

Senate Standing Committee on Education and Employment

QUESTIONS ON NOTICE Additional Estimates 2015 - 2016

Cross Portfolio

Department of Employment Question No. EMSQ16-000043

Senator Doug Cameron asked on 11 February 2016 on proof Hansard page 14

Question

Redundancies

Senator CAMERON: If you could provide details of those positions that were made redundant, the reasons why they were made redundant and the cost of the redundancy, I would appreciate that.

Ms Leon: We probably will give you the cost as a global number, because if I identify the position and the amount then it is really revealing that individual's package. But we can provide you with the overall cost of the small number of redundancies we have had.

Senator CAMERON: I am happy to listen to your argument on this, but why would it be a secret as to a public servant's redundancy package? It is a standard package.

Ms Leon: Yes, the actual amount that an individual is taking home they might not want to broadcast.

Senator CAMERON: I am not asking for the name, I am asking for the position.

Ms Leon: It would be pretty obvious to everyone who it is though—

Senator CAMERON: It would not be obvious to me; I would not know who they were.

Ms Leon: I know, but everything is public, Senator.

Senator CAMERON: But I would not know who they were.

CHAIR: But you are not the only person receiving the information, Senator.

Ms Leon: Let me take some advice about, Senator—

Senator CAMERON: What would be embarrassing for any public servant who has had a redundancy package? Surely it would be known what the level of the redundancy package is.

Ms Leon: I am happy to provide what the conditions are, and I will take some advice and provide you on notice whatever I can about what is possible to provide in relation to each individual.

Answer

Four employees in the Department of Employment received voluntary redundancies between 1 July 2015 and 31 January 2016 including two employees at Executive Level 2, one at Executive Level 1, and one at the APS 6 classification. The employees were excess to requirements and indicated they wished to receive a voluntary redundancy. The total gross redundancy payment for these voluntary redundancies was \$431,962, funded from the department's existing budget.

The amount paid to individuals made redundant is calculated based on a number of variables including their length of service, salary at exit, and age. The small number of redundancies means that disaggregating the total value of the redundancies by each instance would lead to the value of the redundancy package being connected to particular individuals who are reasonably identifiable.