

SENATE STANDING COMMITTEE ON LEGAL AND CONSTITUTIONAL AFFAIRS  
ATTORNEY-GENERAL'S DEPARTMENT

**Program SPCG**

**Question No. 81**

**Senator Barnett asked the following question at the hearing on 18 October 2010:**

- a. What is the total expenditure on staffing for the Department and for all portfolio agencies? What is the SES and non-SES breakdown?
- b. What are the current staffing levels of SES and non-SES officers?
- c. How many SES were employed in your Department and portfolio agencies on 10 May 2010?
- e. How many SES were employed in your Department and portfolio agencies as of today (18 October)?
- f. What is the breakdown by each level (each SES band, each Executive Level and each APS band)?
- g. What is the gender breakdown by each level (each SES band, each Executive Level band and each APS band)?
- h. What is the breakdown by location for each level (each SES band, each Executive Level band and each APS band)?
- i. What is the breakdown by each level of ongoing staff and non-ongoing staff (each SES band, each Executive Level band and each APS band)?
- j. What has been the general staffing trend in your department and portfolio agencies since the 2007 election (for example SES numbers and recruitment has increased by X per cent because of Y).
- k. What have been the changes in staffing levels since Budget Estimates 2010? Why have these changes occurred? What have been the Budgetary implications? In the case of reductions in staff numbers, how have these reductions been absorbed by the Department? What functions these staff performed have been sacrificed and why?
- l. Are there expected changes to current staffing levels over the next 12 months? If yes, provide details including a breakdown of each level staff (each SES band, each Executive Level band and each APS band) detailing the changes. Will this be different to what was reported in the 2010-11 Budget?
- m. Has there been a target for staff reductions to achieve savings? What is that target and what strategy is being implemented to achieve this? Will staff reductions be used to achieve the Government's election commitment to maintain the 1.25 per cent efficiency dividend?
- n. Have any voluntary or involuntary redundancies been offered to staff? If so, how have staff been identified for such offers? Are there such plans for the future?
- o. How many permanent staff recruited since Budget Estimates 2010? What level are these staff? Where is their location?

p. Since Budget Estimates 2010, how many employees have been employed on contract and what is the average length of their employment period?

q. Have staffing numbers been reduced as a result of the current efficiency dividend and/or other budget cuts since Budget Estimates 2010? If so, where and at what level?

r. Are there any plans for staff reduction? If so, please advise details i.e. reduction target, how this will be achieved, services/programs to be cut etc.

s. If your Department/agency has been identified in the 2010 election as delivering efficiencies (savings), how will these be delivered? (for example, savings commitments included reducing program funding, rationalising grants etc how will these impact the department and staffing) .

t. What changes are underway or planned for graduate recruitment, cadetships or similar programs? If reductions or increases are envisaged please explain including reasons, target numbers etc.

**The answer to the honourable senator's questions is attached. Note that the AGS has replied separately (also attached) due to its status as a Government Business Enterprise.**

	Attorney-General's Department	Administrative Appeals Tribunal	Australian Commission for Law Enforcement Integrity	Australian Crime Commission	Australian Law Reform Commission	Australian Customs and Border Protection Service	Australian Federal Police	Australian Institute of Criminology	Australian Security Intelligence Organisation
a. What is the total expenditure on staffing for the Department and for all portfolio agencies? What is the SES and non-SES breakdown?	Estimated Figures from 1/7/2010 to 18/10/2010 <b>Total Staff salary</b> = \$46,726,361 <b>SES Base Salary</b> = \$4,308,714 (excluding allowances and Super) Because of the way the costings are configured in the HRMIS it is not possible to split off the SES costings breakdown.	Estimated Figures from 1/7/2010 to 18/10/2010 <b>Total Staff Salary</b> = \$3,437,712 <b>Non SES</b> = \$3,384,794 <b>SES</b> = \$52,918	<b>Total:</b> \$752,345 <b>Statutory Appointment (SES Band 3 Equivalent):</b> \$96,879 <b>SES:</b> \$59,421 <b>Non-SES:</b> \$596,045	\$16.759m was expended until 18 October 2010 on APS employees, of which \$1.999m was for SES and the balance of \$15.560m for non-SES. The figures includes salaries, overtime HDA allowances, super, leave, redundancies, FBT and reallocation expenses.	<b>SES amount</b> = 193,253 <b>Non SES amount</b> = 547,631	<b>Total</b> = \$176,421,195 <b>SES</b> = \$5,507,274 <b>Non-SES</b> = \$170,913,921	Total expenditure on staffing for the AFP to 27 October is \$252.770m. <b>SES</b> = \$6.326m <b>Non-SES</b> = \$246.444m These figures include Base Salary, Allowances and superannuation.	\$1,739,355 Expenditure until 31 October 2010	For the period of 1 July 2010 - 18 October 2010, ASIO's total expenditure on staffing was \$53.4 m comprising of: • \$4.8m on SES staff • \$48.6m on non-SES staff (Total expenditure includes gross salary, allowances, employer superannuation, etc)
b. What are the current staffing levels of SES and non-SES officers?	<b>FTE</b> <b>SES</b> = 73.67 <b>NON SES</b> = 1318.28	<b>FTE:</b> <b>SES</b> = 1 <b>NON-SES</b> = 125.21	<b>Statutory Appointment (SES Band 3 Equivalent)</b> = 1 <b>SES Band 1</b> =1 <b>Non-SES</b> =17	<b>CEO</b> = 1 <b>SES</b> = 14 <b>NON-SES APS</b> = 532	<b>SES</b> = 2 <b>NON SES</b> = 15.44 FTE	<b>Total</b> = 5745 <b>CEO</b> = 1 <b>SES</b> = 62 <b>Non-SES</b> = 5682	<b>SES3</b> = 5 <b>SES2</b> = 16 <b>SES1</b> = 59 <b>Non SES</b> = 6718	<b>SES Equivalent</b> = 1 <b>Non-SES</b> = 58	At 18 October 2010 = 1,711 <b>SES</b> = 54 <b>Non-SES</b> = 1,657
c. How many SES were employed in your Department and portfolio agencies on 10 May 2010?	<b>FTE</b> = 79.92	<b>FTE</b> =1	<b>Statutory Appointment (SES Band 3 Equivalent)</b> = 1 <b>SES Band 1</b> =1	As at 30 May 2010, the ACC employed 14 SES officers (not including the ACC CEO)	2 SES	60	The AFP employed 78 SES staff as at the 14th of May 2010, broken down as follows: <b>SES 3</b> = 5 <b>SES 2</b> = 16 <b>SES 1</b> = 57	1	62
d. How many SES were employed in your Department and portfolio agencies as of today (18 October)?	<b>FTE</b> = 73.67	<b>FTE</b> =1	<b>Statutory Appointment (SES Band 3 Equivalent)</b> = 1 <b>SES Band 1</b> =1	As at 30 October 2010, the ACC employed 14 SES officers (not including the ACC CEO)	2 SES	60	The AFP employed 80 SES staff as at the 14th of October 2010 <b>SES 3</b> = 5 <b>SES 2</b> = 16 <b>SES 1</b> = 59	1	54
e. What is the breakdown by each level (each SES band, each Executive Level and each APS band)?	<b>FTE</b> <b>SES</b> = 73.67 <b>EL2</b> = 172.84 <b>EL1</b> = 429.63 <b>APS 6</b> = 262 <b>APS5</b> = 195.01 <b>APS4</b> = 125.8 <b>APS3</b> = 84.12 <b>APS2</b> = 5 <b>APS1</b> = 5.88 <b>GRADS</b> = 38	<b>SES</b> = 1.00 <b>EL2</b> = 18.58 <b>EL1</b> = 9.60 <b>APS 6</b> = 16.40 <b>APS 5</b> = 6.00 <b>APS 4</b> = 67.03 <b>APS 3</b> = 5.60 <b>APS 2</b> = 2.00	<b>Statutory Appointment (SES B3 Equivalent)</b> =1 <b>SES Band 1</b> = 1 <b>EL2</b> = 5 <b>EL1</b> = 6 <b>APS6</b> = 2 <b>APS5</b> =2 <b>APS4</b> =2	<b>CEO</b> = 1 <b>SES</b> = 14 <b>EL2</b> = 70 <b>EL1</b> = 154 <b>APS 6</b> = 79 <b>APS 5</b> = 70 <b>APS 4</b> = 71 <b>APS 3</b> = 84 <b>APS 2</b> = 4	<b>SES B3</b> = 1 <b>SES B1</b> = 1 <b>EL 2</b> = 3 <b>EL 1</b> = 6 <b>LO 7</b> = 2 <b>LO 6</b> = 1 <b>APS 6</b> =1 <b>APS 5</b> = 3 <b>APS 4</b> = 1	<b>CEO</b> = 1 <b>SES 3</b> = 3 <b>SES 2</b> = 9 <b>SES 1</b> = 50 <b>CL5 (EL 2 equivalent)</b> = 217 <b>CL4 (EL 1 equivalent)</b> = 524 <b>CL3 (APS 6 equivalent)</b> = 1013 <b>CL2 (APS 5 equivalent)</b> = 1476 <b>CL1 (APS 3 equivalent)</b> = 2432 <b>Graduate</b> = 16 <b>Aboriginal Cadets</b> = 4	<b>SES 3</b> = 5 <b>SES 2</b> = 16 <b>SES 1</b> = 59 <b>Band 9</b> = 309 <b>Band 8</b> = 275 <b>Band 7</b> = 793 <b>Band 6</b> = 562 <b>Band 5</b> = 1029 <b>Band 4</b> = 1495 <b>Band 3</b> = 1576 <b>Band 2</b> = 658 <b>Casual</b> = 21	<b>SES Equivalent Band 1</b> = 1 <b>AIC Level E</b> = 10 <b>AIC Level D</b> = 11 <b>AIC Level C</b> = 19 <b>AIC Level B</b> = 5 <b>AIC Level A</b> = 12 <b>AIC Trainee</b> = 1 The AIC has its own classification structure and therefore cannot provide the information this question by APS and Executive bands.	<b>SES Band 3</b> = 2, <b>SES Band 2</b> = 12, <b>SES Band 1</b> = 40, <b>AEO3 (EL3)</b> = 16, <b>AEO2 (EL2)</b> = 136, <b>AEO1(EL1)</b> = 311, <b>AO5 (APS6)</b> = 632, <b>AO4 (APS4/5)</b> =366, <b>AO3 (APS3)</b> = 142, <b>AO2 (APS2)</b> =23 <b>AO1 (APS1)</b> = 33 Figures as at 30 September 2010 and do not include the Director-General of Security

f. What is the gender breakdown by each level (each SES band, each Executive Level band and each APS band)?	<b>FEMALE:</b> SES = 35.67 EL2 = 84.93 EL1 = 253.43 <b>APS6</b> = 151.27 <b>APS5</b> = 126.01 <b>APS4</b> = 92.8 <b>APS3</b> = 65.12 <b>APS2</b> = 2 <b>APS1</b> = 3.4 <b>GRADS</b> = 26 <b>MALE:</b> SES = 38 EL2 = 87.91 EL1 = 176.20 <b>APS6</b> = 110.73 <b>APS5</b> = 69 <b>APS4</b> = 33 <b>APS3</b> = 19 <b>APS2</b> = 3 <b>APS1</b> = 2.48 <b>GRADS</b> = 12	<b>Female</b> EL2 = 14.38 EL1 = 2.60 APS 6 = 7.40 APS 5 = 6.00 APS 4 = 49.23 APS 3 = 3.00 APS 2 = 1.00 <b>Male</b> SES = 1.00 EL2 = 4.20 EL1 = 7.00 APS 6 = 9.00 APS 4 = 17.80 APS 3 = 2.60 APS 2 = 1.00	<b>Female = 9</b> EL2 = 1 EL1 = 3 APS6 = 1 APS5 = 2 APS4 = 2 <b>Male = 10</b> Statutory Appointment (SES Band 3 Equivalent) - 1 SES Band 1 = 1 EL2 = 4 EL1 = 3 APS6 = 1 Total: 47%F - 53%M Note: these staffing figures do not take account of absences, secondments or acting arrangements that may have been in place on the census date.	<b>FEMALE:</b> SES = 7 EL2 = 26 EL1 = 52 <b>APS6</b> = 47 <b>APS5</b> = 48 <b>APS4</b> = 56 <b>APS3</b> = 52 <b>APS2</b> = 3 <b>MALE:</b> <b>CEO</b> = 1 SES = 7 EL2 = 44 EL1 = 102 <b>APS6</b> = 32 <b>APS5</b> = 22 <b>APS4</b> = 15 <b>APS3</b> = 32 <b>APS2</b> = 1	<b>Female</b> SES 3 = 1 SES 1 = 1 EL 2 = 2 EL1 = 5 LO 7 = 1 LO 6 = 1 APS 6 = 1 APS 5 = 2 APS 4 = 1 <b>Male</b> EL 2 = 1 EL1 = 1 LO 7 = 1 APS 5 = 1	<b>Female = 2383</b> SES 3 = 1 SES 2 = 5 SES 1 = 22 CL5= 85 CL4 = 197 CL3 = 369 CL2 = 629 CL1 = 1062 Graduate = 10 Aboriginal Cadets = 3 <b>Male = 3362</b> CEO = 1 SES 3 = 2 SES 2 = 4 SES 1 = 28 CL5= 132 CL4 = 327 CL3 = 644 CL2 = 847 CL1 = 1370 Graduate = 6 Aboriginal Cadets = 1	<b>Female = 2266</b> SES 2 = 3 SES 1 = 12 Band 9 = 69 Band 8 = 92 Band 7 = 263 Band 6 = 250 Band 5 = 282 Band 4 = 586 Band 3 = 537 Band 2 = 168 Casual = 4 <b>Male = 4532</b> SES 3 = 5 SES 2 = 13 SES 1 = 47 Band 9 = 240 Band 8 = 183 Band 7 = 530 Band 6 = 312 Band 5 = 747 Band 4 = 909 Band 3 = 1039 Band 2 = 490 Casual = 17	<b>Female:</b> AIC Level E = 2 AIC Level D = 7 AIC Level C = 17 AIC Level B = 4 AIC Level A = 8 <b>Male:</b> SES Equivalent Band 1 = 1 AIC Level E = 8 AIC Level D = 4 AIC Level C = 2 AIC Level B = 1 AIC Level A = 4 AIC Trainee = 1	<b>FEMALE:</b> SES2 = 4 SES1 = 7 AE03 (EL3) = 3 AE02 (EL2) = 44 AE01 (EL1) = 117 A05 (APS 6) = 289 A04 (APS4/5) = 187 A03 (APS3) = 84 A02 (APS 2) = 15 AO1 (APS1) = 15 <b>MALE:</b> SES3 = 2 SES2 = 8 SES1 = 33 AE03 (EL3) = 13 AE02 (EL2) = 92 AE01 (EL1) = 194 A05 (APS 6) = 343 A04 (APS4/5) = 179 A03 (APS3) = 58 A02 (APS 2) = 8 AO1 (APS1) = 18
g. What is the breakdown by location for each level (each SES band, each Executive Level band and each APS band)?	<b>ACT = 1303.15</b> SESB3 = 3 SESB2 = 16 SESB1 = 52.67 EL2 = 161.84 EL1 = 413.91 <b>APS6</b> = 227.52 <b>APS5</b> = 188.41 <b>APS4</b> = 115.8 <b>APS3</b> = 77.12 <b>APS2</b> = 3 <b>APS1</b> = 5.88 <b>GRADS</b> = 38 <b>NSW = 40.92</b> SESB1 = 1 EL2 = 3 EL1 = 5.92 <b>APS6</b> = 15 <b>APS5</b> = 4 <b>APS4</b> = 8 <b>APS3</b> = 4 <b>PNG = 8</b> SESB2 = 1 EL2 = 7 <b>QLD = 7.8</b> EL1 = 2.8 <b>APS6</b> = 5 <b>VIC = 31.08</b>	<b>ACT = 5.59</b> EL2= 1.79 APS 6= 1.00 APS 4= 2.20 APS 2 =0.60 <b>NSW = 47.20</b> SES= 1.00 EL2 = 6.40 EL1= 5.60 APS 6 =7.60 APS 5= 5.00 APS 4 = 21.20 APS 3= 0.20 APS 2 =0.20 <b>QLD = 29.40</b> EL2= 3.20 EL1 =4.00 APS 6= 3.00 APS 5= 1.00 APS 4= 16.60 APS 3= 1.20 APS 2= 0.40 <b>SA = 10.40</b> EL2 =2.00 APS 6= 1.40 APS 4= 6.00 APS 3= 1.00 <b>TAS = 1.20</b>	Not applicable.	<b>Canberra = 157</b> CEO = 1 SES B2 = 3 SES B1 = 8 EL 2 = 17 EL 1 = 33 APS 6 = 31 APS 5 = 19 APS 4 = 37 APS 3 = 8 <b>Sydney = 127</b> SES B1 = 1 EL 2 = 12 EL 1 = 36 APS 6 = 15 APS 5 = 22 APS 4 = 7 APS 3 = 34 <b>Alice Springs = 5</b> EL 2 = 1 EL 1 = 2 APS 5 = 1 APS 4 = 1 <b>Brisbane = 73</b> SES B1 = 1 EL 2 = 16 EL 1 = 22 EL 1 = 65	All staff based in Sydney	<b>ACT = 1655</b> SES 4 = 1 SES 3 = 3 SES 2 = 9 SES 1 = 39 CL5= 156 CL4 = 361 CL3 = 493 CL2 = 355 CL1 = 221 Graduate =16 Aboriginal Cadets = 1 <b>NSW = 1398</b> SES 1 = 3 CL5= 17 CL4 = 48 CL3 = 180 CL2 = 392 CL1 = 757 Aboriginal Cadets = 1 <b>NT = 144</b> SES 1 = CL5= 1 CL4 = 5 CL3 = 20 CL2 = 49 CL1 = 69 <b>QLD = 799</b>	<b>ACT National = 2675</b> SES 3 = 5 SES 2 = 13 SES 1 = 45 Band 9 = 181 Band 8 = 190 Band 7 = 390 Band 6 = 337 Band 5 = 354 Band 4 = 508 Band 3 = 486 Band 2 = 160 Casual = 6 <b>ACT Policing = 972</b> SES 2 = 1 SES 1 = 3 Band 9 =15 Band 8 = 20 Band 7 = 86 Band 6 = 67 Band 5 = 54 Band 4 = 199 Band 3 = 426 Band 2 = 94 Casual = 7 <b>External Territories = 35</b> Band 9 = 1 Band 7 = 6	All positions are in the ACT apart from two AIC Level E employees of which one is in Sydney and one in Melbourne.	As at 30 September 2010, 1,186 staff were ACT based and 527 were non-ACT based.

<p>h. What is the breakdown by each level of ongoing staff and non-ongoing staff (each SES band, each Executive Level band and each APS band)?</p>	<p><b>Ongoing = 1267.68</b>  SES B3 = 3  SES B2 = 17  SES B1 = 52.67  EL2 = 162.19  EL1 = 413.80  APS6 = 233.57  APS5 = 177.81  APS4 = 103.8  APS3 = 56.36  APS2 = 5  APS1 = 4.48  GRADS = 38  <b>Non-Ongoing = 115.27</b>  SES B1 = 1  EL2 = 10.65  EL1 = 12.83  APS6 = 25.43  APS5 = 17.2  APS4 = 19  APS3 = 27.76  APS1 = 1.4  <b>Ongoing Temporary Transfer = 9</b>  EL1 = 3  APS6 = 3  APS4 = 3</p>	<p><b>Ongoing Total 94.11</b>  SES = 1.00  EL2 = 15.48  EL1 = 9.00  APS 6 = 14.40  APS 5 = 4.00  APS 4 = 48.23  APS 3 = 2.00  <b>Non-ongoing- Total 32.10</b>  EL2 = 3.10  EL1 = 0.60  APS 6 = 2.00  APS 5 = 2.00  APS 4 = 18.80  APS 3 = 3.60  APS 2 = 2.00</p>	<p><b>Ongoing = 15</b>  Statutory Appointment (SES Band 3 Equivalent) = 1 (Recurrent 5=year term)  SES B1 = 1  EL2 = 4  EL1 = 6  APS6 = 2  APS5 = 1  <b>Non-Ongoing = 4</b>  EL2 = 1  APS5 = 1  APS4 = 2</p>	<p><b>ON-GOING = 503</b>  SES = 13  EL2 = 68  EL1 = 142  APS6 = 74  APS5 = 69  APS4 = 61  APS3 = 72  APS2 = 4  <b>NON-ONGOING = 44</b>  CEO = 1  SES = 1  EL2 = 2  EL1 = 12  APS6 = 5  APS 5 = 1  APS4 = 10  APS3 = 12  *Employees on temporary transfer from other agencies are reported as ongoing</p>	<p>All ALRC staff are non-ongoing.</p>	<p><b>Ongoing = 5680</b>  CEO = 1  SES 3 = 3  SES 2 = 9  SES 1 = 50  CL5 = 209  CL4 = 513  CL3 = 1004  CL2 = 1469  CL1 = 2402  Graduate = 16  Aboriginal Cadets = 4  <b>Non-ongoing = 65</b>  CL5 = 8  CL4 = 11  CL3 = 9  CL2 = 7  CL1 = 30</p>	<p><b>Ongoing = 6643</b>  SES 3 = 5  SES 2 = 16  SES 1 = 58  Band 9 = 299  Band 8 = 268  Band 7 = 781  Band 6 = 554  Band 5 = 1025  Band 4 = 1483  Band 3 = 1503  Band 2 = 651  <b>Non-Ongoing = 155</b>  SES 1 = 1  Band 9 = 10  Band 8 = 7  Band 7 = 12  Band 6 = 8  Band 5 = 4  Band 4 = 12  Band 3 = 73  Band 2 = 7  Casual = 21</p>	<p><b>Ongoing</b>  AIC Level E = 5,  AIC Level D = 7  AIC Level C = 3,  <b>Non-Ongoing</b>  SES Equivalent Band 1 = 1  AIC Level E = 5  AIC Level D = 4  AIC Level C = 16  AIC Level B = 5  AIC Level A = 12  AIC Trainee = 1</p>	<p><b>ONGOING</b>  SES B3 = 2  SES B2 = 12  SES B1 = 36  AE03 (EL3) = 12  AE02 (EL2) = 129  AE01 (EL1) = 299  A05 (APS 6) = 590  A04 (APS4/5) = 363  A03 (APS3) = 135  A02 (APS 2) = 20  AO1 (APS1) = 8  <b>NON ONGOING</b>  SES B1 = 4  AE03 (EL3) = 4  AE02 (EL2) = 7  AE01 (EL1) = 12  A05 (APS 6) = 42  A04 (APS4/5) = 3  A03 (APS3) = 7  A02 (APS 2) = 3  AO1 (APS1) = 25</p>
<p>i. What has been the general staffing trend in your department and portfolio agencies since the 2007 election (for example SES numbers and recruitment has increased by X per cent because of Y).</p>	<p>Based on the 06/07 and 09/10 Annual Reports, actual staffing numbers has increased by 225. The number of SES has decreased by 2.</p>	<p>SES numbers have remained constant since 2007 at 1 SES position.   Tribunal staffing figures have remained constant over the past four years. The high percentage of non-ongoing staff, particularly Administrative Assistant Legals and casual staff, produces a consistent turnover of staff each year. The timing of the separations and the selection exercises can produce fluctuations in staffing numbers that do not reflect typical staffing levels as occurred in 2008/09.</p>	<p>2007/08 - Nine  2008/09 - 12  2009/10 - 17  2010/11 - 19</p>	<p>As at 30 June 2007, the ACC funded 717 staff which included APS staff, contractors and secondees. The staffing levels reduced over the following two years to its lowest point at June 2009 where ACC funded 549 staff. The majority of staff reductions were targeted at contractors and non ongoing employees. Between 30 June 2007 and 30 June 2010 there was a 16.8 per cent reduction in ACC funded staffing. Staffing has started to increase modestly over the past year with an 8.6 per cent increase in ACC funded staff from June 2009 to June 2010. As at 30 October 2010, the ACC funded 598 staff consisting of APS staff, contractors and secondees.</p>	<p>SES recruitment has decreased by 50% due to two full time Commissioner positions not being filled because of budget cuts.</p>	<p>Since the 2007 election, there has been a small downwards trend (approximately six per cent) in staffing numbers.</p>	<p>Since July 2007, there has been a growth in total AFP staffing numbers of approximately 13% (6,036 to 6,798).</p>	<p>Staffing levels since 2007 election have fluctuated between 51 and 61 FTE due to a changes in the AIC's income resulting from a combination of efficiency dividend impacts and the level of external income sourced by the AIC. The AIC currently has 57 FTE which is only 3 FTE higher than at the time of the 2007 election. SES Equivalent staff is currently 1 and has dropped down from 2 at the time of the election, however a second SES Equivalent position is currently being recruited.</p>	<p>As a consequence of the Review of ASIO Resourcing conducted by Mr Allan Taylor AM in 2005, ASIO's recruitment efforts have focused on achieving a substantial growth program to reach a total staff number of 1,860 full-time equivalents.</p>

<p>j. What have been the changes in staffing levels since Budget Estimates 2010? Why have these changes occurred? What have been the Budgetary implications? In the case of reductions in staff numbers, how have these reductions been absorbed by the Department? What functions these staff performed have been sacrificed and why?</p>	<p>Compared to 31 May 2010, as at 22 October 2010, AGD has a net decrease of 95.81 FTE. Employees within the Territories Division of AGD transferred to the Department of Infrastructure and Transport under a Machinery of Government change, (MOG) as at 1 October 2010. This accounted for a reduction in 65 staff. Employees working within the Australian Security Vetting Service transferred to the Australian Government Security Vetting Agency under a MOG change as at 1 October 2010. This accounted for a reduction in 25 staff. The Department operates within budget and deploys employees between programs in response to Government priorities as they exist from time to time.</p>	<p>There has been a reduction in FTE from 134.00 (10 May 2010) to 126.21 (18 October 2010), a reduction of 7.79 FTE.</p> <p>The Tribunal has had a significant turnover in staff with 14.2 FTE having separated from the Tribunal or started extended leave in the 6 months from 10 May to 18 October 2010. 3.2 FTE have commenced and separated during the period and a further 3 FTE have separated since 18 October.</p> <p>All but one of the 14.2 FTE positions have been filled or been approved to be filled with a number of selection exercises being finalised at present. The high percentage of non-ongoing staff, particularly Administrative Assistant Legals and casual staff,</p>	<p>ACLEI's staffing establishment rose from 17 in May 2010 to 19 from July 2010. Funding for the two additional positions was announced in the 2010 Budget.</p>	<p>Staffing has increased modestly over this period with recruitment activity targeted against New Policy Proposal (NPP) funding for the ACC's Fusion Capability. Productivity initiatives around some supplier costs has also allowed for savings to be redirected to a small number of recruitment activities.</p>	<p>2 Full time EL 2 positions and two APS 6 positions have also not been filled due to cuts to ALRC appropriation. Some functions have been allocated to other staff where possible and the ALRC has reduced its number of programs from 2 to 1, ceasing to undertake its education program. The communications functions have been taken on by the Executive Director and publication design will be contracted out. The Research Manager used to prepare submissions to external inquiries and this activity will not be able to be undertaken as readily in the future. Functions of staff cut include research, communications manager, executive assistance, project coordination and publications design.</p>	<p>Part 1. Since May Budget Estimates staffing levels have decreased by approximately 96 staff (headcount). Part 2. The reductions have occurred as a result of staff voluntarily leaving the organisation, recruitment lags, organisational changes and efficiencies as outlined in the response to 'L' Part 3. The reductions are consistent with the agency's budget. Part 4. Workforce reductions are being managed through natural attrition and redeployment, with a limited number of voluntary redundancies being offered. No employees have been declared excess. Part 5. The effectiveness of the agency's operations has been maintained.</p>	<p>Since 14 May 2010, there has been a growth in total AFP staffing numbers of approximately 5.51% (6,443 to 6,798). This can be contributed to organisational restructures and increase in sworn police numbers under the additional 500 NPI.</p>	<p>There has been a 3.7 FTE increase from 24 May 2010 FTE of 53.08 which has been as a result of the need to replace vacated positions that existed and recruit for external research contracts that have been secured. New engagements in the research area are generally limited to the term of specific projects or 18 month non-ongoing contracts to enable long term flexibility for the AIC to manage resources to available funding.</p>	<p>Staffing levels have increased. In response to the 2005 Review of ASIO Resourcing, budget funding has subsequently been provided to facilitate the growth in staff numbers.</p>
<p>k. Are there expected changes to current staffing levels over the next 12 months? If yes, provide details including a breakdown of each level staff (each SES band, each Executive Level band and each APS band) detailing the changes. Will this be different to what was reported in the 2010-11 Budget?</p>	<p>The Department operates within budget and deploys employees between programs in response to Government priorities as they exist from time to time.</p>	<p>No changes to staffing levels are planned over the next 12 months.</p>	<p>ACLEI anticipates receiving additional resources for five positions (EL1 - Three (3), APS6 - Two (2)) as a result of a decision by Government to include the Australian Customs and Border Protection Service within the Integrity Commissioner's jurisdiction from January 2011. This measure was foreshadowed in the <i>Pre-Election Economic and Fiscal Outlook 2010</i> and is yet to be confirmed by Parliament as part of the Budget Additional Estimates process.</p>	<p>The ACC budgeted employee structure for 2010-11 is 627 FTE.</p>	<p>N/A</p>	<p>Overall staffing numbers are expected to decline in line with estimates outlined in the 2010-11 Budget and subsequently clarified at Senate Estimates hearings in May.</p>	<p>No, apart from the 500 Sworn Police NPI, current staffing levels are expected to remain the same with recruitment offsetting attrition.</p>	<p>The AIC's funding from government for 2010/11 was reduced by \$0.5m and an additional \$1.0m for 2011/12 ongoing. Along with this the AIC also has a terminating measure of \$0.86m in 2011/12. The AIC's staffing levels will reduce to a sustainable level based on the reduced funding position. However, the AIC year on year acquires approximately 25% of its funding from own source income through externally funded research contracts. This funding is generally short term and increases from month to month during each financial year as new contracts are secured. While staffing levels will fall, which has been identified in the 2010/11 budget, the individual positions have not yet been identified. The AIC is about to commence this</p>	<p>Yes, ASIO is expected to continue to grow over the next 12 months with recruitment activity focused on building intelligence and technical capabilities, and essential enabling functions. This is consistent with 2010-11 Budget reporting.</p>

<p>l. Has there been a target for staff reductions to achieve savings? What is that target and what strategy is being implemented to achieve this? Will staff reductions be used to achieve the Government's election commitment to maintain the 1.25 per cent efficiency dividend?</p>	<p>The Department operates within budget and deploys employees between programs in response to Government priorities as they exist from time to time. Accordingly, there can be no direct linkage between the efficiency dividend and/or other budget cuts and Departmental staffing numbers.</p>	<p>There have been no staff reductions targeted to achieve savings during 2010/2011.</p>	<p>No.</p>	<p>Yes. The result of the efficiency dividend will lead to a reduction in staffing over the next two years.</p>	<p>The efficiency dividend has minimal impact on the ALRC. The budget measure cuts to the ALRC budget are what is having an impact on our staffing levels.</p>	<p>Part 1. Yes Part 2. The target staffing reduction is approximately 180 ASL. These staffing reductions are being achieved through Government decisions relating to transfer of functions (e.g. administration of Excise Equivalent Goods to the Australian Taxation Office and the centralisation of security vetting activities to the Department of Defence) and efficiency measures (e.g. re-engineering Aircraft Search and Enhanced Compliance Assurance and ongoing general efficiency improvements). Part 3. This will depend largely on the final 2011-12 budget and out-year outcomes.</p>	<p>No. The AFP has a mandate to expand its workforce in number and workforce mix.</p>	<p>The impact of the 1.25 per cent efficiency dividend is less than 1 FTE for the AIC and will be managed through delayed recruitment activities or the AIC securing additional external contract income to supplement the reduced government funding.</p>	<p>No</p>
<p>m. Have any voluntary or involuntary redundancies been offered to staff? If so, how have staff been identified for such offers? Are there such plans for the future?</p>	<p>Voluntary redundancies have been offered to staff due to them being excess to requirements. There is no intention to offer any future redundancies at this point in time</p>	<p>No voluntary or involuntary redundancies have been offered to staff. One employee is currently potentially excess pending the outcome of a selection exercise. A second employee is expected to be in a similar situation during 2010/2011. Both of these processes are being undertaken as part of a reassessment of responsibilities.</p>	<p>No.</p>	<p>The ACC has offered one involuntary redundancy in this financial year due to a reclassification of the role and no appropriate option for redeployment. The ACC has offered one voluntary redundancy this financial year due to the tasks undertaken no longer being required.</p>	<p>No redundancies have been offered as the ALRC current Union Collective Agreement does not have any provision for redundancies. Staff reductions are made by not filling positions as they have become vacant.</p>	<p>Part 1. Yes - voluntary redundancies only Part 2. Voluntary redundancies have been offered to staff. These offers were targeted and are on a purely voluntary basis and no employee has been declared excess. Part 3. Future offers of voluntary redundancy will be made under the Workforce Adjustment Strategy as required.</p>	<p>Yes - voluntary only. Since 1 Jan 2010 - 1 Nov 2010 there have been the following voluntary redundancies (no involuntary): Total = 27 Sworn = 2 Unsworn = 7 PSO = 18 Yes, plans for voluntary redundancies over the next 3-5 years through Project Macer - this should be addressed in the Aviation response for Senate Estimates.</p>	<p>No. This may be necessary in the later part of 2010/11 and into 2011/12 if the AIC is not able to generate sufficient income from external contracts to supplement the reductions in government funding. In the first instance the budgeted reductions in staffing numbers are managed through attrition with redundancies only being utilised as a last resort.</p>	<p>Yes. Redundancies were offered because of changes in the nature, extent or organisation of the required current and future functions and capabilities of ASIO. Redundancies may be offered in the future if the requirement is identified.</p>

<p>n. How many permanent staff recruited since Budget Estimates 2010? What level are these staff? Where is their location?</p>	<p>In the period 25 May 2010 to 18 October 2010 (inclusive), 82 ongoing employees commenced with AGD.  ACT = 73  NSW = 2  QLD = 6  VIC = 1  Levels of employees recruited:  SESB2 = 2  SESB1 = 2  EL2 = 6  EL1 = 24  APS 6 = 26  APS 5 = 10  APS 4 = 10  APS 3 = 2</p>	<p>Two permanent staff have been recruited to the Tribunal since 10 May 2010. Both are APS 3 equivalent Client Service Officers with one in our Brisbane Registry and the other in our Melbourne Registry.</p>	<p><b>Canberra = 4</b>  EL2 = 2  EL1 = 2</p>	<p>The ACC recruited 42 ongoing positions since 30 May 2010. During the same period 34 people left the ACC.  <b>Canberra = 24</b>  SES B1 = 2  EL2 = 1  EL1 = 5  APS 6 = 7  APS 5 = 1  APS 4 = 8  <b>Sydney = 9</b>  EL1 = 4  APS 6 = 1  APS 5 = 1  APS 3 = 3  <b>Adelaide = 2</b>  EL2 = 1  EL1 = 1  <b>Brisbane = 1</b>  EL2 = 1  <b>Melbourne = 4</b>  EL1 = 2  APS 6 = 1  APS 4 = 1  <b>Perth = 2</b>  EL1 = 1</p>	<p>The ALRC does not have any permanent staff.</p>	<p><b>ACT = 71</b>  SES 2 = 1  SES 1 = 1  CL5 = 6  CL4 = 23  CL3 = 20  CL2 = 12  CL1 = 8  <b>QLD = 3</b>  CL1 = 3  <b>VIC = 1</b>  CL1 = 1  <b>WA = 2</b>  CL3 = 1  Aboriginal Cadets = 1</p>	<p>Commencements between 13 May 2010 &amp; 18 October 2010  Total = 378  <b>By Classification:</b>  SES 2 = 1  SES 1 = 3  Band 9 = 8  Band 8 = 11  Band 7 = 15  Band 6 = 27  Band 5 = 26  Band 4 = 72  Band 3 = 89  Band 2 = 126  <b>By Location:</b>  A.C.T = 289  Sydney = 41  Darwin = 4  Brisbane = 12  Cairns = 1  Adelaide = 1  Melbourne = 26  Perth = 4</p>	<p>Nil</p>	<p>Forty-six ongoing staff have been engaged, comprising of the following levels:  AEO2 (EL2)= 1  AEO1 (EL1)= 5  AO5 (APS6)= 11  AO4 (APS4/5)= 11  AO3 (APS3)=4  AO1 (APS1)= 4  Of these 41 are located in the ACT and 5 non-ACT based.</p>
<p>o. Since Budget Estimates 2010, how many employees have been employed on contract and what is the average length of their employment period?</p>	<p>AGD is unable to report on Contractors. Between 25 May 2010 and 18 October 2010 (inclusive), 69 non-ongoing employees commenced with AGD. The average length of their contract was 208.5 days. An additional 7 ongoing employees commenced during this period on a temporary transfer.</p>	<p>12 employees have been employed on contract since 10 May 2010, with the average contract being for a period of 8.84 months.</p>	<p>Two (2)  Four (4) Months</p>	<p>Non-ongoing employees who have started their contracts since 30 May 2010 = 21 employees  Average length of contract is 246 days.</p>	<p>nil</p>	<p>Part 1. 31  Part 2. 10 months</p>	<p>Between Budget estimates (May 2010) and 18 October 2010, the AFP had 70 Temporary contactors commence of which the average period of employment was 9 months.</p>	<p>5 with an average employment term of 15 months for work on specific limited duration projects.</p>	<p>Ten staff have been employed on contracted with an average length of engagement of 11 months.</p>



<p>p. Have staffing numbers been reduced as a result of the current efficiency dividend and/or other budget cuts since Budget Estimates 2010? If so, where and at what level?</p>	<p>The Department operates within budget and deploys employees between programs in response to Government priorities as they exist from time to time. Accordingly, there can be no direct linkage between the efficiency dividend and/or other budget cuts and Departmental staffing numbers.</p>	<p>No.</p>	<p>No.</p>	<p>No.</p>	<p>Staffing numbers have been reduced by 6.2 SES positions and 4 non SES positions due to budget cuts.</p>	<p>There have been no staff reductions as a result of budget cuts since Budget Estimates 2010. Efficiency Dividend impacts remain the same as at Budget Estimates. Overall staffing numbers have reduced in accordance with the response to 'L'.</p>	<p>No. The AFP has a mandate to expand its workforce in number and workforce mix.</p>	<p>Staffing numbers have not been reduced year to date as the AIC has been able to supplement the budget cuts year to date through additional own source income from externally funded research projects.</p>	<p>No - ASIO will continue to grow staff numbers to 1,860.</p>
<p>q. Are there any plans for staff reduction? If so, please advise details i.e. reduction target, how this will be achieved, services/programs to be cut etc.</p>	<p>The Department operates within budget and deploys employees between programs in response to Government priorities as they exist from time to time.</p>	<p>There are no current plans for staff reductions.</p>	<p>No.</p>	<p>Staffing levels will be adjusted to meet our forward estimates.</p>	<p>There are no other plans for staff cuts.</p>	<p>As per response to 'L', the target staffing reduction is approximately 180 ASL. These staffing reductions are being achieved through Government decisions relating to transfer of functions (e.g. administration of Excise Equivalent Goods to the Australian Taxation Office and the centralisation of security vetting activities to the Department of Defence) and efficiency measures (e.g. re-engineering Aircraft Search and Enhanced Compliance Assurance and ongoing general efficiency improvements).</p>	<p>No. The AFP has a mandate to expand its workforce in number and workforce mix.</p>	<p>The AIC will be required to make staff reductions if it is unable to generate sufficient external research contracts through to 30 June 2010 to offset the budget cuts. The budget cuts have led, however, to a reduced ability to undertake some research and communications work.</p>	<p>ASIO has no plans for staff reductions.</p>

<p>r. If your Department/agency has been identified in the 2010 election as delivering efficiencies (savings), how will these be delivered? (for example, savings commitments included reducing program funding, rationalising grants etc how will these impact the department and staffing) .</p>	<p>AGD was not identified in the 2010 election as delivering specific savings/efficiencies. The election commitment to continue the 1.25% efficiency applies across portfolios and is still subject to a government decision in the 2011-12 Budget process to implement it.</p>	<p>N/A.</p>	<p>Not applicable.</p>	<p>Not applicable to ACC.</p>	<p>The ALRC has not been identified in the 2010 election as delivering efficiencies.</p>	<p>The only election commitment which impacts of Customs and Border Protection being required to deliver savings relates to the election commitment to maintain the efficiency dividend from 2011-12 at 1.25%. In delivering these savings, Customs and Border Protection will seek to ensure that frontline services are not compromised. Any impact of these efficiencies will be dealt with by the internal Workforce Adjustment Strategy referenced in Question J Part 4.</p>	<p>N/A</p>	<p>N/A</p>	<p>N/A</p>
<p>s. What changes are underway or planned for graduate recruitment, cadetships or similar programs? If reductions or increases are envisaged please explain including reasons, target numbers etc.</p>	<p>There are no proposed changes to planning for graduate recruitment or similar projects for this year. Each year, AGD set a target for the relevant programs using information from the workforce plan and by anticipating the proposed budget for coming year.</p>	<p>The Tribunal does not currently have formal graduate recruitment, cadetships or similar programs.</p>	<p>None.</p>	<p>The ACC does not currently have a graduate or cadet program in place. The ACC intends to participate in the APSC's Indigenous cadet program.</p>	<p>Not applicable to the ALRC.</p>	<p>There are no reductions planned for graduate recruitment, cadetships or similar programs. The numbers of employees recruited to these programs will continue to be based on an analysis of agency demand and capability requirement.</p>	<p>The AFP is committed to providing a range of entry level pathways for people into the workforce. In particular we are committed to increasing opportunities for women, Aboriginal and Torres Strait Islander (A&amp;TSI) peoples and people from Culturally and Linguistically Diverse (CALD) backgrounds. The AFP continues to grow its Graduate program, currently in its third year, from 16 (2010) to 20 (2011); its A&amp;TSI Cadetship program from 0 to 8 (2010-11) and the A&amp;TSI Traineeship Program from 16 (2010) to 20 (2011). The AFP is a signatory to the Australian Employment Covenant and has committed to an additional 200 "real" job for A&amp;TSI peoples by 2015. The AFP is also investigating opportunities</p>	<p>The AIC has a practice of recruiting graduates at the lower classification levels. It runs a research internship program each year and will continue to undertake these targeted recruitment exercises.</p>	<p>As part of the implementation of ASIO's Strategic Human Capital Framework (which has a focus on building and developing the capability of our staff) new 'entry level' programs and traineeships have been introduced.</p>

	Australian Transaction Reports and Analysis Centre	CrimTrac Agency	Family Court of Australia	Federal Court of Australia	Federal Magistrates Court of Australia	High Court	Australian Human Rights Commission	Insolvency and Trustee Service Australia	National Native Title Tribunal	Office of the Director of Public Prosecutions	Office of Parliamentary Counsel
a. What is the total expenditure on staffing for the Department and for all portfolio agencies? What is the SES and non-SES breakdown?	Total = \$9.83m SES = \$0.94m Non-SES = \$8.89m (YTD to 18 October 2010 and includes salary and superannuation)	For 2009-10 CrimTrac expenditure on staffing was \$19,444,000. The 2009-10 expenditure on Senior Executives was \$984,454 (for one CEO and three SES staff) and the remaining \$18,459,546 for non-SES staff.	Total staff expenditure for the year to date September 2010 is \$12,092m. Please note that this includes Salary & Wages, Higher Duties, Overtime, Other Allowances, Superannuation, Maternity Leave and Employee Oncosts for Recreation and Long Service Leave, but excludes staff expenditure for Judicial Officers. SES component is \$0.460m Non SES component is \$11.632m	For the 2009-10 year: Total = \$32,015,394 SES = \$2,191,636 Non SES = \$29,823,758	Total staff expenditure for the year to date September 2010 is \$3,195m. Please note that this includes Salary & Wages, Higher Duties, Overtime, Other Allowances, Superannuation, Maternity Leave and Employee Oncosts for Recreation and Long Service Leave, but excludes staff expenditure for Judicial Officers. SES component is \$0.057m Non SES component is \$3.138m	Total = \$2,215,514 SES = \$362,327 Non SES = \$2,053,187 For the period 1/7/10 to 31/10/10 Non SES includes casual staff	TOTAL = \$3,117,308.32 SES = \$163,505.36 NON-SES = \$2,953,802.96	SES = \$1,112,972 Non SES = \$7,537,606 From 1 July 2010 to 31 October 2010	Total expenditure for salaries only from 1 July 2010 to 14 October 2011 was \$4,469,873. The breakdown is: SES = \$110,736 Non-SES = \$4,359,137	Expenditure from 01.07.2010 to 18.10.2010 is as follows: SES = 2,735,931 Non-SES = 13,828,053 Total = 16,563,984	Total = \$1,863,969 PEOs = \$227,460 SES = \$735,474 Non-SES = \$901,035
b. What are the current staffing levels of SES and non-SES officers?	SES = 10 (inc. 1 acting) Non-SES = 293	SES = 3 Non-SES = 185	SES = 8 Non SES = 617 Figures are headcount. Exclusions: Casual Employees, CJ, DCJ, Judges, CFM, FMs, CEO FCOA.	SES band 2: 3 SES band 1: 7 non-SES: 306	SES = 1 (acting) Non SES = 160 Figures are headcount. Exclusions: Casual Employees, CJ, DCJ, Judges, CFM, FMs, CEO FCOA.	SES = 4 Non SES = 105	SES = 2.8 (FTE) NON-SES = 101.89 (FTE)	SES = 6 Non SES = 326	SES = 2 Non-SES = 188	SES = 47 staff Non-SES = 554 staff	Total Headcount = 54 PEOs = 3 SES = 14 Non-SES = 37 Total FTE = 48.9 PEOs = 3 SES = 13.1 Non-SES = 32.8 Total ASL = 48 PEOs = 3 SES = 12.3 Non-SES = 32.7
c. How many SES were employed in your Department and portfolio agencies on 10 May 2010?	10 (inc. 1 acting)	3	SES Band 2 (Principal & Senior Registrars exercising judicial delegations) = 2 SES Band 1 = 6	10	SES Band 1 = 1 (Acting)	4	3	6 SES	Three (3) SES officers.	47 staff	PEOs = 3 SES = 14 (included 1 acting SES Band 1)
d. How many SES were employed in your Department and portfolio agencies as of today (18 October)?	10 (inc. 1 acting)	3	SES Band 2 (Principal & Senior Registrars) = 2 SES Band 1 = 6	10	SES Band 1 = 1 (Acting)	4	3	6 SES	Two (2) SES officers.	47 staff	PEOs = 3 SES = 14
e. What is the breakdown by each level (each SES band, each Executive Level and each APS band)?	SES Band 2 = 2 SES Band 1 = 8 (inc. 1 acting) EL 2 = 48 EL 1 = 61 APS 6 = 88 APS 5 = 52 APS 4 = 36 APS 3 = 8	SES 1 = 3 EL2 = 22 EL1 = 76 APS 6 = 36 APS 5 = 12 APS 4 = 38 APS 1 = 1	SES Band 2 = 2 SES Band 1 = 6 EL 2 = 69 EL 1 = 103 APS 6 = 39 APS 5 = 69 APS 4 = 90 APS 3 = 165 APS 2 = 81 APS 1 = 1	SES band 2 = 3 SES band 1 = 7 FCL2 = 20.44 FCL1 = 1 FCM2 = 15.4 FCM1 = 21.22 FCS6 = 68.82 FCS5 = 85.28 FCS4 = 36.53 FCS3 = 28.31 FCS2 = 28 FCS1 = 1	SES Band 1 = 1 EL 2 = 1 EL 1 = 10 APS 6 = 5 APS 5 = 63 APS 4 = 74 APS 3 = 7	SES = 4 OH = 1 HCE6 = 13 HCE5 = 18 HCE4 = 11 HCE3 = 20 HCE2 = 16 HCE1 = 8 EL2 = 7 EL1 = 11	SES2 = 1 SES1 = 1.8 EL2 = 15.98 EL1 = 18.27 APS6 = 32.08 APS5 = 5.98 APS4 = 17.28 APS3 = 11.9 APS1 = 0.4	SES1 = 6 EL2 = 23 EL1 = 51 APS6 = 63 APS5 = 44 APS4 = 32 APS3 = 104 APS2 = 9	SES 1 = 2 EL 2 = 12 EL 1 = 26 APS 6 = 46 APS 5 = 11 APS 4 = 31 APS 3 = 20 APS 2 = 42	The following refers to actual staff, not FTE: SES B3 = 1 SES B2 = 7 SES B1 = 39 EL 2 = 98 EL 1 = 126 APS 6 = 84 APS 5 = 37 APS 4 = 102 APS 3 = 86 APS 2 = 20 APS 1 = 1 Total = 601	PEOs = 3 SES Band 2 = 4 SES Band 1 = 10 EL2 = 16 EL1 = 6 APS6 = 5 APS5 = 4 APS4 = 6

f. What is the gender breakdown by each level (each SES band, each Executive Level band and each APS band)?	<b>Female</b> SES Band 2 = 1 SES Band 1 = 3 EL 2 = 23 EL 1 = 33 APS 6 = 60 APS 5 = 27 APS 4 = 26 APS 3 = 6 <b>Male</b> SES Band 2 = 1 SES Band 1 = 5 EL 2 = 25 EL 1 = 28 APS 6 = 28 APS 5 = 25 APS 4 = 10 APS 3 = 2	<b>FEMALE</b> EL2 = 6 EL1 = 34 SES Band 1 = 3 APS6 = 21 APS5 = 7 APS4 = 25 SES1 = 3 <b>MALE</b> EL2 = 16 EL1 = 42 APS5 = 5 APS4 = 13 APS1 = 1	<b>Female Total = 194</b> SES Band 2 = 1 SES Band 1 = 3 EL 2 = 29 EL 1 = 34 APS 6 = 15 APS 5 = 17 APS 4 = 19 APS 3 = 39 APS 2 = 36 APS 1 = 1 <b>Male Total = 431</b> SES Band 2 = 1 SES Band 1 = 3 EL 2 = 40 EL 1 = 69 APS 6 = 24 APS 5 = 52 APS 4 = 71 APS 3 = 126 APS 2 = 45	<b>Female</b> SES band 2 = 1 SES band 1 = 4 FCL2 = 7.04 FCL1 = 1 FCM2 = 5.8 FCM1 = 10.22 FCS6 = 59.82 FCS5 = 50.28 FCS4 = 26.53 FCS3 = 17.31 FCS2 = 14 <b>Male</b> SES band 2 = 2 SES band 1 = 3 EL 2 = 13.4 EL 1 = 13.4 FCM2 = 9.6 FCM1 = 11 FCS6 = 9 FCS5 = 35 FCS4 = 10 FCS3 = 11 FCS2 = 14 FCS1 = 1	<b>Female Total = 26</b> SES Band 1 = 1 EL 1 = 3 APS 5 = 2 APS 6 = 2 APS 4 = 16 APS 3 = 2 <b>Male Total = 135</b> EL 2 = 1 EL 1 = 7 APS 6 = 3 APS 5 = 61 APS 4 = 58 APS 3 = 5	<b>Female = 67</b> SES = 2 HCE6 = 11 HCE5 = 11 HCE4 = 5 HCE3 = 18 HCE2 = 3 HCE1 = 4 EL2 = 6 EL1 = 7 <b>Male = 42</b> SES = 2 OH = 1 HCE6 = 2 HCE5 = 7 HCE4 = 6 HCE3 = 2 HCE2 = 13 HCE1 = 4 EL2 = 1 EL1 = 4	<b>Female</b> SES2 = 1 SES1 = 1 EL2 = 13 EL1 = 16 APS6 = 25 APS5 = 4 APS4 = 15 APS3 = 11 <b>Male</b> SES1 = 1 SES = 2 EL1 = 5 APS6 = 11 APS5 = 2 APS4 = 3 APS3 = 5 APS1 = 1	<b>Female</b> SES1 = 1 EL2 = 8 EL1 = 18 APS6 = 30 APS5 = 27 APS4 = 26 APS3 = 78 APS2 = 8 <b>Male</b> SES1 = 5 EL2 = 15 EL1 = 33 APS6 = 33 APS5 = 17 APS4 = 6 APS3 = 26 APS2 = 1	<b>Female</b> EL 2 = 5 EL 1 = 14 APS 6 = 22 APS 5 = 5 APS 4 = 25 APS 3 = 15 APS 2 = 38 <b>Male</b> SES 1 = 2 EL 2 = 7 EL 1 = 12 APS 6 = 24 APS 5 = 6 APS 4 = 6 APS 3 = 5 APS 2 = 4	The following refers to actual staff, not FTE: <b>Female</b> SES B3 = 0 SES B2 = 2 SES B1 = 16 EL 2 = 59 EL 1 = 85 APS 6 = 62 APS 5 = 26 APS 4 = 84 APS 3 = 64 APS 2 = 14 APS 1 = 0 <b>Total = 412</b> <b>Male</b> SES B3 = 1 SES B2 = 5 SES B1 = 23 EL 2 = 39 EL 1 = 41 APS 6 = 22 APS 5 = 11 APS 4 = 18 APS 3 = 22 APS 2 = 6 APS 1 = 1 <b>Total = 189</b>	<b>Female = 32</b> PEO = 1 SES Band 2 = 2 SES Band 1 = 7 xEL2 = 10 EL1 = 1 APS6 = 3 APS5 = 3 APS4 = 5 <b>Male = 22</b> PEOs = 2 SES Band 2 = 2 SES Band 1 = 3 EL2 = 6 EL1 = 5 APS6 = 2 APS5 = 1 APS4 = 1
g. What is the breakdown by location for each level (each SES band, each Executive Level band and each APS band)?	<b>Canberra = 19</b> SES Band 1 = 1 EL 2 = 3 EL 1 = 6 APS 6 = 7 APS 4 = 2 <b>Sydney = 170</b> SES Band 2 = 2 SES Band 1 = 5 EL 2 = 30 EL 1 = 31 APS 6 = 42 APS 5 = 32 APS 4 = 20 APS 3 = 8 <b>Brisbane = 20</b> EL 2 = 2 EL 1 = 3 APS 6 = 7 APS 5 = 7 APS 4 = 1 <b>Adelaide = 2</b> EL 1 = 1 APS 6 = 1 <b>Melbourne = 89</b> SES Band 1 = 2 EL 2 = 13 EL 1 = 20 APS 6 = 28 APS 5 = 13 APS 4 = 13 <b>Perth = 3</b> APS 6 = 3	All staff located in the ACT <b>ACT = 22</b> EL 2 = 2 EL 1 = 5 APS 6 = 1 APS 5 = 3 APS 4 = 4 APS 3 = 6 APS 2 = 1 <b>NSO = 127</b> SES Band 2 = 2 SES Band 1 = 3 EL 2 = 15 EL 1 = 32 APS 6 = 27 APS 5 = 19 APS 4 = 18 APS 3 = 10 APS 2 = 1 <b>NSW = 198</b> SES Band 1 = 1 EL 2 = 23 EL 1 = 24 APS 6 = 3 APS 5 = 21 APS 4 = 32 APS 3 = 64 APS 2 = 29 APS 1 = 1 <b>NT = 5</b> APS 5 = 1 APS 3 = 4 <b>QLD = 101</b> SES Band 1 = 1 EL 2 = 11	<b>ACT</b> FCS6 = 1 FCS5 = 0.41 FCS4 = 1 FCS2 = 1 <b>NSW</b> SES 2 = 2 SES1 = 3 FCL2 = 8.04 FCM2 = 8.6 FCM1 = 13.22 FCS6 = 32.72 FCS5 = 39.82 FCS4 = 9 FCS3 = 11.8 FCS2 = 13 <b>NT</b> FCS6 = 1 FCS4 = 2.33 <b>QLD</b> SES1 = 1 FCL2 = 2 FCM2 = 1 FCM1 = 2 FCS6 = 7 FCS5 = 8 FCS4 = 3 FCS3 = 11.5 FCS2 = 3 <b>SA</b> SES1 = 1 FCL2 = 0.6 FCM2 = 0.8 FCM1 = 1	<b>ACT Total = 3</b> APS 5 = 2 APS 4 = 1 <b>NSW Total = 58</b> EL 1 = 5 APS 5 = 2 APS 5 = 23 APS 4 = 27 APS 3 = 1 <b>NT Total = 3</b> EL 1 = 1 APS 5 = 1 APS 4 = 1 <b>QLD Total = 32</b> EL 1 = 2 APS 6 = 2 APS 5 = 12 APS 4 = 16 <b>SA Total = 15</b> EL 1 = 1 APS 5 = 7 APS 4 = 7 <b>TAS Total = 5</b> EL 1 = 1 APS 5 = 2 APS 4 = 2 <b>VIC Total = 43</b> SES Band 1 = 1 EL 2 = 1 APS 6 = 1 APS 5 = 15 APS 4 = 19 APS 3 = 6 <b>WA Total = 2</b>	<b>Canberra = 89</b> SES = 4 OH = 1 HCE6 = 8 HCE5 = 12 HCE4 = 9 HCE3 = 16 HCE2 = 16 HCE1 = 8 EL2 = 6 EL1 = 9 <b>Sydney = 10</b> HCE6 = 2 HCE5 = 3 HCE4 = 1 HCE3 = 2 EL2 = 1 EL1 = 1 <b>Brisbane = 2</b> HCE6 = 1 HCE5 = 1 HCE4 = 7 HCE3 = 2 HCE2 = 1 HCE1 = 1 <b>Perth = 1</b> HCE6 = 1	All Commission staff are based in Sydney. <b>Canberra = 43</b> SES1 = 1 EL2 = 4 EL1 = 16 APS6 = 12 APS5 = 4 APS4 = 4 APS3 = 2 <b>Sydney = 74</b> SES1 = 1 EL2 = 7 EL1 = 8 APS6 = 16 APS5 = 13 APS4 = 5 APS3 = 22 APS2 = 2 <b>Brisbane = 74</b> SES1 = 2 EL2 = 5 EL1 = 12 APS6 = 8 APS5 = 6 APS4 = 6 APS3 = 30 APS2 = 5 <b>Townsville = 4</b> EL1 = 1 APS6 = 1 APS3 = 2 EL2 = 2 EL1 = 4 APS6 = 6	<b>Sydney = 18</b> SES 1 = 1 EL 1 = 5 APS 6 = 6 APS 4 = 2 APS 3 = 4 <b>Darwin = 1</b> EL 2 = 1 <b>Brisbane = 21</b> EL 2 = 1 EL 1 = 2 APS 6 = 6 APS 4 = 5 APS 3 = 1 APS 2 = 6 <b>Cairns = 16</b> EL 1 = 2 APS 4 = 4 APS 2 = 4 <b>Adelaide = 7</b> EL 2 = 1 APS 6 = 3 APS 4 = 1 APS 2 = 2 <b>Melbourne = 8</b> EL 2 = 1 EL 1 = 1 APS 6 = 3 APS 4 = 1 APS 2 = 2 <b>Perth = 119</b> SES 1 = 1 EL 2 = 8	The following refers to actual staff not FTE: <b>ACT = 86</b> SES B3 = 1 SES B2 = 3 SES B1 = 7 EL 2 = 19 EL 1 = 17 APS 6 = 15 APS 5 = 10 APS 4 = 11 APS 3 = 3 <b>NSW = 188</b> SES B2 = 1 SES B1 = 9 EL 2 = 26 EL 1 = 42 APS 6 = 21 APS 5 = 10 APS 4 = 35 APS 3 = 30 APS 2 = 13 APS 1 = 1 <b>NT = 10</b> SES B1 = 1 EL 2 = 1 EL 1 = 3 APS 6 = 1 APS 5 = 1 APS 4 = 1 APS 3 = 2 <b>Qld = 99</b> SES B2 = 1 SES B1 = 7	All staff in one location, Barton ACT.		

<p>h. What is the breakdown by each level of ongoing staff and non-ongoing staff (each SES band, each Executive Level band and each APS band)?</p>	<p><b>Ongoing staff</b> SES Band 2 = 2 SES Band 1 = 8 (inc. 1 acting) EL 2 = 48 EL 1 = 60 APS 6 = 84 APS 4 = 31 APS 5 = 51 APS 4 = 36 APS 3 = 6 <b>Non-ongoing</b> EL 1 = 1 APS 6 = 4 APS 5 = 1 APS 3 = 2</p>	<p><b>ONGOING</b> SES 1 = 3 EL2 = 22 EL1 = 75 APS6 = 33 APS5 = 11 APS4 = 31 <b>NON-ONGOING</b> EL1 = 1 APS6 = 3 APS5 = 1 APS4 = 7 APS1 = 1</p>	<p><b>Ongoing Total = 548</b> SES Band 2 = 2 SES Band 1 = 6 EL 2 = 64 EL 1 = 95 APS 6 = 37 APS 5 = 66 APS 4 = 66 APS 3 = 146 APS 2 = 65 APS 1 = 1 <b>Non-Ongoing Total = 77</b> EL 2 = 5 EL 1 = 8 APS 6 = 2 APS 5 = 3 APS 4 = 24 APS 3 = 19 APS 2 = 16</p>	<p><b>Ongoing</b> SES band 2 = 3 SES band 1 = 7 FCL2 = 18.84 FCL1 = 1 FCM2 = 15.4 FCM1 = 21.22 FCS6 = 64.72 FCS5 = 34.68 FCS4 = 31.53 FCS3 = 22.31 FCS2 = 2 FCS1 = 1 <b>Non-Ongoing</b> FCL2 = 1.6 FCS6 = 4.1 FCS5 = 50.6 FCS4 = 5 FCS3 = 6 FCS2 = 26</p>	<p><b>Ongoing Total = 122</b> SES Band 1 = 1 EL 2 = 1 EL 1 = 10 APS 6 = 4 APS 5 = 56 APS 4 = 46 APS 3 = 4 <b>Non-Ongoing Total = 39</b> APS 6 = 1 APS 5 = 7 APS 4 = 28 APS 3 = 3</p>	<p><b>Ongoing = 64</b> SES = 4 OH = 1 HCE6 = 12 HCE5 = 4 HCE4 = 9 HCE3 = 9 HCE2 = 3 HCE1 = 5 EL2 = 6 EL1 = 11 <b>Non-Ongoing = 21</b> HCE6 = 1 HCE5 = 14 HCE4 = 2 HCE3 = 1 HCE2 = 1 HCE1 = 1 EL2 = 1 <b>Casual = 24</b> HCE3 = 10 HCE2 = 12 HCE1 = 2</p>	<p><b>Ongoing</b> SES2 = 1 SES1 = 2 EL2 = 17 EL1 = 17 APS6 = 30 APS5 = 4 APS4 = 13 APS3 = 7 APS1 = 1 <b>Non - Ongoing</b> EL2 = 1 EL1 = 4 APS6 = 6 APS5 = 2 APS4 = 5 APS3 = 9</p>	<p><b>Ongoing = 275</b> APS2 = 5 APS3 = 69 APS4 = 26 APS5 = 42 APS6 = 56 EL1 = 48 EL2 = 23 SES1 = 6 <b>Non-ongoing = 57</b> APS2 = 4 APS3 = 35 APS4 = 6 APS5 = 2 APS6 = 7 EL1 = 3</p>	<p><b>Ongoing = 135</b> SES 1 = 1 EL 2 = 10 EL 1 = 22 APS 6 = 37 APS 5 = 8 APS 4 = 23 APS 3 = 10 APS 2 = 25 <b>Non-Ongoing = 55</b> SES 1 = 1 EL 2 = 2 EL 1 = 4 APS 6 = 9 APS 5 = 3 APS 4 = 8 APS 3 = 10 APS 2 = 17</p>	<p>The following refers to actual staff, not FTE: <b>Ongoing</b> SES B3 = 1 SES B2 = 7 SES B1 = 39 EL 2 = 90 EL 1 = 108 APS 6 = 73 APS 5 = 32 APS 4 = 77 APS 3 = 58 APS 2 = 10 APS 1 = 1 Total = 496 <b>Non-ongoing</b> EL 2 = 8 EL 1 = 18 APS 6 = 11 APS 5 = 5 APS 4 = 25 APS 3 = 28 APS 2 = 10 Total = 105</p>	<p><b>Ongoing = 50</b> SES Band 2 = 4 SES Band 1 = 10 EL2 = 15 EL1 = 6 APS6 = 5 APS5 = 4 APS4 = 6 <b>Non-ongoing = 1</b> EL2 = 1</p>
<p>i. What has been the general staffing trend in your department and portfolio agencies since the 2007 election (for example SES numbers and recruitment has increased by X per cent because of Y).</p>	<p>Overall, SES numbers have increased over the period by 28% (2 officers) and non-SES numbers have increased by 2% (7 officers). These increases are as a result of the agency's obligations to progressively implement AML/CTF legislation.</p>	<p>Significant increase in staffing numbers across all levels since 2007 election. The increase in staff over the past three years reflects an increase in CrimTrac's business as usual capacity and capability responsibilities, specifically in the ICT (Service Delivery/Application Support) and Corporate (Policy/HR/Governance) domains. A breakdown of % increase per level is as follows: <b>SES 1:</b> 0%, <b>EL2:</b> 37.5%, <b>EL1:</b> 72.7%, <b>APS6:</b> 140%, <b>APS5:</b> 100%, <b>APS4:</b> 170%, <b>APS 1:</b> N/A.</p>	<p>Staffing numbers have reduced by 5% from January 2008 to 30 June 2010. The number of SES staff has reduced 20% (from 10 to 8) over the same period. Note: Analysis based on FTE's, excluding holders of Public Office.</p>	<p>As noted in the Federal Court's 2009-10 Annual Report staffing numbers have reduced by 14% (between 1 July 2008 and 30 June 2010). SES numbers have remained unchanged. There has been a freeze on the filling of positions with vacancies only to be filled with the approval of the Registrar.</p>	<p>Staffing numbers have reduced by 12.9% from February 2009 to 30 June 2010, consistent with the implementation of a single administration, including shared corporate services. The number of SES staff has remained stable over the same period. Data prior to February 2009 is not available. Note: Analysis based on FTE's, excluding holders of Public Office.</p>	<p>stable.</p>	<p>Overall, the staffing trend has been static. The Commission's funding was reduced in 07/08 in relation to workplace relations reform. As a result, the Commission reviewed its structure. Funding increases in 10/11 for the implementation of the Australian Human Rights Framework have offset previous losses. Increased recruitment activity occurred during 2010 as the Commission finalised its new structure. Two SES positions were created and approved, consistent with the new revised structure.</p>	<p>Since 2007 election SES numbers have decreased by one due to policy work moving to AGD. One (1) SES has been recruited due to a retirement. Overall employee numbers have increased by approximately 10% since the 2007 election due in most part to increased funding to manage the increased workload from rising personal insolvency rates and an additional program (PPSR) from Government.</p>	<p>As at 30 June 2008, the NNTT employed 245 staff. Subsequently, and as a result of the outcomes of the 2008 Funding Review, staff numbers began to reduce. Reductions occurred as a result of restricting the number of ongoing appointments and through natural attrition of staff. The decline in staffing has accelerated during 2010 as a result of several involuntary redundancies and a voluntary redundancy initiative. As at 30 June 2010 there were 225 employees (202 FTE); as at 18 October 2010, there were 190 employees (176.5 FTE). This represents a reduction in staffing levels of approximately 12% to date in 2010-11.</p>	<p>Over the period there has been a decrease in SES staffing and a small increase in non-SES staffing.</p>	<p>ASL increased by 2.2 (5%) which is in line with the budget measure for 2009-10.</p>

<p>j. What have been the changes in staffing levels since Budget Estimates 2010? Why have these changes occurred? What have been the Budgetary implications? In the case of reductions in staff numbers, how have these reductions been absorbed by the Department? What functions these staff performed have been sacrificed and why?</p>	<p>Staffing levels have increased from 301 @ 24 May 2010 to 303 at 18 October 2010, an increase of 1%. This increase is a result of funding provided to implement government measures.</p>	<p>No change in total staffing levels since 24 May 2010.</p>	<p>There have been no changes in budgeted staffing levels since the 2010 Budget Estimates</p>	<p>It is not possible, in the time provided, to provide precise staffing figures as at 24 May 2010. However at 30 June 2010 there were 363 employees in the Court. At 18 October there were 367 employees. The increase is due primarily to the employment of 10 non-ongoing casual court officers at the FCS2 level to fill casual vacancies that had arisen.</p>	<p>There have been no changes in budgeted staffing levels since the 2010 Budget Estimates</p>	<p>One new position filled and one position previously held by contractor filled by ongoing staff</p>	<p>Additional funding has been provided to the Commission for implementation of the Australian Human Rights Framework although recruitment action has not been fully finalised. To date, 3 staff members have been engaged. There has been no reduction in staff.</p>	<p>Since 24 May there has been a net increase in employee numbers of 11 representing a 3.4% increase. The increases have been due in most part to increased funding to manage the increased workload from rising personal insolvency rates and an additional program (PPSR) from Government.</p>	<p>Staffing numbers have declined by approximately 12% in 2010-11 following a 9.3% reduction in the NNTT's appropriation in 2010-11. The NNTT's NT Registry has been closed; most other reductions in staffing have occurred in corporate/specialist areas consistently with a recent structural review &amp; so as to minimise the impact of budget cuts on operations/service delivery. The NNTT has imposed strict constraints on all forms of discretionary spending since July 2009 and is seeking to minimise fixed costs such as rental, rather than to lose staff. Reductions in staffing in corporate and specialist services are have resulted in the scope of relevant services being affected, particularly in the stakeholder relations/planning areas. The timeliness of service delivery has been affected in some areas, particularly in the 'future act' area in</p>	<p>Staffing levels since Budget Estimates 2010 have decreased by 22. This change has occurred as a result of the CDDPs requirement to make ongoing savings in the MYEFO process last year. The CDDP has also been required to make ongoing savings for service-wide initiatives. The CDDP has reduced the range and level of services it provides to external agencies.</p>	<p>One APS 4 position is currently vacant. Staff member promoted to position in AGD. Minimal budgetary implication, short-term vacancy. Current recruitment process to fill position.</p>
<p>k. Are there expected changes to current staffing levels over the next 12 months? If yes, provide details including a breakdown of each level staff (each SES band, each Executive Level band and each APS band) detailing the changes. Will this be different to what was reported in the 2010-11 Budget?</p>	<p>There will be an anticipated moderate reduction in staffing levels to offset salary increases. A detailed breakdown of staffing levels is not available at this stage and the reduction will be expected to be achieved through natural attrition.</p>	<p>CrimTrac expects a slight increase in staffing levels over the next 12 months. The budgeted average staffing level is 201 and CrimTrac currently has 188 staff.</p>	<p>There are no expected changes to staffing levels over the next 12 months, however, the Court is constantly seeking more efficient and effective ways in which to support the judiciary and achieve its Outcome and this may at some point result in changes to current staffing levels.</p>	<p>There may be some small fluctuations in staffing levels but no major changes (either increased or decreased staffing) are planned at this stage.</p>	<p>There are no expected changes to staffing levels over the next 12 months, however, the Court is constantly seeking more efficient and effective ways in which to support the judiciary and achieve its Outcome and this may at some point result in changes to current staffing levels.</p>	<p>No</p>	<p>The Commission expects additional funding for staff to support the Commissioner responsible for age related matters. In addition, funding for the implementation of the Human Rights Framework will increase staff numbers by up to 8 in 2010/2011. Recruitment action has been delayed due to election uncertainty.</p>	<p>Yes, although it is difficult to forecast, an increase of approximately:  <ul style="list-style-type: none"> <li>• 1 x SES band 1 (due to Personal Property Securities Register operations); and</li> <li>• unknown number of APS 2 – EL 2 (perhaps 60-70 employees)</li> </ul> All due to scheduled establishment of PPSR operations in ITSA</p>	<p>The NNTT expects further reductions in its staffing levels to October 2011 as a result of projected further reductions in its 2011-12 funding. We do not expect to reduce SES officer levels but anticipate other APS levels to decrease (see "l)", below). The NNTT's priority is to achieve savings in non-salary items thereby enabling it to retain the maximum number of staff. However, staff numbers have already fallen below that which was predicted in the 2010-11 PBS (i.e. currently 176.5 FTE; PBS stipulated 182).</p>	<p>Yes, the CDDP will reduce staff as reported in the 2010-11 Budget and the levels will relate to natural attrition over the course of the year.</p>	<p>Yes. SES Band 2, current recruitment process, expect to increase by 1; EL2, current recruitment process, expect to increase by 1; APS 4, current recruitment process, expect to increase by 1. As reported for the budget measure in 2010-11.</p>

<p>l. Has there been a target for staff reductions to achieve savings? What is that target and what strategy is being implemented to achieve this? Will staff reductions be used to achieve the Government's election commitment to maintain the 1.25 per cent efficiency dividend?</p>	<p>Implementation of the continuation of the efficiency dividend at 1.25 per cent is subject to decision by the Government in the 2011-12 Budget process.</p>	<p>No. CrimTrac operations are not appropriation funded and as such the efficiency dividend is not applied.</p>	<p>The Court currently has no target for staff reductions to achieve savings (either for current or future efficiencies).</p>	<p>As noted in the Federal Court's 2009-10 Annual Report, over the last two financial years reviews were undertaken and decisions made to achieve a balanced budget by 30 June 2010. The net result was a 14% reduction in the Court's staffing numbers in order to meet the Court's reduced operating budget. There is no current target for further staff reductions to achieve savings. The Court will continue to identify savings in other areas to meet any efficiency dividend requirement.</p>	<p>The Court currently has no target for staff reductions to achieve savings (either for current or future efficiencies).</p>	<p>No</p>	<p>The Commission has not implemented staff reductions directly through loss of positions but has absorbed the efficiency dividend through broader staffing changes across the organisation including changes to the policy unit structure resulting in greater efficiency.</p>	<p>No specific target, but the efficiency dividend always results in a reduction in available finance which would have otherwise been spent on wages.</p>	<p>The NNIT's 2010-11 PBS provides for an average staffing number (FTE) of 182, which has already been reached. On current projections staff numbers will be 168 FTE at 30 June 2011. Future reductions will be consistent with the recent external organisational review which recommended an "East/West" structural orientation, with WA and Queensland being the major hubs. Staff reductions have not been specifically identified as a mechanism to achieve the 1.25% efficiency dividend.</p>	<p>Yes, the CDDP will reduce staffing by 34 FTE during the 2010-11 financial year. This target is to be achieved through natural attrition.</p>	<p>No target. N/A. No.</p>
<p>m. Have any voluntary or involuntary redundancies been offered to staff? If so, how have staff been identified for such offers? Are there such plans for the future?</p>	<p>No voluntary or involuntary redundancies have been offered to staff in the current financial year. There are currently no plans for the future.</p>	<p>Yes. One has been offered on the basis that the position is no longer required. There are no plans to make more offers in the future.</p>	<p>2 staff have been deemed excess to requirements due to changes in work function and offered voluntary redundancies accordingly. There are no future plans for identification of potential redundancies</p>	<p>In the period between 1 July 2009 and 31 October 2010 there were 29 voluntary and 1 involuntary redundancies in the Court. A small number of redundancies are likely to be offered in 2010-11.</p>	<p>n/a</p>	<p>No</p>	<p>Yes. The Commission has offered redundancy on the basis of work function as a result of organisational restructure. There are no further plans for redundancy.</p>	<p>Yes, in mid 2010 voluntary redundancies were offered to employees who were made excess due to a Canberra office closure as a result of a Government decision in the 2010-11 Budget round. Three employees accepted the voluntary redundancy. Currently there are no plans for further redundancies.</p>	<p>As at 18 October 2010 four staff members were made involuntarily redundant as a result of the closure of the NT Registry and 22 staff members accepted voluntary redundancies, 20 of which followed an expression of interest process; two others also sought voluntary redundancies. On current budgetary projections, there will be further redundancies in the future.</p>	<p>No.</p>	<p>No voluntary or involuntary redundancies have been offered to staff.</p>
<p>n. How many permanent staff recruited since Budget Estimates 2010? What level are these staff? Where is their location?</p>	<p>23 permanent staff have been recruited since Budget Estimates 2010. Breakdown and location as follows: <b>Sydney = 16</b> APS 3 = 6 APS 4 = 2 APS 6 = 1 EL 1 = 3 EL 2 = 4 <b>Melbourne = 5</b> APS 6 = 2 EL 1 = 1 EL 2 = 2 <b>Canberra = 1</b> EL 2 = 1 <b>Perth = 1</b> APS 6 = 1</p>	<p>20 permanent staff at the following levels: SES1 = 1 EL2 = 1 EL1 = 8 APS6 = 2 APS5 = 2 APS4 = 6 All staff located in Canberra, ACT.</p>	<p>22 Permanent staff recruited. <b>QLD = 7</b> APS 6 = 1 APS 5 = 1 APS 3 = 5 <b>SA &amp; NT = 3</b> EL 1 = 2 APS 3 = 1 <b>NSW &amp; ACT = 10</b> EL 1 = 2 APS 5 = 1 APS 4 = 4 APS 3 = 2 APS 2 = 1 <b>VIC &amp; TAS = 2</b> APS 5 = 1 APS 2 = 1</p>	<p><b>NSW = 3</b> FCS4 = 1 FCS6 = 1 FCM1 = 1 <b>NT = 1</b> FCS4 = 1 QLD = 1 FCM1 = 1 <b>SA = 0.6</b> FCS4 = 1</p>	<p>9 Permanent staff recruited. <b>NSW &amp; ACT = 2</b> APS 5 = 2 <b>SA &amp; NT = 1</b> APS 5 = 1 <b>VIC &amp; TAS = 6</b> APS 5 = 3 APS 4 = 3</p>	<p>One new position filled and one position previously held by contractor filled by ongoing staff. One APS5 and one EL1.</p>	<p>The Commission has recruited 3 ongoing staff since Budget Estimates 2010. The levels of these staff were 1 x EL2 and 2 x APS6 and all positions are located in Sydney.</p>	<p><b>Canberra = 8</b> APS3 = 2 APS4 = 1 APS5 = 2 APS6 = 2 EL1 = 1 <b>Sydney = 12</b> APS3 = 7 APS5 = 4 APS6 = 1 <b>Brisbane = 3</b> APS3 = 2 EL1 = 1 <b>Adelaide = 9</b> APS2 = 2 APS3 = 4 APS6 = 2 EL1 = 1 <b>Melbourne = 11</b> APS3 = 3 APS4 = 4 APS5 = 1 APS6 = 2 EL1 = 1 <b>Perth = 2</b> APS3 = 2 These numbers are simply recruitment of ongoing employees since 24 May 2010, not a net increase in staffing levels etc.</p>	<p>Nil.</p>	<p>Nil.</p>	<p>No permanent staff have been recruited since Budget Estimates 2010.</p>

o. Since Budget Estimates 2010, how many employees have been employed on contract and what is the average length of their employment period?	7 employees have been employed on contract with an average employment period of 7.85 months.	6 non-ongoing employees, 199 days (6.6 months) average.	52 Non ongoing staff employed on contract for an average period of 28 weeks. This is the average length of the entire contract.	5 people average length of contract: 2.8 months	11 Non ongoing staff employed on contract for an average period of 45 weeks. This is the average length of the entire contract.	11 staff. Average contract 11 months. Note: High Court employs associates for Judges on 12 month contracts.	Since Budget Estimates 2010, 6.08 (FTE) staff have been engaged on a non-ongoing contract. The average length of their contracts is 7.3 months.	ITSA has employed 25 non ongoing employees since 24 May 2010.	Three employees have been employed on non-ongoing contracts since May 2010; 1 x 3 months contract; 1 x 6 months contract; and one 1 x 12 months contract.	33 1.27 years	No employees have been employed on contract since Budget Estimates 2010.
p. Have staffing numbers been reduced as a result of the current efficiency dividend and/or other budget cuts since Budget Estimates 2010? If so, where and at what level?	No.	No	No	Staffing numbers have not been reduced as a result of the current efficiency dividend or other budget cuts since Budget Estimates 2010. As noted in the response to (l) above this is primarily because the staffing reductions have already occurred in response to budget cuts in previous financial years.	No	No	No, the Commission has not planned for the loss of specific positions but rather factored in the efficiency dividend savings as part of the overall planning for Commission and included within the new organisational structure.	One of ITSA's Canberra offices was closed due to a 2010-11 Government Budget decision. The closure resulted in the retrenchment of three employees: • 1x EL1 • 1x APS6 • 1x APS4	Yes. The scope of and rationale for those reductions is set out at j), k), l) and m, above.	Yes, the CDDP will reduce staffing by 34 FTE during the 2010-11 financial year. This target is to be achieved through natural attrition.	No
q. Are there any plans for staff reduction? If so, please advise details i.e. reduction target, how this will be achieved, services/programs to be cut etc.	No.	CrimTrac has no plans for staff reduction.	No	There are no plans for further staff reduction at this stage.	No	No	No.	No	Yes, see j), k), l) and m), above. By endeavouring to maintain the maximum number of staff members, the NNTT aims to minimise the impact of budget cuts on its delivery of high-quality services to clients and stakeholders. The NNTT has both mandatory and discretionary functions under the Native Title Act 1993 (Cwith). The NNTT must ensure that it has the resources to carry out its mandatory functions (such as the registration, notification, mediation of claims, notification and registration of indigenous land use agreements, and future act mediation and arbitration). The NNTT expects to reduce the scope and timeliness of its discretionary services e.g. providing all forms of assistance to parties.	Yes, the CDDP will reduce staffing by 34 FTE during the 2010-11 financial year. This target is to be achieved through natural attrition.	No plans for staff reductions.
r. If your Department/agency has been identified in the 2010 election as delivering efficiencies (savings), how will these be delivered? (for example, savings commitments included reducing program funding, rationalising grants etc how will these impact the department and staffing) .	Not applicable to AUSTRAC.	Not applicable to CrimTrac.	n/a	Not applicable	n/a	N/A	N/A	N/A	Not applicable.	Not applicable.	OPC was not identified in the 2010 election as delivering efficiencies (savings).
s. What changes are underway or planned for graduate recruitment, cadetships or similar programs? If reductions or increases are envisaged please explain including reasons, target numbers etc.	There are no changes planned or underway.	No changes for 2010/11 FY.	n/a	The Court is not planning to run programs of this type.	n/a	No Change. High Court employs associates for Judges on 12 month contracts.	The Commission has recently signed off on a sponsor agreement for an Indigenous cadet as part of its Aboriginal and Torres Strait Islander Employment Policy and Reconciliation Action Plan. Consideration is also being given to making a second offer.	ITSA has made three offers for a 2011 Indigenous graduate intake however it is expected only one graduate will accept the offer.	No changes are planned. The NNTT is a small agency and does not have the capacity to run graduate recruitment programs. The NNTT intends to provide a single Indigenous traineeship in 2011, subject to budget considerations.	The CDDP does not have any graduate recruitment, cadetships or similar programs.	Nil. OPC does not have any graduate or cadetship programs.



SENATE STANDING COMMITTEE ON LEGAL AND CONSTITUTIONAL AFFAIRS  
AUSTRALIAN GOVERNMENT SOLICITOR

**Question No. 81**

**Senator Barnett asked the following question at the hearing on 18 October 2010:**

- a. What is the total expenditure on staffing for the Department and for all portfolio agencies? What is the SES and non-SES breakdown?
- b. What are the current staffing levels of SES and non-SES officers?
- c. How many SES were employed in your Department and portfolio agencies on 10 May 2010?
- d. How many SES were employed in your Department and portfolio agencies as of today (18 October)?
- e. What is the breakdown by each level (each SES band, each Executive Level and each APS band)?
- f. What is the gender breakdown by each level (each SES band, each Executive Level band and each APS band)?
- g. What is the breakdown by location for each level (each SES band, each Executive Level band and each APS band)?
- h. What is the breakdown by each level of ongoing staff and non-ongoing staff (each SES band, each Executive Level band and each APS band)?
- i. What has been the general staffing trend in your department and portfolio agencies since the 2007 election (for example SES numbers and recruitment has increased by X per cent because of Y).
- j. What have been the changes in staffing levels since Budget Estimates 2010? Why have these changes occurred? What have been the Budgetary implications? In the case of reductions in staff numbers, how have these reductions been absorbed by the Department? What functions these staff performed have been sacrificed and why?
- k. Are there expected changes to current staffing levels over the next 12 months? If yes, provide details including a breakdown of each level staff (each SES band, each Executive Level band and each APS band) detailing the changes. Will this be different to what was reported in the 2010-11 Budget?
- l. Has there been a target for staff reductions to achieve savings? What is that target and what strategy is being implemented to achieve this? Will staff reductions be used to achieve the Government's election commitment to maintain the 1.25 per cent efficiency dividend?
- m. Have any voluntary or involuntary redundancies been offered to staff? If so, how have staff been identified for such offers? Are there such plans for the future?
- n. How many permanent staff recruited since Budget Estimates 2010? What level are these staff? Where is their location?

- o. Since Budget Estimates 2010, how many employees have been employed on contract and what is the average length of their employment period?
- p. Have staffing numbers been reduced as a result of the current efficiency dividend and/or other budget cuts since Budget Estimates 2010? If so, where and at what level?
- q. Are there any plans for staff reduction? If so, please advise details i.e. reduction target, how this will be achieved, services/programs to be cut etc.
- r. If your Department/agency has been identified in the 2010 election as delivering efficiencies (savings), how will these be delivered? (for example, savings commitments included reducing program funding, rationalising grants etc how will these impact the department and staffing) .
- s. What changes are underway or planned for graduate recruitment, cadetships or similar programs? If reductions or increases are envisaged please explain including reasons, target numbers etc.

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

AGS is a government business enterprise (GBE) operating on a commercial and competitive basis, and AGS does not receive any Budget or other appropriations. AGS is not subject to the *Public Service Act 1999* and its employees are therefore not Australian Public Service (APS) employees.

AGS has a broadband classification structure which is significantly different to that for APS agencies. AGS's most senior employees are classified as either Senior Executive Lawyers (if working in a legal capacity) or Senior Executives (if working in a specialist support role). For the purpose of answering these questions on notice, these senior employees are referred to as 'SES equivalents', and all other employees referred to as 'non-SES equivalents'. AGS has a higher proportion of 'SES equivalent' roles than might be expected for an average APS agency due to the highly specialised nature of the legal services AGS provides to the Commonwealth.

Against this background, AGS has provided the following responses. Unless otherwise requested, 'current' staffing levels are based on numbers at 18 October 2010. Staffing levels are based on headcount (excluding inoperatives on long term leave, casuals and contractors).

- a) For the 2010-11 financial year to 18 October 2010, AGS's staffing costs were approximately \$24m. A breakdown between SES equivalents and non-SES equivalents, together with the response at part b), would disclose the average costs of AGS SES equivalents which is commercially sensitive information.
- b) 140 SES equivalents and 514 non-SES equivalents.
- c) 142.
- d) 140.
- e) 140 SES equivalents and 514 non-SES equivalents.

f)

	<b>Female</b>	<b>Male</b>	<b>Total</b>
SES	58	82	140
non-SES	380	134	514
<b>Total</b>	<b>438</b>	<b>216</b>	<b>654</b>

g)

	<b>SES</b>	<b>non-SES</b>	<b>Total</b>
Canberra	74	232	306
Sydney	22	85	107
Melbourne	25	78	103
Brisbane	9	49	58
Perth	7	33	40
Adelaide	3	28	31
Darwin		5	5
Hobart		4	4
<b>Total</b>	<b>140</b>	<b>514</b>	<b>654</b>

h)

	<b>Ongoing</b>	<b>non-Ongoing</b>	<b>Total</b>
SES	139	1	140
non-SES	478	36	514
<b>Total</b>	<b>617</b>	<b>37</b>	<b>654</b>

'Non-Ongoing' for this purpose are those employees on fixed-term contracts. In addition, AGS currently has 16 casual employees that it uses on an 'as-needed' basis, and utilises the services of 3 external contractors to perform specific support functions. These numbers have not increased since 1 July.

i) Since November 2007, AGS's workforce (headcount) has reduced by around 20%.

j) AGS's staffing levels are adjusted to meet the demand for its services (and the consequent need for business support). The reduction reflects a reduced demand by client agencies for external legal services. AGS will continue to adjust its workforce in light of the demand for its services.

k) See j).

l) See j) - AGS is not subject to the efficiency dividend.

m) Between 1 July 2010 and 18 October 2010 up to 18 AGS employees have either left AGS or will do so shortly following a redundancy process. Most of these are in the Sydney office where there was an excess number of senior lawyers having regard to the nature of the work available for those lawyers.

n) Between 25 May and 18 October 2010 21 permanent staff commenced in AGS. All were at the non-SES equivalent level. Of those staff 17 were located in Canberra, 3 in Melbourne and 1 in Sydney.

- o) Between 25 May and 18 October 2010 18 staff commenced on term contracts (non-ongoing) in AGS. All were at the non-SES equivalent level. The average length of their engagement under their contract was 9.6 months. A further 6 casual employees commenced in AGS during this period, all at the non-SES equivalent level. (Casuals are used on an 'as-needed' basis and typically do not have an end date on their contracts.) No contractors commenced in AGS during this period.
- p) Not applicable - AGS is not subject to the efficiency dividend.
- q) See j).
- r) Not applicable - AGS does not receive Budget appropriations.
- s) AGS actively manages its workforce profile to ensure the long term sustainability of the business, and graduates and junior lawyers are an important element of this profile. AGS is increasing its recruitment of graduates and junior lawyers.