

Senate Finance and Public Administration Legislation Committee

ANSWERS TO QUESTIONS ON NOTICE

Prime Minister and Cabinet Portfolio

Department of the Prime Minister and Cabinet

Additional Estimates 8-11 February 2010

Question: PM72a-g

Topic: Staffing levels

Type of Question: Written

Date set by the committee for the return of answer: 26 March 2010

Number of pages: 4

- a) What is the total expenditure on staffing for the Department and for all portfolio agencies? What is the SES and non-SES breakdown?
- b) What are the current staffing levels for SES and non-SES officers?
- c) What have been the changes in staffing levels since November 2007?
- d) What have been the budgetary implications?
- e) What, if any, functions have been sacrificed?
- f) Has there been a target for staff reductions to achieve savings? What is that target and what strategy is being implemented to achieve this?
- g) 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?

Answer:

- a) Total expenditure on staffing for agencies is available in agency Annual Reports and Portfolio Budget Statements. Annual Reports also separately identify information on SES costs for the annual reporting period.
- b) As at 28 February 2010, the average staffing levels (ASL) of each agency, excluding inoperative staff and statutory officers was:

	SES	Non-SES
Department of the Prime Minister and Cabinet	74	490
Australian Institute of Family Studies	2	66
Australian National Audit Office	25	301
Australian Public Service Commission	9	188
Commonwealth Ombudsman	5	147
Inspector-General of Intelligence and Security	0	11
National Archives of Australia	5	424
National Australia Day Council	1	11
Office of National Assessments	10	124
Office of the Official Secretary to the Governor-General	2	85
Office of the Privacy Commissioner	2	54
Old Parliament House	2	65

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c) The changes in average staffing levels (ASL) since November 2007 are:

	Increase (ASL)	Decrease (ASL)	Reason
Department of the Prime Minister and Cabinet	62		Establishment of the COAG Reform Council, Office of the Commonwealth Coordinator General, Social Inclusion Unit, Strategy and Delivery Division, International Strategy Unit. Machinery of Government changes with the agency taking on FOI and Privacy Policy and functions from FHCSIA in the area of work and family. Establishment of the role of National Security Adviser and increased functions in the national security area.
Australian Institute of Family Studies	14		Non-SES staffing based on ASL has increased by approximately 27%. There has been no change to SES staffing. The increase in staffing levels is attributed to an increase in contracted work and a higher proportion of short-term, part-time employees engaged while recruitment is undertaken to fill positions in the longer term.
Australian National Audit Office	38		In 2009-10 Budget the ANAO received funding of \$20 million over five years to reinstate its performance audit program and to enhance IT audit capability, this has resulted in a small increase in staff in Performance Audit Services Group and in the IT Audit area. On 14 December 2009, the former Office of Evaluation and Audits (Indigenous) was transferred to the ANAO from the Department of Finance and Deregulation as a result of a machinery of government. This change resulted in the transfer of 19 staff to the ANAO.
Australian Public Service Commission		22	The change in staffing numbers is primarily the result of absorbing increased fixed and remuneration costs and contributions to efficiency dividends.

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	Increase (ASL)	Decrease (ASL)	Reason
Commonwealth Ombudsman		7	Staffing numbers have reduced due to increased salary costs and savings to contribute to efficiency dividend.
Inspector-General of Intelligence and Security	4		From 2006-07, increased resourcing was provided to Office of the Inspector-General of Intelligence and Security over four years to enable it to address the increased workload associated with the increased activity in the Australian intelligence community.
National Archives of Australia	32		The increase was due to the conversion of contract positions (where staff had been provided through labour hire companies) to employment under the Public Service Act 1999 as either ongoing or non-ongoing APS positions within the Archives.
National Australia Day Council	2		Restructure.
Office of National Assessments	6		The change in staffing numbers was a result of the expansion in resources recommended by the Flood Inquiry and accepted by government.
Office of the Official Secretary to the Governor-General	3		The Office 'headcount' was identical in Nov07 and Feb10 however, the ASL varies due to the flexible working arrangements that several part-time staff have in that they increase or decrease their working hours to suit their needs.
Office of the Privacy Commissioner		5	Reduction in staffing has occurred through natural attrition and reflects the impact of reducing appropriation combined with increasing operating costs.
Old Parliament House (established on 1 July 2008)	6		These changes have occurred as a result of the resource requirements of Old Parliament House's establishment as an Executive Agency.

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- d) Refer Question A. Changes in wages and salaries expenses are reflected in Annual Reports.
- e) Nil.
- f) No targets have been set for staff reductions. There are a number of reasons why staffing levels fluctuate and change over time.
- g) Voluntary redundancies offered to staff are: (no involuntary redundancies have occurred)

Department of the Prime Minister and Cabinet	Yes. Three redundancies since November 2007, due to individuals not meeting the requirements of identifiable positions. There are no plans for further redundancies at this stage.
Australian Public Service Commission	Yes. Voluntary redundancies have been offered to a small number of staff as a result of continuous improvement activities and changed delivery methods. No plans for further redundancies.
Commonwealth Ombudsman	Yes. There have been some voluntary redundancies offered to staff. Voluntary redundancies have been used in cases where staff have not fitted with new organisational roles. No plans for further redundancies.
National Archives of Australia	No. Staff reductions required as a result of co-location arrangements will be managed in accordance with the provisions of the National Archives of Australia Collective Agreement.
National Australia Day Council	Yes. Two redundancies since November 2007, due to restructuring. There are currently no further plans for any redundancies.
Office of the Privacy Commissioner	There has been one staff redundancy who was excess to requirements. No plans for further redundancies.
Australian Institute of Family Studies Australian National Audit Office Inspector-General of Intelligence and Security Office of National Assessments Office of the Official Secretary to the Governor-General Old Parliament House	No redundancies have been offered and none are planned at this stage.