

Senate Economics Legislation Committee
ANSWERS TO QUESTIONS ON NOTICE
Treasury Portfolio
Budget Estimates 2014
3 June to 5 June 2014

Department/ Agency: ABS

Question: BET 102-143

Topic: Staffing - Transfers, Redundancies, Extensions

Reference: Written – 5 June 2014

Senator: Lundy/Ludwig

Questions:

Transfers

102. How many people does your department/agency currently employ? Please provide a breakdown of this figure based on the following:
 - a. State and Territory.
 - b. Age.
 - c. Gender.
 - d. APS level classification.
 - e. Contract type (ongoing or non-ongoing).
103. How many people did your department/agency employ as of 30 June 2013? Please provide a breakdown of this figure based on the following variables:
 - a. State and Territory.
 - b. Age.
 - c. Gender.
 - d. APS level classification.
 - e. Contract type (ongoing or non-ongoing).
104. How many people did your department/agency employ as of 18 September 2013? Please provide a breakdown of this figure based on the following:
 - a. State and Territory.
 - b. Age.
 - c. Gender.
 - d. APS level classification.
 - e. Contract type (ongoing or non-ongoing).
105. Since 18 September 2013, what department/agencyl functions have been transferred from one state or territory to another?
106. For all functions transferred, can you please provide figures for the following:
 - a. Number of staff employed before and after the transfer,
 - b. Where the function was based before and after the transfer.
107. For each employee transferred please provide the followings:
 - a. Their age.

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- b. Their gender.
- c. Their APS classification.
- d. The wage of the employee before and after the transfer.
- e. The area of the department/agency they worked in before and after their transfer.
- f. A description of their position before and after the transfer.
- g. The dates of their transfer.
- h. An explanation for why the employee was transferred.
- i. Whether they were transferred to or from Canberra.
- j. Any costs incurred by the department/agency due to this transfer.

Redundancies

- 108. Since 18 September 2013, how many positions have been made redundant in your department/agency?
 - a. How many of these positions were ongoing?
 - b. How many of these positions were non-ongoing?
 - c. How many of these positions were situated in the Australian Capital Territory?
- 109. How many of the employees filling these redundant positions were redeployed?
 - a. How many of these employees were ongoing?
 - b. How many of these employees were non-ongoing?
 - c. How many of these employees were situated in the Australian Capital Territory?
- 110. How many of these employees were offered voluntary redundancies?
 - a. How many of these employees were ongoing?
 - b. How many of these employees were non-ongoing?
 - c. How many of these employees were situated in the Australian Capital Territory?
- 111. How many accepted voluntary redundancies?
 - a. How many of these employees were ongoing?
 - b. How many of these employees were non-ongoing?
 - c. How many of these employees were situated in the Australian Capital Territory?
- 112. How many employees were offered the choice between a voluntary redundancy and redeployment?
 - a. How many of these employees were ongoing?
 - b. How many of these employees were non-ongoing?
 - c. How many of these employees were situated in the Australian Capital Territory?
- 113. For all employees who accepted voluntary redundancies please provide the following:

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- a. Their age.
 - b. Their gender.
 - c. A description of their position.
 - d. The APS classification level of their position.
 - e. Their wage.
 - f. Their contract type (non-ongoing versus ongoing).
 - g. Where they were located.
 - h. A dollar figure of their pay out and what component of that figure was paid out as entitlements (annual leave etc.).
 - i. The reason a voluntary redundancy was offered for their position.
 - j. Details pertaining to any other costs incurred by the department/agency because of this redundancy.
 - k. Please provide all relevant dates.
114. For all employees who were redeployed please provide:
- a. Their age.
 - b. Their gender.
 - c. A description of their position before and after redeployment.
 - d. The APS classification level of their position before and after redeployment.
 - e. Their wage before and after redeployment.
 - f. Contract type (non-ongoing versus ongoing) before and after redeployment.
 - g. Where they were located before and after redeployment.
 - h. Please provide the reason for the redeployment.
 - i. Please specify any other costs incurred by the department/agency because of this redeployment.
 - j. Please provide all relevant dates.
115. Since the 18 September 2013, how many employees in your department/agency have been made forcibly redundant?
- a. How many of these employees were ongoing?
 - b. How many of these employees were non-ongoing?
 - c. How many of these employees were situated in the Australian Capital Territory?
116. How many of these employees were offered voluntary redundancies or redeployments prior to being made forcibly redundant?
- a. How many of these employees were ongoing?
 - b. How many of these employees were non-ongoing?

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- c. How many of these employees were situated in the Australian Capital Territory?
117. For employees who were made forcibly redundant since the 18 September 2013 please provide:
- a. Their age.
 - b. Their gender.
 - c. A description of their position.
 - d. The APS classification level of their position.
 - e. Their wage at retrenchment.
 - f. Their contract type (non-ongoing versus ongoing).
 - g. Where they were located.
 - h. A dollar figure of their pay out and what component of that figure was paid out as entitlements (annual leave etc.).
 - i. The reason why the employee was made forcibly redundant.
 - j. Details pertaining to any other costs incurred by the department/agency because of this redundancy.
 - k. Please provide all relevant dates.

Extensions

118. Since the 18 September 2013 how many non-ongoing contracts has your department/agency extended?
119. How many non-ongoing contract extensions did your department/agency submit the Public Service Commission for approval?
120. How many of these extensions were approved by the Australian Public Service Commission (APSC)?
121. For every approved extension please provide the following details:
- a. The employees age.
 - b. Their gender.
 - c. A description of their position.
 - d. Their APS classification level.
 - e. Their wage.
 - f. Where they are located.
 - g. Their length of continuous employment at the APS.
 - h. The length of the approved extension.
 - i. The reason why the extension was submitted.
 - j. The reason why the extension was approved by the APSC.
 - k. Please provide all relevant dates.

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122. How many of these extensions were rejected by the APSC?
123. For every rejected extension please provide the following details:
- a. The employee's age.
 - b. Their gender.
 - c. A description of their position.
 - d. Their wage.
 - e. Where they were located.
 - f. Their length of continuous employment at the APS.
 - g. The length of the extension sought by the department/agency.
 - h. The reason why the extension was submitted.
 - i. The reason why the extension was rejected by the APSC.
 - j. Please provide all relevant dates.
124. Since 18 September 2013, how many non-ongoing contracts have been extended by your department/agency without the APSC's approval?
125. For every unapproved extension please provide the following details:
- a. The employee's age.
 - b. Their gender.
 - c. A description of their position.
 - d. Their wage.
 - e. Their position's APS level classification.
 - f. Where they were located.
 - g. Their length of continuous employment at the APS.
 - h. The length of the extension granted by the department/agency.
 - i. The reason why the extension was granted.
 - j. Whether the extension was submitted to the APSC for approval and if not why the extension was not submitted for APSC approval?
126. Since the 18 September 2013 how many non-ongoing contracts have expired without extension?
127. For every non-ongoing contract that has expired without extension please provide the following details:
- a. The employee's age.
 - b. Their gender.
 - c. A description of their position.
 - d. Their wage.

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- e. Their position's APS level classification.
 - f. Where they were located.
 - g. Their length of continuous employment at the APS.
 - h. The reason why the extension was not sought for their position.
 - i. Please provide all relevant dates.
128. Since the 18 September 2013 how many new employees have been engaged by your department/agency on non-ongoing contracts?
129. Since the 18 September 2013 how many (a) non-ongoing and (b) new non-ongoing engagements were submitted to the APSC for approval?
130. How many of these new non-ongoing engagements were approved by the APSC?
131. For every approved new engagement of a non-ongoing employee please provide the following details:
- a. Their age.
 - b. Their gender.
 - c. A description of their position.
 - d. Their wage.
 - e. Where their position is located.
 - f. Their position's APS level classification.
 - g. The length of their non-ongoing contract.
 - h. Whether their position was advertised externally.
 - i. The reason for engaging this new employee.
 - j. The reason given by the APSC for approving this engagement.
 - k. Please provide all relevant dates
132. How many of these new non-ongoing employee applications were rejected by the Public Service Commission?
133. For every rejected new engagement of a non-ongoing employee please provide the following details:
- a. Their age.
 - b. Their gender.
 - c. A description of their position.
 - d. Where their position is located.
 - e. Their wage.
 - f. Their position's APS level classification.
 - g. The length of their non-ongoing contract.

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- h. Whether their position was advertised externally.
 - i. The reason for engaging this new employee.
 - j. The reason given by the APSC for rejecting this engagement.
 - k. Please provide all relevant dates
134. Since 18 September 2013, how many new employees have been engaged on non-ongoing contracts without the approval of the Public Service Commission?
135. For every unapproved new engagement of a non-ongoing employee please provide the following details:
- a. Their age.
 - b. Their gender.
 - c. A description of their position.
 - d. Their wage.
 - e. Where their position is located.
 - f. Their position's APS level classification.
 - g. The length of their non-ongoing contract.
 - h. Whether their position was advertised externally.
 - i. The reason for engaging this new employee.
 - j. The reason for engaging this employee without the APSC's approval.
 - k. Please provide all relevant dates
136. Since the 18 September 2013 how many new employees have been engaged by your department/agency on ongoing contracts?
137. Since the 18 September 2013 how many (a) non-ongoing and (b) new non-ongoing engagements were submitted to the Public Service Commission for approval?
138. How many of these new ongoing engagements were approved by the Public Service Commission?
139. For every approved new engagement of an ongoing employee please provide the following details:
- a. Their age.
 - b. Their gender.
 - c. A description of their position.
 - d. Their wage.
 - e. Where their position is located.
 - f. Their position's APS level classification.
 - g. The length of their ongoing contract.
 - h. Whether their position was advertised externally.

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- i. The reason for engaging this new employee.
 - j. The reason provided by APSC for approving this engagement.
 - k. Please provide all relevant dates.
140. How many of these new ongoing employee applications were rejected by the Public Service Commission?
141. For every new ongoing engagement rejected by the Public Service Commission please provide the following details:
- a. Their age.
 - b. Their gender.
 - c. A description of their position.
 - d. Where their position is located.
 - e. Their wage.
 - f. Their position's APS level classification.
 - g. The length of their ongoing contract.
 - h. Whether their position was advertised externally.
 - i. The reason for engaging this new employee.
 - j. The reason provided by APSC for approving this engagement.
 - k. Please provide all relevant dates.
142. How many new employees have been engaged on ongoing contracts without the approval of the Public Service Commission?
143. For every ongoing employee engaged without the Public Service Commission's approval please provide the following details:
- a. Their age.
 - b. Their gender.
 - c. A description of their position.
 - d. Where their position is located.
 - e. Their wage.
 - f. Their position's APS level classification.
 - g. The length of their ongoing contract.
 - h. Whether their position was advertised externally.
 - i. The reason for engaging this new employee.
 - j. The reason for engaging this employee without the APSC permission.
 - k. Please provide all relevant dates.

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Answer:

Transfers

102. As at 5 June 2014, the ABS operative headcount (excluding ABS Interviewers) was 2,796.

a. By State and Territory:

ACT	1385
NSW	310
VIC	338
QLD	209
SA	201
WA	181
TAS	125
NT	47
Total	2796

b. By Age:

Under 25	153
25 to 34	830
35 to 44	765
45 to 54	708
55 & over	340
Total	2796

c. By Gender:

Male	1359
Female	1437
Total	2796

d. By APS level classification:

APS1-6	2134
EL1-2	621
SES	41
Total	2796

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e. By Contract type:

Ongoing	2620
Non-ongoing	176
Total	2796

103. As at 30 June 2013, the ABS operative headcount (excluding ABS Interviewers) was 2,919.

a. By State and Territory:

ACT	1447
NSW	333
VIC	323
QLD	221
SA	205
WA	213
TAS	132
NT	45
Total	2919

b. By Age:

Under 25	213
25 to 34	880
35 to 44	760
45 to 54	734
55 & over	332
Total	2919

c. By Gender:

Male	1452
Female	1467
Total	2919

d. By APS level classification:

APS1-6	2237
EL1-2	642
SES	40
Total	2919

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e. By Contract type:

Ongoing	2694
Non-ongoing	225
Total	2919

104. As at 18 September 2013, the ABS operative headcount (excluding ABS Interviewers) was 2,835.

a. By State and Territory:

ACT	1404
NSW	319
VIC	325
QLD	213
SA	203
WA	205
TAS	119
NT	46
Overseas	1
Total	2835

b. By Age:

Under 25	186
25 to 34	848
35 to 44	738
45 to 54	728
55 & over	335
Total	2835

c. By Gender:

Male	1407
Female	1428
Total	2835

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d. By APS level classification:

APS1-6	2157
EL1-2	636
SES	42
Total	2835

e. By Contract type:

Ongoing	2653
Non-ongoing	182
Total	2835

105. Since 18 September 2013, there have been no functions transferred from one state or territory to another.
106. Not applicable (refer to BET 105 answer)
107. Not applicable (refer to BET 105 answer)

Redundancies

108. From 18 September 2013 to 5 June 2014, 39 positions have been made redundant in the ABS.
- a. 39
- b. nil
- c. 26
109. Nil
- a-c. N/A
110. From 18 September 2013 to 5 June 2014, 39 ABS employees were offered a voluntary redundancy
- a. 39
- b. nil
- c. 26
111. From 18 September 2013 to 5 June 2014, 39 ABS employees accepted a voluntary redundancy
- a. 39
- b. nil
- c. 26
112. N/A
- a-c. N/A

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113. For all employees who accepted voluntary redundancies please provide the following:

a. Their age.

21-30	31-40	41-50	51-60	61-70	Total
2	5	13	14	5	39

b. Their gender.

Male	Female	Total
15	24	39

c. A description of their position.

Statistical	Corporate	Total
30	9	39

d. The APS classification level of their position.

APS1	APS2	APS3	APS4	APS5	APS6	EL1	EL2	Total
0	2	0	10	9	10	6	2	39

e. Their wage.

The provision of such information would be an unreasonable diversion of agency resources, as well as potentially providing personally-identifying information.

f. Their contract type (non-ongoing versus ongoing).

Ongoing	Non-Ongoing	Total
39	0	39

g. Where they were located.

ACT	NSW	NT	Qld	SA	Tas	Vic	WA	Total
26	2	0	1	2	0	6	2	39

h. A dollar figure of their pay out and what component of that figure was paid out as entitlements (annual leave etc.).

The provision of such information would be an unreasonable diversion of agency resources, as well as potentially providing personally-identifying information.

i. The reason a voluntary redundancy was offered for their position.

Employees were provided with the opportunity to submit an expression of interest in receiving a voluntary redundancy.

j. Details pertaining to any other costs incurred by the department/agency because of this redundancy.

As per the ABS Enterprise Agreement 2011-14 employees who may be offered and are considering a voluntary redundancy will be reimbursed up to \$800 for the provision of professional financial advice.

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k. Please provide all relevant dates.

	Sep 13	Oct 13	Nov 13	Dec 13	Jan 14	Feb 14	Mar 14	Apr 14	May 14	Jun 14	Total
	1	2	2	0	2	1	2	0	23	6	39
114.	From 18 September 2013 to 5 June 2014 nil ABS employees were redeployed.										
a-j.	N/A										
115.	From 18 September 2013 to 5 June 2014 nil ABS employees have been made forcibly redundant.										
a-c.	N/A										
116.	From 18 September 2013 to 5 June 2014 nil ABS employees have been made forcibly redundant.										
a-c.	N/A										
117.	From 18 September 2013 to 5 June 2014 nil ABS employees have been made forcibly										
a-k.	N/A										

Extensions

118. 227
119. N/A Under the APSC interim recruitment arrangements, non-ongoing employment arrangements to meet a critical need of less than 12 months duration remains at the discretion of the Agency Head, not the APS Commissioner.
120. N/A - see answer to Q119
121. N/A - see answer to Q119
122. N/A - see answer to Q119
123. N/A - see answer to Q119
124. 227
125. a-j. See Table 1 Attachment A
- k. Under the APSC interim recruitment arrangements, non-ongoing employment arrangements to meet a critical need of less than 12 months duration remains at the discretion of the Agency Head, not the APS Commissioner.
- l. N/A – see response to k
126. 59
127. Please see Table 2 Attachment A
128. 83
129. N/A - Under the APSC interim recruitment arrangements, non-ongoing employment arrangements to meet a critical need of less than 12 months duration remains at the discretion of the Agency Head, not the APS Commissioner.
130. N/A – see response to Q 129

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- 131. N/A – see response to Q 129
- 132. N/A – see response to Q 129
- 133. N/A – see response to Q 129
- 134. 83
- 135. Please see Table 3 Attachment A
- 136. Nil
- 137. Nil
- 138. N/A
- 139. N/A
- 140. N/A
- 141. N/A
- 142. Twelve existing APS employees have transferred into the ABS from other APS agencies under Section 26 of the *Public Service Act 1999*.
- 143. Please see Table 4 Attachment A