a commonly shared thing and is evidenced by that census result.

Senator BILYK: Mr Barnes, you've got a survey there, have you?

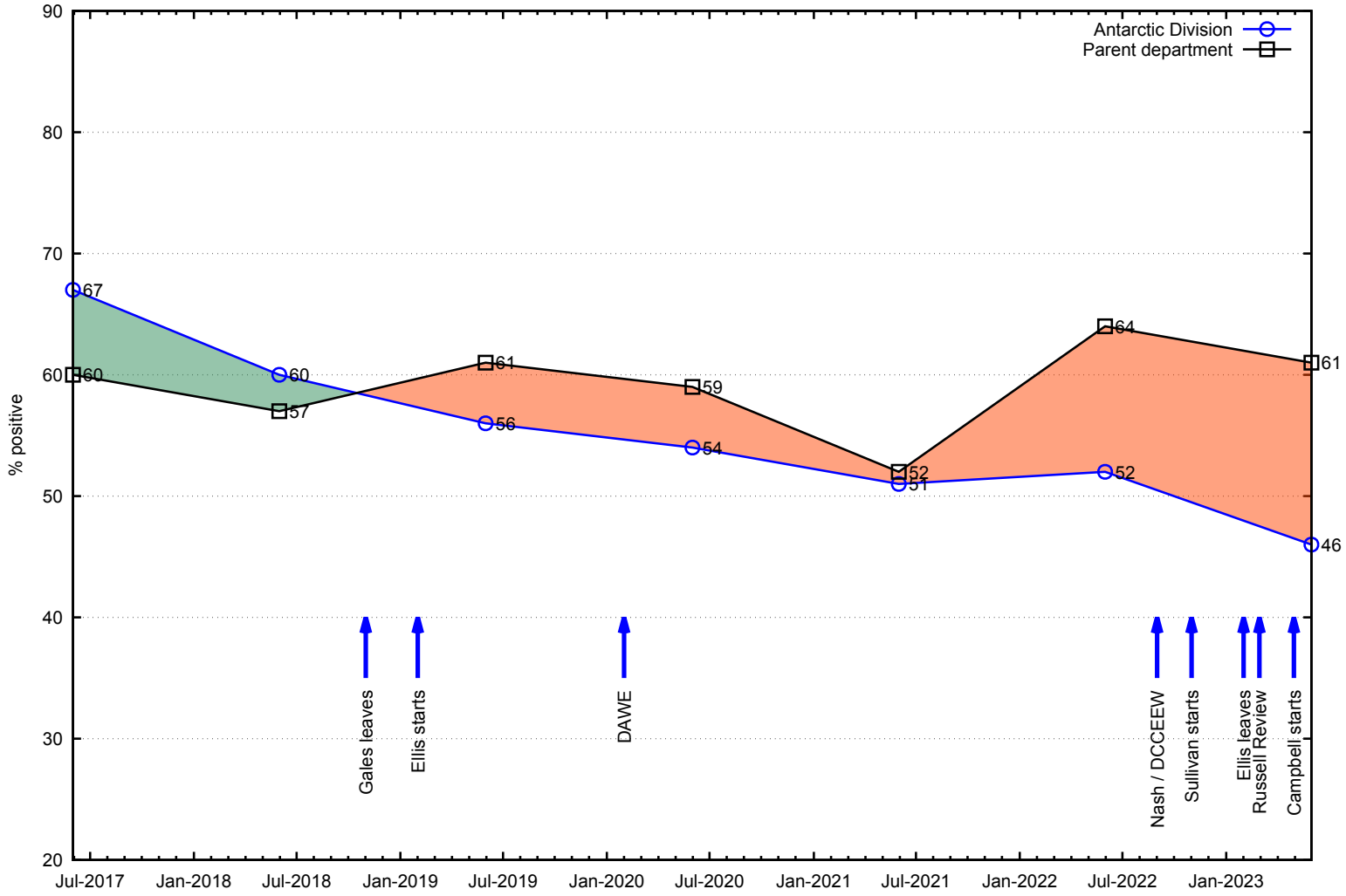
Mr Barnes: It's the Australian Public Service census that I was quoting from there.

Senator BILYK: It might be easier if we access yours, if you could just send that to the secretariat, rather than me having to trawl through the APS. That would be good. Is there anything else in that survey that you found of interest that you think the committee should know?

ANSWER:

Please find graph attached from the CSPU that compares APS census data from July 2017 until January 2023. This information is from the *Agency Benchmark Report: Australian Antarctic Division* included in the APS Employee Census. We recommend that the Committee request copies of the Agency Benchmark Reports from the Department.

APS Census: I think my agency cares about my health and wellbeing



APS Census: I would recommend my agency as a good place to work

