

Senate Standing Committee on Environment and Communications

Answers to Senate Estimates Questions on Notice

Budget Estimates Hearings May 2014

Communications Portfolio

Australian Communications and Media Authority

Question No: 116

Program No. Australian Communications and Media Authority (ACMA)

Hansard Ref: In Writing

Topic: Redundancies

Senator Lundy asked:

1. Since 18 September 2013, how many positions have been made redundant in your Department/Agency?
 - a. How many of these positions were ongoing?
 - b. How many of these positions were non-ongoing?
 - c. How many of these positions were situated in the Australian Capital Territory?
2. How many of the employees filling these redundant positions were redeployed?
 - a. How many of these employees were ongoing?
 - b. How many of these employees were non-ongoing?
 - c. How many of these employees were situated in the Australian Capital Territory?
3. How many of these employees were offered voluntary redundancies?
 - a. How many of these employees were ongoing?
 - b. How many of these employees were non-ongoing?
 - c. How many of these employees were situated in the Australian Capital Territory?
4. How many accepted voluntary redundancies?
 - a. How many of these employees were ongoing?
 - b. How many of these employees were non-ongoing?
 - c. How many of these employees were situated in the Australian Capital Territory?
5. How many employees were offered the choice between a voluntary redundancy and redeployment?
 - a. How many of these employees were ongoing?
 - b. How many of these employees were non-ongoing?
 - c. How many of these employees were situated in the Australian Capital Territory?
6. For all employees who accepted voluntary redundancies please provide the following:
 - a. Their age.
 - b. Their gender.
 - c. A description of their position.
 - d. The APS classification level of their position.
 - e. Their wage.
 - f. Their contract type (non-ongoing versus ongoing).
 - g. Where they were located.
 - h. A dollar figure of their pay out and what component of that figure was paid out as entitlements (annual leave etc.).
 - i. The reason a voluntary redundancy was offered for their position.
 - j. Details pertaining to any other costs incurred by the Department/Agency because of this redundancy.
 - k. Please provide all relevant dates.
7. For all employees who were redeployed please provide:

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- a. Their age.
 - b. Their gender.
 - c. A description of their position before and after redeployment.
 - d. The APS classification level of their position before and after redeployment.
 - e. Their wage before and after redeployment.
 - f. Contract type (non-ongoing versus ongoing) before and after redeployment.
 - g. Where they were located before and after redeployment.
 - h. Please provide the reason for the redeployment.
 - i. Please specify any other costs incurred by the Department/Agency because of this redeployment.
 - j. Please provide all relevant dates.
8. Since the 18 September 2013, how many employees in your Department/Agency have been made forcibly redundant?
- a. How many of these employees were ongoing?
 - b. How many of these employees were non-ongoing?
 - c. How many of these employees were situated in the Australian Capital Territory?
9. How many of these employees were offered voluntary redundancies or redeployments prior to being made forcibly redundant?
- a. How many of these employees were ongoing?
 - b. How many of these employees were non-ongoing?
 - c. How many of these employees were situated in the Australian Capital Territory?
10. For employees who were made forcibly redundant since the 18 September 2013 please provide:
- a. Their age.
 - b. Their gender.
 - c. A description of their position.
 - d. The APS classification level of their position.
 - e. Their wage at retrenchment.
 - f. Their contract type (non-ongoing versus ongoing).
 - g. Where they were located.
 - h. A dollar figure of their pay out and what component of that figure was paid out as entitlements (annual leave etc.).
 - i. The reason why the employee was made forcibly redundant.
 - j. Details pertaining to any other costs incurred by the Department/Agency because of this redundancy.
 - k. Please provide all relevant dates.

Answer:

1. In the period 18 September 2013 to 30 April 2014, the ACMA made one position redundant.
 - a. 1 ongoing position.
 - b. No non-ongoing positions.
 - c. No positions were situated in the Australian Capital Territory.
2. No employees filling these redundant positions were redeployed.
 - a. Not applicable.
 - b. Not applicable.
 - c. Not applicable.

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3. 1 employee was offered a voluntary redundancy.
 - a. 1 ongoing employee.
 - b. No non-ongoing employees.
 - c. No employees were situated in the Australian Capital Territory.
4. 1 employee accepted a voluntary redundancy.
 - a. 1 ongoing employee.
 - b. No non-ongoing employees.
 - c. No employees were situated in the Australian Capital Territory.
5. 1 employee was offered the choice between a voluntary redundancy and redeployment.
 - a. 1 employee was ongoing.
 - b. No non-ongoing employees.
 - c. No employees were situated in the Australian Capital Territory.
6. For all employees who accepted voluntary redundancies please provide the following:
 - a. 36.
 - b. Male.
 - c. Senior IT Technical Officer.
 - d. Executive Level 1.
 - e. \$105,318 per annum (\$4,137.75 per fortnight gross).
 - f. Ongoing.
 - g. Melbourne.
 - h.

Salary	\$2,826.43
Separation Payment	\$14,132.16
Notice Payment	\$18,169.88
Annual Leave	\$6,741.25
Long Service Leave	\$8,337.68
Pay Out Figure	\$50,207.40

- i. The services of the employee could not be effectively used because of technological or other changes in the work methods of the ACMA or changes in the nature, extent or organisation of the functions of the ACMA.
- j. Outplacement Support - \$3,500.00.
- k.

Formal Notice of Excess Status Sent	17 October 2013
Formal Acceptance Received by Employee	17 October 2013
Date of Exit	18 October 2013

7. Not applicable.
8. Not applicable.
9. Not applicable.
10. Not applicable.