

Senate Standing Committee on Economics

ANSWERS TO QUESTIONS ON NOTICE

Treasury Portfolio

Additional Estimates

26 February 2014

Question: AET 971-975

Topic: Staffing Reductions (ATO)

Written: 5 March 2014

Senator LUDWIG asked:

- 971) How many staff reductions/voluntary redundancies have occurred from Supplementary Budget Estimates in November 2013 to date?
- a) What was the reason for these reductions?
 - b) Were any of these reductions involuntary redundancies? If yes, provide details.
- 972) 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.
- a) If there are plans for staff reductions, please give the reason why these are happening.
- 973) Are there any plans for involuntary redundancies? If yes, provide details.
- 974) How many ongoing staff left the department/agency from Supplementary Budget Estimates in November 2013 to date? What classification were these staff?
- 975) How many non-ongoing staff left department/agency from Supplementary Budget Estimates in November 2013 to date? What classification were these staff?

Answer:

971) From 21 November 2013 to 28 February 2014, 360 ongoing (permanent) and non-ongoing (temporary) staff left the ATO (includes the Australian Valuation Office, Tax Practitioners Board, Australian Charities and Not-for-profits Commission, and Australian Business Register).

a)

| Reason for staff reductions 21 November 2013 - 28 February 2014 | |
|--|------------|
| Resignation | 119 |
| Age retirement | 77 |
| Deceased | 1 |
| End of contract | 85 |
| Voluntary redundancy | 43 |
| Involuntary redundancy | 2 |
| Invalidity retirement | 18 |
| Movement to another agency | 8 |
| Dismissal | 2 |
| Breach of code of conduct | 2 |
| Non performance of duties | 3 |
| Total | 360 |

b) Yes, there were two involuntary redundancies.

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972) It was announced on 20 November 2013 that the ATO will aim to reduce its workforce by up to 900 Full Time Equivalent (FTE) by the end of the 2013-14 financial year. This will be achieved through a range of strategies including:

- natural attrition as a preferred approach
- minimising external recruitment and maximising re-deployment opportunities without compromising the ATO's ability to continue to meet business outcomes
- use of redundancies where there are identified opportunities to decrease potentially excess positions whilst maintaining the capability of the ATO to deliver its services to the community and government.

a) The reductions are considered necessary in light of the ATO budget situation.

973) The ATO is focussing on the range of strategies outlined above to deliver the required reductions.

974) From 21 November 2013 to 28 February 2014, 252 ongoing staff, both full and part time, left the ATO (includes the Australian Valuation Office, Tax Practitioners Board, Australian Charities and Not-for-profits Commission, and Australian Business Register).

| Classification of ongoing staff who have left the ATO between 21 November 2013 and 28 February 2014 | | |
|--|-----------------------|--------------|
| Type | Classification | Total |
| Permanent (ongoing employees) | Valuer | 5 |
| | APS1 | 8 |
| | APS2 | 12 |
| | APS3 | 60 |
| | APS4 | 39 |
| | APS5 | 23 |
| | APS6 | 37 |
| | EL1 | 49 |
| | EL2.1 | 9 |
| | EL2.2 | 6 |
| | SES1 | 3 |
| SES2 | 1 | |
| Total | | 252 |

975) From 21 November 2013 to 28 February 2014, 108 non-ongoing (temporary) staff left the ATO (includes the Australian Valuation Office, Tax Practitioners Board, Australian Charities and Not-for-profits Commission, and Australian Business Register).

| Classification of non-ongoing staff who have left the ATO Between 21 November 2013 and 28 February 2014 | | |
|---|-----------------------|--------------|
| Type | Classification | Total |
| Temporary (includes non-ongoing employees with specified term contracts, specified hours and Irregular / intermittent (casual) employees) | APS1 | 47 |
| | APS2 | 26 |
| | APS3 | 28 |
| | APS5 | 2 |
| | APS6 | 5 |
| Total | | 108 |