

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

Prime Minister and Cabinet Portfolio

**Department/Agency:** Australian Public Service Commission

**Outcome/Program:** 1.1

**Topic:** Voluntary/involuntary redundancy data

**Senator:** Lundy

**Question reference number:** 17

**Type of question:** FPA, Monday, 26 May 2014 p. 100-101

**Date set by the committee for the return of answer:** 11 July 2014

**Number of pages:** 1

**Question:**

Senator LUNDY: Given that the numbers of public servants are going to be reduced, which agencies do you see as carrying a risk of creating involuntary redundancies as opposed to voluntary?

Mr Sedgwick: I could not speculate on that. That really is a matter that needs to be addressed by each agency.

Senator LUNDY: But you would have a bit of an idea of which ones would be able to achieve or settle their cut, if you like, through voluntary or involuntary?

Mr Sedgwick: It depends on what their turnover is, it depends on the time frame within which adjustments need to be made, it turns on the capacity of individuals to find a job, and it depends on the rate of natural attrition.

Senator LUNDY: Do you monitor agencies and departments and keep your own list of activity in this area?

Mr Sedgwick: We monitor the data monthly, so we know what is happening to numbers—head count—in agencies on a monthly basis.

Senator LUNDY: So you keep an up-to-date file, you fill out a table on a monthly basis?

Mr Sedgwick: Yes, we provide reports.

Senator LUNDY: Can you provide the committee with your most recent report?

Mr Sedgwick: We will have to take that one up with the government. It is advice to the minister.

Senator Abetz: I will take it on notice and see what our attitude is.

Mr Sedgwick: The most recent data, published a few weeks back, is for December. So, there is published data.

Senator LUNDY: But you just said it is done monthly, so I guess there is one for April.

Mr Sedgwick: It is done monthly, and it is advice that we provide to the minister. I can tell you that the trend that you will see, the picture you will see by looking at the published data over the six months to December, is broadly the picture that has continued into the early part of the new year. So, you can get the idea from just looking at what we published.

**Answer:**

The central source of information on population and movements of employees in the Australian Public Service (APS) is the Australian Public Service Employment Database (APSED). Although APSED does collect data on retrenchments, the status of the retrenchment being either 'voluntary' or 'involuntary' is not collected.

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In relation to monitoring the size of the APS the Commission provides the Minister Assisting the Prime Minister for the Public Service with a report every month on the key demographics of the APS between September 2013 and April 2014. The report includes the size of the APS by employment type (Table 1), a breakdown of non-ongoing employees by employment type (Table 2), separations by type (Table 3) and Engagements (Table 4).

The monthly report data has not been subjected to the full range of quality assurance and verification checks and as such is considered unofficial. Publishing the report in highly disaggregated form has the potential to be misleading.

**Table 1. All Staff Breakdown (ongoing and non-ongoing) as at April 2014**

<b>Apr-14</b>		
<b>Ongoing</b>	<b>Non-ongoing</b>	<b>Total APS</b>
148742	13085	161827

**Table 2. Non-ongoing breakdown as at April 2014**

<b>Apr-14</b>		
<b>Non-ongoing type</b>		
<b>Specified term</b>	<b>Specified task</b>	<b>Irregular Intermittent</b>
4764	668	7653

**Table 3. Total separations by type September 2013 to April 2014**

<b>Total Separations</b>	<b>Total</b>
<b>Resignation</b>	2551
<b>Age Retirement</b>	1088
<b>Retrenchment</b>	1899
<b>Invalidity retirement</b>	187
<b>Termination of appointment</b>	97
<b>Compulsory move to non-APS agency</b>	2
<b>Death</b>	53
<b>Total</b>	5877

**Table 4. Total Ongoing engagements by month September 2013 to April 2014**

	<b>Total</b>
<b>Engagements</b>	3056