

Senate Standing Committee on Environment and Communications

Answers to Senate Estimates Questions on Notice

Budget Estimates May 2017

Communications Portfolio

Australian Broadcasting Corporation

Question No: 137

Australian Broadcasting Corporation

Hansard Ref: Written, 7/6/2017

Topic: ABC Redundancies, Redeployment and New Jobs this year

Senator Urquhart, Anne asked:

1. How many ABC employees have been retrenched this calendar year?
2. How many ABC jobs have been abolished this calendar year?
3. How many ABC jobs have been redesigned and filled via direct appointments this calendar year?
4. How many new roles has the ABC created this calendar year? And of these roles, how many of the new roles are considered Digital roles by the ABC?
5. Since 7 March 2017, how many ABC Senior Executives have been retrenched in order to reduce ABC management by 20%?
 - (a) And how many, if any, of these employees have been successfully redeployed into other ABC jobs?
6. Since 7 March 2017, how many ABC staff covered by the ABC Enterprise Agreement have been retrenched in order to reduce ABC management by 20%?
 - (a) And how many, if any, of these employees have been successfully redeployed into other ABC jobs?
7. What kind of training does the ABC currently plan to provide to staff in order to avert or mitigate redundancies this year?
8. How much has the ABC spend on redundancies this calendar year?

Answer:

1. 89
 2. 156
 3. It is not possible to accurately determine the number of redesigned jobs filled by direct appointments. Roles are redesigned on a regular basis as part of ongoing job changes.
 4. 132 new roles have been created to date this calendar year. Approximately 27 roles have been identified as having primary digital functions, however noting many other roles such as journalists, reporters and program makers also require digital content making skills.
 5. 29 Executive staff as at 25 June 2017.
- (a) Nil.

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6. 33 Enterprise Agreement staff as at 25 June 2017.
 - (a) Nil.
7. The ABC offers a variety of training and development opportunities to employees to meet their development needs, keep skill sets current, and build capability. These include leadership development, enhancing technical and craft skills, and building the digital capability needed to deliver the organisation's strategy. Individual development needs are discussed and identified as part of the ongoing performance management process, with development plans outlined for each employee. Learning is provided in a variety of formats including on the job, buddying, coaching, project opportunities, mobility placements, and internal and external courses.
8. From 1 January to 31 May 2017, the cost of redundancies was \$9.365 million.