## Senate Finance and Public Administration Legislation Committee —Budget Estimates Hearing-May 2014

## Answers to Questions on Notice

## Parliamentary departments, Department of Parliamentary Services

Topic:
Question:
Written:

Redundancies
205
Senator Lundy

## Date set by the committee for the return of answer: 11 July 2014

1. Since 18 September 2013, how may positions have been made redundant in your department/agency?
a. How many of these positions were ongoing?
b. How many of these positions were non-ongoing?
c. How many of these positions were situated in the Australian Capital Territory?
2. How many of the employees filling these redundant positions were redeployed?
a. How many of these employees were ongoing?
b. How many of these employees were non-ongoing?
c. How many of these employees were situated in the Australian Capital Territory?
3. How many of these employees were offered voluntary redundancies?
a. How many of these employees were ongoing?
b. How many of these employees were non-ongoing?
c. How many of these employees were situated in the Australian Capital Territory?
4. How many accepted voluntary redundancies?
a. How many of these employees were ongoing?
b. How many of these employees were non-ongoing?
c. How many of these employees were situated in the Australian Capital Territory?
5. How many employees were offered the choice between a voluntary redundancy and redeployment?
a. How many of these employees were ongoing?
b. How many of these employees were non-ongoing?
c. How many of these employees were situated in the Australian Capital Territory?
6. For all employees who accepted voluntary redundancies please provide the following:
a. Their age.
b. Their gender.
c. A description of their position.
d. The APS classification level of their position.
e. Their wage.
f. Their contract type (non-ongoing versus ongoing).
g. Where they were located.
h. A dollar figure of their pay out and what component of that figure was paid out as entitlements (annual leave etc.).
i. The reason a voluntary redundancy was offered for their position.
j. Details pertaining to any other costs incurred by the department/agency because of this redundancy.
k. Please provide all relevant dates.
7. For all employees who were redeployed please provide:
a. Their age.
b. Their gender.
c. A description of their position before and after redeployment.
d. The APS classification level of their position before and after redeployment.
e. Their wage before and after redeployment.
f. Contract type (non-ongoing versus ongoing) before and after redeployment.
g. Where they were located before and after redeployment.
h. Please provide the reason for the redeployment.
i. Please specify any other costs incurred by the department/agency because of this redeployment.
j. Please provide all relevant dates.
8. Since the 18 September 2013, how many employees in your department/agency have been made forcibly redundant?
a. How many of these employees were ongoing?
b. How many of these employees were non-ongoing?
c. How many of these employees were situated in the Australian Capital Territory?
9. How many of these employees were offered voluntary redundancies or redeployments prior to being made forcibly redundant?
a. How many of these employees were ongoing?
b. How many of these employees were non-ongoing?
c. How many of these employees were situated in the Australian Capital Territory?
10. For employees who were made forcibly redundant since the 18 September 2013 please provide:
a. Their age.
b. Their gender.
c. A description of their position.
d. The APS classification level of their position.
e. Their wage at retrenchment.
f. Their contract type (non-ongoing versus ongoing).
g. Where they were located.
h. A dollar figure of their pay out and what component of that figure was paid out as entitlements (annual leave etc.).
i. The reason why the employee was made forcibly redundant.
j. Details pertaining to any other costs incurred by the department/agency because of this redundancy.
k. Please provide all relevant dates.

## Answer

1. For the period 18 September 2013 - 20 June 2014, 20 positions have been made redundant.
a. 20 .
b. None.
c. 20 .
2. One.
a. One.
b. Not applicable.
c. One.
3. 19 .
a. 19.
b. Not applicable.
c. 19 .
4. 18 .
a. 18 .
b. Not applicable.
c. 18 .
5. One person who was ongoing and based in Canberra.
6. All positions were located in Canberra. See table below for details.

| Age range | Gender | Level | Description | Wage | Status | Component |  | Dates |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 26-60 | $2 \times$ Female $3 \times$ Male | $\begin{aligned} & 1 \times \mathrm{PSL} 2 / 3 \\ & 1 \times \mathrm{PSL} 3 \\ & 3 \times \mathrm{PSL} 4 \end{aligned}$ | Chamber Support <br> Finance <br> Logistics <br> Mechanical Services <br> Recruitment | \$71,693 | Ongoing | Severance Other costs Total | $\begin{aligned} & \hline \$ 14,430.22 \\ & \text { nil } \\ & \$ 14,430.22 \\ & \hline \end{aligned}$ | Employee was offered a voluntary redundancy on 5 November 2013 and departed on 11 December 2013. |
|  |  |  |  | \$64,685 | Ongoing | Notice Severance Other costs Total | $\$ 7,397.58$ $\$ 56,827.74$ nil $\$ 64,225.32$ | Employee was offered a voluntary redundancy on 29/04/2014 and departed on 20/06/2014 |
|  |  |  |  | \$64,685 | Ongoing | Notice Severance Other costs Total | $\begin{aligned} & \$ 4,959.87 \\ & \$ 35,549.88 \\ & \text { nil } \\ & \$ 40,509.75 \\ & \hline \end{aligned}$ | Employee was offered a voluntary redundancy on 23/04/2014 and departed on 13/05/2014 |
|  |  |  |  | \$57,354 | Ongoing | Notice Severance Other costs Total | $\$ 5,497.23$ $\$ 65,463.73$ nil $\$ 70,960.96$ | Employee was offered a voluntary redundancy on 14/05/2014 and departed on 26/05/2014 |
|  |  |  |  | \$75,793 | Ongoing | Notice Severance Other costs Total | $\begin{aligned} & \$ 5,497.23 \\ & \$ 19,927.45 \\ & \text { nil } \\ & \$ 25,424.68 \end{aligned}$ | Employee was offered a voluntary redundancy on 29/04/2014 and departed on 30/06/2014 |
| 55-61 | $1 \times$ Female $3 \times$ Male | $4 \times$ PSL 6 | Auspic <br> Data and <br> Voice <br> Hansard <br> Support <br> Procurement | \$85,998 | Ongoing | Notice Severance Other costs Total | $\begin{aligned} & \hline \$ 8,242.62 \\ & \$ 78,304.89 \\ & \text { nil } \\ & \$ 86,547.51 \end{aligned}$ | Employee was offered a voluntary redundancy on 29/04/2014 and departed on 30/06/2014 |
|  |  |  |  | \$89,937 | Ongoing | Notice Severance Other costs Total | $\$ 8,620.16$ $\$ 42,807.71$ nil $\$ 51,427.87$ | Employee was offered a voluntary redundancy on 29/04/2014 and departed on 21/05/2014 |
|  |  |  |  | \$89,937 | Ongoing | Notice Severance Other costs Total | $\begin{aligned} & \hline \$ 8,620.16 \\ & \$ 71,840.41 \\ & \text { nil } \\ & \$ 80,460.57 \end{aligned}$ | Employee was offered a voluntary redundancy on 29/04/2014 and departed on 21/05/2014 |
|  |  |  |  | \$89,937 | Ongoing | Notice Severance Other costs Total | $\$ 8,964.97$ $\$ 82,753.53$ nil $\$ 91,718.50$ | Employee was offered a voluntary redundancy on 14/05/2014 and departed on 30/06/2014 |
| 50-52 | $1 \times$ Female $1 \times$ Male | PEL 1 | Contracts \& Licences <br> IT Security Operations | \$111,183 | Ongoing | Notice Severance Total | $\begin{aligned} & \$ 10,656.52 \\ & \$ 35,869.84 \\ & \$ 46,526.36 \\ & \hline \end{aligned}$ | Employee was offered a voluntary redundancy on 29/04/2014 and departed on 23/05/2014 |
|  |  |  |  | \$111,183 | Ongoing | Notice Severance Other costs Total | $\begin{aligned} & \$ 10,656.52 \\ & \$ 68,905.04 \\ & \text { nil } \\ & \$ 79,561.56 \end{aligned}$ | Employee was offered a voluntary redundancy on 29/04/2014 and departed on 27/06/2014 |


| Age range | Gender | Level | Description | Wage | Status | Components |  | Dates |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 42 <br> 52 <br> 56 <br> 68 <br> 44 <br> 46 <br> 47 | $2 \times$ Female $5 \times$ Male | PEL 2 | Building \& Security Projects <br> Comms \& Tech <br> Finance <br> Information <br> Technology Projects | \$142,179 | Ongoing | Notice Severance Other costs Total | $\$ 10,901.90$ $\$ 35,431.19$ nil $\$ 46,333.09$ | Employee was offered a voluntary redundancy on 0404/2014 and departed on 26/05/2014 |
|  |  |  |  | \$137,849 | Ongoing | Notice <br> Severance <br> Other costs <br> Total | $\begin{aligned} & \hline \$ 13,212.36 \\ & \$ 126,838.70 \\ & \text { nil } \\ & \$ 140,051.06 \end{aligned}$ | Employee was offered a voluntary redundancy on 29/04/2014 and departed on 18/06/2014 |
|  |  |  |  | \$137,819 | Ongoing | Notice Severance Other costs Total | $\$ 13,209.49$ $\$ 126,811.09$ nil $\$ 140,020.58$ | Employee was offered a voluntary redundancy on 29/04/2014 and departed on 30/06/2014 |
|  |  |  |  | \$134,470 | Ongoing | Notice Severance Other costs Total | $\$ 12,888.50$ $\$ 39,654.35$ nil $\$ 52,542.85$ | Employee was offered a voluntary redundancy on 01/04/2014 and departed on 30/04/2014 |
|  |  |  |  | \$134,470 | Ongoing | Notice Severance Other costs Total | $\$ 10,310.80$ $\$ 63.951 .85$ nil $\$ 74,262.65$ | Employee was offered a voluntary redundancy on 29/04/2014 and departed on 13/06/2014 |
|  |  |  |  | \$130,330 | Ongoing | Notice Severance Other costs Total | $\begin{aligned} & \text { \$12,491.69 } \\ & \$ 36,990.40 \\ & \text { nil } \\ & \$ 49,482.09 \end{aligned}$ | Employee was offered a voluntary redundancy on 29/04/2014 and departed on 16/06/2014 |
|  |  |  |  | \$134,470 | Ongoing | Notice Severance Other costs Total | $\$ 12,888.50$ $\$ 123,729.58$ nil $\$ 136,618.08$ | Employee was offered a voluntary redundancy on 02/05/2014 and departed on 04/06/2014 |

7. One employee has been redeployed which takes effect on 21 July 2014.
a. 35
b. Male
c. Hansard administrative support. Recruitment administrative support
d. PSL3
e. $\$ 64,685$
f. Ongoing
g. Pre - Hansard Support. Post - HR Services
h. Employee requested redeployment and position was vacant at the time of the request.
i. Nil
j. Redeployment to take effect 21/7/2014
8. Prior to 18 September 2013 one employee declined the VR offer and moved into a retention period. This employee was ongoing and based in Canberra.
9. See question 8 .
10. 

a. 62
b. Female
c. Information access library serials
d. PSL1
e. $\$ 55,297$
f. ongoing
g. Canberra
h. \$3862.26 (annual leave); \$15,563.06 (long service leave); \$12,720 (severance)
i. employee declined VR and moved into a retention period
j. None.
k. Employee was offered a VR on 19/3/2013 and ceased on 28/1/2014

