

**Senate Economics Legislation Committee**  
**ANSWERS TO QUESTIONS ON NOTICE**  
**Treasury Portfolio**  
Budget Estimates 2014  
3 June to 5 June 2014

**Department/ Agency:** Productivity Commission

**Question:** BET 354-395

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

**Reference:** 05/06/2014

**Senator:** Lundy

**Question:**

**Transfers**

354. 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).
355. 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).
356. 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).
357. Since 18 September 2013, what department/agencyal functions have been transferred from one state or territory to another?
358. 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.

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359. 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**

360. 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?
361. 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?
362. 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?
363. 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?
364. 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?

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365. 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.
366. 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.
367. 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?

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368. 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?
369. 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**

370. Since the 18 September 2013 how many non-ongoing contracts has your department/agency extended?
371. How many non-ongoing contract extensions did your department/agency submit the Public Service Commission for approval?
372. How many of these extensions were approved by the Australian Public Service Commission (APSC)?
373. 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.
374. How many of these extensions were rejected by the APSC?

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375. 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.
376. Since 18 September 2013, how many non-ongoing contracts have been extended by your department/agency without the APSC's approval?
377. 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.
378. Since the 18 September 2013 how many non-ongoing contracts have expired without extension?
379. 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.
380. Since the 18 September 2013 how many new employees have been engaged by your department/agency on non-ongoing contracts?

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381. Since the 18 September 2013 how many (a) non-ongoing and (b) new non-ongoing engagements were submitted to the APSC for approval?
382. How many of these new non-ongoing engagements were approved by the APSC?
383. 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
384. How many of these new non-ongoing employee applications were rejected by the Public Service Commission?
385. 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
386. Since 18 September 2013, how many new employees have been engaged on non-ongoing contracts without the approval of the Public Service Commission?

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387. 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
388. Since the 18 September 2013 how many new employees have been engaged by your department/agency on ongoing contracts?
389. Since the 18 September 2013 how many (a) ongoing and (b) new ongoing engagements were submitted to the Public Service Commission for approval?
390. How many of these new ongoing engagements were approved by the Public Service Commission?
391. 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.
392. How many of these new ongoing employee applications were rejected by the Public Service Commission?

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393. 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.
394. How many new employees have been engaged on ongoing contracts without the approval of the Public Service Commission?
395. 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:**

354 - 356

Employees by location and gender, 30 June 2014 (excluding inoperative staff)

<i>Level</i>	<i>Melbourne</i>			<i>Canberra</i>			<i>Total</i>		
	<i>Female</i>	<i>Male</i>	<i>Total</i>	<i>Female</i>	<i>Male</i>	<i>Total</i>	<i>Female</i>	<i>Male</i>	<i>Total</i>
SES Band 3	0	0	0	0	1	1	0	1	1
SES Band 2	1	0	1	1	1	2	2	1	3
SES Band 1	2	5	7	3	3	6	5	8	13
Exec Level 2	8	13	21	7	12	19	15	25	40
Exec Level 1	16	14	30	5	8	13	21	22	43
APS 6	11	9	20	5	4	9	16	13	29
APS 5	5	3	8	2	3	5	7	6	13
APS 4	9	4	13	6	2	8	15	6	21
APS 3	1	0	1	1	0	1	2	0	2
APS 2	0	0	0	0	0	0	0	0	0
APS 1	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>53</b>	<b>48</b>	<b>101</b>	<b>30</b>	<b>34</b>	<b>64</b>	<b>83</b>	<b>82</b>	<b>165</b>
Corresponding totals at 18 September 2013	59	59	118	30	39	69	89	98	187
Corresponding totals at 30 June 2013	62	61	123	31	41	72	93	102	195

Employees by classification and age range, 30 June 2014 (excluding inoperative staff)

<b>Level</b>	<b>20 &lt; 25</b>	<b>25 &lt; 30</b>	<b>30 &lt; 35</b>	<b>35 &lt; 40</b>	<b>40 &lt; 45</b>	<b>45 &lt; 50</b>	<b>50 &lt; 55</b>	<b>55 &lt; 60</b>	<b>60 &amp; Over</b>	<b>Total</b>
SEB3								1		<b>1</b>
SEB2							2	1		<b>3</b>
SEB1				1	2	3	3	3	1	<b>13</b>
EL2			5	7	4	11	10		3	<b>40</b>
EL1		4	16	9	5	2	5		2	<b>43</b>
APS6		6	6	4	4	6	1	1	1	<b>29</b>
APS5	2	6	1	2			1	1		<b>13</b>
APS4	4	5	3	2	1	5			1	<b>21</b>
APS3						1		1		<b>2</b>
<b>Total</b>	<b>6</b>	<b>21</b>	<b>31</b>	<b>25</b>	<b>16</b>	<b>28</b>	<b>22</b>	<b>8</b>	<b>8</b>	<b>165</b>

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Notes:

1. Figures above include non-ongoing employees as follows:

30 June 2014: 3 non-ongoing

18 September 2013: 6 non-ongoing

30 June 2013: 8 non-ongoing

2. Figures above exclude statutory office holders.

3. To attempt to provide a greater level of detail would involve an unreasonable diversion of agency resources.

357. Nil

358. Not applicable.

359. Not applicable.

360. 26

a. 25

b. 1

c. 9

361. 1

a. 1

b. 0

c. 1

362. 25

a. 24

b. 1

c. 8

363. 25

a. 24

b. 1

c. 8

364. The conversations with those offered voluntary redundancies covered a range of options but were confidential to the parties to the transactions.

365. a. 2 x 25 < 30; 4 x 30 < 35; 4 x 35 < 40; 2 x 40 < 45; 6 x 45 < 50; 3 x 50 < 55; 2 x 55 < 60; 2 x 60 & over.

b. 13 x male; 12 x female.

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- c. 23 x research function; 1 x communications function; 1 x administration function
- d. 1 x APS4; 7 x APS6; 9 x EL1; 6 x EL2; 1 x SESB1; 1x SESB2
- e. Salary ranges are published in the Commission's annual report.
- f. 24 x on-going; 1 x non on-going.
- g. Canberra 8; Melbourne 17.
- h. Redundancy expenses accounted for in 2013-14 were \$1.482 million. Pay in lieu of leave relates to expenses recognised in prior accounting periods totalling \$0.948 million.
- i. Organisational restructuring to adjust to a lower funding level.
- j. Re-imburement of financial advisory costs totalling \$6,836 (GST exclusive).
- k. Staff exited between 6 January 2014 and 18 June 2014.

The provision of more detailed information would be an unreasonable diversion of departmental resources, as well as potentially providing personally-identifying information.

- 366. See response to BET 361. The provision of more detailed information would potentially provide personally-identifying information.
- 367. Nil
- 368. Not applicable.
- 369. Not applicable.
- 370. Two.
- 371. Nil.
- 372. Not applicable.
- 373. Not applicable.
- 374. Not applicable.
- 375. Not applicable.
- 376. Two.
- 377. a. See response to BET 365.
  - b. 1 x male; 1 x female.
  - c. 1 x research function; 1 x administration function
  - d. Salary ranges are published in the Commission's annual report.

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- e. 1 x APS4; 1x EL2
- f. 2 x Melbourne
- g. 1 x 8 months; 1 x 12 months
- h. 1 x 5 months; 1 x 3 months
- i. To meet a critical business requirement of the Commission.
- j. No, agency decision.
- k. Not applicable. Redundancy expenses accounted for in 2013-14 were \$1.482 million.
- l. The provision of more detailed information would be an unreasonable diversion of agency resources, as well as potentially providing personally-identifying information.

378. Three.

379. a. See response to BET 365.
- b. 3 x male.
  - c. 2 x research function; 1 x administration function
  - d. Salary ranges are published in the Commission's annual report.
  - e. 1 x APS5; 1 x EL2; 1 x SESB2
  - f. 3 x Melbourne.
  - g. 2 x 12 months; 1 x 19 months.
  - h. Organisational restructuring to adjust to a lower funding level.
  - i. The provision of more detailed information would be an unreasonable diversion of agency resources, as well as potentially providing personally-identifying information.

380. Nil.

381. Not applicable.

382. Not applicable.

383. Not applicable.

384. Not applicable.

385. Not applicable.

386. Nil

387. Not applicable.

388. One.

389. One.

390. One.

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391. a. See response to BET 365.  
b. Female.  
c. Information management – research.  
d. Salary ranges are published in the Commission’s annual report.  
e. Melbourne.  
f. APS6.  
g. Ongoing employee.  
h. Yes.  
i. Essential position, specialist qualifications, retirement of incumbent (selection process undertaken prior to interim arrangements for APS recruitment being established).  
j. APSC approved a request to access an existing order of merit.  
k. The provision of more detailed information would be an unreasonable diversion of agency resources, as well as potentially providing personally-identifying information.
392. Nil.
393. Not applicable.
394. Nil.
395. Not applicable.