

**Senate Standing Committee on Environment and Communications
Legislation Committee
Answers to questions on notice
Environment portfolio**

Question No: 129
Hearing: Additional Estimates
Outcome: Corporate
Programme: Corporate Strategies Division (CSD)
Topic: Staffing reductions
Hansard Page: N/A
Question Date: 19 February 2016
Question Type: Written

Senator Ludwig asked:

Since the change of Prime Minister on 14 September, 2015:

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:

1. – a)

Department/ agency	How many staff reductions/voluntary redundancies have occurred?	Reason for reductions
Department of the Environment	24 ¹	The redundancies occurred because the employees were excess to requirements
BoM	2	1 employee - is included in a class of employees employed in the Bureau, which class comprises a greater number of employees than is necessary for

		the efficient and economical working of the Bureau. 1 employee - The services of the employee cannot be effectively used because of technological or other changes in the work methods of the agency or changes in the nature, extent or organisation of the functions of the agency.
CCA	Nil	Not applicable
CEFC	Nil	Not applicable
CER	Nil	Not applicable
GBRMPA	Nil	Not applicable
SHFT	Nil	Not applicable

¹ Includes staffing information for the Director of National Parks

2. While the Clean Energy Finance Corporation had one involuntary redundancy during the period this was neither associated with a staff reduction nor a voluntary redundancy and is thus excluded from the answer question 1. The reason for the involuntary redundancy was that the position was identified as surplus to business requirements.

3. The Department of the Environment, Clean Energy Finance Corporation, Clean Energy Regulator, Great Barrier Reef Marine Park Authority and Sydney Harbour Federation Trust do not have any plans for further staff reductions or voluntary redundancies.

The Climate Change Authority is relocating from Melbourne to Canberra in order to reduce its operating costs. This may result in some staff redundancies should staff decide that they are unable to relocate. There are no specific reduction targets or planned cuts to functions.

The Bureau of Meteorology currently has one staff member declared potentially excess. This is due to be declared as excess on 1 April 2016.

4. The Department of the Environment, Clean Energy Finance Corporation, Clean Energy Regulator, Great Barrier Reef Marine Park Authority and Sydney Harbour Federation Trust do not have any plans for staff reductions.

The Climate Change Authority is relocating from Melbourne to Canberra in order to reduce its operating costs. This may result in some staff redundancies should staff decide that they are unable to relocate.

The Bureau of Meteorology advises that the duties usually performed by the employee identified at question 3 are to be performed at a different locality, and the employee is not willing to perform duties at the locality.

5. The Clean Energy Finance Corporation has one involuntary redundancy planned but is neither associated with a staff reduction nor a voluntary redundancy and is thus excluded from the answer to question 4. The reason for the involuntary redundancy is that the position was identified as surplus to business requirements.

6.

Classification	Department ¹	BoM	CCA	CEFC	CER	GBRMPA	SHFT
Trainee							
Cadet		1					
Graduate	2						
APS 1/2	2			3		1	
APS 3	5	9					
APS 4	11	1			4		
APS 5	27	8			8		
APS 6	53	12			5	2	
Executive Level 1	77	13		1	5		
Executive Level 2	25	11			1		
SES Band 1	6						
SES Band 2	1						
SES Band 3	1						
Total	210²	55	0	4	23	3	0

¹ Includes staffing information for the Director of National Parks

² Includes 148 staff that left due to a Machinery of Government Change

7.

Classification	Department ¹	BoM	CCA	CEFC	CER	GBRMPA	SHFT
Casuals						2	
Trainee							1
Cadet							
Graduate							
APS 1/2	11	1				1	
APS 3	24	1					
APS 4	18				1	2	
APS 5	12	4				1	
APS 6	19	12	1		1	1	
Executive Level 1	8	16			1	1	1
Executive Level 2	3	2				1	2
SES Band 1							1
Total	95	36	1	0	3	9	5

¹ Includes staffing information for the Director of National Parks

8. Voluntary packages offered by the Department of the Environment (with the exception of SES incentives to retire) are outlined in the provisions of the Enterprise Agreement:
<http://www.environment.gov.au/resource/enterprise-agreement-2011-2014>

Redundancy packages offered by the Bureau of Meteorology are outlined in clause 34 of the Enterprise Agreement 2011-14 and include:

- Severance Pay of 2 weeks for every year of service (maximum of 48 weeks);
- Notice in Lieu (between 4 and 11 weeks, depending on age and length of service of employee and whether separation is accelerated); and
- Payment of accrued Recreation and Long Service.

9. The redundancy packages are the same as the default public service package.

10. Packages, where they have been offered (Department of the Environment and the Bureau of Meteorology) were funded from within