

Economics Legislation Committee
ANSWERS TO QUESTIONS ON NOTICE
Industry, Innovation, Climate Change, Science, Research and Tertiary Education Portfolio
Budget Estimates Hearing 2013-14
3 and 4 June 2013

AGENCY/DEPARTMENT: DEPARTMENT OF INDUSTRY, INNOVATION, CLIMATE CHANGE, SCIENCE, RESEARCH AND TERTIARY EDUCATION

TOPIC: Staffing - reductions

REFERENCE: Written Question – Senator Bushby

QUESTION No.: BI-114

1. How many staff reductions/voluntary redundancies have occurred this financial year to date? What was the reason for these reductions?
2. Were any of these reductions involuntary redundancies? If yes, provide details.
3. Are there any plans for further staff reductions/voluntary redundancies? If so, please advise details including if there is a reduction target, how this will be achieved, and if any services/programs will be cut.
4. If there are plans for staff reductions, please give the reason why these are happening.
5. Are there any plans for involuntary redundancies? If yes, provide details.

ANSWER

DEPARTMENT OF INDUSTRY, INNOVATION, CLIMATE CHANGE, SCIENCE, RESEARCH AND TERTIARY EDUCATION

1. For the financial year to date as at 31 May 2013, 37 employees have received a voluntary redundancy payment. As a result of Machinery of Government changes a number of employees were identified as potentially excess and offered voluntary redundancies.
2. There have been no involuntary redundancies.
3. Yes. Some employees may potentially be deemed excess due to the closing of some programs including the COAG Taskforce, Questacon Offices in Sydney and the completion of the Public Information Campaign (PIC) from Climate Change.
4. Some further staff reductions may occur as a consequence of Machinery of Government changes.
5. There are no plans for involuntary redundancies.

AUSTRALIAN INSTITUTE OF ABORIGINAL AND TORRES STRAIT ISLANDER STUDIES (AIATSIS)

1. For the financial year to date as at 31 May 2013 AIATSIS has not actively reduced staffing numbers.

2. Not applicable.
3. AIATSIS has not planned to make any staff reductions at this stage.
4. Not applicable.
5. AIATSIS has not planned to make any staff reductions at this stage.

AUSTRALIAN INSTITUTE OF MARINE SCIENCE (AIMS)

1. For the financial year to date as at 31 May 2013, one employee has received a voluntary redundancy payment. The position was no longer required due to organisational change.
2. No.
3. No.
4. Not applicable.
5. Not applicable.

AUSTRALIAN NUCLEAR SCIENCE AND TECHNOLOGY ORGANISATION (ANSTO)

1. For the financial year to date as at 31 May 2013, one employee has received a voluntary redundancy payment. The position was no longer required due to organisational change.
2. Three involuntary redundancies have been issued this year. The positions were no longer required due to organisational change.
3. No. However as a responsible government agency, ANSTO is always looking for ways to find efficiencies and increase productivity. Examples include close monitoring of the use of external contractors and consultants, workforce planning and a proactive transition from printed publications to digital publications and implementing new methods of online distribution.
4. Not applicable.
5. No.

AUSTRALIAN RESEARCH COUNCIL (ARC)

1. For the financial year to date as at 31 May 2013, one employee has received a voluntary redundancy payment. Due to privacy provisions we are unable to answer this question as the person is identifiable within the Agency
2. No.

3. No.
4. Not applicable.
5. No.

AUSTRALIAN SKILLS QUALITY AUTHORITY (ASQA)

1. For the financial year to date as at 31 May 2013 ASQA has not actively reduced staffing numbers.
2. Not applicable.
3. ASQA has not planned to make any staff reductions at this stage.
4. Not applicable.
5. ASQA has not planned to make any staff reductions at this stage.

COMMONWEALTH SCIENTIFIC AND INDUSTRIAL RESEARCH ORGANISATION (CSIRO)

1. For the financial year to date as at 31 May 2013, 65 redundancies have occurred. Staffing changes occur as a result of changing research priorities, variable industry demand for research, and budget variations as a result of meeting maintenance of our properties and operating our national facilities, government efficiency measures, and Enterprise Agreement salary increases.
2. Sixty-three of these were involuntary. CSIRO does not have a voluntary redundancy scheme except for staff at the Canberra Deep Space Communication Complex who are covered under a separate agreement, the Canberra Deep Space Communication Complex/Combined Unions Enterprise Agreement 2011.
3. Yes. It is estimated there will be further redundancies during the first quarter of 2013-14 to bring the total to approximately 200 over the period from July 2012 to late September 2013. However natural attrition, redeployment and recruitment reductions may reduce this number over the course of coming months. The reduction will occur in line with CSIRO normal reprioritisation processes, changes in external revenue and a strategic reduction in some research areas.
4. Refer to the response to question 2. CSIRO does have a scheme whereby staff can register their interest in redundancy.
5. CSIRO does not have a voluntary redundancy scheme except for staff covered under the Canberra Deep Space Communication Complex/Combined Unions Enterprise Agreement 2011. CSIRO does, however, have a scheme whereby staff can register their interest in redundancy.

IP AUSTRALIA

1. For the financial year to date as at 31 May 2013 there has been one voluntary redundancy. The reason for this voluntary redundancy was “the services of an employee cannot be used effectively because of technological or other changes in the work methods of IP Australia or structural or other changes in the nature, extent or organisation of the functions of the agency”.
2. No.
3. No
4. Not applicable
5. No

TERTIARY EDUCATION QUALITY AND STANDARDS AGENCY (TEQSA)

1. For the financial year to date as at 31 May 2013 TEQSA has not actively reduced staffing numbers.
2. Not applicable.
3. No.
4. Not applicable.
5. No.

CLEAN ENERGY REGULATOR (CER)

1. For the financial year to date as at 31 May 2013, two employees accepted voluntary redundancies. One separation was the result of organisational restructure and the other employee was deemed excess as their specific skillset was no longer required by the Clean Energy Regulator.
2. No.
3. The CER has no current plans to reduce overall staffing numbers. However the CER is transitioning several project based positions into its business as usual activities and a few targeted voluntary redundancies may result from this process.
4. Not applicable.
5. Not applicable.

CLIMATE CHANGE AUTHORITY (CCA)

1. For the financial year to date as at 31 May 2013, CCA has not actively reduced staffing numbers.
2. Not applicable.
3. No.
4. Not applicable.
5. No.