

Senate Standing Committee on Education and Employment

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

Cross Portfolio

Department of Employment Question No. EM1448_15

Senator Ludwig provided in writing.

Question

Staffing reductions

"Since Budget Estimates in June, 2014: 1. How many staff reductions/voluntary redundancies have occurred? 1. What was the reason for these reductions? 2. Were any of these reductions involuntary redundancies? If yes, provide details. 3. 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. 4. If there are plans for staff reductions, please give the reason why these are happening. 5. Are there any plans for involuntary redundancies? If yes, provide details. 6. How many ongoing staff left the department/agency? What classification were these staff? 7. How many non-ongoing staff left department/agency from? What classification were these staff? 8. What are the voluntary redundancy packages offered? Please detail for each staff level and position 9. How do the packages differ from the default public service package? 10. How is the department/agency funding the packages?"

Answer

68 employees in the department accepted voluntary redundancies between 1 June 2014 and 30 September 2014. All these employees were made redundant because they were excess to the department's requirements. The redundancies were funded from existing 2013-14 and 2014-15 departmental appropriations. No employees were made involuntarily redundant over this period.

There are currently no plans for further staff reductions, including voluntary and involuntary redundancies.

The table below details the number and classification of ongoing and non-ongoing employees who left the department between 1 June 2014 and 30 September 2014. This includes the 68 voluntary redundancies during the same period.

Classification	Number of ongoing separations 1/6/2014 – 30/9/2014	Number of non-ongoing separations 1/6/2014 – 30/9/2014
SES	2	1
EL2	12	0
EL1	36	3
APS6	25	2
APS5	18	0
APS4	9	0
APS3	0	3
APS2	0	0
APS1	0	1
Total	102	10

Departmental employees who accept a voluntary redundancy are entitled to two weeks severance pay for each year of service, calculated on a pro-rata basis for part-time employees, and subject to any minimum amount the employee is entitled to under the National Employment Standards. This entitlement is consistent with the approach of the majority of Australian Public Service agencies.

To source the information required to answer the balance of the question would represent an unreasonable diversion of departmental resources, and would tend to identify individuals.