

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

Department/ Agency: National Competition Council

Question: BET 564-605

Topic: Staffing –Transfers, Redundancies and Transfers

Reference: Written – 5 June 2014

Senator: Lundy/Ludwig

Question:

Transfers

564. 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).

565. 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).

566. 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).

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

568. 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.

569. For each employee transferred please provide the following:

- 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.

Redundancies

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570. 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?

571. 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?

572. 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?

573. 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?

574. 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?

575. 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.

576. 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.

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- i. Please specify any other costs incurred by the department/agency because of this redeployment.
 - j. Please provide all relevant dates.
577. 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?
578. 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?
579. 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

580. Since the 18 September 2013 how many non-ongoing contracts has your department/agency extended?
581. How many non-ongoing contract extensions did your department/agency submit the Public Service Commission for approval?
582. How many of these extensions were approved by the Australian Public Service Commission (APSC)?
583. 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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584. How many of these extensions were rejected by the APSC?

585. 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.

586. Since 18 September 2013, how many non-ongoing contracts have been extended by your department/agency without the APSC's approval?

587. 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.

588. Since the 18 September 2013 how many non-ongoing contracts have expired without extension?

589. 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.

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

591. Since the 18 September 2013 how many (a) non-ongoing and (b) new non-ongoing engagements were submitted to the APSC for approval?

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

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593. 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

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

595. 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

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

597. 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

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

599. Since the 18 September 2013 how many (a) ongoing and (b) new ongoing engagements were submitted to the Public Service Commission for approval?

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

601. 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.
- i. The reason for engaging this new employee.
- j. The reason provided by APSC for approving this engagement.
- k. Please provide all relevant dates.

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

603. 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.

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

605. 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

564. 4 part-time members of the National Competition Council (Councillors) and 1 APS officer were employed at 1 July 2014.

a. Councillors reside in various states: Western Australia, South Australia, Victoria and New South Wales. The APS officer is located in Victoria.

b. The APS officer is 53.

c. The APS officer is male. The Councillors comprise 2 males and 2 females.

d. The classification of the APS officer is SES Band 2.

e. The APS position is ongoing. The Councillors are term appointments.

565. 8 APS staff and 4 part time Councillors were employed at 30 June 2013. Data for the 8 APS staff are provided below.

Location: all in Victoria

Ages: ranging from 34 to 59

Gender: 4 male and 4 female

Classifications: APS 6, Executive Level 2, SES Band 1 and SES Band 2.

Contract type: all ongoing

566. See 565.

567. Nil.

568. Not applicable.

569. Not applicable.

Redundancies

570. 7

a. 7

b. Nil

c. Nil

571. 4

a. 4

b. Nil

c. Nil

572. 7

a. 7

b. Nil

c. Nil

573. 3

a. 3

b. Nil

c. Nil

574. 5

a. 5

b. Nil

c. Nil

575. Three employees at classifications from APS 6 to SES Band 1 have accepted voluntary redundancy. All were ongoing staff located in Melbourne. Voluntary redundancy was offered following the decision by the NCC to disband its stand-alone secretariat and purchase secretariat services as required from the Australian Competition

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and Consumer Commission (ACCC) effective 1 July 2014. Further information has not been provided as to do so would enable identification of relevant staff and disclose personal information.

576. Four employees were redeployed to the ACCC upon commencement of NCC's new secretariat arrangement (see 575). All were ongoing staff at classifications either Executive Level 2 or APS 6 and were located in Melbourne before and after redeployment. Further information has not been provided as to do so would enable identification of relevant staff and disclose personal information.

577. Nil

578. Not applicable

579. Not applicable

Extensions

580. Nil

581. Not applicable

582. Not applicable

583. Not applicable

584. Not applicable

585. Not applicable

586. Not applicable

587. Not applicable

588. Nil

589. Not applicable

590. Nil

591. Nil

592. Not applicable

593. Not applicable

594. Not applicable

595. Not applicable

596. Nil

597. Not applicable

598. Nil

599. Not applicable

600. Not applicable

601. Not applicable

602. Not applicable

603. Not applicable

604. Not applicable

605. Not applicable