

Senate Standing Committee on Environment and Communications

Answers to Senate Estimates Questions on Notice

Budget Estimates Hearings November 2014

Communications Portfolio

Australian Broadcasting Corporation

Question No: 647

Program No. Australian Broadcasting Corporation

Hansard Ref: In Writing

Topic: Staffing Reductions

Senator Ludwig asked:

Since Budget Estimates in June, 2014:

1. How many staff reductions/voluntary redundancies have occurred?
 1. 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? What classification were these staff?
7. How many non-ongoing staff left department/agency from? 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. There have been 101 redundancies since the Budget Estimates in June 2014. (*data as at 14 December 2014*).

The reasons for these reductions fall into the following categories:

| Reason | Headcount |
|--|------------------|
| Loss of Ausnet contract | 77 |
| Ad hoc Restructures | 9 |
| Shop Closures | 3 |
| Strategy response to 2014 funding cuts | 6 |
| Vertical Integration | 6 |
| Grand Total | 101 |

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2. The ABC does not distinguish between voluntary and involuntary redundancies.

3. As a result of the ABC budget cuts imposed by the Federal Government in November 2014, consultation is underway with staff and unions in regards to approximately 300 potential redundancies which are a result of a series of proposals for change.

The proposals have been drawn from all divisions across the Corporation. A detailed outline and can be viewed here: <http://about.abc.net.au/our-abc-our-future/>

4. Refer to question 3 above.

5. The ABC does not distinguish between voluntary and involuntary redundancies. As a result of the proposed changes, decisions will need to be made regarding which employees will be selected for redundancy. For those areas not required in the new model, staff and their representatives will be consulted over the impact of the changes for individuals. For those positions where there is a group of affected individuals in the same category or class, and the ABC is proposing to retain some, but not all, positions, an assessment will be conducted to determine which employees are selected for redundancy.

The ABC has created a set of selection criteria to assist with this process reflecting the skills, capabilities and attributes required in the new model. Copies of the selection criteria have been provided to affected employees and their representatives. Once the assessments have been conducted by line managers, meetings will be held with affected staff individually to communicate a preliminary view that the employee has been selected for redundancy. At that time staff will be given an opportunity to raise any matters they would like to be taken into account before a final decision is made. At all times throughout the process the ABC will continue to explore opportunities for transfer or redeployment in order to minimise the need for redundancies.

The process outlined above is now the subject of ongoing consultation with staff and union representatives.

6-7. Of the 101 redundancies since the Budget Estimates in June 2014, all were ongoing employees.

| Classification | Headcount |
|---------------------------|-----------|
| Admin/Professional Band 3 | 1 |
| Admin/Professional Band 4 | 2 |
| Admin/Professional Band 5 | 2 |
| Admin/Professional Band 6 | 5 |
| Admin/Professional Band 7 | 4 |
| Admin/Professional Band 9 | 2 |
| Director | 1 |

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| | |
|--------------------------|------------|
| Content Maker Band 4 | 2 |
| Content Maker Band 5 | 11 |
| Content Maker Band 6 | 16 |
| Content Maker Band 7 | 21 |
| Content Maker Band 8 | 11 |
| Content Maker Band 9 | 5 |
| Senior Executive Level 1 | 5 |
| Senior Executive Level 2 | 6 |
| Senior Executive Level 3 | 4 |
| Shop Assistant | 3 |
| Grand Total | 101 |

8-9. Redundancy packages are offered in accordance with the provisions of the relevant Enterprise Agreement:

ABC Enterprise Agreement 2013-2016 for Content Makers and Admin/Professionals
ABC Senior Employment Agreement for Senior Executives
ABC Retail Agreement 2013-2016 for Retail staff

10. It is intended that all redundancy related initiatives are self funding with any savings from the redundancies quarantined to firstly meet the cost of the package. Where the repayment takes more than one year, the ABC will manage the debt within its overall debt and working capital portfolio.