

Contractors, consultants, labour hire arrangements and professional services

Question 20

- a) What are the main gaps in the Department's capability and capacity identified in the 2020-21 financial year, and expected in the 2021-22 and 2022-23 financial years?
- b) For the 2019-20 financial year, please detail:
 - i. the (actual/expected/forecast) Full Time Equivalent (FTE) numbers of contractors, consultants and labour hire arrangements
 - ii. the corresponding expense(s)
 - iii. the relevant occupation category for the contractors, consultants or labour hire arrangements (for example human resources, executive management, technology).
- c) Where the 2019-20 financial year actual for contractors, consultants and labour hire arrangements, differs by greater than 5 per cent (positive or negative) compared to the estimate/forecast provided in response to the Committee's previous Budget Estimates questionnaires, please explain the reason for this variance.
- d) In light of the Administrative Guidelines on Engaging Labour Hire and Professional Services for the Victorian Public Service, for the 2020-21 and 2021-22 financial years, please detail:
 - i. the estimated/forecast Full Time Equivalent (FTE) numbers of labour hire and professional services arrangements
 - ii. the corresponding estimated/forecast expense(s)
 - iii. the relevant occupation category for the labour hire and professional services arrangements (for example human resources, executive management, technology).

Guidance – for definitions of labour hire and professional services arrangements please refer to the Victorian Government, *Administrative Guidelines on Engaging Labour Hire in the Victorian Public Service*, 2019; and the Victorian Government, *Administrative Guidelines on Engaging Professional Services in the Victorian Public Sector*, 2019.

Guidance – In responding to this question please provide details about the Department on the same basis of consolidation as is used in the comprehensive operating statement audited by the Victorian Auditor-General's Office in the Department's Annual Report.

Response

a)

Financial year	Main gaps in capability and capacity
2020-21	<p>The department will focus on developing skills and capability across the key competencies of leadership, interpersonal skills, efficiency, and technical capabilities. A focus will remain on:</p> <ul style="list-style-type: none"> • Development for leaders • People management skills • Diversity Management • Interpersonal skills to enable effective collaboration • Program and Project Management Skills • Building commercial acumen • Developing and maintaining effective contract management skills
2021-22	<p>A focus will remain on:</p> <ul style="list-style-type: none"> • Development for leaders • People management skills • Diversity Management • Interpersonal skills to enable effective collaboration • Program and Project Management Skills • Building commercial acumen • Developing and maintaining effective contract management skills <p>A Strategic Workforce Strategy is being developed that will highlight future capability and capacity requirements and will form a 5- year view.</p>
2022-23	n/a

b)

	Contractors	Consultants	Labour Hire Arrangements
FTE Number	n/a	n/a	687

	Contractors	Consultants	Labour Hire Arrangements
Corresponding expense	\$665,349,014	\$25,638,365	Included in the contractor expenditure.
Occupation category	Accounting, Analyst, Asset Management and Planning, Communications, Marketing and Media, Consulting and Strategy, Engineering, Executive Management, Finance, IT and Telecommunications, Legal, Planning, Policy, Procurement, Regulatory Governance and Compliance, Administration/Secretarial.		

c)

Expense type	Estimated/forecast costs for 2019-20 financial year	Actual costs for 2019-20 financial year	Variance	Explanation
Contractor	n/a	\$665,349,014	n/a	Due to timing of PAEC in 2020 the 2019/20 forecast costs were reported as actual spend figures rather than estimates. Therefore, there is no variance in the spend figures since they were reported last year.
Consultant	n/a	\$25,638,365	n/a	
Labour Hire Arrangement	n/a	Included in the contractor expenditure.	n/a	

d)

2020-21	Labour hire	Professional services
FTE Number	735	n/a
Corresponding estimated/forecast expense	\$89,317,342	\$595,310,465
Occupation category	Accounting, Analyst, Asset Management and Planning, Communications, Marketing and Media, Consulting and Strategy, Engineering, Executive Management, Finance, IT and Telecommunications, Legal, Planning, Policy, Procurement, Regulatory Governance and Compliance, Administration/Secretarial	
2021-22	Labour hire	Professional services
FTE Number	No expected material change.	n/a
Corresponding estimated/forecast expense	No expected material change.	DoT cannot provide an estimate for 2021-22 due to the nature of the work which requires professional services to be engaged.

2020-21	Labour hire	Professional services
Occupation category	Accounting, Analyst, Asset Management and Planning, Communications, Marketing and Media, Consulting and Strategy, Engineering, Executive Management, Finance, IT and Telecommunications, Legal, Planning, Policy, Procurement, Regulatory Governance and Compliance, Administration/Secretarial	