

Senate Community Affairs Legislation Committee

SUPPLEMENTARY ESTIMATES - 21 NOVEMBER 2013 ANSWER TO QUESTION ON NOTICE

Department of Human Services

Topic: Staffing Reductions

Question reference number: HS 30

Senator: Ludwig

Type of question: Written

Date set by the committee for the return of answer: 24 January 2014

Number of pages: 2

Question:

- a) How many staff reductions/voluntary redundancies have occurred from 7 September 2013 to date? What was the reason for these reductions?
- b) Were any of these reductions involuntary redundancies? If yes, provide details.
- c) 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.
- d) If there are plans for staff reductions, please give the reason why these are happening.
- e) Are there any plans for involuntary redundancies? If yes, provide details.

Answer:

- a) The total number of ongoing staff that left the Department of Human Services from 7 September 2013 to 30 November 2013 by reason is outlined in Table A below.

Table A Total Separations by Reason for Ongoing Employees (7 September 2013 to 30 November 2013)	
Ongoing Separation Reason	Number of Ongoing Separations
Voluntary separation rate - ongoing	372
<u>Breakdown by reason:</u>	
- Resignation	165
- Retirement	143
- Transfer to another agency	55
- Deceased	9

Non-voluntary initiated separation rate - ongoing	244
<u>Breakdown by reason:</u>	
- Sanction imposed - breach of the Code of Conduct	1
- Invalidity retirement	21
- Nonperformance or unsatisfactory performance of duties	9
- SES Incentive to Retire	5
- Failure to meet a condition of engagement e.g. probation	2
- Voluntary Redundancy	205
- Involuntary Redundancy	1

- b) One employee ceased employment by way of an involuntary redundancy in early November 2013.
- c) The department is currently considering its staffing situation to determine whether further reductions are required, and if they are how any reductions will be achieved.
- d) Not applicable.
- e) The department is currently considering its staffing situation to determine whether further reductions are required, and if they are how any reductions will be achieved.