

Senate Standing Committee on Environment and Communications
Answers to Senate Estimates Questions on Notice
Supplementary Budget Estimates Hearings November 2014
Communications Portfolio
Australian Communications and Media Authority

Question No: 454

Program No. ACMA

Hansard Ref: In Writing

Topic: Staffing reductions

Senator Ludwig asked:

Since Budget Estimates in June, 2014:

1. How many staff reductions/voluntary redundancies have occurred?
 1. 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. In the period 1 June 2014 to 31 October 2014, 18 staff left the ACMA via voluntary redundancy.
 1. The employee is included in a group which comprises a greater number of employees than is necessary for the efficient and economical working of the ACMA.
2. None of these reductions during the period 1 June 2014 to 31 October 2014 were involuntary redundancies.
3. The ACMA has significantly reduced its staffing level in line with overall agency budget reductions. The ACMA has a variety of management tools to assist in the workforce planning process. It is envisaged that further reductions to staffing will occur through natural attrition.
4. Staff reductions may occur in line with budget allocations/reductions through natural attrition.
5. There are no plans for any involuntary redundancies.
- 6.

Classification	Count of FTE
Ongoing	23
APS 4	2

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APS 5	1
APS 6	2
EL 1	7
EL 2	11
Ongoing - Temp Trans In	1
EL 1	1
Grand Total	24

7.

Classification	Count of FTE
Non-Ongoing (Spec'd Term)	14
APS 4	2
APS 5	1
APS 6	5
EL 1	6
Grand Total	14

8. Severance benefit - 2 weeks' salary for each year of eligible service

Career transition support - 12 week program

Financial assistance - financial advice

Accelerated exit - an employee who has accepted an offer of voluntary retrenchment and terminates within 21 days of the date of offer will be paid nine weeks' salary. This payment includes payment in lieu of notice.

9. The accelerated exit gives an employee either 4 or 5 weeks (depending on age and years of service) additional payment to that provided in the standard default public service package.

10. The ACMA has had limited redundancies this financial year, but the redundancies have, in any event, been funded through the ACMA's departmental appropriation.