

**Senate Finance and Public Administration Legislation Committee
—Supplementary Budget Estimates Hearing—October 2014**

Answers to Questions on Notice

Parliamentary departments, Department of Parliamentary Services

Topic: **Staffing reductions**

Question: **278**

Written: **Senator Ludwig**

Date set by the committee for the return of answer: 31 December 2014

Since Budget Estimates in June, 2014:

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. In the period since Budget Estimates (5 June 2014 - 30 September 2014) 14 voluntary redundancies have occurred.
 - a. The reason for these reductions was due to organisational restructures and capability reviews.
2. One involuntary redundancy at the PEL2 level who ceased employment on 10/7/2014.
3. There is no reduction target in place. Plans for staff reductions/redundancies will be dependent on capability matching, re-alignment of priorities and budget pressures
4. Not applicable.
5. No.
6. In the period since Budget Estimates (5 June 2014 to 30 September 2014), a total of 35 ongoing staff left DPS. The classifications are detailed in the table below.

PSL1/2	3
PSL2	1
PSL2/3	2
PSL4	3
PSL5	1
PSL5/6	1
PSL6	6
PEL1	6
PEL2	10
SES1	2

7. In the period since Budget Estimates (5 June to 30 September 2014) a total of 28 non-ongoing staff left DPS. The classifications are detailed in the table below.

PSL1	1
PSL1/2	1
PSL2	2
PSL3	8
PSL4	2
PSL4/5	1
PSL5	1
PSL6	2
PEL1	7
PEL2	3

8. Refer to table below. For privacy reasons, a breakdown of individual payouts is not provided.
9. The voluntary redundancy calculations and packages mirror that of the public service.
10. DPS will fund these packages through DPS' departmental operating appropriation.

Age range	Gender	Level	Description	Wage	Status	Components	Dates
40-54, 55+	2 x Female 5 x Male	1 x PSL 2/3 1 x PSL 3 4 x PSL 4 1 x PSL 5	Staff from Corporate Services, Parliamentary Recording and Reporting, Asset Development & Maintenance and ICT Strategy, Planning & Applications Branches	\$483,339 total for 7 staff	All staff were ongoing	Notice: Total of \$34,906.95 for 7 staff Severance: Total of \$230,940.58 for 7 staff. Total: \$265,847.53 for 7 staff.	Employee was offered a voluntary redundancy on 5/11/2013 and departed on 11/12/2013. Two employees were offered a voluntary redundancy on 29/04/2014 and departed between 20/06/2014 and 30/06/2014 Employee was offered a voluntary redundancy on 23/04/2014 and departed on 13/05/2014 Employee was offered a voluntary redundancy on 14/05/2014 and departed on 26/05/2014 Employee was offered a voluntary redundancy on 14/08/2014 and departed on 28/08/2014 Employee was offered a voluntary redundancy on 20/08/2014 and departed on 19/09/2014
55+	1 x Female 3 x Male	4 x PSL 6	Staff from Corporate Services, Parliamentary Recording and Reporting, and Strategy & Performance Branches	\$355,809 total for 4 staff	All staff were ongoing	Notice: Total of \$34,447.91 for 4 staff Severance: Total of \$275,706.54 for 4 staff Total: \$310,154.45 for 4 staff	Three employees were offered a voluntary redundancy on 29/04/2014 and departed between 21/05/2014 and 30/06/2014. Employee was offered a voluntary redundancy on 14/05/2014 and departed on 30/06/2014
40-54, 55+	1 x Female 2 x Male	3 x PEL 1	Staff from Parliamentary Experience, ICT Infrastructure Services & Support and Asset Development & Maintenance Branches	\$333,549 total for 3 staff	All staff were ongoing	Notice: Total of \$31,969.56 for 3 staff Severance: Total of \$160,188.77 for 3 staff Total: \$192,158.33 for 3 staff	Two employees were offered a voluntary redundancy on 29/04/2014 and departed between 23/05/2014 and 27/06/2014 Employee was offered a voluntary redundancy on 14/08/2014 and departed on 17/09/2014
40-54, 55+	2 x Female 6 x Male	8 x PEL 2	Staff from ICT Infrastructure Services & Support, Corporate Services, ICT Strategy, Planning & Applications and Asset Development & Maintenance Branches	\$1,088,004 total for 8 staff	All staff were ongoing	Notice: Total of \$98,978.35 for 8 staff Severance: Total of \$623,568.21 for 8 staff Total: \$722,546.56 for 8 staff	Employee was offered a voluntary redundancy on 04/04/2014 and departed on 26/05/2014 Four employees were offered a voluntary redundancy on 29/04/2014 and departed between 18/06/2014 and 30/06/2014 Employee was offered a voluntary redundancy on 01/04/2014 and departed on 30/04/2014 Employee was offered a voluntary redundancy on 02/05/2014 and departed on 04/06/2014 Employee was offered a voluntary redundancy on 24/07/2014 and departed on 22/08/2014