

Senate Standing Committee on Education and Employment - Education

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

Cross Portfolio

Department of Education Question No. ED0523_15

Senator Ludwig provided in writing.

Question

Dept & All Agencies: Staffing reductions

Since Budget Estimates in June, 2014:

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

Department of Education:

1. Between 1 June 2014 and 30 September 2014, there were 142 staff reductions/voluntary redundancies. The reasons for these reductions are as follows:
 - a. 93 voluntary redundancies, 17 resignations, 17 transfers to other APS agencies, 3 age retirements and 12 completion of non-ongoing contract.
2. No
3. The department may consider further staff reductions subject to budget, further government decisions and outcomes of MYEFO measures.
4. Cessation of programmes and budget measures.
5. No
6. Between 1 June 2014 and 30 September 2014, 130 ongoing staff left the department, at the following classification levels:
 - 3 x APS3
 - 12 x APS4
 - 15 x APS5
 - 30 x APS6
 - 47 x EXEC1
 - 23 x SES

7. Between 1 June 2014 and 30 September 2014, 12 non-ongoing staff left the department, at the following classification levels:
 7 x APS3
 2 x APS4
 2 x APS5
 1 x SES
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 and One Innovation Enterprise Agreement 2011. 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 was met from within existing budget allocations.

Australian Research Council (ARC) has provided the following response:

1. As per ED0465_15 - Given the small size of the ARC these staff would be identifiable - with the breakdown of this information.
2. No
3. Nil
4. Nil
5. No
6. Two
 1 x APS 5
 1 x EL2
7. Nil
8. As per ED0465_15 - Given the small size of the ARC these staff would be identifiable - with the breakdown of this information.
9. No difference
10. Through its Departmental appropriations

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

1. 16
 a. 11 resignations or transfers
 b. 3 voluntary redundancies
 c. 2 non ongoing contracts finished
2. No
3. TEQSA does not anticipate further staffing reductions for the 2014-15 financial year other than those who have already been identified as excess. However the agency faces a significant reduction in budget for the 2015-16 financial year in the order of \$4 million and will require further reduction in staff numbers.
4. Budget cuts.
5. No
6. 13
 1 x SES1
 4 x EL2
 4 x EL1
 1 x APS6
 1 x APS 5
 2 x APS4
7. 3
 2 x APS 4
 1 x APS3

8. For TEQSA employees the Reduction, Redeployment or Retirement provisions are set out in our enterprise agreement. 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 LWOP, 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 45yo 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 LSL and Annual Leave up to the date of departure.

For superannuation payments TEQSA directs employees to their superannuation fund for advice, and to seek external financial advice in relation to any tax implications for redundancy payments.
9. Severance payments for voluntary redundancies are calculated consistent with APS provisions.
10. Within the agency's annual appropriations

Australian Curriculum, Assessment and Reporting Authority (ACARA) has provided the following response:

1. Nil voluntary redundancies
2. NA
3. No
4. NA
5. No
6. The number of on-going staff that have left ACARA since June 2014 is:
6 employees
Classifications
 - Professional – 4
 - Manager - 2
7. The number of non-ongoing staff that have left ACARA since June 2014 is:
9 employees
Classifications
 - Professional - 9
8. NA
9. NA
10. NA

Australian Institute for Teaching and School Leadership (AITSL) provides the following response:

1. Five
 - a. Involuntary redundancies
2. Five involuntary redundancies took effect in August 2014. The details are as follows:
 - An organisational review was undertaken which focused on cost savings whilst ensuring capacity of the organisation to meet policy priorities. This resulted in changes to the organisational structure and a limited number of redundancies.
3. No
4. No

5. No
6. Six ongoing staff left AITSL, including one AITSL Classification Level 3 employee through voluntary resignation, one AITSL Classification Level 4 employee through involuntary redundancy and three AITSL Classification Level 5 employees through involuntary redundancies.
7. Nil
8. Not applicable
9. Not applicable
10. Not applicable

Australian Institute of Aboriginal and Torres Strait Islander Studies (AIATSIS) has provided the following response:

1. 7
 - a. 1 age retirement, 4 resignations, 2 end of non-ongoing contracts (contracts were not extended)
2. No
3. Yes, If we are unable to secure ongoing funding for a rebase of AIATSIS, approximately 30 FTE will go by July 1 2014. All staff have been advised that there staff may be potentially excess to requirements, with some areas affected more than others.
4. Inadequate funding
5. Not at this stage
6. 1
 - 1 x EL1
7. Six non-ongoing contracts ceased (4 resignation & 2 contracts not renewed)
 - APS5 x 3
 - APS3 x 2
 - APS4 x 1
8. Not applicable
9. Not applicable
10. Not applicable