

Senate Standing Committee on Environment and Communications

Answers to Senate Estimates Questions on Notice

Budget Estimates Hearings October 2014

Communications Portfolio

Australia Post

Question No: 336

Program No: Australia Post

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. How many of these people are employed in Canberra?
7. How many people did your department employ in Canberra immediately prior to the 2013 federal election?
8. How many employees have been transferred out of Canberra since the 2013
9. How many of your employees have been transferred to Canberra since the 2013 federal election?
10. For all employees transferred to or from Canberra since the 2013 federal election, please provide their age.
11. 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.
12. For all employees transferred to or from Canberra since the 2013 federal election, please provide their gender.
13. 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.
14. 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.
15. For every transferred employee please provide an explanation for their transfer?
16. For every transferred employee please provide any other cost incurred by the department because of that transfer?
17. Please provide all relevant dates.

Senate Standing Committee on Environment and Communications

Answers to Senate Estimates Questions on Notice

Budget Estimates Hearings October 2014

Communications Portfolio

Australia Post

Redundancies

18. How many positions have been made redundant in your department since the 2013 federal election?
 1. How many of these positions were ongoing?
 2. How many of these positions were non-ongoing?
 3. How many of these positions were situated in the Australian Capital Territory?
19. How many of the employees filling these redundant positions were redeployed since the 2013 federal election?
 1. How many of these employees were ongoing?
 2. How many of these employees were non-ongoing?
 3. How many of these employees were situated in the Australian Capital Territory?
20. How many of these employees were offered voluntary redundancies since the 2013 federal election?
 1. How many of these employees were ongoing?
 2. How many of these employees were non-ongoing?
 3. How many of these employees were situated in the Australian Capital Territory?
21. How many accepted voluntary redundancies since the 2013 federal election?
 1. How many of these employees were ongoing?
 2. How many of these employees were non-ongoing?
 3. How many of these employees were situated in the Australian Capital Territory?
22. How many employees were offered the choice between a voluntary redundancy and redeployment since the 2013 federal election?
 1. How many of these employees were ongoing?
 2. How many of these employees were non-ongoing?
 3. How many of these employees were situated in the Australian Capital Territory?
23. For all employees who accepted voluntary redundancies since the 2013 federal election please:
 1. 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.
 2. Please specify what component of that figure was paid out entitlements (annual leave etc).
 3. Please specify any other costs incurred by the department because of this redundancy.
 4. Please provide the reason a voluntary redundancy was offered for their position.
 5. Please provide all relevant dates.
24. For all employees who were redeployed please provide:
 1. Their age, gender and a description of their position prior to and after redeployment, including the wages of these positions, the APS level of

Senate Standing Committee on Environment and Communications

Answers to Senate Estimates Questions on Notice

Budget Estimates Hearings October 2014

Communications Portfolio

Australia Post

- these positions, the contract type (non-ongoing versus ongoing) and where they were located.
2. Please specify any other costs incurred by the department because of this redeployment.
 3. Please provide the reason for that redeployment.
 4. Please provide all relevant dates.
25. Since the 2013 federal election, how many employees in your department have been made forcibly redundant?
1. How many of these employees were ongoing?
 2. How many of these employees were non-ongoing?
 3. How many of these employees were situated in the Australian Capital Territory?
26. How many of these employees were offered voluntary redundancies or redeployments prior to being made forcibly redundant?
1. How many of these employees were ongoing?
 2. How many of these employees were non-ongoing?
 3. How many of these employees were situated in the Australian Capital Territory?
27. For employees who were made forcibly redundant since the 2013 federal election please provide:
1. 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.
 2. Please specify what component of that figure was paid out entitlements (annual leave etc).
 3. Please specify any other costs incurred by the department because of this redundancy.
 4. Please provide the reason for that redundancy.
 5. Please provide all relevant dates.

Senate Standing Committee on Environment and Communications

Answers to Senate Estimates Questions on Notice

Budget Estimates Hearings October 2014

Communications Portfolio

Australia Post

Hiring

28. How many people are employed in your department on non-ongoing contracts?

29. How many people are employed in your department on ongoing contracts?

30. How many non-ongoing contracts has your department extended since the 2013 federal election?

31. How many non-ongoing contract extensions did your department submit the Public Service Commission for approval?

32. How many of these extensions were approved by the Public Service Commission?

1. 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.

33. How many of these extensions were rejected by the Public Service Commission?

1. 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.

34. How many non-ongoing contracts have been extended by your department without the Public Service Commission's approval?

2. 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.

35. How many non-ongoing contracts have expired without extension since the 2013 federal election?

3. 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.

36. How many new employees have been engaged by your department on non-ongoing contracts since the 2013 federal election?

37. How many new non-ongoing engagements were submitted to the Public Service Commission for approval since the 2014 federal election?

38. How many of these new non-ongoing engagements were approved by the Public Service Commission?

Senate Standing Committee on Environment and Communications

Answers to Senate Estimates Questions on Notice

Budget Estimates Hearings October 2014

Communications Portfolio

Australia Post

4. 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.
39. How many of these new non-ongoing employee applications were rejected by the Public Service Commission?
5. 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.
40. How many new employees have been engaged on non-ongoing contracts without the approval of the Public Service Commission?
6. 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.
41. How many new employees have been engaged by your department on ongoing contracts since the 2013 federal election?
42. How many new ongoing engagements were submitted to the Public Service Commission for approval since the 2013 federal election?
43. How many of these new ongoing engagements were approved by the Public Service Commission?
7. 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.
44. How many of these new ongoing employee applications were rejected by the Public Service Commission?
8. 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.

Senate Standing Committee on Environment and Communications

Answers to Senate Estimates Questions on Notice

Budget Estimates Hearings October 2014

Communications Portfolio

Australia Post

45. How many new employees have been engaged on ongoing contracts without the approval of the Public Service Commission?

2. 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:

The following details relate to Australia Post (excludes subsidiaries). For the purposes of responding to the below questions, the following definitions have been used:

- Ongoing: Those employed on a permanent basis (Award & Contract Level staff)
- Non-ongoing: Those employed on a fixed-term and casual basis

1. At 31 October 2014 Australia Post employed 32,229 people.

2. a. State & Territory (at 30 June 2013)

NSW	VIC	QLD	SA	WA	TAS	ACT	NT	TOTAL
10,815	10,403	5,149	1,865	3,096	558	659	187	32,732

b. & c. Age & Gender (at 30 June 2013)

Age Category	F	M	Total
<19	77	104	181
20-24	485	626	1,111
25-29	664	965	1,629
30-34	1,022	1,339	2,361
35-39	1,356	1,916	3,272
40-44	1,856	2,731	4,587
45-49	2,162	3,280	5,442
50-54	2,392	3,843	6,235
55-59	1,732	3,066	4,798
60-64	861	1,628	2,489
65+	197	430	627
	12,804	19,928	32,732

d. Australia Post does not use APS classifications. Classifications are determined as per the current Australia Post Enterprise Bargaining Agreement.

Senate Standing Committee on Environment and Communications

Answers to Senate Estimates Questions on Notice

Budget Estimates Hearings October 2014

Communications Portfolio

Australia Post

3. a. State & Territory (at 31 October 2014)

NSW	VIC	QLD	SA	WA	TAS	ACT	NT	TOTAL
10,533	10,334	5,031	1,841	3,086	550	681	173	32,229

b. & c. Age & Gender (at 31 October 2014)

Age Category	F	M	Total
<19	57	77	134
20-24	445	609	1,054
25-29	691	934	1,625
30-34	927	1,352	2,279
35-39	1,243	1,723	2,966
40-44	1,727	2,573	4,300
45-49	2,006	3,094	5,100
50-54	2,438	3,823	6,261
55-59	1,793	3,185	4,978
60-64	987	1,755	2,742
65+	247	543	790
	12,561	19,668	32,229

d. Australia Post does not use APS classifications. Classifications are determined as per the current Australia Post Enterprise Bargaining Agreement.

4-6. Australia Post has not transferred any functions from one state/territory to another.

7. 651

8-17. Australia Post has not transferred any employees to or from Canberra.

18. 720 positions have been made redundant.

1. All of the positions were ongoing.
2. N/A.
3. 2 of the positions were located in the Australian Capital Territory.

19. 95 employees were redeployed.

1. All of the employees were ongoing.
2. N/A.
3. 2 of the employees were located in the Australian Capital Territory.

Senate Standing Committee on Environment and Communications

Answers to Senate Estimates Questions on Notice

Budget Estimates Hearings October 2014

Communications Portfolio

Australia Post

20. 224 Award employees were offered a voluntary redundancy.
1. All of the employees were ongoing
 2. N/A.
 3. 2 of the employees were located in the Australian Capital Territory.
21. 224 Award employees accepted voluntary redundancy.
1. All the employees were ongoing
 2. N/A.
 3. None of the employees were located in the Australian Capital Territory.
22. 224 Award employees were offered the choice between a voluntary redundancy and redeployment.
1. All of the employees were ongoing.
 2. N/A.
 3. None of the employees were located in the Australian Capital Territory.

23. 1. 224 Award employees accepted voluntary redundancy.

(a) \$9.93 million

(b) Age Group –

Age Group	No.
25-35 years old	11
36-45 years old	41
46-55 years old	63
56-65 years old	96
65+ years old	13

(c) 113 male and 111 female.

(d) The employees held a wide range of positions across the organisation. Australia Post does not use APS classifications. Classifications are determined as per the Australia Post Enterprise Bargaining Agreement.

(e) All employees were ongoing.

(f) Location -

NSW	VIC	QLD	SA	WA	TAS	ACT	NT	TOTAL
77	76	24	25	16	6	0	0	220

2. \$1.95m Annual Leave and \$1.21m Long Service Leave.

Senate Standing Committee on Environment and Communications

Answers to Senate Estimates Questions on Notice

Budget Estimates Hearings October 2014

Communications Portfolio

Australia Post

3. Other costs incurred are outplacements costs as an external career transition service is provided to staff exiting via redundancy.
4. 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.
5. Details relate to the period September 2013 to 31 October 2014

24. 95 employees were redeployed.

a. Age Group –

Age Group	No.
25-35 years old	11
36-45 years old	22
46-55 years old	44
56-65 years old	18

b. 52 male and 43 female.

c. The employees held a wide range of positions across the organisation. Australia Post does not use APS classifications. Classifications are determined as per the Australia Post Enterprise Bargaining Agreement.

d. All employees were ongoing.

e. Location –

NSW	VIC	QLD	SA	WA	TAS	ACT	NT	TOTAL
27	45	9	10	2	1	1	0	95

2. N/A.

3. Redeployment was actioned in line with the RRR agreement.

4. Details relate to the period September 2013 to 31 October 2014.

25. No employees have been made forcibly redundant.

26. N/A.

27. N/A.

Senate Standing Committee on Environment and Communications

Answers to Senate Estimates Questions on Notice

Budget Estimates Hearings October 2014

Communications Portfolio

Australia Post

28. Employed on non-ongoing contracts - 1,216

29. Employed on on-going contracts - 30,528

30. 2,861 non-ongoing contracts have been extended.

31-34. As a Government Business Enterprise, Australia Post is not subject to the Australian Public Service Commission requirements.

35. 703 non-ongoing contracts have expired without extension.

a. Age and Gender -

Age Range	Female	Male	Total
<20	9	22	31
20-29	46	152	198
30-39	50	95	145
40-49	48	110	158
50-59	38	97	135
60-69	5	31	36
TOTAL	196	507	703

b. The employees held a wide range of positions across the organisation. Australia Post does not use APS classifications. Classifications are determined as per the Australia Post Enterprise Bargaining Agreement.

c. These details are not captured on any central database. As such, Australia Post is not in a position to provide the information requested.

d. Details relate to the period September 2013 to 31 October 2014.

36. 1,579 people have been employed on non-ongoing contracts.

37-40. As a Government Business Enterprise, Australia Post is not subject to the Australian Public Service Commission requirements.

41. 1,334 people have been employed on ongoing contracts.

Senate Standing Committee on Environment and Communications

Answers to Senate Estimates Questions on Notice

Budget Estimates Hearings October 2014

Communications Portfolio

Australia Post

42-45. As a Government Business Enterprise, Australia Post is not subject to the Australian Public Service Commission requirements.