

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><tr><th>Cessation Reason</th><th>Number</th></tr><tr><td>End fixed term engagement</td><td>1</td></tr><tr><td>End of temporary contract</td><td>1</td></tr></table>	Cessation Reason	Number	End fixed term engagement	1	End of temporary contract	1
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	<table border="1" data-bbox="496 224 1182 432"> <tr> <td>Promotion to other Department</td><td>1</td></tr> <tr> <td>Resignation</td><td>26</td></tr> <tr> <td>Retirement</td><td>3</td></tr> <tr> <td>Transfer to other Department</td><td>20</td></tr> <tr> <td>Voluntary redundancy</td><td>1</td></tr> </table> <p>2. No</p> <p>3. No</p> <p>4. N/A.</p> <p>5. No</p> <p>6. 48.</p> <table border="1" data-bbox="496 667 1276 1077"> <tr> <th>Classification</th><th>Number</th></tr> <tr> <td>APS2</td><td>2</td></tr> <tr> <td>APS3</td><td>1</td></tr> <tr> <td>APS4</td><td>2</td></tr> <tr> <td>APS5</td><td>9</td></tr> <tr> <td>APS6</td><td>11</td></tr> <tr> <td>EL1</td><td>11</td></tr> <tr> <td>EL2</td><td>9</td></tr> <tr> <td>SES1</td><td>2</td></tr> <tr> <td>SES2</td><td>1</td></tr> </table> <p>7. Five.</p> <table border="1" data-bbox="496 1178 1276 1386"> <tr> <th>Classification</th><th>Number</th></tr> <tr> <td>APS3</td><td>2</td></tr> <tr> <td>APS4</td><td>1</td></tr> <tr> <td>APS6</td><td>1</td></tr> <tr> <td>EL1</td><td>1</td></tr> </table> <p>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.</p> <p>9. There is no difference.</p> <p>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
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Australian Electoral Commission	<p>1. Thirteen staff reductions/voluntary redundancies have occurred during the period 28 May – 31 October 2014.</p> <p>a) Of the thirteen staff reductions/voluntary redundancies:</p> <ul style="list-style-type: none"> 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 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>2. Nil.</p>																																								

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	<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 data-bbox="475 423 1142 775"> <tr> <th>Classification</th><th>Number of staff</th></tr> <tr> <td>Electoral Commissioner</td><td>1</td></tr> <tr> <td>Australian Electoral Officer</td><td>1</td></tr> <tr> <td>Executive Level 2</td><td>2</td></tr> <tr> <td>Executive Level 1</td><td>6</td></tr> <tr> <td>APS 6</td><td>9</td></tr> <tr> <td>APS 5</td><td>4</td></tr> <tr> <td>APS 4</td><td>3</td></tr> <tr> <td>APS 3</td><td>5</td></tr> <tr> <td>APS 2</td><td>11</td></tr> </table> <p>7. 7 non-ongoing (fixed term) staff for the period 1 June 2014 to 31 October 2014.</p> <table data-bbox="475 887 1142 1061"> <tr> <th>Classification</th><th>Number of staff</th></tr> <tr> <td>Executive Level 1</td><td>1</td></tr> <tr> <td>APS 4</td><td>3</td></tr> <tr> <td>APS 3</td><td>1</td></tr> <tr> <td>APS 2</td><td>2</td></tr> </table> <p>8. – 10. Refer to response provided in F116 from Budget Estimates May 2014.</p>	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
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ComSuper	<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, 																														

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 style="padding-left: 20px;">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 style="padding-left: 20px;">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>