

Senate Standing Committee on Education and Employment

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

Agency - Comcare

Department of Employment Question No. EM0644_15

Senator Lundy provided in writing.

Question

Comcare - Redundancies - staff particulars

"1. For all employees who accepted voluntary redundancies please provide the following: a. Their age. b. Their gender. c. A description of their position. d. The APS classification level of their position. e. Their wage. f. Their contract type (non-ongoing versus ongoing). g. Where they were located. h. A dollar figure of their pay out and what component of that figure was paid out as entitlements (annual leave etc.). i. The reason a voluntary redundancy was offered for their position. j. Details pertaining to any other costs incurred by the department because of this redundancy. k. Please provide all relevant dates. 3. For all employees who were redeployed please provide: a. Their age. b. Their gender. c. A description of their position before and after redeployment. d. The APS classification level of their position before and after redeployment. e. Their wage before and after redeployment. f. Contract type (non-ongoing versus ongoing) before and after redeployment. g. Where they were located before and after redeployment. h. Please provide the reason for the redeployment. i. Please specify any other costs incurred by the department because of this redeployment. j. Please provide all relevant dates."

Answer

Since the election in September 2013, there have been five employee separations through voluntary redundancy. All voluntary redundancies have been the result of Comcare business renewal program and only apply to ongoing employees.

The following table provides the requested demographics of the voluntary redundancies.

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.

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