

Senate Community Affairs Legislation Committee

BUDGET ESTIMATES – 5-6 JUNE 2014 ANSWER TO QUESTION ON NOTICE

Department of Human Services

Topic: Staffing –Voluntary Redundancy

Question reference number: HS 59

Senator: Lundy

Type of question: Written

Date set by the committee for the return of answer: 25 July 2014

Number of pages: 4

Question:

For all employees who accepted voluntary redundancies please provide the following:

- a) Their age.
- b) Their gender.
- c) A description of their position.
- d) The APS classification level of their position.
- e) Their wage.
- f) Their contract type (non-ongoing versus ongoing).
- g) Where they were located.
- h) A dollar figure of their pay out and what component of that figure was paid out as entitlements (annual leave etc.).
- i) The reason a voluntary redundancy was offered for their position.
- j) Details pertaining to any other costs incurred by the department/agency because of this redundancy.
- k) Please provide all relevant dates.

Answer:

- a) The total number of employees who accepted voluntary redundancies from the Department of Human Services from 18 September 2013 to 31 May 2014 by age group is outlined below.

Age Grouping	Total Headcount of Voluntary Redundancies
15-24	0
25-34	12
35-44	37
45-54	90
55-64	103
65+	7
Total	249

b) Female – 128

Male - 121

c) Employees who accepted voluntary redundancies from the Department of Human Services from 18 September 2013 to 31 May 2014 by position description are outlined below.

Job Description
Budget Costs and Financial Analysis
Business Change
Customer Advice and Support
Development and Programming
Executive Support
General Administrative Support
Health and Allied Health Professionals
Human Resource Professional
ICT Service Delivery
Information & Communications Technology
Lawyer / Legal Adviser
Management
Procurement and Contracting
Program Delivery
Project
Public Relations and Stakeholder Management
Regulation / Compliance
Rehabilitation Consultant
Research
Risk
Solutions Development
Solutions Implementation

d) The total number of employees who accepted voluntary redundancies from the Department of Human Services from 18 September 2013 to 31 May 2014 by APS classification is outlined below.

APS Substantive Classification	Total
APS 2	1
APS 3	1
APS 4	3
APS 5	19
APS 6	19
Executive Level 1	122
Executive Level 2	82
Deputy General Counsel - Executive Level 2 (Legal Job Stream)	2

- e) The total number of employees who accepted voluntary redundancies from the Department of Human Services from 18 September 2013 to 31 May 2014 by salary is outlined below.

Salary range (\$)	Total Headcount of Voluntary Redundancies
45,263 – 48,533	0
50,580 – 54,588	1
56,069 – 62,492	1
62,493 – 69,239	3
69,699 – 75,208	19
77,154 – 89,217	19
96,504 – 106,935	122
111,677 – 132,809	82
Max 141,039	2

- f) Ongoing – 249

Non-Ongoing – 0

- g) The total number of employees who accepted voluntary redundancies from the Department of Human Services from 18 September 2013 to 31 May 2014 by State/Territory is outlined below.

State	Total Headcount of Voluntary Redundancies
ACT	128
NSW	33
QLD	27
SA / NT	19
TAS	8
VIC	22
WA	12

- h) The total the department paid out for employees who accepted voluntary redundancies from 18 September 2013 to 31 May 2014 was \$33,921,847.15. The component of this figure paid out as entitlements (including long service leave and annual leave) was \$11,207,894.40.

- i) The positions were excess to the department's requirements.

- j) In accordance with the *Department of Human Services Agreement 2011 – 2014* an excess employee is entitled to reimbursement of up to \$500 for expenses incurred in seeking financial advice. Of the 249 employees that accepted a voluntary redundancy, 60 employees were reimbursed. Total expense was \$29,016.50.

- k) The total number of employees who accepted voluntary redundancies from the Department of Human Services from 18 September 2013 to 31 May 2014 grouped by months is outlined below.

Month	Total Headcount of Voluntary Redundancies
September 2013	1
October 2013	147
November 2013	53
December 2013	14
January 2014	9
February 2014	12
March 2014	6
April 2014	1
May 2014	6