

**Environment and Communications References**  
Answers to questions on notice  
**Climate Change, Energy, the Environment and Water Portfolio**

**Inquiry:** Inquiry into Australian Antarctic Division funding

**Question No:** IQ23-000282

**Hearing Date:** 5 October 2023

**Division/Agency:** Australian Antarctic Division (AAD)

**Topic:** Management / Administration

**Question Date:** 20 October 2023

**Question Type:** Written

**Senator Bilyk asked:**

1. How many new administrative jobs have been created across the whole of the AAD for the following financial years?

- a. 2023 – 2024
- b. 2022 – 2023
- c. 2021 – 2022
- d. 2020 – 2021
- e. 2019 - 2020

2. How many of the above administrative jobs were within the Science Branch, and in particular those of a high level / high income employed to support the Chief Scientist?

3. What were the scientific needs addressed by the decision to expand from three science programs to five science programs?

4. How many science positions identified in the Sustainable Funding Review (SFR) did not proceed to being filled?

- a. How many SFR identified positions are still pending a decision?
- b. How long has it taken on average to fill SFR identified positions?

5. Noting that the two additional science programs were not part of the SFR bid, was there any expansion of science staffing numbers?

6. How many new positions were created and filled within the science branch that were not in the SFR?

- a. What was the level classification for these positions?
- b. Where did the funding for these positions come from?

7. How many permanent positions within the Science Branch of the AAD have been lost due to attrition or redundancy over the previous ten years?

8. How many ongoing science positions or long-term non-ongoing positions (5 years+) are currently unable to be filled due to the budget situation?

9. How many executives have had adverse reports filed to the integrity branch?

10. Was there any expansion to science staffing numbers to accommodate the extra

programs, noting that the creation of these programs was nothing to do with the SFR bid?

11. How much money was spent on consultants for the following financial years:

- a. 2023 / 2024
- b. 2022 / 2023
- c. 2021 / 2022
- d. 2020 / 2021
- e. 2019 / 2020

**Answer:**

1. The Department of Climate Change, Energy, the Environment and Water is unable to provide data prior to its establishment on 1 July 2022. The separate identification of administrative jobs within the department's HR systems is not possible.
2. Please refer to answer to question one above.
3. The recommendations of the 2021 O'Kane Review were aimed at accelerating the delivery of world-class science by the AAD's Science Branch and strengthening the Australian Antarctic Program (AAP) as a world-leading national Antarctic program. The recommendations included the development of an Integrated Digital East Antarctica initiative and the development of a long-term East Antarctic Monitoring Program. In order to address the recommendations the Division created two new programs areas.
4. Staff in the science branch had an expectation of up to 40 additional science positions from the funding allocation in the October 2022-23 budget, known colloquially as the 'Sustainable Funding Review' (SFR). However, this costed the continuation of 87.6 ongoing ASL associated with existing activities across the division, including for science, and to replace lapsing funding from previous measures. It also costed 59 ongoing ASL allocated for new activities across the division, including for policy, science, assets and infrastructure functions.
  - a. 20 positions in the science branch were advertised. Four of those positions have been filled, with the remaining on hold while the division seeks to provide certainty to existing staff in non-ongoing and contractor positions.
  - b. The department's average time to the first commencement for the externally advertised vacancies is approximately 112 days.
5. One additional position was filled to lead the East Antarctic Monitoring Program (EL2). The formal offer was made in January 2023. All other positions supporting the East Antarctic Monitoring Program and Integrated Digital East Antarctica programs have been filled within the existing staffing of the science branch.
6. Please see answer to question five above.
7. The department is unable to provide data prior to its establishment on 1 July 2022. There have been 3x ongoing staff leave the AAD Science Branch since 1 July 2022.
8. The AAD balances attrition with new recruitment to ensure priorities are resourced within available budget.
9. Please refer to Question on Notice IQ23-000271.

10. Please refer to answer to question five above.

11. AAD consultants expenditure 2019-20 to 2023-24 (\*gst exclusive):

	\$
2023-24 (Jul-Sept)	13,898
2022-23	707,041
2021-22	3,158,678
2020-21	20,622,637
2019-20	7,776,609

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**Inquiry:** Inquiry into Australian Antarctic Division funding  
**Question No:** IQ23-000284  
**Hearing Date:** 05 October 2023  
**Division/Agency:** Australian Antarctic Division (AAD)  
**Topic:** AAD Science Branch - staffing  
**Question Date:** 23 October 2023  
**Question Type:** Written

**Senator Whish-Wilson asked:**

Prof. Webster: "We have around 95 scientists currently in the science branch."

1. How many staff at the AAD Science branch are employed in scientist roles (as opposed to having a scientist background)?
2. What proportion of staff in the AAD Science branch are from the Australian Antarctic Data Center?
3. In the last three financial years what is the percentage of staff per year that have turned over at the AAD versus the public service average.

**Answer:**

1. As at 30 June 2023, there are 72.5 science based roles in the AAD science branch. This includes 37 positions designated in the research scientist classification stream in the Department of Climate Change, Energy, the Environment and Water HR system.
2. 22x employees are currently within the Australian Antarctic Data centre.
3. The attrition rate (average headcount / total separations) for APS ongoing employees for the AAD was 8.8 per cent for the 2022-23 financial year. This compares to the overall APS average of 8.1 per cent for the 2022-23 financial year.

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**Inquiry:** Inquiry into Australian Antarctic Division funding

**Question No:** IQ23-000293

**Hearing Date:** 05 October 2023

**Division/Agency:** Australian Antarctic Division (AAD)

**Topic:** AAD policy branch staffing

**Question Date:** 23 October 2023

**Question Type:** Written

**Senator Whish-Wilson asked:**

1. What is the total staff currently employed in the AAD policy branch?
2. Please breakdown this number into existing employment categories-permanent, ongoing and non-ongoing, other contractors etc
3. Please provide historical employee numbers for this branch for the past decade (Broken down into existing categories-permanent, ongoing, and non-ongoing, other contractors etc)
4. What is the total staff employed by the science branch? (Broken down into existing categories-permanent, ongoing and non-ongoing, other contractors etc)
5. Please provide the historical numbers for this branch for the past decade (Broken down into existing categories-permanent, ongoing and non-ongoing, other contractors etc)
6. Please provide the same data for other division branches, current and historic within the AAD.

**Answer:**

- 1-6. The Department of Climate Change, Energy, the Environment and Water (DCCEEW) was established on 1 July 2022. Data prior to its establishment is not available. Data for the last reporting period is provided in the tables below.

Table 1: Policy Branch	
Employment Type	2022-23
Ongoing	34
Non-Ongoing	2
Casual	0
Contractor	1
Total	37

Table 2: Science Branch	
Employment Type	2022-23
Ongoing	62
Non-Ongoing	21
Casual	0
Contractor	9
Total	92

Table 3: Antarctic Operations and Safety	
Employment Type	2022-23
Ongoing	59
Non-Ongoing	92
Casual	4
Contractor	22
<b>Total</b>	<b>177</b>

Table 4: Assets and Infrastructure	
Employment Type	2022-23
Ongoing	50
Non-Ongoing	85
Casual	0
Contractor	9
<b>Total</b>	<b>144</b>

Table 5: Enabling Services	
Employment Type	2022-23
Ongoing	21
Non-Ongoing	17
Casual	1
Contractor	6
<b>Total</b>	<b>45</b>

Table 6: Strategy and Comms	
Employment Type	2022-23
Ongoing	15
Non-Ongoing	4
Casual	0
Contractor	3
<b>Total</b>	<b>22</b>

Table 7: Technology and Innovation	
Employment Type	2022-23
Ongoing	51
Non-Ongoing	2
Casual	0
Contractor	6
<b>Total</b>	<b>59</b>