

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

Department/ Agency: Commonwealth Grants Commission

Question: BET 438 - 479

Topic: Staffing Transfers, Redundancies, Transfers

Reference: Written - 5 June 2014

Senator: Lundy/Ludwig

Question:

438. 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).

439. 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).

440. 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).

441. Since 18 September 2013, what department/agency functions have been transferred from one state or territory to another?

442. 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.

443. For each employee transferred please provide the followings:

- a. Their age.
- 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.

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Redundancies

444. 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?

445. 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?

446. 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?

447. 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?

448. 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?

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

- 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.

450. 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.

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- 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.
451. 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?
452. 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?
 - c. How many of these employees were situated in the Australian Capital Territory?
453. 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

454. Since the 18 September 2013 how many non-ongoing contracts has your department/agency extended?
455. How many non-ongoing contract extensions did your department/agency submit the Public Service Commission for approval?
456. How many of these extensions were approved by the Australian Public Service Commission (APSC)?
457. 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.

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- 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.
458. How many of these extensions were rejected by the APSC?
459. 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.
460. Since 18 September 2013, how many non-ongoing contracts have been extended by your department/agency without the APSC's approval?
461. 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?
 - k. The reasons why the extension was granted without the APSC's approval.
 - l. Please provide all relevant dates.
462. Since the 18 September 2013 how many a) non-ongoing, and b) new non-ongoing contracts have expired without extension?
463. 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.
 - 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.
464. Since the 18 September 2013 how many new employees have been engaged by your department/agency on non-ongoing contracts?

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465. Since the 18 September 2013 how many new non-ongoing engagements were submitted to the APSC for approval?

466. How many of these new non-ongoing engagements were approved by the APSC?

467. 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

468. How many of these new non-ongoing employee applications were rejected by the Public Service Commission?

469. 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.
- 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

470. Since 18 September 2013, how many new employees have been engaged on non-ongoing contracts without the approval of the Public Service Commission?

471. 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

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472. Since the 18 September 2013 how many new employees have been engaged by your department/agency on ongoing contracts?

473. Since the 18 September 2013 how many new ongoing engagements were submitted to the Public Service Commission for approval?

474. How many of these new ongoing engagements were approved by the Public Service Commission?

475. For every approved new engagement of a 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.
- i. The reason for engaging this new employee.
- j. The reason provided by APSC for approving this engagement.
- k. Please provide all relevant dates.

476. How many of these new ongoing employee applications were rejected by the Public Service Commission?

477. 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.

478. How many new employees have been engaged on ongoing contracts without the approval of the Public Service Commission?

479. 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.

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- 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.

Answer:

438.

a. ACT -31 people

b.

24 years	1
27	1
28	1
30	1
32	2
33	1
40	1
41	1
42	1
43	1
44	1
48	1
49	3
51	3
52	1
54	1
56	3
58	1
60	1
61	2
62	2
65	1

c. 15 female, 16 males

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d.

APS4	1
APS5	2
APS6	9
EL1	8
EL2	8
SES1	2
SES3	1

e.

ongoing	26
Non-ongoing	5

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439.

a. ACT -32 people

b.

26 years	1
27	2
29	1
31	2
32	1
35	1
39	1
41	1
42	1
43	1
44	1
47	1
48	3
50	3
51	1
55	4
57	1
59	1
60	2
61	2
64	1

c. 14 females, 18 males

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d.

APS4	2
APS5	1
APS6	7
EL1	10
EL2	9
SES1	2
SES3	1

e.

ongoing	26
Non-ongoing	6

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440.

- a. ACT -35 people
- b.

26 years	1
27	2
28	1
29	1
31	2
32	1
35	1
39	1
40	1
41	1
42	1
43	1
44	1
47	1
48	3
50	3
51	1
53	1
55	4
57	1
59	1
60	2
61	2
64	1

- c. 17 females, 18 males

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d.

APS4	2
APS5	1
APS6	10
EL1	10
EL2	9
SES1	2
SES3	1

e.

Ongoing	29
Non-ongoing	6

- 441. Nil
- 442. Not applicable
- 443. Not applicable
- 444. Nil
- 445. Not applicable
- 446. Not applicable
- 447. Not applicable
- 448. Not applicable
- 449. Not applicable
- 450. Not applicable
- 451. Nil
- 452. Not applicable
- 453. Not applicable
- 454. One
- 455. Nil
- 456. Not applicable
- 457. Not applicable

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458. Not applicable
459. Not applicable
460. One
- 461.
- a. 55
 - b. Female
 - c. Analysis of State financial data using ABS and GFS, Analysis of Commonwealth/State budget papers, Expert use of MS Access Database, Specialist quantitative skills.
 - d. APS6
 - e. \$82088
 - f. Canberra
 - g. over 20 years
 - h. twelve months
 - i. staff shortage
 - j. APSC approval was not required but it was reported to APSC
 - k. staff shortage
 - l. March 2014 to March 2015.
462. Nil
463. Not applicable
464. Nil
465. Nil
466. Not applicable
467. Not applicable
468. Not applicable
469. Not applicable
470. Nil
471. Not applicable
472. One
473. Four requests to advertise in Gazette
474. Three – 1 undecided.

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- 475.
- a. 24
 - b. Male
 - c. Assessment Officer
 - d. Canberra
 - e. \$79169
 - f. APS6
 - g. an ongoing contract has no specified duration at CGC
 - h. advertisement in the Gazette
 - i. replacing staff who left
 - j. none given
 - k. start date 8 May 2014.
476. Nil
477. Not applicable
478. Nil
479. Not applicable