

Senate Standing Committee on Education and Employment - Education

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

Cross Portfolio

Department of Education Question No. ED0195_15

Senator Lundy provided in writing.

Question

Dept & all agencies: New engagement - non-ongoing contracts

1. Since 18 September 2013, how many new employees have been engaged on non-ongoing contracts without the approval of the Public Service Commission? 2. For every unapproved new engagement of a non-ongoing employee please provide the following details: a. Their age. b. Their gender. c. A description of their position. d. Their wage. e. Where their position is located. f. Their position's APS level classification. g. The length of their non-ongoing contract. h. Whether their position was advertised externally. i. The reason for engaging this new employee. j. The reason for engaging this employee without the APSC's approval. k. Please provide all relevant dates 3. Since the 18 September 2013 how many new employees have been engaged by your department on ongoing contracts? 4. Since the 18 September 2013 how many new ongoing engagements were submitted to the Public Service Commission for approval? 5. How many of these new ongoing engagements were approved by the Public Service Commission? 6. For every approved new engagement of a ongoing employee please provide the following details: a. Their age. b. Their gender. c. A description of their position. d. Their wage. e. Where their position is located. f. Their position's APS level classification. g. The length of their ongoing contract. h. Whether their position was advertised externally. i. The reason for engaging this new employee. j. The reason provided by APSC for approving this engagement. k. Please provide all relevant dates. 7. How many of these new ongoing employee applications were rejected by the Public Service Commission? 8. For every new ongoing engagement rejected by the Public Service Commission please provide the following details: a. Their age. b. Their gender. c. A description of their position. d. Where their position is located. e. Their wage. f. Their position's APS level classification. g. The length of their ongoing contract. h. Whether their position was advertised externally. i. The reason for engaging this new employee. j. The reason provided by APSC for approving this engagement. k. Please provide all relevant dates. 9. How many new employees have been engaged on ongoing contracts without the approval of the Public Service Commission? 10. For every ongoing employee engaged without the Public Service Commission's approval please provide the following details: a. Their age. b. Their gender. c. A description of their position. d. Where their position is located. e. Their wage. f. Their position's APS level classification. g. The length of their ongoing contract. h. Whether their position was advertised externally. i. The reason for engaging this new employee. j. The reason for engaging this employee without the APSC permission. k. Please provide all relevant dates.

Answer

1. 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, not with the Australian Public Service Commissioner.
2. Not applicable.
3. 31 (includes seven Indigenous Australian Government Development Programme (IAGDP) participants and twenty graduates).
4. None as all engagements were approved by the relevant departmental delegate prior to the commencement of the Interim Arrangements for Recruitment in the Australian Public Service.
5. Not applicable.
6. Not applicable.
7. Not applicable.
8. Not applicable.
9. None.
10. Not applicable.

The **Australian Curriculum, Assessment and Reporting Authority (ACARA)** has provided the following response.

1. Since 18 September 2013, how many new employees have been engaged on non-ongoing contracts without the approval of the Public Service Commission?	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).
2. For every unapproved new engagement of a non-ongoing employee please provide the following details:	N/A – as above
3. Since the 18 September 2013 how many new employees have been engaged by your department on ongoing contracts?	Four
4. Since the 18 September 2013 how many new ongoing engagements were submitted to the Public Service Commission for approval?	N/A - Australian Curriculum, Assessment and Reporting Authority, an independent Commonwealth statutory authority. ACARA employees are not employed under the Public Service Act 1999 (Cth).
5. How many of these new ongoing engagements were approved by the Public Service Commission?	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).
6. For every approved new engagement of a ongoing employee please provide the following details:	N/A
7. How many of these new ongoing employee applications were rejected by	N/A - Australian Curriculum, Assessment and Reporting Authority, is an independent

the Public Service Commission?	Commonwealth statutory authority. ACARA employees are not employed under the Public Service Act 1999 (Cth).
8. For every new ongoing engagement rejected by the Public Service Commission please provide the following details:	N/A as above
9. How many new employees have been engaged on ongoing contracts without the approval of the Public Service Commission?	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).
10. For every ongoing employee engaged without the Public Service Commission's approval please provide the following details:	N/A – as above

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

1. Since 18 September 2013, how many new employees have been engaged on non-ongoing contracts without the approval of the Public Service Commission?	Not applicable
2. For every unapproved new engagement of a non-ongoing employee please provide the following details:	Not applicable
3. Since the 18 September 2013 how many new employees have been engaged by your department on ongoing contracts?	Eight
4. Since the 18 September 2013 how many new ongoing engagements were submitted to the Public Service Commission for approval?	Not applicable
5. How many of these new ongoing engagements were approved by the Public Service Commission?	Not applicable
6. For every approved new engagement of a ongoing employee please provide the following details:	Not applicable
7. How many of these new ongoing employee applications were rejected by the Public Service Commission?	Not applicable
8. For every new ongoing engagement rejected by the	Not applicable

Public Service Commission please provide the following details:	
9. How many new employees have been engaged on ongoing contracts without the approval of the Public Service Commission?	Not applicable
10. For every ongoing employee engaged without the Public Service Commission's approval please provide the following details:	Not applicable
<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.

1–10) None

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

1) NIL

2) Not applicable

3) NIL

4) NIL

5) NIL

6) Not applicable

7) Not applicable

8) Not applicable

9) NIL

10) Not applicable

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

1. Since 18 September 2013, how many new employees have been engaged on non-	N/A - We are not required to submit non-ongoing contract engagements to the Public Service Commission for pre-approval under the interim
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ongoing contracts without the approval of the Public Service Commission?	arrangements for APS recruitment.
2. For every unapproved new engagement of a non-ongoing employee please provide the following details:	
- a. Their age.	N/A
- b. Their gender.	N/A
- c. A description of their position.	N/A
- d. Their wage.	N/A
- e. Where their position is located.	N/A
- f. Their position's APS level classification.	N/A
- g. The length of their non-ongoing contract.	N/A
- h. Whether their position was advertised externally.	N/A
- i. The reason for engaging this new employee.	N/A
- j. The reason for engaging this employee without the APSC's approval.	N/A approval
- k. Please provide all relevant dates	N/A
3. Since the 18 September 2013 how many new employees have been engaged by your department on ongoing contracts?	10
4. Since the 18 September 2013 how many new ongoing engagements were submitted to the Public Service Commission for approval?	None (9 were appointed prior to APS interim recruitment arrangements. 1 was a transfer at level from another agency).
5. How many of these new ongoing engagements were approved by the Public Service Commission?	N/A
6. For every approved new engagement of a ongoing employee please provide the following details:	N/A
- a. Their age.	N/A
- b. Their gender.	N/A
- c. A description of their position.	N/A
- d. Their wage.	N/A

- e. Where their position is located.	N/A
- f. Their position's APS level classification.	N/A
- g. The length of their ongoing contract.	N/A
- h. Whether their position was advertised externally.	N/A
- i. The reason for engaging this new employee.	N/A
- j. The reason provided by APSC for approving this engagement.	N/A
- k. Please provide all relevant dates.	N/A
7. How many of these new ongoing employee applications were rejected by the Public Service Commission?	N/A
8. For every new ongoing engagement rejected by the Public Service Commission please provide the following details:	N/A
- a. Their age.	N/A
- b. Their gender.	N/A
- c. A description of their position.	N/A
- d. Where their position is located.	N/A
- e. Their wage.	N/A
- f. Their position's APS level classification.	N/A
- g. The length of their ongoing contract.	N/A
- h. Whether their position was advertised externally.	N/A
- i. The reason for engaging this new employee.	N/A
- j. The reason provided by APSC for approving this engagement.	N/A
- k. Please provide all relevant dates.	N/A
9. How many new employees	10 (9 were appointed prior to APS interim

have been engaged on ongoing contracts without the approval of the Public Service Commission?	recruitment arrangements. 1 was a transfer at level from another agency).
10. For every ongoing employee engaged without the Public Service Commission's approval please provide the following details:	
- a. Their age.	<ul style="list-style-type: none"> i) 26 ii) 31 iii) 46 iv) 34 v) 47 vi) 35 vii) 53 viii) 43 ix) 51 x) 21
- b. Their gender.	<ul style="list-style-type: none"> i) F ii) F iii) F iv) M v) F vi) M vii) M viii) M ix) F x) F
- c. A description of their position.	<ul style="list-style-type: none"> i) Online Communications Manager ii) Finance & Budgets Manager iii) Communications Officer iv) Facilities Assistant v) Communications Director vi) Senior Systems Manager vii) Risk & Compliance Manager viii) Senior Web Developer ix) HR Strategies & Planning Manager x) Administrative Assistant
- d. Where their position is located.	All positions are located in ACT
- e. Their wage.	<ul style="list-style-type: none"> i) \$89,922pa ii) \$89,922pa iii) \$71,341pa iv) \$60,086pa v) \$125,756pa vi) \$96,831pa xi) \$106,935pa xii) \$89,922pa xiii) \$101,278pa xiv) \$46,970pa
- f. Their position's APS level	<ul style="list-style-type: none"> i) EL1 ii) EL1

classification.	iii) APS5 iv) APS4 v) EL2 vi) EL1 vii) EL1 viii) EL1 ix) EL1 x) APS1																								
- g. The length of their ongoing contract.	N/A																								
- h. Whether their position was advertised externally.	i) yes ii) yes iii) yes iv) yes v) yes vi) yes vii) yes viii) yes ix) no - redeployment x) No – internal APS transfer																								
- i. The reason for engaging this new employee.	i) Organisational restructure ii) Organisational restructure iii) Organisational restructure iv) Organisational restructure v) Organisational restructure vi) Organisational restructure vii) Organisational restructure viii) Organisational restructure ix) Organisational restructure x) Backfill																								
- j. The reason for engaging this employee without the APSC permission.	i) Was not required at the time ii) Was not required at the time iii) Was not required at the time iv) Was not required at the time v) Was not required at the time vi) Was not required at the time vii) Was not required at the time viii) Was not required at the time ix) Internal APS transfer (redeployment) x) Internal APS transfer																								
- k. Please provide all relevant dates.	<table border="1"> <thead> <tr> <th></th> <th>date advert</th> <th>date gazettal</th> <th>date comm</th> </tr> </thead> <tbody> <tr> <td>i)</td> <td>17-07-13</td> <td>12-09-13</td> <td>23-09-13</td> </tr> <tr> <td>ii)</td> <td>17-07-13</td> <td>12-09-13</td> <td>25-09-13</td> </tr> <tr> <td>iii)</td> <td>17-07-13</td> <td>26-09-13</td> <td>02-10-13</td> </tr> <tr> <td>iv)</td> <td>17-07-13</td> <td>Not gazetted</td> <td>02-10-13</td> </tr> <tr> <td>v)</td> <td>17-07-13</td> <td>03-10-13</td> <td>08-10-13</td> </tr> </tbody> </table>		date advert	date gazettal	date comm	i)	17-07-13	12-09-13	23-09-13	ii)	17-07-13	12-09-13	25-09-13	iii)	17-07-13	26-09-13	02-10-13	iv)	17-07-13	Not gazetted	02-10-13	v)	17-07-13	03-10-13	08-10-13
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	vii)	17-07-13	17-10-13	16-10-13
	viii)	17-07-13	17-10-13	28-10-13
	viii)	N/A	Not gazetted	21-11-13
	x)	N/A	Not gazetted	20-01-14