

Economics Legislation Committee
ANSWERS TO QUESTIONS ON NOTICE
Industry Portfolio
Budget Estimates 2014-15
2-3 June 2014

AGENCY/DEPARTMENT: DEPARTMENT OF INDUSTRY

TOPIC: Department and Agency Staffing

REFERENCE: Written Question – Senator Lundy

QUESTION No.: BI-83

Transfers

1. How many people does your department/agency currently employ? Please provide a breakdown of this figure based on the following:
 - a. State and Territory.
 - b. Age.
 - c. Gender.
 - d. APS level classification.
 - e. Contract type (ongoing or non-ongoing).
2. How many people did your department/agency employ as of 30 June 2013? Please provide a breakdown of this figure based on the following variables:
 - a. State and Territory.
 - b. Age.
 - c. Gender.
 - d. APS level classification.
 - e. Contract type (ongoing or non-ongoing).
3. How many people did your department/agency employ as of 18 September 2013? Please provide a breakdown of this figure based on the following:
 - a. State and Territory.
 - b. Age.
 - c. Gender.
 - d. APS level classification.
 - e. Contract type (ongoing or non-ongoing).
4. Since 18 September 2013, what department/agency functions have been transferred from one state or territory to another?
5. For all functions transferred, can you please provide figures for the following:
 - a. Number of staff employed before and after the transfer,
 - b. Where the function was based before and after the transfer.
6. For each employee transferred please provide the followings:
 - a. Their age.
 - b. Their gender.
 - c. Their APS classification.
 - d. The wage of the employee before and after the transfer.
 - e. The area of the department/agency they worked in before and after their transfer.
 - f. A description of their position before and after the transfer.
 - g. The dates of their transfer.
 - h. An explanation for why the employee was transferred.
 - i. Whether they were transferred to or from Canberra.
 - j. Any costs incurred by the department/agency due to this transfer.

Redundancies

7. 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?
8. 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?
9. 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?
10. 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?
11. 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?
12. 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.
13. For all employees who were redeployed please provide:
 - 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.
14. 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?

15. 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?
16. 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.

Extensions

17. Since the 18 September 2013 how many non-ongoing contracts has your department/agency extended?
18. How many non-ongoing contract extensions did your department/agency submit the Public Service Commission for approval?
19. How many of these extensions were approved by the Australian Public Service Commission (APSC)?
20. For every approved extension please provide the following details:
 - a. The employees age.
 - b. Their gender.
 - c. A description of their position.
 - d. Their APS classification level.
 - e. Their wage.
 - f. Where they are located.
 - g. Their length of continuous employment at the APS.
 - h. The length of the approved extension.
 - i. The reason why the extension was submitted.
 - j. The reason why the extension was approved by the APSC.
 - k. Please provide all relevant dates.
21. How many of these extensions were rejected by the APSC?
22. For every rejected extension please provide the following details:
 - a. The employee's age.
 - b. Their gender.
 - c. A description of their position.
 - d. Their wage.
 - e. Where they were located.
 - f. Their length of continuous employment at the APS.
 - g. The length of the extension sought by the department/agency.
 - h. The reason why the extension was submitted.
 - i. The reason why the extension was rejected by the APSC.
 - j. Please provide all relevant dates.
23. Since 18 September 2013, how many non-ongoing contracts have been extended by your department/agency without the APSC's approval?
24. For every unapproved extension please provide the following details:
 - a. The employee's age.

- b. Their gender.
 - c. A description of their position.
 - d. Their wage.
 - e. Their position's APS level classification.
 - f. Where they were located.
 - g. Their length of continuous employment at the APS.
 - h. The length of the extension granted by the department/agency.
 - i. The reason why the extension was granted.
 - j. Whether the extension was submitted to the APSC for approval and if not why the extension was not submitted for APSC approval?
 - k. The reasons why the extension was granted without the APSC's approval.
 - l. Please provide all relevant dates.
25. Since the 18 September 2013 how many non-ongoing contracts have expired without extension?
26. For every non-ongoing contract that has expired without extension please provide the following details:
- a. The employee's age.
 - b. Their gender.
 - c. A description of their position.
 - d. Their wage.
 - e. Their position's APS level classification.
 - f. Where they were located.
 - g. Their length of continuous employment at the APS.
 - h. The reason why the extension was not sought for their position.
 - i. Please provide all relevant dates.
27. Since the 18 September 2013 how many new employees have been engaged by your department/agency on non-ongoing contracts?
28. Since the 18 September 2013 how many (a) non-ongoing and (b) new non-ongoing engagements were submitted to the APSC for approval?
29. How many of these new non-ongoing engagements were approved by the APSC?
30. For every approved new engagement of a non-ongoing employee please provide the following details:
- a. Their age.
 - b. Their gender.
 - c. A description of their position.
 - d. Their wage.
 - e. Where their position is located.
 - f. Their position's APS level classification.
 - g. The length of their non-ongoing contract.
 - h. Whether their position was advertised externally.
 - i. The reason for engaging this new employee.
 - j. The reason given by the APSC for approving this engagement.
 - k. Please provide all relevant dates
31. How many of these new non-ongoing employee applications were rejected by the Public Service Commission?
32. For every rejected new engagement of a non-ongoing employee please provide the following details:
- a. Their age.
 - b. Their gender.
 - c. A description of their position.
 - d. Where their position is located.
 - e. Their wage.
 - f. Their position's APS level classification.
 - g. The length of their non-ongoing contract.
 - h. Whether their position was advertised externally.

- i. The reason for engaging this new employee.
 - j. The reason given by the APSC for rejecting this engagement.
 - k. Please provide all relevant dates
33. Since 18 September 2013, how many new employees have been engaged on non-ongoing contracts without the approval of the Public Service Commission?
34. For every unapproved new engagement of a non-ongoing employee please provide the following details:
- a. Their age.
 - b. Their gender.
 - c. A description of their position.
 - d. Their wage.
 - e. Where their position is located.
 - f. Their position's APS level classification.
 - g. The length of their non-ongoing contract.
 - h. Whether their position was advertised externally.
 - i. The reason for engaging this new employee.
 - j. The reason for engaging this employee without the APSC's approval.
 - k. Please provide all relevant dates
35. Since the 18 September 2013 how many new employees have been engaged by your department/agency on ongoing contracts?
36. Since the 18 September 2013 how many (a) on-ongoing and (b) new ongoing engagements were submitted to the Public Service Commission for approval?
37. How many of these new ongoing engagements were approved by the Public Service Commission?
38. For every approved new engagement of a ongoing employee please provide the following details:
- a. Their age.
 - b. Their gender.
 - c. A description of their position.
 - d. Their wage.
 - e. Where their position is located.
 - f. Their position's APS level classification.
 - g. The length of their ongoing contract.
 - h. Whether their position was advertised externally.
 - i. The reason for engaging this new employee.
 - j. The reason provided by APSC for approving this engagement.
 - k. Please provide all relevant dates.
39. How many of these new ongoing employee applications were rejected by the Public Service Commission?
40. For every new ongoing engagement rejected by the Public Service Commission please provide the following details:
- a. Their age.
 - b. Their gender.
 - c. A description of their position.
 - d. Where their position is located.
 - e. Their wage.
 - f. Their position's APS level classification.
 - g. The length of their ongoing contract.
 - h. Whether their position was advertised externally.
 - i. The reason for engaging this new employee.
 - j. The reason provided by APSC for approving this engagement.
 - k. Please provide all relevant dates.
41. How many new employees have been engaged on ongoing contracts without the approval of the Public Service Commission?

42. For every ongoing employee engaged without the Public Service Commission's approval please provide the following details:
- Their age.
 - Their gender.
 - A description of their position.
 - Where their position is located.
 - Their wage.
 - Their position's APS level classification.
 - The length of their ongoing contract.
 - Whether their position was advertised externally.
 - The reason for engaging this new employee.
 - The reason for engaging this employee without the APSC permission.
 - Please provide all relevant dates.

ANSWER

DEPARTMENT OF INDUSTRY

Transfers

- As at 30 June 2014 the Department employs 3,235 people. A breakdown of these employees is provided below. Note that casuals are not included in the below figures.

a.	b.	c.	d.	e.
ACT – 2264	<20 Yrs – 5	Female – 1730	APS Level 1 – 14	Ongoing – 3044
NSW – 451	20 – <25 – 82	Male – 1505	APS Level 2 – 72	Non-ongoing – 191
NT – 11	25 - <30 – 428		APS Level 3 – 106	
QLD – 88	30 - <35 – 521		APS Level 4 – 312	
SA – 52	35 - <40 – 456		APS Level 5 – 416	
TAS – 28	40 - <45 – 422		APS Level 6 – 811	
VIC – 250	45 - <50 – 444		Exec Level 1 – 926	
WA – 87	50 - <55 – 429		Exec Level 2 – 480	
Overseas - 4	55 - <60 – 275		SES Band 1 – 71	
	60+ Yrs – 173		SES Band 2 – 22	
			SES Band 3 – 4	
			Secretary - 1	

- Please refer to the Department of Industry, Innovation, Climate Change, Science, Research and Tertiary Education Annual Report 2012-13 Table 53 (or Chapter 7 Corporate Management and Accountability).
- Due to the multiple instances of Human Resource Information Management Systems involved and the complexity of the data this would be an unreasonable diversion of departmental resources.
- There have been no functions transferred from one state or territory to another in the period 18 September 2013 to 30 June 2014.
- Not applicable.
- Not applicable.

Redundancies

7. As at 30 June 2014, 226 positions have been made redundant. Of these 226, all were on-going and 172 were located in the Australian Capital Territory (ACT).
8. Six of these people were redeployed. All six were on-going and located in the ACT.
9. All 226 employees were offered voluntary redundancies.
10. 220 employees accepted voluntary redundancies.
11. All 226 employees were offered the choice between a voluntary redundancy and redeployment.
12. To provide this level of detail would be an unreasonable diversion of departmental resources.
13. There were 2 male and 4 female employees aged between 25 and 50. The employees were employed in generalist APS roles undertaking work in policy, program and enabling areas and were deemed excess to requirements. To provide the requested level of detail would be an unreasonable diversion of departmental resources.
14. One employee was made forcibly redundant. This was an ongoing position that was located in the ACT.
- 15 and 16. The employee was offered the choice between a voluntary redundancy and redeployment. The employee was male and aged between 40 and 45. The employee was employed in a generalist APS role and was deemed excess to requirements. The redundancy process commenced in May 2013 and the employee was officially made redundant in April 2014.

Extensions

17. 176 non-ongoing contracts have been extended in the period 18 September 2013 to 30 June 2014.
18. Non-ongoing contract extensions are not required to be submitted to the APSC for approval.
- 19 to 24. Not applicable.
25. 90 non-ongoing contracts have expired without extension in the period 18 September 2013 to 30 June 2014.
26. To provide this level of detail would be an unreasonable diversion of departmental resources.
27. 102 new employees have been engaged on non-ongoing contracts in the period 18 September 2013 to 30 June 2014.
28. While the APSC is required to approve advertising for non-ongoing positions over 12 months in length, engagement of non-ongoing employees does not need to be submitted to the APSC for approval.
- 29 to 34. Not applicable.
35. 55 new employees have been engaged on ongoing contracts in the period 18 September 2013 to 30 June 2014. This includes 39 graduates employed as part of the 2014 graduate program

36. While the APSC is required to approve advertising for a position, Engagement of ongoing employees does not need to be submitted to the APSC for approval.

37 to 42. Not applicable.

AUSTRALIAN INSTITUTE OF MARINE SCIENCE (AIMS)

Transfers

1 to 3. Please refer to Attachment A.

4. There have been no functions transferred from one state or territory to another in the period 18 September 2013 to 30 June 2014.

5. Not applicable.

6. Not applicable.

Redundancies

7. Nil.

8 to 16. Not applicable.

Extensions

17. 33 casual, temporary or fixed term contracts have been extended in the period 18 September 2013 to 30 June 2014.

18. AIMS is not required to seek APSC approval for recruitment actions.

19 to 24. Not applicable.

25. 13 casual, temporary or fixed term contracts have expired without extension in the period 18 September 2013 to 30 June 2014.

26. Please refer to Attachment B.

27. 26 new employees have been engaged on casual, temporary or fixed term contracts in the period 18 September 2013 to 30 June 2014.

28. AIMS is not required to seek APSC approval for recruitment actions.

29 to 34. Not applicable.

35. Three new employees have been engaged on indefinite contracts in the period 18 September 2013 to 30 June 2014.

36. AIMS is not required to seek APSC approval for recruitment actions.

37 to 42. Not applicable.

AUSTRALIAN NUCLEAR SCIENCE AND TECHNOLOGY ORGANISATION (ANSTO)

Transfers

1. As at 30 June 2014 ANSTO employs 1,152 people. A breakdown of these employees is provided below.

a.	b.	c.	d.	e.
ACT – 1 NSW – 1149 Overseas - 2	20 - <25 – 55 25 - <30 – 135 30 - <35 – 131 35 - <40 – 148 40 - <45 – 143 45 - <50 – 147 50 - <55 – 164 55 - <60 – 125 60+ Yrs - 104	Female – 341 Male - 811	BAND 2 - 24 BAND 3 - 137 BAND 4 - 221 BAND 5 - 213 BAND 6 - 164 BAND 7 - 103 BAND 8 - 44 BAND 9 - 12 CASUAL - 78 CONTRACT - 133 GRADUATE - 8 POST DOC - 10 YR INDST - 5	Ongoing – 938 Non-ongoing – 136 Casual - 78

2. As at 30 June 2013 ANSTO employed 1,166 people. A breakdown of these employees is provided below.

a.	b.	c.	d.	e.
ACT – 1 NSW – 1164 Overseas - 1	<20 Yrs – 1 20 - <25 – 52 25 - <30 – 137 30 - <35 – 138 35 - <40 – 150 40 - <45 – 139 45 - <50 – 147 50 - <55 – 164 55 - <60 – 124 60+ Yrs - 114	Female – 338 Male - 828	BAND 2 - 25 BAND 3 - 145 BAND 4 - 241 BAND 5 - 213 BAND 6 - 156 BAND 7 - 96 BAND 8 - 43 BAND 9 - 13 CASUAL - 65 CONTRACT - 136 GRADUATE - 11 POST DOC - 17 YR INDST - 5	Ongoing – 936 Non-ongoing – 165 Casual - 65

3. As at 18 September 2013 ANSTO employed 1,171 people. A breakdown of these employees is provided below.

a.	b.	c.	d.	e.
ACT – 1 NSW – 1169 Overseas - 1	<20 Yrs – 1 20 – <25 – 48 25 - <30 – 140 30 - <35 – 140 35 - <40 – 143 40 - <45 – 145 45 - <50 – 145 50 - <55 – 170 55 - <60 – 120 60+ Yrs - 119	Female – 339 Male - 832	BAND 2 - 26 BAND 3 - 138 BAND 4 - 230 BAND 5 - 212 BAND 6 - 157 BAND 7 - 106 BAND 8 - 45 BAND 9 - 12 CASUAL - 76 CONTRACT - 136 GRADUATE - 11 POST DOC - 17 YR INDST - 5	Ongoing – 946 Non-ongoing – 149 Casual - 76

4. There have been no functions transferred from one state or territory to another in the period 18 September 2013 to 30 June 2014.
5. Not applicable.
6. Not applicable.

Redundancies

7. As at 30 June 2014, one on-going position has been made redundant. This position was not located in the ACT.
8. The above position was redeployed.
- 9 to 12. Not applicable.
13. a) 45<50.
b) Female.
c) Before: Executive Assistant. After: Health Physics Surveyor.
d) Before: Band 4. After: Band 3/4 linked role.
e) Before \$75,366. After: \$75,366.
f) Before: Ongoing. After: Ongoing.
g) Before: NSW. After: NSW.
h) Divisional restructure.
i) Internal training/accreditation – minimal cost.
j) 21 January 2014 – Notified Potentially Excess
21 January 2014 - Redeployed

14. Nil.

15. Not applicable.

16. Not applicable.

Extensions

17. Nine non-ongoing contracts have been extended in the period 18 September 2013 to 30 June 2014.

18. ANSTO is not required to seek APSC approval for recruitment actions.
- 19 to 24. Not applicable.
25. 30 non-ongoing contracts have expired without extension in the period 18 September 2013 to 30 June 2014.
26. Please refer to Attachment C for a-g and i.
h. Position engaged on a fixed term basis and no longer required
27. 25 new employees have been engaged on non-ongoing contracts in the period 18 September 2013 to 30 June 2014.
28. ANSTO is not required to seek APSC approval for recruitment actions.
- 29 to 34. Not applicable.
35. 17 new employees have been engaged on ongoing contracts in the period 18 September 2013 to 30 June 2014.
36. ANSTO is not required to seek APSC approval for recruitment actions.
- 37 to 42. Not applicable.

AUSTRALIAN SKILLS QUALITY AUTHORITY (ASQA)

Transfers

- 1 to 3. Please refer to Attachment D.
4. There have been no functions transferred from one state or territory to another in the period 18 September 2013 to 30 June 2014.
5. Not applicable.
6. Not applicable.

Redundancies

7. As at 30 June 2014, no positions have been made redundant.
- 8 to 16. Not applicable.

Extensions

17. 22 non-ongoing contracts have been extended in the period 18 September 2013 to 30 June 2014.
18. Non-ongoing contract extensions are not required to be submitted to the APSC for approval.

19 to 24. Not applicable.

25. Two non-ongoing contracts have expired without extension in the period 18 September 2013 to 30 June 2014.

26. Please refer to Attachment D for breakdown of the above positions.

27. 14 new employees have been engaged on non-ongoing contracts in the period 18 September 2013 to 30 June 2014.

28. While the APSC is required to approve advertising for non-ongoing positions over 12 months in length, engagement of non-ongoing employees do not need to be submitted to the APSC for approval.

29 to 34. Not applicable.

35. No new employees have been engaged on ongoing contracts in the period 18 September 2013 to 30 June 2014.

36. While the APSC is required to approve advertising for ongoing positions, engagement of ongoing employees do not need to be submitted to the APSC for approval.

37 to 42. Not applicable.

COMMONWEALTH SCIENTIFIC AND INDUSTRIAL RESEARCH ORGANISATION (CSIRO)

Transfers

1. As at 31 May 2014 CSIRO employs 6,000 people. A breakdown of these employees is provided below.

a.	b.	c.	d.	e.
ACT – 1283	14-<25 – 156	Female – 2402	CSOF1 - 17	Casual – 293
NSW – 1033	25-<35 – 1065	Male - 3598	CSOF2 – 407	Indefinite
NT – 31	35-<45 – 1778		CSOF3 – 1082	(ongoing) – 4817
QLD – 799	45-<55 – 1904		CSOF4 – 1422	Term* - 890
SA – 352	55-<64 – 975		CSOF5 – 1028	
TAS – 381	65 + - 122		CSOF6 – 936	
VIC – 1630			CSOF7 – 486	
WA - 491			CSOF8 – 321	
			CSOF9 – 18	
			CSOF CL 11 - 283	

* CSIRO does not have “non-ongoing positions”. However, specified term roles are the same in nature to non-ongoing.

2. As at 30 June 2013 CSIRO employed 6,477 people. A breakdown of these employees is provided below.

a.	b.	c.	d.	e.
ACT – 1386 NSW – 1107 NT – 37 QLD – 879 SA – 388 TAS – 391 VIC – 1778 WA - 511	14-<25 – 212 25-<35 – 1229 35-<45 – 1908 45-<55 – 1957 55-<65 – 1038 65 + - 133	Female – 2594 Male - 3883	CSOF1 - 24 CSOF2 – 477 CSOF3 – 1235 CSOF4 – 1518 CSOF5 – 1087 CSOF6 – 953 CSOF7 – 529 CSOF8 – 317 CSOF9 – 17 CSOF CL 11 - 320	Casual – 436 Indefinite (ongoing) – 5048 Term* - 993

* CSIRO does not have “non-ongoing positions”. However, specified term roles are the same in nature to non-ongoing.

3. As at 18 September 2013 CSIRO employed 6,321 people. A breakdown of these employees is provided below.

a.	b.	c.	d.	e.
ACT – 1370 NSW – 1076 NT – 36 QLD – 858 SA – 373 TAS – 394 VIC – 1712 WA - 502	14-<25 – 219 25-<35 – 1217 35-<45 – 1856 45-<55 – 1930 55-<65 – 973 65 + - 126	Female – 2549 Male - 3772	CSOF1 - 23 CSOF2 – 461 CSOF3 – 1210 CSOF4 – 1471 CSOF5 – 1054 CSOF6 – 919 CSOF7 – 525 CSOF8 – 336 CSOF9 – 19 CSOF CL 11 - 303	Casual – 436 Indefinite (ongoing) – 4949 Term* - 936

* CSIRO does not have “non-ongoing positions”. However, specified term roles are the same in nature to non-ongoing.

4. There have been no functions transferred from one state or territory to another in the period 18 September 2013 to 30 June 2014.
5. Not applicable.
6. Not applicable.

Redundancies

7. As at 31 May 2014, 106 positions have been made redundant. All positions were ongoing and 27 were located in Canberra.
8. Nil.
9. Voluntary redundancies are not available under the CSIRO Enterprise Agreement.
- 10 to 13. Not applicable.
14. Please refer to the response at question 7.
15. Redeployment opportunities were explored for all 106 positions.
16. A breakdown of these positions is provided at Attachment E for parts a-e, h, and j-k.
f. Ongoing.

- i. Refer to Schedule Clause 2 of the CSIRO Enterprise Agreement 2011-2014 as to why these positions were made redundant.

Extensions

17. 137 non-ongoing contracts have been extended in the period 18 September 2013 to 31 May 2014. Note this includes 82 post-doctoral and 17 trainee positions.
18. CSIRO is not required to seek APSC approval for recruitment actions.
- 19 to 24. Not applicable.
25. 133 term contracts have expired without extension in the period 18 September 2013 to 31 May 2014.
26. A breakdown of these positions is provided at Attachment F for parts a-g, and i.
 - h. These positions expired as the task was completed or the role was not considered mission critical for CSIRO.
27. 214 new employees have been engaged on term contracts in the period 18 September 2013 to 31 May 2014.
28. CSIRO is not required to seek APSC approval for recruitment actions.
- 29 to 34. Not applicable.
35. 32 new employees have been engaged in indefinite positions in the period 18 September 2013 to 31 May 2014.
36. CSIRO is not required to seek APSC approval for recruitment actions.
- 37 to 42. Not applicable.

GEOSCIENCE AUSTRALIA (GA)

Transfers

1. As at 24 June 2014 GA employs 658 people. A breakdown of these employees is provided below.

a.	b.	c.	d.	e.
ACT – 652 NT – 1 WA - 5	18-<26 – 20 26-<36 – 155 36-<46 – 200 46-<56 – 194 56-<66 – 80 66 + - 9	Female – 213 Male - 445	APS 1 (Cadets) – 2 APS2 – 1 APS3 – 5 APS4 – 40 APS5 - 110 APS6 – 140 EL1 – 201 EL2 – 137 EL2.7 – 15 SES1 – 2 SES2 – 4 SES3 - 1	Ongoing – 597 Non-ongoing - 61

2. As at 30 June 2013 GA employed 733 people. A breakdown of these employees is provided below.

a.	b.	c.	d.	e.
ACT – 732 NT – 1	18-<26 – 29 26-<36 – 172 36-<46 – 215 46-<56 – 195 56-<66 – 113 66 + - 9	Female – 244 Male - 489	APS 1 (Cadets) – 2 APS3 – 5 APS4 – 47 APS5 - 128 APS6 – 163 EL1 – 208 EL2 – 157 EL2.7 – 16 SES1 – 2 SES2 – 4 SES3 - 1	Ongoing – 637 Non-ongoing - 96

3. As at 18 September 2013 GA employed 740 people. A breakdown of these employees is provided below.

a.	b.	c.	d.	e.
ACT – 739 NT – 1	18-<26 – 29 26-<36 – 174 36-<46 – 214 46-<56 – 198 56-<66 – 115 66 + - 10	Female – 248 Male - 492	APS 1 (Cadets) – 2 APS3 – 9 APS4 – 50 APS5 - 122 APS6 – 152 EL1 – 214 EL2 – 168 EL2.7 – 16 SES1 – 2 SES2 – 4 SES3 - 1	Ongoing – 642 Non-ongoing - 98

4. There have been no functions transferred from one state or territory to another in the period 18 September 2013 to 30 June 2014.
5. Not applicable.
6. Not applicable.

Redundancies

7. All staff were invited to express interest in the Voluntary Redundancy program. Following this, 99 positions have been declared excess and there has been 80 departures as at 17 June 2014. All 99 positions were ongoing and located in the ACT.
8. 10 elected to seek redeployment and two of these have been deployed.
9. Please refer to the response at question 11.
10. 88 have accepted voluntary redundancies. One employee is on personal leave seeking invalidity retirement. This employee remains an excess employee, but his consideration period has been held over until the completion of the invalidity application.
11. 98 employees were offered the choice between a voluntary redundancy and redeployment.
12. a.

Age	No. of staff
27-<36	9
36-<46	10
46-<56	18
56-<66	48
66+	3

b. Female: 28. Male: 60.

c.

Job family	No. of staff
Corporate support	24
Engineering/Technical	24
ICT	12
Science	28

d.

Classification	No. of staff
APS4	2
APS5	12
APS6	17
EL1	26
EL2	26
EL2.7	5

e.

Wage range	No. of staff
49-60k	5
60-75k	12
75-100k	17
100-140k	37
140k+	17

f. All positions were ongoing.

g. All were located in the ACT.

h.

Pay out	Cost
Redundancy	\$6.77 million
Notice	\$679,000
Rec Leave	\$1 million
Long Service Leave	\$3.7 million

i. Positions were deemed excess to requirements.

j. \$14,351.63 was incurred for reimbursement of financial advice.

k.

Date	Detail
28 February 2014	Staff informed of VR process commencing
28 February to 14 March 2014	EOI open for volunteers
20 March 2014	First VR letters of offer
28 March 2014	First VR termination
7 April to 1 May 2014	EOIs for additional excess positions

13 to 16. Not applicable.

Extensions

17. 29 non-ongoing contracts have been extended in the period 18 September 2013 to 30 June 2014.

18. Non-ongoing contracts extensions are not required to be submitted to the APSC for approval.

19 to 24. Not applicable.

25. 43 non-ongoing contracts have expired without extension in the period 18 September 2013 to 30 June 2014.

26. a.

Age group	No. of staff
<26	7
26-<36	20
36-<46	4
46-<56	4
56-65	8

b. Female: 19. Male: 24.

c.

Job family	No. of staff
Corporate support	6
Engineering/Technical	26
ICT	5
Science	6

d.

Salary range	No. of staff
37-60k	3
60-75k	27
75-100k	9
100-140k	4

e.

Classification	No. of staff
APS1	1
APS3	2
APS4	15
APS5	12
APS6	7
EL1	4
EL2	2

f. ACT: 42. WA: 1.

g.

Length of employment	No. of staff
0-6 months	9
6 months-1 year	17
1-2 years	7
2-3 years	6
3+ years	4

h.

Reason	No. of staff
End of Contract	32
Resignation	10
Retirement	1

i. Not applicable.

27. 18 new employees have been engaged on non-ongoing contracts in the period 18 September 2013 to 30 June 2014.

28. While the APSC is required to approve advertising for non-ongoing positions over 12 months in length, engagement of non-ongoing employees do not need to be submitted to the APSC for approval.

29 to 34. Not applicable.

35. 32 new employees have been engaged on ongoing contracts in the period 18 September 2013 to 24 June 2014.

36. While the APSC is required to approve advertising for ongoing positions engagement of ongoing employees does not need to be submitted to the APSC for approval.

37 to 42. Not applicable.

IP AUSTRALIA (IPA)

Transfers

1. As at 24 June 2014 IPA employs 1,144 people. A breakdown of these employees is provided below.

a.	b.	c.	d.	e.
ACT – 1070	Under 25 - 34	Female – 517	APS2 – 1	Ongoing – 1136
NSW – 15	25 - <35 - 335	Male - 627	APS3 – 8	Non-ongoing Intermittent
QLD – 8	35 - <45 - 329		APS4 – 145	Casual - 2
SA – 4	45 - <55 - 300		APS5 - 121	Non-ongoing Specific Term - 6
VIC - 45	55 - <65 - 132		APS6 – 485	
WA – 2	65+- 14		EL1 –285	
			EL2 – 89	
			SES1 – 6	
			SES2 – 2*	
			SES3 – 2 [#]	

* Reflects an acting arrangement while the staff member is on long leave.

Reflects an arrangement where incumbent staff member is on long leave pending retirement and replacement employee in role.

2. As at 30 June 2013 IPA employed 1,171 people. A breakdown of these employees is provided below.

a.	b.	c.	d.	e.
ACT – 1085	Under 25 - 67	Female – 548	APS2 – 2	Ongoing – 1130
NSW – 22	25 - <35 - 344	Male - 623	APS3 – 22	Non-ongoing Intermittent
QLD – 1	35 - <45 - 303		APS4 – 180	Casual - 2
SA – 5	45 - <55 - 305		APS5 - 107	Non-ongoing Specific Term - 39
VIC - 48	55 - <65 - 140		APS6 – 495	
WA -2	65+ - 12		EL1 – 269	
			EL2 – 87	
			SES1 – 6	
			SES2 – 2*	
			SES3 – 1	

* Reflects an acting arrangement while the staff member is on long leave.

3. As at 23 August 2013 IPA employed 1,195 people. A breakdown of these employees is provided below. This is the closest data available to 18 September 2014.

a.	b.	c.	d.	e.
ACT – 1110	<25 - 66	Female – 553	APS2 – 1	Ongoing – 1149
NSW – 20	25 - <35 - 364	Male - 642	APS3 – 23	Non-ongoing Intermittent
QLD – 9	35 - <45 - 307		APS4 – 174	Casual - 2
SA – 4	45 - <55 - 310		APS5 - 109	Non-ongoing Specific Term - 44
VIC - 50	55 - <65 - 136		APS6 – 511	
WA -2	65+ - 12		EL1 – 282	
			EL2 – 85	
			SES1 – 7	
			SES2 – 2*	
			SES3 – 1	

* Reflects an acting arrangement while the staff member is on long leave.

4. There have been no functions transferred from one state or territory to another in the period 18 September 2013 to 30 June 2014.
5. Not applicable.
6. Not applicable.

Redundancies

7. There have been no positions made redundant in the period 18 September 2013 to 30 June 2014.
- 8 to 16. Not applicable.

Extensions

17. 43 contract extensions affecting 27 non-ongoing employees have been actioned since 18 September 2013. Of these 27 staff, 9 non-ongoing employees are currently employed by IPA (as at 17 June 2014).
18. Non-ongoing contract extensions are not required to be submitted to the APSC for approval.
- 19 to 24. Not applicable.
25. One non-ongoing contract has expired without extension in the period 18 September 2013 to 30 June 2014.
26.
 - a) 50<55.
 - b) Male.
 - c) Journalist/Writer.
 - d) \$86,548.
 - e) APS6.
 - f) ACT.
 - g) 87 days.
 - h) This position was filled for a specific term to complete a specified task.
 - i) 18 August 2013 to 13 December 2013.
27. Five employees have been engaged on non-ongoing contracts in the period 18 September 2013 to 30 June 2014.
28. While the APSC is required to approve advertising for non-ongoing positions over 12 months in length, engagement of non-ongoing employees do not need to be submitted to the APSC for approval.
- 29 to 34. Not applicable.
35. IP Australia has commenced 33 new ongoing staff from 18 September 2013. This includes:
 - 21 employees selected from campaign recruitment activities (19 employees are new Patent Examiner trainees and 2 are ICT Graduates sourced via the Whole of Government ICT Graduate program). These roles were offered before 18 September 2013.

- Six employees were selected from the redeployment register or redeployed from another agency.
- The remaining six employees were selected from recruitment processes finalised between 18 September 2013 and the introduction of the interim recruitment arrangements (31 October 2013).
- Since the interim arrangements have been introduced, there have been no offers of ongoing employment made from the outcome of a selection process.

37. While the APSC is required to approve advertising for ongoing positions, engagement of ongoing employees does not need to be submitted to the APSC for approval.

37 to 42. Not applicable.

NATIONAL OFFSHORE PETROLEUM SAFETY AND ENVIRONMENTAL MANAGEMENT AUTHORITY (NOPSEMA)

Transfers

1. As at 30 June 2014 NOPSEMA employs 117 people. A breakdown of these employees is provided below.

a.	b.	c.	d.	e.
VIC – 9 WA - 108	26 – <36 - 30 36 – <46 - 33 46 – <56 - 34 56 – <66 - 16 66+ - 4	Female – 49 Male - 68	APS3 - 5 APS4 - 9 APS5 - 5 APS6 - 16 EL1 - 63 EL2 - 17 SES1 - 2	Ongoing – 106 Non-ongoing - 11

2. As at 30 June 2013 NOPSEMA employed 109 people. A breakdown of these employees is provided below.

a.	b.	c.	d.	e.
VIC – 8 WA - 101	0-<26 - 1 26 – <36 - 31 36 – <46 - 30 46 – <56 - 27 56 – <66- 18 66+ - 2	Female = 43 Male = 66	APS3 = 4 APS4 = 11 APS5 = 5 APS6 = 15 EL1 = 53 EL2 = 19 SES1 = 2	Ongoing – 101 Non-ongoing - 8

3. As at 18 September 2013 NOPSEMA employed 112 people. A breakdown of these employees is provided below. This is the closest data available to 18 September 2014

a.	b.	c.	d.	e.
VIC – 9 WA - 103	0-<26 - 1 26 – <36 - 29 36 – <46 - 32 46 – <56 - 29 56 – <66 - 19 66+ - 2	Female – 46 Male - 66	APS3 = 4 APS4 = 10 APS5 = 5 APS6 = 17 EL1 = 54 EL2 = 20 SES1 = 2	Ongoing – 102 Non-ongoing - 10

4. There have been no functions transferred from one state or territory to another in the period 18 September 2013 to 30 June 2014.

5. Not applicable.

6. Not applicable.

Redundancies

7. There have been nil positions made redundant in the period 18 September 2013 to 30 June 2014.

8 to 16. Not applicable.

Extensions

17. Five non-ongoing contracts have been extended in the period 18 September 2013 to 30 June 2014.

18. Non-ongoing contract extensions are not required to be submitted to the APSC for approval.

19 to 24. Not applicable.

25. Two non-ongoing contracts have expired without extension in the period 18 September 2013 to 30 June 2014

26. The below table provides a breakdown of the above positions.

	Contract	Contract
a.	48	53
b.	Male	Male
c.	Finance Project Manager / Business Analyst	Business Analyst
d.	\$167,855 pa	\$184,337 pa
e.	EL2	EL2
f.	WA	WA
g.	7 months	6 months
h.	Specified tasks completed	Specified tasks completed
i.	28 September 2013 – 29 November 2013	26 March 2013 – 27 September 2013

27. Five employees have been engaged on non-ongoing contracts in the period 18 September 2013 to 30 June 2014.

28. While the APSC is required to approve advertising for non-ongoing positions over 12 months in length, engagement of non-ongoing employees do not need to be submitted to the APSC for approval.

29 to 34. Not applicable.

35. 11 employees have been engaged on ongoing contracts in the period 18 September 2013 to 30 June 2014.

36. While the APSC is required to approve advertising for ongoing positions, engagement of non-ongoing employees does not need to be submitted to the APSC for approval.

37 to 42. Not applicable.