

**Department/ Agency:** Australian Taxation Office

**Question:** BET 312-353

**Topic:** Staffing – Transfers, Redundancies, Extensions

**Reference:** Written - 5 June 2014

**Senator:** Lundy

**Question:**

**Transfers**

312. How many people does your department/agency currently employ?  
Please provide a breakdown of this figure based on the following:
- State and Territory.
  - Age.
  - Gender.
  - APS level classification.
  - Contract type (ongoing or non-ongoing).
313. 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:
- State and Territory.
  - Age.
  - Gender.
  - APS level classification.
  - Contract type (ongoing or non-ongoing).
314. How many people did your department/agency employ as of 18 September 2013? Please provide a breakdown of this figure based on the following:
- State and Territory.
  - Age.
  - Gender.
  - APS level classification.
  - Contract type (ongoing or non-ongoing).
315. Since 18 September 2013, what department/agencyal functions have been transferred from one state or territory to another?
316. For all functions transferred, can you please provide figures for the following:
- Number of staff employed before and after the transfer,
  - Where the function was based before and after the transfer.
317. For each employee transferred please provide the followings:
- Their age.
  - Their gender.
  - Their APS classification.
  - The wage of the employee before and after the transfer.
  - The area of the department/agency they worked in before and after their transfer.
  - A description of their position before and after the transfer.
  - The dates of their transfer.
  - An explanation for why the employee was transferred.
  - Whether they were transferred to or from Canberra.

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- j. Any costs incurred by the department/agency due to this transfer.

**Redundancies**

318. 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?
319. 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?
320. 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?
321. 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?
322. 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?
323. 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.
324. For all employees who were redeployed please provide:
- a. Their age.
  - b. Their gender.

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- 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.
325. 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?
326. 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?
327. 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.

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**Extensions**

328. Since the 18 September 2013 how many non-ongoing contracts has your department/agency extended?
329. How many non-ongoing contract extensions did your department/agency submit the Public Service Commission for approval?
330. How many of these extensions were approved by the Australian Public Service Commission (APSC)?
331. 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.
332. How many of these extensions were rejected by the APSC?
333. 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.
334. Since 18 September 2013, how many non-ongoing contracts have been extended by your department/agency without the APSC's approval?
335. 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.

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- 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.
336. Since the 18 September 2013 how many non-ongoing contracts have expired without extension?
337. 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.
338. Since the 18 September 2013 how many new employees have been engaged by your department/agency on non-ongoing contracts?
339. Since the 18 September 2013 how many (a) non-ongoing and (b) new non-ongoing engagements were submitted to the APSC for approval?
340. How many of these new non-ongoing engagements were approved by the APSC?
341. 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
342. How many of these new non-ongoing employee applications were rejected by the Public Service Commission?
343. For every rejected new engagement of a non-ongoing employee please provide the following details:
- a. Their age.
  - b. Their gender.

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- 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
344. Since 18 September 2013, how many new employees have been engaged on non-ongoing contracts without the approval of the Public Service Commission?
345. 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
346. Since the 18 September 2013 how many new employees have been engaged by your department/agency on ongoing contracts?
347. Since the 18 September 2013 how many (a) ongoing and (b) new ongoing engagements were submitted to the Public Service Commission for approval?
348. How many of these new ongoing engagements were approved by the Public Service Commission?
349. For every approved new engagement of an 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.

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- k. Please provide all relevant dates.
350. How many of these new ongoing employee applications were rejected by the Public Service Commission?
351. 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.
352. How many new employees have been engaged on ongoing contracts without the approval of the Public Service Commission?
353. For every ongoing employee engaged without the Public Service Commission's approval 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 for engaging this employee without the APSC permission.
  - k. Please provide all relevant dates.

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**Answer:**

**Transfers**

312. As at 31 May 2014, the ATO employed 23,988 people. (includes the Australian Valuation Office, Tax Practitioners Board, Australian Charities and Not-for-profits Commission).

a.

<b>State &amp; Territory</b>	<b>Total</b>
ACT	3,006
NSW	7,143
NT	26
QLD	4,055
SA	2,058
TAS	850
VIC	5,659
WA	1,191
<b>Grand Total</b>	<b>23,988</b>

b.

<b>Age Range (5yrs)</b>	<b>Total</b>
< 20	136
20 - 24	1,428
25 - 29	2,270
30 - 34	2,498
35 - 39	2,791
40 - 44	3,038
45 - 49	3,498
50 - 54	4,145
55 - 59	2,651
60 - 64	1,178
65 - 69	303
>= 70	52
<b>Grand Total</b>	<b>23,988</b>

c.

<b>Gender</b>	<b>Total</b>
Female	13,548
Male	10,440
<b>Grand Total</b>	<b>23,988</b>



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d.

<b>Base Pay Scale Classification</b>	<b>Total</b>
APS1	2,000
APS2	1,678
APS3	3,674
APS4	3,517
APS5	2,176
APS6	4,516
EL1	4,140
EL2.1	1,268
EL2.2	490
SES1	212
SES2	31
Valuer	44
Graduate	236
Cadet	6
<b>Grand Total</b>	<b>23,988</b>

e.

<b>Employee Group</b>	<b>Total</b>
Casual	2,559
Non-ongoing	128
Ongoing	21,301
<b>Grand Total</b>	<b>23,988</b>

313. As at 30 June 2013, the ATO employed 25,093 people (includes the Australian Valuation Office, Tax Practitioners Board, Australian Charities and Not-for-profits Commission).

a.

<b>State &amp; Territory</b>	<b>Total</b>
ACT	3,105
NSW	7,542
NT	30
QLD	4,174
SA	2,154
TAS	965
VIC	5,855
WA	1,268
<b>Grand Total</b>	<b>25,093</b>

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b.

<b>Age Range (5yrs)</b>	<b>Total</b>
< 20	285
20 - 24	1,671
25 - 29	2,318
30 - 34	2,565
35 - 39	2,852
40 - 44	3,119
45 - 49	3,767
50 - 54	4,328
55 - 59	2,615
60 - 64	1,208
65 - 69	316
>= 70	49
<b>Grand Total</b>	<b>25,093</b>

c.

<b>Gender</b>	<b>Total</b>
Female	14,128
Male	10,965
<b>Grand Total</b>	<b>25,093</b>

d.

<b>Base Pay Scale Classification</b>	<b>Total</b>
APS1	2,426
APS2	1,604
APS3	4,000
APS4	3,575
APS5	2,206
APS6	4,569
EL1	4,336
EL2.1	1,328
EL2.2	490
SES1	227
SES2	31
Valuer	69
Graduate	227
Cadet	5
<b>Grand Total</b>	<b>25,093</b>

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e.

<b>Employee Group</b>	<b>Total</b>
Casual	3,068
Non-ongoing	217
Ongoing	21,808
<b>Grand Total</b>	<b>25,093</b>

314. As at 18 September 2013, the ATO employed 24,682 people (includes the Australian Valuation Office, Tax Practitioners Board, Australian Charities and Not-for-profits Commission).

a.

<b>State &amp; Territory</b>	<b>Total</b>
ACT	3,102
NSW	7,361
NT	32
QLD	4,115
SA	2,113
TAS	918
VIC	5,805
WA	1,236
<b>Grand Total</b>	<b>24,682</b>

b.

<b>Age Range (5yrs)</b>	<b>Total</b>
< 20	248
20 - 24	1,577
25 - 29	2,282
30 - 34	2,532
35 - 39	2,829
40 - 44	3,095
45 - 49	3,694
50 - 54	4,299
55 - 59	2,611
60 - 64	1,166
65 - 69	301
>= 70	48
<b>Grand Total</b>	<b>24,682</b>

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c.

<b>Gender</b>	<b>Total</b>
Female	13,907
Male	10,775
<b>Grand Total</b>	<b>24,682</b>

d.

<b>Base Pay Scale Classification</b>	<b>Total</b>
APS1	2,224
APS2	1,587
APS3	3,953
APS4	3,549
APS5	2,186
APS6	4,535
EL1	4,279
EL2.1	1,324
EL2.2	493
SES1	224
SES2	30
Valuer	68
Graduate	226
Cadet	4
<b>Grand Total</b>	<b>24,682</b>

e.

<b>Employee Group</b>	<b>Total</b>
Casual	2,808
Non-ongoing	234
Ongoing	21,640
<b>Grand Total</b>	<b>24,682</b>

315. None.

316. Not applicable.

317. Not applicable.

**Redundancies**

318. From 18 September 2013 to 31 May 2014, there have been 514 redundancies.

a. All were ongoing employees.

b. None were non-ongoing.

c. 90 were situated in the Australian Capital Territory.

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319. The following number of employees were redeployed:
- a. 34 ongoing employees.
  - b. No non-ongoing employees.
  - c. 11 of these redeployed employees were situated in the Australian Capital Territory.
320. All employees were provided with the opportunity to express an interest in the corporate voluntary redundancy process. Due to the high numbers of employees who expressed an interest and given that the process is still underway, a further breakdown of this information would be an unreasonable diversion of ATO resources.
321. From 18 September 2013 to 31 May 2014, 510 employees have accepted voluntary redundancies.
- a. All were ongoing employees.
  - b. None were non-ongoing.
  - c. 90 were situated in the Australian Capital Territory.
322. The recent expression of interest process allowed for all ongoing employees in all locations to self-nominate for a voluntary redundancy, therefore no employees were offered redeployment under this process. All AVO employees were offered a choice between a voluntary redundancy and redeployment.
323. Due to the high numbers of employees involved and given that the process is still underway, a further breakdown of this information would be an unreasonable diversion of ATO resources.
324. 34 employees have been redeployed either within the ATO or another agency. Redeployed employees are a combination of AVO employees made redundant due to the closure of the AVO and ATO employees redeployed as part of corporate processes.
- As outlined in the Enterprise Agreement 2011, redeployment opportunities must be exhausted at a local level before the employee is added to the Group and Corporate registers. The majority of redeployment occurs at the local business line and group level and there is no corporate data readily available. To provide a breakdown of this information would be an unreasonable diversion of ATO resources.
325. Four employees received involuntary redundancies.
- a. All were ongoing.
  - b. None were non-ongoing.
  - c. None were in the Australian Capital Territory.

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326. All employees who received involuntary redundancies were offered voluntary redundancies and/or redeployments in the first instance. These are mandatory steps contained within the ATO Enterprise Agreement 2011.
327. The release of this information may compromise the privacy of the affected individuals.

**Extensions**

328. From 18 September 2013 to 31 May 2014, there have been 29 non-ongoing employee contracts extended.
329. None.
330. Not applicable.
331. Not applicable.
332. Not applicable.
333. Not applicable.
334. Not applicable.
335. Not applicable.
336. From 18 September 2013 to 31 May 2014, there have been 66 non-ongoing employee contracts expired without extension.
337. Further breakdown of this information would be an unreasonable diversion of departmental resources.
338. From 18 September 2013 to 31 May 2014, there have been 11 new employees engaged on non-ongoing contracts.
339. a. None.  
b. None.
340. Not applicable.
341. Not applicable.
342. Not applicable.

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343. Not applicable.
344. None.
345. Not applicable.
346. From 18 September 2013 to 31 May 2014, there have been 594 new employees engaged on an ongoing basis.
347. a. All those referred to above in response 346 either had APSC approval or were within Interim Guideline Requirements.  
b. All those referred to above in response 346 either had APSC approval or were within Interim Guideline Requirements.
348. All those referred to above in response 346 either had APSC approval or were within Interim Guideline Requirements.
349. Further breakdown of this information would be an unreasonable diversion of departmental resources.
350. None
351. Not applicable.
352. None.
353. Not applicable.