

Senate Standing Committee on Economics

ANSWERS TO QUESTIONS ON NOTICE

Treasury Portfolio

Additional Estimates

16 February 2012

Question No: AET 970 - 973

Topic: Staffing - Graduates (ATO)

Hansard Page: Written

Senator Bushby asked:

970. How many graduates have been engaged this year?
971. Where have they been placed in the department/agency?
972. Were these empty positions or are they new positions?
973. List what training will be provided, the name of the provider and the cost.

Answer:

970. 258 graduates across six occupational streams commenced the 12 month ATO Graduate Development Program at the start of February 2012.

Occupational stream	Number of graduates
Law, finance and accounting	149
People management	6
Business management	33
Marketing communications	10
Business design	8
Information technology	52
Total	258

971. The ATO Graduate Development Program is a structured program with defined learning and two workplace rotations. Graduates are placed in workplace rotations to develop their capabilities across the four sub-plans in the ATO.

For their first workplace rotation in 2012, the graduates have been placed in the sub-plans as follows:

Sub-plans	Number of graduates
Compliance	138
Corporate Services and Law	33
Enterprise Solutions and Technology	54
Operations	33
Total	258

At the end of the 12 month program, graduates are placed into positions in the sub-plans that align to their occupational stream. For example, the majority of IT graduates are placed in the Enterprise Solutions and Technology sub-plan.

972. The ATO aims to recruit a minimum of around 200 graduates each year. The number varies from year to year based on the demand for graduates, the number of applicants, budget available and workforce requirements. Last year was an extraordinary year with 403 graduates commencing with a strong field of applicants. This year 258 graduates were recruited and commenced in February.

Of the 403 graduates recruited last year, 380 completed the program and were permanently placed in positions across the ATO. As with every year these were a mix of new positions and vacant positions.

973. All graduates undertake the following ATO formal program which qualifies the participants for the Certificate IV in Government (Project Management):

1. Corporate induction training on subjects such as privacy, secrecy and fraud.
2. Learning and development in core competencies such as presentation skills, managing conflict, risk, and project management.
3. A range of job specific experiences relevant to their workplace rotations.

In addition, graduates also complete training specific to their stream:

- Law, finance and accounting and business management stream graduates complete an in-house training program consisting of approximately 50 tax technical topics and also undertake a short placement in an ATO call centre for client contact experience.
- People management graduates undertake a Certificate IV - Foundations of Human Resources provided by Australian Human Resources Institute at a total cost of \$10,570.
- Marketing communications graduates undertake an in-house training program consisting of topics such as media, brand and communications framework.
- Business design stream graduates undertake an in-house program consisting of topics such as user-centred design, blueprinting and process mapping.
- Information technology stream graduates complete a series of in-house courses to introduce them to the different roles that systems and technology perform in the ATO.