

Senate Economics Legislation Committee

ANSWERS TO QUESTIONS ON NOTICE

Treasury Portfolio

Supplementary Budget Estimates

2014 - 2015

Department/Agency: PC

Question: SBT3480-3524

Topic: Staff Transfers

Reference: written - 30 October 2014

Senator: Ludwig, Joe

Question:

- 3480. How many people does your department employ?
 - 3481. 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?
 - 3482. What is the number of staff currently employed in each state and territory, and what is their age, gender and classification level?
 - 3483. What functions have been transferred between one state or territory to another since the federal election in 2013?
 - 3484. 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?
 - 3485. How many of these people are employed in Canberra?
 - 3486. How many people did your department employ in Canberra immediately prior to the 2013 federal election?
 - 3487. How many employees have been transferred out of Canberra since the 2013 federal election?
 - 3488. How many of your employees have been transferred to Canberra since the 2013 federal election?
 - 3489. For all employees transferred to or from Canberra since the 2013 federal election, please provide their age.
 - 3490. 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.
 - 3491. For all employees transferred to or from Canberra since the 2013 federal election, please provide their gender.
 - 3492. 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.
 - 3493. 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.
 - 3494. For every transferred employee please provide an explanation for their transfer?
 - 3495. For every transferred employee please provide any other cost incurred by the department because of that transfer?
 - 3496. Please provide all relevant dates.
- Redundancies**
- 3497. How many positions have been made redundant in your department since the 2013 federal election?

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- 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?
3498. 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?
3499. 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?
3500. 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?
3501. 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?
3502. 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.
3503. 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.

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- c) Please provide the reason for that redeployment.
- d) Please provide all relevant dates.
- 3504. 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?
- 3505. 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?
- 3506. 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.

Hiring

- 3507. How many people are employed in your department on non-ongoing contracts?
- 3508. How many people are employed in your department on ongoing contracts?
- 3509. How many non-ongoing contracts has your department extended since the 2013 federal election?
- 3510. How many non-ongoing contract extensions did your department submit the Public Service Commission for approval?
- 3511. 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.
- 3512. 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.

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3513. 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 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.
3514. 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.
3515. How many new employees have been engaged by your department on non-ongoing contracts since the 2013 federal election?
3516. How many new non-ongoing engagements were submitted to the Public Service Commission for approval since the 2014 federal election?
3517. 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.
3518. 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.
3519. 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 employee without the Public Service Commission's approval, as well as all relevant dates.
3520. How many new employees have been engaged by your department on ongoing contracts since the 2013 federal election?
3521. How many new ongoing engagements were submitted to the Public Service

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Commission for approval since the 2013 federal election?

3522. 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.

3523. 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.

3524. 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:

As at 30 October 2014:

3480. 160 APS employees (excluding six inoperative) and 11 statutory office holders (including one acting Commissioner, but excluding one Commissioner on long term leave of absence).

3481. These details are published in the Commission's Annual Report.

3482. Location, gender and classification for APS employees at 30 October 2014 are shown in the following table. Details for statutory office holders are unchanged from those published in the Commission's 2013-14 Annual Report, apart from an additional acting appointment (male, Canberra). To attempt to provide a greater level of detail would involve an unreasonable diversion of agency resources.

Level/Location	Female	Male	Total
APS3	1		1
APS4	6	2	8
APS5	1	2	3
APS6	4	4	8
EL1	5	8	13

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EL2	6	10	16
SEB1	3	2	5
SEB2	1	2	3
SEB3		1	1
Canberra	27	31	58
APS3	1		1
APS4	8	4	12
APS5	5	2	7
APS6	13	11	24
EL1	15	13	28
EL2	9	13	22
SEB1	2	5	7
SEB2	1		1
Melbourne	54	48	102
Total	81	79	160

3483. Nil.

3484-85. Not applicable.

3486. 72.

3487-88. Nil.

3489-96. Not applicable.

3497. 27

a) 26

b) 1

c) 9

3498. 1

a) 1

b) 0

c) 1

3499. 26

a) 25

b) 1

c) 8

3500. 26

a) 25

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- b) 1
c) 8
3501. The conversations with those offered voluntary redundancies covered a range of options but were confidential to the parties to the transactions.
3502. a-b) Redundancy expenses accounted for in 2013-14 were \$1.482 million. Pay in lieu of leave, associated with these separations, relates to expenses recognised in prior accounting periods totalling \$0.948 million. As at 30 October 2014, there are no expenses relating to financial year 2014-15. The age profile was: 2 x 25 < 30; 4 x 30 < 35; 4 x 35 < 40; 3 x 40 < 45; 6 x 45 < 50; 3 x 50 < 55; 2 x 55 < 60; and 2 x 60 & over. The gender profile was: 13 x male and 13 x female. The position descriptions were: 23 x research function; 1 x communications function; and 2 x administration function. The APS levels were: 1 x APS4; 8 x APS6; 9 x EL1; 6 x EL2; 1 x SESB1; 1x SESB2. The contract types were: 25 ongoing and 1 non ongoing.
- c) Re-imbursement of financial advisory costs totalling \$6,836 (GST exclusive).
- d) Organisational restructuring to adjust to a lower funding level.
- e) Staff exited between 13 September 2013 and 18 June 2014.
- The provision of more detailed information would be an unreasonable diversion of agency resources, as well as potentially providing personally-identifying information.
3503. See response to SBT 3498. The provision of more detailed information would potentially provide personally-identifying information.
3504. Nil.
3505. Not applicable.
3506. Not applicable.
3507. Three.
3508. Nil.
3509. Two.
3510. Nil.
3511. Not applicable.
3512. Not applicable.
3513. Two.
3514. Four
- a) Salary ranges are published in the Commission's annual report. The APS levels were: 1 x APS4; 1 x APS5; 1 x EL2; and 1 x SESB2. Gender profile was: 1 x female and 3 x male. Job descriptions were: 2 x administrative function and 2 x

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research function. Length of continuous employment was: 2 x 12 months; 1 x 19 months; and 1 x 15 months. Reason for non-extension: organisational restructuring to adjust to a lower funding level; and availability of ongoing APS employee to fill role. The provision of more detailed information would be an unreasonable diversion of agency resources, as well as potentially providing personally-identifying information.

- 3515. Two.
- 3516. Nil.
- 3517. Not applicable.
- 3518. Not applicable.
- 3519. Two.
- 3520. The Productivity Commission does not make use of contracts as an employment instrument for ongoing employees. For staffing recruitment numbers since Budget estimates in June 2014, see responses to SBT 3682- 3684.
- 3521. Nil.
- 3522. Not applicable.
- 3523. Not applicable.
- 3524. See response to SBT 3520.