

SENATE STANDING COMMITTEE ON ECONOMICS QUESTION
(Supplementary Budget Estimates 20 October – 21 October)

Question: SBT 144

Topic: Staffing Levels

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 on 10 May 2010?

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 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).

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?

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?

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?

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?

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

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

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?

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.

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).

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:

Please note that data for ASIC, CALDB (Companies Auditors & Liquidators Disciplinary Board), CAMAC (Corporations & Markets Advisory Committee) and SCT (Superannuation Complaints Tribunal) has been included in all responses.

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?

ASIC employee expenses for 2009-10 were \$206.279m (excluding separation and redundancy expense) which can be broken into \$16.570 on SES or SES equivalent staff and \$189.7 on non-SES staff.

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

ASIC currently employs 50 officers at the SES or SES equivalent level and 2079 officers at non SES levels.

How many SES were employed in your Department and portfolio agencies on 10 May 2010?

ASIC employed 56 officers at the SES or SES equivalent level on 10 May 2010.

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

ASIC currently employs 50 officers at the SES or SES equivalent level as at 18 November 2011.

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

Level	Number of Officers
ASIC 0	3
ASIC 1 (APS 1)	43
ASIC 2 (APS 2 & APS 3)	294
ASIC 3 (APS 4 & APS 5)	305
ASIC 4	429
Executive Level 1	482
Executive Level 2	523
SES 1 or SES equivalent	50
Total	2129

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
ASIC 0	3		3
ASIC 1 (APS 1)	36	7	43
ASIC 2 (APS 2 & APS 3)	245	49	294
ASIC 3 (APS 4 & APS 5)	201	104	305
ASIC 4	272	157	429
Executive Level 1	234	248	482
Executive Level 2	232	291	523
SES 1 or SES equivalent	18	32	50
Total	1241	888	2129

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

Level	Adelaide	Brisbane	Canberra	Darwin	Hobart	Melbourne	Perth	Sydney	Traralgon	Total
ASIC 0									3	3
ASIC 1 (APS 1)						1		1	41	43
ASIC 2 (APS 2 & APS 3)	12	14	4		3	31	17	27	186	294
ASIC 3 (APS 4 & APS 5)	13	37	3	2	2	75	12	76	85	305
ASIC 4	29	54	6		3	111	26	155	45	429
Executive Level 1	20	47	5	2	5	115	41	231	16	482
Executive Level 2	14	40	4		6	153	33	261	12	523
SES 1 or SES equivalent	3	1	1		1	11	2	31		50
Total	91	193	23	4	20	497	131	782	388	2129

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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
ASIC 0	3		3
ASIC 1 (APS 1)	30	13	43
ASIC 2 (APS 2 & APS3)	53	241	294
ASIC 3 (APS 4 & APS 5)	33	272	305
ASIC 4	44	385	429
Executive Level 1	32	450	482
Executive Level 2	41	482	523
SES 1 or SES equivalent	28	22	50
Total	264	1865	2129

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).

The overall general staffing trend for ASIC has been of steady growth, with ASIC requiring additional staff to meet additional areas of responsibility including Credit regulation and market supervision. Since the 2007 election, the agency has grown overall by an average FTE of 262 employees at the end of the 2009/2010 financial year – i.e. 1,669 in 2007/08 and 1,931 in 2009/10. This includes SCT and CALDB employees and non-payroll IT contractors.

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?

Since Budget Estimates (4 June 2010) overall staff numbers have increased by a net of 24 FTE's. The budgetary impact of this has been an estimated increase in employees cost of \$2.79m.

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 the current staffing levels over the next 12 months and this will be different to what was reported in the 2010-11 Budget. These changes will be dependent on the Government's decisions in respect of the implementation of the Super System (Cooper) Review and the introduction of competition for market services. At the time of the 2010-11 Budget the extent of the impact of these initiatives in 2010-11 was not known.

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?

ASIC has not set a target for staff reductions to achieve savings. In the usual way, ASIC will manage staff numbers within its overall budget allocation and at this stage, where necessary, natural attrition, secondments, recruitment strategies and internal transfers will be deployed to manage staff numbers to

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overall budget. ASIC has been implementing a range of initiatives to achieve the Government's efficiency dividend. These include reductions in travel expenses, office requisites, consultants, learning and development, forensic costs, computer expenses and some corporate and operating costs. There are currently no planned cuts to staffing levels in order to meet the 1.25 efficiency dividend.

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?

There have been voluntary and involuntary redundancies offered to staff. Staff were identified as a result of the review of Shared Services undertaken by PricewaterhouseCoopers. This review identified changes required in technology, processes and skills in order to deliver on their recommendations. From time to time as ASIC assesses its responsibilities and future priorities in a budget context there may be a need to reassess ASIC's skills mix and structure to ensure that we can deliver to our priorities and statutory responsibilities within the funding provided by Government.

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

Ongoing (permanent) staff hired in the period from 1 June to 18 November 2010:

Classification Level	Adelaide	Brisbane	Melbourne	Perth	Sydney	Traralgon	Grand Total
AS2			1		1	4	6
AS3	1		2			1	4
AS4		1	4		7		12
EX1*	2	2	4	2	14		24
EX2*			3		18	1	22
Grand Total	3	3	14	2	40	6	68

* includes recruitment for the SCT

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

110 staff have been employed on non-ongoing contracts since 1 June 2010 for an average contract length of 7.5 months.

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?

There are no planned cuts to staffing levels in order to meet the increased efficiency dividend. ASIC is implementing a range of initiatives to achieve the Government's efficiency dividend. These initiatives will be across the board and will involve reductions in travel expenses, office requisites, consultants, learning and development, forensic costs, computer expenses and some corporate and operating costs.

ASIC has not had a budget cut since Budget Estimates.

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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.

From time to time, as ASIC assesses its responsibilities and future priorities in a budget context there may be a need to reassess ASIC's skills mix and structure to ensure that we can deliver to our priorities and statutory responsibilities within the funding provided by Government. This could lead to some reductions in some and where that is the case the first priority will be to reduce numbers through natural attrition, secondments, recruitment strategies and internal transfers etc.

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).

ASIC is not aware of any election commitment saving initiatives that apply specifically to ASIC, other than the usual efficiency dividend savings.

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 2010, ASIC recruited 24 graduates nationally. In 2011 22 graduates are due to commence in mid-January 2011. A reduction of 2 is a result of candidates that decided to withdraw after accepting their offer of employment but withdrawing prior to commencing.

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