

# 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. Care should be used in comparisons of individual agencies changing in staffing as they may be impacted by a number of factors with full or part-year effects. These include specific initiatives, cyclical work programs, machinery of government changes including transfers of function between agencies, movements of agencies between portfolios, mergers of agencies, and the establishment and abolition of agencies.

The aggregate staffing profile and the associated commentary is presented in the *Preface* of Budget Paper No. 4.

**Table 2.1: Estimates of ASL of agencies in the Australian general government sector(a)**

	Average staffing levels #		
	2016-17 ASL	2017-18 ASL	Change
<b>Agriculture and Water Resources</b>			
Department of Agriculture and Water Resources (b)	4,531	4,488	-43
Australian Fisheries Management Authority	176	177	1
Australian Grape and Wine Authority	53	53	0
Australian Pesticides and Veterinary Medicines Authority	196	201	5
Cotton Research and Development Corporation	14	15	1
Fisheries Research and Development Corporation	20	21	1
Grains Research and Development Corporation	72	79	7
Murray-Darling Basin Authority	294	288	-6
Rural Industries Research and Development Corporation	15	17	2
<b>Total</b>	<b>5,370</b>	<b>5,338</b>	<b>-32</b>

Staffing of agencies

	Average staffing levels #		
	2016-17 ASL	2017-18 ASL	Change
<b>Attorney-General's</b>			
Attorney-General's Department (c)	1,836	1,736	-100
Administrative Appeals Tribunal (d)	517	610	93
Australian Commission for Law Enforcement Integrity	50	49	-1
Australian Criminal Intelligence Commission (e)	725	776	51
Australian Federal Police (f)	6,288	6,137	-151
Australian Financial Security Authority	487	487	0
Australian Human Rights Commission	111	116	5
Australian Institute of Criminology	35	46	11
Australian Law Reform Commission	11	11	0
Australian Security Intelligence Organisation (g)	1,772	1,835	63
Australian Transaction Reports and Analysis Centre	323	308	-15
Federal Court of Australia	1,062	1,077	15
High Court of Australia	73	73	0
National Archives of Australia	390	375	-15
Office of Parliamentary Counsel	92	103	11
Office of the Australian Information Commissioner	72	75	3
Office of the Director of Public Prosecutions	410	390	-20
<b>Total</b>	<b>14,253</b>	<b>14,203</b>	<b>-50</b>

	Average staffing levels #		
	2016-17 ASL	2017-18 ASL	Change
<b>Communications and the Arts</b>			
Department of Communications and the Arts	545	552	7
Australia Business Arts Foundation Limited	16	16	0
Australia Council	110	109	-1
Australian Broadcasting Corporation (h)	4,160	4,111	-49
Australian Communications and Media Authority	418	418	0
Australian Film, Television and Radio School	144	145	1
Australian National Maritime Museum	125	125	0
Bundanon Trust	22	23	1
National Film and Sound Archive of Australia	164	164	0
National Gallery of Australia	217	217	0
National Library of Australia	383	383	0
National Museum of Australia	223	226	3
National Portrait Gallery of Australia	49	49	0
Old Parliament House	70	73	3
Screen Australia	97	97	0
Special Broadcasting Service Corporation (i)	1,070	1,095	25
<b>Total</b>	<b>7,814</b>	<b>7,803</b>	<b>-11</b>

	Average staffing levels #		
	2016-17 ASL	2017-18 ASL	Change
<b>Defence</b>			
Department of Defence – Civilian (j)	17,350	17,970	620
Department of Defence – Military (k)	58,722	59,194	472
Department of Defence – Reserves (l)	19,400	19,700	300
Department of Veterans' Affairs	1,896	1,853	-43
Australian War Memorial	286	283	-3
Defence Housing Australia	643	643	0
<b>Total</b>	<b>98,297</b>	<b>99,643</b>	<b>1,346</b>

Staffing of agencies

	Average staffing levels #		
	2016-17 ASL	2017-18 ASL	Change
<b>Parliament</b>			
Department of Parliamentary Services (m)	820	897	77
Department of the House of Representatives	160	166	6
Department of the Senate	161	157	-4
Parliamentary Budget Office	45	40	-5
<b>Total</b>	<b>1,186</b>	<b>1,260</b>	<b>74</b>

	Average staffing levels #		
	2016-17 ASL	2017-18 ASL	Change
<b>Education and Training</b>			
Department of Education and Training (n)	1,870	1,821	-49
Australian Curriculum, Assessment and Reporting Authority	84	93	9
Australian Institute for Teaching and School Leadership Limited	56	56	0
Australian Institute of Aboriginal and Torres Strait Islander Studies (o)	152	121	-31
Australian Research Council	128	136	8
Australian Skills Quality Authority	197	184	-13
Tertiary Education Quality and Standards Agency	48	51	3
<b>Total</b>	<b>2,535</b>	<b>2,461</b>	<b>-74</b>

	Average staffing levels #		
	2016-17 ASL	2017-18 ASL	Change
<b>Employment</b>			
Department of Employment (p)	1,877	1,949	72
Asbestos Safety and Eradication Agency	12	12	0
Comcare	640	652	12
Fair Work Commission	320	314	-6
Australian Building and Construction Commission	137	155	18
Fair Work Ombudsman and the Registered Organisations Commission Entity	711	730	19
Safe Work Australia	101	101	0
Workplace Gender Equality Agency	30	30	0
<b>Total</b>	<b>3,828</b>	<b>3,944</b>	<b>116</b>

	Average staffing levels #		
	2016-17 ASL	2017-18 ASL	Change
<b>Environment and Energy</b>			
Department of the Environment and Energy	1,947	1,972	25
Australian Renewable Energy Agency	2	2	0
Bureau of Meteorology (q)	1,602	1,565	-37
Clean Energy Finance Corporation (r)	80	101	21
Clean Energy Regulator	324	323	-1
Climate Change Authority	9	9	0
Director of National Parks	321	326	5
Great Barrier Reef Marine Park Authority	210	210	0
Sydney Harbour Federation Trust	62	63	1
<b>Total</b>	<b>4,557</b>	<b>4,571</b>	<b>14</b>

	Average staffing levels #		
	2016-17 ASL	2017-18 ASL	Change
<b>Finance</b>			
Department of Finance (s)	1,318	1,257	-61
Australian Electoral Commission (t)	819	795	-24
Commonwealth Superannuation Corporation (u)	455	476	21
Future Fund Management Agency (v)	138	167	29
Independent Parliamentary Expenses Authority (w)	16	66	50
<b>Total</b>	<b>2,746</b>	<b>2,760</b>	<b>14</b>

	Average staffing levels #		
	2016-17 ASL	2017-18 ASL	Change
<b>Foreign Affairs and Trade</b>			
Department of Foreign Affairs and Trade (x)	5,726	5,806	80
Australian Centre for International Agricultural Research	77	76	-1
Australian Secret Intelligence Service*	*	*	*
Australian Trade and Investment Commission	1,036	1,033	-3
Export Finance and Insurance Corporation - National Interest Account	4	3	-1
Tourism Australia	207	207	0
<b>Total</b>	<b>7,050</b>	<b>7,125</b>	<b>75</b>

Staffing of agencies

	Average staffing levels #		
	2016-17 ASL	2017-18 ASL	Change
<b>Health</b>			
Department of Health (y)	4,642	4,398	-244
Australian Aged Care Quality Agency (z)	214	255	41
Australian Commission on Safety and Quality in Health Care	86	86	0
Australian Digital Health Agency (aa)	219	250	31
Australian Institute of Health and Welfare	311	308	-3
Australian Radiation Protection and Nuclear Safety Agency	131	130	-1
Australian Sports Anti-Doping Authority	49	50	1
Australian Sports Commission	570	570	0
Australian Sports Foundation Limited	12	11	-1
Cancer Australia	69	69	0
Food Standards Australia New Zealand	108	107	-1
Independent Hospital Pricing Authority	1	1	0
National Blood Authority	53	52	-1
National Health and Medical Research Council	179	177	-2
National Health Funding Body	19	21	2
National Mental Health Commission	14	14	0
Organ and Tissue Authority	27	28	1
Professional Services Review	18	18	0
<b>Total</b>	<b>6,723</b>	<b>6,545</b>	<b>-178</b>

	Average staffing levels #		
	2016-17 ASL	2017-18 ASL	Change
<b>Immigration and Border Protection</b>			
Department of Immigration and Border Protection (ab)	14,000	13,755	-245
<b>Total</b>	<b>14,000</b>	<b>13,755</b>	<b>-245</b>



	Average staffing levels #		
	2016-17 ASL	2017-18 ASL	Change
<b>Industry, Innovation and Science</b>			
Department of Industry, Innovation and Science (ac)	2,450	2,410	-40
Australian Institute of Marine Science	221	223	2
Australian Nuclear Science and Technology Organisation (ad)	1,277	1,303	26
Commonwealth Scientific and Industrial Research Organisation (ae)	4,995	5,063	68
IP Australia	1,063	1,054	-9
Geoscience Australia	590	600	10
National Offshore Petroleum Safety and Environmental Management Authority	104	115	11
Northern Australia Infrastructure Facility	1	1	0
<b>Total</b>	<b>10,701</b>	<b>10,769</b>	<b>68</b>

	Average staffing levels #		
	2016-17 ASL	2017-18 ASL	Change
<b>Infrastructure and Regional Development</b>			
Department of Infrastructure and Regional Development	1,130	1,130	0
Australian Maritime Safety Authority (af)	380	418	38
Australian Transport Safety Bureau	105	107	2
Civil Aviation Safety Authority (ag)	765	805	40
Infrastructure Australia	25	29	4
National Capital Authority	56	57	1
National Transport Commission	39	39	0
<b>Total</b>	<b>2,500</b>	<b>2,585</b>	<b>85</b>

Staffing of agencies

	Average staffing levels #		
	2016-17 ASL	2017-18 ASL	Change
<b>Prime Minister and Cabinet</b>			
Department of the Prime Minister and Cabinet (ah)	2,075	2,061	-14
Aboriginal Hostels Limited	420	411	-9
Anindilyakwa Land Council	32	39	7
Australian National Audit Office	322	331	9
Australian Public Service Commission	209	209	0
Central Land Council	235	235	0
Digital Transformation Agency (ai)	104	200	96
Indigenous Business Australia	197	204	7
Indigenous Land Corporation	265	265	0
National Australia Day Council Limited	12	12	0
Northern Land Council	245	253	8
Office of National Assessments	138	144	6
Office of the Commonwealth Ombudsman (aj)	170	200	30
Office of the Inspector-General of Intelligence and Security	14	17	3
Office of the Official Secretary to the Governor-General	76	76	0
Outback Stores Pty Ltd	146	152	6
Tiwi Land Council	17	17	0
Torres Strait Regional Authority	150	154	4
Wreck Bay Aboriginal Community Council	32	34	2
<b>Total</b>	<b>4,859</b>	<b>5,013</b>	<b>154</b>

	Average staffing levels #		
	2016-17 ASL	2017-18 ASL	Change
<b>Social Services</b>			
Department of Social Services (ak)	1,984	1,942	-42
Department of Human Services (al)	29,835	28,647	-1,188
Australian Institute of Family Studies	78	82	4
National Disability Insurance Scheme Launch Transition Agency (am)	1,849	2,460	611
<b>Total</b>	<b>33,746</b>	<b>33,131</b>	<b>-615</b>

	Average staffing levels #		
	2016-17 ASL	2017-18 ASL	Change
<b>Treasury</b>			
Department of the Treasury	815	859	44
Australian Bureau of Statistics (an)	2,894	2,486	-408
Australian Competition and Consumer Commission	769	792	23
Australian Office of Financial Management	36	40	4
Australian Prudential Regulation Authority	611	626	15
Australian Securities and Investments Commission	1,687	1,698	11
Australian Taxation Office (ao)	17,901	18,043	142
Commonwealth Grants Commission	30	30	0
Inspector-General of Taxation	35	35	0
National Competition Council	1	8	7
Office of the Auditing and Assurance Standards Board	7	7	0
Office of the Australian Accounting Standards Board	22	22	0
Productivity Commission	167	174	7
Royal Australian Mint	230	232	2
<b>Total</b>	<b>25,205</b>	<b>25,052</b>	<b>-153</b>
<b>Total excluding military and reserves</b>	<b>167,248</b>	<b>167,064</b>	<b>-184</b>
<b>Total</b>	<b>245,370</b>	<b>245,958</b>	<b>588</b>

**Table footnotes:**

- # Any discrepancies in totals are due to rounding of partial ASL.
- \* Not disclosed.
- (a) This table includes estimates of ASL provided by general government sector 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 contractors.
- (b) The projected decrease is due to a number of terminating and lapsing measures.
- (c) The projected decrease is due to the completion of the Royal Commission into the Institutional Responses to Child Sexual Abuse and the Royal Commission into the Protection and Detention of Children in the Northern Territory.
- (d) The projected increase is due to the implementation of budget measures.
- (e) The projected increase is due to the implementation of prior year budget measures and the recruitment against vacant positions.
- (f) The projected decrease reflects the impact of budget measures and general cost increases.
- (g) The projected increase is due to the Counter-Terrorism budget measure.
- (h) The projected decrease is due to restructures currently in progress following the ABC Managing Director's 'Investing in Audiences' announcement in March 2017.
- (i) The projected increase is due to digital media requirements and the broadcast of the FIFA World Cup event.
- (j) The projected increase is due to priorities outlined in the 2016 Defence White Paper including enhancements to intelligence, space and cyber security capabilities.
- (k) The projected increase is due to increased recruiting for the Navy and Army and continued decreases in the Army's separation rates. As a result, the permanent force is gradually reaching the numbers approved by the Government as part of the 2016 Defence White Paper.

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- (l) The projected increase is due to moves to increase the average number of days Reservists provide each year and moves by the Australian Defence Force to utilise the flexibility provided by Reservists to assist in the delivery of White Paper outcomes.
- (m) The projected increase is due to the security capital works program and the Department taking on the catering function at Parliament House.
- (n) The projected decrease is due to various reforms within the Department and Machinery of Government changes that moved staff to the Department of Employment and the Department of Finance.
- (o) The projected decrease is due to changes in the nature of engaging staff.
- (p) The projected increase is due to Machinery of Government changes that moved staff from the Department of Education and Training and the measure: Fair Entitlement Guarantee – Recovery Program – Continuation and Expansion.
- (q) The projected decrease is due to the measure: 'Essential Commonwealth Water Functions', which requires fewer ASL than the previous water program.
- (r) The projected increase is due to recruitment to ensure that the Corporation's growing portfolio of investments are managed and appropriately recovered on an ongoing basis, and to increase the number of new investment deals.
- (s) The projected decrease is due to a number of Machinery of Government changes announced in 2016-17, including the movement of staff to the Independent Parliamentary Expenses Authority and the Digital Transformation Agency, partially offset by the movement of staff from the Department of Employment and the Department of Education and Training.
- (t) The projected decrease is due to the cessation of cyclical funding associated with the 2016 Federal Election.
- (u) The projected increase is due to recruitment to replace staff that departed following the merger of ComSuper and the Commonwealth Superannuation Corporation on 1 July 2015.
- (v) The projected increase reflects staff needed for upgrading investment data, systems and analytics capability to drive the performance of the Future Fund and other Australian Government Investment Funds.
- (w) The projected increase is due to Machinery of Government changes and the movement of staff from the Department of Finance as well as the implementation of a 2017-18 Budget measure.
- (x) The projected increase is due to the phased implementation of previous budget measures, including the Global Watch Office and Expanding Australia's Diplomatic Representation; and 2017-18 Budget measures to continue Australia's diplomatic engagement in Afghanistan and Iraq, and consolidate overseas property management.
- (y) The projected decrease is due to the department downsizing the workforce through a number of mechanisms including a voluntary redundancy program.
- (z) The projected increase is due to a forecast high level of accreditation activity.
- (aa) The projected increase is required to support the Government's digital health agenda.
- (ab) The projected decrease is the result of net movements in measures and operational pressures in 2016-17.
- (ac) The projected decrease is due to Machinery of Government changes that transferred the energy functions to the Department of Environment. The decrease is projected to be partially offset by increases in ASL associated with the delivery of grants programs on behalf of external agencies through the Business Grants Hub.
- (ad) The projected increase is due to the commencement and ramp-up of Mo-99 production facility operations.
- (ae) The projected increase is due to expected recruitment to align CSIRO with the priority areas outlined in the CSIRO Strategy 2020.
- (af) The projected increase is due to the government decision to transfer responsibility and service delivery of National System for Domestic Commercial Vessel Safety to the Australian Maritime Safety Authority.
- (ag) The projected increase is due to recruitment to replace positions that were identified as excess in 2015-16 and 2016-17, as part of the implementation of a new organisational structure.
- (ah) The projected decrease is due to offsets for Redress and the Infrastructure and Projects Financing Agency.
- (ai) The projected increase is due to Machinery of Government changes and the movement of staff from the Department of Finance.
- (aj) The projected increase is due to movement of the Defence Abuse Response Taskforce and the Vocational Education and Training Student Loans Ombudsman into the Office of the Commonwealth Ombudsman.

- (ak) The projected decrease is due to departmental efficiencies and terminating budget measures.
- (al) The projected decrease is due to departmental efficiencies, a reduction in the level of support required by the National Disability Insurance Agency and terminating budget measures.
- (am) The projected increase is due to the National Disability Insurance Scheme transitioning from trial to full scheme.
- (an) The projected decrease is due to cessation of cyclical funding for the August 2016 Census.
- (ao) The projected increase is due to the development of a site at Gosford to improve customer experiences within the region.

