

Senate Finance and Public Administration Standing Committee
ANSWERS TO QUESTIONS ON NOTICE
BUDGET ESTIMATES – 29 MAY 2008

Human Services Portfolio

Department/Agency: Human Services Portfolio
Outcome/Output Group: All
Topic: Staffing

Senator: Coonan
Question reference number: HS43a – i
Type of question: Written
Date set by the committee for the return of answer: 11 July 2008



Question:

HS43a: What is the total number of permanent staff employed on a full-time; part time; and part-time equivalent basis?

HS43b: How many employees are employed on contract and what is the average length of their employment period?

HS43c: What are the base and top level salaries of:

APS level 1 to 6 officers
Executive level officers
Senior Executive Services officers
equivalent officers employed?

HS43d: How many officers are employed at executive level and SES level?

HS43e: Please provide an update of the gender breakdown of employees?

HS43f: Please indicate any staff movements within each agency or the department?

HS43g: Please provide a breakdown of any staff redundancies from 26 November 2007 to present?

HS43h: Please indicate what areas of each agency these staff reductions are from?

HS43i: Please give an assurance that people who are excess requirements and who have a determination made about them will be given an appropriate time frame longer than 8 weeks notice?

Answer:

HS43a

The number of ongoing (permanent) employees by agency at 31 May 2008 is provided in the table below:

Permanent employees as at 31 May 2008			
Agency	Ongoing (permanent) Full Time	Ongoing (permanent) Part Time	
		Headcount	FTE
Core Department	164	9	6.1
Child Support Agency	3,512	682	509.9
CRS Australia	1,025	646	395.3
Centrelink	19,687	5,908	4,384
Medicare Australia	4,474	1,187	721.6
Australian Hearing	555	218	130
HSA Group	145	43	23

HS43b

The number of non-ongoing (fixed-term contract) employees by agency at 31 May 2008 is provided in the table below:

Non-ongoing (fixed term contract) employees as at 31 May 2008	
Agency	Number of employees (headcount)
Core Department	2
Child Support Agency	81
CRS Australia	329
Centrelink	624
Medicare Australia	307
Australian Hearing	268
HSA Group	1,021

Note that HSA Group's high level of non-ongoing employees is largely due to the fact that many of their casual employees are doctors and nurses who are engaged as casuals to both meet cyclical demands and also because of staggered workloads across the week.

HS43c

Salary bands by agency at 31 May 2008 are as follows:

Salary range by agency as at 31 May 2008¹		
Grade	\$ Base level	\$ Top level
Core Department²		
APS 2 – 6	41,058	74,916
EL 1 – 2	80,315	110,687
SES band 1 – 2	112,486	202,476
Child Support Agency		
APS 1 – 6	36,293	69,810
EL 1 – 2	77,906	115,493
SES band 1 – 2	120,000	171,600
CRS Australia		
APS 1 – 6	34,185	77,368
EL 1 – 2	75,334	104,923
SES band 1 – 2	127,000	164,320
Centrelink		
APS 1 – 6	34,429	81,817
EL 1 – 2	76,282	129,011
SES band 1 – 2	118,560	194,250
Medicare Australia		
APS 1 – 6	21,440 (junior rate)	75,610
EL 1 – 2	76,546	135,832 (medical officer)
SES band 1 – 2	119,203	193,440
HSA Group		
HSA Level 1	20,683 (junior rate)	55,932
HSA Level 2	56,969	70,940
HSA Level 3	78,753	92,247
HSA Level 4	98,579	No upper limit

¹ SES Band 3 data has not been provided as the small number of staff at this level may allow individual salaries to be identified

² For the Core Department this reflects advertised AWA ranges

Note that Australian Hearing does not use the APS Classification system, nor does it have equivalent APS officers. Salary levels are reported in the Australian Hearing Collective Agreement. These are simply a guide and in a competitive market Australian Hearing offers a range of options, benefits and above award salaries. Please refer to Australian Hearing's Annual Report for data on Director salary levels.

HS43d

The number of employees at the executive and SES levels by agency at 31 May 2008 is provided in the table below. Note that Australian Hearing and HSA Group do not employ staff under the *Public Service Act 1999* and therefore have no staff in these classifications.

Executive and SES employees as at 31 May 2008		
Agency	Number of Executive Level 1-2 employees (headcount)	Number of SES employees (headcount)
Core Department	93	26
Child Support Agency	456	31
CRS Australia	139	3
Centrelink	2,556	80
Medicare Australia	753	54

HS43e

A gender breakdown by agency at 31 May 2008 is as follows:

Gender of employees as at 31 May 2008		
Agency	Female (headcount)	Male (headcount)
Core Department	98	77
Child Support Agency	3,137	1,138
CRS Australia	1,665	335
Centrelink	18,251	8,012
Medicare Australia	4,827	1,141
Australian Hearing	807	234
HSA Group	921	288

HS43f

Total number of employees by agency (headcount)		
Agency	As at 1 July 2007	As at 31 May 2008
Core Department	216	175
Child Support Agency	4,137	4,275
CRS Australia	2,088	2,000
Centrelink	27,299	26,263
Medicare Australia	5,970	5,968
Australian Hearing	980	1,041
HSA Group	1,057	1,209

HS43g – HS43h

A breakdown by agency of redundancies that have taken effect between 26 November 2007 and 31 May 2008 is as follows:

Redundancies effective between 26 November 2007 and 31 May 2008		
Agency	Number of redundancies	Areas affected
Core Department	1	Former Office of Access Card
Child Support Agency	0	Not applicable
CRS Australia	2	Corporate Support in Canberra and Service Delivery in WA
Centrelink	92	Redundancies were offered with a focus on reducing employees in non-customer facing roles within National Support Office and senior administrative roles within Area locations
Medicare Australia	2	Executive in Canberra and Government Programs Branch in Victoria
Australian Hearing	2	One in NSW and one in Queensland
HSA Group	3	One in northern NSW and two in the discontinued OH&S consulting services in Parramatta

HS43i

An assurance of this nature cannot be given. A number of portfolio agencies have employment arrangements that allows for notice of less than eight weeks to be given in certain circumstances.

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