

Senate Finance and Public Administration Legislation Committee
ANSWERS TO QUESTIONS ON NOTICE
Budget Estimates Hearing 25-29 May 2015

Prime Minister and Cabinet Portfolio

Department/Agency: Tiwi Land Council
Outcome/Program: Outcome 2: Indigenous
Topic: Mr John Hicks contract

Senator: Senator Nova Peris OAM
Question reference number: 128
Type of question: Written
Date set by the committee for the return of answer: 10 July 2015

Number of pages: 2

Question:

1. On page 9 of the 2013/14 Annual Report of the Tiwi Land Council states Mr John Hicks was given a 10 year contract in 2005. Given it is now 2015 has Mr Hicks been re-employed by the Tiwi Land Council? If yes, what is the nature of my Hicks' role at the Tiwi Land Council? If yes, what are the performance review requirements and procedures for Mr Hicks?
2. Under Mr Hicks' employment contract what are the provisions for renewal of his contract?
3. Who negotiated and finalised the terms and conditions of Mr Hicks' contract?
4. It is highly unusual for any employee to be employed on a ten year contract. Why was Mr Hicks given a ten year employment contract?
5. Has Mr Hicks received any benefit or extra payment from the Tiwi Land Council or including any of its associated entities – outside of his contractual employment entitlements between 2005 and 2015? If yes, what are these extra benefits or payments?

Answer:

1. No. Mr. Hicks has not been re-employed by the Tiwi Land Council.
2. Mr Hicks' contract has not been renewed.

3. The Tiwi Land Council retained accredited Human Resource consultants MERCERS in 2004 who undertook job and remuneration analysis of all executive and administrative positions. A contract of employment drafted by Cridlands Lawyers was accepted by the Land Council in 2005.
4. Mr. Hicks commenced full time work with the Tiwi Land Council on 16 April 1986. He continued his work without any contract from that date until 30 June 2005 when he suggested retirement. The Land Council requested he remain employed and provided a ten year contract for him to do so.
5. The Tiwi Land Council is a corporate Commonwealth Entity and does not have any associated entities. Tiwi Land Council has not paid any entitlement to Mr. Hicks that is outside his contract.