

**Senate Community Affairs Committee**  
**ANSWERS TO ESTIMATES QUESTIONS ON NOTICE**  
**FAMILIES, HOUSING, COMMUNITY SERVICES AND**  
**INDIGENOUS AFFAIRS PORTFOLIO**  
**2010-11 Additional Estimates Hearings**

**Outcome Number:** Cross

**Question No:** 006

**Topic:** Staffing

**Hansard Page:** Written

**Senator Cash** asked:

Have any voluntary or involuntary redundancies been offered to staff? If so, how have staff been identified for such offers? Are there such plans for the future?

**Answer:**

Each year, the Department of Families, Housing, Community Services and Indigenous Affairs (FaHCSIA) offers some voluntary redundancies in accordance with the provisions of the Certified Agreement (CA).

36 staff were offered voluntary redundancies during the 2010 calendar year. FaHCSIA expects to offer a similar number in 2011.

No staff have been the subject of an involuntary redundancy in 2010 or 2011.

The FaHCSIA CA provides guidance on when an employee maybe considered 'excess'. Under the CA, an employee will be considered excess where:

- the employee is part of a class of employees that is larger in size than is necessary for the efficient and economical working of FaHCSIA; or
- the services of the employee can no longer be used effectively because of technological or other changes in FaHCSIA or changes in the nature, extent or organisation of the functions of FaHCSIA; or
- the duties usually performed by the employee are to be performed at a different locality, the employee is not willing to perform duties at the new locality and no suitable alternative duties can be identified at the current locality.

As part of the process in managing 'excess' staffing situations, employees who have been identified as excess may be offered a voluntary redundancy. The FaHCSIA CA provisions are consistent with the Australian Public Service Framework.