

**Senate Rural and Regional Affairs and Transport Legislation Committee**

**ANSWERS TO QUESTIONS ON NOTICE**

Budget Estimates May 2009

**Agriculture, Fisheries and Forestry**

**Question:** Corporate Services01

**Division/Agency:** Corporate Services

**Topic: Employment Impacts**

**Hansard Page:** 10 (25\05\2009)

**Senator Colbeck asked:**

**Dr O'Connell**—The overall idea is that payments to the states are consolidated in what are called national partnership programs and they become single payments to the state each month, which are across the board, across whole of government, if you like. Other departments have the same thing. They retain the policy responsibility for the programs; it is simply that the money that goes out is appropriated to the Treasury and is then fed to the states on a consolidated monthly basis. It is a more efficient way of making payments.

**Senator COLBECK**—So you can come back to us and give us any detail of any potential employment impacts of moving that.

**Senator Sherry**—We will take that on notice. If we can provide an answer by tomorrow, we will do so. In saying that, my expectation is that we should be able to provide you with an answer on that.

**Answer:**

There is no impact on the employment of staff in the Department of Agriculture, Fisheries and Forestry as a result of moving the arrangements for drought payments.

**Senate Rural and Regional Affairs and Transport Legislation Committee**

**ANSWERS TO QUESTIONS ON NOTICE**

Budget Estimates May 2009

**Agriculture, Fisheries and Forestry**

**Question:** Corporate Services02

**Division/Agency:** Corporate Services

**Topic:** Staff Recruitment

**Hansard Page:** 45 (25/05/2009)

**Senator Ian Macdonald asked:**

You may not have this now, but how many permanent staff have you recruited since budget estimates last year? What level were those staff? How many temporary positions exist and have been created since the last budget? And how many employees have you employed on contract? I am conscious that some of your former senior and very well respected and very valuable employees have left but have come back to do contract work. Do you have details of that now or could you get details on notice on all the questions I have asked?

**Dr O'Connell** – We would have to take that on notice. That would require a bit of work.

**Answer:**

The most accessible statistical data within the required timeframes is as at the end of April 2009.

Number of permanent staff recruited, 27 May 2008 – 30 April 2009:

<b>Level of Staff Recruited</b>	<b>Number of Staff at Level</b>
SES Band 3	1
SES Band 2	2
SES Band 1	4
Band 3 – Level 7, 8, 9 and equivalents	106
Band 2 – Level 5, 6 and equivalents	119
Band 1 – Level 1,2,3,4 and equivalents	336
Grand Total	568

Number of temporary staff as at 30 April 2009:

<b>Level of Staff Recruited</b>	<b>Number of Staff at Level</b>
SES Band 1	1
Band 3 – Level 7, 8, 9 and equivalents	41
Band 2 – Level 5, 6 and equivalents	38
Band 1 – Level 1,2,3,4 and equivalents	184
Grand Total	264

**Senate Rural and Regional Affairs and Transport Legislation Committee**

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**Budget Estimates May 2009**

**Agriculture, Fisheries and Forestry**

**Question:** Corporate Services02 (continued)

As at 30 April 2009 there were 264 temporary staff employed within the Department of Agriculture, Fisheries and Forestry (the department). This represents a decrease in temporary positions across all classifications from 27 May 2008, with the exception of SES Band 1 where one new position has been created.

129 contract staff\* were employed by the department as at 25 May 2009.

\*Contract staff are sourced through labour hire companies to provide the department with additional staff during peak periods or for other specialised needs.

**Senate Rural and Regional Affairs and Transport Legislation Committee**

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Budget Estimates May 2009

**Agriculture, Fisheries and Forestry**

**Question:** Corporate Services03

**Division/Agency:** Corporate Services

**Topic:** Attrition Rate

**Hansard Page:** 45 (25/05/2009)

**Ms Hazell** – Last financial year the department had a natural attrition rate of about 13.5 per cent and so far this year it is running at about 9.5 per cent.

**Senator Nash asked:**

What is that in actual numbers?

**Ms Hazell** – I will just have to get somebody to do that quick conversion for you, but it is more than 250.

**Answer:**

The answer to this question was provided by Ms Hazell at the Senate Estimates hearing on Monday, 25 May 2009 (page 33 of the Hansard).

**Senate Rural and Regional Affairs and Transport Legislation Committee**

**ANSWERS TO QUESTIONS ON NOTICE**

Budget Estimates May 2009

**Agriculture, Fisheries and Forestry**

**Question:** Corporate Services04

**Division/Agency:** Corporate Services

**Topic:** Redundancies

**Hansard Page:** 45 (25/05/2009)

**Senator Heffernan asked:**

Can I just ask for a clarification. On the nine per cent this year and whatever it was the year before, which you are going to convert, Ms Hazell, enter numbers, could you also give us the numbers of people in those redundancies and people leaving the department who are 54-11?

**Ms Hazell** – That one I would have to take on notice.

**Answer:**

Refer to the answer to Corporate Services05.

**Senate Rural and Regional Affairs and Transport Legislation Committee**

**ANSWERS TO QUESTIONS ON NOTICE**

Budget Estimates May 2009

**Agriculture, Fisheries and Forestry**

**Question:** Corporate Services05

**Division/Agency:** Corporate Services

**Topic:** Redundancies in the last 3 years

**Hansard Page:** 46 (25/05/2009)

**Senator Heffernan asked:**

Could I just clarify? I have asked the question about how many redundancies are 54-11s. Could that question go back for the last three years? Could you also answer the question: how many people who have retired on 54-11s in that group have come back as contractors anywhere in the government?

**Senator Sherry –** We will have to take that on notice, Senator.

**Answer:**

There have been no redundancies for staff aged between 54 years 11 months and 55 years in the Department of Agriculture, Fisheries and Forestry (the department) in the last three years.

The number of staff who have resigned between the age of 54 years 11 months and 55 years for the last three years is as follows:

2006-07:	11
2007-08:	25
2008-09 (as at 25 May 2009):	8

The department does not have the information available to answer on a whole of government basis how many staff resigning from the department between the age of 54 years 11 months and 55 years have come back as contractors anywhere in government.

Within the department, information on contractors is not held centrally and it would be an unreasonable diversion of resources at this time to collect the data for the 2006-07 and 2007-08. During 2008-09, four staff who resigned between the age of 54 years 11 months and 55 years have returned as labour hire contractors.

**Senate Rural and Regional Affairs and Transport Legislation Committee**

**ANSWERS TO QUESTIONS ON NOTICE**

Budget Estimates May 2009

**Agriculture, Fisheries and Forestry**

**Question:** Corporate Services06

**Division/Agency:** Corporate Services

**Topic:** Departmental Restructure

**Hansard Page:** Written

**Senator Nash asked:**

Will these job losses be as a result of forced redundancies, voluntary redundancies, natural attrition or by axing the graduate program? If a mix of all of these please provide a list of how many fall into each category and where those positions are currently located?

**Answer:**

Answers to these questions were provided by Dr O'Connell at the Senate Estimates hearing on Monday, 25 May 2009.

Please refer to the *Proof Committee Hansard – Senate - Rural and Regional Affairs and Transport Legislation Committee*, Monday, 25 May 2009, pages 11 and 12.

**Senate Rural and Regional Affairs and Transport Legislation Committee**

**ANSWERS TO QUESTIONS ON NOTICE**

Budget Estimates May 2009

**Agriculture, Fisheries and Forestry**

**Question:** Corporate Services07

**Division/Agency:** Corporate Services

**Topic:** Departmental Restructure

**Hansard Page:** Written

**Senator Nash asked:**

What rights do employees have to refuse the termination of their jobs? Is any form of arbitration available for these employees which could over-turn the Departments decision to terminate their employment?

**Answer:**

Clause 74 of the *Department of Agriculture, Fisheries and Forestry – Collective Agreement 2006-09* provides a structured, fair and effective mechanism for the management of excess employee situations.

Please refer to the *Department of Agriculture, Fisheries and Forestry – Collective Agreement 2006-09*, pages 70-76 online at:

[http://www.daff.gov.au/\\_media/documents/about/certified\\_agreement/DAFF\\_collective\\_agreement\\_2006-2009.pdf](http://www.daff.gov.au/_media/documents/about/certified_agreement/DAFF_collective_agreement_2006-2009.pdf)



**Senate Rural and Regional Affairs and Transport Legislation Committee**

**ANSWERS TO QUESTIONS ON NOTICE**

Budget Estimates May 2009

**Agriculture, Fisheries and Forestry**

**Question:** Corporate Services08

**Division/Agency:** Corporate Services

**Topic:** Departmental Restructure

**Hansard Page:** Written

**Senator Nash asked:**

How many positions which are to be terminated will be outsourced?

**Answer:**

Nil.

**Senate Rural and Regional Affairs and Transport Legislation Committee**

**ANSWERS TO QUESTIONS ON NOTICE**

Budget Estimates May 2009

**Agriculture, Fisheries and Forestry**

**Question:** Corporate Services09

**Division/Agency:** Corporate Services Division

**Topic:** Graduates in Biosecurity Australia and AQIS

**Hansard Page:** Written

**Senator Nash asked:**

How many graduate program positions were employed within all of the Quarantine and Biosecurity Division in 2007-08, and 2008-09?

**Answer:**

The Department of Agriculture, Fisheries and Forestry's Graduate Development Program is run over a calendar year from January to December and graduates complete three rotations during the graduate year.

In 2007-08, (January 2007 – December 2007), Australian Quarantine and Inspection Service (AQIS) placed between four and five graduates per rotation (numbers vary from rotation to rotation). Biosecurity Australia placed four graduates.

In 2008-09 (January 2008 – December 2008) AQIS placed between four and five graduates per rotation and Biosecurity Australia placed three graduates.

At the completion of the 2007 Graduate Program in December 2007, three graduates were placed in permanent positions in AQIS and four in Biosecurity Australia.

At the completion of the 2008 Graduate Program in December 2008, four graduates were placed in permanent positions in AQIS and one in Biosecurity Australia.

**Senate Rural and Regional Affairs and Transport Legislation Committee**

**ANSWERS TO QUESTIONS ON NOTICE**

Budget Estimates May 2009

**Agriculture, Fisheries and Forestry**

**Question:** Corporate Services10

**Division/Agency:** Corporate Services Division

**Topic:** Graduates in Biosecurity Australia and AQIS

**Hansard Page:** Written

**Senator Nash asked:**

(In reference to the graduate program positions within all of the Quarantine and Biosecurity Division in 2007-08 and 2008-09) What were these graduate program positions and where are they located?

**Answer:**

All positions in both years were based in the department's offices in Canberra. These positions were at the DAFF Band 1 Level 2 (APS2) classification and included policy development, program administration, scientific research and corporate positions.

**Senate Rural and Regional Affairs and Transport Legislation Committee**

ANSWERS TO QUESTIONS ON NOTICE

Budget Estimates May 2009

**Agriculture, Fisheries and Forestry**

**Question:** Corporate Services11

**Division/Agency:** Corporate Services

**Topic:** Departmental Restructure

**Hansard Page:** Written

**Senator Nash asked:**

Which programs will be affected by job losses? (please include which areas and classification the terminated positions will be?)

**Answer:**

Answers to these questions were provided by Dr O'Connell at the Senate Estimates hearing on Monday, 25 May 2009.

Please refer to the *Proof Committee Hansard – Senate - Rural and Regional Affairs and Transport Legislation Committee*, Monday, 25 May 2009, pages 11 and 12.

**Senate Rural and Regional Affairs and Transport Legislation Committee**

**ANSWERS TO QUESTIONS ON NOTICE**

Budget Estimates May 2009

**Agriculture, Fisheries and Forestry**

**Question:** Corporate Services12

**Division/Agency:** Corporate Services

**Topic:** Departmental Restructure

**Hansard Page:** Written

**Senator Nash asked:**

Will the 312 jobs losses be by forced redundancy, voluntary redundancies, or natural attrition? If a mixture please provide a program by program breakdown, include where the jobs to be lost are currently located?

**Answer:**

Answers to these questions were provided by Dr O'Connell at the Senate Estimates hearing on Monday, 25 May 2009.

Please refer to the *Proof Committee Hansard – Senate - Rural and Regional Affairs and Transport Legislation Committee*, Monday, 25 May 2009, pages 11 and 12.

**Senate Rural and Regional Affairs and Transport Legislation Committee**

**ANSWERS TO QUESTIONS ON NOTICE**

Budget Estimates May 2009

**Agriculture, Fisheries and Forestry**

**Question:** Corporate Services13

**Division/Agency:** Corporate Services

**Topic:** Departmental Restructure

**Hansard Page:** Written

**Senator Nash asked:**

What rights do employees have to refuse termination of their jobs? Is any form of arbitration available for these employees which could over turn the Departments decision to terminate their employment?

**Answer:**

Refer to the answer to Corporate Services 07.

**Senate Rural and Regional Affairs and Transport Legislation Committee**

**ANSWERS TO QUESTIONS ON NOTICE**

Budget Estimates May 2009

**Agriculture, Fisheries and Forestry**

**Question:** Corporate Services14

**Division/Agency:** Corporate Services

**Topic: Departmental Restructure**

**Hansard Page:** Written

**Senator Nash asked:**

How many jobs will be terminated because they have been identified as being lower priority activities? Where are these position currently located?

**Answer:**

Answers to these questions were provided by Dr O'Connell at the Senate Estimates hearing on Monday, 25 May 2009.

Please refer to the *Proof Committee Hansard – Senate - Rural and Regional Affairs and Transport Legislation Committee*, Monday, 25 May 2009, pages 11 and 12.

**Senate Rural and Regional Affairs and Transport Legislation Committee**

**ANSWERS TO QUESTIONS ON NOTICE**

Budget Estimates May 2009

**Agriculture, Fisheries and Forestry**

**Question:** Corporate Services15

**Division/Agency:** Corporate Services

**Topic: Identification of Priority Activities**

**Hansard Page:** Written

**Senator Nash asked:**

Will this work to 'identify lower priority activities' be conducted by an internal review or an outside source or consultancy? If a consultancy how much is this expected to cost?

**Answer:**

The prioritisation of departmental activities was conducted by an internal review process.



**Senate Rural and Regional Affairs and Transport Legislation Committee**

**ANSWERS TO QUESTIONS ON NOTICE**

Budget Estimates May 2009

**Agriculture, Fisheries and Forestry**

**Question:** Corporate Services16

**Division/Agency:** Corporate Services

**Topic:** Consultancies for 2008-09 and 2010-11

**Hansard Page:** Written

**Senator Nash asked:**

Provide a breakdown of all consultancies (companies they were awarded to and cost of each consultancy, and purpose of each consultancy, and length each contract was awarded for) for the years 2008-09 and proposed consultancies/ expenditure in 2010-11 and when they were/are to be awarded?

**Answer:**

The department has entered into 209 consultancies for the period 1 July 2008 to 25 May 2009 at a total cost of \$17,696,412. Details of consultancies for the 2008-09 year to date available are through AusTender, the government's electronic procurement information system at [www.tenders.gov.au](http://www.tenders.gov.au).

At 25 May 2009 the department had no proposed consultancies expenditure planned for 2010-11.

**Senate Rural and Regional Affairs and Transport Legislation Committee**

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**Budget Estimates May 2009**

**Agriculture, Fisheries and Forestry**

**Question:** Corporate Services17

**Division/Agency:** Corporate Services

**Topic:** Consultancies currently being tendered

**Hansard Page:** Written

**Senator Nash asked:**

How many consultancies are currently being tendered?

**Answer:**

As at 25 May 2009, one consultancy was out to open tender.

**Senate Rural and Regional Affairs and Transport Legislation Committee**

**ANSWERS TO QUESTIONS ON NOTICE**

**Budget Estimates May 2009**

**Agriculture, Fisheries and Forestry**

**Question:** Corporate Services18

**Division/Agency:** Corporate Services

**Topic:** Value of consultancies awarded in 2006-07, 2007-08 and 2008-09

**Hansard Page:** Written

**Senator Nash asked:**

What was the total dollar amount awarded in consultancies in 2006-07, 2007-08 and 2008-09?

**Answer:**

The department entered into 209 consultancies in 2006-07 at a total cost of \$13,529,473.

The department entered into 239 consultancies in 2007-08 at a total cost of \$19,699,870.

The cost to the department of consultancies for the period 1 July 2008 to 25 May 2009 is provided in response to Corporate Services16.

**Senate Rural and Regional Affairs and Transport Legislation Committee**

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**Budget Estimates May 2009**

**Agriculture, Fisheries and Forestry**

**Question:** Corporate Services19

**Division/Agency:** Corporate Services

**Topic:** Number of consultancies awarded in 2007-08 and 2008-09 where disputes have occurred

**Hansard Page:** Written

**Senator Nash asked:**

How many of the consultancies awarded in 2007-08. 2008-09 have there been disputes or work not delivered as specified?

**Answer:**

The department does not keep a record of how many disputes occurred in relation to consultancies awarded in 2007-08 and 2008-09.