

Senate Community Affairs Legislation Committee

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

Department of Human Services

Topic: Redundancies

Question reference number: HS 101

Senator: Lundy

Type of question: Written

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

Number of pages: 5

Question:

- a) How many positions have been made redundant in your department since the 2013 federal election?
 - i) How many of these positions were ongoing?
 - ii) How many of these positions were non-ongoing?
 - iii) How many of these positions were situated in the Australian Capital Territory?
- b) How many of the employees filling these redundant positions were redeployed since the 2013 federal election?
 - i) How many of these employees were ongoing?
 - ii) How many of these employees were non-ongoing?
 - iii) How many of these employees were situated in the Australian Capital Territory?
- c) How many of these employees were offered voluntary redundancies since the 2013 federal election?
 - i) How many of these employees were ongoing?
 - ii) How many of these employees were non-ongoing?
 - iii) How many of these employees were situated in the Australian Capital Territory?
- d) How many accepted voluntary redundancies since the 2013 federal election?
 - i) How many of these employees were ongoing?
 - ii) How many of these employees were non-ongoing?
 - iii) How many of these employees were situated in the Australian Capital Territory?
- e) How many employees were offered the choice between a voluntary redundancy and redeployment since the 2013 federal election?
 - i) How many of these employees were ongoing?
 - ii) How many of these employees were non-ongoing?
 - iii) How many of these employees were situated in the Australian Capital Territory?
- f) For all employees who accepted voluntary redundancies since the 2013 federal election please:

- i) Provide a dollar figure of their pay out, their age, gender and a description of their position including APS level, contract type (non-ongoing versus ongoing), responsibilities and where they were located.
 - ii) Please specify what component of that figure was paid out entitlements (annual leave etc).
 - iii) Please specify any other costs incurred by the department because of this redundancy.
 - iv) Please provide the reason a voluntary redundancy was offered for their position.
 - v) Please provide all relevant dates.
- g) For all employees who were redeployed please provide:
- i) Their age, gender and a description of their position prior to and after redeployment, including the wages of these positions, the APS level of these positions, the contract type (non-ongoing versus ongoing) and where they were located.
 - ii) Please specify any other costs incurred by the department because of this redeployment.
 - iii) Please provide the reason for that redeployment.
 - iv) Please provide all relevant dates.
- h) Since the 2013 federal election, how many employees in your department have been made forcibly redundant?
- i) How many of these employees were ongoing?
 - ii) How many of these employees were non-ongoing?
 - iii) How many of these employees were situated in the Australian Capital Territory?
- i) How many of these employees were offered voluntary redundancies or redeployments prior to being made forcibly redundant?
- i) How many of these employees were ongoing?
 - ii) How many of these employees were non-ongoing?
 - iii) How many of these employees were situated in the Australian Capital Territory?
- j) For employees who were made forcibly redundant since the 2013 federal election please provide:
- i) Their age, gender, the dollar figure of their pay out and a description of their position including APS level, contract type (non-ongoing versus ongoing) responsibilities and where they were located.
 - ii) Please specify what component of that figure was paid out entitlements (annual leave etc).
 - iii) Please specify any other costs incurred by the department because of this redundancy.
 - iv) Please provide the reason for that redundancy.
 - v) Please provide all relevant dates.

Answer:

- a) i) 254
ii) N/A
iii) 129
- b) Nil
i) N/A
ii) N/A
iii) N/A
- c) i) 254 ongoing employees,
ii) N/A
iii) 129

- d) i) 253
 ii) N/A
 iii) 128
- e) i) 52
 ii) N/A
 iii) 5
- f) The total the department paid out for employees who accepted voluntary redundancies is \$34,309,246.92.
- i)

| Age Grouping | Total Headcount of Voluntary Redundancies |
|---------------------|--|
| 15-24 | 0 |
| 25-34 | 12 |
| 35-44 | 38 |
| 45-54 | 91 |
| 55-64 | 105 |
| 65+ | 7 |
| Total | 253 |

Female – 130

Male - 123

| Job Description | Total Headcount of Voluntary Redundancies |
|---|--|
| Budget Costs and Financial Analysis | 57 |
| Business Change | 3 |
| Customer Advice and Support | 28 |
| Development and Programming | 1 |
| Enforcement | 1 |
| Executive Support | 1 |
| General Administrative Support | 2 |
| Health and Allied Health Professionals | 7 |
| Human Resource Professional | 51 |
| ICT Service Delivery | 14 |
| Information and Communications Technology | 1 |
| Lawyer / Legal Adviser | 4 |
| Management | 11 |
| Procurement and Contracting | 1 |
| Program Delivery | 13 |
| Project | 2 |
| Public Relations and Stakeholder Management | 2 |
| Regulation / Compliance | 1 |
| Rehabilitation Consultant | 4 |
| Research | 1 |
| Risk | 1 |
| Service Delivery | 3 |
| Solutions Development | 43 |
| Solutions Implementation | 1 |

| Substantive Classification | Total Headcount of Voluntary Redundancies |
|---|--|
| APS 1 | 0 |
| APS 2 | 1 |
| APS 3 | 1 |
| APS 4 | 5 |
| APS 5 | 20 |
| APS 6 | 19 |
| Executive Level 1 | 123 |
| Executive Level 2 | 82 |
| Deputy General Counsel—Executive Level 2 (Legal Job Stream) | 2 |

| Total Headcount of employees who accepted voluntary redundancies by state | |
|--|--|
| State | Total Headcount of Voluntary Redundancies |
| ACT | 128 |
| NSW | 34 |
| QLD | 27 |
| SA / NT | 21 |
| TAS | 8 |
| VIC | 22 |
| WA | 13 |

- ii) The component of this figure paid out as entitlements was \$11,318,767.90.
- iii) 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 253 employees that accepted a voluntary redundancy, 60 employees were reimbursed. Total expense was \$29,016.50.
- iv) The positions were excess to the department's requirements.
- v)

| Total Headcount of employees who accepted voluntary redundancies by date of effect | |
|--|--|
| Month | Total Headcount of Voluntary Redundancies |
| September 2013 | 5 |
| October 2013 | 147 |
| November 2013 | 53 |
| December 2013 | 14 |
| January 2014 | 9 |
| February 2014 | 12 |
| March 2014 | 6 |
| April 2014 | 1 |
| May 2014 | 6 |
| Total Headcount of Voluntary Redundancies from 2013 federal election to 31 May 2014 | 253 |

g) None

h) i) One
ii) Nil
iii) One

i) i) One
ii) Nil
iii) One

j) i) – ii) The department had one involuntary redundancy during this timeframe. Providing the additional details could identify the individual.
iii) Nil
iv) The position was excess to the department's requirements
iv) November 2013