

## QUESTION TAKEN ON NOTICE

### SUPPLEMENTARY BUDGET ESTIMATES – 20 OCTOBER 2014

#### IMMIGRATION AND BORDER PROTECTION PORTFOLIO

#### (SE14/305) PROGRAMME – Internal Product

Senator Ludwig (Written) asked:

Since Budget Estimates in June, 2014:

- a. How many staff reductions/voluntary redundancies have occurred?
  - i. 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? What classification were these staff?
- g. How many non-ongoing staff left department/agency from? 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. The Immigration and Border Protection Portfolio recorded 565 separations for the period 1 June 2014 to 31 October 2014. The reasons for these separations are provided in the table below. These include 112 voluntary redundancies.

Separation Reason	Staff
Resignation	156
Retirement	89
Redundancy	112
Deceased	2
Dismissal	5
Other Organisation Initiated	4
Contract Expiry	136
APS Agency Transfer/Promotion	61
<b>Total</b>	<b>565</b>

- b. No
- c. The Portfolio manages workforce numbers in accordance with budget allocation. There are no current plans for reductions or widespread voluntary redundancies. Voluntary redundancies remain as a valid workforce management strategy in the current employment framework.
- d. Not applicable.
- e. No
- f. Table below shows the classification breakdown for ongoing separations;

Classification	Ongoing separations Portfolio
APS 1 - 2	5
APS 3 (CL 1)	62
APS 4	39
APS 5 (CL 2)	67
APS 6 (CL 3)	83
EXEC 1 (CL 4)	73
EXEC 2 (CL 5)	35
SECRETRY	1
SES	10
<b>Total</b>	<b>375</b>

- g. Table below show the classification breakdown for non-ongoing separations;

Classification	Non-ongoing separations Portfolio
APS 1 - 2	3
APS 3 (CL 1)	104
APS 4	28
APS 5 (CL 2)	23
APS 6 (CL 3)	20
EXEC 1 (CL 4)	10
EXEC 2 (CL 5)	1
SES	1
<b>Total</b>	<b>190</b>

- h. Voluntary redundancies packages for APS and EL staff (including Customs Level staff) are as per Department of Immigration and Citizenship Enterprise Agreement 2011-2014 and Australian Customs and Border Protection Services (ACBPS) Enterprise Agreement 2011-2014.

Voluntary Redundancy packages for SES staff are considered as a Section 37 Retirement with incentive 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. Note that the final incentive amount is subject to the Australian Public Service Commissioner's agreement.
- i. Noting that no "default public service package" exists, the DIBP and ACBPS VR constructs are fairly standard with the wider APS.
  - j. 87 voluntary redundancies at ACBPS were funded from limited funding from the Department of Finance in 2013-2014. All other VRs have been funded from departmental appropriations.