

Senate Finance and Public Administration Legislation Committee —Budget Estimates Hearing—May 2010

Answers to Questions on Notice

Parliamentary Portfolio, Department of Parliamentary Services

Topic: **Management of The Parliament Shop and gym**

Question: **P 7 a) and b)**

Hansard reference **F&PA 41, 24 May 2010**

Date set by the committee for the return of answer: 9 July 2010

7 a)

Senator RONALDSON—I am advised that about 12 months ago the position of manager of the Parliament Shop was eliminated in an organisational restructuring; is that right?

Ms Graham—I would have to take that specific question about which positions were abolished and which were created on notice.

Senator RONALDSON—One of the managers, someone with many years of service, was made redundant.

Ms Graham—There were a number of staff in the Facilities section whose positions were identified as no longer being part of a new structure. I would have to take on notice the exact detail of which positions were made redundant, because there certainly was more one.

7 b)

Senator RONALDSON—And the position was upgraded to encompass management of both the gift shop and the gym; is that right?

Ms Graham—I would need to take that on notice.

Answer (for P7 a and b)

1 The subject positions are in the Facilities section of the Building Services Branch. This Branch reports through the Departmental Deputy Secretary. The positions are not part of the Finance Branch.

2 Early in 2009, the Facilities section of the Building Services Branch commenced an organisational review (**the review**) of its services and structures. During the conduct of this review, staff and the CPSU were consulted extensively on service delivery requirements, staff levels, structures and job specifications. A revised structure recommended by the review was implemented on 1 July 2009.

3 Prior to 1 July 2009, the Parliament Shop Manager position was at the PSL5 level and was filled by an employee who had commenced with DPS in September 2008. The Health and Recreation Centre (**HRC**) Manager position was at the PSL6 level and was filled by an employee who had been with DPS since early 2002.

4 As a result of the review, the PSL5 Parliament Shop Manager and the PSL6 HRC Manager positions were merged into a single new position at the PSL6 level, titled Retail Services Manager. This position was to manage both the operations of The Parliament Shop and the HRC, with a focus on business development, service delivery improvements and customer service.

5 This action of abolishing both the PSL6 HRC Manager and PSL5 Parliament Shop Manager positions resulted in the existing employees becoming excess.

6 The PSL6 HRC Manager declined to apply for either the newly created PSL6 Retail Services Manager position, or other vacancies at the PSL6 classification.

7 The PSL5 Parliament Shop Manager declined to apply for newly created PSL5 positions.

8 As a result, the new PSL5 and PSL6 positions were advertised and filled in accordance with the normal public sector merit selection process.

9 For the PSL6 Retail Services Manager, the selection committee comprised two senior officers from the Building Services Branch and one senior officer from the Projects Branch of DPS. These officers were aware that one of the candidates was related to the DPS Chief Finance Officer (**CFO**), but there was no consultation or discussions about the selection process with the CFO. The selection panel noted that short-listed candidates all had strong retail credentials, including the eventual appointee.

10 The previous PSL5 Parliament Shop Manager and the previous PSL6 HRC Manager elected not to accept redundancy and requested support in redeployment. DPS supported both employees by funding their enrolment with the Australian Public Service Commission *Careers Transition and Support Centre* and payment of salaries whilst on short-term employment placements in other Commonwealth agencies. Both employees have permanently transferred from DPS, having obtained employment in other Commonwealth agencies.