

**Senate Standing Committee on Environment and Communications**

**Answers to Senate Estimates Questions on Notice**

**Supplementary Budget Estimates Hearings October 2015**

**Communications Portfolio**

**Australia Post**

**Question No: 139**

**Australia Post**

**Hansard Ref: Written, 29/10/2015**

**Topic: Employment**

**Senator Urquhart, Anne asked:**

1. It has been reported that Australia Post is seeking 1900 voluntary redundancies. Is this accurate? Has the program started yet? If so, how many redundancies have been taken? Can you provide a breakdown by location and business area? If not, which areas are being targeted for redundancies? What is the process? How will Post ensure that these redundancies won't adversely affect the workload of remaining staff?
2. Can you tell me what measures Australia Post is putting in place to ensure there will be no forced redundancies in regional areas?
3. Will Australia Post ensure that regional employees won't have to move to retain their jobs?
4. Could you provide your staff turnover rates for the different areas of your business?
5. Could you also provide a year on year comparison of these figures for the past five years?
6. It has been reported that you have committed to promoting more women into the leadership team. Can you elaborate on the changes you will make to ensure this happens?

**Answer:**

1.
  - a) It is accurate.
  - b) Yes.
  - c) As at 31 October 2015, 80 voluntary redundancies have been taken.
  - d) These voluntary redundancies have been taken in the Mail Network business area in the following locations:

State	# VRP's
<b>NSW</b>	<b>51</b>
Delivery Facilities	42
Mail Centres	9
<b>QLD</b>	<b>2</b>
Delivery Facilities	2
<b>SA</b>	<b>9</b>
Delivery Facilities	7
Mail Centres	2
<b>TAS</b>	<b>5</b>
Delivery Facilities	4
Mail Centres	1
<b>Vic</b>	<b>12</b>
Delivery Facilities	12
<b>WA</b>	<b>1</b>
Delivery Facilities	1
<b>Grand Total</b>	<b>80</b>

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- e) N/A
- f) All voluntary redundancies are offered in accordance with the Australia Post Redundancy/Redeployment/Retraining Agreement (“RRR Agreement”) which forms part of the Australia Post Enterprise Agreement 2013. In the Reform Accord agreed with the CEPU on 14 October 2015 (“the Accord”), Australia Post has made a firm commitment that all entitlements and protections provided by the RRR Agreement will be maintained until 30 June 2019.
- g) In accordance with the RRR Agreement, a voluntary redundancy will only be offered where the operational requirement for an employee to carry out work of a particular kind has ceased or significantly diminished and Australia Post has determined that the function being undertaken by an employee will no longer be undertaken within Australia Post or at the relevant location.
2. Australia Post has made a firm commitment, included in the Accord reached with the CEPU on 14 October 2015, that there will be no forced redundancies for award level employees impacted by Reform who are actively seeking employment and/or accept a reasonable alternative role. This commitment remains in place until 30 June 2019.
3. Further to the commitment that there will be no forced redundancies to those impacted by reform. Australia Post has committed that our award level employees affected by Reform and actively looking for work will be provided with suitable, meaningful and good quality jobs throughout the life of Reform (which is defined in the Accord as until 30 June 2019). No distinction or exemption is made for Rural and Regional employees. They will be dealt with consistently with their metropolitan counterparts. To ensure this, Australia Post has committed that it will explore redeployment opportunities for our People across all of the Enterprise through our dedicated program, known as Post People 1st. This means that all roles across Australia Post nationally will be made available to employees. In addition, Australia Post will invest in quality re-skilling and development programs to provide our people with internal transfer opportunities.
4. The staff turnover rate (excluding redundancies) for the different areas of the business, for 2014/15 was:
- Parcel Services 4.94 per cent
  - Postal Services 7.09 per cent
  - HQ / Functional Business Units 7.20 per cent

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5. Staff turnover details of specific areas of the business year on year for previous years are not available due to organisation changes and restructuring. The Australia Post staff turnover rates for last five years are:

- 2010/11            11.49 per cent
- 2011/12            9.58 per cent
- 2012/13            7.60 per cent
- 2013/14            6.47 per cent
- 2014/15            6.63 per cent

6. On 13 October 2015, Australia Post announced the launch of our new Gender Action Plan (GAP), which outlines our commitments to support gender equality and close the gender gap for our female workforce over the next two years.

Australia Post has made significant progress in increasing the number of women in leadership roles across a number of levels of management. Specifically, for our Executive level, the percentage of women has increased from 21 per cent to 33 per cent over the last five years. This progress has been largely due to senior leadership commitment and an investment in a suite of female talent development programs.

Australia Post's GAP outlines the various ways that we will continue to support and create opportunities for women across our organisation. Among existing and planned activities, we aim to:

- review opportunities to improve how we attract, and recruit women at management and executive levels;
- continue to develop women across varying levels of leadership, including those considered to be potential future senior leaders, such as through mentoring programs, executive coaching and workshops; and
- conduct analysis on how we retain our female talent and also how we can best support their levels of engagement with the organisation.