

Senate Finance and Public Administration Legislation Committee
ANSWERS TO QUESTIONS ON NOTICE
BUDGET ESTIMATES 2014-15

Finance Portfolio

Department/Agency: All
Outcome/Program: General
Topic: Staffing reductions

Senator: Ludwig
Question reference number: F204
Type of question: Written
Date set by the committee for the return of answer: Friday, 11 July 2014

Number of pages: 4

Question:

- a) How many staff reductions/voluntary redundancies have occurred from Additional Estimates in February, 2014 to date? What was the reason for these reductions?
- b) Were any of these reductions involuntary redundancies? If yes, provide details.
- c) 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.
- d) If there are plans for staff reductions, please give the reason why these are happening.
- e) Are there any plans for involuntary redundancies? If yes, provide details.
- f) How many ongoing staff left the department/agency from Additional Estimates in February, 2014 to date? What classification were these staff?
- g) How many non-ongoing staff left department/agency from Additional Estimates in February, 2014 to date? What classification were these staff?
- h) What are the voluntary redundancy packages offered? Please detail for each staff level and position
- i) How do the packages differ from the default public service package?
- j) How is the department/agency funding the packages?

Answer:

For the period 25 February to 31 May 2014:

Department/ Agency	Response								
Finance	<p>a) 47 ongoing and non-ongoing employees have separated during this period:</p> <table border="1" style="margin-left: 40px;"> <thead> <tr> <th style="text-align: left;">Cessation Reason</th> <th style="text-align: left;">Number</th> </tr> </thead> <tbody> <tr> <td>Death</td> <td style="text-align: right;">1</td> </tr> <tr> <td>End of temporary contract</td> <td style="text-align: right;">1</td> </tr> <tr> <td>End of temporary transfer</td> <td style="text-align: right;">1</td> </tr> </tbody> </table>	Cessation Reason	Number	Death	1	End of temporary contract	1	End of temporary transfer	1
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	<table border="1" data-bbox="572 208 1257 412"> <tr> <td>Promotion to other Department</td> <td>1</td> </tr> <tr> <td>Resignation</td> <td>15</td> </tr> <tr> <td>Retirement</td> <td>6</td> </tr> <tr> <td>Transfer to other Department</td> <td>7</td> </tr> <tr> <td>Voluntary redundancy</td> <td>15</td> </tr> </table> <p data-bbox="413 454 1075 618"> b) No. c) There are no current plans. d) N/A. e) No. f) 44 ongoing employees separated during this period: </p> <table border="1" data-bbox="572 656 1257 1066"> <thead> <tr> <th>Classification</th> <th>Number</th> </tr> </thead> <tbody> <tr><td>APS2</td><td>1</td></tr> <tr><td>APS3</td><td>1</td></tr> <tr><td>APS4</td><td>3</td></tr> <tr><td>APS5</td><td>7</td></tr> <tr><td>APS6</td><td>4</td></tr> <tr><td>COMCAR Driver</td><td>2</td></tr> <tr><td>EL1</td><td>17</td></tr> <tr><td>EL2</td><td>7</td></tr> <tr><td>SES1</td><td>2</td></tr> </tbody> </table> <p data-bbox="413 1106 1114 1137">g) 3 non-ongoing employees separated during this period:</p> <table border="1" data-bbox="572 1173 1257 1339"> <thead> <tr> <th>Classification</th> <th>Number</th> </tr> </thead> <tbody> <tr><td>APS1</td><td>1</td></tr> <tr><td>APS2</td><td>1</td></tr> <tr><td>APS4</td><td>1</td></tr> </tbody> </table> <p data-bbox="413 1377 1412 1509"> h) Two weeks salary for each year of service, up to a maximum of 48 weeks regardless of staff level or position. i) The packages do not differ from the default public service package. j) Packages are funded from departmental funds. </p>	Promotion to other Department	1	Resignation	15	Retirement	6	Transfer to other Department	7	Voluntary redundancy	15	Classification	Number	APS2	1	APS3	1	APS4	3	APS5	7	APS6	4	COMCAR Driver	2	EL1	17	EL2	7	SES1	2	Classification	Number	APS1	1	APS2	1	APS4	1
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Australian Electoral Commission	<p data-bbox="413 1529 1145 1561">a) 15. Employees employed under section 22(2) (a) and (b).</p> <table border="1" data-bbox="523 1561 1307 1984"> <thead> <tr> <th>Reason</th> <th>Ongoing</th> <th>Non-Ongoing</th> <th>Grand Total</th> </tr> </thead> <tbody> <tr><td>End of Contract</td><td></td><td>4</td><td>4</td></tr> <tr><td>Non-ongoing Resignation</td><td></td><td>1</td><td>1</td></tr> <tr><td>Promotion</td><td>1</td><td></td><td>1</td></tr> <tr><td>Resignation</td><td>5</td><td></td><td>5</td></tr> <tr><td>Retirement</td><td>2</td><td></td><td>2</td></tr> <tr><td>Termination</td><td></td><td>1</td><td>1</td></tr> <tr><td>Voluntary Redundancy</td><td>1</td><td></td><td>1</td></tr> <tr><td>Grand Total</td><td>9</td><td>6</td><td>15</td></tr> </tbody> </table>	Reason	Ongoing	Non-Ongoing	Grand Total	End of Contract		4	4	Non-ongoing Resignation		1	1	Promotion	1		1	Resignation	5		5	Retirement	2		2	Termination		1	1	Voluntary Redundancy	1		1	Grand Total	9	6	15		
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Department/ Agency	Response																								
	<p>b) No c) No. d) N/A. e) No. f) 9</p> <table border="1" data-bbox="724 376 1104 622"> <thead> <tr> <th>Classification</th> <th>Ongoing</th> </tr> </thead> <tbody> <tr> <td>EL 2</td> <td>1</td> </tr> <tr> <td>APS 6</td> <td>4</td> </tr> <tr> <td>APS 4</td> <td>2</td> </tr> <tr> <td>APS 3</td> <td>1</td> </tr> <tr> <td>APS 2</td> <td>1</td> </tr> <tr> <td>Total</td> <td>9</td> </tr> </tbody> </table> <p>g) 6</p> <table border="1" data-bbox="705 689 1123 900"> <thead> <tr> <th>Classification</th> <th>Non-ongoing (fixed term)</th> </tr> </thead> <tbody> <tr> <td>APS 6</td> <td>2</td> </tr> <tr> <td>APS 4</td> <td>2</td> </tr> <tr> <td>APS 3</td> <td>2</td> </tr> <tr> <td>Total</td> <td>6</td> </tr> </tbody> </table> <p>h) The default public services package. a. APS 6.4 – Project Officer i) They do not differ. j) The AEC is funding packages by budgeting based on strategic priorities and the related funding requirements.</p>	Classification	Ongoing	EL 2	1	APS 6	4	APS 4	2	APS 3	1	APS 2	1	Total	9	Classification	Non-ongoing (fixed term)	APS 6	2	APS 4	2	APS 3	2	Total	6
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ComSuper	<p>a) One. The reason for the voluntary redundancy is that the position was assessed as redundant. b) There were no involuntary redundancies. c) There were 16 voluntary redundancies in 18 June 2014. There were no cuts to services/programs. d) There are no current plans for staff reductions. e) There are no current plans for involuntary redundancies. f) A table showing ongoing staff leaving ComSuper between 25 February and 31 May 2014 is set out below:</p> <table border="1" data-bbox="762 1496 1085 1962"> <thead> <tr> <th>Classification</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>APS Level 3</td> <td>2</td> </tr> <tr> <td>APS Level 4</td> <td>2</td> </tr> <tr> <td>APS Level 5</td> <td>1</td> </tr> <tr> <td>APS Level 6</td> <td>2</td> </tr> <tr> <td>SES Band 1</td> <td>1</td> </tr> <tr> <td>Total</td> <td>8</td> </tr> </tbody> </table>	Classification	Total	APS Level 3	2	APS Level 4	2	APS Level 5	1	APS Level 6	2	SES Band 1	1	Total	8										
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	<p data-bbox="413 208 1370 277">g) A table showing non-ongoing staff leaving ComSuper between 25 February and 31 May 2014 is set out below:</p> <table border="1" data-bbox="764 309 1083 645"> <thead> <tr> <th data-bbox="772 315 971 376">Classification</th> <th data-bbox="971 315 1075 376">Total</th> </tr> </thead> <tbody> <tr> <td data-bbox="772 376 971 443">APS Level 3</td> <td data-bbox="971 376 1075 443">1</td> </tr> <tr> <td data-bbox="772 443 971 510">APS Level 4</td> <td data-bbox="971 443 1075 510">1</td> </tr> <tr> <td data-bbox="772 510 971 577">APS Level 5</td> <td data-bbox="971 510 1075 577">1</td> </tr> <tr> <td data-bbox="772 577 971 645">Total</td> <td data-bbox="971 577 1075 645">3</td> </tr> </tbody> </table> <p data-bbox="413 678 1394 864">h) For APS Level 1 to Executive Level 2 the voluntary redundancy packages offered are a lump sum equal to two weeks salary for each completed year of service plus a pro-rata payment for completed months of service since the last completed year of service. The minimum sum payable will be four weeks and salary and the maximum will be 48 weeks salary.</p> <p data-bbox="413 875 740 902">i) There is no difference.</p> <p data-bbox="413 913 1358 983">j) The voluntary redundancy packages were funded from within ComSuper's operating budget.</p>	Classification	Total	APS Level 3	1	APS Level 4	1	APS Level 5	1	Total	3
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APS Level 3	1										
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Commonwealth Superannuation Corporation	<p data-bbox="413 1003 512 1030">a) Nil.</p> <p data-bbox="413 1041 528 1068">b) N/A.</p> <p data-bbox="413 1079 512 1106">c) No.</p> <p data-bbox="413 1117 528 1144">d) N/A.</p> <p data-bbox="413 1155 512 1182">e) No.</p> <p data-bbox="413 1193 1278 1263">f) Two ongoing staff left CSC. Their classification were Legal & Compliance Analyst and Assistant Coporate Secretary.</p> <p data-bbox="413 1274 512 1301">g) Nil.</p> <p data-bbox="413 1312 1166 1339">h) No voluntary redundancy packages have been offered.</p> <p data-bbox="413 1350 528 1377">i) N/A.</p> <p data-bbox="413 1388 528 1415">j) N/A.</p>										
Future Fund Management Agency	<p data-bbox="413 1424 512 1451">a) Nil.</p> <p data-bbox="413 1462 528 1489">b) N/A.</p> <p data-bbox="413 1500 528 1527">c) N/A.</p> <p data-bbox="413 1538 528 1565">d) N/A.</p> <p data-bbox="413 1576 512 1603">e) No.</p> <p data-bbox="413 1615 512 1641">f) Nil.</p> <p data-bbox="413 1653 512 1680">g) Nil.</p> <p data-bbox="413 1691 528 1718">h) N/A.</p> <p data-bbox="413 1729 528 1756">i) N/A.</p> <p data-bbox="413 1767 528 1794">j) N/A.</p>										