

Senate Standing Committee on Environment and Communications

Answers to Senate Estimates Questions on Notice

Budget Estimates Hearings May 2014

Communications Portfolio

Department of Communications

Question No: 687

Program No. Corporate

Hansard Ref: In Writing

Topic: Staffing recruitment

Senator Ludwig asked:

1. How many staff reductions/voluntary redundancies have occurred from 25 February 2014 to date? 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 from 25 February 2014 to date? What classification were these staff?
7. How many non-ongoing staff left Department/Agency from 25 February 2014 to date? 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 total of four voluntary redundancies occurred in the period 25 February 2014 to 30 April 2014. Three redundancies relate to the wind down of the Digital Switchover Taskforce. One redundancy relates to the current downsizing process within the Department.
2. No.
3. Refer to answer to Question on Notice No. 329 for the Additional Estimates Hearings in February 2014.
4. Staff reductions are occurring to ensure the Department's staffing aligns with budget and strategic priorities.
5. The process outlined in answer to question 3 may result in involuntary redundancies.
6. In the period 25 February 2014 to 30 April 2014 21 ongoing staff left the Department. Their classification levels were:

Classification	Number of staff
Graduate	1
APS3	1
APS4	3
APS5	2
APS6	3
EL1	8

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EL2	2
SESB1	1

7. In the period 25 February 2014 to 30 April 2014 13 non-ongoing staff left the Department. Their classification levels were:

Classification	Number of staff
APS4	7
APS5	1
APS6	3
EL1	1
SESB1	1

8. Voluntary redundancy payments are in accordance with the Department's Enterprise Agreement 2011-14 (the Agreement) and the National Employment Standards. The entitlement under the Agreement is two weeks' salary per year of continuous Commonwealth service (with a pro-rata amount for completed months of service). Payments range from a minimum of four weeks to a cap of 48 weeks.
9. This is the same as a typical APS redundancy benefit as set out in the *APS Award 1998*.
10. The Department is considering a range of options to fund voluntary redundancy packages. To date, the Department has met the full cost of redundancies resulting from terminating/lapsing programmes within existing resources.