

**Senate Standing Committee on Environment and Communications**  
**Answers to Senate Estimates Questions on Notice**  
**Supplementary Budget Estimates Hearings November 2013**  
**Communications Portfolio**  
**Australia Post**

**Question No: 60**

**Program No. Australia Post**

**Hansard Ref: Page 31 (19/11/2013)**

**Topic: Recruitment**

**Senator Pratt asked:**

I have some last questions, which I can put on notice. How are Australia Post executives recruited? Are all senior management and executive positions advertised outside Australia Post? What selection procedures are used? Are external recruitment agencies used? Can you provide the title and position of descriptions of 435 staff identified in your annual report on, I think, page 98 whose salaries range from \$180,000 to just over \$1 million?

**Answer:**

a) How are Australia Post executives recruited?

Australia Post has a preferred panel of suppliers for all our corporate recruiting who use a combination of professional networking, advertising and in some cases search to fill our roles. In addition to this, we have established relationships with a small number of international search firms who support our recruitment at the most senior levels. Almost all our executives are recruited via these channels.

b) Are all senior management and executive positions advertised outside Australia Post?

No.

c) What selection procedures are used?

Australia Post conducts a series of behavioural interviews and business meetings, and frequently supports these with a psychometric and abilities assessment that aligns with our corporate culture and leadership competencies. In addition, we will undertake reference checking.

d) Are external recruitment agencies used?

Yes.

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- e) Can you provide the title and position of descriptions of 435 staff identified in your annual report on, I think, page 98 whose salaries range from \$180,000 to just over \$1 million?

Australia Post's remuneration strategy aims to contribute to the success of our business by supporting the attraction, retention and motivation of our talent. Our remuneration strategy is designed to facilitate an effective and performance-oriented culture across the enterprise, motivating capable and engaged employees to drive our strategy.

Our remuneration strategy is based around the following key principles:

- remuneration is benchmarked against independent external market data sourced from Mercer to ensure it is competitive for our employees whilst also being cost effective for Australia Post;
- the remuneration structure reflects a mix of fixed and variable remuneration that is sufficiently flexible to cope with competitive pressures;
- within the context of our remuneration framework, actual levels of total remuneration is directly influenced by individual contribution and corporate performance.

The 435 roles identified on page 98 of our annual report are from the following business areas:

<b>Business Division</b>	<b>No of Staff</b>
Communication Management Services	28
Corporate Affairs and People (excluding HR)	29
Finance & Business Services	164
Human Resources	33
Parcel & Express Services	55
Post Operations Network	37
Retail Services	43
Sales & Marketing	46
<b>Grand Total</b>	<b>435</b>

Further details regarding titles and position descriptions are considered to be commercial-in-confidence. As such Australia Post is not in a position to provide the information requested.