

**Senate Standing Committee on Economics**

**ANSWERS TO QUESTIONS ON NOTICE**

**Treasury Portfolio**

Budget Estimates 2014

3 June to 5 June 2014

**Department/ Agency:** Treasury

**Question:** BET 60-101

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

**Reference:** Written - 5 June 2014

**Senator:** Lundy/ Ludwig

**Question**

***Transfers***

60. 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).

61. 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).

62. 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).

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

64. 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.

65. 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.

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j. Any costs incurred by the department/agency due to this transfer.

***Redundancies***

66. 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?
67. 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?

68. 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?

69. 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?

70. 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?

71. 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.

72. 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.
73. 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?
74. 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?
75. 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***

76. Since the 18 September 2013 how many non-ongoing contracts has your department/agency extended?
77. How many non-ongoing contract extensions did your department/agency submit the Public Service Commission for approval?
78. How many of these extensions were approved by the Australian Public Service Commission (APSC)?
79. 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.
80. How many of these extensions were rejected by the APSC?
81. 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.
82. Since 18 September 2013, how many non-ongoing contracts have been extended by your department/agency without the APSC's approval?
83. 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.
84. Since the 18 September 2013 how many non-ongoing contracts have expired without extension?
85. 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.

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

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

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

89. 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

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

91. 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

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

93. 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.

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- 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
- 94. Since the 18 September 2013 how many new employees have been engaged by your department/agency on ongoing contracts?
- 95. 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?
- 96. How many of these new ongoing engagements were approved by the Public Service Commission?
- 97. 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.
- 98. How many of these new ongoing employee applications were rejected by the Public Service Commission?
- 99. 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.
- 100. How many new employees have been engaged on ongoing contracts without the approval of the Public Service Commission?
- 101. 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.

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- 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.

**Answer:**

60-62. The following tables answer questions 1-3 in a consolidated format. In line with the questions, 1. Refers to the current workforce as at 1 June 2014 (the closest date that data is available to 5 June 2014), 2. Refers to the workforce at 30 June 2013, and 3. Refers to the workforce as at 30 September 2013 (the closest date that data is available to 18 September 2013).

a)

*Staff by Location (Headcount)*

<b>Question</b>	<b>1</b>	<b>2</b>	<b>3</b>
	<b>1-Jun-14</b>	<b>30-Jun-13</b>	<b>30-Sep-13</b>
<b>Total Staff</b>	<b>962</b>	<b>954</b>	<b>944</b>
ACT	938	931	920
Victoria	4	5	5
Overseas	20	18	19

b)

*Staff by Age (Headcount)*

<b>Question</b>	<b>1</b>	<b>2</b>	<b>3</b>
	<b>1-Jun-14</b>	<b>30-Jun-13</b>	<b>30-Sep-13</b>
<b>Total Staff</b>	<b>962</b>	<b>954</b>	<b>944</b>
Under 25	58	76	61
25 - 34	398	371	378
35 - 44	260	253	247
45 - 54	168	165	162
55 +	78	89	96

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c)

*Staff by Gender  
(Headcount)*

<b>Question</b>	<b>1</b>	<b>2</b>	<b>3</b>
	<b>1-Jun-14</b>	<b>30-Jun-13</b>	<b>30-Sep-13</b>
<b>Total Staff</b>	<b>962</b>	<b>954</b>	<b>944</b>
Female	481	453	453
Male	481	501	491

d)

*Staff by Classification (Headcount)*

<b>Question</b>	<b>1</b>	<b>2</b>	<b>3</b>
	<b>1-Jun-14</b>	<b>30-Jun-13</b>	<b>30-Sep-13</b>
<b>Total Staff</b>	<b>962</b>	<b>954</b>	<b>944</b>
APS1	2	1	1
APS2	0	1	0
APS3	44	52	20
APS4	88	57	77
APS5	105	143	124
APS6	229	208	234
EL1	224	215	212
EL2	179	186	184
SES.1	60	62	61
SES.2	23	22	23
SES.3	7	6	7
SEC	1	1	1

e)

*Staff by Contract Type (Headcount)*

<b>Question</b>	<b>1</b>	<b>2</b>	<b>3</b>
	<b>1-Jun-14</b>	<b>30-Jun-13</b>	<b>30-Sep-13</b>
<b>Total Staff</b>	<b>962</b>	<b>954</b>	<b>944</b>
Ongoing	902	903	891
Non-ongoing	17	20	13
Inoperative at date	43	31	40

63. The Treasury has not transferred any part of the department or functions from one state to another since 18 September 2013. As such, questions 64 and 65 are not applicable.



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66. A voluntary redundancy round for *employees* (not based on position) by classification was conducted in late 2013, consistent with the excess provisions of the Treasury Workplace Agreement 2011-14.

Details of these employees are included in the response to question 12. As such, questions 67-70 are not applicable.

71. The following information relates to employees who accepted a VR in late 2013:

a) and b)

<b>Age range</b>	<b>Female</b>	<b>Male</b>	<b>Total</b>
25-34	1	1	2
35-44	3	3	6
45-54	6	4	10
>55	13	17	30
<b>Total</b>	<b>23</b>	<b>25</b>	<b>48</b>

c)

<b>Position Description</b>	<b>Headcount</b>
Analyst	30
Manager	7
Senior Adviser	11

d) and e)

<b>Classification</b>	<b>Salary Range</b>	<b>Headcount</b>
APS4	\$62,902 - \$66,193	4
APS5	\$70,722 - \$75,250	1
APS6	\$79,777 - \$96,651	11
EL1	\$104,060 - \$119,369	13
EL2	\$127,106 - \$145,874	19

f) All 48 employees who accepted a voluntary redundancy were employed on an ongoing basis.

g) All 48 employees who accepted a voluntary redundancy were located in Canberra.

h) The Department paid out \$3,405,685 in redundancy payments, as well as \$2,161,623 in entitlements.

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i) Voluntary redundancies were offered to staff as part of an ongoing process of staffing reductions.

j) The Treasury paid a total of \$5,825 to reimburse staff who sought financial advice regarding taking a voluntary redundancy.

k)

<b>Date</b>	<b>Milestone</b>
2 October 2013	Expression of interest period commenced
22 October 2013	Expression of period closed
24 October 2013	Offers of voluntary redundancy sent to employees
13 November 2013	VR offer consideration period closed
13 December	Default separation date for employees under 45 years or with less than 5 years continuous service
20 December	Default separation date for employees over 45 years with at least 5 years continuous service

Some employees submitted expressions of interest outside of the above dates. Voluntary redundancies for these individuals were processed in accordance with the guidelines set out in the Treasury Enterprise Agreement.

72. No staff were redeployed

73. Since 18 September 2013 to 5 June 2014, no Treasury employees have been made forcibly redundant. As such, questions 74-75 are not applicable.

76. Two non-ongoing contracts have been extended since 18 September 2013.

77. None. In line with the interim recruitment arrangements, agencies are only required to *advise* the APSC of new, or extensions of, non-ongoing contracts. Approval from the APSC is not necessary. As such, questions 78-81 are not applicable. See question 80 for the details of the two extensions referred to in question 76.

82. Two non-ongoing contact have been extended since 18 September 2013. As noted in the response to question 77, approval was not required or sought from the APSC.

83. We are unable to respond to this question as it would require an unreasonable diversion of departmental resources.

84. Since 18 September 2013, 10 non-ongoing contracts have expired without extension.

85. We are unable to respond to this question as it would require an unreasonable diversion of departmental resources.

86. Since 18 September 2013, 16 employees have been engaged on non-ongoing contracts.

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87. None. In line with the interim recruitment arrangements, agencies are only required to *advise* the APSC of new, or extensions of, non-ongoing contracts. Approval from the APSC is not necessary. As such, questions 88--91 are not applicable.

92. 16 employees have been engaged on non-ongoing contracts since 18 September 2013. As noted in the response to question 28, approval was not required or sought from the APSC.

93. We are unable to respond to this question as it would require an unreasonable diversion of departmental resources.

94. 43 employees have been engaged on ongoing contracts since 18 September 2013.

95-99. The APSC do not require all non ongoing contracts to be submitted for approval.

100. 43 employees have commenced on ongoing contracts without the approval of the APSC since 18 September 2013.

101. We are unable to respond to this question as it would require an unreasonable diversion of departmental resources.