

Senate Finance and Public Administration Legislation Committee
ANSWERS TO QUESTIONS ON NOTICE
BUDGET ESTIMATES 2013-2015

Prime Minister and Cabinet Portfolio

Department/Agency: Office of the Commonwealth Ombudsman

Outcome/Program:

Outcome 1. Fair and accountable administrative action by Australian Government agencies by investigating complaints, reviewing administrative action and inspecting statutory compliance by law enforcement agencies.

Topic: Redundancies

Senator: Senator Lundy

Question reference number: 299

Type of question: Written

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

Number of pages: 4

Question:

- (1) Since 18 September 2013, how many positions have been made redundant in your department/agency?
 - 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/agency because of this redundancy, and
 - 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/agency because of this redeployment, and
 - j. please provide all relevant dates.
- (8) Since the 18 September 2013, how many employees in your department/agency have been made forcibly redundant?
- 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?
- (9) How many of these employees were offered voluntary redundancies or redeployments prior to being made forcibly redundant?
- 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?
- (10) For employees who were made forcibly redundant since the 18 September 2013 please provide:
- a. their age
 - b. their gender
 - c. a description of their position
 - d. the APS classification level of their position
 - e. their wage at retrenchment

- 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 why the employee was made forcibly redundant
- j. details pertaining to any other costs incurred by the department/agency because of this redundancy, and
- k. please provide all relevant dates.

(11) Since 18 September 2013, how many positions have been made redundant in your department/agency?

- a. How many of these positions were ongoing?

Answer:

(1) Since 18 September 2013 to 31 May 2014, the Office made one position redundant.

- a. One
- b. Not applicable
- c. One

(2) No employees were redeployed.

(3) One employee was offered a voluntary redundancy.

- a. One
- b. Not applicable
- c. One

(4) One employee accepted an offer of voluntary redundancy.

- a. One
- b. Not applicable
- c. One

(5) One employee was offered the choice between voluntary redundancy and redeployment.

- a. One
- b. Not applicable
- c. One

(6) a. 53

- b. Female
- c. Employee was returning from a long term (288 days) temporary transfer with another agency and no position was available in which to place them.
- d. Executive Level 2
- e. \$126,743
- f. Ongoing
- g. Canberra
- h. The redundancy payment was made in line with entitlements provided in the Office's Enterprise Agreement. Given the Office is a very small organisation with a low number of employees and the fact that only one employee was made redundant,

disclosure of the dollar figure of their payout would be an unreasonable disclosure of personal information.

- i. Employee was returning from a long term (288 days) temporary transfer with another agency and no position was available in which to place them.
- j. No other costs were incurred by the Office because of this redundancy.
- k. The employee was terminated with effect from close of business 21 May 2014.

(7) Not applicable

(8) Since 18 September 2013 to 31 May 2014, the Office has made no employees forcibly redundant.

(9) Not applicable

(10) Not applicable

(11) Not applicable