

**Senate Community Affairs Committee**  
**ANSWERS TO ESTIMATES QUESTIONS ON NOTICE**  
**SOCIAL SERVICES PORTFOLIO**  
**2015-16 Additional Estimates Hearings**

**Outcome Number: Cross Outcome - Across Programmes      Question No: SQ16-000019**

**Topic: Staffing Reductions**

**Hansard page: Written**

**Senator Joe Ludwig asked:**

Since the change of Prime Minister on 14 September, 2015:

1. How many staff reductions/voluntary redundancies have occurred?
  - a. 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.
6. How many ongoing staff left the department/agency? What classification were these staff?
7. How many non-ongoing staff left department/agency from? What classification were these staff?
8. What are the voluntary redundancy packages offered? Please detail for each staff level and position
9. How do the packages differ from the default public service package?
10. How is the department/agency funding the packages?

**Answer:**

1. From 14 September to 31 December 2015 there has been 41 staff reductions.
  - a. These were voluntary redundancies.
2. No.
3. No. There is no plan for targeted reductions in staff.
4. No.
5. There are no plans for involuntary redundancies.
- 6 and 7. Other than as a result of a Machinery of Government changes, the following staff have left the department.

Classification	Ongoing	Non-ongoing	Total
APS 2	1	1	2
APS 3	1	3	4
APS 4	9	8	17
APS 5	8	10	18
APS 6	34	13	47
EL1	23	8	31
EL2	18	1	19
Total	94	44	138

8. Employees covered by one of the Enterprise Agreements that applied to DSS employees are offered severance pay of two weeks' pay for completed years and months of eligible service in accordance with their Enterprise Agreement or the payment due under the National Employment Standards, whichever is greatest. They are paid four or five weeks in lieu of notice (based on age and years of service) and the payment of unused annual leave and the payment of accrued long service leave (if they have more than one year of service).
9. Department's redundancy package is in accordance with their Enterprise Agreement.
10. The Department is funding redundancies through normal Departmental appropriations.