

Senate Standing Committee on Education and Employment

QUESTIONS ON NOTICE Additional Estimates 2015 - 2016

Agency - Comcare

Department of Employment Question No. EMSQ16-000291

Senator Ludwig provided in writing.

Question

Comcare - Staffing reductions

Since the change of Prime Minister on 14 September 2015:

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

Answer

1. One.
2. The employee was excess to the requirements of the agency.
3. No.
4. No.
5. No.
6. No.
7. See table below.
8. See table below.

Separations since 15 September 2015

Classification	Non-ongoing separations	Ongoing separations
APS-2	4	
APS-3	5	2
APS-4	3	3
APS-5	8	8
APS-6	2	16
EL-1		5
EL-2		3
Total	22	37

9. Package details are as per Comcare's Enterprise Agreement 2011-2014. Comcare offers the following redundancy arrangements for all employees covered by the Agreement:

Length of service	Comcare redundancy
Less than 1 year	4 weeks
At least 1 year but less than 2 years	4 weeks
At least 2 years but less than 3 years	4 weeks + pro rata for completed months of service
At least 3 years but less than 4 years	6 weeks + pro rata
At least 4 years but less than 5 years	8 weeks + pro rata
At least 5 years but less than 6 years	10 weeks + pro rata
At least 6 years but less than 7 years	12 weeks + pro rata
At least 7 years but less than 8 years	14 weeks + pro rata
At least 8 years but less than 9 years	16 weeks + pro rata
At least 9 years but less than 10 years	18 weeks + pro rata
At least 10 years but less than 11 years	20 weeks + pro rata
11 years or more	22 weeks up to a maximum of 48 weeks

10. Voluntary redundancy provisions are consistent with the standard APS arrangements.

11. Voluntary redundancies are funded from within existing budgets.