

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

**Question No:** 225  
**Hearing:** Budget Estimates  
**Outcome:** Corporate  
**Programme:** Corporate Strategies Division  
**Topic:** Portfolio wide – staffing reductions  
**Hansard Page:** N/A  
**Question Date:** 26 May 2014  
**Question Type:** Written

**Senator Ludwig asked:**

How many staff reductions/voluntary redundancies have occurred from Additional Estimates in February, 2014 to date? What was the reason for these reductions?

- a) Were any of these reductions involuntary redundancies? If yes, provide details.
- b) 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.
- c) If there are plans for staff reductions, please give the reason why these are happening.
- d) Are there any plans for involuntary redundancies? If yes, provide details.
- e) How many ongoing staff left the department/agency from Additional Estimates in February, 2014 to date? What classification were these staff?
- f) How many non-ongoing staff left department/agency from Additional Estimates in February, 2014 to date? What classification were these staff?
- g) What are the voluntary redundancy packages offered? Please detail for each staff level and position
- h) How do the packages differ from the default public service package?
- i) How is the department/agency funding the packages?

**Answer:**

<b>Number of ongoing staff who left the department/agency by voluntary redundancy/incentive to retire from 1 February 2014 to 30 April 2014</b>	
Department of the Environment <sup>1</sup>	35
Bureau of Meteorology (BoM)	0
Clean Energy Regulator (CER)	1
Climate Change Authority (CCA)	0
Great Barrier Reef Marine Park Authority (GBRMPA)	1
Murray Darling Basin Authority (MDBA)	1
National Water Commission (NWC)	0
Sydney Harbour Federation Trust (SHFT)	0

<sup>1</sup> Includes information for the Director of National Parks

The redundancies occurred because the employees were excess to requirements.

- a) No

***Department of the Environment***

- b) Yes. Further voluntary redundancies were offered from May to August as employees were excess to requirements.
- c) Staffing levels were reduced to ensure the Department operates within its allocated budget.
- d) No

***Bureau of Meteorology***

- b) There are potentially four staff who may be excess to the Bureau's requirements.
- c) Automation of sites or ceasing of certain functions.
- d) No

***Clean Energy Regulator***

- b) The Clean Energy Regulator has no current plans to reduce overall staffing numbers or conduct voluntary redundancy programmes. The Clean Energy Regulator will continue to manage staff levels within our available budget.
- c) Not applicable
- d) No

***Climate Change Authority***

- b) Dependent on the passage of the Climate Change Authority repeal bill, there are plans to reduce the entire Climate Change Authority workforce to nil.
- c) The potential abolition of the Climate Change Authority.
- d) There will be a potential requirement for involuntary redundancies should the Climate Change Authority be abolished.

***Great Barrier Reef Marine Park Authority***

- b) A voluntary redundancy program was undertaken in April 2014 and the reduction target is 30 positions over a 3 year period
- c) Major contributing factors are budgetary pressures and an overall rise in GBRMPA's operating expenses, efficiency dividends and cessation of funding for one non-ongoing program.
- d) No

***Murray Darling Basin Authority***

- b) As at 30 April 2014 there were no plans for further staff reductions.
- c) Not applicable
- d) No

**National Water Commission**

- b) The Commission will cease its operations at the end of the calendar year. Those staff that are unable to find an ongoing position in another agency will be offered a voluntary redundancy.
- c) The Commission will cease its operations at the end of the calendar year resulting in a 100 per cent staff reduction.
- d) While there are no current plans for involuntary redundancies the Commission may need to take this action where the staff member rejects a voluntary redundancy and their retention period lapses or is paid out because there is no suitable work.

**Sydney Harbour Federation Trust**

- b) No
- c) Not applicable
- d) No
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e)

<b>Classification of ongoing staff who left the department/agency from 1 February 2014 to 30 April 2014</b>								
Classification	Department <sup>1</sup>	BoM	CER	CCA	GBRMPA	MDBA	NWC	SHFT
Trainee								
Cadet								
Graduate								
APS 1/2	1							
APS 3	1	2						
APS 4	3				1			
APS 5	6	4	1	1				
APS 6	13	4	3	2	1		1	
Executive Level 1	17	4	2	1	1		1	
Executive Level 2	8	1	5	2			1	
SES Band 1	3		1	1				
SES Band 2	5					1		
SES Band 3								
<b>Total</b>	<b>57</b>	<b>15</b>	<b>12</b>	<b>7</b>	<b>3</b>	<b>1</b>	<b>3</b>	<b>0</b>

<sup>1</sup> Includes information for the Director of National Parks

f)

Classification of non-ongoing staff who left the department/agency from 1 February 2014 to 30 April 2014								
Classification	Department <sup>1</sup>	BoM	CER	CCA	GBRMPA	MDBA	NWC	SHFT <sup>2</sup>
Trainee								
Cadet								
Graduate								
APS 1/2	12							
APS 3	76	1	1					
APS 4	15				1			
APS 5	25	3						
APS 6	17	4	2		1		1	
Executive Level 1	3	2	1		1		1	
Executive Level 2	8			1				
SES Band 1	1							
SES Band 2								
SES Band 3								
<b>Total</b>	<b>157</b>	<b>10</b>	<b>4</b>	<b>1</b>	<b>3</b>	<b>0</b>	<b>2</b>	<b>0</b>

<sup>1</sup> Includes information for the Director of National Parks

- g) Enterprise agreements include information on redundancy packages, and can be found on the websites of the Department and portfolio agencies. The elements of the package are the same for all levels of staff.
- h) The packages are the same as the default public service package.
- i) Packages were either funded from within existing budget allocations or through supplementary assistance provided by the Minister for Finance.