

Senate Finance and Public Administration Legislation Committee

ANSWER TO QUESTION ON NOTICE

Finance and Administration Portfolio

Department of Finance and Administration

Budget Estimates Hearing – May 2006

Question: F45

Outcome 3, Output 3.1.2

Topic: COMCAR Drivers

Written Question on Notice

Senator Carr asked:

- (1) What changes have been made to the recruitment of COMCAR drivers over the past eighteen months?
- (2) How many drivers have been recruited during that period?
- (3) Of those, how many were employed through labour hire firms?
- (4) Can you confirm that a labour hire company Ready Workforce is being used to employ drivers?
- (5) If so, how many during the last eighteen months?
- (6) There is another labour hire firm called Kelly's. Has that firm been used as well?
- (7) How many drivers have been recruited through that firm.
- (8) Have any other labour hire firms been used?
- (9) Which ones?
- (10) What are the differences in pay and conditions between permanent drivers and those employed through labour hire companies?
- (11) Can you confirm that drivers employed through labour firms are paid less than permanently employed drivers?
- (12) What is the difference in remuneration scales and rates of pay?
- (13) What is the discrepancy between the remuneration and conditions enjoyed by drivers employed under their current industrial agreement and that received by drivers employed through labour hire companies?

Answer:

- (1) There have been no changes made to the recruitment of COMCAR drivers over the past eighteen months.
- (2) 109 drivers have been recruited over the past eighteen (18) months.
- (3) Of the 109 drivers, ninety-five (95) drivers were recruited through labour hire firms.
- (4) Yes.

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- (5) Twenty-one (21) drivers have been sourced through Ready Workforce during the last eighteen months.
- (6) Yes.
- (7) Seventy-four (74) drivers have been sourced through Kelly Services over the past eighteen (18) months.
- (8) No.
- (9) Not applicable.
- (10) Permanent (ongoing) drivers are paid a salary and receive a range of leave entitlements whereas drivers employed through labour hire companies receive a composite hourly rate that includes a loading in lieu of leave entitlements.
- (11) No. Drivers employed through labour firms are casual employees and are paid an hourly rate equivalent to the rate applicable to non-ongoing drivers on the Certified Agreement. Ongoing (permanent) drivers are paid a composite annual salary.
- (12) Permanent (ongoing) drivers are paid an annual composite salary and the current hourly rate for a casual driver is \$20.90 Monday to Friday and \$31.79 on weekends and public holidays.
- (13) Drivers employed through labour hire companies are covered by the superannuation and workers' compensation arrangements of the labour hire company, whereas those employed directly by the Commonwealth are covered by Commonwealth superannuation and workers' compensation.