

QUESTION TAKEN ON NOTICE

ADDITIONAL ESTIMATES HEARING : 08 February 2016

IMMIGRATION AND BORDER PROTECTION PORTFOLIO

(AE16/086) - Staffing reductions - Internal Product (DIBP)

Senator Ludwig, Joe (L&CA) written:

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

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:

1. The Department of Immigration and Border Protection recorded 540 separations for the period 14 September 2015 to 29 February 2016. The reasons for these separations are provided in the table below.

Separation Reason	No.
Resignation	229
APS Agency Transfer/promotion	148
Retirement	95
Contract Expiry	34
Voluntary Redundancy	19
Other Organisational Initiated	9
Dismissal	4
Deceased	2
Total	540

2. No.

3. The Department manages workforce numbers in accordance with budget allocation. There are no current plans for reductions or widespread voluntary redundancies.
4. Not applicable.
5. The Department has no plans for involuntary redundancies.
6. The table below shows the classification breakdown for separations of ongoing staff.

Classification	Ongoing separations
APS 1 - 2	7
APS 3	63
APS 4	46
APS 5	63
APS 6	88
EXEC 1	106
EXEC 2	27
SES	21
Total	421

7. The table below shows the classification breakdown for non-ongoing separations

Classification	Non-Ongoing separations
APS 1 - 2	1
APS 3	64
APS 4	15
APS 5	16
APS 6	11
EXEC 1	7
EXEC 2	5
Total	119

8. Voluntary redundancy packages for APS and EL staff are as per Department's Enterprise Agreement 2011–2014. Employees are paid a severance component of two weeks' salary for every completed year of service up to a maximum of 24 years of service. Employees accepting an offer of voluntary redundancy will be provided with four weeks' notice of termination of their employment or five weeks for an employee over 45 years of age with at least five years continuous service. Where an employee terminates their employment before the expiration of the notice period, payment in lieu for the unexpired period will be made.

Voluntary redundancy packages for SES staff are considered in accordance with Section 37 of the *Public Service Act 1999* and include the following:

- i. Section 37 allows an agency head to offer an ongoing SES employee the opportunity to separate from the APS and to be paid a financial incentive to do so.
 - ii. While there is no set formula, generally the standard APS redundancy formula is applied (two weeks per year of service up to a maximum of 48 weeks). In some circumstances, this amount may be discounted. For very short periods of service, the amount may be enhanced. An 'in lieu of notice' amount of up to five weeks of salary may also be considered where relevant (i.e. the separation is to occur immediately following the APS Commissioner's agreement to the amount).
 - iii. The final incentive amount is subject to the Australian Public Service Commissioner's agreement.
9. Voluntary redundancy packages within the Department do not differ from the default public service package.
10. All voluntary redundancies are funded from departmental appropriations.