

Senate Community Affairs Legislation Committee

SUPPLEMENTARY BUDGET ESTIMATES – 23-24 OCTOBER 2014 ANSWER TO QUESTION ON NOTICE

Department of Human Services

Topic: Staff Redundancies

Question reference number: HS 84

Senator: Ludwig

Type of question: Written

Date set by the committee for the return of answer: 12 December 2014

Number of pages: 3

Question:

- a) How many positions have been made redundant in your department since the 2013 federal election?
 - 1) How many of these positions were ongoing?
 - 2) How many of these positions were non-ongoing?
 - 3) How many of these positions were situated in the Australian Capital Territory?
- b) How many of the employees filling these redundant positions were redeployed since the 2013 federal election?
 - 1) How many of these employees were ongoing?
 - 2) How many of these employees were non-ongoing?
 - 3) How many of these employees were situated in the Australian Capital Territory?
- c) How many of these employees were offered voluntary redundancies since the 2013 federal election?
 - 1) How many of these employees were ongoing?
 - 2) How many of these employees were non-ongoing?
 - 3) How many of these employees were situated in the Australian Capital Territory?
- d) How many accepted voluntary redundancies since the 2013 federal election?
 - 1) How many of these employees were ongoing?
 - 2) How many of these employees were non-ongoing?
 - 3) How many of these employees were situated in the Australian Capital Territory?
- e) How many employees were offered the choice between a voluntary redundancy and redeployment since the 2013 federal election?
 - 1) How many of these employees were ongoing?
 - 2) How many of these employees were non-ongoing?
 - 3) How many of these employees were situated in the Australian Capital Territory?

- f) For all employees who accepted voluntary redundancies since the 2013 federal election please:
 - 1) 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.
 - 2) Please specify what component of that figure was paid out entitlements (annual leave etc).
 - 3) Please specify any other costs incurred by the department because of this redundancy.
 - 4) Please provide the reason a voluntary redundancy was offered for their position.
 - 5) Please provide all relevant dates.
- g) For all employees who were redeployed please provide:
 - 1) 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.
 - 2) Please specify any other costs incurred by the department because of this redeployment.
 - 3) Please provide the reason for that redeployment.
 - 4) Please provide all relevant dates.
- h) Since the 2013 federal election, how many employees in your department have been made forcibly redundant?
 - 1) How many of these employees were ongoing?
 - 2) How many of these employees were non-ongoing?
 - 3) How many of these employees were situated in the Australian Capital Territory?
- i) How many of these employees were offered voluntary redundancies or redeployments prior to being made forcibly redundant?
 - 1) How many of these employees were ongoing?
 - 2) How many of these employees were non-ongoing?
 - 3) How many of these employees were situated in the Australian Capital Territory?
- j) For employees who were made forcibly redundant since the 2013 federal election please provide:
 - 1) Their age, gender, the dollar figure of their pay out and a description of their position including APS level, contract type (non-ongoing versus ongoing) responsibilities and where they were located.
 - 2) Please specify what component of that figure was paid out entitlements (annual leave etc).
 - 3) Please specify any other costs incurred by the department because of this redundancy.
 - 4) Please provide the reason for that redundancy.
 - 5) Please provide all relevant dates.

Answer:

- a) From 7 September 2013 to 31 October 2014:
 - 1) 293.
 - 2) Not Applicable.
 - 3) 138.
- b) From 7 September 2013 to 31 October 2014:
 - 1) Not Applicable.
 - 2) Not Applicable.
 - 3) Not Applicable.

- c) From 7 September 2013 to 31 October 2014:
- 1) 293.
 - 2) Not Applicable.
 - 3) 138.
- d) From 7 September 2013 to 31 October 2014:
- 1) 292.
 - 2) Not Applicable.
 - 3) 137.
- e) From 7 September 2013 to 31 October 2014:
- 1) 61.
 - 2) Not Applicable.
 - 3) 6.
- f) 1) From 7 September 2013 to 31 October 2014:
- The total the department paid out for employees who accepted voluntary redundancies was \$39,236,811. Due to privacy reasons providing individual pay out amounts could identify the individual, therefore have not been provided.
- Details of the voluntary redundancies can be found at [Attachment A](#).
- 2) The total the department paid out for employees who accepted voluntary redundancies from 7 September 2013 to 31 October 2014 was \$39,236,811. The component of this figure paid out as entitlements (including long service leave, annual leave and financial counselling) was \$12,648,708. Due to privacy reasons, providing individual pay out amounts could identify the individual and therefore they have not been provided.
 - 3) In accordance with the *Department of Human Services Agreement 2011 – 2014* an excess employee is entitled to reimbursement of up to \$500 for expenses incurred in seeking financial advice. Of the 292 employees that accepted a voluntary redundancy, 64 employees were reimbursed. Total expense was \$30,901. Due to privacy reasons, providing individual pay out amounts could identify the individual and therefore they have not been provided.
 - 4) The positions were excess to the department's requirements.
 - 5) Relevant dates: the information regarding staff transfers relates to the period 7 September 2013 to 31 October 2014.
- g) From 7 September 2013 to 31 October 2014:
- 1) None
 - 2 to 4) Not Applicable.
- h) From 7 September 2013 to 31 October 2014:
- 1) 1.
 - 2) Not Applicable.
 - 3) 1.
- i) From 7 September 2013 to 31 October 2014:
- 1) 1.
 - 2) Not Applicable.
 - 3) 1.
- j) 1 to 5) The department had one involuntary redundancy during this timeframe, providing the additional details could identify the individual.