

**Senate Standing Committee on Environment and Communications**

**Answers to Senate Estimates Questions on Notice**

**Additional Estimates Hearings February 2016**

**Communications Portfolio**

**Australian Communications and Media Authority**

**Question No: 168(e)**

**Australian Communications and Media Authority**

**Hansard Ref: Written, 19/02/2016**

**Topic: Staffing reductions**

**Senator Ludwig, Joe asked:**

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

1. How many staff reductions/voluntary redundancies have occurred?
  - (a) What was the reason for these reductions?
2. Were any of these reductions involuntary redundancies? If yes, provide details.
3. 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.
4. If there are plans for staff reductions, please give the reason why these are happening.
5. Are there any plans for involuntary redundancies? If yes, provide details.
6. How many ongoing staff left the department/agency? What classification were these staff?
7. How many non-ongoing staff left department/agency from? What classification were these staff?
8. What are the voluntary redundancy packages offered? Please detail for each staff level and position
9. How do the packages differ from the default public service package?
10. How is the department/agency funding the packages?

**Answer:**

1. Between 14 September 2015 and 29 January 2016 inclusive, the ACMA had 21 employees leave the agency.
  - (a) Of those, 16 were ongoing, 3 were non-ongoing who completed their contract and 2 were ongoing APS employees on temporary assignment who returned to their home agency. Of the 16 ongoing employees, 6 moved to another agency, 4 resigned, 2 retired, 2 were dismissed, 1 was deceased and 1 was due to a voluntary redundancy.
2. Between 14 September 2015 and 29 January 2016 inclusive, no employees were terminated due to an involuntary redundancy.
3. The ACMA may continue to utilise voluntary redundancies to reduce staffing in accordance with agency budget. At this stage there is no targeted number for voluntary redundancies. No services or programs will be cut.

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4. Staff reductions, apart from natural attrition, may be required due to terminating New Policy Proposals (NPPs), savings measures and other reductions in the ACMA's appropriation.
5. No.
6. 16 ongoing staff left ACMA between 14 September 2015 and 29 January 2016 inclusive. Their classifications were:

Classification Level (based on substantive placement)	Number of staff
APS 4	1
APS 6	3
Executive Level 1	7
Executive Level 2	4
SES 1	1
<b>Total</b>	<b>16</b>

7. 3 non-ongoing staff left ACMA between 14 September 2015 and 29 January 2016 inclusive. Their classifications were:

Classification Level (based on substantive placement)	Number of staff
APS 6	2
Executive Level 1	1
<b>Total</b>	<b>3</b>

8. All non-SES staff are provided 2 weeks' salary for each year of eligible service together with payment in lieu of notice of up to 5 weeks as appropriate. Staff who accept an offer of voluntary retrenchment and who terminate within 21 days of the date of offer are paid 9 weeks' salary (this payment includes payment in lieu of notice).
9. Staff who accept an offer of voluntary retrenchment and who terminate within 21 days of the date of offer are paid 9 weeks' salary which includes payment in lieu of notice. This payment would exceed the standard public service default package by 4 or 5 weeks depending on age and length of service.
10. Voluntary redundancies are, to some extent, funded by the savings achieved through no longer paying a salary and associated on-costs for positions that do not have ongoing work. Voluntary redundancies are funded through the ACMA's annual appropriation.