

**Senate Finance and Public Administration Standing Committee**

**ANSWERS TO QUESTIONS ON NOTICE**

**BUDGET ESTIMATES MAY 24 2010**

DEPARTMENT OF THE PRIME MINISTER AND CABINET

**Department/Agency:** AUSTRALIAN PUBLIC SERVICE COMMISSION

**Outcome/Output Group:** 1

**Topic:** Staffing – efficiency dividend/budget cuts

**Senator:** Barnett

**Date set by the committee for the return of answer:** Friday 9 July 2010

**Type of question:** Written

**Question reference number:** PM 61

- (a) Have staffing numbers been reduced as a result of the efficiency dividend and/or other budget cuts?
  - (i) Since the efficiency dividend was introduced?
  - (ii) Since additional estimates?
- (b) If so, where and at what level?
- (c) Are there any plans for staff reduction? If so, please advise details ie. reduction target, how this will be achieved, services/programs to be cut etc.
- (d) If your Department/agency has been identified in the budget as delivering further efficiencies (savings), how will these be delivered? (for example, if the budget papers say ‘improvement to strategic work practices’ or similar, what are these and how will they be delivered?)
- (e) 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.

**Answers:**

- (a)
  - (i) Yes
  - (ii) No
- (b) The Commission prepares its annual budget and forward estimates to achieve a balanced budget outcome. Decisions on employee (driven by staffing numbers), supplier and program cost allocations are made commensurate with the intended Budget Outcome deliverables and services. Fluctuations in staffing numbers reflect the settings of budget outcomes required to deliver the annual work program.

In 2009-10 there were two budget savings measures that resulted in a modest reduction in the Commission's staffing level. These were:

- 1 x APS level 4, and 1.4 EL 1 for 2009-10 Portfolio Budget Statement – further efficiencies; and
- 1 x EL 1 to help meet 2009-10 Mid Year Economic Fiscal Outcome (MYEFO) whole of government departmental efficiencies.

(c) The Commission received additional funding in the 2010-11 Budget for Australian Public Service Reform and therefore has no plans in the coming year to reduce its staffing numbers.

(d) Not applicable, see answer at (c).

(e) As a small organisation the Commission has a small graduate intake each year (between 2-4 graduates). The Commission acknowledges the value and importance of recruiting graduates and reviews its capacity to increase its intake each year, subject to available resources.

**Number of pages: Two**