

**Senate Economics Legislation Committee**

**ANSWERS TO QUESTIONS ON NOTICE**

**Treasury Portfolio**

Supplementary Budget Estimates

2015 - 2016

**Department/Agency: ASIC**

**Question: SBT 554-563**

**Topic: Staff Reductions**

**Reference: written - 30 October 2015**

**Senator: Wong, Penny**

**Question:**

Since 1 January 2015:

554. How many staff reductions/voluntary redundancies have occurred?
  - a) What was the reason for these reductions?
555. Were any of these reductions involuntary redundancies? If yes, provide details.
556. 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.
557. If there are plans for staff reductions, please give the reason why these are happening.
558. Are there any plans for involuntary redundancies? If yes, provide details.
559. How many ongoing staff left the department/agency? What classification were these staff?
560. How many non-ongoing staff left department/agency from? What classification were these staff?
561. What are the voluntary redundancy packages offered? Please detail for each staff level and position
562. How do the packages differ from the default public service package?
563. How is the department/agency funding the packages?

**Senate Economics Legislation Committee**  
**ANSWERS TO QUESTIONS ON NOTICE**  
**Treasury Portfolio**  
Supplementary Budget Estimates  
2015 - 2016

**Answers:**

**Since 1 January 2015:**

**554. How many staff reductions/voluntary redundancies have occurred?**

**a) *What was the reason for these reductions?***

30 staff reductions occurred in the period 01 January 2015 – 30 October 2015.

Staffing reductions are considered where required to allow ASIC to meet budget requirements.

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

There were 30 involuntary redundancies.

**556. 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.**

There will be no general redundancy program this year. However, some teams may have to make positions redundant to meet budget requirements.

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

N/A

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

Not at this stage.

**Senate Economics Legislation Committee**

**ANSWERS TO QUESTIONS ON NOTICE**

**Treasury Portfolio**

Supplementary Budget Estimates

2015 - 2016

**559. How many ongoing staff left the department/agency? What classification were these staff?**

Number of ongoing staff who have left ASIC from 01 January 2015 – 30 October 2015

<b>Classification</b>	<b>No. of exits</b>
ASIC1	1
ASIC2	16
ASIC3	10
ASIC4	28
EXEC 1	20
EXEC 2	32
<b>Grand Total</b>	<b>107</b>

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

Number of non-ongoing staff who have left ASIC from 01 January 2015 – 30 October 2015

<b>Classification</b>	<b>No. of exits</b>
ASIC1	17
ASIC2	24
ASIC3	20
ASIC4	8
EXEC 1	10
EXEC 2	14
SES	2
<b>Grand Total</b>	<b>95</b>

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

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

**Senate Economics Legislation Committee**  
**ANSWERS TO QUESTIONS ON NOTICE**  
**Treasury Portfolio**  
 Supplementary Budget Estimates  
 2015 - 2016

	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

**562. How do the packages differ from the default public service package?**

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.

**563. How is the department/agency funding the packages?**

Redundancy packages are funded from ASIC's departmental appropriation.