

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

Question No: 316
Hearing: Supplementary Budget Estimates
Outcome: Corporate
Programme: Corporate Strategies Division
Topic: PORTFOLIO WIDE - STAFFING REDUCTIONS
Hansard Page: N/A
Question Date: 29 October 2014
Question Type: Written

Senator Ludwig asked:

Since Budget Estimates in June, 2014, how many staff reductions/ voluntary redundancies have occurred?

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

Answer:

Number of ongoing staff who left the department/agency by voluntary redundancy/incentive to retire from 1 May 2014 to 30 September 2014	
Department of the Environment ¹	155
Bureau of Meteorology (BoM)	0
Clean Energy Regulator (CER)	1
Climate Change Authority (CCA)	0
Great Barrier Reef Marine Park Authority (GBRMPA)	12
Murray Darling Basin Authority (MDBA)	2
National Water Commission (NWC)	9
Sydney Harbour Federation Trust (SHFT)	0

¹ Includes information for the Director of National Parks

- a. The redundancies/incentive to retire occurred because the employees were excess to requirements.
- b. No

Department of the Environment

- c. There are no plans to offer any further voluntary redundancies during the current financial year.
- d. Not applicable.
- e. No

Bureau of Meteorology

- c. As at 30 September 2014, there are potentially three staff affected who may be excess to the Bureau's requirements. There is no reduction target.
- d. Ceasing of some internal functions and efficiency restructuring.
- e. No

Clean Energy Regulator

- c. The Clean Energy Regulator is not planning any staff reductions/voluntary redundancies.
- d. Not applicable
- e. No

Climate Change Authority

- c. No.
- d. Not applicable.
- e. No.

Great Barrier Reef Marine Park Authority

- c. A voluntary redundancy program was undertaken in April 2014 and the reduction target is 30 positions over a 3 year period
- d. 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.
- e. No

Murray Darling Basin Authority

- c. As at 30 September 2014 there were no plans for further staff reductions. However, voluntary redundancies are considered when opportunities for implementing further organisation redesign and productivity improvements arise.
- d. Not applicable
- e. No

National Water Commission

- c. The Commission is proposed to cease its operations at the end of the calendar year. Those staff who are unable to find an ongoing position in another agency will be offered a voluntary redundancy.
- d. See (c)
- e. No.

Sydney Harbour Federation Trust

- c. As at 30 September 2014 there are no plans for staff reductions.
- d. Not applicable
- e. No
- f.

Number and classification of ongoing staff who left the department/agency by voluntary redundancy/incentive to retire from 1 May 2014 to 30 September 2014								
Classification	Department ¹	BoM	CER	CCA	GBRMPA	MDBA	NWC	SHFT
Trainee								
Cadet								
Graduate								
APS 1/2					1			
APS 3	5				1			
APS 4	12				1			
APS 5	20						1	
APS 6	43						2	
Executive Level 1	45		1		5	2	4	
Executive Level 2	28				4		1	
SES Band 1	1						1	
SES Band 2	1							
SES Band 3								
Total	155	0	1	0	12	2	9	0

¹ Includes information for the Director of National Parks

- g. Nil. Non-ongoing staff are not subject to redundancy provisions.
- h. Redundancy packages, where they have been offered by the Department and portfolio agencies, are the same for all levels of staff (with the exception of SES incentives to retire) and are set out in enterprise agreements, which are available from websites.
- i. The packages are the same as the default public service package.
- j. Packages, where they have been offered, were either funded from within existing budget allocations (Bureau of Meteorology, Clean Energy Regulator, Murray Darling Basin Authority and the National Water Commission) or supplementary assistance was sought from the Minister for Finance (the Department and the Great Barrier Reef Marine Park Authority).