

**Senate Standing Committee on Environment and Communications  
Legislation Committee**  
Answers to questions on notice  
**Environment portfolio**

**Question No:** 118  
**Hearing:** Additional Budget Estimates  
**Outcome:** Corporate  
**Programme:** Corporate Services Division  
**Topic:** Portfolio Wide – Staffing Reductions  
**Hansard Page:** N/A  
**Question Date:** 7 March 2014  
**Question Type:** Written

**Senator Ludwig asked:**

- a) How many staff reductions/voluntary redundancies have occurred from Supplementary Budget Estimates in November 2013 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 Supplementary Budget Estimates in November 2013 to date? What classification were these staff?
- g) How many non-ongoing staff left department/agency from Supplementary Budget Estimates in November 2013 to date? What classification were these staff?

**Answer:**

***Department of the Environment (the Department)***

- a) The Department had 113 employees cease employment as a result of voluntary redundancies during the period 1 November 2013 to 31 January 2014. Despite the implementation of a range of strategies during the previous financial year to reduce expenditure, the Department could foresee a further reduction in the workforce would be required by the end of June 2014 to meet the 2014-15 budget allocations.
- b) None of the reductions were a result of involuntary redundancies.

- c) The Department has completed an internal strategic review of its roles and functions to advise on appropriate staffing levels and how best to realign its resources to meet its strategic objectives and available funding. As an outcome of this review and the funding profile, the Department will be running another voluntary redundancy program with a target of approximately 250 staff. The review has identified activities that will be subject to changes to ensure that the department's workload is aligned with the Government's priorities.
- d) Answered in question c.
- e) At this stage it is preferred that the Department staffing reductions be achieved through the use of voluntary redundancies. If this is not achieved the department will undertake a merit based process to identify staffing reductions. This will be undertaken in accordance with the requirements of the Department's enterprise agreement which includes voluntary redundancies, redeployment and retention processes.
- f) See table at end of document.
- g) See table at end of document.

***Bureau of Meteorology***

- a) One voluntary redundancy due to restructuring within the relevant work section.
- b) No.
- c) No.
- d) Not applicable.
- e) No.
- f) See table at end of document.
- g) See table at end of document.

***Climate Change Authority***

- a) Nil.
- b) Not applicable.
- c) Not applicable.
- d) Not applicable.
- e) Not applicable.
- f) See table at end of document.
- g) See table at end of document.

### ***Clean Energy Regulator***

- a) Two voluntary redundancies have occurred from 1 November 2013 to 31 January 2014. These voluntary redundancies were as a result of the restructuring of the Clean Energy Regulator, following the completion of our Delivery Programme which built the new capabilities required to establish the agency.
- b) No.
- c) The Clean Energy Regulator has no current plans to reduce overall staffing numbers or conduct voluntary redundancy programmes. The Clean Energy Regulator will continue to manage staff levels within our available budget.
- d) Not applicable.
- e) No.
- f) See table at end of document.
- g) See table at end of document.

### ***Great Barrier Reef Marine Park Authority (the Authority)***

- a) Nil.
- b) Not applicable.
- c) Yes. The Authority is planning a reduction in staff through a voluntary redundancy process. No specific target is set, however it is estimated that the Authority will reduce its staffing profile by approximately 25 positions over the next three years.
- d) Major contributing factors include efficiency dividends, cessations of long term non-ongoing funding arrangements as well as a general increase in corporate based expenses.
- e) No.
- f) See table at end of document.
- g) See table at end of document.

### ***Murray Darling Basin Authority (the Authority)***

- a) There was one voluntary redundancy within the Authority during the period 1 November 2013 to 31 January 2014.
- b) No.
- c) There were no planned reductions as at 31 January 2014.
- d) Not applicable
- e) No.
- f) See table at end of document.
- g) See table at end of document.

**National Water Commission**

- a) Nil.
- b) Not applicable.
- c) No.
- d) Not applicable.
- e) No.
- f) See table at end of document.
- g) See table at end of document.

**Sydney Harbour Federation Trust**

- a) One. Position no longer required.
- b) No.
- c) No.
- d) Not applicable.
- e) No.
- f) See table at end of document.
- g) See table at end of document.

**Department and Portfolio Agencies**

- f) The number of ongoing staff to leave the portfolio from 1 November 2013 to 31 January 2014 and their classifications is outlined in the tables below:

<b>Number of ongoing staff who left the Department/Agency from 1 November 2013 to 31 January 2014</b>	
Department of the Environment <sup>1</sup>	199 <sup>2</sup>
Bureau of Meteorology (BoM)	15
Great Barrier Reef Marine Park Authority (GBRMPA)	0
Murray Darling Basin Authority (MDBA)	5
National Water Commission (NWC)	1
Sydney Harbour Federation Trust (SHFT) <sup>3</sup>	1
Clean Energy Regulator (CER)	10 <sup>4</sup>
Climate Change Authority (CCA)	5

<b>Nominal classification of ongoing staff who left the department/agency from 1 November 2013 to 31 January 2014</b>								
Classification Level	Department <sup>1</sup>	BoM	GBRMPA	MDBA	NWC	SHFT <sup>3</sup>	CER	CCA
Trainee								
Cadet								
Graduate								
APS 1/2	7							
APS 3	3	2						
APS 4	20	1		1			1	
APS 5	24	2		1			1	
APS 6	47	2				1	3	2
Executive Level 1	75	5		3	1		2	3
Executive Level 2	20	2					2	
SES Band 1	2							
SES Band 2	1	1					1	
SES Band 3								
<b>Total</b>	<b>199</b>	<b>15</b>	<b>0</b>	<b>5</b>	<b>1</b>	<b>1</b>	<b>10<sup>4</sup></b>	<b>5</b>

- g) The number of non-ongoing staff to leave the portfolio from 1 November 2013 to 31 January 2014 and their classifications is outlined in the tables below:

<b>Number of non-ongoing staff who left the Department/Agency from 1 November 2013 to 31 January 2014</b>	
Department of the Environment <sup>1</sup>	80
Bureau of Meteorology (BoM)	20
Great Barrier Reef Marine Park Authority (GBRMPA)	12
Murray Darling Basin Authority (MDBA)	4
National Water Commission (NWC)	1
Sydney Harbour Federation Trust (SHFT) <sup>3</sup>	3
Clean Energy Regulator (CER)	7
Climate Change Authority (CCA)	0

<b>Nominal classification of non-ongoing staff who left the Department/Agency from 1 November 2013 to 31 January 2014</b>								
Classification Level	Department <sup>1</sup>	BoM	GBRMPA	MDBA	NWC	SHFT <sup>3</sup>	CER	CCA
Trainee								
Cadet								
Graduate								
APS 1/2	10	1	1					
APS 3	31	2	1					
APS 4	4		4			1	1	
APS 5	17	2	1	3			1	
APS 6	6	8	4				2	
Executive Level 1	4	4	1	1	1		3	
Executive Level 2	8	3				2		
SES Band 1								
SES Band 2								
SES Band 3								
<b>Total</b>	<b>80</b>	<b>20</b>	<b>12</b>	<b>4</b>	<b>1</b>	<b>3</b>	<b>7</b>	<b>0</b>

<sup>1</sup> Includes information for the Director of National Parks

<sup>2</sup> During this period, 48 separations occurred as a result of machinery of government changes.

<sup>3</sup> Sydney Harbour Federation Trust staff is not employed under the Australian Public Service Act. Classification levels shown are equivalent to APS levels.

<sup>4</sup> This includes two staff who have taken voluntary redundancies.