

Senate Finance and Public Administration Legislation Committee
ANSWERS TO QUESTIONS ON NOTICE
ADDITIONAL ESTIMATES 2010-2011

Prime Minister and Cabinet Portfolio
Office of the Arts

Question: PM58

Topic: Office of the Arts – Voluntary Redundancies

Asked By: Senator Humphries

Type of Question: Written

Date set by the committee for the return of answer: 15 April 2011

Number of pages: 11

Senator HUMPHRIES:

- 1. Can the Department/Agency confirm that it is seeking voluntary redundancies from staff?**
- 2. How many positions is the Department/Agency planning to shed through voluntary redundancies?**
- 3. Can the Department/Agency confirm it was offering 2 weeks pay for every year of service?**
- 4. How many expressions of interest has the Department/Agency received from staff?**
- 5. Has the Department/Agency accepted any offers of voluntary redundancy yet?**
- 6. If so, has the Department/Agency met desired targets for redundancies?**
- 7. If not, is the Department/Agency likely to enforce redundancies or rely on natural attrition?**
- 8. What is the current turnover rate within the Department/Agency?**
- 9. What are the reasons given for staff leaving the Department/Agency- can we please have a breakdown i.e. retirement, moving to another job, sacking etc).**

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Answer:

Office for the Arts

1. Yes
2. 4
3. Yes up to 48 weeks subject to any minimum amount the employee is entitled to under the National Employment Standard.
4. 4
5. No
6. Not applicable – There are no targets.
7. Not applicable
8. The ongoing, employee initiated separation rate for the Office of the Arts and the National Portrait Gallery for the period 18 October 2010 to 21 February 2011 was 3.6%.
9. The reasons include retirement, promotion or transferring to another area or another department.

Australia Business Arts Foundation

1. No. AbaF is not seeking voluntary redundancies from staff, although 3 staff redundancies occurred in 2010-11.
2. to 7. Not applicable.
8. AbaF's turnover rate for 2010-11 is 25 per cent.
9. Staff have left AbaF in 2010-11 due to resignation and redundancy.

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Australia Council

1. There are no systemic voluntary redundancies being offered in the Australia Council.
2. to 7. Not applicable
8. The Australia Council's turn over rate for 2010-11 is 18.9 per cent.
9. Staff have left the Australia Council in 2010-11 due to them accepting new positions outside the agency, predominately within the arts sector.

Australian Film Television and Radio School

1. AFTRS is not seeking voluntary redundancies, although there were some staff redundancies in 2010.
2. to 7. Not applicable.
8. 21 per cent.
9. Staff left the organisation due to expiry of fixed terms contracts; annulment of appointment; redundancy and resignations.

Australian National Maritime Museum

1. The Australian National Maritime Museum is not seeking voluntary redundancies.
2. to 7. Not applicable.
8. 7 per cent
9. Staff left ANMM in 2010-11 due to retirement or resignation.

Bundanon

1. Bundanon Trust is not seeking any voluntary redundancies from staff.
2. to 7. Not applicable.

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8. Annual staff turnover rate is 11 per cent.
9. Staff left due to resignation.

Museum of Australian Democracy (Old Parliament House)

1. Old Parliament House has no plans at present to seek voluntary redundancies from staff.
2. to 7. Not applicable.
8. The Old Parliament House turnover rate for ongoing employees for 2010-11 Year to Date (to end February 2011) is 16.54 per cent.
9. Staff left due to resignation, retirement and promotion or transfer to other agencies.

National Film and Sound Archive

1. The NFSA is not seeking voluntary redundancies from staff.
2. to 7. Not applicable.
8. 6.8 per cent of ongoing staff; 25 per cent of non-ongoing staff
9. Staff left due to completion of a non-ongoing engagement, resignation, retirement or termination of employment under Paragraph 29(3) (c) of the *Public Service Act 1999*.

National Gallery of Australia

1. The National Gallery of Australia is not seeking voluntary redundancies.
2. Not applicable.
3. This is the amount provided for in the National Gallery of Australia's Collective Agreement, to a maximum of 48 weeks.
- 4 – 7 Not applicable

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8. Approximately 7 per cent.
9. Staff left due to resignation or retirement.

National Library of Australia

1. The Library is not seeking voluntary redundancies from staff. However two staff sought voluntary retrenchment after discussions on alternative placement options in the Library. These requests were agreed.
2. to 7. Not applicable
8. Turnover of ongoing staff is averaging approximately 10 per cent for the period 1 July 2010 to 28 February 2011.
9. Staff left due to resignation, retirement or promotion/transfer to another agency.

National Museum of Australia

1. Yes. The National Museum of Australia has sought Expressions of Interest from staff interested in being offered a voluntary redundancy.
2. The National Museum does not have a specific target for voluntary redundancies.
3. The National Museum offered redundancy packages in accordance with the requirements of the *Fair Work Act 2009*, National Employment Standards (Jan 2010) and National Museum of Australia Workplace Agreement 2008-2011.
4. Since 1 July 2010 the National Museum has received Expressions of Interest from 25 staff for a voluntary redundancy.

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5. Yes. Since 1 July 2010, the National Museum has offered 23 voluntary redundancies. As at 17 March 2011, 19 staff have accepted voluntary redundancies.
6. The National Museum has not established targets for voluntary redundancies.
7. The National Museum will continue to review business priorities in conjunction with resource needs to help manage its staffing profile.
8. Staff turnover rates at the National Museum of Australia are calculated quarterly. The latest available figures are over the two quarters, 1 July 2010 to 31 December 2010, for which the figure was 5%.
9. Staff left due to completion of a non-ongoing engagement, resignation, redundancy, or promotion/transfer to another agency.

Screen Australia

1. Screen Australia is not seeking voluntary redundancies, although two staff sought redundancy and this was agreed.
2. To 7. Not applicable.
8. 11 per cent for the period 1 July 2010 to 17 March 2011.
9. Staff left due to completion of a non-ongoing engagement, resignation, termination for performance reasons and voluntary redundancy.