

QUESTION TAKEN ON NOTICE

SUPPLEMENTARY BUDGET ESTIMATES – 20 OCTOBER 2014

IMMIGRATION AND BORDER PROTECTION PORTFOLIO

(SE14/239) PROGRAMME – Internal Product

Senator Ludwig (Written) asked:

- a. How many employees were offered the choice between a voluntary redundancy and redeployment since the 2013 federal election?
 - i. How many of these employees were ongoing?
 - ii. How many of these employees were non-ongoing?
 - iii. How many of these employees were situated in the Australian Capital Territory?
- b. For all employees who accepted voluntary redundancies since the 2013 federal election please:
 - i. Provide a dollar figure of their pay out, their age, gender and a description of their position including APS level, contract type (non-ongoing versus ongoing), responsibilities and where they were located.
 - ii. Please specify what component of that figure was paid out entitlements (annual leave etc).
 - iii. Please specify any other costs incurred by the department because of this redundancy.
 - iv. Please provide the reason a voluntary redundancy was offered for their position.
 - v. Please provide all relevant dates.
- c. For all employees who were redeployed please provide:
 - i. Their age, gender and a description of their position prior to and after redeployment, including the wages of these positions, the APS level of these positions, the contract type (non-ongoing versus ongoing) and where they were located.
 - ii. Please specify any other costs incurred by the department because of this redeployment.
 - iii. Please provide the reason for that redeployment.
 - iv. Please provide all relevant dates.

Answer:

Answer:

a.

Redundancy and Redeployment in the period 7 September 2013 – 31 October 2014 Department of Immigration and Border Protection/Australian Customs and Border Protection Service	
	Portfolio Total
i. How many of these employees were ongoing?	153

ii. How many of these employees were non-ongoing?	Nil
iii. How many of these employees were situated in the Australian Capital Territory?	76

b.

Questions i and ii: ongoing employees who accepted a voluntary redundancy in the period

7 September 2013 to 31 October 2014:

Level	Age	Departure Date	Annual Salary	Location	Gender	Severance	Notice	Annual Leave	Long Service Leave	Gross
APS2	66	1/10/2013	53353	SA	M	13326.02	4407.35	7251.10	8645.85	33630.32
LO	46	31/01/2014	86894	ACT	F	65620.97	4997.10	3396.70	9054.87	83069.64
EL2	45	28/02/2014	128120	ACT	F	19238.47	9823.88	5226.32	12545.10	46833.79
EL1	59	05/03/2014	105933	ACT	F	13537.76	8122.64	14021.35	8827.75	44509.50
EL2	61	14/03/2014	141125	ACT	F	129852.96	13526.40	3930.94	42854.50	190164.80
EL1	40	11/04/2014	95083	ACT	F	15820.45	3888.38	1039.66	14064.40	34812.85
EL1	57	30/04/2014	103393	ACT	F	83242.93	9909.87	4424.30	52271.20	149848.30
APS3	43	8/5/2014	59933	QLD	M	34657.74	4595.50	522.28	18271.10	58046.59
EL2	54	19/5/2014	128120	ACT	M	24969.07	12279.90	12248.70	16281.90	65779.60
EL2	53	22/5/2014	128243	ACT	M	117999.95	12291.70	5989.15	3634.53	139915.30
EL1	41	19/06/2014	103393	ACT	F	76306.02	9909.85	0	1898.39	88114.26
EL2	59	03/07/2014	128120	ACT	M	117886.56	12279.90	6992.00	116643	253801.60
APS6	64	11/7/2014	85301	ACT	F	41424.13	8175.81	1307.06	27011.98	77918.98
EL2	64	17/07/2014	145136	ACT	M	133543.67	13910.80	1953.98	1853.21	151261.66
EL2	61	17/07/2014	140728	ACT	M	129487.74	13488.31	21666.90	21011.86	185654.81
EL2	55	25/07/2014	134724	ACT	F	123963.30	12912.84	16959.60	64930.23	218765.97
PLO	39	25/07/2014	134059	ACT	M	62104.01	10279.28	18896.75	40496.99	131777.03
APS4	55	01/08/2014	66904	ACT	M	61560.23	5130.02	2749.00	2694.56	72133.81
APS2	69	13/08/2014	53353	ACT	F	49091.58	5113.71	2243.21	43349.31	99797.81
EL2	56	03/09/2014	128120	ACT	M	98238.98	12279.87	22486.90	52671.20	185676.95
EL2	41	12/09/2014	128120	ACT	F	75316.55	9823.90	2298.92	17082.67	104522.04
APS6	45	24/10/2014	85301	ACT	F	51310.54	7412.74	6933.29	4081.60	69738.17
EL2	n/a	n/a	n/a	WA	F	117886.77	12279.87	9002.69	11478048	150647.81
EL2	44	25/10/2014	128120	ACT	F	56487.41	9823.90	3900.83	4447.90	74660.04
EL2	60	29/10/2014	128120	ACT	F	117886.77	12279.87	6098.76	12545.08	148810.48

Level	Age	Departure Date	Location	Gender	Severance	Notice	Annual Leave	Long Service Leave	Gross
CL5* (EL2)	n/a	n/a	NSW	F	30631.96	133664.20	11585.34	74427.83	250309.33
CL2 (APS 5)	54	26/09/2013	VIC	F	8683.29	67591.38	1018.80	8088.67	85382.14
CL5 (EL2)	34	26/09/2013	ACT	M	25421.79	52114.67	6116.85	19725.98	103379.29
CL1 (APS 3)	29	4/10/2013	NSW	F	11402.13	11867.45	1371.04	7495.07	32135.69
CL5	60	25/11/2013	ACT	M	14076.13	135130.	7989.90	28148.37	185345.29

(EL2)						89			
CL3 (APS 6)	56	27/11/2013	QLD	F	18548.10	50023.1 2	1332.89	10503.20	80407.31
CL5* (EL2)	n/a	n/a	NSW	F	30967.49	103684. 80	18171.45	70370.91	223194.65
CL3 (APS 6)	59	24/01/2014	ACT	M	18328.81	79980.2 7	2805.65	2957.80	104072.53
CL3 (APS 6)	36	24/01/2014	ACT	M	16325.75	55507.5 5	2437.09	6978.88	81249.27
CL4 (EL1)	54	28/02/2014	VIC	M	22948.81	100140. 27	27700.38	82531.70	233321.16
CL4 (EL1)	54	12/03/2014	NSW	M	23146.15	101001. 39	11263.04	31289.49	166700.07
CL4 (EL1)	51	17/04/2014	ACT	F	27383.88	119493. 32	1112.97	21463.00	169453.17
CL5 (EL2)	52	17/04/2014	ACT	F	30967.49	131386. 63	4621.57	21825.18	188800.87
CL2 (APS 5)	59	8/05/2014	VIC	F	15352.06	37976.5 5	373.69	3902.59	57604.89
CL4 (EL1)	55	8/05/2014	ACT	F	21664.24	20029.5 7	12724.16	13056.67	67474.64
CL5 (EL2)	53	15/05/2014	ACT	M	30172.96	136463. 13	28698.36	70265.50	265599.95
CL5* (EL2)	n/a	n/a	NSW	M	30853.04	134631. 45	17802.03	116928.7 5	300215.27
CL4 (EL1)	54	19/05/2014	VIC	M	23168.10	101097. 15	19742.63	41492.59	185500.47
CL3 (APS 6)	54	19/05/2014	VIC	M	18328.81	78314.0 1	5620.84	1086.54	103350.20
CL1 (APS 3)	54	19/05/2014	NSW	F	11125.47	25884.6 1	9049.21	12478.84	58538.13
CL4 (EL1)	58	19/05/2014	ACT	M	22948.81	62587.6 7	13336.15	13604.13	112476.76
CL3 (APS 6)	40	19/05/2014	ACT	F	15250.54	36342.0 4	2006.02	3812.11	57410.71
CL3 (APS 6)	69	19/05/2014	ACT	M	18328.81	29992.6 0	67.79	7803.84	56193.04
CL4 (EL1)	61	23/05/2014	WA	M	29667.10	100463. 23	25673.67	21539.87	177343.87
CL5* (EL2)	n/a	n/a	NT	F	26642.51	116258. 23	2651.40	28516.51	174068.65
CL4 (EL1)	57	26/05/2014	NSW	M	23299.71	101671. 47	8844.39	29929.08	163744.65
CL2 (APS 5)	54	26/05/2014	VIC	M	20886.77	90052.7 7	7565.58	51823.71	170328.83
CL3 (APS 6)	55	26/05/2014	VIC	M	23525.91	101650. 39	8625.96	35795.38	169597.64
CL2 (APS 5)	47	26/05/2014	NSW	F	15702.96	68522.0 3	3268.78	18100.38	105594.15
CL3 (APS 6)	62	27/05/2014	NSW	M	18679.71	81511.4 7	12243.35	74246.74	186681.27
CL2 (APS 5)	58	27/05/2014	NSW	M	16306.45	71155.4 3	6571.38	58064.68	152097.94

CL3 (APS 6)	54	27/05/2014	VIC	M	18328.81	79980.2 7	1018.80	8088.67	107416.55
CL3 (APS 6)	54	27/05/2014	ACT	M	18328.81	79980.2 7	19294.57	64649.00	182252.65
CL4 (EL1)	53	27/05/2014	VIC	M	22948.81	100140. 27	8002.14	25621.10	156712.32
CL4 (EL1)	59	27/05/2014	ACT	M	22948.81	100140. 27	4659.59	50486.42	178235.09
CL3 (APS 6)	62	27/05/2014	WA	M	24669.19	107207. 34	7814.23	21362.78	161053.54
CL2 (APS 5)	50	27/05/2014	VIC	M	21590.43	85095.2 4	16193.86	17760.97	140640.50
CL1 (APS 3)	55	27/05/2014	NSW	F	11125.29	34432.2 3	5028.86	10708.33	61294.71
CL4 (EL1)	59	27/05/2014	ACT	M	22087.02	30787.9 6	9209.61	20076.32	82160.91
CL2 (APS 5)	31	27/05/2014	ACT	M	14654.19	19783.1 5	3131.42	14333.63	51902.39
CL3 (APS 6)	65	27/05/2014	ACT	M	18328.81	13052.3 4	11717.67	10883.30	53982.12
CL3 (APS 6)	55	28/05/2014	VIC	M	18622.13	81260.1 9	6327.61	66097.71	172307.64
CL2 (APS 5)	54	28/05/2014	ACT	M	15352.06	66990.8 3	24986.77	17034.58	124364.24
CL2 (APS 5)	53	28/05/2014	VIC	M	20886.75	90052.7 7	21962.29	61581.74	194483.55
CL3 (APS 6)	62	28/05/2014	NSW	M	18679.71	81511.4 7	11585.34	74427.83	186204.35
CL4 (EL1)	56	28/05/2014	NT	M	30852.57	126348. 27	17080.66	102221.9 5	276503.45
CL4 (EL1)	56	28/05/2014	VIC	M	22948.81	100140. 27	13266.32	57439.64	193795.04
CL2 (APS 5)	52	28/05/2014	VIC	M	16084.91	70188.2 7	19477.77	34155.70	139906.65
CL2 (APS 5)	47	28/05/2014	VIC	F	15955.55	63764.1 9	10556.91	32606.60	122883.25
CL3 (APS 6)	55	28/05/2014	TAS	M	19825.73	79980.2 7	9773.82	47859.81	157439.63
CL2 (APS 5)	62	28/05/2014	ACT	F	20627.56	90052.7 7	12926.92	43683.60	167290.85
CL4 (EL1)	46	28/05/2014	VIC	M	23168.10	101097. 15	18315.00	35673.03	178253.28
CL3 (APS 6)	43	28/05/2014	ACT	F	16780.16	79084.8 8	4308.05	12029.18	112202.27
CL3 (APS 6)	53	28/05/2014	NSW	M	18679.71	61693.9 9	568.82	362.18	81304.70
CL4 (EL1)	33	28/05/2014	NSW	F	21181.56	61553.6 0	5930.26	29971.40	118636.82
CL1	45	28/05/2014	ACT	M	19006.78	51866.5	2947.12	17773.34	91593.75

(APS 3)						1			
CL4 (EL1)	40	28/05/2014	ACT	F	20862.56	48338.54	6116.85	19725.98	95043.93
CL5 (EL2)	43	28/05/2014	ACT	F	33243.47	70192.01	11717.67	10883.30	126036.45
CL1 (APS 3)	49	28/05/2014	NSW	M	5721.04	9917.67	3966.75	2765.69	22371.15
CL4 (EL1)	54	29/05/2014	ACT	F	22948.81	100140.27	6326.89	11034.46	140450.43
SES	52	29/05/2014	VIC	F	17453.39	167522.51	985.82	144630.95	330592.67
CL2 (APS 5)	49	29/05/2014	VIC	M	15702.96	67337.17	1036.94	6977.25	91054.32
CL3 (APS 6)	65	29/05/2014	NSW	M	18900.92	73318.39	16193.86	17760.97	126174.14
CL3 (APS 6)	69	29/05/2014	NSW	M	7832.05	8900.00	7488.98	5543.76	29764.79
CL5 (EL2)	59	29/05/2014	ACT	M	16169.04	24398.63	14565.66	15603.99	70737.32
CL4 (EL1)	59	29/05/2014	ACT	M	20862.56	16690.04	11717.67	10883.30	60153.57
CL3 (APS 6)	63	30/05/2014	VIC	M	18402.84	80303.31	2552.50	83120.13	184378.78
CL4 (EL1)	60	30/05/2014	WA	M	22948.81	100140.27	20868.82	100140.27	250977.02
CL3 (APS 6)	56	30/05/2014	NSW	M	24645.42	106761.56	23831.94	82395.76	237634.68
CL2 (APS 5)	54	30/05/2014	VIC	M	20338.47	90052.77	7610.98	57233.61	175235.83
CL4 (EL1)	55	30/05/2014	VIC	M	22948.81	100140.27	3074.04	40056.59	166219.71
CL2 (APS 5)	58	30/05/2014	VIC	M	15352.06	66990.83	13985.67	65070.36	161398.92
CL4 (EL1)	57	30/05/2014	VIC	M	22948.81	100140.27	4628.93	59102.37	186820.38
CL3 (APS 6)	59	30/05/2014	ACT	M	18328.81	79980.27	16203.71	58673.03	173185.82
CL3 (APS 6)	49	30/05/2014	VIC	F	18328.81	77315.29	1235.07	12412.89	109292.06
CL4 (EL1)	50	30/05/2014	ACT	M	22948.81	100140.27	23743.03	86839.67	233671.78
CL5 (EL2)	53	30/05/2014	ACT	M	30967.49	135130.89	17979.17	115959.02	300036.57
CL3 (APS 6)	56	30/05/2014	QLD	M	19825.73	79980.27	20488.79	23602.02	143896.81
CL4 (EL1)	53	30/05/2014	ACT	M	22948.81	100140.27	15154.46	83438.64	221682.18
CL5* (EL2)	n/a	n/a	QLD	M	31318.39	136662.09	15807.57	94643.77	278431.82
CL4 (EL1)	50	30/05/2014	VIC	M	22792.70	100082.79	23380.84	53989.77	200246.10
CL2 (APS 5)	55	30/05/2014	VIC	M	19690.49	87661.20	20678.82	32155.99	160186.50

CL2 (APS 5)	54	30/05/2014	NSW	M	15702.96	68522.0 3	18331.20	50357.48	152913.67
CL3 (APS 6)	56	30/05/2014	SA	M	21438.99	93550.3 1	19870.25	63347.27	198206.82
CL4 (EL1)	48	30/05/2014	ACT	F	22948.81	100140. 27	4589.70	12107.49	139786.27
CL2 (APS 5)	49	30/05/2014	VIC	F	16174.84	66514.7 3	5077.12	13051.01	100817.70
CL3 (APS 6)	58	30/05/2014	VIC	M	18548.10	80937.1 5	6780.10	34283.88	140549.23
CL2 (APS 5)	43	30/05/2014	VIC	F	12541.76	62969.7 7	4396.96	3088.07	82996.56
CL1 (APS 3)	69	30/05/2014	VIC	F	13067.16	55832.4 0	4308.05	12029.18	85236.79
CL4 (EL1)	61	30/05/2014	ACT	M	22948.81	92838.3 7	18860.90	33934.74	168582.82
CL5* (EL2)	n/a	n/a	VIC	M	27729.22	93364.2 8	30698.32	60875.28	212667.10
CL3 (APS 6)	55	30/05/2014	VIC	F	19825.73	60378.3 5	5556.60	39371.75	125132.43
CL3 (APS 6)	60	30/05/2014	VIC	M	18328.81	48321.4 1	19473.21	31509.60	117633.03
CL4 (EL1)	49	30/05/2014	QLD	M	23167.90	101096. 28	3014.01	11261.19	138539.38
CL2 (APS 5)	32	30/05/2014	ACT	F	10221.39	11993.1 0	67.79	7803.84	30086.12
CL2 (APS 5)	67	30/05/2014	ACT	F	9399.22	12199.9 3	953.97	7881.13	30434.25
CL5* (EL2)	n/a	n/a	NSW	M	31318.39	122900. 15	13849.05	121772.2 7	289839.86
CL5* (EL2)	n/a	n/a	VIC	M	30949.56	135052. 65	45624.70	133933.1 0	345560.01
CL4 (EL1)	54	4/07/2014	QLD	M	101671.36	23299.7 1	7209.80	62654.56	194835.43
CL3 (APS 6)	54	11/07/2014	QLD	M	80840.59	18526.1 5	13425.92	43884.02	156676.68
CL3 (APS 6)	56	3/07/2014	ACT	F	79980.27	18328.8 1	3773.50	48290.56	150373.14
CL2 (APS 5)	59	4/07/2014	ACT	M	66990.83	15352.0 6	11490.99	47121.66	140955.54
CL4 (EL1)	52	9/10/2014	ACT	F	100140.27	22948.8 1	31794.56	63712.66	218596.30
CL3 (APS 6)	59	9/07/2014	QLD	M	96717.52	22294.6 1	8551.33	64045.36	191608.82
CL4 (EL1)	55	4/07/2014	QLD	M	101583.03	23279.4 4	27922.91	89540.16	242325.54
CL3 (APS 6)	54	11/07/2014	VIC	M	81259.25	18622.1 3	6120.31	36217.93	142219.62
CL3 (APS 6)	44	4/07/2014	ACT	F	71273.18	8973.75	2625.30	9341.68	92213.91

CL2 (APS 5)	58	9/07/2014	QLD	M	68521.92	15702.9 6	12550.33	42217.37	138992.58
CL5* (EL2)	n/a	n/a	VIC	M	133100.17	30502.1 2	30529.74	109695.9 6	303827.99
CL2 (APS 5)	67	11/07/2014	ACT	F	60245.22	15352.0 6	1933.39	32611.02	110141.69
CL1 (APS 3)	64	16/09/2014	ACT	M	39795.43	13067.1 6	64.32	645.52	53572.43
CL3 (APS 6)	55	3/07/2014	ACT	F	56981.34	18328.8 1	9019.55	31904.49	116234.19
CL2 (APS 5)	44	4/07/2014	VIC	M	34455.54	13956.4 2	5438.50	19873.07	73723.53
CL3 (APS 6)	60	21/08/2014	ACT	M	56569.46	23334.9 0	14438.53	36216.37	130559.26
CL3 (APS 6)	51	4/07/2014	ACT	F	24993.83	18328.8 1	3483.95	19014.41	65821.00
CL1 (APS 3)	23	4/09/2014	ACT	F	9546.40	11015.0 8	2178.74	6225.05	28965.27

*For privacy reasons further details have not been provided for this employee.

Providing description of each of their positions would be an unreasonable diversion of resources.

iii. Administration costs in processing the voluntary redundancy are variable depending on the complexity of individual employment history. Estimated administration time for each voluntary redundancy is 7.5 hours for an APS 6. For the 142 voluntary redundancies in this response, this equates to an estimated cost of \$68,202.40.

iv. All voluntary redundancies were offered for one of the following reasons:

- the number of employees at his or her classification is greater than is necessary for the efficient and economical working of the department, or
- the employee's services cannot be effectively used because of technological or other changes in the work methods of the department or changes in the nature, extent or organisation of the functions of the department, or
- the employee's duties have been transferred to a locality to which the employee is not willing to move and the Secretary determines that these provisions will apply to the employee.

v. Included in table in responses 1 and 2.

C.

Please refer to the table below.

[illegible]

After Redeployment	Awaiting placement	ACT	ACT	ACT	ACT	ACT	ACT	ACT	Awaiting placement	Awaiting placement	Awaiting placement
h) Redeployment reason	Work area restructure	Work area restructure	Work area restructure	Work area restructure	Work area restructure	Position relocated interstate	Position relocated interstate	Position relocated interstate	Unfunded position	Work area restructure	Position relocated interstate
i) any other costs incurred	nil	nil	nil	nil	nil	nil	nil	nil	nil	nil	nil
j) relevant dates Identified as a Redeployee Redeployment date	4/04/2014 Awaiting placement	4/04/2014 1/07/2014	17/01/2014 1/07/2014	31/12/2013 7/01/2014	31/12/2013 10/02/2014	1/02/2014 17/02/2014	1/02/2014 24/02/2014	1/02/2104 4/03/2014	1/07/2014 Awaiting placement	26/06/2014 Awaiting placement	1/07/2014 Awaiting placement

*For privacy reasons further details have not been provided for this employee