

Senate Economics Legislation Committee
ANSWERS TO QUESTIONS ON NOTICE

Treasury Portfolio

Budget Estimates

2014 - 2015

Department/Agency: PC

Question: BET 464-467

Topic: Departmental Dispute Resolution

Reference: written - 17 June 2015

Senator: Ludwig, Joe

Question:

464. How are disputes between departmental and/or agency staff mediated?
465. Are any outside firms contracted to assist with this process? If yes: please list them, please include:
- a) The structure of payments made to each firm (e.g. retainers, fees for each consultation etc).
 - b) Amount paid to each firm since the last budget.
 - c) When the contract with the firm commenced.
 - d) When the contract with the firm will expire.
 - e) Why the firm was selected to provide the service.
 - f) Please provide a list of disputes referred to the firm, including a brief description of the dispute.
466. How are code of conduct violations by departmental and/or agency staff mediated?
467. Are any outside firms contracted to assist with this process? If yes: please list them, please include:
- a) The structure of payments made to each firm (e.g. retainers, fees for each consultation etc).
 - b) Amount paid to each firm since the last budget.
 - c) When the contract with the firm commenced.
 - d) When the contract with the firm will expire.
 - e) Why the firm was selected to provide the service.
 - f) Please provide a list of disputes referred to the firm, including a brief description of the dispute.

Answer:

464. In general, disputes between staff are mediated by managers and staff in the workplace.
465. As required, but not on an ongoing basis. The Commission engages Optum Health and Technology (Australia) Pty Ltd to provide an Employee Assistance Program for staff and, if required, that company also provides mediation services on a fee for service basis. Since the 2014-15 budget, an amount of \$2,325 (ex GST) has been paid on a fee for service basis to facilitate discussions and provide advice to management regarding working relationships and responsibilities.
- 466-467. There have been no code of conduct related mediations since the 2014-15 budget.