

## Senate Standing Committee on Education and Employment - Education

### QUESTIONS ON NOTICE Budget Estimates 2014-2015

#### Cross Portfolio

Department of Education Question No. ED0134\_15

Senator Ludwig provided in writing.

#### Question

##### Dept & all agencies: Staffing reductions

1) How many staff reductions/voluntary redundancies have occurred from Additional Estimates in February, 2014 to date? 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 from Additional Estimates in February, 2014 to date? What classification were these staff? 7) How many non-ongoing staff left department/agency from Additional Estimates in February, 2014 to date? 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

Education has provided the following response:

1. One, excess to requirements.
2. No
3. Yes. On 16 April 2014, the department notified employees that it was seeking expressions of interest for approximately 100 voluntary redundancies; equivalent to about five per cent of the department's staffing numbers.
4. In April 2014, following consideration of the department's likely budget position and the net impact of a number of factors including efficiency dividends, targeted departmental savings and the commencement and cessation of programmes and budget measures, the department identified a need for voluntary redundancies.
5. No
6. 18 ongoing staff

	APS1	APS4	APS 5	APS6	EL1	SES	Total
Number	1	1	3	7	5	1	18

7. Seven non-ongoing staff

	APS2	APS 1	APS4	APS5	APS6	Total
Number	1	1	3	1	1	7

8. The department's voluntary redundancy packages are consistent with the *Public Service Act 1999* and *Fair Work Act 2009* and the preserved redundancy provisions under the DEEWR Enterprise Agreement 2012–2014. The package includes severance payment, payment of annual and long service leave entitlements.
9. Severance payments for voluntary redundancies are calculated consistent with Public Service arrangements.
10. Funding for voluntary redundancies is met from within existing budget allocations.

*ARC has provided the following response:*

1. None
2. Not applicable
3. No
4. Not applicable
5. No
6. Five staff

	APS3	APS 6	EL1	SES B1	Total
Number	1	1	2	1	5

7. One APS 3
- 8.-10. Not applicable

*AITSL has provided the following response:*

1. Nil
2. Not applicable
3. No
4. Not applicable
5. No
6. One [AITSL Classification Level 2]
7. One [AITSL Classification Level 2]
- 8.-10. Not applicable

*TEQSA has provided the following response:*

1. One. Excess to requirements.
2. Nil.
3. Yes, for 2014-15 reductions of around 10FTEs planned.
4. To manage within reduced funding announced in the 2014-15 Budget.
5. Yes, the expectation is that most of the planned reductions can be achieved through voluntary redundancy.
6. 4 employees have left TEQSA – 1 x APS5, 1 x APS6, 1 x EL1, 1 x EL2
7. NIL
8. \$25,730 Gross. Rec Leave \$4,955, LSL Leave \$4,658
9. It was the standard public service package.
10. From its appropriations.

*ACARA has provided the following response:*

1. Nil.
2. Not applicable.
- 3.-5. In 2014/2015 the funded Charter Deliverable positions for ACARA are expected to be between 95 and 98, a decline from 114 – at the end of 2013/2014. These are planned reductions in line with ACARA's quadrennial funding. The number of redundancies is yet to be determined
6. Two resignations from Managers in Assessment and Reporting. APS equivalent EL2.
7. Four.
  - a. P3 (EL1).
  - b. 2 x M1 (EL2).
  - c. EXEC (SES).
8. Nil.
9. Not applicable.
10. ACARA funds redundancy package from its existing budget

*AIATSIS has provided the following response:*

1. Three, work no longer required to be performed.
2. No.
3. No.
4. Not applicable.
5. No.
6. Two, an EL1 and an EL2.
7. One, an APS4.
8. VR package in accordance with the AIATSIS Enterprise Agreement 2012–2014.
  - a. EL1 – 2 weeks/yr of service + 5 wks in lieu
  - b. EL2 - 2 weeks/yr of service + 5 wks in lieu
9. VR package in accordance with the AIATSIS Enterprise Agreement 2012 - 2014
10. From appropriation.