

Part 2: Staffing of Agencies

Estimates of Average Staffing Levels of Agencies in the Australian General Government Sector

This Part reports on Average Staffing Levels (ASL) at the portfolio and agency level. Data is presented for 2 years – the Budget year (2023–24) and the preceding year (2022–23). The ASL reported is updated from the 2022–23 October Budget.

Data for 2022–23 reported in Table 2.2 represents the updated estimated actual ASL outcomes for general government sector (GGS) agencies. Caution should be taken when comparing actuals with estimates from other years (either in this Budget or previous budgets). On average, actual ASL outcomes realised by agencies are typically lower than earlier estimates provided by agencies. This often reflects slower than anticipated recruitment or higher natural attrition.

Data for 2023–24 represents estimates of ASL provided by GGS agencies. ASL figures reflect the average number of employees receiving salary or wages over the financial year, with adjustments for casual and part-time staff to show the full time equivalent. It also includes uniformed staff and overseas personnel. The ASL figures exclude external labour. Any minor discrepancies in totals are due to rounding of partial ASL.

The staffing of agencies in 2022–23 and 2023–24

At the 2023–24 Budget, across the GGS (excluding military and reserves):

- the estimated ASL figure for 2022–23 is 181,062 which is 60 below the estimated level (181,122) at the time of the 2022–23 October Budget.
- the estimated ASL figure for 2023–24 is 191,861. This change in estimated ASL compared to the 2022–23 ASL actual estimate reflects the Government's decisions in the 2023–24 Budget to ensure critical government services are effectively delivered and election commitments are implemented, as well as the conversion of external labour hire to ASL positions.

ASL data for 2023–24 shows that in this Budget, the Government has funded a number of legacy pressures and programs which were due to terminate in 2022–23, many of which required the provision of ASL to support ongoing program delivery. For example, the Government has invested in a sustainable biosecurity system, the emergency response capabilities of Services Australia, and the Australian Taxation Office's role in ensuring GST compliance.

In this Budget, the Government has also made funding commitments to support the ongoing delivery of critical services, including for the Department of Home Affairs for their visa processing functions, the National Disability Insurance Agency to enhance its capacity to deliver necessary services, and the Department of Veterans' Affairs to ensure that services provided to veterans keep pace with demand. There is also significant funding for national and strategic interests, including the AUKUS agreement and cyber security initiatives.

Reducing reliance on contractors, consultants and external labour hire

In this Budget, the Government has continued to reduce reliance on contractors, consultants and external labour hire (collectively known as external labour). Consistent with the election commitment, the Government has converted more than 3,000 roles undertaken by external labour to ASL. This represents an important rebalancing of the APS workforce to reduce the reliance on external labour where work can appropriately be done by APS staff.

Table 2.1: Estimates of external labour conversions to ASL of agencies in the Australian Government General Government Sector

Portfolio	Estimates of external labour conversion to ASL in 2023–24 ^a
Agriculture, Fisheries and Forestry	611
Attorney-General's	232
Climate Change, Energy, the Environment and Water	280
Defence	1,029
Education	28
Employment and Workplace Relations	251
Finance	106
Foreign Affairs and Trade	173
Health and Aged Care	394
Home Affairs	30
Industry, Science and Resources	0
Infrastructure, Transport, Regional Development, Communications and the Arts	98
Parliamentary Departments	0
Prime Minister and Cabinet	37
Social Services	33
Treasury	13
Total	3,314

a) External labour conversions to ASL in this table represent only new ASL. This data is included in the updated estimates for 2023–24 in Table 2.2 below. It does not include conversions that have occurred within the existing ASL resources of entities.

Table 2.2: Estimates of ASL of agencies in the Australian Government General Government Sector

Agriculture, Fisheries and Forestry		
	2022-23 ASL	2023-24 ASL
Department of Agriculture, Fisheries and Forestry	5,387	5,795
Australian Fisheries Management Authority	177	177
Australian Pesticides and Veterinary Medicines Authority	185	190
Cotton Research and Development Corporation	16	21
Fisheries Research and Development Corporation	25	40
Grain Research and Development Corporation	79	130
Regional Investment Corporation	57	58
Rural Industries Research and Development Corporation	25	76
Wine Australia	53	53
Total	6,004	6,539

Attorney-General's		
	2022-23 ASL	2023-24 ASL
Attorney-General's Department	1,815	1,813
Administrative Appeals Tribunal	628	806
Australian Commission for Law Enforcement Integrity ^a	122	0
Australian Criminal Intelligence Commission	762	848
Australian Federal Police	7,355	7,643
Australian Financial Security Authority	360	462
Australian Human Rights Commission	151	180
Australian Institute of Criminology	24	40
Australian Law Reform Commission	12	10
Australian Transaction Reports and Analysis Centre	471	508
Federal Court of Australia	1,286	1,379
High Court of Australia	75	76
National Anti-Corruption Commission ^a	0	239
Office of the Australian Information Commissioner	145	192
Office of the Commonwealth Ombudsman	283	309
Office of the Director of Public Prosecutions	426	472
Office of the Inspector-General of Intelligence and Security	45	60
Office of Parliamentary Counsel	120	120
Office of the Special Investigator	158	162
Total	14,237	15,319

a) The Government agreed that the Australian Commission for Law Enforcement Integrity will merge into the National Anti-Corruption Commission, which will commence in 2023-24.

Climate Change, Energy, the Environment and Water		
	2022-23 ASL	2023-24 ASL
Department of Climate Change, Energy, the Environment and Water	2,414	3,895
Australian Institute of Marine Science	299	348
Australian Renewable Energy Agency	2	2
Bureau of Meteorology	1,627	1,754
Clean Energy Finance Corporation	156	190
Clean Energy Regulator	337	388
Climate Change Authority	38	65
Director of National Parks	332	396
Great Barrier Reef Marine Park Authority	255	272
Murray-Darling Basin Authority	267	368
North Queensland Water Infrastructure Authority ^a	4	1
Sydney Harbour Federation Trust	63	66
Total	5,794	7,745

a) The North Queensland Water Infrastructure Authority will be abolished in 2023-24, with its functions transferred to the Department of Climate Change, Energy, the Environment and Water.

Defence		
	2022-23 ASL	2023-24 ASL
Department of Defence – Civilian	16,991	17,947
Department of Defence – Military	58,473	59,673
Department of Defence – Reserves	21,430	21,390
Department of Veterans' Affairs	2,727	3,129
Australian War Memorial	299	292
Defence Housing Australia	544	643
Total	100,464	103,074

Education		
	2022-23 ASL	2023-24 ASL
Department of Education	1,292	1,431
Australian Curriculum, Assessment and Reporting Authority	101	102
Australian Institute for Teaching and School Leadership Ltd	69	70
Australian Research Council	140	140
Tertiary Education Quality and Standards Agency	102	107
Total	1,704	1,851

Employment and Workplace Relations		
	2022-23 ASL	2023-24 ASL
Department of Employment and Workplace Relations	3,016	3,593
Asbestos Safety and Eradication Agency	16	20
Australian Skills Quality Authority	192	199
Comcare	608	633
Fair Work Commission	361	396
Office of the Fair Work Ombudsman ^a	901	938
Safe Work Australia	101	101
Total	5,194	5,881

a) The Office of the Fair Work Ombudsman was previously known as the Fair Work Ombudsman and Registered Organisations Commission Entity.

Finance		
	2022-23 ASL	2023-24 ASL
Department of Finance	1,396	1,569
Australian Electoral Commission	811	923
Commonwealth Superannuation Corporation	459	535
Digital Transformation Agency	226	250
Future Fund Management Agency	233	278
Independent Parliamentary Expenses Authority	65	52
Total	3,190	3,607

Foreign Affairs and Trade		
	2022-23 ASL	2023-24 ASL
Department of Foreign Affairs and Trade	6,475	6,482
Australian Centre for International Agricultural Research	81	86
Australian Trade and Investment Commission	1,258	1,136
Tourism Australia	207	207
Total	8,021	7,911

Health and Aged Care		
	2022-23 ASL	2023-24 ASL
Department of Health and Aged Care	5,233	5,568
Aged Care Quality and Safety Commission	1,143	1,438
Australian Commission on Safety and Quality in Health Care	108	133
Australian Digital Health Agency	411	464
Australian Institute of Health and Welfare	453	530
Australian Radiation Protection and Nuclear Safety Agency	146	178
Australian Sports Commission	494	500
Australian Sports Foundation Ltd	21	11
Cancer Australia	71	79
Food Standards Australia New Zealand	120	120
Independent Health and Aged Care Pricing Authority ^a	1	1
National Blood Authority	52	52
National Health and Medical Research Council	195	195
National Health Funding Body	28	28
National Mental Health Commission	45	47
Organ and Tissue Authority	30	30
Professional Services Review	33	33
Sport Integrity Australia	156	156
Total	8,740	9,564

a) The Independent Health and Aged Care Pricing Authority was previously known as the Independent Hospital Pricing Authority.

Home Affairs		
	2022-23 ASL	2023-24 ASL
Department of Home Affairs	14,179	14,430
National Emergency Management Agency	334	394
Total	14,513	14,824

Industry, Science and Resources		
	2022-23 ASL	2023-24 ASL
Department of Industry, Science and Resources	2,881	3,063
Australian Nuclear Science and Technology Organisation	1,307	1,421
Commonwealth Scientific and Industrial Research Organisation	5,514	5,764
Geoscience Australia	603	627
IP Australia	1,090	1,100
National Offshore Petroleum Safety and Environmental Management Authority	144	191
National Reconstruction Fund Corporation ^a	0	31
Total	11,539	12,196

a) The National Reconstruction Fund Corporation will commence in 2023-24.

Infrastructure, Transport, Regional Development, Communications and the Arts		
	2022-23 ASL	2023-24 ASL
Department of Infrastructure, Transport, Regional Development, Communications and the Arts	1,818	2,004
Australia Council	104	143
Australian Broadcasting Corporation	4,213	4,213
Australian Communications and Media Authority	525	602
Australian Film, Television and Radio School	140	145
Australian Maritime Safety Authority	448	448
Australian National Maritime Museum	125	141
Australian Transport Safety Bureau	95	110
Bundanon Trust	34	50
Civil Aviation Safety Authority	852	832
Creative Partnerships Australia Ltd	18	0
Infrastructure Australia	33	38
National Archives of Australia	344	376
National Capital Authority	61	61
National Faster Rail Agency	2	0
National Film and Sound Archive of Australia	182	187
National Gallery of Australia	217	217
National Library of Australia	350	408
National Museum of Australia	228	220
National Portrait Gallery of Australia	52	55
National Transport Commission	43	43
Northern Australia Infrastructure Facility	1	1
Old Parliament House	73	73
Screen Australia	98	105
Special Broadcasting Service Corporation	1,352	1,352
Total	11,407	11,822

Parliamentary Departments		
	2022-23 ASL	2023-24 ASL
Department of Parliamentary Services	968	975
Department of the House of Representatives	155	168
Department of the Senate	160	173
Parliamentary Budget Office	44	44
Total	1,327	1,360

Prime Minister and Cabinet		
	2022-23 ASL	2023-24 ASL
Department of the Prime Minister and Cabinet	1,136	1,373
Aboriginal Hostels Ltd	325	367
Australian Institute of Aboriginal and Torres Strait Islander Studies	142	141
Australian National Audit Office	379	398
Australian Public Service Commission	359	351
Indigenous Business Australia	229	229
Indigenous Land and Sea Corporation	195	195
National Australia Day Council Ltd	12	12
National Indigenous Australians Agency	1,294	1,414
Northern Territory Aboriginal Investment Corporation ^a	12	37
Office of National Intelligence	278	421
Office of the Official Secretary to the Governor-General	87	96
Outback Stores Pty Ltd	167	172
Torres Strait Regional Authority	154	159
Workplace Gender Equality Agency	51	59
Total	4,819	5,423

a) The Northern Territory Aboriginal Investment Corporation commenced in 2022-23.

Social Services		
	2022-23 ASL	2023-24 ASL
Department of Social Services	2,623	2,776
Australian Institute of Family Studies	88	84
Domestic, Family and Sexual Violence Commission ^a	6	22
National Disability Insurance Agency	4,976	5,698
NDIS Quality and Safeguards Commission	431	683
Services Australia	28,560	26,692
Total	36,685	35,956

a) The Domestic, Family and Sexual Violence Commission commenced in 2022-23.

Treasury		
	2022-23 ASL	2023-24 ASL
Department of the Treasury	1,438	1,401
Australian Bureau of Statistics	2,865	2,843
Australian Competition and Consumer Commission	1,339	1,453
Australian Office of Financial Management	42	56
Australian Prudential Regulation Authority	853	855
Australian Securities and Investments Commission	1,846	1,810
Australian Taxation Office	18,402	20,774
Commonwealth Grants Commission	34	34
Inspector-General of Taxation	35	35
National Competition Council	1	1
National Housing Finance and Investment Corporation	26	133
Office of the Auditing and Assurance Standards Board	8	8
Office of the Australian Accounting Standards Board	25	22
Productivity Commission	173	187
Royal Australian Mint	239	239
Total	27,326	29,851

Note: The ASL for the Australian Secret Intelligence Service, Australian Security Intelligence Organisation and Australian Signals Directorate have not previously been included in ASL collections for national security reasons, and will no longer be included in the tables.

Historical Estimates of Average Staffing Levels of Agencies in the Australian General Government Sector

Table 2.3: Estimates^(a) of the total ASL in the General Government Sector

	ASL excluding military and reserves	Military and reserves	Total ASL
2006-07	167,596	71,026	238,622
2007-08	175,531	72,686	248,217
2008-09	175,422	75,144	250,566
2009-10	178,970	79,351	258,321
2010-11	181,018	80,873	261,891
2011-12	182,505	79,132	261,637
2012-13	179,953	76,678	256,631
2013-14	177,258	76,595	253,853
2014-15	166,261	76,874	243,135
2015-16	165,648	77,399	243,047
2016-17	166,181	78,314	244,495
2017-18	165,276	78,497	243,773
2018-19	165,491	78,815	244,306
2019-20	166,762	80,540	247,302
2020-21	168,912	81,671	250,583
2021-22	173,142	80,635	253,777
2022-23	181,122	83,703	264,825
2023-24	191,861	81,063	272,924

a) The estimates of ASL reflect expected outcomes at the time the Budget Papers were published. To provide continuity with previous years, estimates of ASL in 2021–22 are as published in the 2022–23 March Budget Papers.