

Senate Economics Legislation Committee

ANSWERS TO QUESTIONS ON NOTICE

Treasury Portfolio

Supplementary Budget Estimates

2014 - 2015

Department/Agency: Treasury

Question: SBT 169-213

Topic: Staff Transfers

Reference: Written - 30 October 2014

Senator: Ludwig, Joe

Question:

169. How many people does your department employ?
170. What is the number of staff employed in each state and Territory as at 30 June 2013, and what is their age, gender and classification level?
171. What is the number of staff currently employed in each state and territory, and what is their age, gender and classification level?
172. What functions have been transferred between one state or territory to another since the federal election in 2013?
173. Can you please provide details by function of the, number of staff employed, the age, gender and classification of staff employed in the function that was transferred, where it was based prior to the transfer and where it was transferred to?
174. How many of these people are employed in Canberra?
175. How many people did your department employ in Canberra immediately prior to the 2013 federal election?
176. How many employees have been transferred out of Canberra since the 2013 federal election?
177. How many of your employees have been transferred to Canberra since the 2013 federal election?
178. For all employees transferred to or from Canberra since the 2013 federal election, please provide their age.
179. For all employees transferred to or from Canberra since the 2013 federal election, please provide their wage. Please provide the figure for before their transfer and after their transfer.
180. For all employees transferred to or from Canberra since the 2013 federal election, please provide their gender.
181. For all employees transferred to or from Canberra since the 2013 federal election, please provide the area of the department they worked in. Please provide this detail for before their transfer and after their transfer.
182. For all employees transferred to or from Canberra since the 2013 federal election, please provide a description of their position. Please provide this detail for before their transfer and after their transfer.
183. For every transferred employee please provide an explanation for their transfer?
184. For every transferred employee please provide any other cost incurred by the department because of that transfer?
185. Please provide all relevant dates.
Redundancies
186. How many positions have been made redundant in your department since the 2013 federal election?

Senate Economics Legislation Committee

ANSWERS TO QUESTIONS ON NOTICE

Treasury Portfolio

Supplementary Budget Estimates

2014 - 2015

- 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?
187. How many of the employees filling these redundant positions were redeployed since the 2013 federal election?
- 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?
188. How many of these employees were offered voluntary redundancies since the 2013 federal election?
- 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?
189. How many accepted voluntary redundancies since the 2013 federal election?
- 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?
190. How many employees were offered the choice between a voluntary redundancy and redeployment since the 2013 federal election?
- 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?
191. For all employees who accepted voluntary redundancies since the 2013 federal election please:
- a) Provide a dollar figure of their pay out, their age, gender and a description of their position including APS level, contract type (non-ongoing versus ongoing), responsibilities and where they were located.
 - b) Please specify what component of that figure was paid out entitlements (annual leave etc).
 - c) Please specify any other costs incurred by the department because of this redundancy.
 - d) Please provide the reason a voluntary redundancy was offered for their position.
 - e) Please provide all relevant dates.
192. For all employees who were redeployed please provide:
- a) Their age, gender and a description of their position prior to and after redeployment, including the wages of these positions, the APS level of these positions, the contract type (non-ongoing versus ongoing) and where they were located.
 - b) Please specify any other costs incurred by the department because of this redeployment.

Senate Economics Legislation Committee

ANSWERS TO QUESTIONS ON NOTICE

Treasury Portfolio

Supplementary Budget Estimates

2014 - 2015

- c) Please provide the reason for that redeployment.
 - d) Please provide all relevant dates.
193. Since the 2013 federal election, how many employees in your department 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?
194. 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?
195. For employees who were made forcibly redundant since the 2013 federal election please provide:
- a) Their age, gender, the dollar figure of their pay out and a description of their position including APS level, contract type (non-ongoing versus ongoing) responsibilities and where they were located.
 - b) Please specify what component of that figure was paid out entitlements (annual leave etc).
 - c) Please specify any other costs incurred by the department because of this redundancy.
 - d) Please provide the reason for that redundancy.
 - e) Please provide all relevant dates.

Hiring

196. How many people are employed in your department on non-ongoing contracts?
197. How many people are employed in your department on ongoing contracts?
198. How many non-ongoing contracts has your department extended since the 2013 federal election?
199. How many non-ongoing contract extensions did your department submit the Public Service Commission for approval?
200. How many of these extensions were approved by the Public Service Commission?
- a) For every approved extension please provide the following details: the employee's age, gender, wage, APS level, a description of their job, their length of continuous employment by the APS, the length of approved extension, the reasons why the extensions was submitted and the reasons why the extension was approved by the Public Service Commission, as well as all relevant dates.
201. How many of these extensions were rejected by the Public Service Commission?
- a) For every rejected extension please provide the following details: the employee's age, gender, wage, APS level, a description of their job, their length of continuous employment by the APS, the length of extension sought by the department, the reasons why the extensions was submitted and the reasons why the extension was rejected by the Public Service Commission, as

Senate Economics Legislation Committee

ANSWERS TO QUESTIONS ON NOTICE

Treasury Portfolio

Supplementary Budget Estimates

2014 - 2015

- well as all relevant dates.
202. How many non-ongoing contracts have been extended by your department without the Public Service Commission's approval?
- a) For every unapproved extension please provide the following details: the employee's age, gender, wage, APS level, a description of their job, their length of continuous employment by the APS, the length of the unapproved extension, the reasons why the extension was granted, whether the extension was submitted to the Public Service Commission for approval, and the reasons why the extension was granted without the approval of the Public Service Commission, as well as all relevant dates.
203. How many non-ongoing contracts have expired without extension since the 2013 federal election?
- a) For every expired non-ongoing contract please provide the following details: the employee's age, gender, wage, APS level, a description of their job, their length of continuous employment by the APS, the reason why an extension was not sought, as well as all relevant dates.
204. How many new employees have been engaged by your department on non-ongoing contracts since the 2013 federal election?
205. How many new non-ongoing engagements were submitted to the Public Service Commission for approval since the 2014 federal election?
206. How many of these new non-ongoing engagements were approved by the Public Service Commission?
- a) For every approved new engagement of a non-ongoing employee please provide the following details: the employee's age, gender, wage, APS level, a description of their job, the length of their non-ongoing contract, whether this position was advertised externally, the reason for engaging this new employee and the reason given by the Public Service Commission for approving this engagement, as well as all relevant dates relating to this application.
207. How many of these new non-ongoing employee applications were rejected by the Public Service Commission?
- a) For every new non-ongoing engagement rejected by the Public Service Commission please provide the following details: APS level, a description of their job, the length of their non-ongoing contract, the reason for engaging the new employee and the reason given by the Public Service Commission for rejecting this engagement, as well as all relevant dates relating to this application.
208. How many new employees have been engaged on non-ongoing contracts without the approval of the Public Service Commission?
- a) For every non-ongoing employee engaged without the Public Service Commission's approval please provide the following details: the employee's age, gender, wage, APS level, a description of their job, the length of their non-ongoing contract, whether this position was advertised externally, the reason for engaging this new employee and the reason for engaging this employee without the Public Service Commission's approval, as well as all relevant dates.

Senate Economics Legislation Committee
ANSWERS TO QUESTIONS ON NOTICE

Treasury Portfolio

Supplementary Budget Estimates

2014 - 2015

209. How many new employees have been engaged by your department on ongoing contracts since the 2013 federal election?
210. How many new ongoing engagements were submitted to the Public Service Commission for approval since the 2013 federal election?
211. How many of these new ongoing engagements were approved by the Public Service Commission?
- a) For every approved new engagement of an ongoing employee please provide the following details: the employee's age, gender, wage, APS level, a description of their job, the length of their ongoing contract, whether this position was advertised externally, the reason for engaging this new employee and the reason given by the Public Service Commission for approving this engagement, as well as all relevant dates relating to this application.
212. How many of these new ongoing employee applications were rejected by the Public Service Commission?
- a) For every new ongoing engagement rejected by the Public Service Commission please provide the following details: APS level, a description of their job, the length of their ongoing contract, the reason for engaging the new employee and the reason given by the Public Service Commission for rejecting this engagement, as well as all relevant dates relating to this application.
213. How many new employees have been engaged on ongoing contracts without the approval of the Public Service Commission?
- a) For every ongoing employee engaged without the Public Service Commission's approval please provide the following details: the employee's age, gender, wage, APS level, a description of their job, the length of their ongoing contract, whether this position was advertised externally, the reason for engaging this new employee and the reason for engaging this employee without the Public Service Commission's approval, as well as all relevant dates.

Answer:

169. As at 1 November 2014, Treasury employed 871 staff.¹ The 871 individuals equate to 840.8 full time equivalent staff (FTE).

170 - 171. The following tables answer questions 170-171 in a consolidated format. In line with the questions, 170 refers to the workforce as at 30 June 2013 and 171 refers to the current workforce at 1 November 2014.

¹ Note that staffing reports at the Treasury are run at the start of each month. The closest data available to 30 October 2014 is 1 November 2014.

Senate Economics Legislation Committee

ANSWERS TO QUESTIONS ON NOTICE

Treasury Portfolio

Supplementary Budget Estimates

2014 - 2015

a)

Question	170	171
	30-Jun-13	1-Nov-14
Total Staff	954	871
ACT	931	845
Victoria	5	4
Overseas	18	22

b)

Question	170	171
	30-Jun-13	1-Nov-14
Total Staff	954	871
Under 25	76	35
25 - 34	371	364
35 - 44	253	249
45 - 54	165	155
55 +	89	68

c)

Question	170	171
	30-Jun-13	1-Nov-14
Total Staff	954	871
Female	453	448
Male	501	423

Senate Economics Legislation Committee
ANSWERS TO QUESTIONS ON NOTICE
Treasury Portfolio
 Supplementary Budget Estimates
 2014 - 2015

d)

Question	170	171
	30-Jun-13	1-Nov-14
Total Staff	954	871
APS1	1	1
APS2	1	0
APS3	52	23
APS4	57	58
APS5	143	121
APS6	208	203
EL1	215	206
EL2	186	169
SES.1	62	57
SES.2	22	24
SES.3	6	8
SEC	1	1

172- 174. No functions have been transferred between states or territories since the federal election in 2013.

175. At 30 September 2013 (the closest date that data is available to 18 September 2013), 920 employees were employed in Canberra.

176-185. No employees have been transferred to or from Canberra since the 2013 federal election.

Redundancies

186-188. Two voluntary redundancy rounds for employees by classification have been conducted since September 2013, one commencing October 2013 and one commencing in May 2014. The processes were not based on positions, but on classifications, and both were consistent with the excess provisions of the Treasury Workplace Agreement 2011-2014. An involuntary redundancy round for employees commenced in June 2014. Again, the process was not based on positions but on classification.

189. As at 1 November 2014, via the three processes outlined above, 133 staff have accepted an offer of voluntary redundancy since 18 September 2013.

a) All employees who accepted a voluntary redundancy were ongoing.

Senate Economics Legislation Committee

ANSWERS TO QUESTIONS ON NOTICE

Treasury Portfolio

Supplementary Budget Estimates

2014 - 2015

b) No employees were non-ongoing.

c) All employees were located in the Australian Capital Territory.

190. Thirty-five employees have been offered a choice between a voluntary redundancy and redeployment since 18 September 2013. These were the 35 staff deemed excess through the involuntary process.

a) 35 employees were ongoing.

b) No employees were non-ongoing.

c) 35 employees were located in the Australian Capital Territory.

191.

a) The total payout to staff who have separated on a voluntary redundancy since September 2013 is approximately \$8.39 mil. Please see tables i) to iv) for an aggregated breakdown of gender, classification, age and position descriptions of staff who accepted a voluntary redundancy.

i)

Gender	Headcount
Female	66
Male	67
Total	133

ii)

Classification	Headcount
APS3	1
APS4	8
APS5	10
APS6	48
EL1	33
EL2	33
Total	133

Senate Economics Legislation Committee
ANSWERS TO QUESTIONS ON NOTICE

Treasury Portfolio

Supplementary Budget Estimates

2014 - 2015

iii)

Age range	Headcount
Under 25	1
25 - 34	47
35 - 44	14
45 - 54	29
55 +	42
Total	133

iv)

Position Description	Headcount
Analyst	101
Manager	14
Senior Adviser	18

- b)** Leave entitlements comprised approximately \$3.38 mil of the total payout figure.
- c)** The Treasury paid approximately \$8,000 to reimburse staff who sought financial advice regarding taking a voluntary redundancy.
- d)** Voluntary redundancies were offered to staff as part of an ongoing process of staffing reductions.
- e)** The 2013 VR process called for expressions of interest on 2 October 2013 and closed 22 October 2013. The 2014 VR process opened on 19 May 2014 and closed 7 August 2014 (all staff who accepted a voluntary redundancy will separate from the department before 18 December 2014). The 2014 involuntary process was announced on 20 June 2014. Staff deemed excess were informed on 12 August 2014.

192. As at 1 November 2014, 18 staff have been redeployed.

a) Please see tables i) to iv) for breakdown of gender, classification, age and position description of staff who have been redeployed between 18 September 2013 and 1 November 2014.

Senate Economics Legislation Committee

ANSWERS TO QUESTIONS ON NOTICE

Treasury Portfolio

Supplementary Budget Estimates

2014 - 2015

i)

Gender	Headcount
Female	10
Male	8

ii)

Classification	Salary Range	Headcount
APS3	\$56,318 - \$59,608	3
APS4	\$62,902 - \$66,193	6
APS5	\$70,722 - \$75,250	4
APS6	\$79,777 - \$96,651	2
EL1	\$104,060 - \$119,369	2
EL2	\$127,106 - \$145,874	1

iii)

Age range	Headcount
Under 25	2
25 - 34	5
35 - 44	4
45 - 54	5
55 +	2

iv)

Role	Headcount
Analyst	17
Manager	1

193. No employees have been made forcibly redundant between the 2013 federal election and 1 November 2014, as such questions 194 and 195 are not applicable.

Senate Economics Legislation Committee
ANSWERS TO QUESTIONS ON NOTICE
Treasury Portfolio
Supplementary Budget Estimates
2014 - 2015

Hiring

196. As at 1 November 2014, Treasury employed 14 staff on non-ongoing contracts. An additional seven staff were working in Treasury on temporary transfers from other Commonwealth departments.

197. As at 1 November 2014, of Treasury's 871 staff, 850 staff were ongoing.

198. Since 18 September 2013, Treasury has extended four non-ongoing contracts.

199. None. In line with the interim recruitment arrangements, agencies are only required to advise the APSC of new, or extensions of, non-ongoing contracts. Approval from the APSC is not necessary. As such, questions 200-202 are not applicable.

203. Since 18 September 2013, seven non-ongoing contracts have expired without extension.

a) For privacy reasons, individual employee details are not provided.

204. Since 18 September 2013, Treasury has engaged 16 staff on non-ongoing contracts.

205. None. In line with the interim recruitment arrangements, agencies are only required to advise the APSC of new, or extensions of, non-ongoing contracts. Approval from the APSC is not necessary. As such, questions 206-208 are not applicable.

209. Since 18 September 2013, Treasury has engaged 97 staff on ongoing contracts, including 29 graduates and 52 staff who commenced with the department through machinery of government changes.

210. Since 18 September 2013, Treasury has submitted no requests to the APSC for new ongoing engagements. As such, question 211-213 are not applicable.