

Senate Community Affairs Legislation Committee

ADDITIONAL ESTIMATES - 27 FEBRUARY 2014 ANSWER TO QUESTION ON NOTICE

Department of Human Services

Topic: Staffing - Reductions

Question reference number: HS 73

Senator: Ludwig

Type of question: Written

Date set by the committee for the return of answer: 24 April 2014

Number of pages: 3

Question:

- a) How many staff reductions/voluntary redundancies have occurred from Supplementary Budget Estimates in November 2013 to date? What was the reason for these reductions?
- b) Were any of these reductions involuntary redundancies? If yes, provide details.
- c) 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.
- d) If there are plans for staff reductions, please give the reason why these are happening.
- e) Are there any plans for involuntary redundancies? If yes, provide details.
- f) How many ongoing staff left the department/agency from Supplementary Budget Estimates in November 2013 to date? What classification were these staff?
- g) How many non-ongoing staff left department/agency from Supplementary Budget Estimates in November 2013 to date? What classification were these staff?

Answer:

- a) The total number of ongoing staff that left the department from 21 November 2013 to 28 February 2014 by reason is outlined in Table A below:

Table A: Total Separations by Reason for Ongoing Employees (21 November 2013 to 28 February 2014)	
Ongoing Separation Reason	Number of Ongoing Separations
Voluntary separation rate - ongoing	405
Breakdown by reason:	
- Resignation	232
- Retirement	137
- Transfer to another agency	34
- Deceased	2

Non-voluntary initiated separation rate - ongoing	87
Breakdown by reason:	
- Sanction imposed - breach of the Code of Conduct	1
- Invalidity retirement	25
- Non-performance or unsatisfactory performance of duties	10
- SES Incentive to Retire	1
- Failure to meet a condition of engagement e.g. probation	1
- Voluntary Redundancy	49

- b) No.
- c) The department regularly adjusts its staffing profile (including where people are located to work, and the functions they undertake) to match available funding and to meet operational requirements.
- d) Not applicable.
- e) Not applicable.
- f) The total number of ongoing staff that left the department from 21 November 2013 to 28 February 2014 by substantive classification is outlined in Table B below:

Table B: Ongoing staff that left the Department of Human Services (21 November 2013 to 28 February 2014)	
Substantive Classification	Ongoing staff that left
Other (Trainees / Graduates / Cadets)	9
APS1	4
APS2	12
APS3	71
APS4	198
APS5	53
APS6	89
Sub Total (APS)	436
Executive Level 1	33
Executive Level 2	20
Sub Total (EL)	53
SES	3
Total ongoing staff (including SES) that have left from 21 November 2013 to 28 February 2014	492

- g) The total number of non-ongoing staff that left the department from 21 November 2013 to 28 February 2014 by substantive classification is outlined in Table C below:

Table C: Non-Ongoing staff that left the Department of Human Services (21 November 2013 to 28 February 2014)	
Substantive Classification	Non-Ongoing staff that left
Other (Trainees / Graduates / Cadets)	0
APS1	6
APS2	40
APS3	171

APS4	17
APS5	14
APS6	16
Sub Total (APS)	264
Executive Level 1	5
Executive Level 2	0
Sub Total (EL)	5
SES	0
Total non-ongoing staff (including SES) that have left from 21 November 2013 to 28 February 2014	269