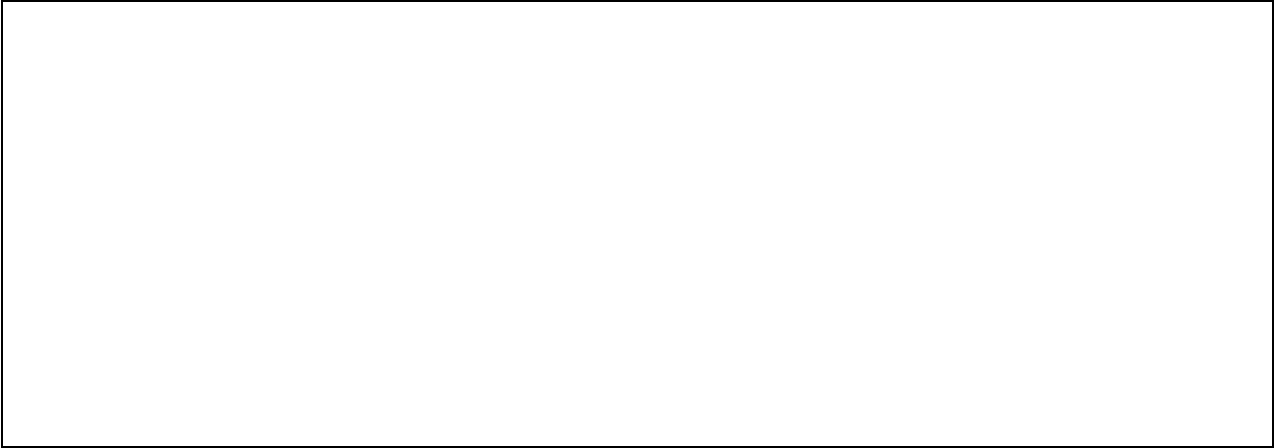


s. 22(1)(a)(ii)



In addition, although the Department does expect medium term efficiencies with the merger of the previous departments there will a short term costs. It is likely additional resourcing will be required to enable the remaining 75% of previous Environment corporate employees to manage the largely unchanged workload. The Department will also incur costs to bring systems and staff together under one department. We expect those costs will be largely incurred in the rest of this financial year and the 2020-21 year.

s. 22(1)(a)(ii)

SES contact: Scott Brown, 02 6272 5523, s. 47F(1)

MACHINERY OF GOVERNMENT CHANGE

- Following the Prime Minister's announcement in December 2019 of a number of Machinery of Government changes, the Department of Agriculture was abolished on 31 January 2020. Its workforce and functions were integrated with the Department of Environment and Energy and become the Department of Agriculture, Water and the Environment (AWE) effective 1 February 2020.
- The new department will be going through a significant change program over coming months to fully integrate all systems, policies and processes.
- There are now a number of industrial instruments in place to provide the salaries, terms and conditions of the AWE workforce.
- The Department of Agriculture, Water and the Environment was formed on 1 February 2020. There is a significant change program required to fully integrate across IT systems including payroll and finance, along with significant work to review and revise policies and procedures that are fit for purpose for the new entity.
- The workforce are now in the main, covered under the Department of Environment and Energy's Employment Agreement and s24(1) Determination. These do not fully meet the needs of a largely operational workforce. To enable the new department to continue to function without significant impact on operations and business continuity, two section 24(3) Determinations (signed by the Assistant Minister for the Public Service) have been put in place. These impact our meat inspector, biosecurity and veterinarian workforces.
- To date, discussions with staff and the CPSU have been reasonable, however there is a low to medium risk of employee discontent resulting from the change.
- The Department will be consulting with staff to put in place a section 24(1) Determination (to be signed by the Secretary) that will provide a large proportion of operational staff ongoing access to allowances that, without continuation, pose a significant risk to operations (through initiation of enterprise bargaining and industrial action).

STAFFING

The new Department of Agriculture, Water and the Environment will employ approximately 7000 people once the transition is complete. The department employs staff in over 176 locations across Australia, Antarctica and overseas. Staff work in very diverse locations including, airports, abattoirs, national parks, offices, and on vessels.

As of 1 February 2020, the Department had 28 Divisions and one Director of National Parks. The following organisational charts reflect structures of both former organisations prior to their intergration.