

Senate Standing Committee on Environment and Communications

Answers to Senate Estimates Questions on Notice

Supplementary Budget Estimates Hearings November 2014

Communications Portfolio

NBN Co Limited

Question No: 134

Program No. NBN Co

Hansard Ref: In Writing

Topic: Staff Transfers

Senator Ludwig asked:

1. How many people does your department employ?
2. What is the number of staff employed in each state and Territory as at 30 June 2013, and what is their age, gender and classification level?
3. What is the number of staff currently employed in each state and territory, and what is their age, gender and classification level?
4. What functions have been transferred between transferred from one state or territory to another since the federal election in 2013?
5. Can you please provide details by function of the, number of staff employed, the age, gender and classification of staff employed in the function that was transferred, where it was based prior to the transfer and where it was transferred to?
6. with co
7. How many of these people are employed in Canberra?
8. How many people did your department employ in Canberra immediately prior to the 2013 federal election?
9. How many employees have been transferred out of Canberra since the 2013
10. How many of your employees have been transferred to Canberra since the 2013 federal election?
11. For all employees transferred to or from Canberra since the 2013 federal election, please provide their age.
12. For all employees transferred to or from Canberra since the 2013 federal election, please provide their wage. Please provide the figure for before their transfer and after their transfer.
13. For all employees transferred to or from Canberra since the 2013 federal election, please provide their gender.
14. For all employees transferred to or from Canberra since the 2013 federal election, please provide the area of the department they worked in. Please provide this detail for before their transfer and after their transfer.
15. For all employees transferred to or from Canberra since the 2013 federal election, please provide a description of their position. Please provide this detail for before their transfer and after their transfer.
16. For every transferred employee please provide and explanation for their transfer?
17. For every transferred employee please provide any other cost incurred by the department because of that transfer?
18. Please provide all relevant dates.

Redundancies

19. How may 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?

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- c) How many of these positions were situated in the Australian Capital Territory?
20. 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?
21. 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?
22. 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?
23. 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?
24. 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.
25. For all employees who were redeployed please provide:
- 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.
26. 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?
27. 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?

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- c) How many of these employees were situated in the Australian Capital Territory?
28. For employees who were made forcibly redundant since the 2013 federal election please provide:
- 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.
 - Please specify what component of that figure was paid out entitlements (annual leave etc).
 - Please specify any other costs incurred by the department because of this redundancy.
 - Please provide the reason for that redundancy.
 - Please provide all relevant dates.

Hiring

29. How many people are employed in your department on non-ongoing contracts?
30. How many people are employed in your department on ongoing contracts?
31. How many non-ongoing contracts has your department extended since the 2013 federal election?
32. How many non-ongoing contract extensions did your department submit the Public Service Commission for approval?
33. How many of these extensions were approved by the Public Service Commission?
- For every approved extension please provide the following details: the employee's age, gender, wage, APS level, a description of their job, their length of continuous employment by the APS, the length of approved extension, the reasons why the extensions was submitted and the reasons why the extension was approved by the Public Service Commission, as well as all relevant dates.
34. How many of these extensions were rejected by the Public Service Commission?
- For every rejected extension please provide the following details: the employee's age, gender, wage, APS level, a description of their job, their length of continuous employment by the APS, the length of extension sought by the department, the reasons why the extensions was submitted and the reasons why the extension was rejected by the Public Service Commission, as well as all relevant dates.
35. How many non-ongoing contracts have been extended by your department without the Public Service Commission's approval?
- For every unapproved extension please provide the following details: the employee's age, gender, wage, APS level, a description of their job, their length of continuous employment by the APS, the length of the unapproved extension, the reasons why the extension was granted, whether the extension was submitted to the Public Service Commission for approval, and the reasons why the extension was granted without the approval of the Public Service Commission, as well as all relevant dates.
36. How many non-ongoing contracts have expired without extension since the 2013 federal election?
- For every expired non-ongoing contract please provide the following details: the employee's age, gender, wage, APS level, a description of their job, their length of continuous employment by the APS, the reason why an extension was not sought, as well as all relevant dates.
37. How many new employees have been engaged by your department on non-ongoing contracts since the 2013 federal election?

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38. How many new non-ongoing engagements were submitted to the Public Service Commission for approval since the 2014 federal election?
39. How many of these new non-ongoing engagements were approved by the Public Service Commission?
 - a) For every approved new engagement of a non-ongoing employee please provide the following details: the employee's age, gender, wage, APS level, a description of their job, the length of their non-ongoing contract, whether this position was advertised externally, the reason for engaging this new employee and the reason given by the Public Service Commission for approving this engagement, as well as all relevant dates relating to this application.
40. How many of these new non-ongoing employee applications were rejected by the Public Service Commission?
 - a) For every new non-ongoing engagement rejected by the Public Service Commission please provide the following details: APS level, a description of their job, the length of their non-ongoing contract, the reason for engaging the new employee and the reason given by the Public Service Commission for rejecting this engagement, as well as all relevant dates relating to this application.
41. How many new employees have been engaged on non-ongoing contracts without the approval of the Public Service Commission?
 - a) For every non-ongoing employee engaged without the Public Service Commission's approval please provide the following details: the employee's age, gender, wage, APS level, a description of their job, the length of their non-ongoing contract, whether this position was advertised externally, the reason for engaging this new employee and the reason for engaging this employee without the Public Service Commission's approval, as well as all relevant dates.
42. How many new employees have been engaged by your department on ongoing contracts since the 2013 federal election?
43. How many new ongoing engagements were submitted to the Public Service Commission for approval since the 2013 federal election?
44. How many of these new ongoing engagements were approved by the Public Service Commission?
 - a) For every approved new engagement of an ongoing employee please provide the following details: the employee's age, gender, wage, APS level, a description of their job, the length of their ongoing contract, whether this position was advertised externally, the reason for engaging this new employee and the reason given by the Public Service Commission for approving this engagement, as well as all relevant dates relating to this application.
45. How many of these new ongoing employee applications were rejected by the Public Service Commission?
 - a) For every new ongoing engagement rejected by the Public Service Commission please provide the following details: APS level, a description of their job, the length of their ongoing contract, the reason for engaging the new employee and the reason given by the Public Service Commission for rejecting this engagement, as well as all relevant dates relating to this application.
46. How many new employees have been engaged on ongoing contracts without the approval of the Public Service Commission?

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- a) For every ongoing employee engaged without the Public Service Commission's approval please provide the following details: the employee's age, gender, wage, APS level, a description of their job, the length of their ongoing contract, whether this position was advertised externally, the reason for engaging this new employee and the reason for engaging this employee without the Public Service Commission's approval, as well as all relevant dates.

Answer:

- 3028 staff were employed at NBN Co as at 31 December 2014.
- 2808 staff were employed at NBN Co as at 30 June 2013, and their age, gender and location was as follows:

State	Number of Staff	Average Age	Females	Males
ACT	9	46	2	7
NSW	1234	40	404	830
NT	14	44	3	11
QLD	206	41	60	146
SA	80	42	19	61
TAS	39	43	4	35
VIC	1130	39	301	829
WA	96	41	19	77

NBN Co is a government business enterprise. APS level classifications do not apply.

- As at 31 December 2014, 3028

State	Number of Staff	Average Age	Females	Males
ACT	12	47	1	11
NSW	1283	41	441	842
NT	32	41	8	24
QLD	260	40	93	167
SA	101	43	24	77
TAS	45	45	4	41
VIC	1185	40	323	862
WA	110	41	18	92

- 4-7. No functions have been transferred from one state or territory to another since the Federal Election in 2013.
8. There were ten employees in Canberra immediately prior to the 2013 federal election.
9. No employees have been transferred outside of Canberra since the 2013 federal election.
10. – 18. Not Applicable
19. 100 staff positions have been made redundant since the 2013 federal election.
 - 98 positions were ongoing
 - 2 positions were non - ongoing
 - Nil were situated in the Australian Capital Territory.
20. a) to c) Data is not available
21. – 25. No employees have been offered voluntary redundancy since the 2013 federal election
26. 100 staff positions have been made redundant since the 2013 Federal Election.
 - 98 were ongoing
 - 2 were non-ongoing
 - No employees were situated in the Australian Capital Territory.
27. No employees have been offered voluntary redundancy since the 2013 federal election.

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a) to c) not applicable

28.

a)

AGE	Number of Staff
25-34	16
35-44	29
45-54	33
55-64	22

GENDER	Number of Staff
Female	33
Male	67

STATE/TERRITORY	Number of Staff
NSW	51
VIC	44
QLD	4
TAS	1

CLASSIFICATION	Number of Staff
Ongoing	98
Non-ongoing	2

b) to e). NBN Co does not comment on internal staffing matters such as individual redundancies. NBN Co is a Government Business Enterprise. Australian Public Service conditions do not apply.

29. 95 Staff are employed on non-ongoing contracts as at 31 December 2014.

30. 2869 Staff are employed on ongoing contracts as at 31 December 2014.

31. 17 non-ongoing contracts have been extended since the 2013 federal election.

32. - 35 NBN Co is a Government Business Enterprise and is not required to submit contract extensions to the Australian Public Service Commission for approval.

36. 16 non-ongoing contracts have expired without extension since the 2013 federal election.

a) NBN Co does not comment on internal staffing matters such as individual wages. NBN Co is a Government Business Enterprise. Australian Public Service conditions do not apply.

37. 243 new employees have been engaged on non-ongoing contracts since the 2013 federal election.

38. - 41 NBN Co is a Government Business Enterprise and is not required to submit contract extensions to the Australian Public Service Commission for approval.

42. 433 new employees have been engaged on ongoing contracts since the 2013 federal election.

43. - 46 NBN Co is a Government Business Enterprise and is not required to submit contract extensions to the Australian Public Service Commission for approval.