

**Senate Standing Committee on Education and Employment**

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

**Agency - Fair Work Building & Construction**

**Department of Employment Question No. EM0415\_15**

**Senator Ludwig provided in writing.**

**Question**

**FWBC - Temporary staff contracts**

"1. How much did the department/agency spend on temporary or contract staff since September 7th 2013? 2. How many temporary or contract staff were employed since September 7th 2013? 3. How many temporary or contract staff are currently employed? 4. How much was paid for agencies/companies to find temporary/contract staff? 5. How much is budgeted in the 2014/15 year for contract staff? 6. What policies/criteria govern the appointment of Contract staff? 7. How is the use of contract staff consistent with a professional, independent public service?"

**Answer**

1. FWBC only engaged temporary staff as non-ongoing or casual employees on salaries. FWBC did not have utilise agency based staff.
2. 11.
3. As at 2 June 2014, FWBC employs nine staff on non-ongoing contracts.
4. Fitzwork.com.au \$350, Adcorp \$259 (advertising).
5. FWBC has a global employee expense budget and does not split this between on-going and non-ongoing staff.
6. FWBC complies with the *Public Service Regulations 1999* when appointing non-ongoing employees for a specified term contract. Sub regulations 3.5 (3) to (6) of the *Public Service Regulations 1999* relate to the engagement of a person as a non-ongoing non-SES employee for a specified term:  
(3) An Agency Head may engage a person as a non-ongoing employee for a specified term if:
  - (a) there is a vacancy for a limited period and the need for the person to perform those duties will not be required after that period; or
  - (b) where, because of the particular skills, knowledge or experience required to perform the duties of the employment can best be met by employing a person who has recently worked in the industry that corresponds to the employment for which the person is being engaged.The grounds set out in (a) may be used where an agency has:
  - A temporary increase in its workload
  - A temporary demand from employees with particular skills
  - A need to replace an ongoing APS employee who is on leave or on temporary assignment elsewhere; or
  - Pending the filing of a vacancy on an ongoing basis
7. Non-ongoing engagements or extensions to existing contracts are required where there is a critical need to meeting business demand and ensuring delivery of service.