

Senate Standing Committee on Education and Employment

QUESTIONS ON NOTICE Additional Estimates 2015 - 2016

Cross Portfolio

Department of Employment Question No. EMSQ16-000354

Senator Ludwig provided in writing.

Question

Staffing reductions

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

1. How many staff reductions/voluntary redundancies have occurred?
1. 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

Four ongoing employees in the Department of Employment received voluntary redundancies between 1 July 2015 and 31 January 2016. The four employees were excess to the department's requirements and indicated they wished to receive a voluntary redundancy.

There are currently no voluntary redundancy processes underway in the department.

No employees were made involuntarily redundant during the period and the department has no plans to make any employees involuntarily redundant.

The department captures data as at the end of each month. **Tables 1 and 2** provide the number of ongoing and non-ongoing employee separations from the department between 1 September 2015 and 31 January 2016 by classification.

Table 1 Ongoing employee separations from 1 September 2015 to 31 January 2016

Ongoing Separations by Classification	Total Ongoing Separations
Total	65
APS3	1
APS4	8
APS5	11
APS6	18
EXEC1	14
EXEC2	9
Government Lawyer	2
SEB1	1
SEB2	1

Table 2 Non-ongoing employee separations from 1 September 2015 to 31 January 2016

Non-ongoing Separations by Classification	Total Non-ongoing Separations
Total	16
APS1	1
APS2	1
APS3	1
APS4	7
APS5	1
APS6	1
EXEC2	2
Government Lawyer	2

Redundancy payments are subject to the minimum amount the employee is entitled to under the National Employment Standards, and provided in accordance with the provisions of the *DEEWR Enterprise Agreement 2012–14*. This includes severance pay of two weeks' salary for each completed continuous year or service, and pro-rata payment for completed continuous months of service since the last completed year of service.

All voluntary redundancies are funded from the department's existing budget.