

Senate Foreign Affairs, Defence and Trade Legislation Committee

Answers to written questions on notice  
DEPARTMENT OF DEFENCE

Additional estimates 2001—2002; 20–21 February 2002

**Civilian Numbers**

**QUESTION W37**

- a) What accounts for the discrepancy between the 2001–02 budget estimate figure for numbers of civilian employees (15, 901), and the revised estimates for the same period (17, 015)? Why has there been this increase in number of civilians actually employed compared to the numbers that were expected to be employed?
- b) Are any of the areas in which civilian numbers are expected to increase in 2001–2002 areas in which cuts were made to employment in 1999 and 2000? Please give figures for every 6–month period since June 1999 both of numbers of civilians retrenched and new or re-commenced employment.
- c) Have any civilians that were retrenched at some point during or since implementation of the Defence Reform Program or the Commercial Support Program (ie, since 1999) been re-employed in civilian positions?

**RESPONSE**

- a) The 2001–02 budget estimate civilian average funded strength of 15,901 was based on a flawed methodology. The Annual Report 's figure for the actual civilian average funded strength for 2000-01 was 16,292, some 391 above that budgeted for in 2001-02.

The 2001-02 budget estimate should have included, as a starting point, figures of 520 people for civilianisation achieved in prior years and 103 for graduates. This would leave a growth of 491 people from budget estimates to additional estimates.

This growth is attributed to the civilianisation and additional staffing for the Defence Materiel Organisation (170) for new project commencements and through-life materiel support, Corporate Services and Infrastructure Group civilianisation program (131), Navy civilianisation program (47), and other additional recruiting for enhancement of capabilities and additional activities across Defence (143).

- b) Yes.

Figures for redundancies across Defence since June 1999 are shown below in six-monthly periods.

<b>Period</b>	<b>Redundancies</b>
July-December 1999	517
January-June 2000	684
July-December 2000	234
January-June 2001	156
July-December 2001	240

Figures for hired and rehired employees since June 1999 are shown below in six-monthly periods.

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<b>Period</b>	<b>Numbers Hired</b>	<b>Numbers Rehired</b>
July-December 1999	2160	504
January-June 2000	1833	1015
July-December 2000	1429	530
January-June 2001	1586	572
July-December 2001	1550	503

- c) Defence has identified 29 civilians who were made redundant prior to 13 March 2002 and then subsequently rehired. Of those, 18 were rehired in 2001 and the remaining 11 were rehired in 2002. Examination of our records indicates that all were rehired a year or more after being made redundant, in accordance with Defence and Public Service and Merit Protection Commission policies.