

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

Portfolio

Question No. 73

Senator Humphries asked the following question at the hearing on 30 May 2013:

Staffing reductions

- a) How many staff reductions/voluntary redundancies have occurred this financial year to date?
What was the reason for these reductions?
- b) Were any of these reductions involuntary redundancies? If yes, provide details.
- c) Are there any plans for further staff reductions/voluntary redundancies? If so, please advise details including if there is a reduction target, how this will be achieved, and if any services/programs will be cut.
- d) If there are plans for staff reductions, please give the reason why these are happening.
- e) Are there any plans for involuntary redundancies? If yes, provide details.

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

The following agencies returned nil responses:

The National Native Title Tribunal (NNTT) will not be providing a response to this question, as from 1 July 2012 the NNTT is no longer a Financial Management and Accountability Act 1997 Agency, and is funded to carry out its functions as a sub-program of the Federal Court of Australia's appropriation. On 12 March 2013 the Courts and Tribunals Legislation Amendment (Administration) Act 2013 came into operation. On that day the Australian Public Service Commissioner signed a determination which transferred all staff employed by the Tribunal to the Federal Court of Australia under s.72 of the Public Service Act, but those staff are designated staff assisting the Tribunal under the Native Title Act.

The Australian Government Solicitor (AGS) is a government business enterprise operating on a commercial and competitive basis in providing legal and related services to government and its agencies. AGS does not receive any Budget or other appropriations and its employees are engaged outside of the *Public Service Act 1999*. The question is therefore not applicable to AGS.

See below for other responses:

Department/Agency	a)	b)	c)	d)	e)
Attorney-General's Department	286 separations including voluntary redundancies. (Does not include MoG, Seconded or Contractor separations)	No	No	NA	There are no plans for involuntary redundancies.
Administrative Appeals Tribunal	Nil	N/A	No	No	No
Australian Commission for Law Enforcement Integrity	Nil	No	No	No	No
Australian Crime Commission	2 - employees excess to the requirements of the Agency following rationalisation of support structures.	No	The ACC has a lower Average Staffing Level identified in the Portfolio Budget Statements for 2013-14 than in previous years. The ACC operates a scalable business model and resources will continue to be allocated to the highest threat priorities. An internal workforce optimisation project is currently underway to inform the process of identifying appropriate	Any reductions in staff will, where possible, be achieved through natural attrition. ACC revenue will reduce in 2013-14 and funding for positions associated with the revenue items will cease. Some ACC costs will also increase for property, ICT and employee expenses which will impact on the ACC's budget allocations.	No

Department/Agency	a)	b)	c)	d)	e)
			staffing levels		
Australian Customs and Border Protection Service					
Australian Federal Police	There were 45 voluntary redundancies this financial year to date (1 July 2012 – 31 May 2013). These voluntary redundancies did not form part of a staff reduction strategy.	0	N/A	No	N/A
Australian Government Solicitor ¹	N/A	N/A	N/A	No	N/A
Australian Human Rights Commission	Duties of the position were no longer required due to organisational and technological changes	NO	NO	No	NO
Australian Institute of Criminology	1 voluntary redundancy, 2 early terminations of non-ongoing contracts	No	No	The Institute has reduced its numbers due to ongoing efficiency measure and reductions to appropriation funding in connection with a tighter external funding environment. Two non-ongoing contracts were terminated early and one ongoing employee accepted a voluntary redundancy. There are no further plans at this stage.	No
Australian Law Reform Commission	Nil	Nil	Nil	No	Nil
Australian Security Intelligence Organisation	In the period 1 July 2012 to 31 May 2013, 15 voluntary	N/A	N/A	No	N/A

Department/Agency	a)	b)	c)	d)	e)
	<p>redundancies occurred in ASIO. Voluntary redundancies were limited to the Senior Executive Service Levels 1 and 2 (14) and APS6 (1), and were made to adapt to the fiscal environment without resulting in significant diminution of ASIO's core operations.</p>				
<p>Australian Transaction Reports and Analysis Centre</p>	<p>33 voluntary/ involuntary redundancies. These reductions were the result of productivity improvements used to fund annual salary increases, agency-specific savings measures and efficiency dividend-based funding reductions.</p>	<p>Yes - 5</p>	<p>N/A</p>	<p>No</p>	<p>N/A</p>
<p>Commonwealth Director of Public Prosecutions</p>	<p>28. These reductions are due to budget restrictions and an increase in the efficiency dividend</p>	<p>No</p>	<p>In the 2013-2014 Portfolio Budget Statements the staffing levels expected for 2013-14 is anticipated to be ASL of 423. Reduction will be achieved across the broad range of office functions rather than in relation to specific areas, classifications,</p>	<p>These reductions are due to budget reductions</p>	<p>No</p>

Department/Agency	a)	b)	c)	d)	e)
			services or programs		
CrimTrac	0	No	CrimTrac is continuing to review vacant positions on a case-by-case basis to ensure CrimTrac's workforce structure is able to deliver the agency's services in an efficient and effective manner.	CrimTrac continues to focus on ensuring the effective and efficient delivery of its services. As such the agency, via its Executive Staffing Committee and Executive Leadership Team, regularly reviews the structure and resource allocation of its corporate and business functions to ensure alignment with CrimTrac's priorities.	No
Family Court of Australia	6	No	No	No	No
Federal Circuit Court of Australia	1	No	No	No	No
Federal Court of Australia	17	6	No	NA	NA
Insolvency and Trustee Service Australia	13 (11 due to closure of the geographical office, and two due to being excess to Agency's requirements as their duties are no longer required).	No	Two volunteer redundancies and two involuntary redundancies June 2013. All these redundancies are due to interstate relocation of positions. There are no staff reduction targets.	NA	No
Office of the Australian Information Commissioner	6 (The OAIC offered a small number of voluntary	No	No	NA	No

Department/Agency	a)	b)	c)	d)	e)
	redundancies to reduce staffing numbers in order to operate within its budget allocation)				
Office of Parliamentary Counsel	Nil	NA	No	NA	No