

## **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 two years – the Budget year (2022–23) and the preceding year (2021–22). The ASL reported is updated from 2022–23 March Budget.

Data for 2021–22 reported in Table 2.1 represents the actual ASL outcomes for each entity. 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. Across the general government sector (GGS) (excluding military and reserves) the actual ASL level realised in 2021–22 was 1,204 below the estimated level at the time of the 2022–23 March Budget.

Data for 2021–22 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 contractors and labour hire staff. Any minor discrepancies in totals are due to rounding of partial ASL.

**Table 2.1: Estimates of ASL of agencies in the Australian Government General Government Sector**

<b>Agriculture, Fisheries and Forestry</b>		
	<b>2021–22 ASL</b>	<b>2022–23 ASL</b>
Department of Agriculture, Fisheries and Forestry <sup>ab</sup>	6,230	5,005
Australian Fisheries Management Authority	151	177
Australian Pesticides and Veterinary Medicines Authority	176	180
Cotton Research and Development Corporation	15	15
Fisheries Research and Development Corporation	20	17
Grain Research and Development Corporation	79	79
Regional Investment Corporation	62	57
Rural Industries Research and Development Corporation	25	25
Wine Australia	53	53
<b>Total</b>	<b>6,810</b>	<b>5,609</b>

- a) This portfolio was known as the Agriculture, Water and the Environment portfolio prior to the 1 July 2022 Machinery of Government (MoG) changes.
- b) The reduction in ASL reflects the transfer of functions to the Climate Change, Energy, the Environment and Water portfolio under the 1 July 2022 MoG changes.

<b>Attorney-General's</b>		
	<b>2021–22 ASL</b>	<b>2022–23 ASL</b>
Attorney-General's Department <sup>a</sup>	1,824	1,766
Administrative Appeals Tribunal	593	628
Australian Commission for Law Enforcement Integrity <sup>c</sup>	82	133
Australian Criminal Intelligence Commission <sup>b</sup>	691	852
Australian Federal Police <sup>b</sup>	7,066	7,472
Australian Financial Security Authority	367	462
Australian Human Rights Commission	134	151
Australian Institute of Criminology <sup>b</sup>	24	39
Australian Law Reform Commission	10	10
Australian Transaction Reports and Analysis Centre <sup>b</sup>	433	471
Federal Court of Australia	1,171	1,286
High Court of Australia	74	76
National Anti-Corruption Commission <sup>c</sup>	0	0
Office of the Australian Information Commissioner	118	166
Office of the Commonwealth Ombudsman	225	228
Office of the Director of Public Prosecutions	403	473
Office of the Inspector-General of Intelligence and Security	42	57
Office of Parliamentary Counsel	127	120
Office of the Special Investigator <sup>b</sup>	106	158
<b>Total</b>	<b>13,491</b>	<b>14,548</b>

- a) The change in ASL reflects the transfer of functions to the Employment and Workplace Relations portfolio and the receipt of functions from the Home Affairs portfolio under the 1 July 2022 MoG changes.
- b) These agencies transferred from the Home Affairs portfolio as part of the 1 July 2022 MoG changes.
- c) The Government agreed that the Australian Commission for Law Enforcement Integrity will merge into the National Anti-Corruption Commission (NACC). The NACC will commence in 2023–24.

<b>Climate Change, Energy, the Environment and Water</b>		
	<b>2021–22 ASL</b>	<b>2022–23 ASL</b>
Department of Climate Change, Energy, the Environment and Water <sup>a</sup>	0	2,408
Australian Institute of Marine Science <sup>b</sup>	253	300
Australian Renewable Energy Agency <sup>b</sup>	2	2
Bureau of Meteorology <sup>c</sup>	1,599	1,627
Clean Energy Finance Corporation <sup>b</sup>	126	166
Clean Energy Regulator <sup>b</sup>	317	347
Climate Change Authority <sup>b</sup>	11	38
Director of National Parks <sup>c</sup>	322	332
Great Barrier Reef Marine Park Authority <sup>c</sup>	242	255
Murray-Darling Basin Authority <sup>c</sup>	253	267
North Queensland Water Infrastructure Authority <sup>d</sup>	3	10
Sydney Harbour Federation Trust <sup>c</sup>	60	63
<b>Total</b>	<b>3,189</b>	<b>5,816</b>

- a) The Department of Climate Change, Energy, the Environment and Water was established as part of the 1 July 2022 MoG changes through the transfer of staff from the former Agriculture, Water and the Environment, and the Industry, Science, Energy and Resources portfolios.
- b) These agencies transferred from the former Industry, Science, Energy and Resources portfolio as part of the 1 July 2022 MoG changes.
- c) These agencies transferred from the former Agriculture, Water and the Environment portfolio as part of the 1 July 2022 MoG changes.
- d) The agency transferred from the former Infrastructure, Transport, Regional Development and Communications portfolio as part of the 1 July 2022 MoG changes.

<b>Defence</b>		
	<b>2021–22 ASL</b>	<b>2022–23 ASL</b>
Department of Defence – Civilian	15,821	16,991
Department of Defence – Military	59,803	62,063
Department of Defence – Reserves	21,271	21,640
Department of Veterans' Affairs	1,964	2,617
Australian Signals Directorate	*	*
Australian War Memorial	286	299
Defence Housing Australia	515	643
<b>Total</b>	<b>99,660</b>	<b>104,252</b>

\*Not disclosed.

<b>Departments of the Parliament</b>		
	<b>2021–22 ASL</b>	<b>2022–23 ASL</b>
Department of Parliamentary Services	961	968
Department of the House of Representatives	151	166
Department of the Senate	170	160
Parliamentary Budget Office	51	44
<b>Total</b>	<b>1,333</b>	<b>1,338</b>

<b>Education<sup>a</sup></b>		
	<b>2021–22 ASL</b>	<b>2022–23 ASL</b>
Department of Education <sup>b</sup>	3,651	1,261
Australian Curriculum, Assessment and Reporting Authority	98	101
Australian Institute for Teaching and School Leadership Limited	69	69
Australian Research Council	127	140
Tertiary Education Quality and Standards Agency	102	102
<b>Total</b>	<b>4,047</b>	<b>1,673</b>

- a) This portfolio was known as the Education, Skills and Employment portfolio prior to the 1 July 2022 MoG changes.
- b) The reduction in ASL reflects the transfer of functions to the Employment and Workplace Relations portfolio under the 1 July 2022 MoG changes.

<b>Employment and Workplace Relations</b>		
	<b>2021–22 ASL</b>	<b>2022–23 ASL</b>
Department of Employment and Workplace Relations <sup>a</sup>	0	2,915
Asbestos Safety and Eradication Agency <sup>b</sup>	16	16
Australian Building and Construction Commission <sup>bd</sup>	162	38
Australian Skills Quality Authority <sup>c</sup>	183	202
Comcare <sup>b</sup>	584	630
Fair Work Commission <sup>b</sup>	308	361
Fair Work Ombudsman and Registered Organisations Commission Entity <sup>b</sup>	872	901
Safe Work Australia <sup>b</sup>	86	101
<b>Total</b>	<b>2,211</b>	<b>5,164</b>

- a) The Department of Employment and Workplace Relations was established as part of the 1 July 2022 MoG changes through the transfer of staff from the Attorney-General's Department and former Department of Education, Skills and Employment.
- b) These agencies transferred from the Attorney-General's portfolio as part of the 1 July 2022 MoG changes.
- c) The agency transferred from the former Education, Skills and Employment portfolio as part of the 1 July 2022 MoG changes.
- d) The Government has agreed to abolish the Australian Building and Construction Commission.

<b>Finance</b>		
	<b>2021–22 ASL</b>	<b>2022–23 ASL</b>
Department of Finance <sup>a</sup>	1,283	1,396
Australian Electoral Commission	794	811
Commonwealth Superannuation Corporation	452	476
Digital Transformation Agency <sup>b</sup>	218	258
Future Fund Management Agency	198	233
Independent Parliamentary Expenses Authority	65	65
<b>Total</b>	<b>3,009</b>	<b>3,239</b>

- a) The increase in ASL reflect the transfer of functions from the Prime Minister and Cabinet portfolio under the 1 July 2022 MoG changes.
- b) The Digital Transformation Agency transferred from the Prime Minister and Cabinet portfolio as part of the 1 July 2022 MoG changes.

<b>Foreign Affairs and Trade</b>		
	<b>2021–22 ASL</b>	<b>2022–23 ASL</b>
Department of Foreign Affairs and Trade	5,985	6,090
Australian Centre for International Agricultural Research	78	78
Australian Secret Intelligence Service	*	*
Australian Trade and Investment Commission	1,208	1,155
Tourism Australia	207	207
<b>Total</b>	<b>7,478</b>	<b>7,530</b>

\*Not disclosed

<b>Health and Aged Care</b>		
	<b>2021–22 ASL</b>	<b>2022–23 ASL</b>
Department of Health and Aged Care	4,910	4,889
Aged Care Quality and Safety Commission	663	1,070
Australian Commission on Safety and Quality in Health Care	86	108
Australian Digital Health Agency	280	410
Australian Institute of Health and Welfare	354	364
Australian Radiation Protection and Nuclear Safety Agency	132	146
Australian Sports Commission	454	494
Australian Sports Foundation Limited	30	11
Cancer Australia	68	71
Food Standards Australia New Zealand	118	108
Independent Hospital Pricing Authority	1	1
National Blood Authority	60	52
National Health and Medical Research Council	183	195
National Health Funding Body	24	28
National Mental Health Commission	40	45
Organ and Tissue Authority	29	30
Professional Services Review Scheme	29	33
Sport Integrity Australia	124	156
<b>Total</b>	<b>7,585</b>	<b>8,212</b>



<b>Home Affairs</b>		
	<b>2021–22 ASL</b>	<b>2022–23 ASL</b>
Department of Home Affairs <sup>a</sup>	13,199	14,120
National Emergency Management Agency	206	334
Australian Security Intelligence Organisation	*	*
<b>Total</b>	<b>13,405</b>	<b>14,454</b>

\*Not disclosed

- a) The ASL estimates reflect the movement of functions to the Attorney-General's portfolio as part of the 1 July 2022 MoG changes.

<b>Industry, Science and Resources</b>		
	<b>2021–22 ASL</b>	<b>2022–23 ASL</b>
Department of Industry, Science and Resources <sup>a</sup>	3,163	2,973
Australian Nuclear Science and Technology Organisation	1,333	1,364
Commonwealth Scientific and Industrial Research Organisation	5,001	5,449
Geoscience Australia	592	603
IP Australia	1,053	1,100
National Offshore Petroleum Safety and Environmental Management Authority	132	135
<b>Total</b>	<b>11,273</b>	<b>11,624</b>

- a) The ASL estimates reflect the movement of functions to the Climate Change, Energy, the Environment and Water portfolio as part of the 1 July 2022 MoG changes.

<b>Infrastructure, Transport, Regional Development, Communications and the Arts</b>		
	<b>2021–22 ASL</b>	<b>2022–23 ASL</b>
Department of Infrastructure, Transport, Regional Development, Communications and the Arts	1,716	1,772
Australia Council	96	108
Australian Broadcasting Corporation	4,194	4,213
Australian Communications and Media Authority	518	523
Australian Film, Television and Radio School	141	145
Australian Maritime Safety Authority	425	448
Australian National Maritime Museum	125	125
Australian Transport Safety Bureau	101	105
Bundanon Trust	24	34
Civil Aviation Safety Authority	805	832
Creative Partnerships Australia Ltd	18	18
Infrastructure Australia	32	29
National Archives of Australia <sup>a</sup>	332	363
National Capital Authority	57	61
National Faster Rail Agency	9	4
National Film and Sound Archive of Australia	174	182
National Gallery of Australia	212	217
National Library of Australia	341	371
National Museum of Australia	215	216
National Portrait Gallery of Australia	52	52
National Transport Commission	42	43
Northern Australia Infrastructure Facility	1	1
Old Parliament House <sup>b</sup>	78	73
Screen Australia	95	97
Special Broadcasting Service Corporation	1,249	1,352
<b>Total</b>	<b>11,051</b>	<b>11,384</b>

- a) The National Archives of Australia was transferred from the Attorney-General's portfolio as part of the 1 July 2022 MoG changes.
- b) Old Parliament House transferred from the Prime Minister and Cabinet portfolio as part of the 1 July 2022 MoG changes.

<b>Prime Minister and Cabinet</b>		
	<b>2021–22 ASL</b>	<b>2022–23 ASL</b>
Department of the Prime Minister and Cabinet	1,089	1,181
Aboriginal Hostels Limited	337	350
Australian Institute of Aboriginal and Torres Strait Islander Studies	142	142
Australian National Audit Office	326	379
Australian Public Service Commission	283	356
Indigenous Business Australia	203	219
Indigenous Land and Sea Corporation	195	195
National Australia Day Council Limited	12	12
National Indigenous Australians Agency	1,169	1,317
Office of National Intelligence	279	389
Office of the Official Secretary to the Governor-General	81	87
Outback Stores Pty Ltd	167	167
Torres Strait Regional Authority	140	154
Workplace Gender Equality Agency	36	51
<b>Total</b>	<b>4,459</b>	<b>4,999</b>

<b>Social Services</b>		
	<b>2021–22 ASL</b>	<b>2022–23 ASL</b>
Department of Social Services	2,236	2,428
Australian Institute of Family Studies	78	82
National Disability Insurance Agency	4,458	4,754
NDIS Quality and Safeguards Commission	340	565
Services Australia	29,188	28,564
<b>Total</b>	<b>36,300</b>	<b>36,392</b>

<b>Treasury</b>		
	<b>2021–22 ASL</b>	<b>2022–23 ASL</b>
Department of the Treasury	1,341	1,438
Australian Bureau of Statistics	3,364	2,678
Australian Competition and Consumer Commission	1,245	1,332
Australian Office of Financial Management	44	50
Australian Prudential Regulation Authority	815	846
Australian Securities and Investments Commission	1,947	1,998
Australian Taxation Office	18,445	19,693
Commonwealth Grants Commission	28	34
Financial Adviser Standards and Ethics Authority Ltd <sup>a</sup>	10	0
Inspector-General of Taxation	28	35
National Competition Council	1	1
National Housing Finance and Investment Corporation	16	25
Office of the Auditing and Assurance Standards Board	8	8
Office of the Australian Accounting Standards Board	17	25
Productivity Commission	164	192
Royal Australian Mint	239	239
<b>Total</b>	<b>27,711</b>	<b>28,593</b>

a) The Government has agreed to abolish the Financial Adviser Standards and Ethics Authority Limited.

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

**Table 2.2: Estimates<sup>(a)</sup> 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

a) To provide continuity with previous years, estimates of ASL in 2021–22 are as published in the 202223 March Budget Papers. Actual ASL levels achieved by entities (which are published in Portfolio Budget Statements and Annual Reports) are generally lower than this initial estimate. In many cases, this reflects a combination of natural attrition and delays in recruitment.