

## 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 #		
	2018-19 ASL	2019-20 ASL	Change
<b>Agriculture and Water Resources</b>			
Department of Agriculture and Water Resources (b)	4,657	4,440	-217
Australian Fisheries Management Authority	177	177	0
Australian Pesticides and Veterinary Medicines Authority (c)	195	180	-15
Cotton Research and Development Corporation	15	15	0
Fisheries Research and Development Corporation	19	17	-2
Grains Research and Development Corporation	79	79	0
Murray-Darling Basin Authority	288	289	1
Regional Investment Corporation	32	32	0
Rural Industries Research and Development Corporation	18	20	2
Wine Australia	53	53	0
<b>Total</b>	<b>5,533</b>	<b>5,301</b>	<b>-231</b>

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	Average Staffing Levels #		
	2018-19 ASL	2019-20 ASL	Change
<b>Attorney-General's</b>			
Attorney-General's Department (d)	1,289	1,326	38
Administrative Appeals Tribunal	602	610	8
Australian Commission for Law Enforcement Integrity (e)	48	54	6
Australian Financial Security Authority	487	487	0
Australian Human Rights Commission	122	116	-6
Australian Law Reform Commission (f)	8	11	3
Commonwealth Integrity Commission (g)	0	39	39
Federal Court of Australia (h)	1,084	1,098	14
High Court of Australia	75	76	1
National Archives of Australia	355	345	-10
Office of Parliamentary Counsel (i)	100	118	18
Office of the Australian Information Commissioner (j)	89	124	35
Office of the Commonwealth Ombudsman	222	220	-2
Office of the Director of Public Prosecutions	390	383	-7
Office of the Inspector-General of Intelligence and Security (k)	42	55	13
<b>Total</b>	<b>4,914</b>	<b>5,061</b>	<b>148</b>

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	Average Staffing Levels #		
	2018-19 ASL	2019-20 ASL	Change
<b>Communications and the Arts</b>			
Department of Communications and the Arts	544	550	6
Australia Business Arts Foundation Ltd	16	16	0
Australia Council	108	108	0
Australian Broadcasting Corporation	4,180	4,130	-50
Australian Communications and Media Authority	436	456	20
Australian Film, Television and Radio School	145	145	0
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	371	371	0
National Museum of Australia	226	226	0
National Portrait Gallery of Australia	49	49	0
Old Parliament House	74	73	-2
Screen Australia	97	97	0
Special Broadcasting Service Corporation	1,149	1,130	-19
<b>Total</b>	<b>7,924</b>	<b>7,880</b>	<b>-45</b>

	Average Staffing Levels #		
	2018-19 ASL	2019-20 ASL	Change
<b>Defence</b>			
Department of Defence – Civilian (l)	16,010	16,272	262
Department of Defence – Military (m)	58,665	60,090	1,425
Department of Defence – Reserves (n)	20,150	20,450	300
Department of Veterans' Affairs (o)	1,723	1,615	-108
Australian Signals Directorate*	*	*	*
Australian War Memorial (p)	291	303	12
Defence Housing Australia	643	643	0
<b>Total</b>	<b>97,482</b>	<b>99,373</b>	<b>1,891</b>

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	Average Staffing Levels #		
	2018-19 ASL	2019-20 ASL	Change
<b>Departments of the Parliament</b>			
Department of Parliamentary Services	900	900	0
Department of the House of Representatives (q)	154	160	6
Department of the Senate	157	157	0
Parliamentary Budget Office	45	44	-1
<b>Total</b>	<b>1,256</b>	<b>1,261</b>	<b>5</b>
	Average Staffing Levels #		
	2018-19 ASL	2019-20 ASL	Change
<b>Education and Training</b>			
Department of Education and Training	1,786	1,753	-33
Australian Curriculum, Assessment and Reporting Authority	90	93	3
Australian Institute for Teaching and School Leadership Limited	72	69	-3
Australian Research Council	133	136	3
Australian Skills Quality Authority (National Vocational Education and Training Regulator)	199	199	0
Tertiary Education Quality and Standards Agency (r)	67	95	28
<b>Total</b>	<b>2,347</b>	<b>2,345</b>	<b>-2</b>
	Average Staffing Levels #		
	2018-19 ASL	2019-20 ASL	Change
<b>Environment and Energy</b>			
Department of the Environment and Energy	1,995	2,007	12
Australian Renewable Energy Agency	2	2	0
Bureau of Meteorology	1,569	1,573	4
Clean Energy Finance Corporation	112	121	9
Clean Energy Regulator	322	322	0
Climate Change Authority	9	9	0
Director of National Parks	331	331	0
Great Barrier Reef Marine Park Authority	222	224	2
Sydney Harbour Federation Trust	58	63	5
<b>Total</b>	<b>4,620</b>	<b>4,652</b>	<b>32</b>

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	Average Staffing Levels #		
	2018-19 ASL	2019-20 ASL	Change
<b>Finance</b>			
Department of Finance	1,250	1,241	-9
Australian Electoral Commission	788	788	0
Commonwealth Superannuation Corporation (s)	449	476	27
Future Fund Management Agency (t)	162	182	20
Independent Parliamentary Expenses Authority	65	59	-7
<b>Total</b>	<b>2,714</b>	<b>2,745</b>	<b>31</b>

	Average Staffing Levels #		
	2018-19 ASL	2019-20 ASL	Change
<b>Foreign Affairs and Trade</b>			
Department of Foreign Affairs and Trade (u)	5,613	5,810	197
Australian Centre for International Agricultural Research	78	78	0
Australian Secret Intelligence Service*	*	*	*
Australian Trade and Investment Commission (v)	940	1,028	88
Tourism Australia	207	207	0
<b>Total</b>	<b>6,838</b>	<b>7,123</b>	<b>285</b>

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	Average Staffing Levels #		
	2018-19 ASL	2019-20 ASL	Change
<b>Health</b>			
Department of Health (w)	4,058	3,799	-259
Aged Care Quality and Safety Commission (x)	316	430	115
Australian Commission on Safety and Quality in Health Care	78	86	8
Australian Digital Health Agency	250	250	0
Australian Institute of Health and Welfare	330	319	-11
Australian National Preventative Health Agency	0	0	0
Australian Organ and Tissue Donation and Transplantation Authority	27	28	1
Australian Radiation Protection and Nuclear Safety Agency	134	134	0
Australian Sports Anti-Doping Authority	76	76	0
Australian Sports Commission (Australian Institute of Sport)	457	491	34
Australian Sports Foundation Limited	13	11	-2
Cancer Australia	71	71	0
Food Standards Australia New Zealand	107	107	0
Independent Hospital Pricing Authority	1	1	0
National Blood Authority	54	54	0
National Health and Medical Research Council	179	181	2
National Health Funding Body (y)	18	21	3
National Mental Health Commission (z)	26	29	3
Professional Services Review	25	25	0
<b>Total</b>	<b>6,220</b>	<b>6,114</b>	<b>-107</b>

	Average Staffing Levels #		
	2018-19 ASL	2019-20 ASL	Change
<b>Home Affairs</b>			
Department of Home Affairs (aa)	14,120	14,545	425
Australian Criminal Intelligence Commission (ab)	741	849	108
Australian Federal Police (ac)	6,459	6,771	312
Australian Institute of Criminology (ad)	19	35	16
Australian Security Intelligence Organisation (ae)	1,850	1,957	107
Australian Transaction Reports and Analysis Centre (af)	333	368	35
<b>Total</b>	<b>23,522</b>	<b>24,525</b>	<b>1,003</b>



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	Average Staffing Levels #		
	2018-19 ASL	2019-20 ASL	Change
<b>Industry, Innovation and Science</b>			
Department of Industry, Innovation and Science (ag)	2,303	2,456	153
Australian Institute of Marine Science (ah)	223	263	40
Australian Nuclear Science and Technology Organisation (ai)	1,275	1,356	81
Commonwealth Scientific and Industrial Research Organisation	5,190	5,193	3
Geoscience Australia	600	600	0
IP Australia	1,046	1,054	8
National Offshore Petroleum Safety and Environmental Management Authority (aj)	112	135	23
Northern Australia Infrastructure Facility	1	1	0
<b>Total</b>	<b>10,750</b>	<b>11,058</b>	<b>308</b>

	Average Staffing Levels #		
	2018-19 ASL	2019-20 ASL	Change
<b>Infrastructure, Regional Development and Cities</b>			
Department of Infrastructure, Regional Development and Cities (ak)	894	890	-4
Australian Maritime Safety Authority (al)	419	448	29
Australian Transport Safety Bureau	107	108	1
Civil Aviation Safety Authority (am)	809	846	37
Infrastructure and Project Financing Agency (an)	19	23	5
Infrastructure Australia	30	30	0
National Capital Authority	58	59	2
National Transport Commission	41	41	0
North Queensland Water Infrastructure Authority (ao)	1	10	9
<b>Total</b>	<b>2,377</b>	<b>2,455</b>	<b>78</b>

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	Average Staffing Levels #		
	2018-19 ASL	2019-20 ASL	Change
<b>Jobs and Small Business</b>			
Department of Jobs and Small Business (ap)	1,983	1,999	16
Asbestos Safety and Eradication Agency	12	12	0
Australian Building and Construction Commission	155	162	7
Comcare	630	630	0
Fair Work Commission	318	321	4
Fair Work Ombudsman and the Registered Organisations Commission Entity	751	765	15
Safe Work Australia	101	101	0
Seafarers Safety, Rehabilitation and Compensation Authority	0	0	0
<b>Total</b>	<b>3,950</b>	<b>3,991</b>	<b>41</b>

	Average Staffing Levels #		
	2018-19 ASL	2019-20 ASL	Change
<b>Prime Minister and Cabinet</b>			
Department of the Prime Minister and Cabinet (aq)	2,057	2,065	8
Aboriginal Hostels Limited (ar)	355	386	31
Australian Institute of Aboriginal and Torres Strait Islander Studies	121	121	0
Australian National Audit Office	325	321	-4
Australian Public Service Commission	209	209	0
Digital Transformation Agency	202	205	3
Indigenous Business Australia (as)	201	204	3
Indigenous Land and Sea Corporation (at)	265	265	0
National Australia Day Council Limited	12	12	0
North Queensland Livestock Industry Recovery Agency (au)	0	34	34
Office of National Intelligence (av)	223	267	44
Office of the Official Secretary to the Governor-General	80	80	0
Outback Stores Pty Ltd (aw)	157	163	6
Torres Strait Regional Authority	154	154	0
Workplace Gender Equality Agency (ax)	32	33	2
<b>Total</b>	<b>4,393</b>	<b>4,520</b>	<b>127</b>

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	Average Staffing Levels #		
	2018-19 ASL	2019-20 ASL	Change
<b>Social Services</b>			
Department of Social Services (ay)	2,085	2,122	36
Department of Human Services (az)	27,534	27,325	-209
Australian Institute of Family Studies	82	82	0
National Disability Insurance Scheme Launch Transition Agency (ba)	3,138	3,230	92
NDIS Quality and Safeguards Commission (bb)	164	237	73
<b>Total</b>	<b>33,003</b>	<b>32,996</b>	<b>-8</b>

	Average Staffing Levels #		
	2018-19 ASL	2019-20 ASL	Change
<b>Treasury</b>			
Department of the Treasury (bc)	857	909	52
Australian Bureau of Statistics (bd)	2,429	2,562	133
Australian Competition and Consumer Commission (be)	964	1022	58
Australian Office of Financial Management (bf)	40	47	7
Australian Prudential Regulation Authority (bg)	652	738	87
Australian Securities and Investments Commission	1,853	2,002	149
Australian Taxation Office (bh)	17,416	18,104	688
Commonwealth Grants Commission (bi)	26	34	8
Financial Adviser Standards and Ethics Authority Ltd (bj)	6	-	-
Inspector-General of Taxation	35	35	0
National Competition Council	1	1	0
National Housing Finance and Investment Corporation	0	0	0
Office of the Auditing and Assurance Standards Board (bk)	6	8	2
Office of the Australian Accounting Standards Board (bl)	15	22	7
Productivity Commission	162	176	14
Royal Australian Mint	240	239	-1
<b>Total</b>	<b>24,701</b>	<b>25,899</b>	<b>1,197</b>
<b>Total excluding military and reserves</b>	<b>165,491</b>	<b>166,762</b>	<b>1,272</b>
<b>Total</b>	<b>244,306</b>	<b>247,302</b>	<b>2,997</b>

**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.

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- (b) The projected decrease is due to Agricultural Competitiveness White Paper programs terminating on 30 June 2019, partially offset by budget measures.
- (c) The projected decrease is due to efficiencies recognised through the implementation of enabling technologies supporting the Australian Pesticides and Veterinary Medicines Authority's business.
- (d) The projected increase is due to the Royal Commission into Aged Care Quality and Safety and other budget measures, partially offset by machinery of government changes.
- (e) The projected increase is due to the establishment of the Commonwealth Integrity Commission.
- (f) The projected increase is due to the implementation of a corporate restructure in 2018-19.
- (g) The Commonwealth Integrity Commission will be established as a new entity commencing 1 January 2020.
- (h) The projected increase is due to the implementation of budget measures.
- (i) The projected increase is due to expected increased recruitment activities in 2019-20 and the implementation of budget measures.
- (j) The projected increase is due to the implementation of budget measures, including the *National Consumer Data Right* budget measure.
- (k) The projected increase is due to the implementation of the 2017 Independent Intelligence Review.
- (l) The projected increase is due to difficulty recruiting specialist occupations in 2018-19 and an increased workforce in 2019-20 onwards, approved by the Government since the 2018-19 Budget.
- (m) The projected increase is due to recruitment activities for the Navy, Army and Air Force as the permanent force grows toward the numbers approved under the 2016 Defence White Paper.
- (n) The projected increase is due to the increased use of Reservists within the flexibility provided under the Australian Defence Force's Total Workforce Model to deliver the 2016 Defence White Paper. Figures provided reflect the total headcount of Reservists to account for the varying employment of Reservists, which are not measured in ASL terms.
- (o) The projected decrease is due to the transfer of ASL for shared services arrangements, internal staffing controls and budget measures.
- (p) The projected increase is due to the resourcing impacts of increased visitor numbers and implementation of the *Australian War Memorial – redevelopment* budget measure.
- (q) The projected increase relates to staffing arrangements to support the hosting of the Asia-Pacific Parliamentary Forum and a gradual return to full staffing levels throughout the first year of the 46<sup>th</sup> Parliament.
- (r) The projected increase is due to delays in recruitment and natural attrition in 2018-19.
- (s) The projected increase is due to delays in recruitment in 2018-19.
- (t) The projected increase is due to increased work associated with funds under management.
- (u) The projected increase is due to the implementation of budget measures and an expected increase in recruitment activities in 2019-20.
- (v) The projected increase is due to the implementation of budget measures and an expected increase in recruitment activities in 2019-20.
- (w) The projected decrease is due to machinery of government changes and the transfer of ASL for grants hub arrangements.
- (x) The projected increase is due to a machinery of government change to combine the Australian Aged Care Quality Agency and the Aged Care Complaints Commissioner to form the Aged Care Quality and Safety Commission.
- (y) The projected increase is due to expected recruitment activities in 2019-20.
- (z) The projected increase is due to expected recruitment activities in 2019-20.
- (aa) The projected increase is due to the implementation of budget measures.
- (ab) The projected increase is due to the implementation of budget measures and the impact of transformational workforce planning initiatives.
- (ac) The projected increase is due to budget measures and the inclusion of locally engaged staff in overseas locations.
- (ad) The projected increase is due to a change to the consultancy business model and delays in recruitment during 2018-19.
- (ae) The projected increase is due to the implementation of budget measures.
- (af) The projected increase is due to the implementation of the *Strengthening Australia's Defences Against Money Laundering and Terrorism Financing* and the *AUSTRAC – Fintel Alliance* budget measures.
- (ag) The projected increase is due to the implementation of budget measures and an increase in recruitment activities in 2019-20.
- (ah) The projected increase is due to an increase in recruitment activities in 2019-20.
- (ai) The projected increase is due to an increase in recruitment activities in 2019-20.
- (aj) The projected increase is due to an increase in recruitment activities in 2019-20.
- (ak) The projected decrease is due to the net impact of transfers of ASL to the grants hub, partially offset by the full year effect of the *Supporting Infrastructure Investment – additional resourcing* budget measure.

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- (al) The projected increase is due to the delays in recruitment for the National System for Domestic Commercial Vessel Safety function. It is anticipated that it will be fully resourced in 2019-20.
- (am) The projected increase is due to the implementation of the *Civil Aviation Safety Authority – future funding arrangements* budget measure.
- (an) The projected increase is due to the implementation of the *Supporting Infrastructure Investment – additional resourcing* budget measure.
- (ao) The North Queensland Water Infrastructure Authority was established as a new entity on 12 March 2019.
- (ap) The projected increase is due to the implementation of additional support for small business priorities.
- (aq) The projected increase is due to a machinery of government transfer and the implementation of a budget measure, offset by ceasing or slowing measures.
- (ar) The projected increase is due to delays in recruitment in remote and rural areas during 2018-19.
- (as) The projected increase is due to recruitment delays during 2018-19. Vacancies are expected to be filled in 2019-20.
- (at) Name change from the Indigenous Land Corporation to the Indigenous Land and Sea Corporation.
- (au) The North Queensland Livestock Industry Recovery Agency will be established as a new entity commencing 1 July 2019.
- (av) Name change from the Office of National Assessments to the Office of National Intelligence. The projected increase is due to the implementation of budget measures.
- (aw) The projected increase is due to an increase in the number of Outback Stores.
- (ax) The projected increase is due to the implementation of a budget measure.
- (ay) The projected increase is largely driven by the transfer of ASL from the Department of Health to a grants hub. Some additional Government decisions since the 2018-19 Budget contributed to a further increase reported.
- (az) The projected decrease is due to the net impact of new and past budget measures, departmental efficiencies and the changing nature of the workforce composition, partially offset by the transfer of ASL for shared services arrangements.
- (ba) The projected increase is due to the National Disability Insurance Agency implementing a new participant pathway process to improve participants' experiences.
- (bb) The projected increase is due to the NDIS Quality and Safeguards Commission expanding its services from New South Wales and South Australia to other jurisdictions.
- (bc) The projected increase is due to the implementation of budget measures.
- (bd) The projected increase is due to the cyclical nature of the Australian Bureau of Statistics' activities, including the 2021 Census and *Sustain and Enhance ABS Economic Statistics* budget measure.
- (be) The projected increase is due to the implementation of budget measures.
- (bf) The projected increase is due to the implementation of the *Small Business Package – Australian Business Securitisation Fund* budget measure.
- (bg) The projected increase is due to the implementation of budget measures.
- (bh) The projected increase is due to the workforce rebalancing program conducted during 2018-19 and implementation of budget measures.
- (bi) The projected increase is due to an increase in recruitment activities in 2019-20 and the implementation of a budget measure.
- (bj) 2018-19 ASL reflects the establishment of the Financial Adviser Standards and Ethics Authority Ltd, with future year staffing yet to be quantified.
- (bk) The projected increase is due to an increase in recruitment activities in 2019-20 and the implementation of a budget measure.
- (bl) The projected increase is due to an increase in recruitment activities in 2019-20.