

Senate Standing Committee on Education and Employment - Education

**QUESTIONS ON NOTICE
Budget Estimates 2014-2015**

Cross Portfolio

Department of Education Question No. ED0194_15

Senator Lundy provided in writing.

Question

Dept & all agencies: Non-ongoing contracts extensions

1. Since the 18 September 2013 how many non-ongoing contracts has your department extended? 2. How many non-ongoing contract extensions did your department submit the Public Service Commission for approval? 3. How many of these extensions were approved by the Australian Public Service Commission (APSC)? 4. For every approved extension please provide the following details: a. The employees age. b. Their gender. c. A description of their position. d. Their APS classification level. e. Their wage. f. Where they are located. g. Their length of continuous employment at the APS. h. The length of the approved extension. i. The reason why the extension was submitted. j. The reason why the extension was approved by the APSC. k. Please provide all relevant dates. 5. How many of these extensions were rejected by the APSC? 6. For every rejected extension please provide the following details: a. The employee's age. b. Their gender. c. A description of their position. d. Their wage. e. Where they were located. f. Their length of continuous employment at the APS. g. The length of the extension sought by the department. h. The reason why the extension was submitted. i. The reason why the extension was rejected by the APSC. j. Please provide all relevant dates. 7. Since 18 September 2013, how many non-ongoing contracts have been extended by your department without the APSC's approval? 8. For every unapproved extension please provide the following details: a. The employee's age. b. Their gender. c. A description of their position. d. Their wage. e. Their position's APS level classification. f. Where they were located. g. Their length of continuous employment at the APS. h. The length of the extension granted by the department. i. The reason why the extension was granted. j. Whether the extension was submitted to the APSC for approval and if not why the extension was not submitted for APSC approval? k. The reasons why the extension was granted without the APSC's approval. l. Please provide all relevant dates. Since the 18 September 2013 how many non-ongoing contracts have expired without extension? 9. For every non-ongoing contract that has expired without extension please provide the following details: a. The employee's age. b. Their gender. c. A description of their position. d. Their wage. e. Their position's APS level classification. f. Where they were located. g. Their length of continuous employment at the APS. h. The reason why the extension was not sought for their position. i. Please provide all relevant dates.

Answer

1. 33.
2. In line with the Interim Arrangements for Recruitment in the Australian Public Service (Arrangements) that commenced on 31 October 2013, the delegation to approve the engagement of non-ongoing employees lies with the Agency Head. No non-ongoing contract extensions were submitted to the Public Service Commission for approval.
3. Not applicable.
4. Not applicable.
5. Not applicable.
6. Not applicable.
7. Not applicable.
8. Not applicable.

9.

Age	Gender	Classification	Salary Range	Location	Contract start date	Contract End Date	Reason Extension was not Sought	Description of Position
49	female	APS4	\$64,615- \$69,103	ACT	30/09/2013	01/03/2014	Information not held centrally	Payments to families and services
26	female	APS4	\$64,615- \$69,103	WA	21/08/2013	06/05/2014	Information not held centrally	WA state office
29	female	APS3	\$59,400 - \$61,870	NT	8/10/2013	05/04/2014	Information not held centrally	Early childhood and education and care
25	female	APS5	\$67,312 - 71,069	ACT	1/07/2013	10/05/2014	Information not held centrally	International scholarships
50	female	APS6	\$74,196 - \$83,488	ACT	19/08/2013	24/05/2014	Information not held centrally	External budget

The **Australian Curriculum, Assessment and Reporting Authority (ACARA)** has provided the following response. Not received yet

1.Since the 18 September 2013 how many non-ongoing contracts has your department extended?	20
2.How many non-ongoing contract extensions did your department submit the Public Service Commission for approval?	N/A - Australian Curriculum, Assessment and Reporting Authority, is an independent Commonwealth statutory authority. ACARA employees are not employed under the Public Service Act 1999 (Cth).
3.How many of these extensions were approved by the Australian Public Service Commission (APSC)?	N/A – as above
4.For every approved extension please provide the following details:	N/A – as above
a.The employees age.	
b.Their gender.	
c.A description of their position.	
d.Their APS classification level.	
e.Their wage.	
f.Where they are located.	
g.Their length of continuous employment at the APS.	
h.The length of the approved extension.	
i.The reason why the extension was submitted.	
j.The reason why the extension was approved by the APSC.	
k.Please provide all relevant dates.	
5.How many of these extensions were rejected by the APSC?	N/A as above
6.For every rejected extension please provide the following details:	N/A
a.The employee's age.	
b.Their gender.	
c.A description of their position.	
d.Their wage.	
e.Where they were located.	
f.Their length of continuous employment at the APS.	
g.The length of the extension sought by the department.	
h.The reason why the extension was submitted.	
i.The reason why the extension was rejected by the APSC.	
j.Please provide all relevant dates.	
7.Since 18 September 2013, how many non-ongoing contracts have been	N/A

extended by your department without the APSC's approval?	
8. For every unapproved extension please provide the following details:	
a. The employee's age.	
b. Their gender.	
c. A description of their position.	
d. Their wage.	
e. Their position's APS level classification.	
f. Where they were located.	
g. Their length of continuous employment at the APS.	
h. The length of the extension granted by the department.	
i. The reason why the extension was granted.	
j. Whether the extension was submitted to the APSC for approval and if not why the extension was not submitted for APSC approval?	
k. The reasons why the extension was granted without the APSC's approval.	
l. Please provide all relevant dates.	
9. Since the 18 September 2013 how many non-ongoing contracts have expired without extension? For every non-ongoing contract that has expired without extension please provide the following details:	None
a. The employee's age.	
b. Their gender.	
c. A description of their position.	
d. Their wage.	
e. Their position's APS level classification.	
f. Where they were located.	
g. Their length of continuous employment at the APS.	
h. The reason why the extension was not sought for their position.	
i. Please provide all relevant dates.	

The **Australian Institute for Teaching and School Leadership (AITSL)** has provided the following response.

1.	Since the 18 September 2013 how many non-ongoing contracts has your department extended?	Two
2.	How many non-ongoing contract extensions did your department submit the Public Service Commission for approval?	Not applicable
3.	How many of these extensions were approved by the Australian Public Service Commission (APSC)?	Not applicable
4.	For every approved extension please provide the following details:	
	a. The employees age.	[1] 31 [2] 35
	b. Their gender.	[1] Female [2] Female
	c. A description of their position.	[1] Senior Project Officer [2] Project Officer
	d. Their APS classification level.	[1] AITSL Level 4 [2] AITSL Level 3
	e. Their wage.	[1] \$99,650 [2] \$77,002
	f. Where they are located.	[1] Melbourne [2] Melbourne
	g. Their length of continuous employment at the APS.	[1] 1 year 1 months (continuous employment at AITSL) [2] 1 year 1 months (continuous employment at AITSL)
	h. The length of the approved extension.	[1] 12 months [2] 7 months
	i. The reason why the extension was submitted.	Not applicable
	j. The reason why the extension was approved by the APSC.	Not applicable
	k. Please provide all relevant dates.	Not applicable
5.	How many of these extensions were rejected by the APSC?	Not applicable
6.	For every rejected extension please provide the following details:	Not applicable
	a. The employee's age.	Not applicable
	b. Their gender.	Not applicable
	c. A description of their position.	Not applicable
	d. Their wage.	Not applicable
	e. Where they were located.	Not applicable
	f. Their length of continuous employment at the APS.	Not applicable
	g. The length of the extension sought by the department.	Not applicable
	h. The reason why the extension was submitted.	Not applicable
	i. The reason why the extension was	Not applicable

	rejected by the APSC.	
	j. Please provide all relevant dates.	Not applicable
7.	Since 18 September 2013, how many non-ongoing contracts have been extended by your department without the APSC's approval?	Not applicable
8.	For every unapproved extension please provide the following details:	Not applicable
	a. The employee's age.	Not applicable
	b. Their gender.	Not applicable
	c. A description of their position.	Not applicable
	d. Their wage.	Not applicable
	e. Their position's APS level classification.	Not applicable
	f. Where they were located.	Not applicable
	g. Their length of continuous employment at the APS.	Not applicable
	h. The length of the extension granted by the department.	Not applicable
	i. The reason why the extension was granted.	Not applicable
	j. Whether the extension was submitted to the APSC for approval and if not why the extension was not submitted for APSC approval?	Not applicable
	k. The reasons why the extension was granted without the APSC's approval.	Not applicable
	l. Please provide all relevant dates.	Not applicable
9.	Since the 18 September 2013 how many non-ongoing contracts have expired without extension? For every non-ongoing contract that has expired without extension please provide the following details:	Three
	a. The employee's age.	[1] 45 [2] 61 [3] 44
	b. Their gender.	[1] Male [2] Female [3] Female
	c. A description of their position.	[1] Senior Project Officer [2] Manager [3] Manager
	d. Their wage.	[1] \$96,253 [2] \$140,925 [3] \$127,960
	e. Their position's APS level classification.	[1] AITSL Level 4 [2] AITSL Level 5 [3] AITSL Level 5
	f. Where they were located.	[1] Melbourne [2] Melbourne [3] Canberra
	g. Their length of continuous	[1] Three months

employment at the APS.	[2] 18 months [3] 8 months
h. The reason why the extension was not sought for their position.	[1] Position replaced on an ongoing basis [2] Retirement [3] Employee did not wish to extend
i. Please provide all relevant dates.	Contract end dates: [1] 27/09/2013 [2] 24/12/2013 [3] 24/12/2013
<p>Note: The term ongoing staff has assumed those engaged as maximum-term; the term non-ongoing staff has assumed those engaged as fixed-term.</p> <p>AITSL has a funding agreement to 30 June 2015. Maximum-term staff are those employed to that date hence the assumption that they are considered ongoing has applied.</p>	

The **Australian Research Council (ARC)** has provided the following response:

- 1) None
- 2) Not applicable
- 3) Not applicable
- 4) Not applicable
- 5) Not applicable
- 6) Not applicable
- 7) Not applicable
- 8) Not applicable
- 9)

Gender	Age	Gender	Position	Class	Location	Length of Employment	Salary \$
Male	24	Male	Project Officer	APS4	Canberra	5 months	62 069
Female	42	Female	Project Officer	APS4	Canberra	5 months	62 069
Male	29	Male	Administration	APS5	Canberra	12 months	67 431
Female	23	Female	Administration	APS3	Canberra	12 months	55 212

h) The Australian Research Council follows the APSC interim Guidelines on Recruitment within the APS, one of which was not to extend non ongoing contracts.

i) Not applicable

The **Tertiary Education Quality and Standards Agency (TEQSA)** has provided the following response.

- 1) NIL
- 2) NIL
- 3) NIL
- 4) Not applicable
- 5) Not applicable
- 6) Not applicable
- 7) Not applicable
- 8) Not applicable
- 9) Not applicable

The **Australian Institute of Aboriginal and Torres Strait Islander Studies (AIATSIS)** has provided the following response.

1. Since the 18 September 2013 how many non-ongoing contracts has your department extended?	43
2. How many non-ongoing contract extensions did your department submit the Public Service Commission for approval?	N/A - We are not required to submit non-ongoing contract extensions to the Public Service Commission for pre-approval under the interim arrangements for APS recruitment.
3. How many of these extensions were approved by the Australian Public Service Commission (APSC)?	N/A
4. For every approved extension please provide the following details:	
- a. The employees age.	N/A
- b. Their gender.	N/A
- c. A description of their position.	N/A
- d. Their APS classification level.	N/A
- e. Their wage.	N/A
- f. Where they are located.	N/A
- g. Their length of continuous employment at the APS.	N/A
- h. The length of the approved extension.	N/A
- i. The reason why the extension was submitted.	N/A
- j. The reason why the extension was approved by the APSC.	N/A
- k. Please provide all relevant dates.	N/A

5. How many of these extensions were rejected by the APSC?	N/A
6. For every rejected extension please provide the following details:	N/A
- a. The employee's age.	N/A
- b. Their gender.	N/A
- c. A description of their position.	N/A
- d. Their wage.	N/A
- e. Where they were located.	N/A
- f. Their length of continuous employment at the APS.	N/A
- g. The length of the extension sought by the department.	N/A
- h. The reason why the extension was submitted.	N/A
- i. The reason why the extension was rejected by the APSC.	N/A
- j. Please provide all relevant dates.	N/A
7. Since 18 September 2013, how many non-ongoing contracts have been extended by your department without the APSC's approval?	N/A - We are not required to submit non-ongoing contract extensions to the Public Service Commission for pre-approval under the interim arrangements for APS recruitment.
8. For every unapproved extension please provide the following details:	
- a. The employee's age.	N/A
- b. Their gender.	N/A
- c. A description of their position.	N/A
- d. Their wage.	N/A
- e. Their position's APS level classification.	N/A
- f. Where they were located.	N/A
- g. Their length of continuous employment at the APS.	N/A
- h. The length of the extension granted by the department.	N/A
- i. The reason why the extension was granted.	N/A
- j. Whether the extension was submitted to the APSC for approval and if not why the extension was not submitted for APSC approval?	N/A
- k. The reasons why the extension was granted without the APSC's approval.	N/A
- l. Please provide all relevant dates since the 18 September 2013.	N/A
9. How many non-ongoing contracts have expired without extension?	9
For every non-ongoing contract that has	

expired without extension please provide the following details:	
- a. The employee's age.	<ul style="list-style-type: none"> i) 44 ii) 25 iii) 25 iv) 20 v) 60 vi) 24 vii) 59 viii) 47 ix) 40
- b. Their gender.	<ul style="list-style-type: none"> i) M ii) F iii) M iv) F v) F vi) F vii) F viii) F ix) M
- c. A description of their position.	<ul style="list-style-type: none"> i) Facilities Assistant ii) Research Officer iii) Archive Assistant – Image iv) Administrative Assistant v) Senior Project Officer vi) Archive Assistant – Image vii) Learning & Career Pathways Manager viii) Research Project Officer ix) Packer - Casual
- d. Their wage.	<ul style="list-style-type: none"> i) \$39,886pa ii) \$58,915pa iii) \$55,142pa iv) \$52,820pa v) \$119,411pa vi) \$58,915pa vii) \$89,922pa viii) \$72,056pa ix) \$46,411pa
- e. Their position's APS level classification.	<ul style="list-style-type: none"> i) APS1 ii) APS4 iii) APS3 iv) APS3 v) EL2 vi) APS4 vii) EL1 viii) APS6 ix) APS2
- f. Where they were located.	All positions are located in the ACT

<p>- g. Their length of continuous employment at the APS.</p>	<ul style="list-style-type: none"> i) 2 months ii) 6 months iii) 8 months iv) 5 months v) 8 months vi) 6 months vii) 7 months viii) 4 years 4 months ix) 6 months
<p>- h. The reason why the extension was not sought for their position.</p>	<ul style="list-style-type: none"> i) Position was filled permanently via recruitment selection ii) VISA not permitting extension beyond 6 months continuous employment with the same employer iii) Other employment found elsewhere iv) Commenced university interstate v) End of Project vi) Other employment found elsewhere vii) Organisation restructure viii) Organisation restructure ix) Casual employment ended