

24 September 2015

The Hon Bryan Green MP  
Labor Leader  
Parliament House  
HOBART TAS 7000

(by email to [bryan.green@parliament.tas.gov.au](mailto:bryan.green@parliament.tas.gov.au) )

Dear Mr Green

### **Right to Information Request – 26 August 2015**

I refer to your request pursuant to the *Right to Information Act 2009 (RTI Act)* received on 27 August 2015 by Hydro Tasmania. I am authorised to make decisions on behalf of Hydro Tasmania in respect of applications for information under the *RTI Act*.

#### **1. Your Request**

Your request was for an assessed disclosure relating to redundancies (in the Agency – Hydro Tasmania) since 17 March 2014 to current date and to provide:

- a) A copy of all information relating to the actual number of redundancy packages paid from 17 March 2014 to current.
- b) A copy of all information specifically relating to the number of redundancy packages over \$500,000 and the total cost of each of these packages for the same period.
- c) A copy of all information relating to the total cost of all redundancy packages paid for the same period.
- d) A copy of all information specifically relating to any caps that were placed on the number of weeks that could be claimed as part of a redundancy package for the same period.
- e) A copy of all information as to how the redundancy packages were funded, including all information detailing funding from an outside source for the same period.

#### **2. Determination and Reasons for Determination**

##### **2.1 Information relevant to the Request**

I have determined that the following information is relevant to your request.

As background, Hydro Tasmania operates in the highly competitive and dynamic National Electricity Market (NEM). To survive in this market over the long term, Hydro Tasmania has taken substantial steps in recent years to improve productivity and operational efficiency to be more robust in the continually changing operating environment. To achieve this Hydro Tasmania is systematically reducing the costs of the business, diversifying revenue streams and reducing exposure to the wholesale market, and concentrated Tasmanian market risks through growth in retail sales in the NEM. As well as improving the ability of the business to withstand market changes, continuing to pursue these actions will contribute to the efficiency of the business and provide more cost-effective electricity.

The saving to the Corporation in salaries associated with the redundant positions, the subject of your request, is more than \$18,000,000 per annum with on-costs.

I refer to a telephone conversation of 8 September 2015 with Karelle Logan of your office. It was agreed that the collective statistics relevant to your request would be provided but there would be no requirement for the details of the individual redundancies, other than a table of the amounts paid. On that basis there is no information relevant to your request that I consider to be exempt information under the *RTI Act*. This disclosure contains all the information in possession of Hydro Tasmania relevant to the agreed request at the time of this reply and is disclosed in the same order as the numbering applied to the above stated request items. It covers the period from 17 March 2014 to the date of your request.

- a) 130 positions in the business were made redundant and the incumbents paid out.
- b) There were no redundancy packages that exceeded \$500,000.
- c) The total cost of the redundancy packages was \$10,972,260. See Attachment A.
- d) Payment caps of 120 weeks, in accordance with the redundancy provisions of the business' Enterprise Agreements, applied during the period. See Attachment B.
- e) The redundancy packages for the period were fully funded by Hydro Tasmania through its normal working capital.

### 3. Review of Rights

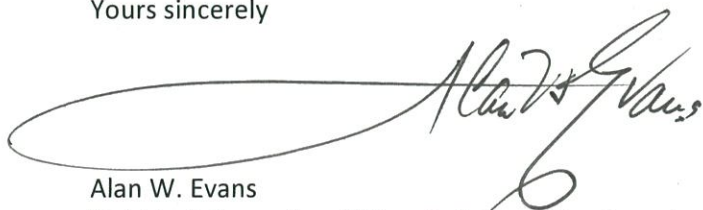
You are entitled under Section 43 of the *RTI Act* to apply for a review of the decision made at this date under 2.1 above.

Any request for such review should be made in writing within twenty working days of receiving this letter and addressed to:

Chief Executive Officer  
Hydro Tasmania  
4 Elizabeth Street  
HOBART TAS 7000

Should you have any questions on the information provided please contact the undersigned.

Yours sincerely



Alan W. Evans  
Right to Information Officer & Corporation Secretary

P 03 6230 5300

e [alan.evans@hydro.com.au](mailto:alan.evans@hydro.com.au)

**Attachment A**

**Redundancy Payments 17 March 2014 to 26 August 2015**

	Gross Payment	Years of service		Gross Payment	Years of service		Gross Payment	Years of service
1	398,564.27		59	71,013.26		117	32,985.88	
2	292,231.55		60	70,180.27		118	32,794.52	
3	290,771.21	between 25 to 40 years	61	70,165.43		119	30,689.93	
4	259,853.51		62	69,541.64		120	30,425.63	
5	254,017.48		63	68,778.37		121	29,812.68	
6	253,554.02		64	66,021.54	between 9 to 10 years	122	28,956.98	between 1 to 9 years
7	204,479.42		65	65,949.18		123	28,500.54	
8	185,453.57		66	63,764.33		124	27,911.44	
9	181,103.00		67	62,612.82		125	26,582.11	
10	178,847.46		68	62,195.35		126	23,890.98	
11	175,956.04		69	61,213.09		127	23,414.68	
12	174,967.71		70	61,069.72		128	22,170.80	
13	161,578.23	71	61,039.33	129		21,438.76		
14	157,290.57	72	59,089.18	130		10,124.21		
15	152,343.44		73	59,086.78		<b>Total</b>	<b>\$ 10,972,260.09</b>	
16	140,508.30	between 15 to 24 Years	74	57,895.09		<b>\$ 17,953,354.00</b>	Annual savings in sal	
17	136,889.98		75	57,021.14				
18	130,921.92		76	56,588.82				
19	130,816.25		77	55,945.07				
20	128,625.00		78	55,842.76				
21	126,324.49		79	55,751.12				
22	124,617.54		80	55,492.47				
23	124,116.42		81	53,190.42				
24	122,015.69		82	53,108.10				
25	120,523.50			83	52,176.67			
26	117,360.03	between 7 to 8 years	84	51,284.70				
27	115,212.61		85	51,195.95				
28	112,960.22		86	50,543.11				
29	111,553.86		87	50,298.32				
30	106,387.77		88	50,165.90				
31	105,887.62		89	49,135.94				
32	104,338.14		90	49,006.55				
33	104,253.89		91	48,986.20				
34	103,749.84		92	47,728.23				
35	103,284.95		93	46,620.65				
36	102,771.93	94	46,579.74					
37	102,105.71	95	46,260.83					
38	102,007.63	96	46,022.90					
39	101,021.30	97	45,616.18					
40	92,843.63	98	44,982.93					
41	89,244.50	99	42,714.52					
42	88,214.40	100	42,274.16					
43	87,698.71	101	42,233.94					
44	86,989.24	102	41,945.73					
45	86,697.75	103	41,602.42					
46	86,192.15	104	41,229.36					
47	84,318.02	105	40,974.41					
48	84,295.69	106	40,004.83					
49	82,107.57	107	39,609.84					
50	80,711.90	108	39,493.87					
51	78,027.27	109	39,459.56					
52	77,460.41	110	38,998.90					
53	76,542.48	111	37,598.41					
54	75,312.06	112	37,408.49					
55	74,769.37	113	36,938.23					
56	72,252.30	114	35,652.44					
57	72,078.43	115	34,553.72					
58	72,073.48	116	33,612.61					

## Attachment B

### SCHEDULE A: REDUNDANCY PROVISIONS

Completed Years of Service	Total Weeks of Payment
1	6
2	8
3	11
4	14
5	16
6	18
7	21
8	24
9	27
10	30
11	33
12	36
13	39
14	42
15	45
16	48
17	51
18	54
19	57
20	60
21	63
22	66
23	69
24	72
25	75
26	78
27	81
28	84
29	87
30	90
31	93
32	96
33	99
34	102
35	105
36	108
37	111
38	114
39	117
40	120

**Notes:**

- 1) In addition to the above scale of payment, the method of calculating total entitlements will take into account each completed calendar month of service in excess of the relevant completed years of service.
- 2) Payments are capped at 120 weeks.