

**Senate Community Affairs Committee**  
**ANSWERS TO ESTIMATES QUESTIONS ON NOTICE**  
**SOCIAL SERVICES PORTFOLIO**  
**2013-14 Supplementary Estimates Hearings**

**Outcome Number:** Cross Outcome - Across Programs

**Question No:** 396

**Topic:** Organisation and Staffing

**Hansard Page:** Written

**Senator Polley** asked:

What are the mechanisms this department will employ to meet the Government's job cuts target? Will the target be met through voluntary redundancies or with there be some compulsory redundancies as well - if so how many job cuts will come via compulsory redundancies?

**Answer:**

To the extent that staffing reductions are required, the mechanisms under consideration by the Department of Social Services will include:

- natural attrition;
- a review of non-ongoing and contractor arrangements with any non-ongoing contracts to cease at the expiration of their term;
- external recruitment only in exceptional circumstances, and only with Executive and APSC endorsement;
- use of internal redeployment register, supplementing the APS-wide redeployment register prior to advertising any vacancies;
- priority consideration to potentially excess employees for ongoing DSS vacancies;
- collaborating with incoming machinery of government agencies on management of vacancies and FTE levels; and
- voluntary redundancies where appropriate.