

**Senate Standing Committee on Environment and Communications**

**Answers to Senate Estimates Questions on Notice**

**Budget Estimates Hearings May 2014**

**Communications Portfolio**

**Australian Communications and Media Authority**

**Question No: 127**

**Program No. Australian Communications and Media Authority (ACMA)**

**Hansard Ref: In Writing**

**Topic: Staff Redundancies**

**Senator Ludwig asked:**

1. How many positions have been made redundant in your Department since the 2013 federal election?
  - a. How many of these positions were ongoing?
  - b. How many of these positions were non-ongoing?
  - c. How many of these positions were situated in the Australian Capital Territory?
2. How many of the employees filling these redundant positions were redeployed since the 2013 federal election?
  - a. How many of these employees were ongoing?
  - b. How many of these employees were non-ongoing?
  - c. How many of these employees were situated in the Australian Capital Territory?
3. How many of these employees were offered voluntary redundancies since the 2013 federal election?
  - a. How many of these employees were ongoing?
  - b. How many of these employees were non-ongoing?
  - c. How many of these employees were situated in the Australian Capital Territory?
4. How many accepted voluntary redundancies since the 2013 federal election?
  - a. How many of these employees were ongoing?
  - b. How many of these employees were non-ongoing?
  - c. How many of these employees were situated in the Australian Capital Territory?
5. How many employees were offered the choice between a voluntary redundancy and redeployment since the 2013 federal election?
  - a. How many of these employees were ongoing?
  - b. How many of these employees were non-ongoing?
  - c. How many of these employees were situated in the Australian Capital Territory?
6. For all employees who accepted voluntary redundancies since the 2013 federal election please:
  - a. Provide a dollar figure of their pay out, their age, gender and a description of their position including APS level, contract type (non-ongoing versus ongoing), responsibilities and where they were located.
  - b. Please specify what component of that figure was paid out entitlements (annual leave etc).
  - c. Please specify any other costs incurred by the Department because of this redundancy.
  - d. Please provide the reason a voluntary redundancy was offered for their position.
  - e. Please provide all relevant dates.
7. For all employees who were redeployed please provide:

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- a. Their age, gender and a description of their position prior to and after redeployment, including the wages of these positions, the APS level of these positions, the contract type (non-ongoing versus ongoing) and where they were located.
  - b. Please specify any other costs incurred by the Department because of this redeployment.
  - c. Please provide the reason for that redeployment.
  - d. Please provide all relevant dates.
8. Since the 2013 federal election, how many employees in your Department have been made forcibly redundant?
- a. How many of these employees were ongoing?
  - b. How many of these employees were non-ongoing?
  - c. How many of these employees were situated in the Australian Capital Territory?
9. How many of these employees were offered voluntary redundancies or redeployments prior to being made forcibly redundant?
- a. How many of these employees were ongoing?
  - b. How many of these employees were non-ongoing?
  - c. How many of these employees were situated in the Australian Capital Territory?
10. For employees who were made forcibly redundant since the 2013 federal election please provide:
- a. Their age, gender, the dollar figure of their pay out and a description of their position including APS level, contract type (non-ongoing versus ongoing) responsibilities and where they were located.
  - b. Please specify what component of that figure was paid out entitlements (annual leave etc).
  - c. Please specify any other costs incurred by the Department because of this redundancy.
  - d. Please provide the reason for that redundancy.
  - e. Please provide all relevant dates.

#### **Answer:**

1. Since the 2013 federal election, the ACMA made one position redundant.
  - a. One ongoing position.
  - b. No non-ongoing positions.
  - c. No positions were situated in the Australian Capital Territory.
2. No employees filling these redundant positions were redeployed since the 2013 federal election.
  - a. Not applicable.
  - b. Not applicable.
  - c. Not applicable.
3. One employee was offered a voluntary redundancy since the 2013 federal election.
  - a. One ongoing employee.
  - b. No non-ongoing employees.
  - c. No employees were situated in the Australian Capital Territory.
4. One employee accepted a voluntary redundancy since the 2013 federal election.
  - a. One ongoing employee.
  - b. No non-ongoing employees.

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- c. No employees were situated in the Australian Capital Territory.
5. One employee was offered the choice between a voluntary redundancy and redeployment since the 2013 Federal election.
- a. One employee was ongoing.
- b. No non-ongoing employees.
- c. No employees were situated in the Australian Capital Territory.
6. Details for the one employee who accepted voluntary redundancies since the 2013 federal election are:
- a. Pay out figure - \$50,207.40  
Age - 36.  
Gender - Male.  
Position Description - Senior IT Technical Officer.  
APS Level - Executive Level 1.  
Contract type - Ongoing contract.  
Location - Melbourne.

b.

Salary	\$2,826.43
Separation Payment	\$14,132.16
Notice Payment	\$18,169.88
Annual Leave	\$6,741.25
Long Service Leave	\$8,337.68
Pay Out Figure	\$50,207.40

- c. Outplacement Support - \$3,500.00.
- d. The services of the employee could not be effectively used because of technological or other changes in the work methods of the ACMA or changes in the nature, extent or organisation of the functions of the ACMA.
- e.

Formal Notice of Excess Status Sent	17 October 2013
Formal Acceptance Received by Employee	17 October 2013
Date of Exit	18 October 2013

7. No employees were redeployed.
- a) Not applicable.
- b) Not applicable.
- c) Not applicable.
- d) Not applicable.
8. No employees were made forcibly redundant.
- a) Not applicable.

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- b) Not applicable.
- c) Not applicable.
- 9. No employees were made forcibly redundant.
  - a) Not applicable.
  - b) Not applicable.
  - c) Not applicable.
- 10. No employees were made forcibly redundant.
  - a) Not applicable.
  - b) Not applicable.
  - c) Not applicable.
  - d) Not applicable.
  - e) Not applicable.