

Senate Standing Committee on Education and Employment

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

Agency - Comcare

Department of Employment Question No. EM0045_15

Senator Ludwig provided in writing.

Question

Comcare - Redundancies - staff particulars

1. 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. 2. 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. c. Please provide the reason for that redeployment. d. Please provide all relevant dates."

Answer

1. *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.*

Since the federal election in September 2013, there have been five employee separations through voluntary redundancy. All voluntary redundancies have been the result of Comcare's business renewal program and only apply to ongoing employees. The table below provides the requested demographics of the voluntary redundancies:

APS Class	Exit Date	State	Gender	Age	Total cost	Redundancy Component	Leave payment	Annual Salary	Additional costs	Reason for VR
EL1	31-Mar-14	ACT	MALE	59	\$202,145	\$132,321	\$69,824	\$115,488	Nil	Following an internal restructure there were more EL1 employees than positions
EL1	31-Mar-14	ACT	FEMALE	36	\$119,747	\$79,329	\$40,418	\$115,488	Nil	Following an internal restructure there were more EL1 employees than positions
APS4	28-May-14	VIC	FEMALE	57	\$86,259	\$47,714	\$38,545	\$68,193	Nil	The employee was unable to perform previous duties due to a change in work processes
APS6	28-Apr-14	ACT	FEMALE	55	\$55,007	\$33,339	\$21,668	\$86,959	Nil	The employee lacked the essential skills to perform the duties due to a change in work processes
EL2	30-Apr-14	ACT	MALE	59	\$217,430	\$139,795	\$77,635	\$137,597	Nil	Following an internal restructure there were more EL2 employees than positions

2. *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. c. Please provide the reason for that redeployment. d. Please provide all relevant dates."*

The business renewal program resulted in a large number of staff being redeployed within Comcare. There have been no Comcare employees redeployed to other APS agencies. To attempt to provide the level of detail requested in relation to redeployments would involve an unreasonable diversion of departmental resources.