

Senate Standing Committee on Environment and Communications

Answers to Senate Estimates Questions on Notice

Additional Estimates Hearings February 2015

Communications Portfolio

Australian Broadcasting Corporation

Question No: 35

Program No. Australian Broadcasting Corporation

Hansard Ref: Page 78, 24/02/2015

Topic: Redeployment Process

Senator URQUHART asked:

Senator URQUHART: Sure. What about redeployments? What is happening with that?

Mr Scott: I must say, Senator, that where staff are interested in redeployment, we have a process whereby we look for redeployment. But as you would understand, we are expecting to lose 400 staff; a little under 10 per cent of our full-time staff level, so redeployment is hard. I think one of the things that I have been conscious of is that you do lose good people on a redundancy program of this scale. And there are some people whose names are on the list that you sign off on and you think: you know them, you know that they have done good work; this is sad and this is tough for them. I do feel that for some of our staff who have been with us for a long time, the ABC has been a real passion for them and they have a great belief in the future of the organisation—and it is tough. But the reality that we face is that the number of vacancies that are opened up are really very few when you are doing a staffing reduction at this level. So I think it is fair to say redeployment options are few.

Senator URQUHART: Right. But there are some, are there?

Mr Scott: I think, yes, we are looking for that, and there will be some staff who have been redeployed.

Senator URQUHART: Okay. And will those redeployments be in different areas?

Mr Scott: Yes; well, often it will be within the same division but in a different role. And sometimes it will be broader than that, but we can give you some detail on that too.

Answer:

The ABC's redeployment process is outlined under the terms of the *ABC Enterprise Agreement 2013 – 2016*. When an employee is notified that they are potentially redundant, they can elect to explore redeployment or accept immediate retrenchment and are given seven days to make the choice. If they elect to explore redeployment, that process runs for six weeks.

During the six week redeployment period, the employee is still employed by the ABC and the redeployment coordinator actively tries to identify suitable vacancies within the ABC for them to be transferred into. This includes vacancies that may require a reasonable period of retraining. Employees who are exploring redeployment do not have to accept any vacancy that the ABC offers.

As at 19 March 2015, 199 staff had accepted immediate retrenchment and 46 staff had elected to explore redeployment. Of the latter:

- 34 are continuing to explore redeployment
- 11 have been successfully redeployed

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- One was unsuccessful in the redeployment process and has left the organisation.

For the 11 successfully redeployed staff, all have been redeployed within the same division and location.