

Senate Standing Committee on Environment and Communications

Answers to Senate Estimates Questions on Notice

Supplementary Budget Estimates Hearings December 2014

Communications Portfolio

Australian Broadcasting Corporation

Question No: 605

Program No. Australian Broadcasting Corporation

Hansard Ref: In Writing

Topic: Staff Transfers

Senator Ludwig asked:

1. How many people does your department employ?
2. What is the number of staff employed in each state and Territory as at 30 June 2013, and what is their age, gender and classification level?
3. What is the number of staff currently employed in each state and territory, and what is their age, gender and classification level?
4. What functions have been transferred between transferred from one state or territory to another since the federal election in 2013?
5. Can you please provide details by function of the, number of staff employed, the age, gender and classification of staff employed in the function that was transferred, where it was based prior to the transfer and where it was transferred to?
6. with co
7. How many of these people are employed in Canberra?
8. How many people did your department employ in Canberra immediately prior to the 2013 federal election?
9. How many employees have been transferred out of Canberra since the 2013
10. How many of your employees have been transferred to Canberra since the 2013 federal election?
11. For all employees transferred to or from Canberra since the 2013 federal election, please provide their age.
12. For all employees transferred to or from Canberra since the 2013 federal election, please provide their wage. Please provide the figure for before their transfer and after their transfer.
13. For all employees transferred to or from Canberra since the 2013 federal election, please provide their gender.
14. For all employees transferred to or from Canberra since the 2013 federal election, please provide the area of the department they worked in. Please provide this detail for before their transfer and after their transfer.
15. For all employees transferred to or from Canberra since the 2013 federal election, please provide a description of their position. Please provide this detail for before their transfer and after their transfer.
16. For every transferred employee please provide an explanation for their transfer?
17. For every transferred employee please provide any other cost incurred by the department because of that transfer?
18. Please provide all relevant dates.

Redundancies

19. How many positions have been made redundant in your department since the 2013 federal election?

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1. How many of these positions were ongoing?
 2. How many of these positions were non-ongoing?
 3. How many of these positions were situated in the Australian Capital Territory?
20. How many of the employees filling these redundant positions were redeployed since the 2013 federal election?
1. How many of these employees were ongoing?
 2. How many of these employees were non-ongoing?
 3. How many of these employees were situated in the Australian Capital Territory?
21. How many of these employees were offered voluntary redundancies since the 2013 federal election?
1. How many of these employees were ongoing?
 2. How many of these employees were non-ongoing?
 3. How many of these employees were situated in the Australian Capital Territory?
22. How many accepted voluntary redundancies since the 2013 federal election?
1. How many of these employees were ongoing?
 2. How many of these employees were non-ongoing?
 3. How many of these employees were situated in the Australian Capital Territory?
23. How many employees were offered the choice between a voluntary redundancy and redeployment since the 2013 federal election?
1. How many of these employees were ongoing?
 2. How many of these employees were non-ongoing?
 3. How many of these employees were situated in the Australian Capital Territory?
24. For all employees who accepted voluntary redundancies since the 2013 federal election please:
1. Provide a dollar figure of their pay out, their age, gender and a description of their position including APS level, contract type (non-ongoing versus ongoing), responsibilities and where they were located.
 2. Please specify what component of that figure was paid out entitlements (annual leave etc).
 3. Please specify any other costs incurred by the department because of this redundancy.
 4. Please provide the reason a voluntary redundancy was offered for their position.
 5. Please provide all relevant dates.
25. For all employees who were redeployed please provide:
1. Their age, gender and a description of their position prior to and after redeployment, including the wages of these positions, the APS level of these positions, the contract type (non-ongoing versus ongoing) and where they were located.
 2. Please specify any other costs incurred by the department because of this redeployment.

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3. Please provide the reason for that redeployment.
4. Please provide all relevant dates.
26. Since the 2013 federal election, how many employees in your department have been made forcibly redundant?
 1. How many of these employees were ongoing?
 2. How many of these employees were non-ongoing?
 3. How many of these employees were situated in the Australian Capital Territory?
27. How many of these employees were offered voluntary redundancies or redeployments prior to being made forcibly redundant?
 1. How many of these employees were ongoing?
 2. How many of these employees were non-ongoing?
 3. How many of these employees were situated in the Australian Capital Territory?
28. For employees who were made forcibly redundant since the 2013 federal election please provide:
 1. Their age, gender, the dollar figure of their pay out and a description of their position including APS level, contract type (non-ongoing versus ongoing) responsibilities and where they were located.
 2. Please specify what component of that figure was paid out entitlements (annual leave etc).
 3. Please specify any other costs incurred by the department because of this redundancy.
 4. Please provide the reason for that redundancy.
 5. Please provide all relevant dates.

Hiring

29. How many people are employed in your department on non-ongoing contracts?
30. How many people are employed in your department on ongoing contracts?
31. How many non-ongoing contracts has your department extended since the 2013 federal election?
32. How many non-ongoing contract extensions did your department submit the Public Service Commission for approval?
33. How many of these extensions were approved by the Public Service Commission?
 1. 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.
34. How many of these extensions were rejected by the Public Service Commission?
 1. 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.

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35. How many non-ongoing contracts have been extended by your department without the Public Service Commission's approval?
 1. 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.
36. How many non-ongoing contracts have expired without extension since the 2013 federal election?
 1. 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.
37. How many new employees have been engaged by your department on non-ongoing contracts since the 2013 federal election?
38. How many new non-ongoing engagements were submitted to the Public Service Commission for approval since the 2014 federal election?
39. How many of these new non-ongoing engagements were approved by the Public Service Commission?
 1. 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.
40. How many of these new non-ongoing employee applications were rejected by the Public Service Commission?
 1. 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.
41. How many new employees have been engaged on non-ongoing contracts without the approval of the Public Service Commission?
 1. 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.

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42. How many new employees have been engaged by your department on ongoing contracts since the 2013 federal election?
43. How many new ongoing engagements were submitted to the Public Service Commission for approval since the 2013 federal election?
44. How many of these new ongoing engagements were approved by the Public Service Commission?
1. For every approved new engagement of an 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.
45. How many of these new ongoing employee applications were rejected by the Public Service Commission?
1. 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.
46. How many new employees have been engaged on ongoing contracts without the approval of the Public Service Commission?
1. 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. The ABC currently employs 5,365 employees including all active ongoing, contact and casual staff.
(Data at 14 December 2014)
2. The number of staff employed at 30 June 2013 was 5,446 employees including all active ongoing, contact and casual staff.

Staff Numbers by Location *(30 Jun 2013)*

Location	NSW	VIC	QLD	SA	WA	TAS	ACT	NT	O/S	Total
Headcount	2,679	1,003	501	407	299	169	220	135	33	5,446

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Staff Numbers by Age (30 Jun 2013)

Age	Headcount
<=20	53
21 - 30	1078
31 - 40	1403
41 - 50	1494
51 - 60	1100
>60	318
Total	5,446

Staff Numbers by Gender (30 Jun 2013)

Gender	Headcount
Female	2772
Male	2674
Total	5,446

Staff Numbers by Classification Level (30 Jun 2013)

Classification *	Headcount
Admin/Professional	821
Content Maker	3622
Director	17
Retail HO Assistant	14
Retail HO Manager	11
Senior Executive	320
Shop Assistant	216
Shop Manager	53
Technologist	372
Total	5,446

* The ABC does not use APS classifications

3. Current Staff Numbers

Staff Numbers by Location (14 Dec 2014)

Location	NSW	VIC	QLD	SA	WA	TAS	ACT	NT	O/S	Total
Headcount	2,697	918	535	372	301	162	212	140	28	5,365

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Staff Numbers by Age (14 Dec 2014)

Age	Headcount
<=20	50
21 - 30	898
31 - 40	1364
41 - 50	1444
51 - 60	1200
>60	409
Total	5,365

Staff Numbers by Gender (14 Dec 2014)

Gender	Headcount
Female	2759
Male	2606
Total	5,365

Staff Numbers by Classification (14 Dec 2014)

Age	Headcount
Admin/Professional	769
Content Maker	3496
Director	14
Retail HO Assistant	20
Retail HO Manager	9
Senior Executive	311
Shop Assistant	309
Shop Manager	51
Technologist	386
Total	5,365

** The ABC does not use APS classifications*

4. No functions have been transferred from one State or Territory to another since the federal election in 2013.
5. Not applicable.
6. Not applicable.
7. The ABC currently employs 212 employees in Canberra.
 (data at 14 December 2014 - includes active ongoing, contract and casual headcount)

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8. Immediately prior to the 2013 federal election, 216 employees were employed in Canberra. (data at 25 August 2013)

Questions 9-18.

No employees have been transferred into or out of the ACT since the 2013 federal election. Any changes merely reflect the ad hoc vacating and filling of positions as a result of normal employee turnover.

19. A total of 125 employees have been made redundant since the 2013 federal election. (data at 14 December 2014)

1. 123 of these employees were ongoing.
2. Two were non-ongoing.
3. Three were located in Canberra.

20. None of these employees were redeployed.

1. Not applicable.
2. Not applicable.
3. Not applicable.

21-23 and 25-27. The ABC does not distinguish between voluntary and involuntary redundancies.

1. Not applicable.
2. Not applicable.
3. Not applicable.

24 and 28. Noting that the ABC does not distinguish between voluntary and involuntary redundancies, details of redundancies since the 2013 federal election are set out below. To attempt to provide any further level of detail would involve an unreasonable diversion of resources.

Redundancies by Age

Age Group	Headcount
21-30	8
31-40	21
41-50	36
51-60	41
>=61	19
Grand Total	125

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Redundancies by Gender

Gender	Headcount
Female	61
Male	64
Grand Total	125

Redundancies by Classification Level

Classification	Headcount	Classification	Headcount
Admin/Professional Band 3	1	Content Maker Band 6	18
Admin/Professional Band 4	3	Content Maker Band 7	24
Admin/Professional Band 5	2	Content Maker Band 8	13
Admin/Professional Band 6	4	Content Maker Band 9	5
Admin/Professional Band 7	7	Director	1
Admin/Professional Band 8	2	Senior Executive Level 1	7
Admin/Professional Band 9	2	Senior Executive Level 2	9
Content Maker Band 4	2	Senior Executive Level 3	6
Content Maker Band 5	13	Shop Assistant	5
		Shop Manager Grade D	1
		Grand Total	125

** The ABC does not use APS classifications*

Redundancies by Contract Type

Contract Type	Headcount
Ongoing	123
Non-Ongoing	2
Grand Total	125

Redundancies by Location

	NSW	VIC	QLD	SA	WA	TAS	ACT	Total
Headcount	40	60	4	10	5	3	3	125

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Redundancies by Reason

Reason	Headcount
Loss of Ausnet contract	77
Ad hoc Restructures	30
Shop Closures	6
Strategy response to 2014 funding cuts	6
Vertical Integration	6
Grand Total	125

29. The ABC employs 630 employees on non-ongoing contracts.

(data at 14 December 2014 – excludes casuals)

30. The ABC employs 3,869 employees on ongoing contracts.

(data at 14 December 2014)

31. Since the 2013 federal election, a total of 1,151 non-ongoing contracts have been extended for 610 employees. (Note that one employee can have multiple contract extensions).

(data at 14 December 2014)

32-35. The ABC does not submit staffing requests to the Public Service Commission for approval. Noting this fact, details of non-ongoing contracts extended since the 2013 federal election are set out below. To attempt to provide any further level of detail would involve an unreasonable diversion of resources.

Extended Non-ongoing Contracts by Age

Age Group	Number
<=20	8
21-30	355
31-40	384
41-50	265
51-60	112
>60	27
Grand Total	1151

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Extended Non-ongoing Contracts by Gender

Gender	Number
Female	711
Male	440
Grand Total	1151

Extended Non-ongoing Contracts by Classification Level

Classification	Number	Classification	Number
Admin/Professional Band 1	12	Content Maker Band 9	24
Admin/Professional Band 2	6	HO Assistant Band 5	1
Admin/Professional Band 3	40	HO Retail Manager Level 1	3
Admin/Professional Band 4	79	Senior Executive Level 1	14
Admin/Professional Band 5	42	Senior Executive Level 2	7
Admin/Professional Band 6	38	Senior Executive Level 3	5
Admin/Professional Band 7	23	Shop Assistant	3
Admin/Professional Band 8	20	Shop Manager Grade C	1
Admin/Professional Band 9	10	Shop Manager Grade E	3
Content Maker Band 1	2	Technologist Band 1	10
Content Maker Band 2	17	Technologist Band 3	20
Content Maker Band 3	95	Technologist Band 4	14
Content Maker Band 4	185	Technologist Band 5	11
Content Maker Band 5	155	Technologist Band 6	6
Content Maker Band 6	123	Technologist Band 7	20
Content Maker Band 7	92	Technologist Band 8	12
Content Maker Band 8	52	Technologist Band 9	6
		Grand Total	1151

** The ABC does not use APS classifications*

Extended Non-ongoing Contracts by Salary Range

Salary Range	Number
0 - 50k	43
50k - 100k	919
100k -150k	163
>150k	26
Grand Total	1151

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Extended Non-ongoing Contracts by Length of Continuous Employment

(refers to number of employees whose contracts have been extended)

Length of Continuous Employment	Headcount
<=6 mths	110
6 -12 mths	161
1 - 2 yrs	184
2 - 5 yrs	136
> 5 yrs	19
Grand Total	610

Extended Non-ongoing Contracts by Length of Extension

Extension Duration	Number
0 - 6 mths	941
6 -12 mths	166
12 -18 mths	22
>18 mths	22
Grand Total	1151

36. Since the 2013 federal election, a total of 411 non-ongoing contracts have expired for 337 employees. (Note that one employee can have multiple expired contracts).

(data at 14 December 2014).

Expired Non-ongoing Contracts by Age

Age Group	Number
<=20	3
21-30	132
31-40	121
41-50	94
51-60	48
>60	13
Grand Total	411

Expired Non-ongoing Contracts by Gender

Gender	Number
Female	271
Male	140
Grand Total	411

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Expired Non-ongoing Contracts by Classification Level

Classification	Number	Classification	Number
Admin/Professional Band 1	4	Content Maker Band 6	53
Admin/Professional Band 2	4	Content Maker Band 7	31
Admin/Professional Band 3	10	Content Maker Band 8	24
Admin/Professional Band 4	22	Content Maker Band 9	5
Admin/Professional Band 5	8	Senior Executive Level 1	3
Admin/Professional Band 6	7	Senior Executive Level 2	2
Admin/Professional Band 7	6	Technologist Band 1	7
Admin/Professional Band 8	8	Technologist Band 3	3
Admin/Professional Band 9	1	Technologist Band 4	2
Content Maker Band 1	1	Technologist Band 5	1
Content Maker Band 2	3	Technologist Band 6	1
Content Maker Band 3	38	Technologist Band 7	5
Content Maker Band 4	90	Technologist Band 8	5
Content Maker Band 5	65	Technologist Band 9	2
		Grand Total	411

** The ABC does not use APS classifications*

Expired Non-ongoing Contracts by Salary Range

Salary Range	Number
0 - 50k	16
50k - 100k	318
100k - 150k	67
>150k	10
Grand Total	411

Expired Non-ongoing Contracts by Length of Continuous Employment

(refers to number of employees whose contracts have expired)

Length of Continuous Employment	Headcount
<=6 mths	177
6 -12 mths	109
1 - 2 yrs	33
2 - 5 yrs	17
> 5 yrs	1
Grand Total	337

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37. Since the 2013 federal election, a total of 452 employees have been engaged on non-ongoing contracts. (data at 14 December 2014).

Questions 38-41. The ABC does not submit staffing requests to the Public Service Commission for approval. Noting this fact, details of non-ongoing contract engagements since the 2013 federal election are set out below. To attempt to provide any further level of detail would involve an unreasonable diversion of resources.

Non-ongoing contract engagements by Age

Age Group	Number
<=20	7
21-30	148
31-40	159
41-50	85
51-60	44
>60	9
Grand Total	452

Non-ongoing contract engagements by Gender

Gender	Matrix
Female	269
Male	183
Grand Total	452

Non-ongoing contract engagements by Classification Level

Classification	Number	Classification	Number
Admin/Professional Band 1	6	Content Maker Band 8	22
Admin/Professional Band 2	2	Content Maker Band 9	8
Admin/Professional Band 3	11	HO Assistant Band 1	1
Admin/Professional Band 4	23	HO Assistant Band 5	1
Admin/Professional Band 5	11	Senior Executive Level 1	7
Admin/Professional Band 6	9	Senior Executive Level 2	3
Admin/Professional Band 7	10	Senior Executive Level 3	3
Admin/Professional Band 8	11	Senior Executive Level 4	2
Admin/Professional Band 9	3	Shop Manager Grade C	1
Director	1	Stock Assistant	1
Content Maker Band 1	4	Technologist Band 1	6
Content Maker Band 2	2	Technologist Band 2	1
Content Maker Band 3	32	Technologist Band 3	2

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Content Maker Band 4	76	Technologist Band 5	2
Content Maker Band 5	67	Technologist Band 6	3
Content Maker Band 6	59	Technologist Band 7	12
Content Maker Band 7	38	Technologist Band 8	9
		Technologist Band 9	3
Grand Total			452

Non-ongoing contract engagements by Salary Range

Salary Range	Number
0 - 50k	20
50k - 100k	333
100k - 150k	88
>150k	11
Grand Total	452

Non-ongoing contract engagements by Length of Contract

Contract Duration	Number
<=6 mths	299
6 -12 mths	109
12 -18 mths	25
>18 mths	19
Grand Total	452

Of these non-ongoing contract engagements, 196 were the result of external advertising.

42. Since the 2013 federal election, a total of 118 employees have been engaged on ongoing contracts. (*data at 14 December 2014*).

Questions 43-46. The ABC does not submit staffing requests to the Public Service Commission for approval. Noting this fact, details of ongoing contract engagements since the 2013 federal election are set out below. To attempt to provide any further level of detail would involve an unreasonable diversion of resources.

Ongoing contract engagements by Age

Age Group	Number
<=20	2
21-30	41
31-40	39
41-50	27
51-60	9
Grand Total	118

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Ongoing contract engagements by Gender

Gender	Number
Female	62
Male	56
Grand Total	118

Ongoing contract engagements by Salary Range

Salary Range	Number
0 - 50k	15
50k - 100k	84
100k - 150k	16
>150k	3
Grand Total	118

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Ongoing contract engagements by Classification Level

Classification	Number	Classification	Number
Admin/Professional Band 3	11	Content Maker Band 9	2
Admin/Professional Band 4	4	HO Assistant Band 4	1
Admin/Professional Band 5	3	HO Retail Manager Level 1	3
Admin/Professional Band 6	5	Senior Executive Level 1	6
Admin/Professional Band 7	6	Senior Executive Level 2	2
Admin/Professional Band 8	5	Senior Executive Level 3	1
Admin/Professional Band 9	1	Shop Assistant	13
Content Maker Band 2	5	Shop Manager Grade B	1
Content Maker Band 3	5	Shop Manager Grade C	1
Content Maker Band 4	8	Shop Manager Grade D	2
Content Maker Band 5	10	Technologist Band 5	1
Content Maker Band 6	6	Technologist Band 6	2
Content Maker Band 7	3	Technologist Band 7	2
Content Maker Band 8	7	Technologist Band 8	2
		Grand Total	118

Of these ongoing contract engagements, 104 were the result of external advertising.