

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

Department/Agency: ASIC
Question: SBT1754-1763
Topic: Staffing Reductions
Reference: written - 30 October 2014
Senator: Ludwig, Joe

Question:

Since Budget Estimates in June, 2014:

1754. How many staff reductions/voluntary redundancies have occurred?
a) What was the reason for these reductions?
1755. Were any of these reductions involuntary redundancies? If yes, provide details.
1756. Are there any plans for further staff reductions/voluntary redundancies? If so, please advise details including if there is a reduction target, how this will be achieved, and if any services/programs will be cut.
1757. If there are plans for staff reductions, please give the reason why these are happening.
1758. Are there any plans for involuntary redundancies? If yes, provide details.
1759. How many ongoing staff left the department/agency? What classification were these staff?
1760. How many non-ongoing staff left department/agency from? What classification were these staff?
1761. What are the voluntary redundancy packages offered? Please detail for each staff level and position
1762. How do the packages differ from the default public service package?
1763. How is the department/agency funding the packages?

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Answer:

Since Budget Estimates in June 2014:

1754 How many staff reductions/voluntary redundancies have occurred?

a) What was the reason for these reductions?

Answer: 60 staff reductions/voluntary redundancies have occurred from 13 June 2014 – 30 October 2014

- a. The Commission asked for Expression of Interests for voluntary redundancies from ongoing team members in order to help manage employee costs in preparation for the 13/14 budget.

1755 Were any of these reductions involuntary redundancies? If yes, provide details.

Answer: Yes – Of the 60 staff reductions/voluntary reductions, 29 were involuntary redundancies.

1756 Are there any plans for further staff reductions/voluntary redundancies? If so, please advise details including if there is a reduction target, how this will be achieved, and if any services/programs will be cut.

Answer: Staffing reductions, including involuntary redundancies, will be considered where required to allow ASIC to meet budget requirements.

1757 If there are plans for staff reductions, please give the reason why these are happening.

Answer: Staffing reductions, including involuntary redundancies, will be considered where required to allow ASIC to meet budget requirements.

1758 Are there any plans for involuntary redundancies? If yes, provide details.

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1759 How many ongoing staff left the department/agency from? What classification were these staff?

Answer: Number of ongoing staff who have left ASIC from 13 June 2014 – 30 October 2014

Classification	No of ongoing Exits
ASIC2	10
ASIC3	16
ASIC4	10
EXEC 1	30
EXEC 2	30
Grand Total	96

1760 How many non-ongoing staff left department/agency from? What classification were these staff?

Answer: Number of non-ongoing staff who have left ASIC from 13 June 2014 – 30 October 2014

Classification	No of non-ongoing Exits
ASIC1	7
ASIC2	14
ASIC3	3
ASIC4	7
EXEC 1	3
EXEC 2	10
Grand Total	44

1761 What are the voluntary redundancy packages offered? Please detail for each staff level and position

Answer: A summary of Voluntary Redundancy benefits under the ASIC Enterprise Agreement is shown in the table below

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	Eligible Service	Notice Period	Extra
Voluntary Redundancy (VR)	2 weeks per year of eligible service* plus pro rata for completed months The maximum payment is 48 weeks	Under 45 years of age: 4 weeks <i>OR</i> Over 45 years of age (with at least 5 years continuous service): 5 weeks	
Accelerated Voluntary Redundancy (AVR)	2 weeks per year of eligible service* plus pro rata for completed months The maximum payment is 48 weeks	Under 45 years of age: 4 weeks <i>OR</i> Over 45 years of age (with at least 5 years continuous service): 5 weeks	6 weeks in lieu of notice

1762 How do the packages differ from the default public service package?

Answer: To the best of our knowledge, these packages are broadly consistent with arrangements applying in other APS agencies, although particular agencies may have negotiated other arrangements in their industrial instruments.

1763 How is the department/agency funding the packages?

Answer: [Funding for the voluntary redundancies were provided as part of the ASIC Savings Measures announced in the 2014-15 Portfolio Budget Statements \(PBS\).](#)