

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

Question No: 148
Hearing: Budget Estimates
Outcome: Corporate
Programme: Corporate Strategies Division (CSD)
Topic: THE DEPARTMENTS CAPABILITY ASSESSMENT PROCESS
Hansard Page: N/A
Question Date: 10 June 2014
Question Type: Written

Senator Urquhart asked:

When questioned on redundancies on Monday 26 May, the Department referred to a Capability Assessment Process. We have since looked over the Department's Capability Assessment Process May 2014 draft document and it appears to be a forced redundancy program for unsuccessful applicants (see page 7). Can the Department clarify if any there will be any forced redundancies as a result of the Capability Assessment Process, and if so, how many?

Answer:

In the event that employees are not successful in the Capability Assessment Programme they will be offered a voluntary redundancy. These employees may then either accept the redundancy or elect a retention period. During retention employees have either 30 or 56 weeks (depending on their age and length of service) to find a permanent position in the Australian Public Service or in private enterprise. Employees on retention are assisted in this regard by a departmental case manager and provided with career transition assistance. It is expected that approximately 25-30 employees will be affected in this way.