

Senate Standing Committee on Education and Employment - Education

**QUESTIONS ON NOTICE
Budget Estimates 2014-2015**

Cross Portfolio

Department of Education Question No. ED0147_15

Senator Ludwig provided in writing.

Question

Dept & all agencies: Redundancies

1. How many positions have been made redundant in your department since the 2013 federal election? 2. How many of these positions were ongoing? 3. How many of these positions were non-ongoing? 4. How many of these positions were situated in the Australian Capital Territory? 5. How many of the employees filling these redundant positions were redeployed since the 2013 federal election? 6. How many of these employees were ongoing? 7. How many of these employees were non-ongoing? 8. How many of these employees were situated in the Australian Capital Territory? 9. How many of these employees were offered voluntary redundancies since the 2013 federal election? 10. How many of these employees were ongoing? 11. How many of these employees were non-ongoing? 12. How many of these employees were situated in the Australian Capital Territory? 13. How many accepted voluntary redundancies since the 2013 federal election? 14. How many of these employees were ongoing? 15. How many of these employees were non-ongoing? 16. How many of these employees were situated in the Australian Capital Territory? 17. How many employees were offered the choice between a voluntary redundancy and redeployment since the 2013 federal election? 18. How many of these employees were ongoing? 19. How many of these employees were non-ongoing? 20. How many of these employees were situated in the Australian Capital Territory? 21. For all employees who accepted voluntary redundancies since the 2013 federal election please: 22. 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. 23. Please specify what component of that figure was paid out entitlements (annual leave etc). 24. Please specify any other costs incurred by the department because of this redundancy. 25. Please provide the reason a voluntary redundancy was offered for their position. 26. Please provide all relevant dates. 27. For all employees who were redeployed please provide: 28. 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. 29. Please specify any other costs incurred by the department because of this redeployment. 30. Please provide the reason for that redeployment. 31. Please provide all relevant dates. 32. Since the 2013 federal election, how many employees in your department have been made forcibly redundant? 33. How many of these employees were ongoing? 34. How many of these employees were non-ongoing? 35. How many of these employees were situated in the Australian Capital Territory? 36. How many of these employees were offered voluntary redundancies or redeployments prior to being made forcibly redundant? 37. How many of these employees were ongoing? 38. How many of these employees were non-ongoing? 39. How many of these employees were situated in the Australian Capital Territory?

40. For employees who were made forcibly redundant since the 2013 federal election please provide: 41. 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. 42. Please specify what component of that figure was paid out entitlements (annual leave etc). 43. Please specify any other costs incurred by the department because of this redundancy. 44. Please provide the reason for that redundancy. 45. Please provide all relevant dates.

Answer

1.-31. Refer to ED0192_15.

32.-45. Refer to ED0193_15.

ARC has provided the following response:

1. One
2. One
3. Nil
4. One
5. Nil
6. One
7. Nil
8. One
9. One
10. One
11. Nil
12. One
13. One
14. One
15. Nil
16. One
17. One
18. One
19. Nil
20. One
- 21-24. The ARC are unable to provide this information due to Privacy
25. The position was excess to requirements
26. January 2014
- 27.-34 Nil
35. One
36. One
37. Nil
38. One
- 40-45. Not applicable

AITSL provides the following response:

1. One
2. One
3. Nil
4. Nil
5. Nil
6. Not applicable
7. Not applicable
8. Not applicable

9. Nil
10. Not applicable
11. Not applicable
12. Not applicable
13. Nil
14. Not applicable
15. Not applicable
16. Not applicable
17. Nil
- 18.-30. Not applicable
31. One
32. One
33. Nil
34. Nil
35. Nil
36. Not applicable
37. Not applicable
38. Not applicable
39. (see 41)
40. 38, Female, \$30,408, Senior Project Officer (AITSL Level 4), Maximum term (ongoing), Melbourne
41. \$7,491 in Annual Leave payments
42. Nil
43. The redundancy resulted following a management review of the organisational structure
44. Termination effective on 15 January 2014

Note: The term ongoing staff has assumed those engaged as maximum-term; the term non-ongoing staff has assumed those engaged as fixed-term.

AITSL has a funding agreement to 30 June 2015. Maximum-term staff are those employed to that date hence the assumption that they are considered ongoing has applied.

TEQSA has provided the following response.
Refer to [ED0192_15](#).

ACARA has provided the following response:

1. Five
2. Five
3. Nil
4. Nil
5. Nil
6. Not applicable
7. Not applicable
8. Not applicable
9. Nil
- 10.-15. Not applicable
16. Nil
17. Nil
- 18.-30. Not applicable
31. Six
32. Six
33. Nil
34. Nil

- 35. All advertised of redeployment opportunities
- 36. Six
- 37. Nil
- 38. Nil
- 39. Not applicable
- 40.
 - a. Age:
 - i. 52 years
 - ii. 34 years
 - iii. 39 years
 - iv. 33 years
 - v. 35 years
 - b. Gender:
 - i. Male
 - ii. Female
 - iii. Male
 - iv. Male
 - v. Female
 - c. Position:
 - i. Senior Manager, Human Resources
 - ii. Human Resource Advisor
 - iii. Senior Manager, Communications
 - iv. Senior Communications Officer
 - v. Senior Communications Officer
 - d. APS Level:
 - i. 2 x SES
 - ii. 3 x APS6
 - e. Payout:
 - i. \$61,898 redundancy and \$12,367 annual leave
 - ii. \$26,965 redundancy and \$1,901 annual leave
 - iii. \$59,089 redundancy plus \$4,659 annual leave
 - iv. \$20,265 redundancy plus \$6,422 annual leave
 - v. \$20,265 redundancy plus \$13,023 annual leave
- 41.
 - a. \$12,367 annual leave
 - b. \$1,901 annual leave
 - c. \$4,659 annual leave
 - d. \$6,422 annual leave
 - e. \$13,023 annual leave
- 42. Outplacement services - 2 x \$7,500, 1 x \$4,500
- 43. New structures in Communication and Strategic Relations, and Human Resources
- 44.
 - a. 06/11/13
 - b. 13/11/13
 - c. 25/10/13
 - d. 31/10/13
 - e. 24/10/13

AIATSIS has provided the following response:

1. 18
2. 13
3. Five
4. 18
5. 1 non-ongoing
6. Four
7. 10
8. All positions situated in the ACT
9. Four
10. Four
11. Nil.
12. Four
13. Four
14. Four
15. Nil.
16. Four
17. Four
18. Four
19. Nil
20. Four
21. See below
22.
 - a. Payout
 - i. \$42,333 gross
 - ii. \$158,091 gross
 - iii. \$206,707 gross
 - iv. \$112,981 gross
 - b. Age
 - i. 67
 - ii. 67
 - iii. 62
 - iv. 46
 - c. Gender
 - i. F
 - ii. M
 - iii. F
 - iv. M
 - d. Position description
 - i. Registry and Information Officer
 - ii. Director of Corporate Services
 - iii. Senior Content Manager
 - iv. Human Resources Manager
 - e. Classification
 - i. APS2
 - ii. Exec level 2
 - iii. Exec Level 2
 - iv. Exec Level 1
 - f. Contract type
 - i. Ongoing
 - ii. Ongoing
 - iii. Ongoing
 - iv. Ongoing
 - g. Responsibilities
 - i. Maintaining agency file system and mail systems

- ii. Managing corporate services and finance teams
 - iii. Managing digital content teams
 - iv. Human Resources Manager
 - h. Location
 - i. Corp Services
 - ii. Corp Services
 - iii. Communications
 - iv. Corp Services
- 23. Payout of entitlements
 - a. \$18,299.04 gross
 - b. \$73,489.05 gross
 - c. \$85,388.79 gross
 - d. \$8,643.81 gross
- 24.
 - a. \$1,200 for financial advice
 - b. \$1200 for financial advice
 - c. \$1,200 for financial advice
 - d. Nil
- 25. Position excess due to organisation restructuring
- 26. Dates
 - a. Ceased 1/01/14
 - b. Ceased 14/03/14
 - c. Ceased 11/04/2014
 - d. Ceased 21/05/14
- 27.-31. Not applicable
- 32. Nil
- 33.-45. Not applicable