

Senate Standing Committee on Environment and Communications

Answers to Senate Estimates Questions on Notice

Supplementary Budget Estimates Hearings November 2014

Communications Portfolio

Department of Communications

Question No: 88

Program 1.1

Hansard Ref: In Writing

Topic: Staffing reductions

Senator Ludwig, Joe 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. A total of 67 redundancies occurred in the period 1 May 2014 – 31 October 2014.
 1. All redundancies incurred by the Department in 2014 were associated with managing declining forward year appropriations, which were the result of efficiency dividend and other savings measures, terminating/winding down of programmes and the ceasing of one-off funding for a significant number of activities associated with the ongoing rollout of the National Broadband Network.
2. Yes, 2.
3. No.
4. Not applicable.
5. No.
6. In the period 1 May - 31 October 2014, 118 ongoing staff left the Department. Their classification levels were.

Classification	Number of staff
APS3	2
APS4	9
APS5	7
APS6	27
EL1	52

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Classification	Number of staff
EL2	16
SES1	3
SES2	1
SES3	1

7. In the period 1 May - 31 October 2014, 18 non-ongoing staff left the Department. Their classification levels were:

Classification	Number of staff
APS1	1
APS4	6
APS5	3
EL1	5
EL2	3

8. Voluntary redundancy payments are in accordance with the Department's Enterprise Agreement 2011-14 (the Agreement) and the National Employment Standards. The entitlement under the Agreement is two weeks salary per year of continuous Commonwealth service (with a pro-rata amount for completed months of service). Payments range from a minimum of four weeks to a cap of 48 weeks.
9. This is the same as a typical APS redundancy benefit as set out in the *APS Award 1998*.
10. Funding has been provided funding to the Department from the Central VR Pool, which is disclosed in the 2014-15 Portfolio Additional Estimates Statements.