

Senate Economics Legislation Committee
ANSWERS TO QUESTIONS ON NOTICE

Treasury Portfolio

Supplementary Budget Estimates

2015 - 2016

Department/Agency: ACCC

Question: SBT 726-735

Topic: Staff Reductions

Reference: written - 30 October 2015

Senator: Wong, Penny

Question:

Staff Reductions

Since 1 January 2015:

726. How many staff reductions/voluntary redundancies have occurred?
 - a) What was the reason for these reductions?
727. Were any of these reductions involuntary redundancies? If yes, provide details.
728. 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.
729. If there are plans for staff reductions, please give the reason why these are happening.
730. Are there any plans for involuntary redundancies? If yes, provide details.
731. How many ongoing staff left the department/agency? What classification were these staff?
732. How many non-ongoing staff left department/agency from? What classification were these staff?
733. What are the voluntary redundancy packages offered? Please detail for each staff level and position
734. How do the packages differ from the default public service package?
735. How is the department/agency funding the packages?

Answer:

726. There were three staff reductions/voluntary redundancies between 1 January and 31 October 2015.
 - Incentive to retire under section 37 of the PS Act 1999 due to restructure
 - Excess employee within the meaning of paragraph 465b of the Australian Competition and Consumer Commission Enterprise Agreement 2011, which provides that where *'the services of an employee cannot be effectively used because of technological or other changes in work methods or changes in the nature, extent or organisation of the functions of the ACCC'* they are excess for the purposes of the Agreement.
 - Excess employee within the meaning of paragraph 465a of the Australian Competition and Consumer Commission Enterprise Agreement 2011-14 which provides that where *"the number of employees is greater than is necessary for the efficient and economical working of the ACCC"* they are excess for the purposes of the Agreement.

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727. No.
728. There are no plans for further staff reductions/voluntary redundancies.
729. Not applicable.
730. There are no plans for involuntary redundancies.
731. 41 ongoing staff left the department/agency between 1 January and 31 October 2015.

Classification	Headcount
Grad	1
APS3	1
APS4	5
APS5	9
APS6	11
EL1	6
EL2	4
SESB1	2
SESB2	1
SESB3	1
Total	41

732. 34 non-ongoing staff left department/agency between 1 January and 31 October 2015.

Classification	Headcount
APS1	6
APS2	0
APS3	10
APS4	1
APS5	5
APS6	2
EL1	6
EL2	4
Total	34

- 733.

Position Title	Class	State	Redundancy	Entitlements	Separation Date
HR Administrator	APS3	CAN	\$40,371.09	\$17,575.77	30-Oct-15
Director	EL2	MEL	\$78,810.04	\$40,419.88	30-Jun-15
General Manager	SESB1	CAN	\$125,709.07	\$71,748.05	19-Jun-15

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734. ACCC redundancy entitlements mirror the entitlements as detailed in the APS Award 1998 - An excess eligible employee whose employment is terminated will be entitled to be paid redundancy pay of a sum equal to 2 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. Minimum payment of 4 weeks salary and maximum payment of 48 weeks.

When offered a voluntary redundancy, ACCC employees have 2 months to consider the offer. An ACCC employee will be paid salary in lieu for the portion of the consideration period unexpired at the date of termination.

735. The three redundancies since January 2015 were funded through ACCC normal operating expenditure.