

Senate Standing Committee on Environment and Communications

Answers to Senate Estimates Questions on Notice

Budget Estimates Hearings May 2014

Communications Portfolio

Australia Post

Question No: 194

Program No: Australia Post

Hansard Ref: In Writing

Topic: Redundancies

Senator Lundy asked:

1. Since 18 September 2013, how many positions have been made redundant in your Department/Agency?
 - 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?
 - 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?
 - 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?
 - 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?
 - 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 please provide the following:
 - a. Their age.
 - b. Their gender.
 - c. A description of their position.
 - d. The APS classification level of their position.
 - e. Their wage.
 - f. Their contract type (non-ongoing versus ongoing).
 - g. Where they were located.
 - h. A dollar figure of their pay out and what component of that figure was paid out as entitlements (annual leave etc.).
 - i. The reason a voluntary redundancy was offered for their position.
 - j. Details pertaining to any other costs incurred by the Department/Agency because of this redundancy.
 - k. Please provide all relevant dates.

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7. For all employees who were redeployed please provide:
 - a. Their age.
 - b. Their gender.
 - c. A description of their position before and after redeployment.
 - d. The APS classification level of their position before and after redeployment.
 - e. Their wage before and after redeployment.
 - f. Contract type (non-ongoing versus ongoing) before and after redeployment.
 - g. Where they were located before and after redeployment.
 - h. Please provide the reason for the redeployment.
 - i. Please specify any other costs incurred by the Department/Agency because of this redeployment.
 - j. Please provide all relevant dates.
8. Since the 18 September 2013, how many employees in your Department/Agency 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 18 September 2013 please provide:
 - a. Their age.
 - b. Their gender.
 - c. A description of their position.
 - d. The APS classification level of their position.
 - e. Their wage at retrenchment.
 - f. Their contract type (non-ongoing versus ongoing).
 - g. Where they were located.
 - h. A dollar figure of their pay out and what component of that figure was paid out as entitlements (annual leave etc.).
 - i. The reason why the employee was made forcibly redundant.
 - j. Details pertaining to any other costs incurred by the Department/Agency because of this redundancy.
 - k. Please provide all relevant dates.

Answer:

The following details relate to Australia Post (excludes subsidiaries):

1. 254 positions have been made redundant.
 - a. All of the positions were ongoing.
 - b. N/A.
 - c. None of the positions were located in the Australian Capital Territory.

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2. 38 employees were redeployed.
 - a. All of the employees were non-ongoing.
 - b. N/A.
 - c. None of the employees were located in Australian Capital Territory.
3. 162 employees were offered a voluntary redundancy.
 - a. All of the employees were ongoing.
 - b. N/A.
 - c. None of the employees were located in Australian Capital Territory.
4. 112 employees accepted voluntary redundancy.
 - a. All of the employees were ongoing.
 - b. N/A.
 - c. None of the employees were located in Australian Capital Territory.
5. 82 employees were offered the choice between a voluntary redundancy and redeployment.
 - a. All of the employees were ongoing.
 - b. N/A.
 - c. None of the employees above were located in Australian Capital Territory.
6. For the 112 employees that accepted a voluntary redundancy the breakdown was as follows:
 - a. Age Group -

Age Group	No.
25-35 yrs old	7
36-45 yrs old	22
46-55 yrs old	41
56-65 yrs old	38
65 + yrs old	4

- b. 58 male and 54 female.
- c. The employees held a wide range of positions across the organisation (further details below).
- d. Australia Post does not use APS classifications. Classifications are determined as per the Australia Post Enterprise Bargaining Agreement.
- e. Wages -

Wage Levels	No.
Less than \$50k	36
\$50k-\$70k	18

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\$70k-\$90k	25
\$90k-\$110k	11
\$110k +	22

f. All employees were ongoing.

g. Locations -

State	No.
NSW	43
QLD	7
SA	8
TAS	6
VIC	41
WA	7

h. The payout amount in dollars for the 112 employees equated to the following:

- i. Redundancy component was equal to \$9.1m;
- ii. Payment in lieu notice was equal to \$1.6m;
- iii. Recreation Leave was equal to \$0.8m; and
- iv. Long Service Leave was equal to \$2.8m.

i. Following a review within the business it has been determined that the number of staff in the business exceeds the number of staff that Australia Post requires for its efficient and economical operations.

j. Other costs incurred relating to the voluntary redundancies included \$0.4m relating to Outplacement Services.

k. Details relate to the period 1st September 2013 to 27th June 2014.

7. 62 employees have been redeployed on a permanent basis. There are a number of active cases which have staff redeployed on a temporary basis whilst efforts continue to find them a permanent role.

a. The 62 employees was made up of the following age groups:

Age Group	No.
25-35 yrs old	4
36-45 yrs old	11
46-55 yrs old	34
56-65 yrs old	10
65 + yrs old	3

b. Of the 62 employees, 26 were female and 36 were male.

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- c. The staff impacted were working on a variety of positions across the organisation and were redeployed to similar roles.
 - d. Staff were redeployed at the same level, other than two who opted to transfer by consent to one level below.
 - e. There was no change to the employees wage before or after redeployment. The two staff that were transferred by consent were provided with 2 years of salary maintenance.
 - f. Of the 62 employees, all were ongoing.
 - g. 58 of the 62 employees remained in the same location. The remaining 4 employees sought transfer to another State / Regional location for family reasons and their requests were accommodated.
 - h. Redeployment was actioned in line with the RRR Agreement.
 - i. Not Applicable.
 - j. Details relate to the period 1 September 2013 until 27th June 2014.
- 8 – 10. No employees have been made forcibly redundant.