

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

Outcome Number: Cross Outcome - Across Programmes Question No: SQ15-000545

Topic: Staffing

Hansard page: Written

Senator Moore asked:

Since 1 September 2014:

1. How many staff have been recruited? What classification are these staff?
 - (a) How many non-ongoing positions exist or have been created? What classifications are these staff?
2. Were any of these reductions involuntary redundancies? If yes, please advise 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. A total of 117 staff were recruited between 1 September 2014 and 31 March 2015. The classifications of these staff are as follows;

APS2	APS3	APS4	APS5	APS6	EL1	EL2
17	59	14	8	7	5	7

- (a) 39 non-ongoing positions existed as at 31 March 2015. The classifications of these staff were as follows;

APS2	APS3	APS4	APS5	APS6	EL1	EL2	SES2
7	1	13	6	3	3	5	1

- 38 non-ongoing staff were recruited between 1 September 2014 and 31 March 2015. The classifications of these staff are as follows;

APS2	APS3	APS4	APS5	APS6	EL1	EL2
8	2	14	7	2	2	3

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2. No
3. No
4. N/A
5. No
6. 216 ongoing staff left the department between 1 September 2014 and 31 March 2015. The classifications of these staff are as follows;

APS1	APS2	APS3	APS4	APS5	APS6	EL1	EL2	SES1	SES2
1	2	5	16	28	61	74	23	4	2

7. 35 Non-ongoing staff left the department between 1 September 2014 and 31 March 2015. The classifications of these staff are as follows;

APS2	APS3	APS4	APS5	APS6	EL1	EL2
1	5	3	3	3	18	2

8. Non-SES officers are offered severance pay of two weeks salary 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, plus four or five weeks in lieu of notice (based on age and years of service) and the payment of unused annual and accrued long service leave, if they have more than one year's service. Former Department of Education, Employment and Workplace Relations staff also receive payment of the unused portion of the one-month discussion period and the one-month consideration period.

SES officers are paid four or five weeks in lieu of notice, the payment of unused annual leave, the payment of accrued long service leave (if they have more than one year's service) and a payment under Section 37 of the Public Service Act 1999, as determined by the Australian Public Service Commissioner.

9. There is no default public service package, every Department's redundancy package is in accordance with their Enterprise Agreement.
10. The Department is funding the VR packages in accordance with criteria in relevant Enterprise Agreements and in line with the government's commitment to building a more sustainable public service.