

Senate Community Affairs Committee
ANSWERS TO ESTIMATES QUESTIONS ON NOTICE
SOCIAL SERVICES PORTFOLIO
2014-15 Supplementary Estimates Hearings

Outcome Number: Cross Outcome - Across Programs

Question No: 160

Topic: Staffing reductions

Hansard Page: Written

Senator Ludwig asked:

Since Budget Estimates in June, 2014:

1. How many staff reductions/voluntary redundancies have occurred?
 - (a) What was the reason for these reductions?
2. Were any of these reductions involuntary redundancies? If yes, provide 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:

Department of Social Services

1. From 4 June 2014 up to 31 August 2014, 102 voluntary redundancies occurred.
 - (a) The redundancies were offered as the employees were either a part of a class of employees that is larger in size than is necessary for the efficient and economical working of DSS; or the services of the employee can no longer be used effectively because of technological or other changes in DSS or changes in the nature, extent or organisation of the functions of DSS.
2. No.
3. Yes. The current strategy is to manage the reductions through natural attrition and voluntary redundancies. Managers are reviewing workforce profiles and business processes to ensure continuity and efficiency of services and programmes.
4. Given budget restraints, it is estimated the Department will reduce staffing numbers to approximately 3000 by 2016.
5. No.

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6. From 4 June 2014 up to 31 August 2014, 148 ongoing staff left the Department/Agency.

Classification	No.
APS 3	1
APS 4	8
APS 5	18
APS 6	50
EL1 / Equivalent	45
EL2 / Equivalent	21
SES	5
Total	148

7. From 4 June 2014 up to 31 August 2014, 25 non-ongoing staff left the Department/Agency.

Classification	No.
APS 1	2
APS 3	2
APS 4	5
APS 5	4
APS 6	8
EL1 / Equivalent	3
EL2 / Equivalent	1
Total	25

8. Non-SES officers are offered severance pay of two weeks pay for every year of service in accordance with their Enterprise Agreement or the payment due under the National Employment Standards, whichever is the greatest. Four or five weeks in lieu of notice (based on age and years of service) and the payment of unused annual leave and accrued long service leave, if they have more than one year's service. In the case of the former Department of Education, Employment and Workplace Relations staff, the 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 redundancies in accordance with the application of the government's strategic workforce planning policy.

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National Disability Insurance Agency

1. There were no voluntary redundancies for the period 4 June 2014 to 31 August 2014.
2. N/A.
3. No.
4. N/A.
5. No.
6. From 4 June 2014 up to 31 August 2014, 18 ongoing staff left the Department/Agency.

Classification	Ongoing
APS 5	5
APS 6	7
EL 1	2
EL 2	1
SES	3
Total	18

7. From 4 June 2014 up to 31 August 2014, 23 non-ongoing staff left the Department/Agency.

Classification	Non-Ongoing
APS 3	5
APS 4	1
APS 5	1
APS 6	4
EL 1	6
EL 2	6
Total	23

8. N/A.
9. N/A.
10. N/A.

Social Security Appeals Tribunal

1. There were no voluntary redundancies for the period 4 June 2014 to 31 August 2014.
2. N/A.
3. No.
4. N/A.
5. N/A.

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6. From 4 June 2014 up to 31 August 2014, 3 ongoing staff that have left the Department/Agency.

Classification	No.
APS 3	1
APS 4	1
APS 6	1
Total	3

7. From 4 June 2014 up to 31 August 2014, there was one non-ongoing staff at the APS4 classification that has left the Department/Agency.
8. N/A.
9. N/A.
10. N/A.