

## QUESTION TAKEN ON NOTICE

### BUDGET ESTIMATES – 26 – 27 MAY 2014

#### IMMIGRATION AND BORDER PROTECTION PORTFOLIO

#### (BE14/545) PROGRAMME – Internal Product

Senator Ludwig (Written) asked:

- a) How many staff reductions/voluntary redundancies have occurred from Additional Estimates in February, 2014 to date? What was the reason for these reductions?
- b) Were any of these reductions involuntary redundancies? If yes, provide details.
- c) 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.
- d) If there are plans for staff reductions, please give the reason why these are happening.
- e) Are there any plans for involuntary redundancies? If yes, provide details.
- f) How many ongoing staff left the department/agency from Additional Estimates in February, 2014 to date? What classification were these staff?
- g) How many non-ongoing staff left department/agency from Additional Estimates in February, 2014 to date? What classification were these staff?
- h. What are the voluntary redundancy packages offered? Please detail for each staff level and position
- i. How do the packages differ from the default public service package?
- j. How is the department/agency funding the packages?

*Answer:*

- a) From 1 February 2014 to 31 May 2014 there were 21 voluntary redundancies within the portfolio.
- b) No.
- c) The portfolio manages workforce numbers in accordance with budget allocation. Voluntary redundancies remain as a valid workforce management strategy in a small number of cases.
- d) The portfolio manages workforce numbers in accordance with budget allocation.
- e) No.
- f) There were 153 separations of ongoing employees for the period 1 February to 31 May 2014. The classification of these employees is displayed in the table below.

| <b>Classification</b> | <b>Ongoing separations</b> |
|-----------------------|----------------------------|
| APS                   | 104                        |
| Executive level       | 48                         |
| SES                   | 1                          |
| Total                 | 153                        |

- g) There were 239 separations of ongoing employees for the period 1 February to 31 May 2014. The classification of these employees is displayed in the table below.

| <b>Classification</b> | <b>Ongoing separations</b> |
|-----------------------|----------------------------|
| APS                   | 216                        |
| Executive level       | 22                         |
| SES                   | 1                          |
| Total                 | 239                        |

- h) The portfolio is not aware of any default public service package. Severance benefits are offered pursuant to the relevant Enterprise Agreement.
- i) The portfolio is not aware of any default public service package.
- j) Packages are funded from existing funding or by the Department of Finance.