# 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 (2024–25) and the preceding year (2023–24). The ASL reported is updated from the 2023–24 Budget.

Data for 2024–25 reported in Table 2.2 represent estimates of ASL provided by general government sector (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 employees to show the full time equivalent. It also includes uniformed employees and overseas personnel. The ASL figures exclude external labour. Any minor discrepancies in totals are due to rounding of partial ASL.

Data for 2023–24 reported in Table 2.2 represent the updated estimated ASL outcomes for GGS agencies. Caution should be taken when comparing these estimates with estimates from other years (in this Budget or previous budgets). Actual ASL outcomes realised by agencies can differ to earlier estimates provided by agencies.

### The staffing of agencies in 2023–24 and 2024–25

At the 2024–25 Budget across the GGS (excluding military and reserves):

* The estimated ASL figure for 2024–25 is 209,150. This change in estimated ASL compared to the 2023–24 ASL estimate reflects the Government’s decisions since the 2023–24 Budget and the conversion of external labour to ASL positions.
* The estimated ASL figure for 2023–24 is 197,108 which is 5,248 above the estimated level (191,861) at the time of the 2023–24 Budget.

Estimated ASL in 2024–25 shows that in this Budget the Government has made significant investments in frontline service delivery capacity and capability. This includes resourcing for Services Australia, the Department of Veterans’ Affairs (DVA), the National Disability Insurance Agency (NDIA) and the Australian Taxation Office. The Government has also invested in the resources needed to deliver the future made in Australia agenda and support Australia’s energy transition, as well as secure the region, build resilience and protect Australians.

Estimated ASL in 2023–24 represents the significant investment in staffing in 2023–24 to rebuild service delivery capacity and capability, along with additional contractor conversions since the 2023–24 Budget. This includes resources for Services Australia to remediate the impacts of under‑resourcing and reduce backlogs, and for the Department of Home Affairs to improve visa processing capabilities and speed up wait times.

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| Measuring the size of the public serviceIn addition to the ASL estimates published each year in Budget Paper No. 4, the Australian Public Service Commission (APSC) and the Australian Bureau of Statistics (ABS) also publish estimates of the size of the public service. These are not directly comparable.* ASL reported in Budget Paper No. 4 is the average number of full‑time equivalent employees, adjusted for work hours per person, who receive salary or wages, by General Government Sector (GGS) agencies. It includes those employed outside the Public Service Act 1999.
* The APSC measures the number of ongoing and non ongoing employees, not adjusted for work hours per person, employed under the Public Service Act 1999 at a particular point in time, typically 30 June or 31 December each year.
* The ABS measures the number of employees, not adjusted for work hours per person, engaged by the Australian Government. It includes Defence personnel and those employed outside the Public Service Act 1999 who are paid over one month, typically the month of June each year.
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#### Reducing reliance on contractors, consultants and external labour hire

In this Budget, the Government has continued to reduce its reliance on contractors, consultants and external labour hire (collectively known as external labour). Consistent with the Government’s election commitment and the APSC’s *Strategic Commissioning Framework,* the Government has reported additional conversions of more than 2,500 roles undertaken by external labour to ASL in 2024–25 (see Table 2.1). This represents a further rebalancing of the APS workforce to reduce the reliance on external labour where the work can appropriately be done by APS staff.

This is in addition to the 3,314 conversions reported in the 2023–24 Budget and the 3,000 roles in Services Australia that are now being done by public servants instead of through outsourced arrangements.

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

|  |  |
| --- | --- |
| Portfolio  | 2024‑25 ASL estimates reflecting external labour conversionsa |
| Agriculture, Fisheries and Forestry  | 54 |
| Attorney‑General’s  | 35 |
| Climate Change, Energy, the Environment and Water | 0 |
| Defence | 2 |
| Education | 2 |
| Employment and Workplace Relations | 13 |
| Finance | 0 |
| Foreign Affairs | 60 |
| Health and Aged Care | 326 |
| Home Affairs | 0 |
| Industry, Science and Resources | 74 |
| Infrastructure, Transport, Regional Development, Communications and the Arts | 16 |
| Parliamentary Departments | 0 |
| Prime Minister and Cabinet | 98 |
| Social Services | 1,822 |
| Treasury | 0 |
| **Total** | **2,502** |

1. External labour conversions to ASL in this table represent only new ASL reported in the 2024–25 Budget. This data is included in the updated estimates for 2024–25 in Table 2.2 below.

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

|  |
| --- |
| Agriculture, Fisheries and Forestry |
|  | 2023‑24ASL | 2024‑25ASL |
| Department of Agriculture, Fisheries and Forestry | 5,896 | 6,166 |
| Australian Fisheries Management Authority | 177 | 177 |
| Australian Pesticides and Veterinary Medicines Authority | 190 | 195 |
| Cotton Research and Development Corporation | 21 | 21 |
| Fisheries Research and Development Corporation | 40 | 43 |
| Grain Research and Development Corporation | 130 | 130 |
| Regional Investment Corporation | 95 | 93 |
| Rural Industries Research and Development Corporation (trading as AgriFutures Australia) | 76 | 81 |
| Wine Australia | 53 | 53 |
| **Total** | **6,678** | **6,959** |

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| Attorney‑General’s |
|  | 2023‑24ASL | 2024‑25ASL |
| Attorney General’s Department | 2,098 | 1,994 |
| Administrative Appeals Tribunal  | 706 | 927 |
| Australian Criminal Intelligence Commission | 830 | 941 |
| Australian Federal Police | 7,775 | 7,930 |
| Australian Financial Security Authority | 462 | 462 |
| Australian Human Rights Commission  | 193 | 183 |
| Australian Institute of Criminology | 22 | 39 |
| Australian Law Reform Commission  | 13 | 25 |
| Australian Transaction Reports and Analysis Centre | 500 | 616 |
| Federal Court of Australia  | 1,398 | 1,474 |
| High Court of Australia | 77 | 78 |
| National Anti‑Corruption Commissiona | 200 | 266 |
| Office of Parliamentary Counsel | 133 | 140 |
| Office of the Australian Information Commissioner  | 185 | 173 |
| Office of the Commonwealth Ombudsman  | 283 | 304 |
| Office of the Director of Public Prosecutions  | 443 | 517 |
| Office of the Inspector General of Intelligence and Security  | 41 | 69 |
| Office of the Special Investigator | 162 | 162 |
| **Total** | **15,520** | **16,299** |

1. The Australian Commission for Law Enforcement Integrity was dissolved and merged into the National Anti‑Corruption Commission on 1 July 2023.

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| Climate Change, Energy, the Environment and Water |
|  | 2023‑24ASL | 2024‑25ASL |
| Department of Climate Change, Energy, the Environment and Watera | 4,014 | 4,716 |
| Australian Institute of Marine Science | 358 | 442 |
| Australian Renewable Energy Agency | 2 | 2 |
| Bureau of Meteorology | 1,754 | 1,831 |
| Clean Energy Finance Corporation | 160 | 190 |
| Clean Energy Regulator | 388 | 400 |
| Climate Change Authority | 65 | 65 |
| Director of National Parks | 396 | 431 |
| Great Barrier Reef Marine Park Authority | 272 | 272 |
| Murray‑Darling Basin Authority | 343 | 367 |
| Sydney Harbour Federation Trust | 66 | 63 |
| **Total** | **7,818** | **8,779** |

1. The North Queensland Water Infrastructure Authority was abolished in 2023–24, with its functions transferred to the Department of Climate Change, Energy, the Environment and Water.

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| Defence |
|  | 2023‑24ASL | 2024‑25ASL |
| Department of Defence – Civilian  | 18,048 | 19,131 |
| Department of Defence – Military  | 58,242 | 63,597 |
| Department of Defence – Reserves  | 21,390 | 21,540 |
| Department of Veterans’ Affairs  | 3,266 | 3,188 |
| Australian Submarine Agency | 478 | 665 |
| Australian War Memorial  | 314 | 314 |
| Defence Housing Australia  | 566 | 643 |
| **Total** | **102,304** | **109,078** |

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| --- |
| Education |
|  | 2023‑24ASL | 2024‑25ASL |
| Department of Education | 1,472 | 1,624 |
| Australian Curriculum, Assessment and Reporting Authority | 102 | 102 |
| Australian Institute for Teaching and School Leadership Limited  | 70 | 69 |
| Australian Research Council  | 136 | 140 |
| Tertiary Education Quality and Standards Agency  | 113 | 110 |
| **Total** | **1,893** | **2,045** |

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| Employment and Workplace Relations |
|  | 2023‑24ASL | 2024‑25ASL |
| Department of Employment and Workplace Relations | 3,786 | 4,163 |
| Asbestos and Silica Safety and Eradication Agency | 20 | 21 |
| Australian Skills Quality Authority (National Vocational Education and Training Regulator) | 212 | 225 |
| Comcare | 642 | 646 |
| Fair Work Commission | 402 | 417 |
| Office of the Fair Work Ombudsman | 954 | 970 |
| Safe Work Australia | 101 | 101 |
| **Total** | **6,116** | **6,543** |

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| Finance |
|  | 2023‑24ASL | 2024‑25ASL |
| Department of Finance | 1,868 | 1,901 |
| Australian Electoral Commission | 937 | 951 |
| Commonwealth Superannuation Corporation  | 519 | 538 |
| Digital Transformation Agency  | 242 | 271 |
| Future Fund Management Agency  | 275 | 347 |
| Independent Parliamentary Expenses Authority | 60 | 65 |
| Parliamentary Workplace Support Service | 1 | 59 |
| **Total** | **3,902** | **4,132** |

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| Foreign Affairs and Trade |
|  | 2023‑24ASL | 2024‑25ASL |
| Department of Foreign Affairs and Trade  | 6,625 | 6,949 |
| Australian Centre for International Agricultural Research | 86 | 90 |
| Australian Trade and Investment Commission  | 1,145 | 1,160 |
| Tourism Australia | 207 | 207 |
| **Total** | **8,063** | **8,406** |

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| Health and Aged Care |
|  | 2023‑24ASL | 2024‑25ASL |
| Department of Health and Aged Care | 6,127 | 6,320 |
| Aged Care Quality and Safety Commission  | 1,313 | 1,590 |
| Australian Commission on Safety and Quality in Health Care | 133 | 143 |
| Australian Digital Health Agency  | 464 | 561 |
| Australian Institute of Health and Welfare  | 550 | 560 |
| Australian National Preventive Health Agency | 0 | 0 |
| Australian Organ and Tissue Donation and Transplantation Authority  | 30 | 30 |
| Australian Radiation Protection and Nuclear Safety Agency  | 178 | 178 |
| Australian Sports Commission  | 500 | 527 |
| Australian Sports Foundation Limited | 23 | 23 |
| Cancer Australia | 79 | 79 |
| Food Standards Australia New Zealand  | 120 | 120 |
| Independent Health and Aged Care Pricing Authority | 1 | 1 |
| National Blood Authority | 73 | 75 |
| National Health Funding Body | 28 | 28 |
| National Health and Medical Research Council  | 205 | 205 |
| National Mental Health Commission  | 47 | 44 |
| Office of the Inspector‑General of Aged Carea | 16 | 22 |
| Professional Services Review  | 40 | 40 |
| Sport Integrity Australia  | 167 | 178 |
| **Total** | **10,095** | **10,724** |

1. The Office of the Inspector‑General of Aged Care was established in 2023–24.

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| Home Affairs |
|  | 2023‑24ASL | 2024‑25ASL |
| Department of Home Affairs | 15,017 | 15,175 |
| National Emergency Management Agency | 394 | 415 |
| **Total** | **15,411** | **15,590** |

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| Industry, Science and Resources |
|  | 2023‑24ASL | 2024‑25ASL |
| Department of Industry, Science and Resources | 3,199 | 3,238 |
| Australian Nuclear Science and Technology Organisation  | 1,378 | 1,508 |
| Commonwealth Scientific and Industrial Research Organisation  | 6,050 | 5,904 |
| Geoscience Australia  | 652 | 755 |
| IP Australia | 1,100 | 1,100 |
| National Offshore Petroleum Safety and Environmental Management Authority  | 174 | 195 |
| National Reconstruction Fund Corporation | 37 | 104 |
| **Total** | **12,590** | **12,803** |

|  |
| --- |
| Infrastructure, Transport, Regional Development, Communications and the Arts |
|  | 2023‑24ASL | 2024‑25ASL |
| Department of Infrastructure, Transport, Regional Development, Communications and the Artsa | 2,043 | 2,271 |
| Australian Broadcasting Corporation  | 4,313 | 4,313 |
| Australian Communications and Media Authority | 608 | 654 |
| Australian Film, Television and Radio School | 150 | 145 |
| Australian Maritime Safety Authority  | 470 | 481 |
| Australian National Maritime Museum | 107 | 115 |
| Australian Transport Safety Bureau  | 110 | 120 |
| Bundanon Trust | 50 | 50 |
| Civil Aviation Safety Authority  | 820 | 832 |
| Creative Australiab | 143 | 149 |
| High Speed Rail Authorityc | 21 | 28 |
| Infrastructure Australia  | 40 | 40 |
| National Archives of Australia | 376 | 376 |
| National Capital Authority | 65 | 61 |
| National Film and Sound Archive of Australia | 211 | 213 |
| National Gallery of Australia  | 217 | 217 |
| National Library of Australia  | 393 | 410 |
| National Museum of Australia | 229 | 222 |
| National Portrait Gallery of Australia | 55 | 55 |
| National Transport Commission | 46 | 44 |
| Northern Australia Infrastructure Facility | 1 | 1 |
| Old Parliament House | 99 | 101 |
| Screen Australia | 108 | 105 |
| Special Broadcasting Service Corporation | 1,352 | 1,369 |
| **Total** | **12,026** | **12,369** |

1. The National Faster Rail Agency was abolished in 2023–24, with its scope and functions partially absorbed into the High Speed Rail Authority and remaining function absorbed into the Department of Infrastructure, Transport, Regional Development, Communications and the Arts.
2. Creative Partnerships Australia Ltd merged into Australia Council, effective in 2023–24, which is now known by Creative Australia.
3. High Speed Rail Authority commenced in 2023–24.

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| Parliamentary Departments |
|  | 2023‑24ASL | 2024‑25ASL |
| Department of Parliamentary Services | 1,006 | 1,010 |
| Department of the House of Representatives | 160 | 178 |
| Department of the Senate | 173 | 180 |
| Parliamentary Budget Office | 44 | 48 |
| **Total** | **1,383** | **1,416** |

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| --- |
| Prime Minister and Cabinet |
|  | 2023‑24ASL | 2024‑25ASL |
| Department of the Prime Minister and Cabinet  | 1,265 | 1,305 |
| Aboriginal Hostels Limited  | 360 | 380 |
| Australian Institute of Aboriginal and Torres Strait Islander Studies  | 182 | 194 |
| Australian National Audit Office | 415 | 410 |
| Australian Public Service Commission | 393 | 378 |
| Indigenous Business Australia  | 229 | 234 |
| Indigenous Land and Sea Corporation  | 167 | 167 |
| National Australia Day Council Limited  | 12 | 14 |
| National Indigenous Australians Agency  | 1,433 | 1,486 |
| Northern Territory Aboriginal Investment Corporation | 32 | 37 |
| Office of National Intelligence  | 421 | 402 |
| Office of the Official Secretary to the Governor‑General  | 83 | 96 |
| Outback Stores Pty Ltd  | 172 | 179 |
| Torres Strait Regional Authority | 159 | 169 |
| Workplace Gender Equality Agency  | 59 | 59 |
| **Total** | **5,382** | **5,511** |

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| --- |
| Social Services |
|  | 2023‑24ASL | 2024‑25ASL |
| Department of Social Services  | 2,894 | 2,891 |
| Australian Institute of Family Studies | 99 | 97 |
| Domestic, Family and Sexual Violence Commission | 12 | 22 |
| National Disability Insurance Agency  | 6,409 | 8,069 |
| NDIS Quality and Safeguards Commission  | 818 | 908 |
| Services Australia  | 28,519 | 30,236 |
| **Total** | **38,751** | **42,223** |

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| --- |
| Treasury |
|  | 2023‑24ASL | 2024‑25ASL |
| Department of the Treasury  | 1,487 | 1,586 |
| Australian Bureau of Statistics  | 2,887 | 3,119 |
| Australian Competition and Consumer Commission  | 1,560 | 1,719 |
| Australian Office of Financial Management  | 48 | 52 |
| Australian Prudential Regulation Authority  | 857 | 893 |
| Australian Securities and Investments Commission  | 1,709 | 1,948 |
| Australian Taxation Office  | 19,579 | 21,350 |
| Commonwealth Grants Commission  | 34 | 34 |
| Housing Australiaa | 151 | 197 |
| Inspector‑General of Taxation | 35 | 35 |
| National Competition Council | 1 | 1 |
| Office of the Auditing and Assurance Standards Board  | 9 | 13 |
| Office of the Australian Accounting Standards Board  | 26 | 39 |
| Productivity Commission | 187 | 187 |
| Royal Australian Mint | 239 | 239 |
| **Total** | **28,809** | **31,413** |

1. Housing Australia was previously known as the National Housing Finance and Investment Corporation.

Note: The ASL for 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 therefore are now no longer 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 |
| 2024‑25 | 209,150 | 85,137 | 294,287 |

1. To provide continuity with previous years, estimates of ASL in 2023–24 are as published in the
2023–24 Budget.