

**Senate Standing Committee on Education and Employment - Education**

**QUESTIONS ON NOTICE  
Budget Estimates 2014-2015**

**Cross Portfolio**

**Department of Education Question No.ED0192\_15**

**Senator Lundy provided in writing.**

**Question**

**Dept & all agencies: Redundant Positions**

1. Since 18 September 2013, how many positions have been made redundant in your department? a. How many of these positions were ongoing? b. How many of these positions were non-ongoing? c. How many of these positions were situated in the Australian Capital Territory? 2. How many of the employees filling these redundant positions were redeployed? a. How many of these employees were ongoing? b. How many of these employees were non-ongoing? c. How many of these employees were situated in the Australian Capital Territory? 3. How many of these employees were offered voluntary redundancies? a. How many of these employees were ongoing? b. How many of these employees were non-ongoing? c. How many of these employees were situated in the Australian Capital Territory? 4. How many accepted voluntary redundancies? a. How many of these employees were ongoing? b. How many of these employees were non-ongoing? c. How many of these employees were situated in the Australian Capital Territory? 5. How many employees were offered the choice between a voluntary redundancy and redeployment? a. How many of these employees were ongoing? b. How many of these employees were non-ongoing? c. How many of these employees were situated in the Australian Capital Territory? 6. For all employees who accepted voluntary redundancies please provide the following: a. Their age. b. Their gender. c. A description of their position. d. The APS classification level of their position. e. Their wage. f. Their contract type (non-ongoing versus ongoing). g. Where they were located. h. A dollar figure of their pay out and what component of that figure was paid out as entitlements (annual leave etc.). i. The reason a voluntary redundancy was offered for their position. j. Details pertaining to any other costs incurred by the department because of this redundancy. k. Please provide all relevant dates. 7. For all employees who were redeployed please provide: a. Their age. b. Their gender. c. A description of their position before and after redeployment. d. The APS classification level of their position before and after redeployment. e. Their wage before and after redeployment. f. Contract type (non-ongoing versus ongoing) before and after redeployment. g. Where they were located before and after redeployment. h. Please provide the reason for the redeployment. i. Please specify any other costs incurred by the department because of this redeployment. j. Please provide all relevant dates.

**Answer**

Positions and structures in the department regularly change to meet business and budget needs. Departmental records on redundancy relate to employees not positions.

There were six ongoing employees made redundant from 18 September 2013 – 31 May 2014. Five of these employees were located in Canberra. All six employees were offered and accepted voluntary redundancies rather than redeployment.

Detailed information related to the employees who accepted a voluntary redundancy is contained in the table below.

6. Details of employees accepting voluntary redundancy

	<b>Employee 1</b>	<b>Employee 2</b>	<b>Employee 3</b>	<b>Employee 4</b>	<b>Employee 5</b>	<b>Employee 6</b>
<b>Age</b>	59	71	54	50	32	53
<b>Gender</b>	Female	Female	Female	Female	Male	Female
<b>Description of position</b>	Schools - Policy	Communications - Administration	Schools - Policy	Schools.-.Policy	Corporate Legal	Early Childhood - Programs
<b>Classification</b>	EXEC1	APS1	EXEC2	EL21	APS6	APS4
<b>Wage</b>	\$109,000	\$49,516	\$139,311	\$109,001	\$86,634	\$69,103
<b>Contract type</b>	Ongoing	Ongoing	Ongoing	Ongoing	Ongoing	Ongoing
<b>Location</b>	ACT	ACT	ACT	ACT	NSW	ACT
<b>Payout figure</b>	\$144,000.62 (\$33,634.95 in entitlements)	\$85,696.68 (\$32,983.01 in entitlements)	\$148,032.91 (\$51,779.76 in entitlements)	\$82238.41 (\$23,298.04 in entitlements)	77,529.03 (\$24,180.12 in entitlements)	\$36,071.21 (\$8,530.62 in entitlements)
<b>Other costs pertaining to redundancy</b>	\$275 Reimbursement for financial advice	\$550 Reimbursement for financial advice	\$1200 Reimbursement for financial advice	Nil	Nil	Nil
<b>Retirement Date</b>	03/12/13	28/04/14	26/11/13	29/09/13	14/02/14	18/02/14

*ARC has provided the following response:*

1. One
2. Nil
3. One
4. One
5. One
6. The ARC is unable to provide this information due to Privacy – the individual would be identifiable.
7. Not applicable.

*AITSL provides the following response:*

1. One
  - a. One
  - b. Nil
  - c. Nil
2. Nil
3. Nil
4. - 7. Not applicable

*TEQSA has provided the following response:*

1. One
  - a. One
  - b. Nil
  - c. Nil
2. Nil
3. One
  - a. One
  - b. Nil
  - c. Nil
4. One
  - a. One
  - b. Nil
  - c. Nil
5. One
  - a. One
  - b. Nil
  - c. Nil
6.
  - a.-c. This would release personal information (there being only one)
  - d. APS 6
  - e. \$82,811
  - f. Ongoing
  - g. Melbourne
  - h. \$25,730 Gross. Rec Leave \$4,955, LSL Leave \$4,658
  - i. Excess to requirements
  - j. None
  - k. Employee commenced with TEQSA 20/11/2012 and was made redundant on 30/04/2014
  - l. Not applicable
7. Not applicable.

*ACARA has provided the following response.*

1. Five

- a. Five
- b. Nil
- c. Nil
- 2. Nil
- 3. Nil
- 4. - 7. Not applicable

*AIATSIS has provided the following response.*

- 1. 18
  - a. 13
  - b. 5
  - c. 18
- 2. One
  - a. Nil
  - b. One
  - c. One
- 3. Four
  - a. Four
  - b. None
  - c. Four
- 4. Four
  - a. Four
  - b. None
  - c. Four
- 5. Four
  - a. Four
  - b. None
  - c. Four
- 6.

a.	67	67	62	46
b.	F	M	F	M
c.	Registry and Information Officer	Director of Corporate Services	Senior Content Manager	Human Resources Manager
d.	APS2	Exec level 2	Exec level 2	Exec level 1
e.	\$51,737pa	\$133,740pa	\$119,411pa	\$98,639pa
f.	Ongoing	Ongoing	Ongoing	Ongoing
g.	Corp Services	Corp Services	Communications	Corp Services
h.	\$42,333 gross	\$158,091 gross	\$206,707 gross	\$112,981 gross
i.	Position excess due to organisation restructuring	Position excess due to organisation restructuring	Position excess due to organisation restructuring	Position excess due to organisation restructuring
j.	Offer of financial advice up to \$1,200 for financial advice – Employee chose to take offer	Offer of financial advice up to \$1200 for financial advice	Offer of financial advice up to \$1200 for financial advice	Offer of financial advice up to \$1200 for financial advice
k.	Ceased 1/01/14	Ceased 14/03/14	Ceased 11/04/14	Ceased 21/05/14

- 7. Not applicable