

SENATE STANDING COMMITTEE ON LEGAL AND CONSTITUTIONAL AFFAIRS
FEDERAL COURT OF AUSTRALIA

Question No. 158

Senator Ludwig asked the following question at the hearing on 31 October 2006:

Please provide an update to Budget Estimates QoN 135 (Hudson Consulting):

- (a) What is the total value of the Federal Court's contract(s) since 1 July 2005 with Hudson Consulting?
- (b) In 2006, did the Federal Court of Australia, NSW District Registry advertise a position known as "People and Performance Consultant" on a two-year non-ongoing basis under the Public Service Act with a "salary package from \$79,000.00"?
- (c) Is it usual practice for the Federal Court to advertise Public Service Act vacancies with a salary "from" a certain commencement point?
- (d) With regard to interviews for the People and Performance Consultant;
 - (i) When were the interviews conducted?
 - (ii) How many people were on the selection panel?
 - (iii) For each person on the selection panel, please provide their position and the name of their employer.
- (e) How many of the applicants interviewed for the People and Performance Consultant position were found to be unsuitable for the role? How many were found suitable?
- (f) With regard to the successful applicant for the People and Performance Consultant position in the Federal Court of Australia, NSW District Registry:
 - (i) Did they make a formal application? If so when?
 - (ii) Were they interviewed? If so, when? If not, why not?
 - (iii) Were they a former employee of Hudson Consulting?
- (g) What salary package has been offered for the role of the People and Performance Consultant position?

The answer to the honourable senator's question is as follows:

- (a) In 2005-06 the Court paid Hudson:
 - \$173,853.02 for recruitment services and provision of temporary staff;
 - \$63,176.72 for consultancy and training services.
- (b) Yes.
- (c) The Court may advertise the salary range for a particular role having regard to market forces, the depth of experience and skill required for a particular role within a salary band. The Court may advertise a role at the higher salary level (or the possibility of offering the successful candidate a higher salary than the base level) where it considers there is a better chance of attracting potential applicants at a higher salary range within a classification level.

- (d) With regard to interviews for the People and Performance Consultant;
 - (i) The interviews were conducted on 20 April 2006.
 - (ii) Three people were on the selection panel.
 - (iii) The selection panel comprised Letrecia Taylor, Director Court Services (NSW), Federal Court; Megan Greenwood, CEO & Principal Registrar, Supreme Court of NSW; and Elsa Matthewson, HR consultant from Hudsons Consultants.
- (e) Each of the applicants interviewed for the People and Performance Consultant position were found to be unsuitable for the role.
- (f) Nobody was appointed to the People and Performance Consultant position in NSW as advertised. The NSW Registry subsequently engaged a consultant from Hudsons as a Consultant, Culture & Performance.
- (g) There is no People and Performance Consultant position in NSW. The salary package of the Consultant, Culture & Performance is set out in an Australian Workplace Agreement, the terms of which are confidential.