

**Senate Finance and Public Administration Legislation Committee
—Additional Estimates Hearing—February 2016**

Answers to Questions on Notice

Parliamentary departments, Department of Parliamentary Services

Topic: **Staffing reductions**

Question: **189**

Written: **Senator Ludwig**

Date set by the committee for the return of answer: 1 April 2016

Since the change of Prime Minister on 14 September, 2015:

1. How many staff reductions/voluntary redundancies have occurred?
 - a. 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

1. Six voluntary redundancies have occurred during the period 14 September 2015 to 29 February 2016.
 - a. Three positions were no longer required. Three employees were no longer able to fulfil the duties of the role.
2. Yes. One involuntary redundancy. The person declined an offer of voluntary redundancy and served the applicable retention period and ceased employment 19 November 2015.
3. The department has no plans or targets for voluntary redundancies, however, this does not preclude further redundancies being offered in the appropriate circumstances.
4. Not applicable.
5. No.
6. In the period 14 September 2015 to 29 February 2016 a total of 35 ongoing employees have left the department. These staff were at the following classification levels:

| PSL2 | PSL2/3 | PSL3 | PSL4 | PSL4/5 | PSL5 | PSL5/6 | PSL6 | PEL1 | PEL2 | SES1 | Total |
|------|--------|------|------|--------|------|--------|------|------|------|------|-------|
| 2 | 2 | 4 | 1 | 1 | 2 | 4 | 4 | 6 | 8 | 1 | 35 |

7. In the period 14 September 2015 to 29 February 2016, a total of 26 non-ongoing employees left the department. These staff were at the following classification levels:

| PSL1 | PSL/12 | PSL 2 | PSL2/3 | PSL3 | PSL 4 | PSL5 | PSL6 | PEL1 | PEL2 | SES1 | Total |
|-------------|---------------|--------------|---------------|-------------|--------------|-------------|-------------|-------------|-------------|-------------|--------------|
| 2 | 1 | 1 | 1 | 3 | 4 | 3 | 4 | 5 | 1 | 1 | 26 |

8. Voluntary redundancy packages are calculated using the following formula: 2 weeks salary for each completed year of continuous Commonwealth service, plus a pro-rata payment for completed months of continuous service since the last completed year of service (maximum of 48 weeks payable).

| PSL1 | PSL12 | PSL2 | PSL23 | PSL3 | PSL4 | PSL5 | PSL6 | PEL1 | PEL2 | Total |
|-------------|--------------|-------------|--------------|-------------|-------------|-------------|-------------|-------------|-------------|--------------|
| | | 1 | 1 | 1 | 1 | | | | 2 | 6 |

9. The voluntary redundancy packages mirror that of the public service.
10. Redundancies are funded within existing departmental operating appropriation.