

**SENATE EMPLOYMENT, WORKPLACE RELATIONS AND EDUCATION  
LEGISLATION COMMITTEE**

**2005-2006 BUDGET SENATE ESTIMATES HEARING  
30, 31 MAY and 3 JUNE 2005**

**EMPLOYMENT AND WORKPLACE RELATIONS PORTFOLIO**

**QUESTIONS ON NOTICE**

**Office of the Employment Advocate**

**Question Number: W265-06**

**Question:**

Senator Marshall provided in writing:

Does the OEA lend or lease or second OEA staff or officers to industry associations?

If so, on what basis does this occur?

How many such arrangements were in place in 2004-05?

How many such arrangements are in place today?

Please provide details regarding who in the Office was seconded, to which organisation/association, for what reason, for how long, on what financial arrangement.

What is the Office's policy regarding financial arrangements in these instances?

**Answer:**

Yes, under the OEA's Secondment Guidelines. There is one project during 2004-05 which involves the secondment of OEA staff to an industry association.

The OEA currently has five staff seconded to Restaurant and Catering Australia branches in Victoria, New South Wales, Queensland, Western Australia and South Australia. The project operates for 10 months, from 1 March 2005 to 31 December 2005.

The initiative arises from Recommendation 18 of the Government's Restaurant and Catering Industry Action Agenda (RCIAA), which is to "promote and adequately resource individual and collective agreement making across the whole industry". Under RCIAA Strategy 18.2, the OEA is to work with industry representatives and the Department of Employment and Workplace Relations to promote AWAs to employers.

The five secondees remain OEA employees, are managed by the OEA, and are subject to OEA employment conditions, the Australian Public Service code of conduct, and the OEA's Guiding Principles and policies.

Each secondee is provided, by the OEA, with a motor vehicle, a mobile phone and a laptop computer with internet access and dial-up access to the OEA's network.

Each secondee spends up to four days per week with the relevant RCA State association in their offices or undertaking promotional and educational activities with Association members at their workplaces.

The OEA continues to bear the expense of the officers' salary, vehicle and laptop computer. The RCA provides office accommodation, desktop computers, access to office equipment (eg landline phone, fax, and photocopier) and other administrative support (eg secretarial and post).