

# Senate Community Affairs Legislation Committee

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

### Department of Human Services

**Topic:** Staffing –Redeployed Employees

**Question reference number:** HS 60

**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 were redeployed please provide:

- a) Their age.
- b) Their gender.
- c) A description of their position before and after redeployment.
- d) The APS classification level of their position before and after redeployment.
- e) Their wage before and after redeployment.
- f) Contract type (non-ongoing versus ongoing) before and after redeployment.
- g) Where they were located before and after redeployment.
- h) Please provide the reason for the redeployment.
- i) Please specify any other costs incurred by the department/agency because of this redeployment.
- j) Please provide all relevant dates.

#### **Answer:**

- a) The total number of employees that have been redeployed using the Department of Human Services Job Placement Service Register from 18 September 2013 to 31 May 2014 by age group is outlined below:

<b>Total Headcount of employees who have been redeployed by the department by Age Group from 18 September 2013 to 31 May 2014</b>	
<b>Age Grouping</b>	<b>Total Headcount of Redeployment</b>
15-24	1
25-34	4
35-44	29
45-54	21
55-64	13
65+	1
<b>Total</b>	<b>69</b>

b) Female – 38.

Male – 31.

c) The total number of employees that have been redeployed using the Department of Human Services Job Placement Service Register from 18 September 2013 to 31 May 2014 by position description before and after redeployment is outlined below:

<b>Job Description</b>	<b>Total Headcount Redeployed From</b>	<b>Total Headcount Redeployed To</b>
Audit	1	0
Business Change	2	5
Campaigns and Marketing	1	0
Collection and Analysis	1	3
Customer Advice and Support	5	20
Enforcement	1	0
Executive Support	2	2
Facilities and Property	1	0
General Administrative Support	17	8
Health and Allied Health Professionals	1	0
Human Resource Professional	3	3
ICT Service Delivery	4	2
IT Business Management	1	1
Program Delivery	4	9
Programme	6	0
Project	6	5
Public Relations and Stakeholder Management	1	3
Records and Knowledge	3	1
Regulation / Compliance	4	3
Solutions Development	4	2
Strategic Policy	1	2
<b>Total</b>	<b>69</b>	<b>69</b>

d) The total number of employees that have been redeployed using the Department of Human Services Job Placement Service Register from 18 September 2013 to 31 May 2014 by APS classification is outlined below:

<b>APS Substantive Classification</b>	<b>Total Headcount of Redeployment Prior and Post Redeployment</b>
APS 2	1
APS 4	23
APS 5	11
APS 6	15
Executive Level 1	11
Executive Level 2	8
<b>Total</b>	<b>69</b>

- e) All employees that have been redeployed have been redeployed at their current classification and salary.

<b>APS Substantive Classification</b>	<b>Salary range \$</b>	<b>Total Headcount of Redeployment Prior and Post Redeployment</b>
APS 2	49,106 – 52,998	1
APS 4	62,493 – 69,239	23
APS 5	69,699 – 75,208	11
APS 6	77,154 – 89,217	15
Executive Level 1	96,504 – 106,935	11
Executive Level 2	111,677 – 132,809	8
<b>Total</b>		<b>69</b>

- f) The Department of Human Services Job Placement Service is only applicable to ongoing employees. Therefore, all redeployed employees are ongoing APS employees.
- g) The total number of employees that have been redeployed using the Department of Human Services Job Placement Service Register from 18 September 2013 to 31 May 2014 by state/territory before and after redeployment is outlined in below:

<b>State</b>	<b>Total Headcount Prior Redeployment</b>	<b>Total Headcount Post Redeployment</b>
ACT	25	24
NSW	11	11
QLD	9	10
SA	8	8
TAS	0	1
VIC	13	12
WA	3	3
<b>Total</b>	<b>69</b>	<b>69</b>

- h) An employee who is no longer required to perform ongoing duties may be potentially excess.

Where a position is identified as potentially excess, the first step is to consider local redeployment options for the employee occupying that position in order to prevent an excess employee situation. In accordance with the *Department of Human Services Agreement 2011 – 2014 subclause J3.1*, “The department will actively explore redeployment options initially within an employee’s current Section, Branch and Division and then through the department-wide job placement scheme with a view to preventing excess employee situations.”

Once local redeployment options have been exhausted and appropriate consultation has taken place with potentially affected employees, an employee will be registered on the department’s Job Placement Service Register. Business areas within the department identify positions that are excess.

- i) There are no other costs incurred by the department because of any of these redeployments.

- j) The total number of employees that have been redeployed using the Department of Human Services Job Placement Service Register from 18 September 2013 to 31 May 2014 grouped by months registered for redeployment is outlined below.

<b>Month Registered for Redeployment</b>	<b>Total Headcount of Redeployment</b>
June 2012	1
July 2012	4
August 2012	2
September 2012	3
November 2012	8
February 2013	1
March 2013	7
April 2013	6
May 2013	2
June 2013	2
July 2013	10
August 2013	3
September 2013	14
October 2013	1
November 2013	1
February 2014	1
March 2014	1
April 2014	2
<b>Total</b>	<b>69</b>