

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

Finance Portfolio

Department/Agency: All

Outcome/Program: General

Topic: Staffing reductions

Senator: Ludwig

Question reference number: F102

Type of question: Written

Date set by the committee for the return of answer: Wednesday, 31 December 2014

Number of pages: 4

Question:

Since Budget Estimates in May 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/ Agency	Response						
Finance	<p>For the period 31 May 2014 to 31 October 2014:</p> <p>1. 53 ongoing and non-ongoing employees.</p> <table border="1"><thead><tr><th>Cessation Reason</th><th>Number</th></tr></thead><tbody><tr><td>End fixed term engagement</td><td>1</td></tr><tr><td>End of temporary contract</td><td>1</td></tr></tbody></table>	Cessation Reason	Number	End fixed term engagement	1	End of temporary contract	1
Cessation Reason	Number						
End fixed term engagement	1						
End of temporary contract	1						

Department/ Agency	Response																																								
	<table border="1" data-bbox="489 226 1171 440"> <tr> <td data-bbox="489 226 901 271">Promotion to other Department</td><td data-bbox="901 226 1171 271">1</td></tr> <tr> <td data-bbox="489 271 901 316">Resignation</td><td data-bbox="901 271 1171 316">26</td></tr> <tr> <td data-bbox="489 316 901 361">Retirement</td><td data-bbox="901 316 1171 361">3</td></tr> <tr> <td data-bbox="489 361 901 406">Transfer to other Department</td><td data-bbox="901 361 1171 406">20</td></tr> <tr> <td data-bbox="489 406 901 451">Voluntary redundancy</td><td data-bbox="901 406 1171 451">1</td></tr> </table> <p data-bbox="409 473 520 631">2. No 3. No 4. N/A. 5. No 6. 48.</p> <table border="1" data-bbox="489 664 1267 1080"> <thead> <tr> <th data-bbox="489 664 901 709">Classification</th><th data-bbox="901 664 1267 709">Number</th></tr> </thead> <tbody> <tr> <td data-bbox="489 709 901 754">APS2</td><td data-bbox="901 709 1267 754">2</td></tr> <tr> <td data-bbox="489 754 901 799">APS3</td><td data-bbox="901 754 1267 799">1</td></tr> <tr> <td data-bbox="489 799 901 844">APS4</td><td data-bbox="901 799 1267 844">2</td></tr> <tr> <td data-bbox="489 844 901 889">APS5</td><td data-bbox="901 844 1267 889">9</td></tr> <tr> <td data-bbox="489 889 901 934">APS6</td><td data-bbox="901 889 1267 934">11</td></tr> <tr> <td data-bbox="489 934 901 979">EL1</td><td data-bbox="901 934 1267 979">11</td></tr> <tr> <td data-bbox="489 979 901 1024">EL2</td><td data-bbox="901 979 1267 1024">9</td></tr> <tr> <td data-bbox="489 1024 901 1069">SES1</td><td data-bbox="901 1024 1267 1069">2</td></tr> <tr> <td data-bbox="489 1069 901 1114">SES2</td><td data-bbox="901 1069 1267 1114">1</td></tr> </tbody> </table> <p data-bbox="409 1114 520 1136">7. Five.</p> <table border="1" data-bbox="489 1170 1267 1383"> <thead> <tr> <th data-bbox="489 1170 901 1215">Classification</th><th data-bbox="901 1170 1267 1215">Number</th></tr> </thead> <tbody> <tr> <td data-bbox="489 1215 901 1260">APS3</td><td data-bbox="901 1215 1267 1260">2</td></tr> <tr> <td data-bbox="489 1260 901 1304">APS4</td><td data-bbox="901 1260 1267 1304">1</td></tr> <tr> <td data-bbox="489 1304 901 1349">APS6</td><td data-bbox="901 1304 1267 1349">1</td></tr> <tr> <td data-bbox="489 1349 901 1394">EL1</td><td data-bbox="901 1349 1267 1394">1</td></tr> </tbody> </table> <p data-bbox="409 1428 1414 1585">8. Two weeks salary for each year of service, up to a maximum of 48 weeks regardless of staff level or position. One voluntary redundancy was offered to an ongoing EL1 employee. 9. There is no difference. 10. From departmental funds.</p>	Promotion to other Department	1	Resignation	26	Retirement	3	Transfer to other Department	20	Voluntary redundancy	1	Classification	Number	APS2	2	APS3	1	APS4	2	APS5	9	APS6	11	EL1	11	EL2	9	SES1	2	SES2	1	Classification	Number	APS3	2	APS4	1	APS6	1	EL1	1
Promotion to other Department	1																																								
Resignation	26																																								
Retirement	3																																								
Transfer to other Department	20																																								
Voluntary redundancy	1																																								
Classification	Number																																								
APS2	2																																								
APS3	1																																								
APS4	2																																								
APS5	9																																								
APS6	11																																								
EL1	11																																								
EL2	9																																								
SES1	2																																								
SES2	1																																								
Classification	Number																																								
APS3	2																																								
APS4	1																																								
APS6	1																																								
EL1	1																																								
Australian Electoral Commission	<p data-bbox="409 1608 1414 1686">1. Thirteen staff reductions/voluntary redundancies have occurred during the period 28 May – 31 October 2014.</p> <p data-bbox="409 1686 1414 1989">a) Of the thirteen staff reductions/voluntary redundancies:</p> <ul data-bbox="473 1731 1414 1989" style="list-style-type: none"> <li data-bbox="473 1731 1414 1855">• Ten employees were declared excess because the services of the employee could not be effectively used as a result of technological or other changes in the work methods of the AEC or structural or similar changes in the nature, scope or organisation of the functions of the AEC; and <li data-bbox="473 1855 1414 1989">• Three employees were declared excess because the employee was included in a class of employees in the AEC, and this class comprised a greater number of employees than is necessary for the efficient and economic working of the AEC. <p data-bbox="409 1989 520 2023">2. Nil.</p>																																								

Department/ Agency	Response																														
	<p>3. The AEC will continue to manage staffing levels in line with its budget.</p> <p>4. N/A.</p> <p>5. No.</p> <p>6. 42 for the period 28 May 2014 to 31 October 2014:</p> <table border="1" data-bbox="473 422 1133 781"> <thead> <tr> <th data-bbox="473 422 890 455">Classification</th><th data-bbox="890 422 1133 455">Number of staff</th></tr> </thead> <tbody> <tr> <td data-bbox="473 455 890 489">Electoral Commissioner</td><td data-bbox="890 455 1133 489">1</td></tr> <tr> <td data-bbox="473 489 890 523">Australian Electoral Officer</td><td data-bbox="890 489 1133 523">1</td></tr> <tr> <td data-bbox="473 523 890 557">Executive Level 2</td><td data-bbox="890 523 1133 557">2</td></tr> <tr> <td data-bbox="473 557 890 590">Executive Level 1</td><td data-bbox="890 557 1133 590">6</td></tr> <tr> <td data-bbox="473 590 890 624">APS 6</td><td data-bbox="890 590 1133 624">9</td></tr> <tr> <td data-bbox="473 624 890 658">APS 5</td><td data-bbox="890 624 1133 658">4</td></tr> <tr> <td data-bbox="473 658 890 691">APS 4</td><td data-bbox="890 658 1133 691">3</td></tr> <tr> <td data-bbox="473 691 890 725">APS 3</td><td data-bbox="890 691 1133 725">5</td></tr> <tr> <td data-bbox="473 725 890 759">APS 2</td><td data-bbox="890 725 1133 759">11</td></tr> </tbody> </table> <p>7. 7 non-ongoing (fixed term) staff for the period 1 June 2014 to 31 October 2014.</p> <table border="1" data-bbox="473 882 1133 1062"> <thead> <tr> <th data-bbox="473 882 890 916">Classification</th><th data-bbox="890 882 1133 916">Number of staff</th></tr> </thead> <tbody> <tr> <td data-bbox="473 916 890 950">Executive Level 1</td><td data-bbox="890 916 1133 950">1</td></tr> <tr> <td data-bbox="473 950 890 983">APS 4</td><td data-bbox="890 950 1133 983">3</td></tr> <tr> <td data-bbox="473 983 890 1017">APS 3</td><td data-bbox="890 983 1133 1017">1</td></tr> <tr> <td data-bbox="473 1017 890 1051">APS 2</td><td data-bbox="890 1017 1133 1051">2</td></tr> </tbody> </table> <p>8. – 10. Refer to response provided in F116 from Budget Estimates May 2014.</p> <p>ComSuper</p> <p>1. For the period 28 May 2014 to 31 October 2014, there were 16 voluntary redundancies. The reasons for the voluntary redundancies were that the positions were assessed as redundant or were redesigned/ reclassified.</p> <p>2. No.</p> <p>3. With the announcement of the merger of ComSuper with the Commonwealth Superannuation Corporation on 1 July 2015 a program of voluntary redundancies has recently been announced.</p> <p>4. Please refer to response 3.</p> <p>5. There are no current plans for involuntary redundancies.</p> <p>6. For the period 28 May 2014 to 31 October 2014, 30 ongoing staff left ComSuper. Their classifications were as follows:</p> <ul style="list-style-type: none"> • APS Level 1 – 1 • APS Level 2 – 1 • APS Level 3 – 1 • APS Level 4 – 8 • APS Level 5 – 3 • APS Level 6 - 5 • Executive Level 1 – 7 • Executive Level 2 – 3 • SES Band 1 – 1 <p>7. For the period 28 May 2014 to 31 October 2014, 24 non-ongoing staff left ComSuper. Their classifications were as follows:</p> <ul style="list-style-type: none"> • APS Level 3 – 10, • APS Level 4 – 3, • APS Level 5 – 5, 	Classification	Number of staff	Electoral Commissioner	1	Australian Electoral Officer	1	Executive Level 2	2	Executive Level 1	6	APS 6	9	APS 5	4	APS 4	3	APS 3	5	APS 2	11	Classification	Number of staff	Executive Level 1	1	APS 4	3	APS 3	1	APS 2	2
Classification	Number of staff																														
Electoral Commissioner	1																														
Australian Electoral Officer	1																														
Executive Level 2	2																														
Executive Level 1	6																														
APS 6	9																														
APS 5	4																														
APS 4	3																														
APS 3	5																														
APS 2	11																														
Classification	Number of staff																														
Executive Level 1	1																														
APS 4	3																														
APS 3	1																														
APS 2	2																														

Department/ Agency	Response
	<ul style="list-style-type: none"> • APS Level 6 - 4 • Executive Level 1 – 2 <p>8. The voluntary redundancy packages offered were 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 is four weeks salary and the maximum is 48 weeks salary.</p> <p>9. There is no difference.</p> <p>10. All voluntary redundancy packages were funded from within ComSuper's operating budget.</p>
Commonwealth Superannuation Corporation	<p>1. For the period 28 May to 31 October there has been one staff reduction.</p> <p>a) The position was no longer required by CSC.</p> <p>2. For the period 28 May to 31 October there was one involuntary redundancy.</p> <p>3. There is one further staff reduction planned in November 2014.</p> <p>4. The position is no longer required by CSC.</p> <p>5. There are no plans for involuntary redundancies.</p> <p>6. For the period since 28 May 2014, 8 ongoing staff left CSC. CSC does not use APS classifications for its staff.</p> <p>7. For the period since 28 May 2014, 2 non-ongoing staff left CSC. CSC does not use APS classifications for its staff.</p> <p>8. No voluntary redundancy packages are being offered.</p> <p>9. N/A.</p> <p>10. N/A.</p>
Future Fund Management Agency	<p>1. Eight staff left the organisation, no voluntary redundancies.</p> <p>a) All resignations.</p> <p>2. N/A.</p> <p>3. No.</p> <p>4. N/A.</p> <p>5. No.</p> <p>6. 6 (1x EL2, 1 x EL1, 3 x APS6, 1 x APS5)</p> <p>7. 2 (1 x EL1, 1 x APS5)</p> <p>8. N/A.</p> <p>9. N/A.</p> <p>10. N/A.</p>