

Senate Finance and Public Administration Legislation Committee

ANSWERS TO QUESTIONS ON NOTICE

Finance and Administration Portfolio

Medibank Private

November Estimates Hearings 2003-04 – 4 November 2003

Question: 39

Outcome 2 Improved and More Efficient Government Operations, Output 2.1.3

Government Business Enterprises Monitoring and Advice

Topic: Medibank Private – Non-Ongoing Employees

Hansard page: N/A

Written Question on Notice:

Senator Carr asked:

- a) How many employees are employed as a non-ongoing employee in each year of the previous 6 years?
- b) What percentage of total agency employees are non-ongoing employees for each of these years?
- c) How many of these have been employed for more than 1 year as a non-ongoing employee?
- d) How many of these have been employed for more than 2 years as a non-ongoing employee?
- e) How many of these have been employed for more than 3 years as a non-ongoing employee?
- f) How many employees were employed on fixed-term contracts, in each year of the previous 6 years?
- g) What percentage of the total number of employees is this for each of these years?
- h) What was the percentage of total employees for contract employees, for each year of the previous 6 years?
- i) How many employees were employed on fixed term contracts at each classification level, for each year of the past six years?
- j) How many employees on a fixed term contract, for each year of the past six years, have been employed more than once on a fixed term contract? Please provide details of position classification in each instance

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Answer:

- a) Medibank Private is unable to fully address this question.

Medibank Private has recently transitioned to a new payroll system and processes, which occurred during mid 2003. Medibank Private's old payroll system and processes did not have the capacity to record non-ongoing employees and accordingly, records are only available for non-ongoing employees for 2003.

As at 1 July 2003, Medibank Private had 72 non-ongoing employees.

Medibank Private defines a 'non-ongoing employee' as a contractor engaged for a service who performs duties that may otherwise typically be performed by a Medibank Private employee and who is not paid through the Medibank Private payroll system but is paid through an employment agency or through a consultancy.

- b) As at 1 July 2003 approximately 5.8% of Medibank Private's employees were non-ongoing employees.
- c) Medibank Private cannot address this question as outlined at a).
- d) Medibank Private cannot address this question as outlined at a).
- e) Medibank Private cannot address this question as outlined at a).
- f) Medibank Private is unable to address this question fully.

Medibank Private has relevant data on the number of employees employed on fixed-term contracts for the past four years only. This is due to the fact that Medibank Private's payroll systems and processes did not have the capacity to record data on employees on fixed-term contracts prior to this period.

The data for employees on fixed-term contracts for the past four years at Medibank Private is as follows:

2000	39
2001	150
2002	46
2003	24

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Medibank Private defines an employee on a fixed-term contract as a person engaged by Medibank Private for a fixed period who is paid through Medibank Private's payroll. They are not paid through an employment agency or consultancy.

- g) The percentage of total number of employees on fixed-term contracts for each of these years is:

2000	3.8%
2001	11%
2002	3.5%
2003	1.6%

- h) Information on employees on fixed-term contracts for the last four years is provided at f) and g) and information on non-ongoing employees is provided at a) and b).

- i) Medibank Private has the following data on employees employed on fixed-term contracts at each classification level for the past four years only:

2000	AO	2	2001	AO	5
	CSO	22		CSO	117
	EO	2		EO	8
	Sales	13		Sales	20
2002	EO	4	2003	EO	2
	CSO	19		CSO	12
	Sales	23		Sales	10

AO = Administrative Officer
CSO = Customer Service Officer
EO = Executive Officer

- j) Medibank Private has recently transitioned to a new payroll system and processes. Medibank Private's old payroll systems and processes did not have the capacity to record employees who had been employed more than once on a fixed term contract and accordingly, no information is held for each of the past six years.

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