

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

**Department/Agency: ATO**

**Question: SBT 1836-1880**

**Topic: Staff transfers**

**Reference: written - 31 October 2014**

**Senator: Ludwig**

**Question:**

1836. How many people does your department employ?
1837. 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?
1838. What is the number of staff currently employed in each state and territory, and what is their age, gender and classification level?
1839. What functions have been transferred between one state or territory to another since the federal election in 2013?
1840. 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?
1841. How many of these people are employed in Canberra?
1842. How many people did your department employ in Canberra immediately prior to the 2013 federal election?
1843. How many employees have been transferred out of Canberra since the 2013 federal election?
1844. How many of your employees have been transferred to Canberra since the 2013 federal election?
1845. For all employees transferred to or from Canberra since the 2013 federal election, please provide their age.
1846. 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.
1847. For all employees transferred to or from Canberra since the 2013 federal election, please provide their gender.
1848. 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.
1849. 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.
1850. For every transferred employee please provide an explanation for their transfer?

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

1851. For every transferred employee please provide any other cost incurred by the department because of that transfer?

1852. Please provide all relevant dates.

**Redundancies**

1853. 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?

1854. How many of the employees filling these redundant positions were redeployed since the 2013 federal election? How many of these employees were ongoing?

a. How many of these employees were non-ongoing?

b. How many of these employees were situated in the Australian Capital Territory?

1855. How many of these employees were offered voluntary redundancies since the 2013 federal election? How many of these employees were ongoing?

a. How many of these employees were non-ongoing?

b. How many of these employees were situated in the Australian Capital Territory?

1856. 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?

1857. How many employees were offered the choice between a voluntary redundancy and redeployment since the 2013 federal election? How many of these employees were ongoing?

a. How many of these employees were non-ongoing?

b. How many of these employees were situated in the Australian Capital Territory?

1858. For all employees who accepted voluntary redundancies since the 2013 federal election please: 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.

a. Please specify what component of that figure was paid out entitlements (annual leave etc).

b. Please specify any other costs incurred by the department because of this redundancy.

c. Please provide the reason a voluntary redundancy was offered for their position.

d. Please provide all relevant dates.

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

1859. For all employees who were redeployed please provide: 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.
- a. Please specify any other costs incurred by the department because of this redeployment.
  - b. Please provide the reason for that redeployment.
  - c. Please provide all relevant dates.
1860. Since the 2013 federal election, how many employees in your department have been made forcibly redundant? How many of these employees were ongoing?
- a. How many of these employees were non-ongoing
  - b. How many of these employees were situated in the Australian Capital Territory?
1861. How many of these employees were offered voluntary redundancies or redeployments prior to being made forcibly redundant? How many of these employees were ongoing?
- a. How many of these employees were non-ongoing?
  - b. How many of these employees were situated in the Australian Capital Territory?
1862. For employees who were made forcibly redundant since the 2013 federal election please provide: 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.
- a. Please specify what component of that figure was paid out entitlements (annual leave etc).
  - b. Please specify any other costs incurred by the department because of this redundancy.
  - c. Please provide the reason for that redundancy.
  - d. Please provide all relevant dates.

**Hiring**

1863. How many people are employed in your department on non-ongoing contracts?
1864. How many people are employed in your department on ongoing contracts?
1865. How many non-ongoing contracts has your department extended since the 2013 federal election? –
1866. How many non-ongoing contract extensions did your department submit the Public Service Commission for approval?
1867. How many of these extensions were approved by the Public Service Commission? 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

# Senate Economics Legislation Committee

## ANSWERS TO QUESTIONS ON NOTICE

### Treasury Portfolio

#### Supplementary Budget Estimates

2014 - 2015

extensions was submitted and the reasons why the extension was approved by the Public Service Commission, as well as all relevant dates.

1868. How many of these extensions were rejected by the Public Service Commission? 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.
1869. How many non-ongoing contracts have been extended by your department without the Public Service Commission's approval? 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.
1870. How many non-ongoing contracts have expired without extension since the 2013 federal election? 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.
1871. How many new employees have been engaged by your department on non-ongoing contracts since the 2013 federal election?
1872. How many new non-ongoing engagements were submitted to the Public Service Commission for approval since the 2014 federal election?
1873. How many of these new non-ongoing engagements were approved by the Public Service Commission. 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.
1874. How many of these new non-ongoing employee applications were rejected by the Public Service Commission? 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.
1875. 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,

**Senate Economics Legislation Committee**

**ANSWERS TO QUESTIONS ON NOTICE**

**Treasury Portfolio**

**Supplementary Budget Estimates**

**2014 - 2015**

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 employee without the Public Service Commission's approval, as well as all relevant dates.

1876. How many new employees have been engaged by your department on ongoing contracts since the 2013 federal election?
1877. How many new ongoing engagements were submitted to the Public Service Commission for approval since the 2013 federal election?
1878. How many of these new ongoing engagements were approved by the Public Service Commission? 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.
1879. How many of these new ongoing employee applications were rejected by the Public Service Commission? 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.
1880. How many new employees have been engaged on ongoing contracts without the approval of the Public Service Commission? 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.

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

**Answer:**

1836. As at 31 October 2014, the ATO employed 21,172 people (includes the Tax Practitioners Board, Australian Charities and Not-for-profits Commission).

<b>Employee Group</b>	<b>Total</b>
Ongoing	18,920
Non-Ongoing	12
Casual	2,240
<b>Grand Total</b>	<b>21,172</b>

1837. As at 30 June 2013, the ATO employed 25,093 people (includes the Australian Valuation Office, Tax Practitioners Board, Australian Charities and Not-for-profits Commission).

a)

<b>State &amp; Territory</b>	<b>Total</b>
ACT	3,105
NSW	7,542
NT	30
QLD	4,174
SA	2,154
TAS	965
VIC	5,855
WA	1,268
<b>Grand Total</b>	<b>25,093</b>

b)

<b>Age Range (5yrs)</b>	<b>Total</b>
< 20	285
20 - 24	1,671
25 - 29	2,318
30 - 34	2,565
35 - 39	2,852
40 - 44	3,119
45 - 49	3,767
50 - 54	4,328
55 - 59	2,615
60 - 64	1,208
65 - 69	316
>= 70	49
<b>Grand Total</b>	<b>25,093</b>

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

c)

<b>Gender</b>	<b>Total</b>
Female	14,128
Male	10,965
<b>Grand Total</b>	<b>25,093</b>

d)

<b>Classification</b>	<b>Total</b>
Cadet	5
Graduate	227
Valuer	69
APS1	2,426
APS2	1,604
APS3	4,000
APS4	3,575
APS5	2,206
APS6	4,569
EL1	4,336
EL2.1	1,328
EL2.2	490
SES1	227
SES2	31
<b>Grand Total</b>	<b>25,093</b>

1838. As at 31 October 2014, the ATO employed 21,172 people (includes the Tax Practitioners Board and Australian Charities and Not-for-profits Commission).

<b>State &amp; Territory</b>	<b>Total</b>
ACT	2,706
NSW	6,225
NT	19
QLD	3,556
SA	1,866
TAS	783
VIC	4,990
WA	1,027
<b>Grand Total</b>	<b>21,172</b>

**Senate Economics Legislation Committee**

**ANSWERS TO QUESTIONS ON NOTICE**

**Treasury Portfolio**

**Supplementary Budget Estimates**

2014 - 2015

<b>Age Range (5yrs)</b>	<b>Total</b>
< 20	76
20 - 24	1,178
25 - 29	2,103
30 - 34	2,319
35 - 39	2,640
40 - 44	2,849
45 - 49	3,181
50 - 54	3,635
55 - 59	2,108
60 - 64	842
65 - 69	207
>= 70	34
<b>Grand Total</b>	<b>21,172</b>

<b>Gender</b>	<b>Total</b>
Female	12,071
Male	9,101
<b>Grand Total</b>	<b>21,172</b>

<b>Classification</b>	<b>Total</b>
Cadet	6
Graduate	233
APS1	1,731
APS2	1,412
APS3	3,312
APS4	3,232
APS5	1,972
APS6	4,034
EL1	3,545
EL2.1	1,077
EL2.2	402
SES1	187
SES2	29
<b>Grand Total</b>	<b>21,172</b>



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

1839. No functions have been transferred between one state or territory and other states and territories since the federal election in 2013.
1840. N/A.
1841. N/A.
1842. Immediately prior to the 2013 federal election, the ATO employed 3,102 people in Canberra.
1843. A total of 63 current employees have transferred from Canberra to other offices since the 2013 federal election. All moves are employee initiated and not part of functional reorganisation.
1844. A total of 18 current employees have transferred to Canberra from other offices since the 2013 federal election. All of these moves were employee initiated and not part of functional reorganisation.
1845. Further breakdown of this information would be an unreasonable diversion of departmental resources.
1846. Further breakdown of this information would be an unreasonable diversion of departmental resources.
1847. The gender split of the 63 current ongoing employees who transferred since the 2013 election from Canberra to other cities is 34 female and 29 male. The gender split of the 18 current ongoing employees who transferred since the 2013 election from other cities to Canberra is 13 female and 5 male.
1848. Further breakdown of this information would be an unreasonable diversion of departmental resources.
1849. Further breakdown of this information would be an unreasonable diversion of departmental resources.
1850. All moves were employee initiated.
1851. Further breakdown of this information would be an unreasonable diversion of departmental resources.
1852. Further breakdown of this information would be an unreasonable diversion of departmental resources.

**Redundancies**

1853. From 18 September 2013 to 31 October 2014, there have been 2,665 redundancies.
- a. All were ongoing employees.
  - b. None were non-ongoing employees.
  - c. 335 employees were situated in the Australian Capital Territory.

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

1854. None. For the voluntary redundancy process all positions were delimited, and no redeployment was required as the process was voluntary. All employees who took an involuntary redundancy were first offered voluntary redundancy and redeployment options as part of Enterprise Agreement conditions.
1855. 2,866 offers of voluntary redundancy were made to ongoing employees since the 2013 federal election. All were ongoing employees.
- a. None were non-ongoing.
  - b. 362 employees were situated in the Australian Capital Territory.
1856. From 18 September 2013 to 31 October 2014, 2,573 employees have accepted voluntary redundancies.
- a. All were ongoing employees.
  - b. None were non-ongoing.
  - c. 323 were situated in the Australian Capital Territory
1857. A total of 266 employees working in the Australian Valuation Office and the Regional Tax Assistance Program (micro-regional sites) were offered the choice of voluntary redundancy or redeployment since the 2013 federal election. All were ongoing employees.
- a. None were non-ongoing.
  - b. 51 were situated in the Australian Capital Territory.
1858. Further breakdown of this information would be an unreasonable diversion of departmental resources.
1859. Further breakdown of this information would be an unreasonable diversion of departmental resources.
1860. Since the 2013 federal election, 107 ongoing employees have taken involuntary redundancy. All employees who have taken involuntary redundancy were first offered voluntary redundancy and/or redeployment as per Enterprise Agreement conditions.
- a. None were non-ongoing.
  - b. 13 were situated in the Australian Capital Territory.
1861. All employees who have taken involuntary redundancy were first offered voluntary redundancy and/or redeployment as per Enterprise Agreement conditions. 107 ongoing employees have taken involuntary redundancy.
- a. None were non-ongoing.
  - b. 13 were situated in the Australian Capital Territory.
1862. Further breakdown of this information would be an unreasonable diversion of departmental resources.

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

**Hiring**

1863. As at 31 October 2014, the ATO employed 12 people as non-ongoing employees.
1864. As at 31 October 2014, the ATO employed 18,920 people as ongoing employees.
1865. Between 18 September 2013 and 31 October 2014 there have been 52 non-ongoing contract extensions for 34 people.
1866. None. All those referred to above in response 1865 were within Interim Guideline Requirements.
1867. None. All those referred to above in response 1865 were within Interim Guideline Requirements.
1868. N/A.
1869. All those referred to above in response 1865 were within Interim Guideline Requirements.
1870. From 18 September 2013 to 31 October 2014, there have been 91 non-ongoing employee contracts expired without extension. Further breakdown of this information would be an unreasonable diversion of departmental resources.
1871. From 18 September 2013 to 31 October 2014, there have been 11 new employees engaged on non-ongoing contracts. As at 31 October 2014 the ATO employed a total of 12 employees on non-ongoing contracts.
1872. None. All those referred to above in response 1871 either had APSC approval or were within Interim Guideline Requirements.
1873. None. All those referred to above in response 1871 either had APSC approval or were within Interim Guideline Requirements.
1874. None. All those referred to above in response 1871 either had APSC approval or were within Interim Guideline Requirements.
1875. None. All those referred to above in response 1871 either had APSC approval or were within Interim Guideline Requirements.
1876. From 18 September 2013 to 31 October 2014, there have been 609 new employees engaged on an ongoing basis. This figure includes offers made prior to the introduction of the Interim Guideline Requirements.
1877. Submissions to the APSC from 31 October 2013 (implementation of the interim arrangements) to 31 October 2014
- Indigenous Cadets and IT Cadets and Apprentices – 14 engagements
  - 2014 Evergreen Indigenous Development and Advancement programs – 110 engagements
  - Business critical SES Band 2 vacancies for specialist staff – 2 engagements
  - 232 cap for entry level recruitment 2014-15 (which includes 200 graduates)
  - Business critical Tax Accountant / Law Professional – 42 engagements, and
  - Specialist data miner positions at the APS6 (3) and EL1 (1) which are still outstanding – 4 engagements.

## **Senate Economics Legislation Committee**

### **ANSWERS TO QUESTIONS ON NOTICE**

#### **Treasury Portfolio**

##### **Supplementary Budget Estimates**

2014 - 2015

1878. All submissions to the APSC have been approved, specific reasons for approval are not provided by the APSC other than stating that they are satisfied with the evidence provided.

- IT Cadets (APS2) and Apprentices (APS1) – The Australian Public Service ICT Apprenticeship and Cadetship Program is a whole of Government scheme, coordinated by the Department of Finance and Deregulation. The ATO engaged 11 candidates through this program. The Australian Government recognises that Information and Communication Technology (ICT) has emerged as an increasingly major factor contributing to innovation, economic growth and increased productivity in the last 50 years. The engagement of IT apprentices and cadets allows the ATO to continue to grow our IT capability. The program was externally advertised. Approved by the APSC 20/12/2013.
- Indigenous Cadets – APS2 - The Indigenous cadetship program provides financial support, work experience placements and the offer of an ongoing job with the ATO for Indigenous students undertaking university study. The ATO engaged 3 candidates through the APSC's Indigenous Cadet Program which is externally advertised. The engagement of Indigenous employees supports the ATO's Indigenous employment strategy and is one component of our strategy in meeting the APS target of 2.7% of Indigenous employees by 2015. Approved by the APSC 20/12/2013.
- Evergreen Development Program – APS2 - The Indigenous development program is an APS2 program designed to build core work skills, and knowledge of the ATO and Australian Public Service work environment, while increasing confidence working in an office environment. It is a 12 month program for Indigenous Australian with ongoing employment following the successful completion of the program. The program contributes to the ATO's Indigenous Employment strategy. The program was advertised externally. Approved by the APSC 21/02/2013.
- Evergreen Advancement Program – APS2 (advanced to APS3 on successful completion of the program). The Indigenous advancement program is a 12 month development program, open only to Indigenous Australians, that consists of rotations across the organisation and the completion of a nationally recognised qualification. On successful completion of the program participants are advanced to the APS3 level. The program contributes to the ATO's Indigenous Employment strategy. The program was advertised externally. Approved by the APSC 21/02/2013.
- Tax Accountant / Law Professional – APS6, EL1 and EL2 positions. These roles were advertised externally prior to the introduction of the interim arrangements. Approval was provided to fill the positions which were critical to support the delivery of significant new policy initiatives announced in the 2013 Federal

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

Budget. These critical positions were to recruit expertise in specialist tax technical areas. Approved by the APSC 24/01/2014.

- SES Band 2 Chief Tax Counsel and SES Band 2 Deputy Chief Tax Counsel. Critical roles to the operation of the ATO requiring specialist technical skills. Positions were advertised externally. Approved by the APSC 30/01/2014.
- Entry Level cap for 2014-15 (which includes 200 graduates). The ATO graduate program APS3 (advanced to APS4 on successful completion of the program). The ATO Graduate development program is designed to build our future leaders and technical experts by developing skills, knowledge and networks. It is 12 month program with candidates participants advanced to the APS4 level on successful completion of the program. The ATO Graduate Development Program is a critical strategy in building enterprise capability and an adaptable, professional workforce while providing solid foundations for our future leaders. Graduates are placed into priority business areas where they contribute to work outcomes whilst developing required capability. The program was advertised externally. Offers are currently being made for the 2015 intake. Approved by the APSC 02/09/2014.

Further breakdown of this information would be an unreasonable diversion of departmental resources.

1879. None. All those referred to above in response 1876 were within Interim Guideline Requirements.
1880. All those referred to above in response 1876 were within Interim Guideline Requirements.