

Senate Standing Committee on Economics

ANSWERS TO QUESTIONS ON NOTICE

Treasury Portfolio

Additional Estimates

23 – 24 February 2011

Question No: AET 65

Topic: 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?

Senate Standing Committee on Economics

ANSWERS TO QUESTIONS ON NOTICE

Treasury Portfolio

Additional Estimates

23 – 24 February 2011

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

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.

Answers:

Please note: information provided for ASIC includes data from the Superannuation Complaints Tribunal and the Companies Auditors & Liquidators Disciplinary Board where relevant.

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

ASIC's employee expenses for the period 1 July 2010-28 February 2011 was \$140.5m, of which \$10.7m was attributable to SES staff.

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

ASIC currently employs 47 officers at the SES or SES equivalent level and 1965 at non-SES levels.

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

ASIC employed 47 SES officers as at 24 February 2011.

Senate Standing Committee on Economics

ANSWERS TO QUESTIONS ON NOTICE

Treasury Portfolio

Additional Estimates

23 – 24 February 2011

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

Level	Total
APS1	41
APS2	156
APS3	113
APS4	208
APS5	85
APS6	405
EL1	464
EL2	493
SES Band 1	47
Total	2012

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

Level	Female Officers	Male Officers	Total
APS1	35	6	41
APS2	122	34	156
APS3	98	15	113
APS4	134	74	208
APS5	64	21	85
APS6	254	151	405
EL1	218	246	464
EL2	210	283	493
SES Band 1	18	29	47
Total	1153	859	2012

Senate Standing Committee on Economics

ANSWERS TO QUESTIONS ON NOTICE

Treasury Portfolio

Additional Estimates

23 – 24 February 2011

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

APS Level	Adelaide	Brisbane	Canberra	Darwin	Hobart	Melbourne	Perth	Sydney	Traralgon	Total
APS1									41	41
APS2	5	13	2		2	15	8	16	95	156
APS3	3	2	1		1	13	3	7	83	113
APS4	12	27	2		1	42	10	61	53	208
APS5	3	11	1	2	1	24	6	14	23	85
APS6	25	49	5		3	111	25	141	46	405
EL1	18	40	5	2	5	114	39	226	15	464
EL2	14	38	4		6	139	29	251	12	493
SES	2	2	1		1	10	2	29		47
Grand Total	82	182	21	4	20	468	122	745	368	2012

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)?

Level	Non Ongoing	Ongoing	Total
APS1	29	12	41
APS2	41	115	156
APS3		113	113
APS4	26	182	208
APS5	1	84	85
APS6	38	367	405
EL1	25	439	464
EL2	36	457	493
SES Band 1	25	22	47
Grand Total	221	1791	2012

Senate Standing Committee on Economics

ANSWERS TO QUESTIONS ON NOTICE

Treasury Portfolio

Additional Estimates

23 – 24 February 2011

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?

At October 2010, a total of staff 2129 were employed, so there has been a decrease of 117 staff in total.

This decrease in staff is a result of a number of factors. Normal attrition accounts for a large proportion of the decrease. A small number of redundancies occurred in various roles during this time and there has been limited back-filling of vacant roles as they arose.

The budgetary impact of these factors has been a decrease in ongoing staff costs overall, and an increased expenditure on redundancies. No core business functions have been adversely affected.

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?

It is likely that there will be changes to current staffing levels over the next 12 months and this will be different to what was reported in the 2010-2011 budget. A review of business and service functions is currently underway. It is anticipated that there will be some staff reductions primarily due to the efficiencies resulting from the implementation of business improvement initiatives, although the extent of job losses is not yet finalised.

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

In the usual way, ASIC will manage staff numbers within its overall budget allocation. At this stage, where necessary, natural attrition, secondments, recruitment strategies and internal transfers will be deployed to manage staff numbers to overall budget. We are achieving savings through some business as usual activities and at the time of writing this is something we are actively considering.

Senate Standing Committee on Economics

ANSWERS TO QUESTIONS ON NOTICE

Treasury Portfolio

Additional Estimates

23 – 24 February 2011

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?

Yes, both voluntary and involuntary redundancies have been offered to a small number of staff in the 2010-2011 financial year to date (totalling 9 voluntary and 11 involuntary).

It is anticipated that following the current review, there will be a need to reduce numbers in selected business functions. In addition, from time to time as ASIC assesses its responsibilities & future priorities in a budget context, there may be a need to reassess ASIC's skill mix and structure to ensure that it can deliver its priorities and statutory responsibilities within the funding provided by government. This could lead to some reductions in some functions.

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

APS Level	Melbourne	Perth	Sydney	Adelaide	Brisbane	Canberra	Hobart	Total
APS4 & 5	6	3	8	1	6		1	25
APS6	2					1		3
EL1	1		2					3
EL2	2		3					5
Total	11	3	13	1	6	1	1	36

Senate Standing Committee on Economics

ANSWERS TO QUESTIONS ON NOTICE

Treasury Portfolio

Additional Estimates

23 – 24 February 2011

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

APS Level	Melbourne	Perth	Sydney	Traralgon	Adelaide	Brisbane	Total
APS1				5			5
APS2	1		1	4		4	10
APS3							
APS4				2	1	2	5
APS5							
APS6		1	2				3
EL1							
EL2			5				5
SES			1				1
Total	1	1	10	11	1	6	31

Average length of employment period for non-ongoing staff employed since October Estimates is 0.66 years.

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.

In most recent years, ASIC has initiated recruitment for 25 graduate places each year. In 2011, ASIC secured 24 graduates, however 2 graduates withdrew before commencement, leaving 22 graduates in the 2011 program.

ASIC remains committed to attracting and retaining graduates, with an anticipated total of 24-to-25 graduates to be recruited for 2012.

ASIC does not have a cadetship program.