

Senate Standing Committee on Education and Employment

QUESTIONS ON NOTICE Budget Estimates 2014-2015

Agency - Fair Work Ombudsman

Department of Employment Question No. EM0104_15

Senator Ludwig provided in writing.

Question

FWO - New non-ongoing contracts

1. 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.

2. 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.

Answer

1. No non-ongoing employee applications have been rejected by the APS Commissioner.
2. Since 7 September 2013 to 30 April 2014, 29 staff have been engaged on non-ongoing contracts without seeking the approval of the APS Commissioner.

In accordance with the principles of the interim recruitment arrangements, the Fair Work Ombudsman was not required to seek approval from the APS Commissioner to fill these positions. They were approved by our agency head.

The reasons are provided in the table below:

No	APS Level	Position	Contract Duration	Reason for not seeking approval
13	APS 4	Fair Work Inspector	12 months	Commenced prior to interim recruitment arrangements on 31 October 2013
1	APS 4	Administration	9 months	Commenced prior to interim recruitment arrangements on 31 October 2013

1	EL 1	Finance - Procurement	8 months	Commenced prior to interim recruitment arrangements on 31 October 2013
1	EL 1	Senior Lawyer	3 months	Commenced prior to interim recruitment arrangements on 31 October 2013
1	EL 2	Security Advisor	4 months	Section 26 transfer between agencies
1	APS 6	IT System Specialist (CRM)	12 months	Section 26 transfer between agencies
1	APS 4	Fair Work Inspector	12 months	Section 26 transfer between agencies
3	EL 1	Senior Lawyer	12 months	Contract restricted to 12 months duration
1	APS 6	Lawyer	12 months	Contract restricted to 12 months duration
1	APS4	Admin	12 months	Contract restricted to 12 months duration
1	EL 2	Communications	8 months	Contract restricted to 12 months duration
4	APS 3	IBL Placement	12 months	Contract restricted to 12 months duration

All the positions have been recruited to fill critical business needs.

All employees are paid in accordance with the wage levels prescribed in the Fair Work Ombudsman's Enterprise Agreement.