

Senate Standing Committee on Finance and Public Administration

ANSWERS TO QUESTIONS ON NOTICE

Finance and Administration Portfolio

Department of Human Services and Agencies

Supplementary Budget Estimates 2006-2007, 31 October, 2006

**Question: HS26**

**Outcome 1, Output 2**

**Topic: CSA Staffing**

**Hansard Page/Written Question on Notice: Written**

**SENATOR EVANS** asked on 31/10/2006:

- 1 How many staff members are currently acting on higher duties across each CSA site?
- 2 How many staff members across all CSA sites have been appointed to positions temporarily or on higher duties, without a recruitment processing being conducted from 2005/2006?
- 3 Have any SES officers been recruited since 28 February 2006? What level and in what roles?
- 4 Have any SES officers been appointed to their roles without an employment process being conducted/advertised?
- 5 Are you aware of any cases where CSA employees have been intimidated, threatened or disadvantaged (such as through promotion opportunities) for being a member of any political party, or had their roles/positions redefined due to their membership of a political party or been moved to a different position/location I (sic) the CSA structure due to their membership of an political party?

**Answer:**

- (1) As at 28 November 2006 CSA had a total of 393 staff members acting on higher duties.

<b>Location</b>	<b>Total</b>
Adelaide SA	25
Albury NSW	5
Ballina NSW	1
Brisbane CBD QLD	51
Bunbury WA	1
Bundaberg QLD	1
Canberra Belconnen ACT	10
Canberra National Office ACT	51
Dandenong VIC	6
Frankston	1
Geelong VIC	3
Hobart TAS	26
Mackay QLD	1

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Melbourne Central	56
Newcastle NSW	25
Palm Beach QLD	1
Parramatta NSW	31
Perth WA	44
Rockhampton QLD	1
Sydney CBD NSW	20
Toowoomba QLD	2
Townsville QLD	16
Wagga Wagga NSW	1
Wollongong NSW	14
<b>Grand Total</b>	<b>393</b>

(2) CSA's Corporate Guideline on Temporary Assignment of Duties sets out the processes to be followed to fill short term vacancies temporarily or on higher duties. All short term vacancies are filled in accordance with these guidelines which require the selection process to be overt; sensible and legal; ethical and equitable; timely; simple and easy to follow ; and commensurate with the length of the vacancy.

(3) Seven ongoing SES officers have been appointed since 28 February 2006 up to 28 November 2006. Five of these were at the Senior Executive Service Band 1, and two were at the Senior Executive Service Band 2. The table below outlines the role and level of each.

<b>Role</b>	<b>SES 1</b>	<b>SES 2</b>	<b>Total</b>
BRANCH HEAD, NATIONAL SERVICE DELIVERY	1		1
BRANCH HEAD, SERVICE QUALITY AND SUPPORT	1		1
DEPUTY GENERAL MANAGER, FINANCE	1		1
DEPUTY GENERAL MANAGER, SERVICE DELIVERY		1	1
DEPUTY GENERAL MANAGER, SERVICE QUALITY AND SUPPORT		1	1
STATE MANAGER, QUEENSLAND	1		1
STATE MANAGER, VICTORIA	1		1
<b>Grand Total</b>	<b>5</b>	<b>2</b>	<b>7</b>

(4) No ongoing Senior Executive Service officers have been appointed to their roles without proper process which has included advertising of the position and a most extensive selection process in accordance with APSC requirements.

(5) No

To prepare this answer it has taken approximately 3 hours at an estimated cost of \$176.