

QUESTION TAKEN ON NOTICE

BUDGET ESTIMATES HEARING: 27-28 May 2013

IMMIGRATION AND CITIZENSHIP PORTFOLIO

(BE13/0500) PROGRAM – Internal Product

Senator Humphries (Written) asked:

How many staff reductions/voluntary redundancies have occurred this financial year to date? What was the reason for these reductions? Were any of these reductions involuntary redundancies? If yes, provide details. 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. If there are plans for staff reductions, please give the reason why these are happening. Are there any plans for involuntary redundancies? If yes, provide details.

Answer:

From 1 July 2012 to 28 May 2013, there were 13 individual voluntary redundancies in the Department. No involuntary redundancies have occurred.

The reasons for the voluntary redundancies were consistent with clause 10.3 of the Department's Enterprise Agreement, which states "An employee is excess to the Department's requirements where:

- the number of employees at his or her classification is greater than is necessary for the efficient and economical working of the department, or
- the employee's services cannot be effectively used because of technological or other changes in the work methods of the department or changes in the nature, extent or organisation of the functions of the department, or
- the employee's duties have been transferred to a locality to which the employee is not willing to move and the Secretary determines that these provisions will apply to the employee".

There is no organisation-wide plan for staff reductions or voluntary redundancies noting the Department's 2013-14 budget outcome is an increase in average staffing level (ASL) by 83 from the previous financial year.