

SENATE STANDING COMMITTEE ON LEGAL AND CONSTITUTIONAL AFFAIRS  
ATTORNEY-GENERAL'S DEPARTMENT

**Portfolio**

**Question No. 65**

**Senator Humphries asked the following question at the hearing on 14 February 2012:**

1. 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.
2. If there are plans for staff reductions, please give the reason why these are happening.

**The answer to the honourable senator's question is as follows:**

**Attorney-General's Department**

1. The Department operates within budget and deploys employees between programs in response to Government priorities. In the 2011-12 Portfolio Budget Statements, the Department has forecast a reduction of 25 Average Staffing Level (ASL), of which 21 ASL are directly related to changes in funding received for New Policy Proposals and four relate to a general reduction in staff numbers. The planned staffing reduction will be managed by natural attrition.
2. The Department has given consideration to planned staffing reductions that may be necessary as a consequence of the additional efficiency dividend. While we expect to achieve savings through reduced supplier costs, as 66.4% of the Department's budget is designated to staffing, it is expected that employee numbers will reduce. As the department has not concluded business planning for 2012-13, we are not able to provide a specific number of staff reductions. AGD would achieve reduced staff levels through natural attrition and use of voluntary redundancy provisions.

**Administrative Appeals Tribunal**

1. No.
2. Not applicable.

**Australian Crime Commission**

1. Yes. There will be a reduction in the order of 23 staff. A range of measures may be embarked upon including natural attrition, expiry of non-ongoing contracts and voluntary and involuntary redundancies. Measures are in place to ensure that priority areas of the ACC are allocated the resources required to deliver services and programs of work.
2. Staff reductions are planned due to anticipated budget reductions as a result of lapsing programs and increasing costs of delivering services.

### **Australian Commission for Law Enforcement Integrity**

1. ACLEI will likely reduce non-ongoing positions by two
2. Completion of tasks for which the non-ongoing employees were engaged.

### **Australian Customs and Border Protection Service**

1. Customs and Border Protection is forecasting a reduction in staffing levels across the forward estimates consistent with declines since the 2007-08 financial year. These forecasts are based on high level, whole of agency models. There are no specific targets but instead broad indicative levels of likely reductions are estimated based on current known fiscal and resourcing information. These reductions are expected to be achieved largely through natural attrition wherever possible and some targeted voluntary redundancies, if required.
2. Planned staffing reductions across the forward estimates are driven by a number of factors which impact upon agency resources. These include the cumulative effect of efficiency dividends, the need to fund pay rises over and above appropriation supplementation and increasing supplier cost pressures. In addition, funding for a number of staff is provided from measures agreed by government, a significant number of which are scheduled to terminate across the forward estimates period. In addition to these planned staffing reductions, the implementation of a 2.5% increase to the efficiency dividend from 1 July 2012 will have an additional impact Customs and Border Protection's staff numbers. The increase in the efficiency dividend will reduce funding by \$17.1m in 2012-13. As half the agency's budget is for labour expenses, this may require a reduction of around 85 staff. Customs and Border Protection's CEO recently announced that the number of SES positions would be reduced from 56 to 45 to better position the organisation to manage the impact of the additional one-off 2.5% efficiency dividend. Any further reductions to staff numbers that need to be made will be determined as part of the 2012-13 business planning process which is currently underway. These reductions are expected to be achieved largely through natural attrition wherever possible and some targeted voluntary redundancies, if required.

### **Australian Government Solicitor**

1. AGS is a government business enterprise operating on a commercial and competitive basis in providing legal and related services to government and its agencies. In recent years, several factors have contributed to declining revenue for AGS which has resulted in some reductions to AGS's workforce, as well as the implementation of cost-cutting measures and efficiencies in other areas of AGS's operating expenditure. AGS will continue to review and adjust its workforce structure and profile to meet its business needs in the light of ongoing developments in the legal services market.
2. Please see response to part 2.

### **Australian Federal Police**

1. The 2011-11 AFP Annual Report outlines an actual ASL of 6,732 for the year, this is anticipated to reduce by 36 through 2011-12 in line with the 2011-12 Portfolio Budget Statements estimate of 6,696. This reduction will be managed as part of the normal workforce management program for the organisation through voluntary separations.

2. Increase in efficiency dividends and improvements in productivity required to support pay rises has reduced funding available for staff and other expenses. The AFP looks to meet savings requirements from supplier expenditure where possible but with a large proportion of costs staff related reductions in staff numbers are required and focused in areas with least impact on operations. As required, any staff reductions will be managed through natural attrition and other voluntary separations.

#### **Australian Human Rights Commission**

1. The Commission will be reviewing its activities to ensure that it continues to operate within the approved budgeted resources.
2. See Above

#### **Australian Institute of Criminology**

1. No
2. N/A

#### **Australian Law Reform Commission**

1. No.
2. N/A.

#### **Australian Security Intelligence Organisation**

1. No.
2. Not applicable.

#### **AUSTRAC**

1. Yes. The reductions will be implemented through natural attrition. It is not possible to reach a reduction target until future salary increase outcomes and internal budget setting/ business planning activities are finalised. No programs or services are expected to be cut.
2. Reductions are expected as a result of new agency enterprise agreement pay outcomes and the additional efficiency dividend being applied to agency departmental appropriation from 2012-13.

#### **CrimTrac**

1. No plans to reduce staffing levels.
2. Not applicable.

### **Family Court of Australia**

1. A range of measures to meet financial restraints are currently being considered which may include staff reductions.
2. A range of measures to meet financial restraints are currently being considered which may include

### **Federal Court of Australia**

1. There are no plans for staff reductions at the time of responding to this question.

### **Federal Magistrates Court**

1. Nil
2. Nil

### **High Court of Australia**

1. Nil
2. N/A

### **Insolvency and Trustee Service Australia**

3. No plans for staff reduction currently.
4. Not applicable.

### **National Native Title Tribunal**

1. Yes. There are plans for further reductions, based upon projected future reductions in appropriations (as per 2011-12 PBS). Based on those projections, we expect our staffing to comprise 145 ASL in 2014-15. Reduction in staffing will be achieved as necessary through implementing the NNTT's Workforce Plan 2011-14, produced in August 2011. Measures to date include the following decisions:
  - to merge three sections (Legal, Research and Library) into one section, as at 26 September 2011, and associated involuntary redundancies;
  - to further reduce staffing levels in Finance and Human Resources;
  - continuing to further reduce staff numbers, through natural attrition wherever possible.
2. Funding cuts announced in the May 2010 budget for the forward years to 2014-15.

### **Office of the Director of Public Prosecutions**

1. As stated in the 2011-2012 Portfolio Budget Statements the staffing levels expected for the out years are:
  - a) 2011-12 anticipated ASL 513;

- b) 2012-13 anticipated ASL 508;
- c) 2013-14 anticipated ASL 496;
- d) 2014-15 anticipated ASL 494.

Staffing number reductions will be achieved across the broad range of office functions rather than in relation to specific areas, classifications, services or programs.

- 2. These reductions are due to budget reductions and an increase in the Efficiency Dividend.

**Office of Parliamentary Counsel**

- 1. No.
- 2. Not applicable.

**Office of the Australian Information Commissioner**

- 1. To ensure that it maintains a balanced budget, the OAIC may need to reduce staff numbers in 2012–13 and 2013–14. Initial estimates are that six APS 6 positions may be required. The OAIC will monitor staffing and budget closely, and plans to manage any required reduction through attrition.
- 1. See above.