

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 changes 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 #		
	2017-18 ASL	2018-19 ASL	Change
Agriculture and Water Resources			
Department of Agriculture and Water Resources (b)	4,594	4,558	-36
Australian Fisheries Management Authority	177	177	0
Australian Grape and Wine Authority	53	53	0
Australian Pesticides and Veterinary Medicines Authority	201	195	-6
Cotton Research and Development Corporation	15	15	0
Fisheries Research and Development Corporation	21	19	-2
Grains Research and Development Corporation	79	79	0
Murray-Darling Basin Authority	288	288	0
Regional Investment Corporation (c)	0	32	32
Rural Industries Research and Development Corporation	17	18	1
Total	5,444	5,434	-10

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	Average Staffing Levels #		
	2017-18 ASL	2018-19 ASL	Change
Attorney-General's			
Attorney-General's Department (d)	1,591	1,231	-360
Administrative Appeals Tribunal	610	610	0
Australian Commission for Law Enforcement Integrity	49	48	-1
Australian Financial Security Authority	487	487	0
Australian Human Rights Commission	122	122	0
Australian Law Reform Commission	11	12	1
Australian Security Intelligence Organisation (e)	1,777	1,898	121
Federal Court of Australia	1,077	1,081	4
High Court of Australia	74	76	2
National Archives of Australia	365	355	-10
Office of Parliamentary Counsel	97	109	12
Office of the Australian Information Commissioner (f)	75	93	18
Office of the Director of Public Prosecutions	383	387	4
Total	6,717	6,509	-208

	Average Staffing Levels #		
	2017-18 ASL	2018-19 ASL	Change
Communications and the Arts			
Department of Communications and the Arts	547	550	3
Australia Business Arts Foundation Limited	16	16	0
Australia Council	109	108	-1
Australian Broadcasting Corporation (g)	4,111	4,141	30
Australian Communications and Media Authority	421	427	6
Australian Film, Television and Radio School	149	145	-4
Australian National Maritime Museum	125	125	0
Bundanon Trust	23	23	0
National Film and Sound Archive of Australia	164	164	0
National Gallery of Australia	217	217	0
National Library of Australia	383	371	-12
National Museum of Australia	226	226	0
National Portrait Gallery of Australia	49	49	0
Old Parliament House	73	74	1
Screen Australia	97	97	0
Special Broadcasting Service Corporation	1,154	1,149	-5
Total	7,864	7,882	18

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	Average Staffing Levels #		
	2017-18 ASL	2018-19 ASL	Change
Defence			
Department of Defence — Civilian (h)	17,500	16,373	-1,127
Department of Defence — Military (i)	58,596	59,794	1,198
Department of Defence — Reserves (j)	19,700	19,850	150
Australian Signals Directorate (k)	*	*	*
Department of Veterans' Affairs	1,880	1,796	-84
Australian War Memorial	283	283	0
Defence Housing Australia	643	643	0
Total	98,602	98,739	137

	Average Staffing Levels #		
	2017-18 ASL	2018-19 ASL	Change
Departments of the Parliament			
Department of Parliamentary Services	897	901	4
Department of the House of Representatives	154	166	12
Department of the Senate	160	157	-3
Parliamentary Budget Office	41	45	4
Total	1,252	1,269	17

	Average Staffing Levels #		
	2017-18 ASL	2018-19 ASL	Change
Education and Training			
Department of Education and Training (l)	1,817	1,759	-58
Australian Curriculum, Assessment and Reporting Authority	93	93	0
Australian Institute for Teaching and School Leadership Limited	64	66	2
Australian Research Council	133	136	3
Australian Skills Quality Authority (National Vocational Education and Training Regulator) (m)	184	199	15
Tertiary Education Quality and Standards Agency (n)	51	93	42
Total	2,341	2,346	5

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	Average Staffing Levels #		
	2017-18 ASL	2018-19 ASL	Change
Environment and Energy			
Department of the Environment and Energy	1,980	1,993	13
Australian Renewable Energy Agency	2	2	0
Bureau of Meteorology	1,565	1,569	4
Clean Energy Finance Corporation	101	112	11
Clean Energy Regulator	323	322	-1
Climate Change Authority	9	9	0
Director of National Parks	326	331	5
Great Barrier Reef Marine Park Authority	210	222	12
Sydney Harbour Federation Trust	63	63	0
Total	4,579	4,623	44

	Average Staffing Levels #		
	2017-18 ASL	2018-19 ASL	Change
Finance			
Department of Finance	1,256	1,249	-7
Australian Electoral Commission	795	788	-7
Commonwealth Superannuation Corporation	466	476	10
Future Fund Management Agency	151	162	11
Independent Parliamentary Expenses Authority	66	65	-1
Total	2,733	2,741	8

	Average Staffing Levels #		
	2017-18 ASL	2018-19 ASL	Change
Foreign Affairs and Trade			
Department of Foreign Affairs and Trade (o)	5,700	5,741	41
Australian Centre for International Agricultural Research	77	78	1
Australian Secret Intelligence Service*	*	*	*
Australian Trade and Investment Commission	1,022	1,028	6
Export Finance and Insurance Corporation — National Interest Account	4	3	-1
Tourism Australia	207	207	0
Total	7,009	7,057	48

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	Average Staffing Levels #		
	2017-18 ASL	2018-19 ASL	Change
Health			
Department of Health	4,346	4,358	12
Australian Aged Care Quality Agency	249	250	1
Australian Commission on Safety and Quality in Health Care	78	86	8
Australian Digital Health Agency (p)	233	250	17
Australian Institute of Health and Welfare	318	321	3
Australian Organ and Tissue Donation and Transplantation Authority	27	28	1
Australian Radiation Protection and Nuclear Safety Agency	129	134	5
Australian Sports Anti-Doping Authority	57	76	19
Australian Sports Commission (Australian Institute of Sport)	531	531	0
Australian Sports Foundation Limited	11	11	0
Cancer Australia	69	71	2
Food Standards Australia New Zealand	107	107	0
Independent Hospital Pricing Authority	1	1	0
National Blood Authority	53	54	1
National Health and Medical Research Council	177	180	3
National Health Funding Body	17	21	4
National Mental Health Commission	20	26	6
Professional Services Review	21	23	2
Total	6,445	6,528	83

	Average Staffing Levels #		
	2017-18 ASL	2018-19 ASL	Change
Home Affairs			
Department of Home Affairs (q)	13,950	14,420	470
Australian Criminal Intelligence Commission (r)	750	825	75
Australian Federal Police (s)	6,300	6,448	148
Australian Institute of Criminology (t)	26	46	20
Australian Transaction Reports and Analysis Centre (u)	303	330	27
Total	21,329	22,069	740

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	Average Staffing Levels #		
	2017-18 ASL	2018-19 ASL	Change
Human Services			
Department of Human Services (v)	28,587	27,307	-1,280
Total	28,587	27,307	-1,280

	Average Staffing Levels #		
	2017-18 ASL	2018-19 ASL	Change
Infrastructure, Regional Development and Cities			
Department of Infrastructure, Regional Development and Cities (w)	964	879	-85
Australian Maritime Safety Authority (x)	405	452	47
Australian Transport Safety Bureau (y)	102	109	7
Civil Aviation Safety Authority (z)	799	809	10
Infrastructure and Project Financing Agency	9	14	5
Infrastructure Australia	30	29	-1
National Capital Authority	57	58	1
National Transport Commission	39	41	2
Total	2,405	2,390	-15

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	Average Staffing Levels #		
	2017-18 ASL	2018-19 ASL	Change
Jobs and Innovation			
Department of Industry, Innovation and Science (aa)	2,320	2,487	167
Australian Institute of Marine Science	228	243	15
Australian Nuclear Science and Technology Organisation (ab)	1,277	1,303	26
Commonwealth Scientific and Industrial Research Organisation (ac)	5,063	5,183	120
Geoscience Australia	600	600	0
IP Australia (ad)	1,038	1,054	16
National Offshore Petroleum Safety and Environmental Management Authority	105	135	30
Northern Australia Infrastructure Facility	1	1	0
Department of Jobs and Small Business	1,965	1,952	-13
Asbestos Safety and Eradication Agency	12	12	0
Australian Building and Construction Commission	155	155	0
Comcare (ae)	630	652	22
Fair Work Commission	314	314	0
Fair Work Ombudsman and Registered Organisations Commission Entity	736	745	9
Safe Work Australia	96	101	5
Total	14,540	14,937	397

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	Average Staffing Levels #		
	2017-18 ASL	2018-19 ASL	Change
Prime Minister and Cabinet			
Department of the Prime Minister and Cabinet	2,033	2,038	5
Aboriginal Hostels Limited (af)	332	386	54
Anindilyakwa Land Council	57	40	-17
Australian Institute of Aboriginal and Torres Strait Islander Studies	121	121	0
Australian National Audit Office	318	325	7
Australian Public Service Commission	209	209	0
Central Land Council	217	235	18
Digital Transformation Agency	215	202	-13
Indigenous Business Australia	204	204	0
Indigenous Land Corporation	265	265	0
National Australia Day Council Limited	13	12	-1
Northern Land Council	253	253	0
Office of National Assessments (ag)	167	215	48
Office of the Commonwealth Ombudsman (ah)	203	222	19
Office of the Inspector-General of Intelligence and Security (ai)	16	42	26
Office of the Official Secretary to the Governor-General	80	80	0
Outback Stores Pty Ltd	152	157	5
Tiwi Land Council	17	17	0
Torres Strait Regional Authority	154	154	0
Workplace Gender Equality Agency	30	30	0
Wreck Bay Aboriginal Community Council	31	34	3
Total	5,087	5,241	154

	Average Staffing Levels #		
	2017-18 ASL	2018-19 ASL	Change
Social Services			
Department of Social Services (aj)	2,002	1,862	-140
Australian Institute of Family Studies	82	82	0
National Disability Insurance Scheme Launch Transition Agency (ak)	2,460	3,000	540
National Disability Insurance Scheme Quality and Safeguards Commission (al)	0	164	164
Total	4,544	5,108	564

	Average Staffing Levels #		
	2017-18 ASL	2018-19 ASL	Change
Treasury			
Department of the Treasury	849	846	-3
Australian Bureau of Statistics (am)	2,556	2,387	-169
Australian Competition and Consumer Commission (an)	868	909	41
Australian Office of Financial Management	40	40	0
Australian Prudential Regulation Authority (ao)	626	642	16
Australian Securities and Investments Commission	1,749	1,719	-30
Australian Taxation Office (ap)	18,193	18,234	41
Commonwealth Grants Commission	30	30	0
Inspector-General of Taxation	35	35	0
National Competition Council	1	1	0
Office of the Auditing and Assurance Standards Board	7	7	0
Office of the Australian Accounting Standards Board	22	22	0
Productivity Commission	174	176	2
Royal Australian Mint	241	241	0
Total	25,390	25,288	-102
Total excluding military and reserves	166,572	167,484	912
Total	244,868	247,128	2,260

Table footnotes:

- # Minor 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 mainly due to the ceasing of a temporary increase in personnel to manage the biosecurity risks of imported prawn products, which is offset by increases in ASL due to implementation of budget measures in 2018-19.
- (c) The projected increase is due to the establishment of the Regional Investment Corporation.
- (d) The projected decrease is mainly due to the machinery of government transfer of functions.
- (e) The projected increase is due to the impact of budget measures, including the addition of a 24x7 response capability to the Australian Cyber Security Centre.
- (f) The projected increase is due to the implementation of the *National Consumer Data Right* budget measure.
- (g) The projected increase is due to recruitment of additional regional news and information roles related to the 'Connecting Communities' initiative announced under the ABC's 'Investing in Audiences' strategy.
- (h) The projected decrease is due to machinery of government changes and other Government decisions.
- (i) The projected increase is due to increased recruitment in the Navy and the Army. As a result, the permanent force is gradually approaching the workforce strength approved by the Government as part of the 2016 Defence White Paper.
- (j) The projected increase is offset by a decrease in the total number of days worked by Reservists provided each year. The Australian Defence Force has adopted a Total Workforce Model including utilising the flexibility provided by Reservists to assist in the delivery of the 2016 Defence White Paper outcomes.
- (k) The Australian Signals Directorate will be established as a new entity commencing 1 July 2018.
- (l) The projected decrease is due to the impact of budget measures and various reforms within the Department.

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- (m) The projected increase is due to the impact of the *Australian Skills Quality Authority — full cost recovery* budget measure.
- (n) The projected increase is due to the impact of the *Tertiary Education Quality and Standards Agency — full cost recovery* budget measure.
- (o) The projected increase is due to expected increased recruitment activities in 2018-19.
- (p) The projected increase is mainly due to recruitment activities to support start up activities for the Australian Digital Health Agency.
- (q) The projected increase is primarily due to the full year impact of machinery of government changes and impacts from Government decisions.
- (r) The projected increase is due to the delay in recruitment in 2017-18 and the implementation of budget measures in 2018-19.
- (s) The projected increase is due to the implementation of current and prior year budget measures.
- (t) The projected increase is due to the effects of natural attrition causing a one-off decrease in 2017-18.
- (u) The projected increase is due to the implementation of budget measures.
- (v) The projected decrease is due to the net impact of budget measures, machinery of government changes, departmental efficiencies and the changing nature of the workforce composition.
- (w) The projected decrease reflects the full year impact of machinery of government changes, transfers of staff to the grants hub and impact of budget measures.
- (x) The projected increase is due to the Australian Maritime Safety Authority assuming full responsibility and service delivery of the National System for Domestic Commercial Vessel Safety on 1 July 2018.
- (y) The projected increase is due to expected increased recruitment activities in 2018-19.
- (z) The projected increase is due to new funding in 2018-19 for the Management of Drones in Australia and increased recruitment.
- (aa) The projected increase is due to the implementation of budget measures and an expected increase in recruitment activities in 2018-19.
- (ab) The projected increase is due to expected increased recruitment activities in 2018-19.
- (ac) The projected increase is due to the implementation of budget measures and an expected increase in recruitment activities in 2018-19.
- (ad) The projected increase is due to expected increased recruitment activities in 2018-19.
- (ae) The projected increase is due to expected increased recruitment activities in 2018-19.
- (af) The projected increase is due to organisational recalibration, which led to a resourcing contraction in 2017-18. This is rebalanced in 2018-19.
- (ag) The projected increase is due to the implementation of recommendations in the 2017 Independent Intelligence Review, including machinery of government changes and the establishment of an Office of National Intelligence.
- (ah) The projected increase is due to the implementation of budget measures.
- (ai) The projected increase is due to additional staff associated with additional funding to implement recommendations of the 2017 Independent Intelligence Review.
- (aj) The projected decrease reflects terminating budget measures and the ceasing of interim ASL arrangements for the National Disability Insurance Scheme Quality and Safeguards Commission.
- (ak) The projected increase is in line with the continued progression of the National Disability Insurance Scheme to full scheme in June 2019.
- (al) The projected increase is due to the Commission commencing operations in New South Wales and South Australia from 1 July 2018.
- (am) The projected decrease in ASL estimates for 2018-19 is due to the nature of the Australian Bureau of Statistics' funding profile and the cyclical nature of activities including Census.
- (an) The projected increase is due to the implementation of budget measures.
- (ao) The projected increase is due to the implementation of budget measures.
- (ap) The projected increase is a result of the implementation of new budget measures, which are predominantly offset by terminating measures.