

Senate Standing Committee on Environment and Communications

Answers to Senate Estimates Questions on Notice

Budget Estimates Hearings May 2014

Communications Portfolio

Telecommunications Universal Service Management Agency

Question No: 465

Program No. TUSMA

Hansard Ref: In Writing

Topic: Staff Hiring

Senator LUDWIG asked:

1. How many people are employed in your Department on non-ongoing contracts?
2. How many non-ongoing contracts has your Department extended since the 2013 federal election?
3. How many non-ongoing contract extensions did your Department submit the Public
4. How many people are employed in your Department on ongoing contracts?
5. Service Commission for approval?
6. How many of these extensions were approved by the Public Service Commission?
 - a. For every approved extension please provide the following details: the employee's age, gender, wage, APS level, a description of their job, their length of continuous employment by the APS, the length of approved extension, the reasons why the extensions was submitted and the reasons why the extension was approved by the Public Service Commission, as well as all relevant dates.
6. How many of these extensions were rejected by the Public Service Commission?
 - a. For every rejected extension please provide the following details: the employee's age, gender, wage, APS level, a description of their job, their length of continuous employment by the APS, the length of extension sought by the Department, the reasons why the extensions was submitted and the reasons why the extension was rejected by the Public Service Commission, as well as all relevant dates.
7. How many non-ongoing contracts have been extended by your Department without the Public Service Commission's approval?
 - a. For every unapproved extension please provide the following details: the employee's age, gender, wage, APS level, a description of their job, their length of continuous employment by the APS, the length of the unapproved extension, the reasons why the extension was granted, whether the extension was submitted to the Public Service Commission for approval, and the reasons why the extension was granted without the approval of the Public Service Commission, as well as all relevant dates.
8. How many non-ongoing contracts have expired without extension since the 2013 federal election?
 - a. For every expired non-ongoing contract please provide the following details: the employee's age, gender, wage, APS level, a description of their job, their length of continuous employment by the APS, the reason why an extension was not sought, as well as all relevant dates.
9. How many new employees have been engaged by your Department on non-ongoing contracts since the 2013 federal election?
10. How many new non-ongoing engagements were submitted to the Public Service Commission for approval since the 2014 federal election?

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11. How many of these new non-ongoing engagements were approved by the Public Service Commission?
 - a. For every approved new engagement of a non-ongoing employee please provide the following details: the employee's age, gender, wage, APS level, a description of their job, the length of their non-ongoing contract, whether this position was advertised externally, the reason for engaging this new employee and the reason given by the Public Service Commission for approving this engagement, as well as all relevant dates relating to this application.
12. How many of these new non-ongoing employee applications were rejected by the Public Service Commission?
 - a. For every new non-ongoing engagement rejected by the Public Service Commission please provide the following details: APS level, a description of their job, the length of their non-ongoing contract, the reason for engaging the new employee and the reason given by the Public Service Commission for rejecting this engagement, as well as all relevant dates relating to this application.
13. How many new employees have been engaged on non-ongoing contracts without the approval of the Public Service Commission?
 - a. For every non-ongoing employee engaged without the Public Service Commission's approval please provide the following details: the employee's age, gender, wage, APS level, a description of their job, the length of their non-ongoing contract, whether this position was advertised externally, the reason for engaging this new employee and the reason for engaging this employee without the Public Service Commission's approval, as well as all relevant dates.
14. How many new employees have been engaged by your Department on ongoing contracts since the 2013 federal election?
15. How many new ongoing engagements were submitted to the Public Service Commission for approval since the 2013 federal election?
16. How many of these new ongoing engagements were approved by the Public Service Commission?
 - a. For every approved new engagement of a ongoing employee please provide the following details: the employee's age, gender, wage, APS level, a description of their job, the length of their ongoing contract, whether this position was advertised externally, the reason for engaging this new employee and the reason given by the Public Service Commission for approving this engagement, as well as all relevant dates relating to this application.
17. How many of these new ongoing employee applications were rejected by the Public Service Commission?
 - a. For every new ongoing engagement rejected by the Public Service Commission please provide the following details: APS level, a description of their job, the length of their ongoing contract, the reason for engaging the new employee and the reason given by the Public Service Commission for rejecting this engagement, as well as all relevant dates relating to this application.
18. How many new employees have been engaged on ongoing contracts without the approval of the Public Service Commission?

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19. For every ongoing employee engaged without the Public Service Commission's approval please provide the following details: the employee's age, gender, wage, APS level, a description of their job, the length of their ongoing contract, whether this position was advertised externally, the reason for engaging this new employee and the reason for engaging this employee without the Public Service Commission's approval, as well as all relevant dates.

Answer:

1. TUSMA has 4 non-ongoing contracts in place.
2. Nil
3. TUSMA has extended 3 non-ongoing contracts that were entered into prior to this date.
- 4-5. On 31 October 2013, the Government announced interim recruitment arrangements within the APS. In line with the policy objectives, TUSMA has reported monthly to the Australian Public Service Commission (APSC) the extension/new non-ongoing contracts. Since 31 October 2013, TUSMA has 4 non-ongoing contracts in place.
- 6 a.
 - i. The 4 non-ongoing contractors were aged within the following bracket 25-50.
 - ii. 3 F : 1 M.
 - iii. The positions were of an administrative nature.
 - iv. Two contractors were at the APS 4, one at the APS 6 and one at the EL1 classifications.
 - v. The contractors wage is in line with the TUSMA Enterprise Agreement which is available on our website.
 - vi. Positions are located in Melbourne, Victoria.
 - vii. Length of time for these contracts ranged from 3-12 months.
 - viii. Contracts were extended on a case-by-case basis.
 - ix. Due to operational requirements of the agency.
 - x. Supporting documentation was provided as per the monthly requirements and contract extensions were aligned to the policy.
 - xi. Dates range from 31 October 2013 to 29 May 2014.
6. Nil and not applicable
7. Nil and not applicable
8. One non-ongoing contract has expired without extension.
- 8 a.
 - i. Age bracket is between 30-35.
 - ii. Female
 - iii. Executive Assistant.
 - iv. Their wage was in line with the TUSMA Enterprise Agreement which is available on our website.
 - v. APS 4.
 - vi. Melbourne, Victoria.

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- vii. The length of their continuous employment was for 7 months.
- viii. Contracts are reviewed on a case-by-case basis and there was no requirement to seek an extension.
- 9. 3
- 10–19. Please see response to question 4-5