

Senate Economics Legislation Committee

ANSWERS TO QUESTIONS ON NOTICE

Treasury Portfolio

Supplementary Budget Estimates

2014 - 2015

Department/Agency: CEFC

Question: SBT2110-2154

Topic: Staff transfers

Reference: written - 30 October 2014

Senator: Ludwig, Joe

Question:

2110. How many people does your department employ?
 2111. 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?
 2112. What is the number of staff currently employed in each state and territory, and what is their age, gender and classification level?
 2113. What functions have been transferred between one state or territory to another since the federal election in 2013?
 2114. 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?
 2115. How many of these people are employed in Canberra?
 2116. How many people did your department employ in Canberra immediately prior to the 2013 federal election?
 2117. How many employees have been transferred out of Canberra since the 2013 federal election?
 2118. How many of your employees have been transferred to Canberra since the 2013 federal election?
 2119. For all employees transferred to or from Canberra since the 2013 federal election, please provide their age.
 2120. 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.
 2121. For all employees transferred to or from Canberra since the 2013 federal election, please provide their gender.
 2122. 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.
 2123. 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.
 2124. For every transferred employee please provide an explanation for their transfer?
 2125. For every transferred employee please provide any other cost incurred by the department because of that transfer?
 2126. Please provide all relevant dates.
- Redundancies
2127. How many positions have been made redundant in your department since the 2013 federal election?

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- 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?
2128. 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?
2129. 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?
2130. 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?
2131. 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?
2132. 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.
2133. 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.

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- c) Please provide the reason for that redeployment.
 - d) Please provide all relevant dates.
2134. 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?
2135. 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?
2136. 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

2137. How many people are employed in your department on non-ongoing contracts?
2138. How many people are employed in your department on ongoing contracts?
2139. How many non-ongoing contracts has your department extended since the 2013 federal election?
2140. How many non-ongoing contract extensions did your department submit the Public Service Commission for approval?
2141. 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.
2142. 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 well as all relevant dates.

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2143. 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.
2144. 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.
2145. How many new employees have been engaged by your department on non-ongoing contracts since the 2013 federal election?
2146. How many new non-ongoing engagements were submitted to the Public Service Commission for approval since the 2014 federal election?
2147. 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.
2148. 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.
2149. 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.
2150. How many new employees have been engaged by your department on ongoing contracts since the 2013 federal election?
2151. How many new ongoing engagements were submitted to the Public Service

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- Commission for approval since the 2013 federal election?
2152. 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.
2153. 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.
2154. 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:

2110. The CEFC is not a Department of State. If this question relates to the Department's employees as worded then it should be referred to the Department of Treasury. If instead it is meant for the CEFC, then as at 30 October 2014, the CEFC has a headcount of 52 employees. These answers exclude statutory officers who are not staff under the *Clean Energy Finance Corporation Act 2012*. Of these employees, 46 of 52 are full time, and 6 of 52 are part time.
2111. The answer was provided in response to Question 607 at 2014-15 Budget Estimates.
2112. The staff breakdown as at 30 October 2014 by age, gender and state is shown below. Of these 52 employees, 4 are at executive level and 48 at non-executive level.

30 October 2014	NSW	Qld	Vic
Employee Numbers	24	27	1

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Age	15- 20 yrs	20 - 30 yrs	30-40 yrs	40 – 50 yrs	50 – 60 yrs	Over 60 yrs
	0	2	21	18	10	1

Gender	Female	Male
	26	26

2113. Nil.
2114. Please see the answer to Question 2113 above.
2115. Please see the answer to Question 2113 above.
2116. The CEFC is not a Department of State. If this question relates to the Department's employees as worded then it should be referred to the Department of Treasury. If instead it is meant for the CEFC then the answer is Nil.
- 2117 – 2126. Please see the answer to Question 2116 above.
2127. The CEFC is not a Department of State. If this question relates to the Department's employees as worded then it should be referred to the Department of Treasury. If instead it is meant for the CEFC then the answer has not changed since Question 612 at 2014-15 Budget Estimates.
- 2128 - 2136. Please see the answer to Question 2127 above.
2137. The CEFC is not a Department of State. If this question relates to the Department's employees as worded then it should be referred to the Department of Treasury. If instead it is meant for the CEFC, then as at 30 October 2014, 6 employees were on non-ongoing contracts.
2138. The CEFC is not a Department of State. If this question relates to the Department's employees as worded then it should be referred to the Department of Treasury. If instead it is meant for the CEFC, then as at 30 October 2014, 46 employees were on ongoing contracts.
2139. The CEFC is not a Department of State. If this question relates to the Department's employees as worded then it should be referred to the Department of Treasury. If instead it is meant for the CEFC, then as at 30 October 2014, the CEFC has extended non-ongoing contracts for 2 employees and two 2 independent contractor consultants who are classified as staff under the *Clean Energy Finance Corporation Act 2012* since that time.
2140. The CEFC is not a Department of State. If this question relates to the Department's employees as worded then it should be referred to the Department of Treasury. If instead it is meant for the CEFC, then the answer is Nil.
2141. Please see the answer to Question 2140 above.
2142. Please see the answer to Question 2140 above.

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2143. 2.
- a.
- i. Age, Gender, Wage, Job Description, Dates: There are so few individuals involved that the CEFC would prefer not to answer these questions in a public document as to do so could identify the individuals concerned and compromise their expectations of confidential handling of their personal employee information. The CEFC can provide this information to Senators in-camera if it is required.
 - ii. APS Level, Length of APS employment: All staff were non-executive level. The CEFC is not an “agency” for the purposes of the *Public Service Act 1999*, and its’ staff are not APS members.
 - iii. Contract extension length: ranged from 1 month to 7 months.
 - iv. Reason Extension Granted: For operational convenience.
 - v. Whether submitted to APSC and whether APSC approved: Please see the answer to Question 628 of 2014-15 Budget Estimates.
2144. 8.
- a.
- i. Age, Gender, Wage, Job Description, Dates: There are so few individuals involved that the CEFC would prefer not to answer these questions in a public document as to do so could identify the individuals concerned and compromise their expectations of confidential handling of their personal employee information. The CEFC can provide this information to Senators in-camera if it is required.
 - ii. APS Level, Length of APS employment: All staff were non-executive level. The CEFC is not an “agency” for the purposes of the Public Service.
 - iii. Reason Extension Not Sought: For operational convenience.
2145. 11.
2146. Nil.
2147. Nil.
2148. Nil.
2149. 11.
- a. Age, Gender, Wage, Job Description, Dates: There are so few individuals involved that the CEFC would prefer not to answer these questions in a public document as to do so could identify the individuals concerned and compromise their expectations of confidential handling of their personal employee information. The CEFC can provide this information to Senators in-camera if it is required.

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- ii) APS Level: Not applicable. The CEFC is not an “agency” for the purposes of the *Public Service Act 1999*, and its’ staff are not APS members. All staff were non-executive level.
 - iii) Length of the non-ongoing contracts: ranged from a few weeks up to 10 months or more.
 - iv) Advertising: 6 were placed via a direct source and 5 were placed via recruitment agencies. There was no CEFC advertising.
 - v) Reason for engagement: operational requirements.
 - vi) Reason for lack of APSC approval: Please see the answer to Question 638 of 2014-15 Budget Estimates.
2150. 12.
2151. Nil.
2152. Nil.
2153. Nil.
2154. 12.

a.

Age, Gender, Wage, Job Description, Dates: There are so few individuals involved that the CEFC would prefer not to answer these questions in a public document as to do so would identify the individuals concerned and compromise their expectations of confidential handling of their personal employee information. The CEFC can provide this information to Senators in-camera if it is required.

- ii) APS Level: Not applicable. The CEFC is not an “agency” for the purposes of the *Public Service Act 1999*, and its’ staff are not APS members. All staff were non-executive level.
- iii) Length of ongoing contract: by definition, an ongoing contract is ongoing.
- iv) External Advertising: 3 were placed via online advertising, 3 via direct source and 6 were placed via recruitment agencies. There was no CEFC advertising.
- v) Reason for engagement: Operational requirements.
- vi) Reason for Non-APSC approval: Please see the answer to Question 646 asked at 2014-15 Budget Estimates.