

**Senate Economics Legislation Committee**

**ANSWERS TO QUESTIONS ON NOTICE**

**Treasury Portfolio**

Supplementary Budget Estimates

2015 - 2016

**Department/Agency: ATO**

**Question: SBT 1922-1931**

**Topic: Staff reductions**

**Reference: written - 30 October 2015**

**Senator: Wong, Penny**

**Question:**

Since 1 January 2015:

1922. How many staff reductions/voluntary redundancies have occurred?  
a) What was the reason for these reductions?
1923. Were any of these reductions involuntary redundancies? If yes, provide details.
1924. Are there any plans for further staff reductions/voluntary redundancies? If so, please advise details including if there is a reduction target, how this will be achieved, and if any services/programs will be cut.
1925. If there are plans for staff reductions, please give the reason why these are happening.
1926. Are there any plans for involuntary redundancies? If yes, provide details.
1927. How many ongoing staff left the department/agency? What classification were these staff?
1928. How many non-ongoing staff left department/agency from? What classification were these staff?
1929. What are the voluntary redundancy packages offered? Please detail for each staff level and position
1930. How do the packages differ from the default public service package?
1931. How is the department/agency funding the packages?

**Answer:**

1922. From 1 January 2015 to 31 October 2015, there were 1,329 staff separations, including 295 voluntary redundancies.
- a.

<b>Reason for staff reductions 1 January 2015 to 31 October 2015</b>	
Age Retirement	91
Dismissal	19
Deceased	9
End/termination contract (temp staff)	414
Voluntary Redundancy	295
Involuntary Redundancy	39
Invalidity	46
Movement to other Agency	211
Resignation	205
<b>Grand Total</b>	<b>1,329</b>

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1923. From 1 January 2015 to 31 October 2015, there were 39 involuntary redundancies.

1924. There are no plans for further staff reductions/voluntary redundancies.

1925. Not applicable.

1926. No.

1927. From 1 January 2015 to 31 October 2015, 902 ongoing staff left the ATO.

<b>Classification</b>	<b>Total</b>
Cadet	2
Graduate	2
APS1	17
APS2	46
APS3	206
APS4	164
APS5	83
APS6	156
EL1	150
EL2.1	39
EL2.2	25
SES1	10
SES2	2
<b>Total</b>	<b>902</b>

1928. From 1 January 2015 to 31 October 2015, 427 non-ongoing (includes non-ongoing employees with specified term contracts, specified hours and irregular/intermittent (casual) employees) staff left the ATO.

<b>Classification</b>	<b>Total</b>
APS1	334
APS2	79
APS3	12
APS4	1
APS6	1
<b>Total</b>	<b>427</b>

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1929. The ATO complies with the requirements of the National Employment Standards for the APS General Employment conditions awards and the APS model clauses including the entitlements for voluntary redundancies (4 to 48 weeks) and retention periods of 7 or 13 months.
1930. The ATO package differs in the following areas:
- Offer of alternate retention period - where an employee can accept a reduced salary so they can stay to the end of their retention period rather than have the retention period reduced by the employee's redundancy pay entitlement under the National Employment Standards.
  - Support for excess employees (varies from agency to agency) including reimbursement of financial and career planning etc.
1931. The ATO's commitment is that we will self-fund our staff reduction.