

Senate Standing Committee on Education and Employment

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

Agency - Fair Work Building & Construction

Department of Employment Question No. EM0823_15

Senator Cameron asked on 2 June 2014 on proof Hansard page 42

Question

FWBC - Engagement of employee

Senator CAMERON: Can you provide details of what processes took place within the commission to make sure that they were engaged under the merit selection process of the APS? Mr Hadgkiss: Yes. I will take that on notice.

Answer

As at 2 June 2014, FWBC employs nine non-ongoing employees. The FWBC Agency Head has given approval for these employees to be engaged on a non-ongoing contract for a specified term.

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.

The agency head considered it appropriate to engage these employees as non-ongoing for a specified term.