

Senate Finance and Public Administration Legislation Committee

ANSWERS TO QUESTIONS ON NOTICE

Finance and Administration Portfolio

Department of Finance and Administration

November Estimates Hearings 2003-04 – 4 November 2003

Question: 35A

Across all Outcomes and Outputs

Topic: 2003 Management Advisory Committee (MAC) report

Hansard page: N/A

Written Question on Notice: 4 November 2003

Senator Carr asked:

What has been the department's response to the MAC report to date?

Answer:

The Finance portfolio is responsible for Commonwealth civilian superannuation. In this role, the department contributed to a series of regionally based seminars, presenting information on the superannuation aspects of the MAC report on Organisational Renewal following its release in March 2003. The department participated in the development of a package of materials responding to the MAC report, which was for agency human resource practitioners, released on 3 December 2003. The department contributed a booklet entitled "Superannuation and Mature-Aged APS Workers - Information on Retention options and Phased Retirement" to this package.

In its role as an employer, the department is focussing on issues raised in the report such as graduate recruitment and development, flexible working arrangements incorporated in Australian Workplace Agreements and family friendly initiatives.

Date: December 2003

Cleared by (SES): Lembit Suur

Group/Branch: Corporate/HR Services

Contact Officer: Tracy Muddle

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Senator Carr asked:

Which issues identified in the MAC report have been identified as priority areas for the department?

Answer:

The department provides policy advice to the Commonwealth on superannuation for Commonwealth civilian employees.

In its role as an employer, the department is focussing on issues raised in the MAC report such as graduate recruitment and development, flexible working arrangements incorporated in Australian Workplace Agreements and family friendly initiatives. The department has bolstered its graduate recruitment and has introduced a new cadetship program, targetted at final year honours and Masters degree students studying economics or finance-related subjects. The department expects to have around 12 Finance cadets and around 60 graduates in 2004.

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