

Senate Committee: Education and Employment

**QUESTION ON NOTICE
Additional Estimates 2015 - 2016**

Outcome: Agency: TEQSA

Department of Education and Training Question No. SQ16-000421

Senator Ludwig, Joe provided in writing

TEQSA: Staffing reductions

Question

Since the change of Prime Minister on 14 September, 2015:

1. How many staff reductions/voluntary redundancies have occurred?
 - (a) What was the reason for these reductions?
2. Were any of these reductions involuntary redundancies? If yes, provide details.
3. 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.
4. If there are plans for staff reductions, please give the reason why these are happening.
5. Are there any plans for involuntary redundancies? If yes, provide details.
6. How many ongoing staff left the department/agency? What classification were these staff?
7. How many non-ongoing staff left department/agency from? What classification were these staff?
8. What are the voluntary redundancy packages offered? Please detail for each staff level and position
9. How do the packages differ from the default public service package?
10. How is the department/agency funding the packages?

Answer

The Tertiary Education Quality and Standards Agency (TEQSA) has provided the following response.

1. Five
 - (a) Four resignations and one voluntary redundancy
2. No
3. TEQSA's funding will be \$11.5m in 2016-17. This funding is intended to enable TEQSA to meet increased registration and accreditation activity, and to provide additional capacity to address emerging risks. The Agency's ASL for 2016-17 onwards will be 48. TEQSA will ensure that its skill mix and staffing resources are deployed to meet these new challenges.
4. See Question 3
5. See Question 3

6. Four

Classification	Number
APS 4	1
APS 6	2
EL1	1

7. Nil

8. For TEQSA employees the Reduction, Redeployment or Retirement provisions are set out in TEQSA's enterprise agreement (EA). Payments for voluntary redundancies are calculated on the following basis:

- The EA provides for two weeks' pay for every completed year of continuous service plus a pro rata payment for completed months of service since the last completed year of service and excluding periods of leave without pay, to a maximum of 48 weeks' pay (minimum sum payable is 4 weeks' salary). These entitlements are subject to any minimum entitlements under the National Employment Standards (NES).
- Payments are calculated on a pro – rata basis for part-time periods of service if employees have less than 24 years' full –time service.
- Employees are also entitled to 4 weeks' notice (or 5 weeks if over 45 years old and have at least 5 years of continuous service). Payment in lieu of notice for the unexpired portion of the notice period is given where an employee retires, or is retired before the end of the notice period.
- Employees are paid out accrued entitlements to long service leave and annual leave up to the date of departure.

9. Severance payments for voluntary redundancies are calculated consistent with APS provisions.

10. The packages are funded from within TEQSA's annual appropriations.