

## **Senate Community Affairs Legislation Committee**

### **ADDITIONAL ESTIMATES – 11 FEBRUARY 2016 ANSWER TO QUESTION ON NOTICE**

#### **Department of Human Services**

**Topic:** Staffing - Reductions

**Question reference number:** HS 55

**Senator:** Ludwig

**Type of question:** Written

**Date set by the committee for the return of answer:** 4 April 2016

**Number of pages:** 2

#### **Question:**

Since the change of Prime Minister on 14 September, 2015:

- a) How many staff reductions/voluntary redundancies have occurred?
  - 1) What was the reason for these reductions?
- b) Were any of these reductions involuntary redundancies? If yes, provide details.
- c) 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.
- d) If there are plans for staff reductions, please give the reason why these are happening.
- e) Are there any plans for involuntary redundancies? If yes, provide details.
- f) How many ongoing staff left the department/agency? What classification were these staff?
- g) How many non-ongoing staff left department/agency from? What classification were these staff?
- h) What are the voluntary redundancy packages offered? Please detail for each staff level and position
- i) How do the packages differ from the default public service package?
- j) How is the department/agency funding the packages?

#### **Answer:**

- a) The number of voluntary redundancies that were finalised between 14 September 2015 and 31 January 2016 was 25.
  - 1) The department regularly reviews its staffing profile to meet operational requirements and match available funding. It is a part of normal business practice to strategically use redeployment, natural attrition and, if necessary, redundancies, to meet operational and fiscal requirements.
- b) There were no involuntary redundancies finalised between 14 September 2015 and 31 January 2016.
- c) As at 1 March 2016 there are currently two voluntary redundancies being progressed.

- d) See response to (a)(1) above.
- e) The department is not currently progressing any involuntary redundancies.
- f) The number of ongoing staff that left the department between 14 September 2015 and 31 January 2016 is 999. The classifications of those staff are as follows:

<b>Classification</b>	<b>Number</b>
EL2	68
EL1	106
APS 6	208
APS 5	138
APS 4	346
APS3	108
APS 2	8
APS 1	4
Other	13

- g) The number of non-ongoing staff that left the department between 14 September 2015 and 31 January 2016 is 217. The classifications of those staff are as follows:

<b>Classification</b>	<b>Number</b>
EL2	1
EL1	6
APS 6	10
APS 5	11
APS 4	59
APS3	124
APS 2	1
APS 1	5

- h) Payments made to employees who are made redundant are made in accordance with Part J of the *Department of Human Services Agreement 2011-2014*. Broadly speaking, a redundancy payment is the equivalent of two weeks salary for each year of service up to a maximum of 48 weeks salary.
- i) The *Fair Work Act 2009* sets out the minimum requirements for redundancy payments. The redundancy payments contained in the *Department of Human Services Agreement 2011-2014* are above the minimum redundancy entitlements outlined in the *Fair Work Act 2009*.
- j) Payments associated with redundancy arrangements are paid from the department's operating salary budget.