

Senate Standing Committee on Economics
ANSWERS TO QUESTIONS ON NOTICE
Innovation, Industry, Science and Research Portfolio
Supplementary Budget Estimates Hearing 2010-11
20 October 2010

AGENCY/DEPARTMENT: INNOVATION, INDUSTRY, SCIENCE AND RESEARCH

TOPIC: Staffing

REFERENCE: Written Question – Senator Colbeck

QUESTION No: SI-38

1. 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 on 10 May 2010?
2. How many SES were employed in your Department and portfolio agencies as of today?
3. What is the breakdown by each level (each SES band, each Executive Level band and each APS band)?
4. What is the gender breakdown by each level (each SES band, each Executive Level band and each APS band)?
5. What is the breakdown by location for each level (each SES band, each Executive Level band and each APS band)?
6. 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)?
7. What has been the general staffing trend in your department and portfolio agencies since the 2007 election (for example SES numbers and recruitment has increased by X per cent because of Y).
8. What have been the changes in staffing levels since Budget 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?
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?
10. Has there been a target for staff reductions to achieve savings? What is that target and what strategy is being implemented to achieve this? Will staff reductions be used to achieve the Government's election commitment to maintain the 1.25 per cent efficiency dividend?
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?

12. How many permanent staff recruited since Budget Estimates 2010? What level are these staff? Where is their location?
13. Since Budget Estimates 2010, how many employees have been employed on contract and what is the average length of their employment period?
14. Have staffing numbers been reduced as a result of the current efficiency dividend and/or other budget cuts since Budget Estimate s2010? If so, where and at what level?
15. Are there any plans for staff reduction? If so, please advise details i.e. reduction target, how this will be achieved, services/programs to be cut etc.
16. If your Department/agency has been identified in the 2010 election as delivering efficiencies (savings), how will these be delivered? (for example, savings commitments included reducing program funding, rationalising grants etc how will these impact the department and staffing).
17. 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

DEPARTMENT OF INNOVATION, INDUSTRY SCIENCE AND RESEARCH

1. The total expenditure of staffing for Innovation as reported in the PBS was \$193,715,000. The SES and non-SES breakdown has been provided in **Table 1** below. The current staffing levels for SES and non-SES officers have been provided in **Table 1** below. There were 56 SES officers employed in Innovation on 10 May 2010.
2. The number of SES employed in the Department as at 30 September 2010 has been provided in **Table 1** below.
3. The breakdown by each level (each SES band, each Executive Level band and each APS band) as at 30 September 2010 is provided in **Table 1** below.
4. The gender breakdown by each level (each SES band, each Executive Level band and each APS band) as at 30 September 2010 is provided in **Table 1** below.
5. The breakdown by location for each level (each SES band, each Executive Level band and each APS band) as at 30 September 2010 is provided in **Table 2** below.
6. 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 30 September 2010 is provided in **Table 1** below.
7. In relation to staffing trends for the department, the average staffing level (ASL) disclosed in the 2008-09 Portfolio Budget Statements (PBS) for 2007-08 (the financial year of the 2007 election) was 1,913. The estimated actual ASL disclosed in the 2010-11 PSB for the 2009-10 was 1,973, an overall increase of 60. Staffing changes over the period in question are a direct result of Machinery of Government changes and decisions taken by Government as part of the Budget process.
8. In relation to changes in staffing levels for the department since Budget Estimates 2010, the 2010-11 Portfolio Budget Statements shows an estimated ASL for 2010-11 of 2,288, an increase of 315 ASL from the 2009-10 estimated actual. This increase largely relates to the transfer of staff from the Australian Astronomical Observatory (AAO) and from State and Territory Governments in

relation to the National Trade Measurement (NTM) into the department. In addition, the increase reflects the effects of new measures taking effect in 2010-11 as well as the implementation of prior year measures to full capacity.

9. Overall staff numbers for the department have increased since Budget Estimates 2010. The actual staffing level as at 30 September 2010, using a full time equivalent (FTE) basis, was 2,270. Any movement in staff reflects the net impact associated with Government decisions. Accordingly, these movements and the financial implications are considered as part of the department's business planning process

10. There has been no target for staff reductions to achieve savings.

11. Since 31 May 2010 there have been 4 voluntary/involuntary redundancies. These staff were identified because they meet the criteria as set out in the department's Enterprise Agreement. There are no plans for further voluntary/involuntary redundancies.

12. The number of permanent staff recruited since Budget Estimates 2010 and the level and location of these staff is provided in **Table 3** below.

13. Since Budget Estimates 2010 (31 May 2010), there have been 85 employees who have been employed on a Non Ongoing contract. The average length of their employment period is 10 months.

14. There has been no staffing numbers reduced as a result of the current efficiency dividend and/or budget cuts since Budget Estimates 2010. As mentioned above the overall staff numbers for the department have increased.

15. There are no plans for staff reductions.

16. The impact of 2010 election commitments (savings and expenditure), including the financial impact and the movement in staff, are considered as part of the department's business planning process. In addition, any reduction in funding available for grants does not necessarily impact the number of grant applications received or assessed. As such there is no anticipated impact on associated staffing levels.

17. There are no plans for changes to the department's graduate recruitment, cadetship or similar programs.

TABLE 1

Department of Innovation: - Headcount by Classification by Gender as at 30 September 2010

| | Male | | Female | | Total |
|--------------|-------------|-------------|-------------|-------------|-------------|
| | Ongoing | Non-Ongoing | Ongoing | Non-Ongoing | |
| APS1 | 1 | 4 | 1 | 5 | 11 |
| APS2 | 47 | 4 | 44 | 6 | 101 |
| APS3 | 27 | 14 | 46 | 15 | 102 |
| APS4 | 51 | 23 | 116 | 34 | 224 |
| APS5 | 121 | 14 | 143 | 16 | 294 |
| APS6 | 256 | 23 | 278 | 25 | 582 |
| EL1 | 320 | 23 | 297 | 16 | 656 |
| EL2 | 183 | 61 | 100 | 8 | 352 |
| SES1 | 24 | 1 | 17 | 0 | 42 |
| SES2 | 9 | 0 | 5 | 0 | 14 |
| SES3 | 0 | 0 | 2 | 0 | 2 |
| Total | 1039 | 167 | 1049 | 125 | 2380 |

TABLE 2**Department of Innovation - Headcount by Classification by State as at 30 September 2010**

| State | ACT | NSW | VIC | QLD | SA | WA | TAS | NT | Overseas | Total |
|--------------|------|-----|-----|-----|----|----|-----|----|----------|-------|
| APS1 | 4 | 6 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 11 |
| APS2 | 61 | 16 | 18 | 1 | 2 | 3 | 0 | 0 | 0 | 101 |
| APS3 | 55 | 27 | 9 | 2 | 2 | 5 | 1 | 1 | 0 | 102 |
| APS4 | 143 | 54 | 9 | 5 | 1 | 8 | 3 | 1 | 0 | 224 |
| APS5 | 172 | 75 | 22 | 6 | 6 | 9 | 2 | 2 | 0 | 294 |
| APS6 | 316 | 114 | 82 | 27 | 11 | 22 | 7 | 3 | 0 | 582 |
| EL1 | 467 | 109 | 41 | 17 | 6 | 7 | 7 | 2 | 0 | 656 |
| EL2 | 192 | 87 | 30 | 13 | 7 | 13 | 7 | 2 | 1 | 352 |
| SES1 | 32 | 7 | 2 | 0 | 0 | 0 | 0 | 0 | 1 | 42 |
| SES2 | 12 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 14 |
| SES3 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 |
| Total | 1456 | 497 | 214 | 71 | 35 | 67 | 27 | 11 | 2 | 2380 |

TABLE 3**Department of Innovation - Number of ongoing staff recruited since 31/05/2010 in each location**

| | ACT | NSW | VIC | QLD | WA | Total |
|--------------|-----|-----|-----|-----|----|-------|
| APS1 | 0 | 0 | 0 | 0 | 0 | 0 |
| APS2 | 0 | 0 | 1 | 0 | 0 | 1 |
| APS3 | 4 | 1 | 0 | 0 | 0 | 5 |
| APS4 | 6 | 0 | 0 | 0 | 0 | 6 |
| APS5 | 8 | 1 | 0 | 1 | 0 | 10 |
| APS6 | 17 | 1 | 1 | 0 | 1 | 20 |
| EL1 | 18 | 2 | 0 | 0 | 0 | 20 |
| EL2 | 9 | 1 | 0 | 0 | 0 | 10 |
| SES1 | 1 | 0 | 0 | 0 | 0 | 1 |
| SES2 | 0 | 0 | 0 | 0 | 0 | 0 |
| SES3 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 63 | 6 | 2 | 1 | 1 | 73 |

AUSTRALIAN INSTITUTE OF MARINE SCIENCE (AIMS)

1. The total expenditure of staffing for the Australian Institute of Marine Science (AIMS) for 2010-11 as per the PBS is \$19,642,000. The staffing breakdown is provided in **Table 1** below. The current staffing level for AIMS staff is provided in Table 1 below. As staff employed by AIMS are not employed under the APS Act their classification levels as described in the AIMS Enterprise Agreement have been used. There were no SES officers employed in AIMS on 10 May 2010.
2. There were no SES officers employed in AIMS as at 30 September 2010.
3. The breakdown by each level as at 30 September 2010 is provided in **Table 1** below.
4. The gender breakdown by each level as at 30 September 2010 is provided in **Table 1** below.
5. The breakdown by location for each level as at 30 September 2010 is provided in **Table 2** below.
6. The breakdown by each level of ongoing staff and non ongoing staff as at 30 September 2010 is provided in **Table 1** below.
7. In relation to the general staffing trend in AIMS, since the 2007 election (as at September 2010) staff numbers have increased by 32 per cent. This increase is almost entirely due to time-bound externally funded projects which when completed will see completion of staff contracts and a return to previous staff numbers. This includes:
 - Recruitment of fixed term staff to deliver a major externally funded project – due for completion at the end of 2010.
 - Recruitment of fixed term staff to deliver special projects related to the development of improved operations – due for completion early in 2011.
 - Recruitment of fixed term staff to deliver a major infrastructure project funded by the Education Investment Fund – due for completion in 2012.

| Period | Status (Indefinite, Fix Term, Temp) | Staff Totals (Excludes Casuals) |
|----------------|-------------------------------------|---------------------------------|
| September 2007 | 92, 52, 12 | 156 |
| September 2010 | 95, 97, 14 | 206 |

8. Since Budget Estimates 2010 (31 May 2010) there has been no changes to the staffing levels. New recruitments have balanced staff leaving the organisation due to retirement, resignation or completion of contracts. There have been no budgetary implications or staff reductions.
9. AIMS expects that there will be changes to current staffing levels over the next 12 months. However, the classification levels for staff over this entire period are not available. There will be 7 staff completing contracts by 31 December 2010 the levels of these staff are: 1 x AOF level 7; 1 x AOF level 5; 2 x AOF level 4; and 3 x AOF level 3. It is expected that the staffing levels for 2010-11 in the PBS to be correct.
10. In relation to a target for staff reduction to achieve savings, in 2010-11 AIMS is funding a shortfall in the budget through use of cash reserves. At the end of 2011 staff cuts will be required in order to bring the 2012-13 budget into balance. These cuts are not related to savings announced in the election process but are a result of the mismatch between rising costs and indexation. The ongoing erosion of AIMS base due to application of the efficiency dividend adds to this issue.

Unless revenue increases AIMS will be forced to reduce staff by 2012-13. The cuts will be made through non-renewal of current term appointments and redundancies. In part, the efficiency

dividend is equivalent to 1 research support staff or graduate position. While this does not account for the total cuts AIMS will need to make it does contribute.

11. There have been no voluntary/involuntary redundancies since 31 May 2010, but this is expected to happen at the end of 2011. Redundancies will need to be offered at the end of 2011 if AIMS is to operate within the current budget.

12. There has been no permanent staff recruited since Budget Estimates 2010.

13. Since Budget Estimates 2010 (31 May 2010), there have been 11 staff recruited on a contract. However, since that time there has been the same number of staff who have resigned/concluded. The average length of their employment period is 21.7 months.

14. Since Budget Estimates (31 May 2010) there has been no reduction in staffing numbers.

15. Information in relation to plans for staff reductions has been provided above.

16. AIMS have not been identified in the 2010 election as delivering efficiencies (savings).

17. AIMS is not an administrative agency, however, we do have an active program to support postgraduate students (currently around 70). If AIMS has to reduce staff at the current expected level it will reduce our capacity to maintain this level of support

TABLE 1

AIMS - Headcount by Classification by Gender as at 30 September 2010

| AIMS OFFICER CLASSIFICATION LEVEL | Male | | Female | | Total |
|---|-----------|-------------|-----------|-------------|------------|
| | Ongoing | Non-Ongoing | Ongoing | Non-Ongoing | |
| AOF Level 2 | 1 | 1 | 4 | 5 | 11 |
| AOF Level 3 | 7 | 24 | 3 | 25 | 59 |
| AOF Level 4 | 18 | 19 | 13 | 12 | 62 |
| AOF Level 5 | 11 | 13 | 6 | 5 | 35 |
| AOF Level 6 | 11 | 5 | 2 | 2 | 20 |
| AOF Level 7 | 13 | 4 | 3 | 1 | 21 |
| AOF Level 8 | 2 | 2 | 2 | - | 6 |
| Australian Workplace Agreement (AWA) | - | 1 | - | - | 1 |
| Common Law Contract | - | 1 | - | - | 1 |
| Total | 63 | 70 | 33 | 50 | 216 |

TABLE 2

AIMS - Headcount by Classification by State as at 30 September 2010

| State | ACT | QLD | WA | NT | Total |
|---------------------|----------|------------|-----------|----------|------------|
| AOF Level 2 | | 10 | - | 1 | 11 |
| AOF Level 3 | | 48 | 11 | - | 59 |
| AOF Level 4 | | 52 | 9 | 1 | 62 |
| AOF Level 5 | | 26 | 7 | 2 | 35 |
| AOF Level 6 | 1 | 19 | - | - | 20 |
| AOF Level 7 | | 17 | 4 | - | 21 |
| AOF Level 8 | | 4 | 1 | 1 | 6 |
| AWA | | 1 | | | 1 |
| Common Law Contract | | 1 | | | 1 |
| Total | 1 | 178 | 32 | 5 | 216 |

IP AUSTRALIA

1. The total expenditure of staffing for IP Australia was \$97.927 million. The SES and non-SES breakdown has been provided in **Table 1** below. The current staffing levels for SES and non-SES officers have been provided in **Table 1** below. There were 9 SES officers employed in IP Australia on 10 May 2010.
2. The number of SES employed in IP Australia as at 30 September 2010 has been provided in **Table 1** below.
3. The breakdown by each level (each SES band, each Executive Level band and each APS band) as at 30 September 2010 is provided in **Table 1** below.
4. The gender breakdown by each level (each SES band, each Executive Level band and each APS band) as at 30 September 2010 is provided in **Table 1** below.
5. The breakdown by location for each level (each SES band, each Executive Level band and each APS band) as at 30 September 2010 is provided in **Table 2** below.
6. 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 30 September 2010 is provided in **Table 1** below.
7. In relation to the general staffing trend in IP Australia, since November 2007, IP Australia non-SES staff numbers have increased from 888 ASL to 973 ASL (+10 per cent) at the end of September 2010 as a result of the recruitment of Patents and Trade Marks examiners. SES numbers have remained unchanged.
8. Staffing levels changes in IP Australia since Budget Estimates 2010 has been to the ASL numbers which have decreased from May 2010 to September 2010 by 7 ASL due to natural attrition. IP Australia intends to replace these staff within the limits of our annual budget for staffing.
9. In relation to expected changes to current staffing levels over the next 12 months, IP Australia will lose staff due to natural attrition, and will aim to replace these within the budget. IP Australia expects to have staff numbers at the end of the financial year in accordance with the 2010-11 budget.
10. There has been no target for staff reductions to achieve savings. IP Australia is not subject to the efficiency dividend but operates as a full cost recovery agency funded from payments made by customers.
11. Since 31 May 2010 there have been no offers made for any voluntary/involuntary redundancies. However, an offer was made prior to this date and was accepted after 31 May 2010. There are no plans for the future.
12. The number of permanent staff recruited since Budget Estimates 2010 and the level and location of these staff is provided in **Table 3** below.
13. Since Budget Estimates 2010 (31 May 2010), there have been 15 employees who have been employed on a Non Ongoing contract. The average length of their employment period is 3.9 months.
14. Staffing numbers have been reduced as a result of the current efficiency dividend and/or other budget cuts since Budget Estimates 2010. Details of where and at what level have been provided in **Table 4** below.

15. There are no plans for staff reductions.

16. IP Australia has not been identified in the 2010 election as delivering efficiencies (savings).

17. There are no changes underway or planned to graduate recruitment, cadetships or similar programs.

TABLE 1

IP Australia - Headcount by Classification by Gender as at 30 September 2010

| | Male | | Female | | Total |
|--------------|------------|-------------|------------|-------------|-------------|
| | Ongoing | Non-Ongoing | Ongoing | Non-Ongoing | |
| APS1 | 0 | 0 | 0 | 0 | 0 |
| APS2 | 0 | 0 | 1 | 1 | 2 |
| APS3 | 8 | 9 | 7 | 10 | 34 |
| APS4 | 46 | 2 | 102 | 3 | 153 |
| APS5 | 25 | 1 | 76 | 0 | 102 |
| APS6 | 270 | 0 | 171 | 0 | 441 |
| EL1 | 131 | 1 | 98 | 2 | 232 |
| EL2 | 43 | 0 | 20 | 0 | 63 |
| SES1 | 4 | 0 | 2 | 0 | 6 |
| SES2 | 0 | 0 | 2 | 0 | 2 |
| SES3 | 1 | 0 | 0 | 0 | 1 |
| Total | 528 | 13 | 479 | 16 | 1036 |

TABLE 2

IP Australia - Headcount by Classification by State as at 30 September 2010

| State | ACT | NSW | VIC | QLD | SA | WA | Total |
|--------------|------------|----------|-----------|----------|----------|----------|-------------|
| APS1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| APS2 | 2 | 0 | 0 | 0 | 0 | 0 | 2 |
| APS3 | 34 | | | | | | 34 |
| APS4 | 152 | | | | 1 | | 153 |
| APS5 | 102 | | | | | | 102 |
| APS6 | 412 | | 29 | | | | 441 |
| EL1 | 220 | 2 | 7 | 1 | 1 | 1 | 232 |
| EL2 | 62 | | 1 | | | | 63 |
| SES1 | 6 | 0 | 0 | 0 | 0 | 0 | 6 |
| SES2 | 2 | 0 | 0 | 0 | 0 | 0 | 2 |
| SES3 | 1 | 0 | 0 | 0 | 0 | 0 | 1 |
| Total | 993 | 2 | 37 | 1 | 2 | 1 | 1036 |

TABLE 3

IP Australia - Number of ongoing staff recruited since 31/05/2010 in each location

| | ACT | Total |
|--------------|-----------|-----------|
| APS1 | 0 | 0 |
| APS2 | 0 | 0 |
| APS3 | 0 | 0 |
| APS4 | 8 | 8 |
| APS5 | 1 | 1 |
| APS6 | 1 | 1 |
| EL1 | 3 | 3 |
| EL2 | 1 | 1 |
| SES1 | 0 | 0 |
| SES2 | 0 | 0 |
| SES3 | 0 | 0 |
| Total | 14 | 14 |

TABLE 4**IP Australia - Reduction in staffing numbers since 31 May 2010**

| | ACT | WA | Total |
|--------------|------------|-----------|--------------|
| APS1 | 0 | 0 | 0 |
| APS2 | 1 | 0 | 1 |
| APS3 | 1 | 0 | 1 |
| APS4 | 3 | 0 | 3 |
| APS5 | 3 | 1 | 4 |
| APS6 | 17 | 0 | 17 |
| EL1 | 12 | 0 | 12 |
| EL2 | 2 | 0 | 2 |
| SES1 | 0 | 0 | 0 |
| SES2 | 0 | 0 | 0 |
| SES3 | 0 | 0 | 0 |
| Total | 39 | 1 | 40 |

THE AUSTRALIAN RESEARCH COUNCIL (ARC)

1. The total expenditure of staffing in 2010-11 for the ARC as per the PBS is \$12.15 million. The SES and non-SES breakdown has been provided in **Table 1** below. The current staffing levels for SES and non-SES officers have been provided in **Table 1** below. There were 5 SES officers employed in ARC on 10 May 2010.
2. The number of SES employed in the ARC as at 30 September 2010 has been provided in **Table 1** below.
3. The breakdown by each level (each SES band, each Executive Level band and each APS band) as at 30 September 2010 is provided in **Table 1** below.
4. The gender breakdown by each level (each SES band, each Executive Level band and each APS band) as at 30 September 2010 is provided in **Table 1** below.
5. The breakdown by location for each level (each SES band, each Executive Level band and each APS band) as at 30 September 2010 is provided in **Table 2** below.
6. 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 30 September 2010 is provided in **Table 1** below.
7. As a result of Machinery of Government, ARC increased from 79 staff in 2007 to 95 staff in early 2008, an increase of 17 per cent. Since 2008 we have seen an overall staff increase of 22. This is as a result of increased demands and responsibilities, as well as the in sourcing of the IT function.
8. In relation to changes in staffing levels since Budget Estimates 2010, ARC has increase by 6 staff. These changes have occurred as ARC has in-sourced its IT function. There will be no budgetary implications, it will remain the same. There will be no reduction in staffing numbers.
9. There are no changes expected to current staffing levels over the next 12 months.
10. There has been no target for staff reductions to achieve savings. There are no staff reductions to be used to achieve the Government's election commitment to maintain the 1.25 per cent efficiency dividend.
11. Since 31 May 2010 there have been no voluntary/involuntary redundancies. There are no such plans for the future.
12. The number of permanent staff recruited since Budget Estimates 2010. Details in relation to their level and location are provided in **Table 3** below.
13. Since Budget Estimates 2010 (31 May 2010), there have been 8 employees who were employed on a Non Ongoing contract. The average length of their employment period is 8.1 months.
14. There has been no reduction in staffing numbers as a result of the current efficiency dividend and/or other budget cuts since Budget Estimates 2010.
15. There are no plans for staff reductions.
16. In 2010 ARC was not identified as delivering efficiencies (savings).
17. ARC does not have any graduate recruitment, cadetships or similar programs.

TABLE 1**ARC - Headcount by Classification by Gender as at 30 September 2010**

| | Male | | Female | | Total |
|--------------|-----------|-------------|-----------|-------------|------------|
| | Ongoing | Non-Ongoing | Ongoing | Non-Ongoing | |
| APS1 | | | | | |
| APS2 | 1 | 1 | 1 | | 3 |
| APS3 | | | 1 | 2 | 3 |
| APS4 | 4 | | 6 | 1 | 11 |
| APS5 | 8 | 2 | 8 | 1 | 19 |
| APS6 | 11 | | 19 | 1 | 31 |
| EL1 | 8 | 1 | 22 | | 31 |
| EL2 | 5 | | 7 | 1 | 13 |
| SES1 | 1 | 3 | | 1 | 5 |
| SES2 | | | 1 | | 1 |
| SES3 | | | | | 0 |
| Total | 38 | 7 | 65 | 7 | 117 |

TABLE 2**ARC - Headcount by Classification by State as at 30 September 2010**

| | ACT | QLD | Total |
|--------------|------------|----------|------------|
| APS1 | | | 0 |
| APS2 | 3 | | 3 |
| APS3 | 3 | | 3 |
| APS4 | 11 | | 11 |
| APS5 | 19 | | 19 |
| APS6 | 30 | 1 | 31 |
| EL1 | 29 | 2 | 31 |
| EL2 | 12 | 1 | 13 |
| SES1 | 5 | | 5 |
| SES2 | 1 | | 1 |
| SES3 | | | 0 |
| Total | 113 | 4 | 117 |

TABLE 3**ARC - Number of ongoing staff recruited since 31/05/2010 in each location**

| | ACT | Total |
|--------------|-----------|-----------|
| APS1 | 0 | |
| APS2 | 1 | 1 |
| APS3 | | |
| APS4 | 3 | 3 |
| APS5 | 4 | 4 |
| APS6 | 6 | 6 |
| EL1 | 2 | 2 |
| EL2 | | |
| SES1 | 1 | 1 |
| SES2 | | |
| SES3 | | |
| Total | 17 | 17 |

THE AUSTRALIAN INSTITUTE OF ABORIGINAL AND TORRES STRAIT ISLANDER STUDIES (AIATSIS)

1. The total expenditure of staffing in 2010-11 for AIATSIS as per the PBS was \$11,710,000. The SES and non-SES breakdown has been provided in **Table 1** below. The current staffing levels for SES and non-SES officers have been provided in **Table 1** below. There was one SES officer employed in AIATSIS on 10 May 2010.
2. The number of SES employed in AIATSIS as at 30 September 2010 has been provided in **Table 1** below.
3. The breakdown by each level (each SES band, each Executive Level band and each APS band) as at 30 September 2010 is provided in **Table 1** below.
4. The gender breakdown by each level (each SES band, each Executive Level band and each APS band) as at 30 September 2010 is provided in **Table 1** below.
5. The breakdown by location for each level (each SES band, each Executive Level band and each APS band) as at 30 September 2010 is provided in **Table 2** below.
6. 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 30 September 2010 is provided in **Table 1** below.
7. In relation to the general staffing trend in AIATSIS since the 2007 election, there has been an upwards trend (approx 20 per cent) in the non-SES level of staff primarily in the area of non-ongoing staff. This is due to an increase in one off, short term grants and consultancies. In the SES level there has been a 50 per cent reduction going from two to one. The reason for the decline was to enable funds to be deployed in the area of research.
8. Since Budget Estimates 2010, AIATSIS staffing level has fallen by 5. AIATSIS research area undertakes projects and consultancies of specific nature and staff are employed for the duration. In addition each year the area conducts a significant conference in June which entails the employment of staff on short term contracts.
9. Over the next 12 months the current staffing levels are expected to vary due to obtaining of consultancies but more importantly should we not obtain the continuation of our digitisation program then there are expected to be 37 positions terminated. The Digitisation project terminates on 30 June 2011. The breakdown of the staffing level is:

| Classification | Amount |
|-----------------------|---------------|
| APS 2 | 1 |
| APS 3 | 5 |
| APS 4 | 11 |
| APS 5 | 7 |
| APS 6 | 7 |
| EL 1 | 6 |
| Total | 37 |

10. There has been no target for staff reductions to achieve savings. In relation to staff reductions to be used to achieve the Government's election commitment to maintain the 1.25 percent efficiency dividend, this is a potential outcome. The Institute is presently revising its strategy.
11. Since 31 May 2010 there have been no voluntary/involuntary redundancies. There are no plans for the future. Staff reduction will be by natural attrition.

12. There have been no ongoing staff recruited since Budget Estimates 2010.

13. Since Budget Estimates 2010 (31 May 2010), there have been 15 employees who have been employed on a Non Ongoing contract. The average length of their employment period is 11 months.

14. There has been a reduction in staffing numbers since Budget Estimates 2010. Details on their level and location have been provided in **Table 3** below.

15. There is a potential outcome in relation to plans for staff reduction. The Institute is presently revising its strategy. However, if this is the case, reduction target will be by natural attrition.

16. AIATSIS has not been identified in the 2010 election as delivering efficiencies (savings).

17. In relation to changes underway or planned for graduate recruitment, cadetships or similar programs, AIATSIS has specific funding from the Department of Innovation, Industry, Science and Research to undertake an Indigenous Visiting Research Fellow scheme. The Institute is also following a number of leads to engage trainees and cadets.

TABLE 1
AIATSIS - Headcount by Classification by Gender as at 30 September 2010

| | Male | | Female | | Total |
|--------------|---------|-------------|---------|-------------|-------|
| | Ongoing | Non-Ongoing | Ongoing | Non-Ongoing | |
| APS1 | 0 | 0 | 0 | 1 | 1 |
| APS2 | 0 | 1 | 2 | 2 | 5 |
| APS3 | 0 | 3 | 2 | 6 | 11 |
| APS4 | 0 | 4 | 4 | 17 | 25 |
| APS5 | 0 | 9 | 7 | 3 | 19 |
| APS6 | 2 | 6 | 11 | 5 | 24 |
| EL1 | 6 | 9 | 5 | 9 | 29 |
| EL2 | 3 | 1 | 3 | 1 | 8 |
| SES1 | 1 | 0 | 0 | 0 | 1 |
| PEO | 0 | 1 | 0 | 0 | 1 |
| SES3 | 0 | 0 | 0 | 0 | 0 |
| Total | 12 | 34 | 34 | 44 | 124 |

TABLE 2
AIATSIS - Headcount by Classification by State as at 30 September 2010

| State | ACT | Total |
|--------------|-----|-------|
| APS1 | 1 | 1 |
| APS2 | 5 | 5 |
| APS3 | 11 | 11 |
| APS4 | 25 | 25 |
| APS5 | 19 | 19 |
| APS6 | 24 | 24 |
| EL1 | 29 | 29 |
| EL2 | 8 | 8 |
| SES1 | 1 | 1 |
| PEO2 | 1 | 1 |
| SES3 | 0 | 0 |
| Total | 124 | 124 |

TABLE 3**AIATSIS: - Reduction in staffing numbers since 31 May 2010**

| | ACT | Total |
|--------------|------------|--------------|
| APS1 | 0 | 0 |
| APS2 | 3 | 3 |
| APS3 | 2 | 2 |
| APS4 | 0 | 0 |
| APS5 | 0 | 0 |
| APS6 | 3 | 3 |
| EL1 | 0 | 0 |
| EL2 | 0 | 0 |
| SES1 | 0 | 0 |
| SES2 | 0 | 0 |
| SES3 | 0 | 0 |
| Total | 8 | 8 |

THE COMMONWEALTH SCIENTIFIC AND INDUSTRIAL RESEARCH ORGANISATION (CSIRO)

1. The total expenditure of staffing for CSIRO as reported in the PBS was \$682,384,000. The SES and non-SES breakdown has been provided in **Table 1** below. The current staffing levels for SES and non-SES officers have been provided in **Table 1** below. There were no SES officers employed in CSIRO on 10 May 2010.
2. There were no SES officers employed in CSIRO as at 30 September 2010.
3. The breakdown by each level as at 30 September 2010 is provided in **Table 1** below.
4. The gender breakdown by each level as at 30 September 2010 is provided in **Table 1** below.
5. The breakdown by location for each level as at 30 September 2010 is provided in **Table 2** below.
6. The breakdown by each level of ongoing staff and non ongoing staff as at 30 September 2010 is provided in **Table 1** below.
7. In relation to staffing trends for the period September 2007 to September 2010, CSIRO has seen an increase of 3.8 per cent.
8. In relation to changes in staffing levels since Budget Estimates 2010, CSIRO's staffing levels (headcount) have decreased by 2.2 per cent. This reduction includes staff whose contract of employment has ended, resignations and retirements, and redundancies. The changes reflect the necessary workforce shifts as a result of changing research priorities, variable industry demand for research, and staffing reductions in research support functions.
9. In relation to expected changes to current staffing levels over the next 12 months, the ASL for 2010-11 reported in the PBS was 5,706, a reduction of 129 on 2009-10. The final ASL figure for 2010-11 is likely to be above prediction due to some retiming of redundancies and a preference for reductions through natural attrition.
10. It is impossible to separate changes in staffing levels as a result of changes to the efficiency dividend and other adjustments to CSIRO funding levels and changing demand for research services. The CSIRO average staffing level (ASL) for 2010-11 reported in the PBS was 5,706, a reduction of 129 FTE. The changes reflect the necessary workforce shifts as a result of changing research priorities, variable industry demand for research and staffing reductions in research support functions.
11. In relation to voluntary/involuntary redundancies since 31 May 2010, the CSIRO Enterprise Agreement does not provide for voluntary redundancies. There have been 107 involuntary redundancies processed in the period 31 May 2010 to 30 September 2010. Further redundancies are planned for this financial year to achieve ASL referred to in the PBS.
12. The number of permanent staff recruited since Budget Estimates 2010 and the level and location of these staff is provided in **Table 3** below.
13. Since Budget Estimates 2010 (31 May 2010), there have been 115 employees who have been employed on a Non Ongoing contract. The average length of their employment period is 22 months.
14. There has been a reduction in staffing numbers as a result of the current efficiency dividend and/or budget cuts since Budget Estimates 2010. Details have been provided in **Table 4** below.

15. As per the CSIRO PBS, the ASL is planned to reduce by 129 FTE.

16. There were no such savings that were identified for the CSIRO in the 2010 election commitments.

17. The CSIRO does not run graduate recruitment, cadetships for similar programs. CSIRO does run Postgraduate Scholarship programs and a Postdoctoral Fellowship program and in 2009-10 a new Honours Scholarship program was introduced. While there will be some reductions in these programs they are expected to be minor.

For the purpose of the information provided and to best align APS terms and CSIRO terms for “Ongoing” and “Permanent” will equate to “employment with indefinite tenure” and the term “Non-Ongoing” and “on contract” will equate to “employment with specified term tenure”.

TABLE 1
CSIRO - Headcount by Classification by Gender as at 30 September 2010

| | Male | | Female | | Total |
|-----------------------------------|-------------|-------------|-------------|-------------|-------------|
| | Ongoing | Non-Ongoing | Ongoing | Non-Ongoing | |
| CSOF1 | 2 | 1 | 1 | 1 | 5 |
| CSOF2 | 59 | 30 | 143 | 34 | 266 |
| CSOF3 | 409 | 95 | 608 | 87 | 1199 |
| CSOF4 | 535 | 278 | 484 | 176 | 1473 |
| CSOF5 | 667 | 70 | 324 | 27 | 1088 |
| CSOF6 | 598 | 41 | 213 | 14 | 866 |
| CSOF7 | 412 | 20 | 82 | 6 | 520 |
| CSOF8 | 244 | 24 | 24 | | 292 |
| CSOF9 | 3 | | | | 3 |
| Clause 11 (Market based contract) | 235 | 105 | 61 | 29 | 430 |
| Total | 3164 | 664 | 1940 | 374 | 6142 |

TABLE 2
CSIRO - Headcount by Classification by State as at 30 September 2010

| State | ACT | NSW | VIC | QLD | SA | WA | TAS | NT | Total |
|-----------------------------------|-------------|-------------|-------------|------------|------------|------------|------------|-----------|-------------|
| CSOF1 | 2 | 1 | 1 | | 1 | | | | 5 |
| CSOF2 | 67 | 58 | 64 | 31 | 25 | 12 | 7 | 2 | 266 |
| CSOF3 | 311 | 161 | 337 | 149 | 84 | 97 | 51 | 9 | 1199 |
| CSOF4 | 321 | 212 | 435 | 186 | 92 | 113 | 106 | 8 | 1473 |
| CSOF5 | 204 | 176 | 302 | 161 | 49 | 103 | 88 | 5 | 1088 |
| CSOF6 | 167 | 164 | 249 | 121 | 39 | 72 | 46 | 8 | 866 |
| CSOF7 | 97 | 104 | 160 | 66 | 20 | 43 | 27 | 3 | 520 |
| CSOF8 | 64 | 47 | 74 | 44 | 18 | 28 | 14 | 3 | 292 |
| CSOF9 | 1 | | 1 | | | | 1 | | 3 |
| Clause 11 (Market based contract) | 95 | 95 | 130 | 42 | 12 | 35 | 21 | | 430 |
| Total | 1329 | 1018 | 1753 | 800 | 340 | 503 | 361 | 38 | 6142 |

TABLE 3**CSIRO - Number of ongoing staff recruited since 31 May 2010 in each location**

Note: Commenced on HR system from 31 May 2010 and still active as at 30 September 2010

| | ACT | NSW | VIC | QLD | SA | WA | TAS | Total |
|-----------------------------------|-----------|-----------|-----------|----------|----------|----------|----------|-----------|
| CSOF1 | | | | | | | | |
| CSOF2 | 2 | 2 | 1 | 1 | | 1 | | 7 |
| CSOF3 | 1 | | 1 | 1 | | 3 | 2 | 8 |
| CSOF4 | 4 | 3 | 2 | | 1 | | | 10 |
| CSOF5 | 2 | 3 | 7 | 2 | 2 | | 4 | 20 |
| CSOF6 | 1 | 1 | 1 | 4 | | 1 | | 8 |
| CSOF7 | | | | | | | | |
| CSOF8 | | | | | | | | |
| CSOF9 | | | | | | | | |
| Clause 11 (Market based contract) | | 1 | | | | | | 1 |
| Total | 10 | 10 | 12 | 8 | 3 | 5 | 6 | 54 |

TABLE 4**Reduction in staffing numbers since 31 May 2010**

Note: 31 May 2010 snapshot less 30 September 2010 snapshot for Indefinite and Term staff only

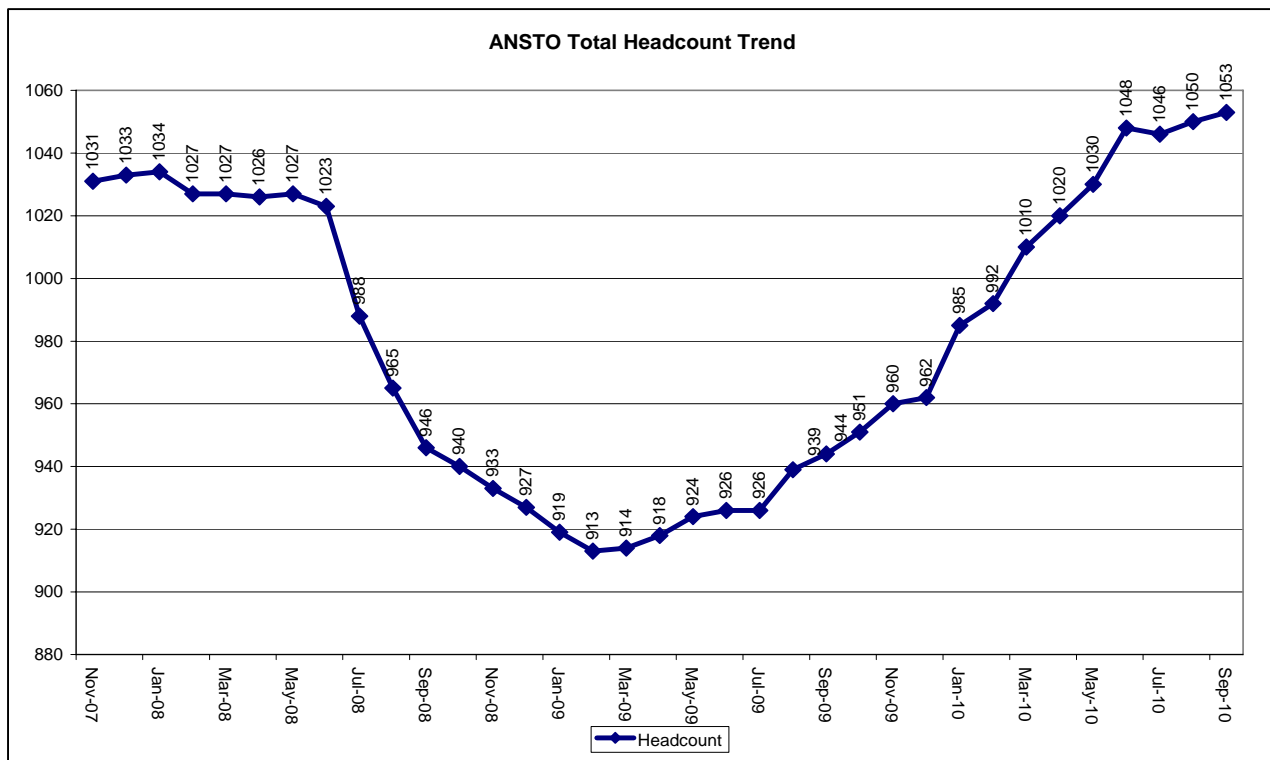
Movements between classifications and locations will influence the net results displayed.

Negative value indicates staff reduction and positive value indicates staff increase.

| | ACT | NSW | VIC | QLD | SA | WA | TAS | NT | Total |
|-----------------------------------|------------|------------|------------|------------|----------|------------|----------|-----------|-------------|
| CSOF1 | -1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| CSOF2 | -6 | -9 | 1 | -4 | 3 | -3 | -1 | 0 | -19 |
| CSOF3 | -3 | -8 | -22 | -10 | -4 | -5 | -5 | -1 | -58 |
| CSOF4 | 4 | 2 | -26 | -13 | 0 | -2 | -3 | -1 | -39 |
| CSOF5 | -5 | -13 | -6 | -6 | 2 | -3 | 6 | -1 | -26 |
| CSOF6 | -5 | 11 | 0 | 11 | 1 | 0 | -2 | 2 | 18 |
| CSOF7 | -3 | 1 | 4 | -5 | 2 | 0 | 4 | 0 | 3 |
| CSOF8 | 7 | 3 | 1 | 2 | 1 | 2 | 0 | 0 | 16 |
| CSOF9 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 2 |
| Clause 11 (Market based contract) | -11 | -5 | -11 | 0 | -1 | -6 | 0 | 0 | -34 |
| Total | -22 | -17 | -59 | -25 | 4 | -17 | 0 | -1 | -137 |

THE AUSTRALIAN NUCLEAR SCIENCE AND TECHNOLOGY ORGANISATION (ANSTO)

1. The total expenditure of staffing for ANSTO as reported in the PBS was \$85,824,000. The SES and Non-SES breakdown has been provided in **Table 1** below. There were no SES officers employed in ANSTO on 10 May 2010.
2. There were no SES officers employed in ANSTO as at 30 September 2010.
3. The breakdown by each level as at 30 September 2010 is provided in **Table 1** below.
4. The gender breakdown by each level as at 30 September 2010 is provided in **Table 1** below.
5. The breakdown by location for each level as at 30 September 2010 is provided in **Table 2** below.
6. The breakdown by each level of ongoing staff and non ongoing staff as at 30 September 2010 is provided in **Table 1** below.
7. In November 2007, the headcount was 1031. The headcount as at September 2010 is 1053. The headcount has increased by 2 per cent over the total period. The downward trend in the 2008/09 financial year was in part a result of the application of a once-off efficiency dividend and other funding constraints.



Headcount for 31 May 2010 = 1030
Headcount for 30 September 2010 = 1053

8. Staffing numbers have increased in this period because additional staffing has been required for a number of specific capital projects, including the Centre of Accelerator Science and Neutron Beam Instruments, which are funded by the Government's Super Science Initiative. This has resulted in an increase of employees on fixed-term tenure.
9. It is anticipated that ANSTO's staffing levels will further increase until the end of the current financial year, with an extra 150 positions currently budgeted from September actual headcount on

a phased basis throughout the financial year. This includes a 55 replacement hires and an additional 95 new positions. Of these new positions, 19 will be fully funded from capital projects. The figure in the 2010-11 Portfolio Budget Statement of 1050 was based on anticipated average full time equivalent staffing levels at the time. The average full time equivalent staff level for this financial year is now anticipated to be 1107. This increase is a result of an expansion in ANSTO's innovation and commercial operations, the commencement of the Graduate Development Program in February 2011 and an increase in recruitment for capital projects.

10. There has been no target for staff reductions to achieve savings.

11. Since 31 May 2010 there have been 6 voluntary/involuntary redundancies. Staff have been identified through minor restructuring as a result of implementing efficiencies in localised programs. Any future plans would be decided on a needs basis at the time.

12. The number of permanent staff recruited since Budget Estimates 2010 and the level and location of these staff is provided in **Table 3** below.

13. Since Budget Estimates 2010 (31 May 2010), there have been 4 employees who have been employed on a Non Ongoing contract. The average length of their employment period is 3.07 years.

14. No. Refer to Senate Estimates response BI-65 (May 2010)

15. There are no plans for staff reductions.

16. The response to Senate Estimates question BI-65 (May 2010) provides details of whether the agency has identified in the 2010 election as delivering efficiencies (savings) and how these will be delivered.

17. A re-designed ANSTO Graduate Development Program is commencing in February 2011, after the learning from the introductory (2008) pilot program. ANSTO has completed recruitment of 24 graduates for the 2011 intake, compared to the 2008 intake, where 14 graduates were recruited.

TABLE 1
ANSTO – Headcount by Classification by Gender as at 30 September 2010

| | Male | | Female | | Total |
|-----------------------------|-------------------|----------------------------------|-------------------|----------------------------------|-------|
| | Full Time ongoing | Term Employees + Casual + P/Time | Full Time ongoing | Term Employees + Casual + P/Time | |
| Band 1 | 0 | 9 | 0 | 6 | 15 |
| Band 2 | 16 | 11 | 6 | 8 | 41 |
| Band 3 | 68 | 13 | 43 | 21 | 145 |
| Band 4 | 138 | 28 | 37 | 16 | 219 |
| Band 5 | 121 | 35 | 31 | 23 | 210 |
| Band 6 | 81 | 18 | 18 | 10 | 127 |
| Band 7 | 77 | 7 | 10 | 3 | 97 |
| Band 8 | 28 | 2 | 8 | 2 | 40 |
| Band 9 | 9 | 0 | 0 | 0 | 9 |
| Band 10 | 0 | 0 | 0 | 0 | 0 |
| Individual Contracts | 94 | 0 | 30 | 2 | 126 |
| AWAs | 0 | 2 | 0 | 0 | 2 |
| Casuals | 0 | 14 | 0 | 8 | 22 |
| Total | 632 | 139 | 183 | 99 | 1053 |

TABLE 2**ANSTO- Headcount by Classification by State as at 30 September 2010**

| State | ACT | NSW | Overseas | Total |
|-----------------------------|------------|------------|-----------------|--------------|
| Band 1 | | 15 | | 15 |
| Band 2 | | 41 | | 41 |
| Band 3 | | 145 | | 145 |
| Band 4 | | 219 | | 219 |
| Band 5 | | 210 | | 210 |
| Band 6 | | 127 | | 127 |
| Band 7 | | 97 | | 97 |
| Band 8 | | 39 | 1 | 40 |
| Band 9 | | 9 | | 9 |
| Band 10 | | 0 | | 0 |
| Individual Contracts | 1 | 121 | 4 | 126 |
| AWAs | | 2 | | 2 |
| Casuals | | 22 | | 22 |
| Total | 1 | 1047 | 5 | 1053 |

TABLE 3**ANSTO – Number of ongoing staff recruited since 31/05/2010 in each location**

| State | NSW | Total |
|-----------------------------|------------|--------------|
| Band 1 | 0 | 0 |
| Band 2 | 4 | 8 |
| Band 3 | 5 | 10 |
| Band 4 | 9 | 18 |
| Band 5 | 4 | 8 |
| Band 6 | 0 | 0 |
| Band 7 | 0 | 0 |
| Band 8 | 0 | 0 |
| Band 9 | 0 | 0 |
| Band 10 | 0 | 0 |
| Individual Contracts | 4 | 8 |
| AWAs | | 0 |
| Casuals | | 0 |
| Total | 26 | 52 |