

Senate Standing Committee on Education and Employment

**QUESTIONS ON NOTICE
Additional Estimates 2013-2014**

Agency - Fair Work Commission

Department of Employment Question No. EM0455_14

Senator Cameron provided in writing.

Question

FWC - Staffing

1. What was the FTE staff establishment for the FWC as at the 2013/14 budget?
2. Can you provide those FTE numbers by division?
3. Can you also provide the actual staffing levels in each division?
4. Can you provide the number of staff that are employed on fixed term contracts or are employed on a temporary basis?
5. The Government has announced that it plans to cut the Public service by 12,000. What are the mechanisms the FWC will employ to meet the Government's job cuts target?
6. Will the target be met through voluntary redundancies or with there be some compulsory redundancies as well if so how many job cuts will come via compulsory redundancies?
7. Has the FWC offered any redundancy packages to staff as a means of achieving the job cuts target?

Answer

1. What was the FTE staff establishment for the FWC as at the 2013/14 budget?

The average staffing level (ASL) in the Portfolio Budget Statement estimated 353 FTE (including members and staff).

2. Can you provide those FTE numbers by division?

| Branch | FTE staff establishment at 2013-14 budget |
|-----------------------|--|
| General Manager | 2 |
| Tribunal Services | 114.98 |
| Client Services | 117.99 |
| Regulatory Compliance | 24.97 |
| Corporate Services | 45.01 |
| Members inc part time | 47.75 |
| Total | 352.7 |

3. Can you also provide the actual staffing levels in each division?

| Branch | Actual staffing numbers as at 30 June 2013 |
|-----------------------|---|
| General Manager | 117.61 |
| Tribunal Services | 28.27 |
| Client Services | 2 |
| Regulatory Compliance | 46.10 |
| Corporate Services | 97.95 |
| Members inc part time | 46.79 |
| Total | 338.72 |

4. Can you provide the number of staff that are employed on fixed term contracts or are employed on a temporary basis?

| Classification | Employees on fixed term contracts or employed on a temporary basis as at 30 June 2013 |
|-----------------------|--|
| APS Level 3 | 2 |
| APS Level 4 | 8 |
| APS Level 5 | 20 |
| APS Level 6 | 1 |
| Executive Level 1 | - |
| Executive Level 2 | - |
| Total | 31 ¹ |

¹ Figures do not include ongoing APS employees from other APS agencies transferred to the Fair Work Commission on a temporary movement basis

5. The Government has announced that it plans to cut the Public service by 12,000. What are the mechanisms the FWC will employ to meet the Government's job cuts target?

The Fair Work Commission is complying with APS Guidelines that require an assessment of each vacancy to determine if filling the position is critical to business needs and restrictions concerning non-ongoing staff.

6. Will the target be met through voluntary redundancies or with there be some compulsory redundancies as well if so how many job cuts will come via compulsory redundancies?

The Fair Work Commission currently has no plans for either voluntary or involuntary redundancies.

7. Has the FWC offered any redundancy packages to staff as a means of achieving the job cuts target?

No.