

**Senate Economics Legislation Committee**

**ANSWERS TO QUESTIONS ON NOTICE**

**Treasury Portfolio**

Additional Estimates

2015 - 2016

**Department/Agency: ACCC**

**Question: AET 539-548**

**Topic: Staffing reductions**

**Reference: written - 19 February 2016**

**Senator: Ludwig, Joe/Wong, Penny**

**Question:**

Since the change of Prime Minister on 14 September, 2015:

539. How many staff reductions/voluntary redundancies have occurred?

i. What was the reason for these reductions?

540. Were any of these reductions involuntary redundancies? If yes, provide details.

541. 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.

542. If there are plans for staff reductions, please give the reason why these are happening.

543. Are there any plans for involuntary redundancies? If yes, provide details.

544. How many ongoing staff left the department/agency? What classification were these staff?

545. How many non-ongoing staff left department/agency from? What classification were these staff?

546. What are the voluntary redundancy packages offered? Please detail for each staff level and position

547. How do the packages differ from the default public service package?

548. How is the department/agency funding the packages?

**Answer:**

539. There was one staff reduction/voluntary redundancy between 14 September 2015 and 19 February 2016.

i. Excess employee within the meaning of paragraph 465(b) of the Australian Competition and Consumer Commission Enterprise Agreement 2011-14, which provides that where *'the services of an employee cannot be effectively used because of technological or other changes in work methods or changes in the nature, extent or organisation of the functions of the ACCC'* they are excess for the purposes of the Agreement.

540. No.

541. There are no plans for further staff reductions/voluntary redundancies.

542. Not applicable.

543. There are no plans for involuntary redundancies.

544. 20 ongoing staff left the department/agency between 14 September 2015 and 19 February 2016.

<b>Classification</b>	<b>Headcount</b>
Grad	0
APS1	0
APS2	0
APS3	4
APS4	3
APS5	5
APS6	2
EL1	3
EL2	2
SESB1	1
SESB2	0
SESB3	0
<b>Total</b>	<b>20</b>

545. 37 non-ongoing staff left department/agency between 14 September 2015 and 19 February 2016.

<b>Classification</b>	<b>Headcount</b>
Grad	0
APS1	17
APS2	0
APS3	6
APS4	3
APS5	3
APS6	6
EL1	2
EL2	0
SESB1	0
SESB2	0
SESB3	0
<b>Total</b>	<b>37</b>

546.

<b>Position Title</b>	<b>Class</b>	<b>State</b>	<b>Redundancy</b>	<b>Entitlements</b>	<b>Separation Date</b>
Administrator	APS3	CAN	\$40,371.09	\$17,575.77	30-Oct-15

547. ACCC redundancy entitlements mirror the entitlements as detailed in the APS Award 1998 - An excess eligible employee whose employment is terminated will be entitled to be paid redundancy pay of a sum equal to 2 weeks salary for each completed year of continuous service, plus a pro rata payment for completed months of service since

the last completed year of service. Minimum payment of 4 weeks salary and maximum payment of 48 weeks.

When offered a voluntary redundancy, ACCC employees have 2 months to consider the offer. An ACCC employee will be paid salary in lieu for the portion of the consideration period unexpired at the date of termination.

548. The one redundancy since 14 September 2015 was funded through ACCC normal operating expenditure.