

## Senate Standing Committee on Economics

### ANSWERS TO QUESTIONS ON NOTICE

Treasury Portfolio

Additional Estimates

23 – 24 February 2011

Question No: AET 50

Topic: ACCC – Staffing Levels

Hansard Page: Written

Senator Bushby asked:

What is the total expenditure on staffing for the Department and for all portfolio agencies? What is the SES and non-SES breakdown?

What are the current staffing levels for SES and non-SES officers?

How many SES were employed in your Department and portfolio agencies as of today?

What is the breakdown by each level (each SES band, each Executive Level band and each APS band)?

What is the gender breakdown by each level (each SES band, each Executive Level band and each APS band)?

What is the breakdown by location for each level (each SES band, each Executive Level band and each APS band)?

What is the breakdown by each level of ongoing staff and non ongoing staff (each SES band, each Executive Level band and each APS band)?

What have been the changes in staffing levels since October Estimates 2010? Why have these changes occurred? What have been the budgetary implications? In the case of reductions in staff numbers, how have these reductions been absorbed by the Department? What functions these staff performed have been sacrificed and why?

Are there expected changes to current staffing levels over the next 12 months? If yes, provide details including a breakdown of each level staff (each SES band, each Executive Level band and each APS band) detailing the changes. Will this be different to what was reported in the 2010-11 Budget?

Is there a target for staff reductions to achieve savings? What is that target and what strategy is being implemented to achieve this?

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Have any voluntary or involuntary redundancies been offered to staff? If so, how have staff been identified for such offers? Are there such plans for the future? How many permanent staff recruited since October Estimates 2010? What level are these staff? Where is their location?

Since October Estimates 2010, how many employees have been employed on contract and what is the average length of their employment period?

What changes are underway or planned for graduate recruitment, cadetships or similar programs? If reductions or increases are envisaged please explain including reasons, target numbers etc.

**Answer:**

1. *What is the total expenditure on staffing for the Department and for all portfolio agencies? What is the SES and non-SES breakdown?*

As per the Australian Competition and Consumer Commission's (ACCC's) 2009–10 Annual Report, total expenditure on staffing for the ACCC was \$79,009,000. Of this, \$11,354,964 and \$67,654,036, we spent on SES and non-SES, respectively.

2. *What are the current staffing levels for SES and non-SES officers?*

As at 7 April 2011 the ACCC employs 41.31 substantive FTE SES and 745.32 substantive FTE non-SES.

3. *How many SES were employed in your Department and portfolio agencies as of today?*

As at 7 April 2011 the ACCC employs 41.31 substantive FTE SES.

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4. *What is the breakdown by each level (each SES band, each Executive Level band and each APS band?)*

As at 7 April 2011 the staff breakdown by each level is as follows:

Substantive classification	Full time employees
APS1	0.91
APS2	5.3
APS3	36.82
APS4	98.67
APS5	115.05
APS6	159.06
EL1	164.11
EL2	137.4
GRAD	28
SESB1	31.31
SESB2	7
SESB3	3
Total	786.63

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5. *What is the gender breakdown by each level (each SES band, each Executive Level band and each APS band)?*

As at 7 April 2011 the gender breakdown by each level is as follows:

FEMALE		MALE	
Substantive classification	Total	Substantive classification	Total
APS1	0.65	APS1	0.26
APS2	4.3	APS2	1
APS3	22.96	APS3	13.86
APS4	60.27	APS4	38.4
APS5	66.65	APS5	48.4
APS6	85.66	APS6	73.4
EL1	69.14	EL1	94.97
EL2	63.6	EL2	73.8
GRAD	20	GRAD	8
SESB1	6.51	SESB1	24.8
SESB2	3	SESB2	4
SESB3	1	SESB3	2
Female total	403.74	Male total	382.89
		TOTAL	786.63

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6. *What is the breakdown by location for each level (each SES band, each Executive Level band and each APS band)?*

As at 7 April 2011 the locational breakdown by each level is as follows:

Location	Substantive classification	Total staff
Adelaide	APS3	1
	APS4	3
	APS5	5
	APS6	8.4
	EL1	7.4
	EL2	5
	SESB1	1
<i>Adelaide total</i>		<i>30.8</i>
Brisbane	APS1	0.03
	APS3	1.4
	APS4	5
	APS5	5
	APS6	9.82
	EL1	7.72
	EL2	5
	GRAD	2
	SESB1	1
<i>Brisbane total</i>		<i>36.97</i>
Canberra	APS2	1.63
	APS3	24.42
	APS4	44.47
	APS5	42.24
	APS6	40.41
	EL1	43.99
	EL2	52.2
	GRAD	7
	SESB1	11.6

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	SESB2	4
	SESB3	3
<i>Canberra total</i>		<i>274.96</i>
Darwin	APS3	1
	APS5	1
	APS6	4
	EL1	1
	EL2	1
<i>Darwin total</i>		<i>8</i>
Hobart	APS5	2
	APS6	1
	EL2	1
<i>Hobart total</i>		<i>4</i>
Melbourne	APS1	0.88
	APS2	1
	APS3	4
	APS4	35.6
	APS5	45.01
	APS6	63.63
	EL1	79.83
	EL2	55.99
	GRAD	12
	SESB1	13.8
	SESB2	2
<i>Melbourne total</i>		<i>313.74</i>
Overseas	APS6	1
<i>Overseas total</i>		<i>1</i>
Perth	APS4	2
	APS5	2.8
	APS6	8
	EL1	3

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	EL2	3
	GRAD	1
	SESB1	1
<i>Perth total</i>		<i>20.8</i>
Sydney	APS1	0
	APS2	1.67
	APS3	5
	APS4	8.6
	APS5	12
	APS6	22.8
	EL1	20.17
	EL2	14.21
	GRAD	5
	SESB1	2.91
	SESB2	1
<i>Sydney total</i>		<i>93.36</i>
Townsville	APS2	1
	EL1	1
	GRAD	1
<i>Townsville Total</i>		<i>3</i>
<b>Total</b>		<b>786.63</b>

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7. *What is the breakdown by each level of ongoing staff and non ongoing staff (each SES band, each Executive Level band and each APS band)?*

As at 7 April 2011 the ongoing and non-ongoing staff breakdown by each level is as follows:

Substantive classification	Non-ongoing	Ongoing	Total
APS1	0.29	0.62	0.91
APS2	0.67	4.63	5.3
APS3	19.01	17.81	36.82
APS4	16.23	82.44	98.67
APS5	5.61	109.44	115.05
APS6	5	154.06	159.06
EL1	8	156.11	164.11
EL2	5	132.4	137.4
GRAD		28	28
SESB1	1	30.31	31.31
SESB2		7	7
SESB3		3	3
Total	60.81	725.82	786.63



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8. *What have been the changes in staffing levels since October Estimates 2010? Why have these changes occurred? What have been the budgetary implications? In the case of reductions in staff numbers, how have these reductions been absorbed by the Department? What functions these staff performed have been sacrificed and why? –*

Movements detailed below primarily relate to budget increases provided under new policy proposals for 2010–11, being the National Broadband Network Co Limited Regulatory Framework and Implementation of Unfair Contract Terms Provisions of the Australian Consumer Law.

ACCC staff by substantive classification comparative for the period 20 October 2010 to 7 April 2011 is as follows:

October 2010		April 2011	
Substantive classification	Total	Substantive classification	Full time employees
APS1	3.63	APS1	0.91
APS2	4.47	APS2	5.3
APS3	34.6	APS3	36.82
APS4	76.09	APS4	98.67
APS5	123.05	APS5	115.05
APS6	144.66	APS6	159.06
EL1	173.96	EL1	164.11
EL2	131.95	EL2	137.4
GRAD	23	GRAD	28
SESB1	30.71	SESB1	31.31
SESB2	8	SESB2	7
SESB3	1	SESB3	3
Total	755.12	Total	786.63

9. *Are there expected changes to current staffing levels over the next 12 months? If yes, provide details including a breakdown of each level staff (each SES band, each Executive Level band and each APS band) detailing the changes. Will this be different to what was reported in the 2010-11 Budget?*

Changes to staffing levels over the next 12 months will be subject to any new policy proposals or cessation of previous funding proposals and any operational changes

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that arise over the period. The staff funding as set out in the Portfolio Budget Statement has not been varied at this time.

*10. Is there a target for staff reductions to achieve savings? What is that target and what strategy is being implemented to achieve this?*

No.

*11. Have any voluntary or involuntary redundancies been offered to staff? If so, how have staff been identified for such offers? Are there such plans for the future?*

Between 20 October 2010 and 7 April 2011 two staff members were identified and offered a voluntary redundancy. There are no plans to offer voluntary redundancies in the future except in the normal course of business if and when a job changes shape.

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*12. How many permanent staff recruited since October Estimates 2010? What level are these staff? Where is their location?*

Since October estimates 57.75 FTE (ongoing) were recruited, as follows:

Substantive classification	Location	Total
APS4	Canberra	4
<i>APS4 total</i>		4
APS5	Canberra	3
	Melbourne	1
	Sydney	1
<i>APS5 total</i>		5
APS6	Canberra	4
	Darwin	1
	Melbourne	5
<i>APS6 total</i>		10
EL1	Canberra	3
	Melbourne	2.9
	Sydney	1
<i>EL1 total</i>		6.9
EL2	Canberra	1.84
	Sydney	1.41
<i>EL2 Total</i>		3.25
Graduate	Brisbane	2
	Canberra	6
	Melbourne	11
	Perth	1
	Sydney	5
	Townsville	1
<i>Graduate total</i>		26
SESB1	Canberra	1.6
<i>SESB1 Total</i>		1.6
SESB3	Canberra	1
<i>SESB3 Total</i>		1
<b>Total</b>		<b>57.75</b>

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*13. Since October Estimates 2010, how many employees have been employed on contract and what is the average length of their employment period?*

Since October estimates, there have been 43.15 (FTE) staff employed on non-ongoing contract. The average length of their employment is 73 calendar days, or 0.20 years.

*14. What changes are underway or planned for graduate recruitment, cadetships or similar programs? If reductions or increases are envisaged please explain including reasons, target numbers etc.*

Although the final number of graduates to be recruited in 2012 has not been finalised, it is anticipated that it will be of the same order the 2012 intake. The ACCC recruited 28 graduates in 2011. Applications for the 2011 graduate program opened on 28 March 2011 and closed on 9 May 2011.

A review of the ACCC intern program (for Economics students entering their last year of University studies), is currently underway. It is looking at issues including:

- number of interns
- expansion of program to other areas of the ACCC
- resourcing requirements
- relationship with the Graduate Program.

The intern program commenced five years ago and runs from early January to mid-February, with nine or ten students participating.