

Senate Economics Legislation Committee

ANSWERS TO QUESTIONS ON NOTICE

Treasury Portfolio

Supplementary Budget Estimates

2014 - 2015

Department/Agency: ASIC

Question: SBT1562-1606

Topic: Staff Transfers

Reference: written - 30 October 2014

Senator: Ludwig, Joe

Question:

1562. How many people does your department employ?
1563. What is the number of staff employed in each state and Territory as at 30 June 2013, and what is their age, gender and classification level?
1564. What is the number of staff currently employed in each state and territory, and what is their age, gender and classification level?
1565. What functions have been transferred between one state or territory to another since the federal election in 2013?
1566. Can you please provide details by function of the, number of staff employed, the age, gender and classification of staff employed in the function that was transferred, where it was based prior to the transfer and where it was transferred to?
1567. How many of these people are employed in Canberra?
1568. How many people did your department employ in Canberra immediately prior to the 2013 federal election?
1569. How many employees have been transferred out of Canberra since the 2013 federal election?
1570. How many of your employees have been transferred to Canberra since the 2013 federal election?
1571. For all employees transferred to or from Canberra since the 2013 federal election, please provide their age.
1572. For all employees transferred to or from Canberra since the 2013 federal election, please provide their wage. Please provide the figure for before their transfer and after their transfer.
1573. For all employees transferred to or from Canberra since the 2013 federal election, please provide their gender.
1574. For all employees transferred to or from Canberra since the 2013 federal election,

Senate Economics Legislation Committee

ANSWERS TO QUESTIONS ON NOTICE

Treasury Portfolio

Supplementary Budget Estimates

2014 - 2015

please provide the area of the department they worked in. Please provide this detail for before their transfer and after their transfer.

1575. For all employees transferred to or from Canberra since the 2013 federal election, please provide a description of their position. Please provide this detail for before their transfer and after their transfer.
1576. For every transferred employee please provide an explanation for their transfer?
1577. For every transferred employee please provide any other cost incurred by the department because of that transfer?
1578. Please provide all relevant dates.

Redundancies

1579. How many positions have been made redundant in your department since the 2013 federal election?
- 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?
1580. How many of the employees filling these redundant positions were redeployed since the 2013 federal election?
- 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?
1581. How many of these employees were offered voluntary redundancies since the 2013 federal election?
- 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?
1582. How many accepted voluntary redundancies since the 2013 federal election?
- a) How many of these employees were ongoing?
 - b) How many of these employees were non-ongoing?
1583. How many of these employees were situated in the Australian Capital Territory? How many employees were offered the choice between a voluntary redundancy and

Senate Economics Legislation Committee

ANSWERS TO QUESTIONS ON NOTICE

Treasury Portfolio

Supplementary Budget Estimates

2014 - 2015

- redeployment since the 2013 federal election?
- 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?
1584. For all employees who accepted voluntary redundancies since the 2013 federal election please:
- a) Provide a dollar figure of their pay out, their age, gender and a description of their position including APS level, contract type (non-ongoing versus ongoing), responsibilities and where they were located.
 - b) Please specify what component of that figure was paid out entitlements (annual leave etc).
 - c) Please specify any other costs incurred by the department because of this redundancy.
 - d) Please provide the reason a voluntary redundancy was offered for their position.
 - e) Please provide all relevant dates.
1585. For all employees who were redeployed please provide:
- a) Their age, gender and a description of their position prior to and after redeployment, including the wages of these positions, the APS level of these positions, the contract type (non-ongoing versus ongoing) and where they were located.
 - b) Please specify any other costs incurred by the department because of this redeployment.
 - c) Please provide the reason for that redeployment.
 - d) Please provide all relevant dates.
1586. Since the 2013 federal election, how many employees in your department 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?
1587. 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?
1588. For employees who were made forcibly redundant since the 2013 federal election please provide:
- a) Their age, gender, the dollar figure of their pay out and a description of their position

Senate Economics Legislation Committee

ANSWERS TO QUESTIONS ON NOTICE

Treasury Portfolio

Supplementary Budget Estimates

2014 - 2015

including APS level, contract type (non-ongoing versus ongoing) responsibilities and where they were located.

- b) Please specify what component of that figure was paid out entitlements (annual leave etc).
- c) Please specify any other costs incurred by the department because of this redundancy.
- d) Please provide the reason for that redundancy.
- e) Please provide all relevant dates.

Hiring

- 1589. How many people are employed in your department on non-ongoing contracts?
- 1590. How many people are employed in your department on ongoing contracts?
- 1591. How many non-ongoing contracts has your department extended since the 2013 federal election?
- 1592. How many non-ongoing contract extensions did your department submit the Public Service Commission for approval?
- 1593. How many of these extensions were approved by the Public Service Commission?
 - a) For every approved extension please provide the following details: the employee's age, gender, wage, APS level, a description of their job, their length of continuous employment by the APS, the length of approved extension, the reasons why the extensions was submitted and the reasons why the extension was approved by the Public Service Commission, as well as all relevant dates.
- 1594. How many of these extensions were rejected by the Public Service Commission?
 - a) For every rejected extension please provide the following details: the employee's age, gender, wage, APS level, a description of their job, their length of continuous employment by the APS, the length of extension sought by the department, the reasons why the extensions was submitted and the reasons why the extension was rejected by the Public Service Commission, as well as all relevant dates.
- 1595. How many non-ongoing contracts have been extended by your department without the Public Service Commission's approval?
 - a) For every unapproved extension please provide the following details: the employee's age, gender, wage, APS level, a description of their job, their length of continuous

Senate Economics Legislation Committee

ANSWERS TO QUESTIONS ON NOTICE

Treasury Portfolio

Supplementary Budget Estimates

2014 - 2015

employment by the APS, the length of the unapproved extension, the reasons why the extension was granted, whether the extension was submitted to the Public Service Commission for approval, and the reasons why the extension was granted without the approval of the Public Service Commission, as well as all relevant dates.

1596. How many non-ongoing contracts have expired without extension since the 2013 federal election?
- a) For every expired non-ongoing contract please provide the following details: the employee's age, gender, wage, APS level, a description of their job, their length of continuous employment by the APS, the reason why an extension was not sought, as well as all relevant dates.
1597. How many new employees have been engaged by your department on non-ongoing contracts since the 2013 federal election?
1598. How many new non-ongoing engagements were submitted to the Public Service Commission for approval since the 2014 federal election?
1599. How many of these new non-ongoing engagements were approved by the Public Service Commission?
- a) For every approved new engagement of a non-ongoing employee please provide the following details: the employee's age, gender, wage, APS level, a description of their job, the length of their non-ongoing contract, whether this position was advertised externally, the reason for engaging this new employee and the reason given by the Public Service Commission for approving this engagement, as well as all relevant dates relating to this application.
1600. How many of these new non-ongoing employee applications were rejected by the Public Service Commission?
- a) For every new non-ongoing engagement rejected by the Public Service Commission please provide the following details: APS level, a description of their job, the length of their non-ongoing contract, the reason for engaging the new employee and the reason given by the Public Service Commission for rejecting this engagement, as well as all relevant dates relating to this application.
1601. How many new employees have been engaged on non-ongoing contracts without the approval of the Public Service Commission?
- a) For every non-ongoing employee engaged without the Public Service Commission's approval please provide the following details: the employee's age, gender, wage, APS level, a description of their job, the length of their non-ongoing contract, whether this

Senate Economics Legislation Committee

ANSWERS TO QUESTIONS ON NOTICE

Treasury Portfolio

Supplementary Budget Estimates

2014 - 2015

position was advertised externally, the reason for engaging this new employee and the reason for engaging this employee without the Public Service Commission's approval, as well as all relevant dates.

1602. How many new employees have been engaged by your department on ongoing contracts since the 2013 federal election?
1603. How many new ongoing engagements were submitted to the Public Service Commission for approval since the 2013 federal election?
1604. How many of these new ongoing engagements were approved by the Public Service Commission?
- a) For every approved new engagement of an ongoing employee please provide the following details: the employee's age, gender, wage, APS level, a description of their job, the length of their ongoing contract, whether this position was advertised externally, the reason for engaging this new employee and the reason given by the Public Service Commission for approving this engagement, as well as all relevant dates relating to this application.
1605. How many of these new ongoing employee applications were rejected by the Public Service Commission?
- a) For every new ongoing engagement rejected by the Public Service Commission please provide the following details: APS level, a description of their job, the length of their ongoing contract, the reason for engaging the new employee and the reason given by the Public Service Commission for rejecting this engagement, as well as all relevant dates relating to this application.
1606. How many new employees have been engaged on ongoing contracts without the approval of the Public Service Commission?
- a) For every ongoing employee engaged without the Public Service Commission's approval please provide the following details: the employee's age, gender, wage, APS level, a description of their job, the length of their ongoing contract, whether this position was advertised externally, the reason for engaging this new employee and the reason for engaging this employee without the Public Service Commission's approval, as well as all

Senate Economics Legislation Committee
ANSWERS TO QUESTIONS ON NOTICE
Treasury Portfolio
 Supplementary Budget Estimates
 2014 - 2015

Answer:

1562 How many people does your department employ?

Answer: 1713 as at 30 October 2014 (represents headcount)

1563 What is the number of staff employed in each state and Territory as at 30 June 2013, and what is their age, gender and classification level?

Answer: The figures below represent headcount

Location @ 30 June 2013

Location	No
ACT	17
NSW	807
NT	5
QLD	176
SA	85
TAS	19
VIC	764
WA	105
Total	1978

Gender, Age and APS Classification @ 30 June 2013

	APS1	APS2	APS3	APS4	APS5	APS6	EL1	EL2	SES	Total
Female	29	133	96	122	44	236	233	230	17	1140
1. Under 25	5	29		24		3				61
2. 25-34	10	54	5	62	7	114	116	51		419
3. 35-44	3	27	16	16	9	52	68	112	5	308
4. 45-54	7	18	38	16	17	47	40	53	11	247
5. 55+	4	5	37	4	11	20	9	14	1	105
Male	4	42	15	74	12	131	235	295	30	838
1. Under 25	1	13		15		5				34
2. 25-34		19		39	2	65	88	45		258
3. 35-44	2	6	3	9	5	32	70	118	9	254
4. 45-54		3	8	6	5	16	57	90	16	201
5. 55+	1	1	4	5		13	20	42	5	91
Total	33	175	111	196	56	367	468	525	47	1978

Senate Economics Legislation Committee
ANSWERS TO QUESTIONS ON NOTICE

Treasury Portfolio

Supplementary Budget Estimates

2014 - 2015

1564 What is the number of staff currently employed in each state and territory, and what is their age, gender and classification level

Answer: The figures below represent headcount.

Location @ 30 October 2014

Location	No
ACT	10
NSW	682
NT	2
QLD	149
SA	57
TAS	16
VIC	695
WA	102
Total	1713

Gender, Age and APS Classification @ 31 October 2014

	APS 1	APS 2	APS 3	APS 4	APS 5	APS 6	EL 1	EL2	SE S	Total
Female	36	103	75	96	41	207	212	223	17	1010
1. Under 25	9	24	2	20		5				60
2. 25-34	10	32	3	47	11	89	84	31		307
3. 35-44	7	25	11	16	10	44	78	117	3	311
4. 45-54	6	14	36	8	12	44	45	58	13	236
5. 55+	4	8	23	5	8	25	5	17	1	96
Male	9	24	16	46	13	119	191	255	30	702
1. Under 25	3	9		6		3				21
2. 25-34	1	8	1	26	6	60	59	30		191
3. 35-44	3	3	3	9	4	24	58	99	8	211
4. 45-54	1	3	7	4	3	22	54	88	14	196
5. 55+	1	1	5	1		10	20	38	8	84
Total	45	127	91	142	54	326	403	478	47	1713

Senate Economics Legislation Committee
ANSWERS TO QUESTIONS ON NOTICE
Treasury Portfolio
Supplementary Budget Estimates
2014 - 2015

1565 What functions have been transferred between one state or territory to another since the federal election in 2013.

Answer: Nil

1566 Can you please provide details by function of the, number of staff employed, the age, gender and classification of staff employed in the function that was transferred, where it was based prior to the transfer and where it was transferred to?

Answer: Nil

1567 How many of these people are employed in Canberra?

Answer: Nil

1568 How many people did your department employ in Canberra immediately prior to the 2013 federal election?

Answer: 14 staff were employed in Canberra.

1569 How many employees have been transferred out of Canberra since the 2013 federal election?

Answer: Nil

1570 How many of your employees have been transferred to Canberra since the 2013 federal election?

Answer: Nil

1571 For all employees transferred to or from Canberra since the 2013 federal election, please provide their age.

Answer: N/A

1572 For all employees transferred to or from Canberra since the 2013 federal election, please provide their wage. Please provide the figure for before their transfer and after their transfer.

Answer: N/A

Senate Economics Legislation Committee

ANSWERS TO QUESTIONS ON NOTICE

Treasury Portfolio

Supplementary Budget Estimates

2014 - 2015

1573 For all employees transferred to or from Canberra since the 2013 federal election, please provide their gender.

Answer: N/A

1574 For all employees transferred to or from Canberra since the 2013 federal election, please provide the area of the department they worked in. Please provide this detail for before their transfer and after their transfer.

Answer: N/A

1575 For all employees transferred to or from Canberra since the 2013 federal election, please provide a description of their position. Please provide this detail for before their transfer and after their transfer.

Answer: N/A

1576 For every transferred employee please provide an explanation for their transfer?

Answer: N/A

1577 For every transferred employee please provide any other cost incurred by the department because of that transfer?

Answer: N/A

1578 Please provide all relevant dates.

Answer: N/A

Redundancies

1579 How many positions have been made redundant in your department since the 2013 federal election?

- 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?**

Answer: 219 positions have been made redundant

- a) 216 were ongoing**
- b) 3 were non-ongoing**
- c) 2 were located in ACT**

1580 How many of the employees filling these redundant positions were redeployed since the 2013 federal election.

Senate Economics Legislation Committee

ANSWERS TO QUESTIONS ON NOTICE

Treasury Portfolio

Supplementary Budget Estimates

2014 - 2015

- 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?**

Answer: 2 staff were redeployed

- a) 2 were ongoing
- b) Nil were non ongoing
- c) Nil were situated in ACT

1581 How many of these employees were offered voluntary redundancies since the 2013 federal election?

- 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?**

Answer: 216 were offered voluntary redundancies

- a) 216 were ongoing
- b) Nil were non-ongoing
- c) 2 were situated in the ACT

1582 How many accepted voluntary redundancies since the 2013 federal election?

- 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?**

Answer: 179 accepted voluntary redundancies

- a) 179
- b) Nil
- c) 2

Senate Economics Legislation Committee

ANSWERS TO QUESTIONS ON NOTICE

Treasury Portfolio

Supplementary Budget Estimates

2014 - 2015

1583 How many employees were offered the choice between a voluntary redundancy and redeployment since the 2013 federal election?

- 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?**

Answer: 37 were offered the choice between voluntary redundancy and redeployment

- a) 37 were ongoing
- b) Nil were non-ongoing
- c) Nil were in ACT

Senate Economics Legislation Committee

ANSWERS TO QUESTIONS ON NOTICE

Treasury Portfolio

Supplementary Budget Estimates

2014 - 2015

1584 For all employees who accepted voluntary redundancies since the 2013 federal election please:

- a) Provide a dollar figure of their pay out, their age, gender and a description of their position including APS level, contract type (non-ongoing vs ongoing), responsibilities and where they were located.**
- b) Please specify what component of that figure was paid out entitlements (annual leave etc).**
- c) Please specify any costs incurred by the department because of this redundancy.**
- d) Please provide a reason a voluntary redundancy was offered for their position.**
- e) Please provide all relevant dates.**

Answer:

Please see table below for answers a-c and e

Answer c: The Commission asked for Expression on Interests for voluntary redundancies from ongoing team members in order to help manage employee costs in preparation for the 14/15 budget.

Voluntary Redundancy Statistics		
Average Age		46
Gender	Female	59.8%
	Male	40.2%
Position Description		
	Accounting	3.4%
	Admin/Customer Service	24.6%
	Analysis	21.2%
	Facilities Management	2.2%
	Human Resources	3.9%
	Finance	0.6%
	Investigation	8.4%
	Information Technology	5.6%
	Legal	10.1%
	Policy	2.2%
	Procurement	1.1%
	Research	1.7%
	Management	9.5%
Technical	4.5%	
Media	1.1%	
APS	APS2	5.0%

Senate Economics Legislation Committee

ANSWERS TO QUESTIONS ON NOTICE

Treasury Portfolio

Supplementary Budget Estimates

2014 - 2015

Classification		
	APS3	11.7%
	APS4	5.0%
	APS5	8.4%
	APS6	18.4%
	EL1	22.3%
	EL2	28.5%
	SES	0.6%
Voluntary Redundant Statistics		
Contract Type		Ongoing (all)
Location	Adelaide	6.1%
	Brisbane	8.9%
	Canberra	1.1%
	Hobart	0.6%
	Melbourne	20.7%
	Perth	3.4%
	Sydney	39.7%
	Traralgon	19.6%
Payout	Total	\$ 17,632,358
	Entitlements	\$ 5,741,596
Other Costs	Reimbursement of Financial Advice	\$2,100
Dates	Oct-13	1.1%
	Mar-14	0.6%
	Apr-14	54.2%
	May-14	24.6%
	Jun-14	15.6%
	Jul-14	2.8%
	Aug-14	1.1%

Senate Economics Legislation Committee
ANSWERS TO QUESTIONS ON NOTICE

Treasury Portfolio

Supplementary Budget Estimates

2014 - 2015

1585 For all employees who were redeployed please provide:

- a) **Their age, gender and a description of their position prior to and after redeployment, including the wages of these positions, the APS level of these positions, the contract type (non-ongoing versus ongoing) and where they were located.**
- b) **Please specify any other costs incurred by the department because of this redeployment.**
- c) **Please provide the reason for that redeployment.**
- d) **Please provide all relevant dates.**

Answer: See table below for answers a-d

Age	Gender	Position Prior	Position After	APS Level Prior	Base Salary Prior	APS Level After	Base Salary After	Contract Type	Location	Other Costs	Reason	Dates
49	M	Project Manager	Title Unknown BoM	EL1	\$108,687	EL1	\$108,687	Ongoing	Melb	Nil	Internal Restructure	01/09/14
57	F	IRC Officer	Analyst	APS4	\$66,158	APS4	\$66,158	Ongoing	Bris	Nil	Internal Restructure	21/07/14

1586 Since the 2013 federal election, how many employees in your department 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?**

Answer: 35 were made forcibly redundant

- a) 35 were ongoing
- b) Nil were non-ongoing
- c) Nil were situated in ACT

Senate Economics Legislation Committee

ANSWERS TO QUESTIONS ON NOTICE

Treasury Portfolio

Supplementary Budget Estimates

2014 - 2015

- 1587 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?**

Answer: 35 were offered voluntary redundancies or redeployments.

- a) 35 were ongoing
- b) Nil were non-ongoing
- c) Nil were situated in ACT

Senate Economics Legislation Committee
ANSWERS TO QUESTIONS ON NOTICE

Treasury Portfolio

Supplementary Budget Estimates

2014 - 2015

1588 For employees who were made forcibly redundant since the 2013 federal election please provide:

- a) Their age, gender, the dollar figure of their pay out and a description of their position including APS level, contract type (non-ongoing versus ongoing) responsibilities and where they were located.**
- b) Please specify what component of that figure was paid out entitlements (annual leave etc).**
- c) Please specify any other costs incurred by the department because of this redundancy.**
- d) Please provide the reason for that redundancy.**
- e) Please provide all relevant dates**

Answer: See table below for answers a-e

Involuntary Redundant Statistics					
Average Age		45	Contract Type	Ongoing	100%
Gender	Female	37.10%	Location	Adelaide	8.6%
	Male	62.90%		Brisbane	5.7%
Position	Admin/Customer Service	8.6%		Darwin	2.9%
	Information Technology	51.4%		Melbourne	11.4%
	Management	11.4%		Perth	8.6%
	Legal	8.6%		Sydney	60.0%
	Technical	2.9%		Traralgon	2.9%
	Research	5.7%	Pay out	Total	\$3,562,380
	Policy	11.4%		Entitlements	\$1,022,728
APS Level	APS2	5.7%	Other Costs	Reimbursement Financial Advice	\$585
	APS4	5.7%		Dates	Oct-13
	APS5	2.9%			Nov-13
	APS6	11.4%		Jun-14	5.7%
	EL1	54.3%		Jul-14	54.3%
	EL2	20.0%		Aug-14	8.6%
Reason	Internal Restructure	100%		Oct-14	14.3%

Senate Economics Legislation Committee
ANSWERS TO QUESTIONS ON NOTICE
Treasury Portfolio
Supplementary Budget Estimates
2014 - 2015

Hiring

1589 How many people are employed in your department on non-ongoing contracts?

Answer: 240 staff are employed on non-ongoing contracts

1590 How many people are employed in your department on ongoing contracts?

Answer: 1473 staff are employed on ongoing contracts

1591 How many non-ongoing contracts has your department extended since the 2013 federal election?

Answer: ASIC has extended 248 contracts between 18 September 2013 and 30 October 2014.

1592 How many non-ongoing contract extensions did your department submit to the Public Service Commission for approval?

Answer: Nil

1593 How many of these extensions were approved by the Public Service Commissioner?

a) For every approved extension please provide the following details: the employee's age, gender, wage, APS level, a description of their job, their length of continuous employment by the APS, the length of approved extension, the reasons why the extensions was submitted and the reasons why the extension was approved by the Public Service Commission, as well as all relevant dates.

Answer: N/A

1594 How many of these extensions were rejected by the Public Service Commission?

a.) For every rejected extension please provide the following details: the employee's age, gender, wage, APS level, a description of their job, their length of continuous employment by the APS, the length of extension sought by the department, the reasons why the extensions was submitted and the reasons why the extension was rejected by the Public Service Commission, as well as all relevant dates.

Answer: N/A

1595 How many non-ongoing contracts have been extended by your department without the Public Service Commission's approval?

Senate Economics Legislation Committee
ANSWERS TO QUESTIONS ON NOTICE

Treasury Portfolio

Supplementary Budget Estimates

2014 - 2015

Answer: As per question 1591, ASIC has extended 248 contracts between 18 September 2013 and 30 October.

a.) For every unapproved extension please provide the following details: the employee's age, gender, wage, APS level, a description of their job, their length of continuous employment by the APS, the length of the unapproved extension, the reasons why the extension was granted, whether the extension was submitted to the Public Service Commission for approval, and the reasons why the extension was granted without the approval of the Public Service Commission, as well as all relevant dates.

Details for unapproved extensions		
Average Age		36
Gender	Female	65.73%
	Male	34.27%
Average Wage		\$74,355
APS Classification	APS 1	20.97%
	APS 2	27.42%
	APS 3	0.40%
	APS 4	8.06%
	APS 5	2.82%
	APS 6	10.89%
	EL 1	17.34%
	EL 2	12.10%
Position Description	Accounting	2.42%
	Admin/Customer Service	47.18%
	Analysis/Investigation	13.71%
	Property	1.21%
	Human Resources	2.82%
	Information Technology	10.48%
	Legal	8.47%
	Management	3.23%
	Media	1.21%
	Policy	2.42%
	Research	0.81%
	Risk	0.40%
	Technical	2.42%
Avg Length of Continuous Service		2.08 years
Avg Length of Extension		0.64 year

Senate Economics Legislation Committee
ANSWERS TO QUESTIONS ON NOTICE
Treasury Portfolio
Supplementary Budget Estimates
2014 - 2015

	Details for unapproved extension	
Reason for extension	Business critical/deliver business plan priorities	60.89%
	Prior to recruitment freeze	6.05%
	Long-term leave coverage (e.g. Parental Leave)	2.02%
	Maintain front line services (e.g customer service)	6.05%
	NPP/project funded	17.74%
	Role requires rare knowledge, skills and experience	7.26%
Submitted to APSC	No	100%
Reason for non-submission	Extended prior to recruitment freeze	20.56%
	Extension was 12 months or less	79.44%
Relevant Dates - % Extended	Sep-13	1.21%
	Oct-13	13.71%
	Nov-13	8.47%
	Dec-13	9.68%
	Jan-14	4.03%
	Feb-14	3.63%
	Mar-14	20.56%
	Apr-14	1.61%
	May-14	12.90%
	Jun-14	5.65%
	Jul-14	1.61%
	Aug-14	8.47%
	Sep-14	2.82%
Oct-14	5.65%	

Senate Economics Legislation Committee
ANSWERS TO QUESTIONS ON NOTICE

Treasury Portfolio

Supplementary Budget Estimates

2014 - 2015

1596 How many non-ongoing contracts have expired without extension since the 2013 federal election?

a) For every expired non-ongoing contract please provide the following details: the employee's age, gender, wage, APS level, a description of their job, their length of continuous employment by the APS, the reason why an extension was not sought, as well as all relevant dates.

Answer: 52 non-ongoing contracts have expired without extension

Details for Non-ongoing contracts not extended					
Average Age		43	Avg length of cont. service		1.6 years
Gender	Female	37.10%	Avg Wage		\$82,377
	Male	62.90%	Reason		Not required
APS Level	APS 1	25.0%	Dates	Sep-13	3.8%
	APS 2	13.4%		Oct-13	9.6%
	APS 4	5.8%		Nov-13	1.9%
	APS 5	5.8%		Dec-13	19.2%
	APS 6	13.5%		Feb-14	1.9%
	EL1	11.5%		Mar-14	3.8%
	EL2	25.0%		Apr-14	1.9%
Position	Legal Officer	5.8%		May-14	5.8%
	Information Technology	13.5%		Jun-14	26.9%
	Admin/Customer Service	38.5%		Jul-14	9.6%
	Policy	11.5%		Aug-14	1.9%
	Audit	1.9%		Sep-14	7.7%
	Media	3.8%		Oct-14	5.8%
	Human Resources	7.7%			
	Legal	5.8%			
	Projects	1.9%			
	Finance	1.9%			
	Analysis/Investigation	7.7%			

Senate Economics Legislation Committee

ANSWERS TO QUESTIONS ON NOTICE

Treasury Portfolio

Supplementary Budget Estimates

2014 - 2015

1597 How many new employees have been engaged by your department on non-ongoing contracts since the 2013 federal election?

Answer: 119 employees have been engaged on non-ongoing contracts for the period 18 September 2013 – 30 October 2014.

1598 How many new non-ongoing engagements were submitted to the Public Service Commission for approval since the 2013 federal election?

Answer: Since 2013 federal election ASIC has submitted 16 requests for approval by APSC.

1599 How many of these non-ongoing engagements were approved by the Public Service Commission?

a. For every approved new engagement of a non-ongoing employee please provide the following details: the employee's age, gender, wage, APS level, a description of their job, the length of their non-ongoing contract, whether this position was advertised externally, the reason for engaging this new employee and the reason given by the Public Service Commission for approving this engagement, as well as all relevant dates relating to this application.

Answer: All 16 requests were approved by the APSC – to date 5 of these have been filled. Details below:-

No	Age	Gender	Wage	APS Level	Job Description	Length of Contract	Relevant Dates
1	51	Male	98583	EL 1	Manager	1.5 years	Jun-14
2	39	Female	77289	APS 6	Analyst (Reporting & Workload)	1.5 years	Aug-14
3	46	Female	62867	APS 4	Analyst	1.5 years	Nov-14
4	30	Female	62867	APS 4	Analyst	1.5 years	Nov-14
5	38	Female	62867	APS 4	Analyst	1.5 years	Nov-14

All roles were advertised externally in the APS Gazette and on ASIC Careers. These are new vacancies to facilitate the introduction of the Australian Financial Services (AFS) licence. Approved by the APSC on the basis of business demands and to facilitate the introduction of the AFS licence.

Senate Economics Legislation Committee

ANSWERS TO QUESTIONS ON NOTICE

Treasury Portfolio

Supplementary Budget Estimates

2014 - 2015

1600 How many of these new non-ongoing applications were rejected by the Public Service Commission?

a. For every new non-ongoing engagement rejected by the Public Service Commission please provide the following details: APS level, a description of their job, the length of their non-ongoing contract, the reason for engaging the new employee and the reason given by the Public Service Commission for rejecting this engagement, as well as the relevant dates relating to this application.

Answer: Nil

Senate Economics Legislation Committee
ANSWERS TO QUESTIONS ON NOTICE

Treasury Portfolio

Supplementary Budget Estimates

2014 - 2015

1601 How many new employees have been engaged on non-ongoing contracts without the approval of the Public Service Commission?

a. For every non-ongoing employee engaged without the Public Service Commission's approval, please provide the following details: the employee's age, gender, wage, APS level, a description of their job, the length of their non-ongoing contract, whether this position was advertised externally, the reason for engaging this new employee and the reason for engaging this new employee without the Public Service Commission's approval, as well as the relevant dates.

Answer: 119

Details for unapproved new engagements of non ongoing staff (119)					
Average Age		34.4	Avg length of contract		0.77 years
Gender	Female	67.83%	Avg Wage		\$70,644
	Male	32.17%	Location	Adelaide	2.6%
Position	Admin/Customer Service	46.09%		Brisbane	11.3%
	Analyst	8.70%		Hobart	1.7%
	Facilities Management	1.74%		Melbourne	19.1%
	Finance	5.22%		Perth	2.6%
	Human Resources	5.22%		Sydney	25.2%
	Information Technology	2.61%		Traralgon	37.4%
	Investigation	7.83%	Dates	Sep-13	9
	Legal	13.04%		Oct-13	12
	Management	3.48%		Nov-13	10
	Media	0.87%		Dec-13	2
	Projects	1.74%		Jan-14	11
	Technical	3.48%		Feb-14	4
APS Level	APS1	21.7%		Mar-14	6
	APS2	30.4%		Apr-14	2
	APS4	11.3%		May-14	9
	APS5	3.5%		Jun-14	11
	APS6	7.0%		Aug-14	6
	EL1	12.2%		Sep-14	26
	EL2	13.9%		Oct-14	11
Advertised Externally	No				
Reason for Engaging	To meet critical ASIC business needs				
Non Approval Reason	Less than 12 months				

Senate Economics Legislation Committee
ANSWERS TO QUESTIONS ON NOTICE

Treasury Portfolio

Supplementary Budget Estimates

2014 - 2015

1602 How many new employees have been engaged by your department on ongoing contracts since the 2013 federal election?

Answer: Nil.

1603 How many new ongoing engagements were submitted to the Public Service Commission for approval since 2013 federal election?

Answer: The only request made to the APS Commissioner for approval to fill ongoing contracts has been for 16 graduate positions to commence in 2015.

1604 How many of these new ongoing engagements were approved by the Public Service Commission?

a. For every approved new engagement of an ongoing employee please provide the following details: the employee's age, gender, wage, APS level, a description of their job, the length of their ongoing contract, whether this position was advertised externally, the reason for engaging this new employee and the reason given by the Public Service Commission for approving this engagement, as well as all relevant dates relating to this application.

Answer: All 16 ongoing engagements were approved.

The following table provides further information of the 16 ongoing employees who will be engaged in January 2015:

No	Age	Gender	APS Level	Job Description	Reason for Engaging	Dates
1	23	Female	APS4	Graduate	2015 Graduate Intake	To commence 21 Jan 2015
2	25	Male	APS4	Graduate	2015 Graduate Intake	To commence 21 Jan 2015
3	26	Female	APS4	Graduate	2015 Graduate Intake	To commence 21 Jan 2015
4	29	Male	APS4	Graduate	2015 Graduate Intake	To commence 21 Jan 2015
5	23	Female	APS4	Graduate	2015 Graduate Intake	To commence 21 Jan 2015
6	28	Female	APS4	Graduate	2015 Graduate Intake	To commence 21 Jan 2015
7	24	Female	APS4	Graduate	2015 Graduate Intake	To commence 21 Jan 2015
8	23	Male	APS4	Graduate	2015 Graduate Intake	To commence 21 Jan 2015
9	22	Male	APS4	Graduate	2015 Graduate Intake	To commence 21 Jan 2015
10	22	Female	APS4	Graduate	2015 Graduate Intake	To commence 21 Jan 2015
11	24	Male	APS4	Graduate	2015 Graduate Intake	To commence 21 Jan 2015
12	21	Male	APS4	Graduate	2015 Graduate Intake	To commence 21 Jan 2015
13	21	Male	APS4	Graduate	2015 Graduate Intake	To commence 21 Jan 2015
14	23	Female	APS4	Graduate	2015 Graduate Intake	To commence 21 Jan 2015
15	24	Male	APS4	Graduate	2015 Graduate Intake	To commence 21 Jan 2015
16	22	Female	APS4	Graduate	2015 Graduate Intake	To commence 21 Jan 2015

Senate Economics Legislation Committee

ANSWERS TO QUESTIONS ON NOTICE

Treasury Portfolio

Supplementary Budget Estimates

2014 - 2015

1605 How many of these new ongoing employee applications were rejected by the Public Service Commission?

a. For every new ongoing engagement rejected by the Public Service Commission please provide the following details: APS level, a description of their job, the length of their ongoing contract, the reason for engaging the new employee and the reason given by the Public Service Commission for rejecting this engagement, as well as all relevant dates relating to this application.

Answer: Nil

1606 How many new employees have been engaged on ongoing contracts without the approval of the Public Service Commission?

a. For every ongoing employee engaged without the Public Service Commission's approval please provide the following details: the employee's age, gender, wage, APS level, a description of their job, the length of their ongoing contract, whether this position was advertised externally, the reason for engaging this new employee and the reason for engaging this employee without the Public Service Commission's approval, as well as all relevant dates.

Answer: Nil