

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

**Department/ Agency:** CEFC

**Question:** BET 606-647

**Topic:** Staffing - Transfers, Redundancies, Extensions

**Reference:** Written – 5 June 2014

**Senators:** Lundy & Ludwig

**Question:**

***Transfers***

606. 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).

607. 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).

608. 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).

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

610. 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.

611. 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.



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- 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***

612. 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?

613. 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?

614. 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?

615. 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?

616. 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?

617. 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.



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618. 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.

619. 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?

620. 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?

621. 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***

622. Since the 18 September 2013 how many non-ongoing contracts has your department/agency extended?



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623. How many non-ongoing contract extensions did your department/agency submit the Public Service Commission for approval?

624. How many of these extensions were approved by the Australian Public Service Commission (APSC)?

625. For every approved extension please provide the following details:

- a. The employee's 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.

626. How many of these extensions were rejected by the APSC?

627. 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.

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

629. 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.



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- 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.
- 630. Since the 18 September 2013 [sic] how many non-ongoing contracts have expired without extension?
- 631. 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.
- 632. Since the 18 September 2013 [sic] how many new employees have been engaged by your department/agency on non-ongoing contracts?
- 633. Since the 18 September 2013 [sic] how many (a) non-ongoing and (b) new non-ongoing engagements were submitted to the APSC for approval?
- 634. How many of these new non-ongoing engagements were approved by the APSC?
- 635. 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
- 636. How many of these new non-ongoing employee applications were rejected by the Public Service Commission?
- 637. For every rejected new engagement of a non-ongoing employee please provide the following details:
  - a. Their age.
  - b. Their gender.



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- 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

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

639. 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

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

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

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

643. 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.



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- j. The reason provided by APSC for approving this engagement.
  - k. Please provide all relevant dates.
644. How many of these new ongoing employee applications were rejected by the Public Service Commission?
645. 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.
646. How many new employees have been engaged on ongoing contracts without the approval of the Public Service Commission?
647. 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:**

606. The CEFC employed 51 staff at 12 June 2014. Please note these answers do not include statutory officers.

a.

State	NSW	QLD	VIC
Number	21	29	1

b.

Ages:  
 15-20 years: 0  
 20-30 years: 2  
 30-40 years: 22  
 40-50 years: 17  
 50-60 years: 10  
 60+ years: 0

c.

Gender	Male	Female
Number	25	26

d. The CEFC does not use APS level classifications as it is not an “agency” for the purposes of the *Public Service Act 1999* and its staff are not APS members. 4 are executive level employees and 47 are non-executive.

e.

Contract Type	Ongoing	Non-ongoing	Independent Contractor
Number	42	7	2

607. The CEFC employed 48 staff at 30 June 2013. These answers do not include statutory officers.

a.

State	NSW	QLD	VIC
Number	21	27	0

b.

Ages:  
 15-20 years: 0  
 20-30 years: 4  
 30-40 years: 15  
 40-50 years: 21  
 50-60 years: 8



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60+ years:

c.

Gender	Male	Female
Number	28	20

d. The CEFC does not use APS level classifications as it is not an “agency” for the purposes of the *Public Service Act 1999* and its staff are not APS members. 4 are executive level employees and 44 are non-executive.

e.

Contract Type	Ongoing	Non-ongoing	Independent Contractor
Number	43	0	5

608. The CEFC employed 50 staff at 18 September 2013. These answers do not include statutory officers.

a.

State	NSW	QLD	VIC
Number	22	28	0

b. Ages:  
 15-20 years: 0  
 20-30 years: 4  
 30-40 years: 17  
 40-50 years: 21  
 50-60 years: 8  
 60+ years: 0

c.

Gender	Male	Female
Number	26	24

d. The CEFC does not use APS level classifications as it is not an “agency” for the purposes of the *Public Service Act 1999* and its staff members are not APS members. 4 are executive level employees and 46 are non-executive.

e.

Contract Type	Ongoing	Non-ongoing	Independent Contractor
Number	43	2	5



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609. Nil.

610-611. Not applicable.

612. Nil.

a.-c. Not applicable.

613-621. Not applicable.

622. The CEFC has made 1 non-ongoing contract extension since 18 September 2013.

623. 0.

624-627. Not applicable.

628. All of the non-ongoing contract extensions were made without APSC approval. Please note the CEFC is not an “agency” for the purposes of the *Public Service Act 1999*, the CEFC is not staffed by APS members, and during the period the APSC had no “approval” powers or jurisdiction in relation to CEFC staff other than with respect to APS secondees.

629.

a.-d. There are so few individuals involved that the CEFC would prefer not to answer this question in a public document as to do so would identify the individuals concerned and compromise their expectations of confidential handling of their personal employee information. The CEFC can provide this information to Senators in-camera if it is required.

e. The CEFC does not use APS level classifications as it is not an “agency” for the purposes of the *Public Service Act 1999* and its staff members are not APS members. 0 are executive level employees and 1 is a non-executive level employee.

f. 1 based in Sydney, NSW.

g. See e. above.

h. The length of the extension granted by the department/agency was 4 months and 2 weeks.

i. The reason why the extension was granted was an operational requirement.

j.-k. See the answer to 628. above.

l. Extension Period From: 16 December 2013 to 30 April 2014.

630. The CEFC has had 7 non-ongoing contracts expired without extension since 18 September 2013.

631.

a.-d. There are so few individuals involved that the CEFC would prefer not to answer this question in a public document as to do so would identify the individuals concerned and compromise their expectations of confidential handling of their personal employee information. The CEFC can provide this information to Senators in-camera if it is required.

e. The CEFC does not use APS level classifications as it is not an “agency” for the purposes of the *Public Service Act 1999* and its staff members are not APS members. 0 are executive level employees and 7 are non-executive level employees.

f. 4 based in Sydney, NSW; 3 based in Brisbane, QLD



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- g. See e. above.
  - h. The reason why the extension was not sought for their position was there was no operational requirement for the extension.
  - i. Dates of non-ongoing contract expiry: 30/09/2013; 04/10/2013; 25/10/2013; 01/11/2013; 02/01/2014; 30/04/2014; 09/05/2014.
632. The CEFC has had 7 new employees engaged on non-ongoing contracts since 18 September 2013.
633. 0.
634. 0.
635. Not applicable.
636. 0.
637. Not applicable.
638. All of the new employees on non-ongoing contracts have been engaged without the approval of the Australian Public Service Commission. Please note the CEFC is not an “agency” for the purposes of the *Public Service Act 1999*, the CEFC is not staffed by APS members, and during the period the APSC had no “approval” powers or jurisdiction in relation to CEFC staff other than APS secondees.
- 639.
- a.-d. There are so few individuals involved that the CEFC would prefer not to answer this question in a public document as to do so would identify the individuals concerned and compromise their expectations of confidential handling of their personal employee information. The CEFC can provide this information to Senators in-camera if it is required.
  - e. 3 based in Sydney, NSW; 4 based in Brisbane, QLD
  - f. The CEFC does not use APS level classifications as it is not an “agency” for the purposes of the *Public Service Act 1999* and its staff members are not APS members. 0 are executive level employees and 7 are non-executive level employees.
  - g. The length of the 7 non-ongoing contracts position:
    - 2 months and 1 week
    - 3 months and 2 weeks
    - 5 months
    - 5 months and 2 weeks
    - 5 months and 3 weeks
    - 6 months
    - 6 months
  - h. Of the 7 new non-ongoing contract positions: 3 were advertised externally; 3 were placed via recruitment agencies; 1 was placed via a direct source after recruitment agency failed to provide suitable candidates following measured, objective testing.
  - i. The new non-ongoing contract employees were engaged due to operational requirements.
  - j. See 638. above.
  - k. Relevant dates:
    - From 03/03/2014 to 09/05/2014



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- From 05/03/2014 to 26/06/2014
  - From 21/02/2014 to 18/07/2014
  - From 04/03/2014 to 15/08/2014
  - From 20/01/2014 to 11/07/2014
  - From 17/02/2014 to 15/08/2014
  - From 02/04/2014 to 03/10/2014.
640. Since 18 September 2013 4 new employees have been engaged on ongoing contracts.
641. 0.
642. 0.
643. Not applicable.
644. 0.
645. Not applicable.
646. All of the new employees were engaged without the approval of the Australian Public Service Commission. Please note the CEFC is not an “agency” for the purposes of the *Public Service Act 1999*, the CEFC is not staffed by APS members, and during the period the APSC had no “approval” powers or jurisdiction in relation to CEFC staff other than APS secondees.
- 647.
- a.-d. There are so few individuals involved that the CEFC would prefer not to answer this question in a public document as to do so would identify the individuals concerned and compromise their expectations of confidential handling of their personal employee information. The CEFC can provide this information to Senators in-camera if it is required.
- e. 1 based in Sydney, NSW; 3 based in Brisbane, QLD
- f. The CEFC does not use APS level classifications as it is not an “agency” for the purposes of the Public Service Act 1999 and its staff are not APS members. 0 are executive level employees and 4 are non-executive level employees.
- g. Ongoing - all 4 are permanent employees.
- h. All 4 ongoing positions were advertised externally.
- i. The new employees were engaged because there was an operational requirements.
- j. See 638. above.
- k. Relevant dates - new employees ongoing contracts commenced:
- 10/02/2014
  - 10/02/2014
  - 13/02/2014
  - 17/02/2014.