

Senate Economics Legislation Committee

ANSWERS TO QUESTIONS ON NOTICE

Treasury Portfolio

Supplementary Budget Estimates

2014 - 2015

Department/Agency: ACNC

Question: SBT4220-4229

Topic: Staffing reductions

Reference: Written - 30 October 2014

Senator: Ludwig, Joe

Question:

Since Budget Estimates in June, 2014:

4220. How many staff reductions/voluntary redundancies have occurred?
a) What was the reason for these reductions?
4221. Were any of these reductions involuntary redundancies? If yes, provide details.
4222. 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.
4223. If there are plans for staff reductions, please give the reason why these are happening.
4224. Are there any plans for involuntary redundancies? If yes, provide details.
4225. How many ongoing staff left the department/agency? What classification were these staff?
4226. How many non-ongoing staff left department/agency from? What classification were these staff?
4227. What are the voluntary redundancy packages offered? Please detail for each staff level and position
4228. How do the packages differ from the default public service package?
4229. How is the department/agency funding the packages?

Answer:

Since Budget Estimates in June, 2014:

4220. The ACNC had a reduction of seven (7) staff since Budget estimates in June 2014.
a. There were six (6) voluntary redundancies and one (1) resignation.
4221. None.
4222. The ACNC doesn't have plans for any further staff reductions.
4223. N/A
4224. The ACNC doesn't have plans for any involuntary redundancies.
4225. Seven (7) ongoing staff members left the organisation since Budget Estimates in June 2014.

The classifications of these staff members are as follows:

Classification	No. of staff
EL2.1	1

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EL1	4
APS6	1
APS4	1

4226. None.

4227. The voluntary redundancy packages that were offered, as per the ATO enterprise agreement 2011, is stipulated in the following:

119.10 An employee who elects for retrenchment with a redundancy benefit and whose employment is terminated by the Commissioner under s.29 of the Public Service Act 1999 on the grounds that he/she is excess to the requirements of the ATO, is entitled to payment of a redundancy benefit of an equal amount to two weeks' salary for each completed year of continuous service, plus a pro-rata payment for completed months of service since the last completed year of service, subject to any minimum amount the employee is entitled to under the NES.

119.11 The minimum sum payable will be an amount equal to 4 weeks' salary and the maximum payable will be equal to 48 weeks' salary.

119.12 The redundancy benefit will be calculated on a pro rata basis for part time hours during the period of service if the employee has less than 24 years full time service.

119.13 This benefit will be in addition to any payment in lieu of the notice period and accrued annual leave, long service leave and purchase leave credits.

There was no deviation of the packages offered, based on staff level and position.

4228. There was no deviance from the default public service package as the ACNC partook in the ATO Expression of Interest for Voluntary Redundancies.

4229. The ACNC funded its own voluntary redundancies through funds that were allocated for that purpose.