Australian Government

The Australian Government's Audit of Employment

Supporting information

The Australian Government's Audit of Employment – Supporting Information

Further supporting information to the Audit of Employment (Audit) includes:

Annex A – Portfolio Summaries of External Labour (FTE and Expenditure) and ASL

Annex B – Additional Charts and Graphs

Annex C – List of entities included in the Audit.

This is the first time data of this nature has been collected across the APS and entities responses are based on the reporting possible from their accounting and reporting systems. Neither the Department of Finance nor the APSC have undertaken quality assurance of the data provided by entities – as such, caution should be taken when analysing the Audit data, comparing the Audit data with broader APS-related data, and drawing conclusions.

Audit data reflects the portfolio structures as at 30 June 2022, and so the portfolio names do not in all cases align to current portfolio names due to multiple machinery of government changes since 1 July 2022.

Data presented in the supporting information both includes and excludes defence to provide a greater clarity across entities, with Defence responsible for 76 per cent of the total reported expenditure on external labour for 2021-22.

APSC job family framework

The APS job family framework (the Framework) was used in the Audit. Entities were provided with the 18 job families, alongside an extract of the Framework, in order to classify where the work was being undertaken. The Framework is based on occupational groupings and works in a three tier system. The tier system involves grouping 'like' job roles and subsequently forming a job function which are then grouped into overarching job families. The Framework contains 239 job roles, 75 job functions and 18 overarching job families. The full extent of the Framework can be found on the APSC's website.

Annex A

Portfolio Summaries of External Labour (FTE and Expenditure) and ASL

Portfolio summary of External Labour (FTE and expenditure) and ASL in FY21-22

TOTAL BASELINE – EXCLUDING DEFENCE MILITARY & RESERVES	
2021-22 TOTAL EXTERNAL LABOUR FTE	**53,911.1**
2021-22 TOTAL ASL (FTE)	144,270.7
2021-22 TOTAL FTE *(APS and External)*	**198,181.8**
2021-22 TOTAL EXTERNAL LABOUR EXPENDITURE ($m)	**20,771.7**

TOTAL BASELINE - EXCLUDING ALL DEFENCE DATA	
2021-22 TOTAL EXTERNAL LABOUR FTE	**18,985.6**
2021-22 TOTAL ASL (FTE)	127,934.5
2021-22 TOTAL FTE *(APS and External)*	**146,920.1**
2021-22 TOTAL EXTERNAL LABOUR EXPENDITURE ($m)	**5,048.4**

AGRICULTURE, WATER AND THE ENVIRONMENT	
2021-22 TOTAL EXTERNAL LABOUR FTE	**2,642.6**
2021-22 TOTAL ASL (FTE)	8,727.2
2021-22 TOTAL FTE *(APS and External)*	**11,369.8**
2021-22 TOTAL EXTERNAL LABOUR EXPENDITURE ($m)	**577.4**

ATTORNEY-GENERAL'S	
2021-22 TOTAL EXTERNAL LABOUR FTE	**712.0**
2021-22 TOTAL ASL (FTE)	7,455.8
2021-22 TOTAL FTE *(APS and External)*	**8,167.8**
2021-22 TOTAL EXTERNAL LABOUR EXPENDITURE ($m)	**145.5**

DEFENCE (excl. DVA)	
2021-22 TOTAL EXTERNAL LABOUR FTE	**34,925.6**
2021-22 TOTAL ASL (FTE) – Excl. Military and Reserves	16,336.2
2021-22 TOTAL FTE (APS and External) Excl. Military and Reserves	**51,261.8**
2021-22 TOTAL EXTERNAL LABOUR EXPENDITURE ($m)	**15,723.3**

EDUCATION, SKILLS AND EMPLOYMENT	
2021-22 TOTAL EXTERNAL LABOUR FTE	**1,272.4**
2021-22 TOTAL ASL (FTE)	4,063.1
2021-22 TOTAL FTE *(APS and External)*	**5,335.5**
2021-22 TOTAL EXTERNAL LABOUR EXPENDITURE ($m)	**201.1**

FINANCE	
2021-22 TOTAL EXTERNAL LABOUR FTE	**704.3**
2021-22 TOTAL ASL (FTE)	2,339.9
2021-22 TOTAL FTE *(APS and External)*	**3,044.2**
2021-22 TOTAL EXTERNAL LABOUR EXPENDITURE ($m)	**141.3**

FOREIGN AFFAIRS AND TRADE	
2021-22 TOTAL EXTERNAL LABOUR FTE	**672.9**
2021-22 TOTAL ASL (FTE)	7,271.4
2021-22 TOTAL FTE *(APS and External)*	**7,944.3**
2021-22 TOTAL EXTERNAL LABOUR EXPENDITURE ($m)	**168.9**

HEALTH	
2021-22 TOTAL EXTERNAL LABOUR FTE	**1,065.3**
2021-22 TOTAL ASL (FTE)	7,101.2
2021-22 TOTAL FTE (APS and External)	**8,166.5**
2021-22 TOTAL EXTERNAL LABOUR EXPENDITURE ($m)	**416.3**

HOME AFFAIRS	
2021-22 TOTAL EXTERNAL LABOUR FTE	**1,694.5**
2021-22 TOTAL ASL (FTE)	14,453.0
2021-22 TOTAL FTE *(APS and External)*	**16,147.5**
2021-22 TOTAL EXTERNAL LABOUR EXPENDITURE ($m)	**476.4**

INDUSTRY, SCIENCE, ENERGY AND RESOURCES	
2021-22 TOTAL EXTERNAL LABOUR FTE	**1,189.5**
2021-22 TOTAL ASL (FTE)	5,267.6
2021-22 TOTAL FTE *(APS and External)*	**6,457.0**
2021-22 TOTAL EXTERNAL LABOUR EXPENDITURE ($m)	**295.8**

INFRASTRUCTURE, TRANSPORT, REGIONAL DEVELOPMENT AND COMMUNICATIONS	
2021-22 TOTAL EXTERNAL LABOUR FTE	**482.5**
2021-22 TOTAL ASL (FTE)	3,480.0
2021-22 TOTAL FTE *(APS and External)*	**3,962.5**
2021-22 TOTAL EXTERNAL LABOUR EXPENDITURE ($m)	**117.5**

PRIME MINISTER AND CABINET	
2021-22 TOTAL EXTERNAL LABOUR FTE	**625.8**
2021-22 TOTAL ASL (FTE)	4,301.8
2021-22 TOTAL FTE *(APS and External)*	**4,927.6**
2021-22 TOTAL EXTERNAL LABOUR EXPENDITURE ($m)	**152.0**

SOCIAL SERVICES	
2021-22 TOTAL EXTERNAL LABOUR FTE	**5,428.7**
2021-22 TOTAL ASL (FTE)	36,300.0
2021-22 TOTAL FTE *(APS and External)*	**41,728.8**
2021-22 TOTAL EXTERNAL LABOUR EXPENDITURE ($m)	**1,348.6**

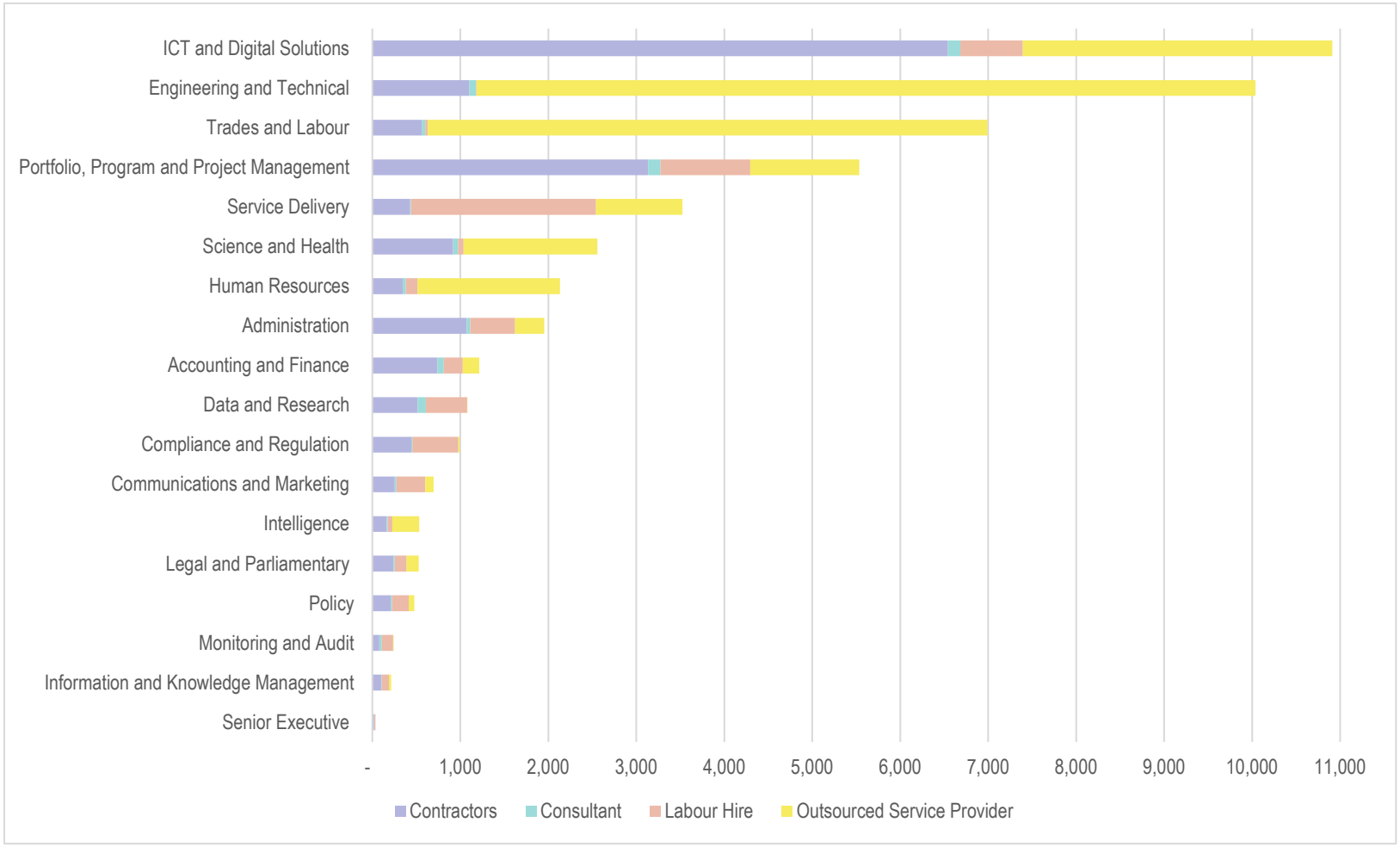
TREASURY	
2021-22 TOTAL EXTERNAL LABOUR FTE	**943.0**
2021-22 TOTAL ASL (FTE)	24,923.8
2021-22 TOTAL FTE *(APS and External)*	**25,866.8**
2021-22 TOTAL EXTERNAL LABOUR EXPENDITURE ($m)	**836.3**

VETERANS' AFFAIRS	
2021-22 TOTAL EXTERNAL LABOUR FTE	**1,552.2**
2021-22 TOTAL ASL (FTE)	2,249.7
2021-22 TOTAL FTE *(APS and External)*	**3,801.9**
2021-22 TOTAL EXTERNAL LABOUR EXPENDITURE ($m)	**171.1**

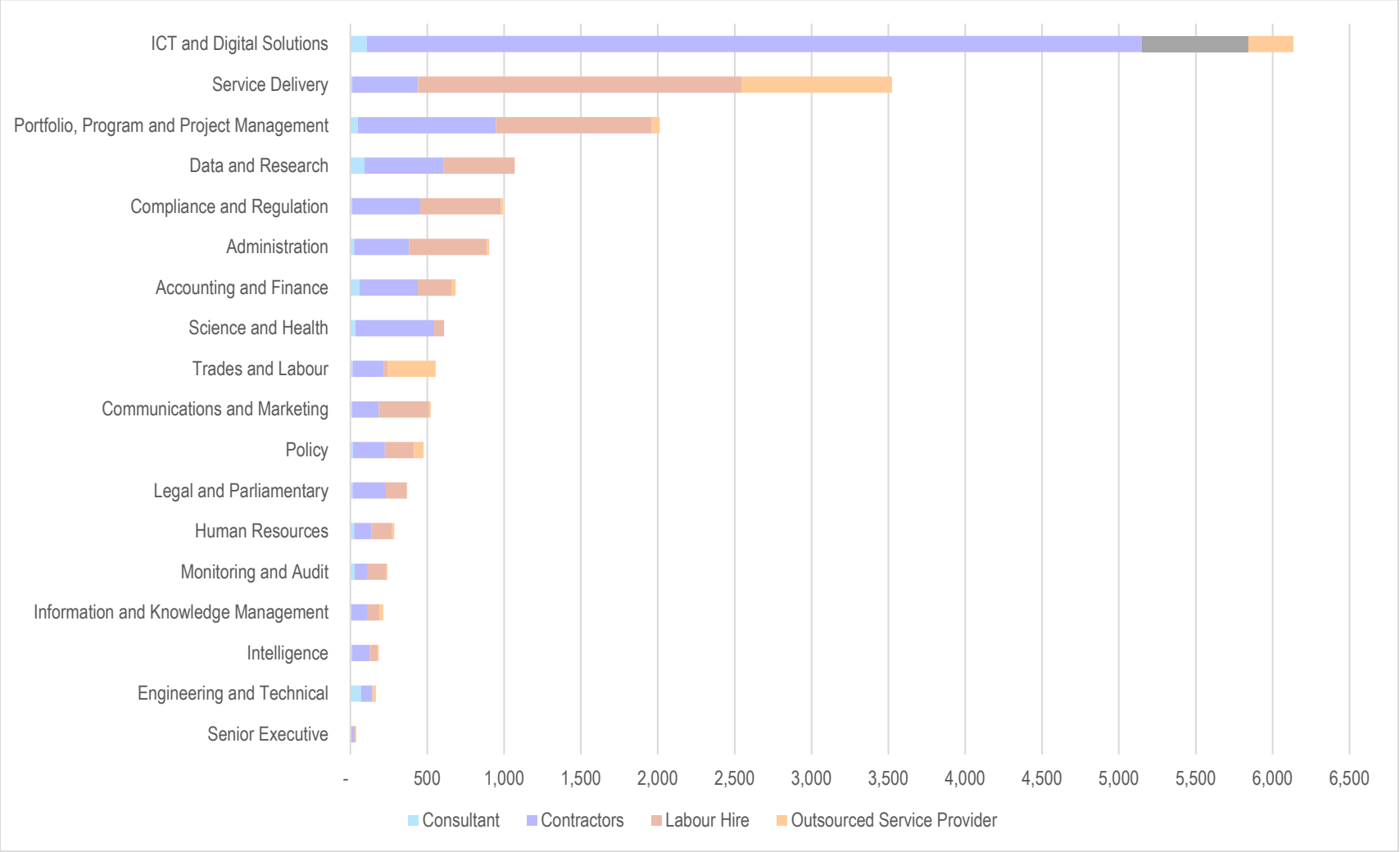
Annex B

Additional Charts and Graphs

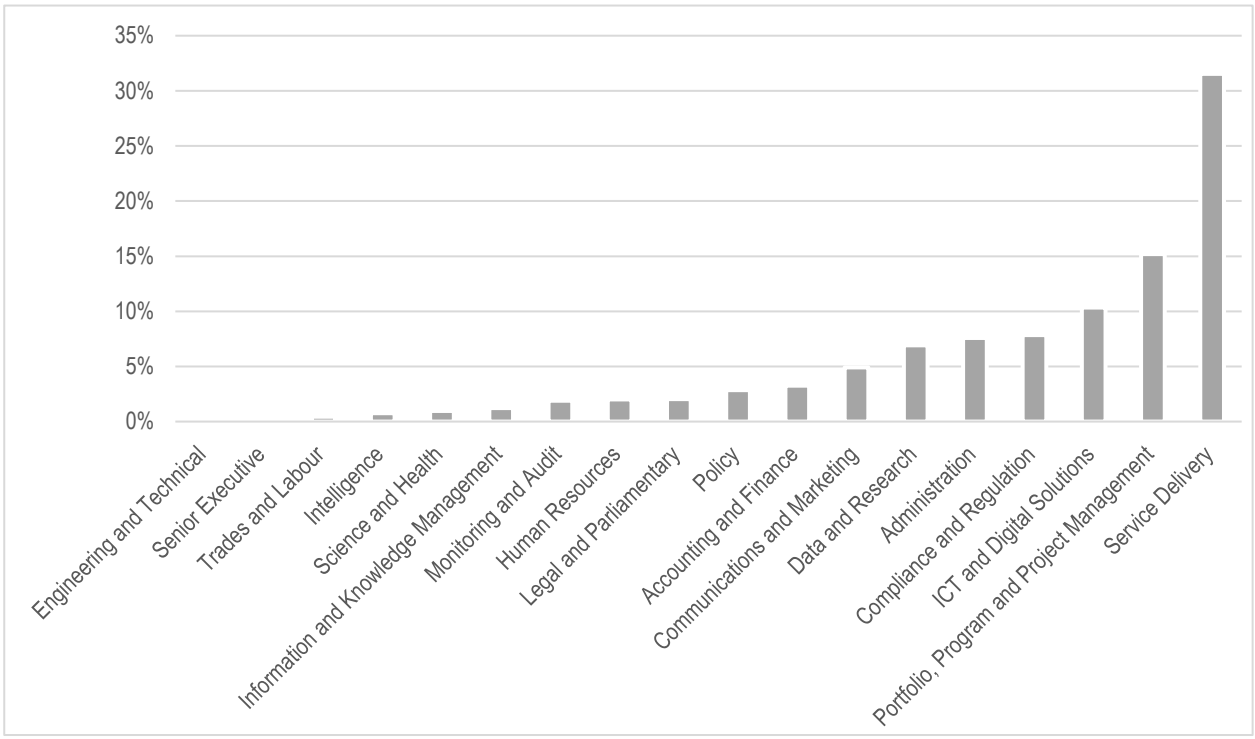
2021-22 Baseline External Labour FTE by Job Category (including Defence portfolio)



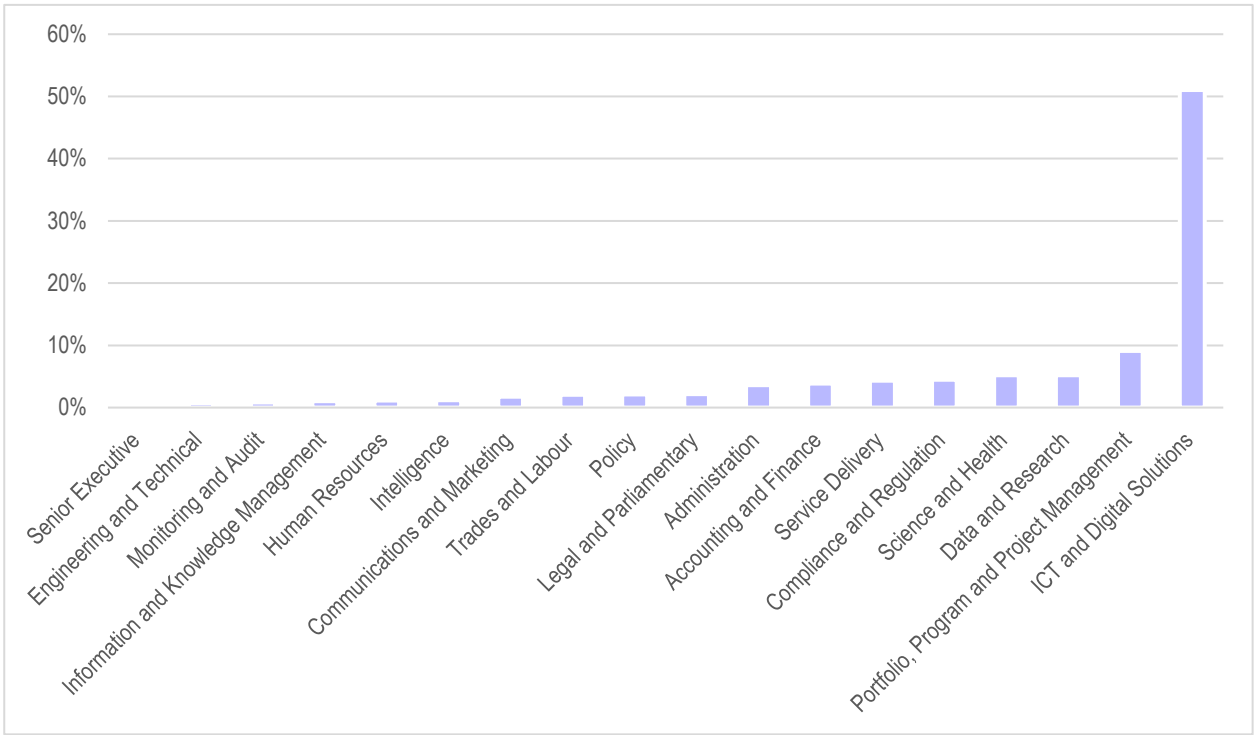
2021-22 Baseline External Labour FTE by Job Category (excluding Defence portfolio)



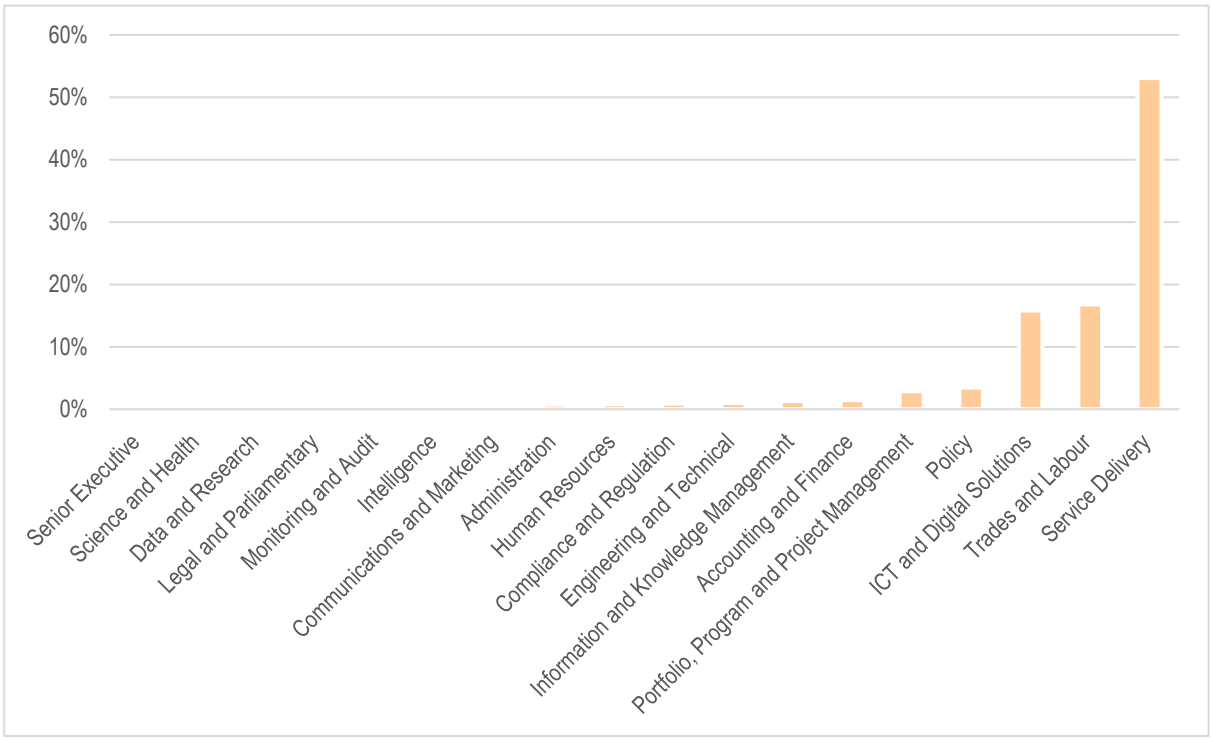
Distribution of **Labour Hire FTE** by Job Family (excl. Defence portfolio)



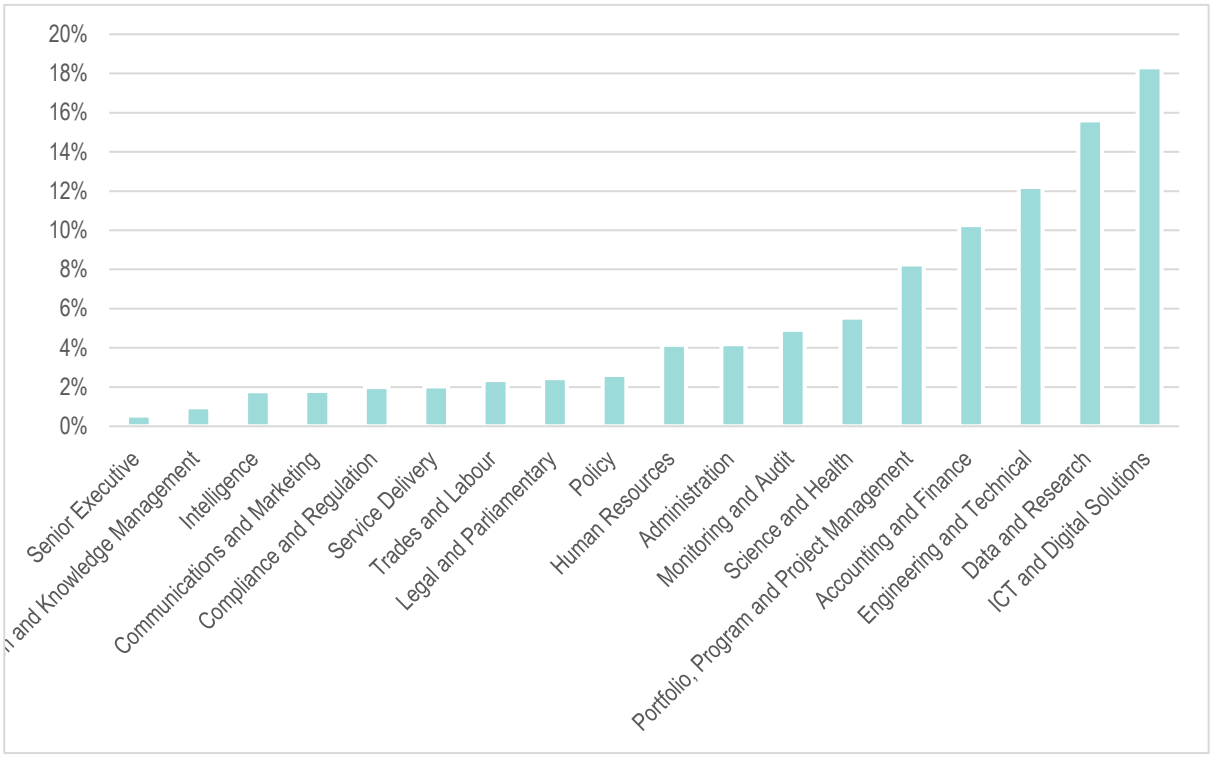
Distribution of **Contractor FTE** by Job Family (excl. Defence portfolio)



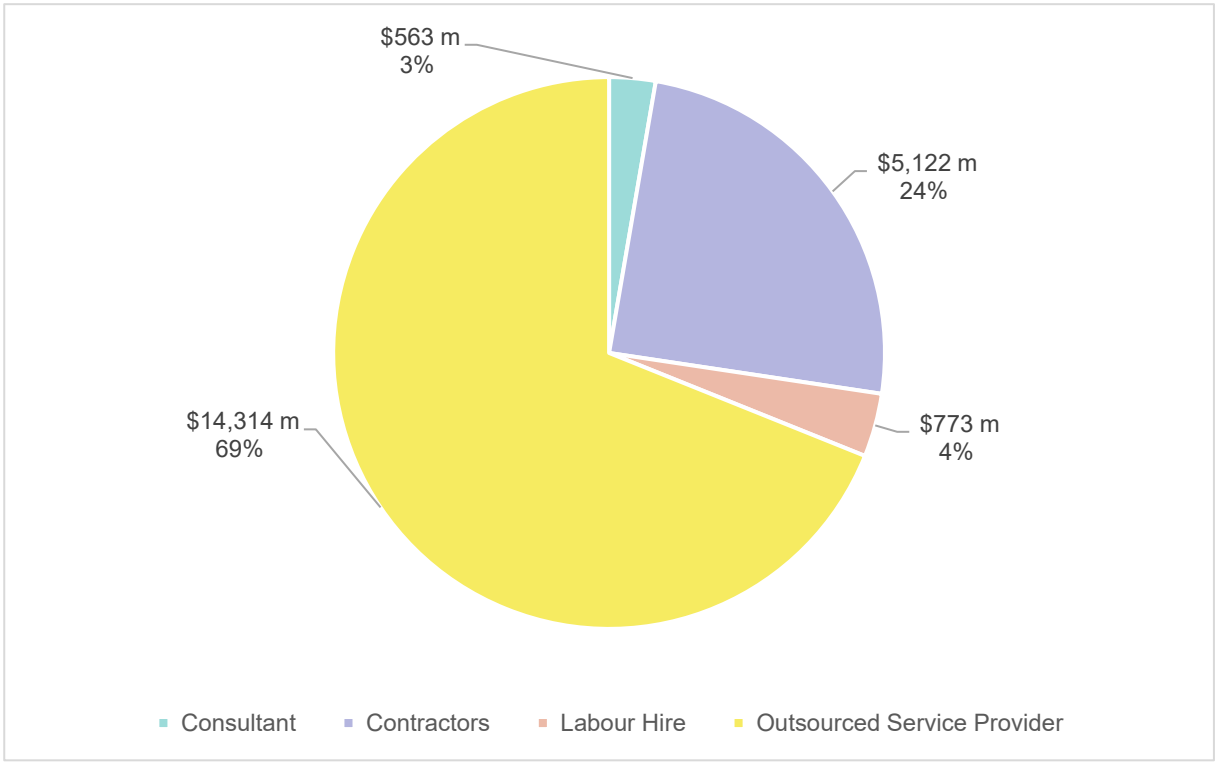
Distribution of **Outsourced Service Provider FTE** by Job Family (excl. Defence portfolio)



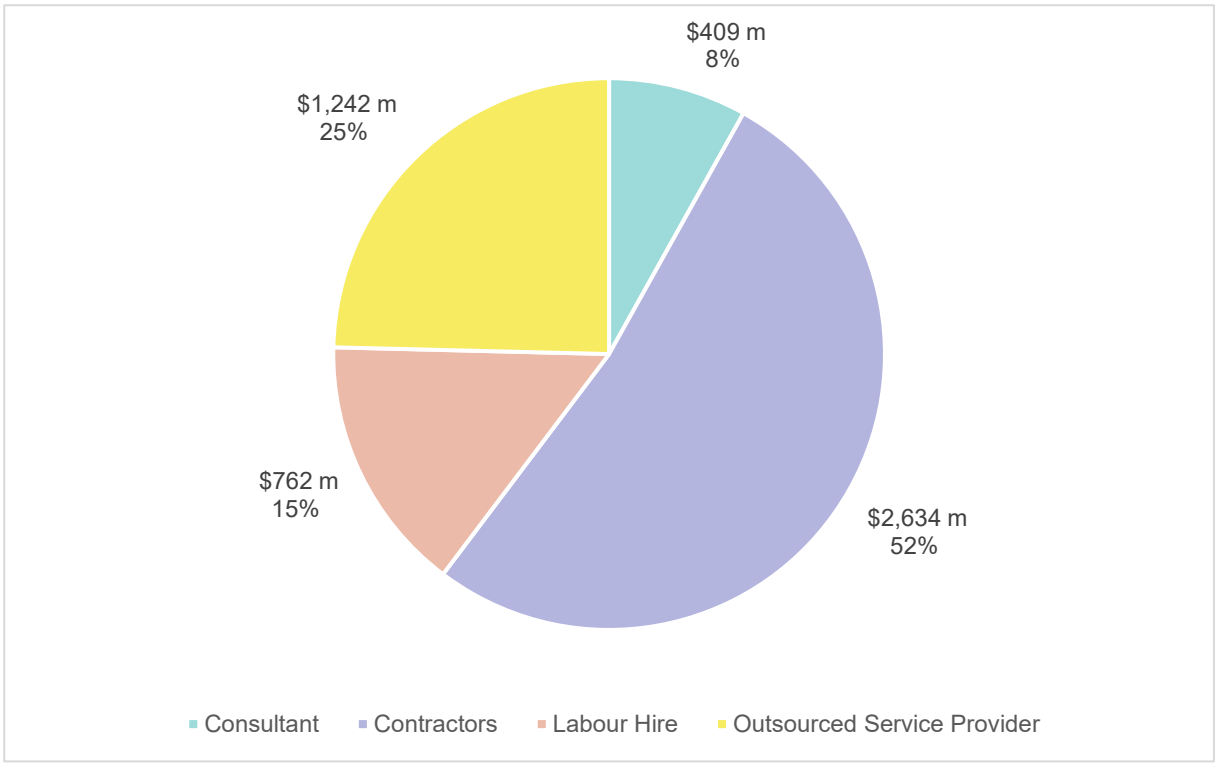
Distribution of **Consultant FTE** by Job Family (excl. Defence portfolio)



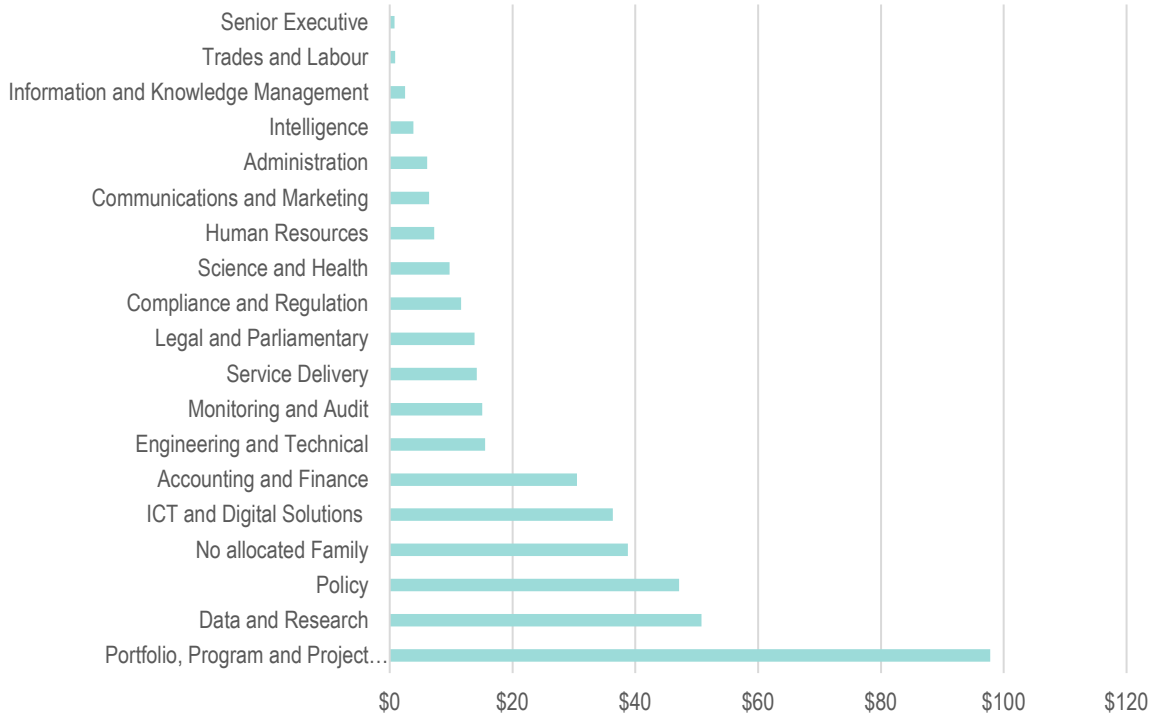
2021-22 Total External Labour Expenditure ($m) Inc. Defence portfolio



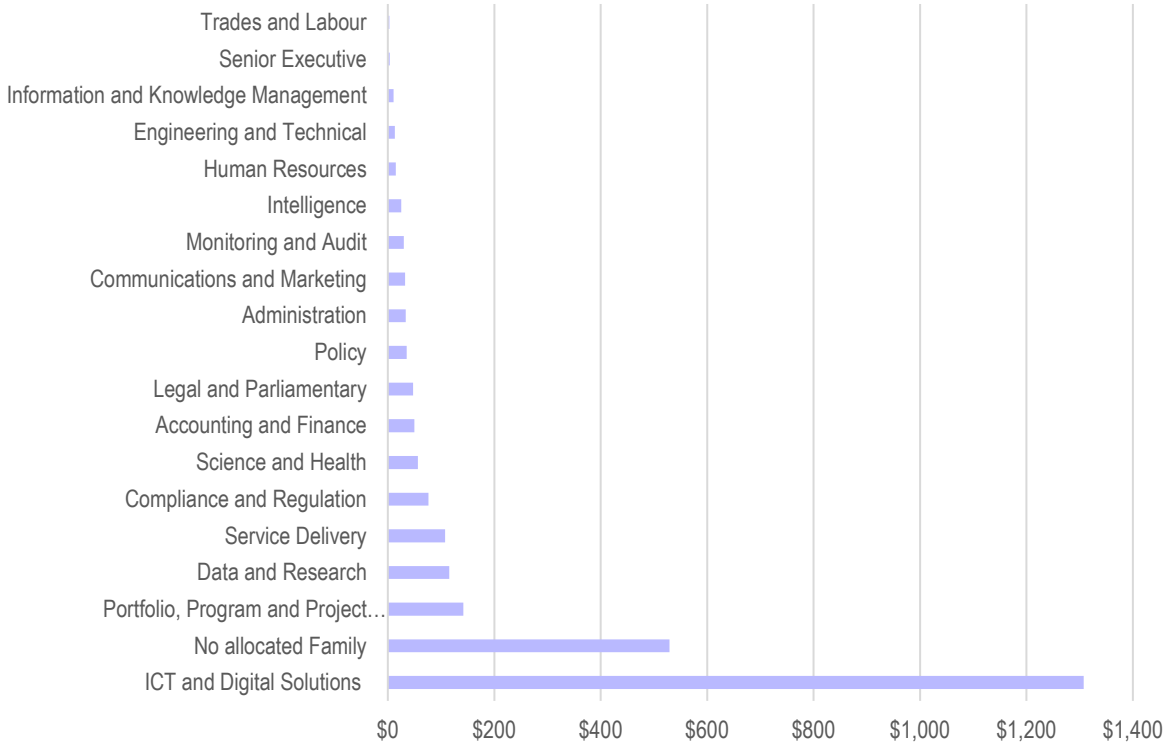
2021-22 Total External Labour Expenditure ($m) Excl. Defence portfolio

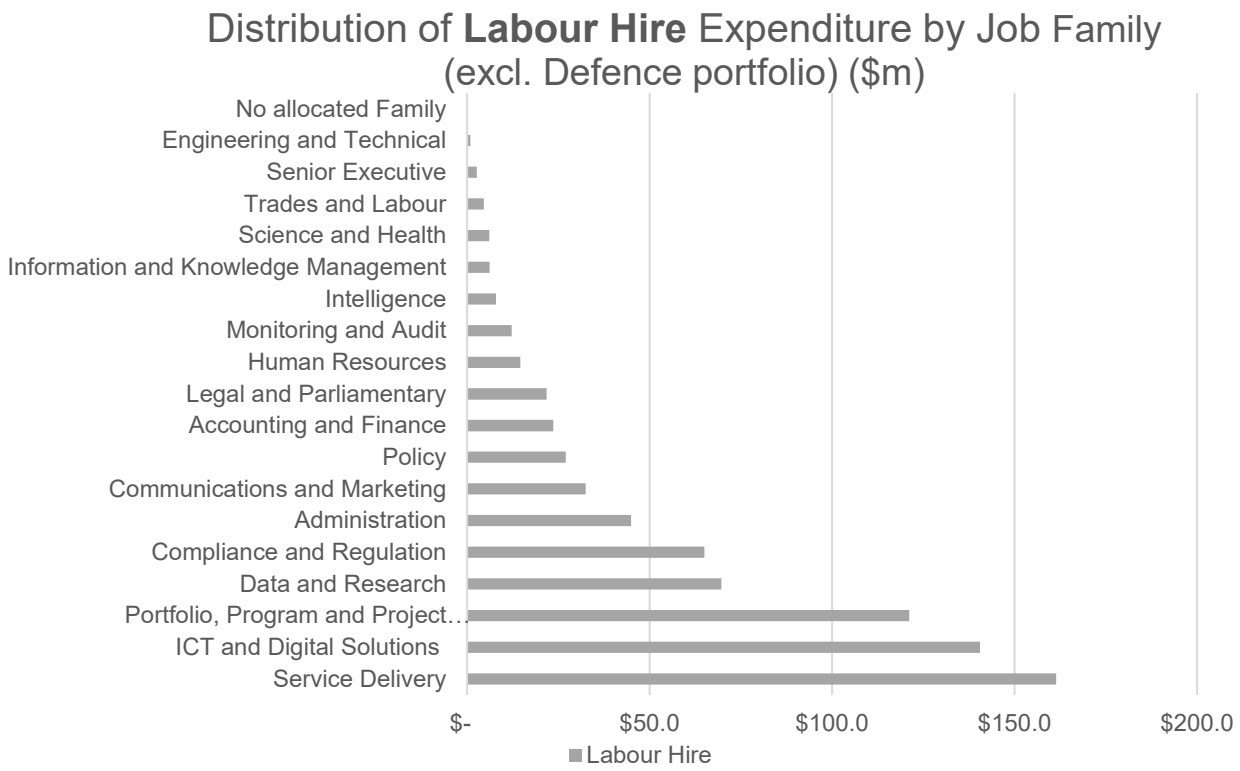


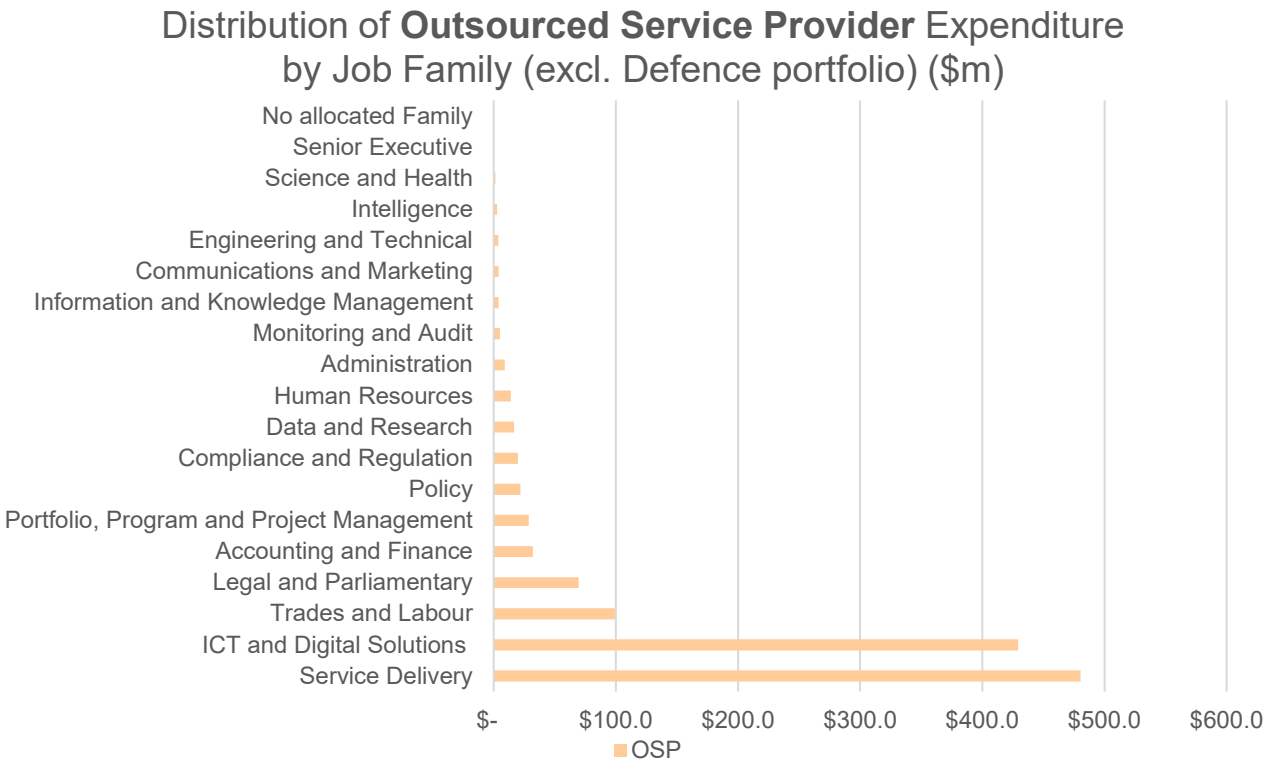
Distribution of **Consultant** Expenditure by Job Family (excl. Defence portfolio) ($m)



Distribution of **Contractor** Expenditure by Job Family (excl. Defence portfolio) ($m)




Distribution of Labour Hire Expenditure by Job Family (excl. Defence portfolio) ($m)
No allocated Family
Engineering and Technical
Senior Executive
Trades and Labour
Science and Health
Information and Knowledge Management
Intelligence
Monitoring and Audit
Human Resources
Legal and Parliamentary
Accounting and Finance
Policy
Communications and Marketing
Administration
Compliance and Regulation
Data and Research
Portfolio, Program and Project…
ICT and Digital Solutions
Service Delivery
$-
$50.0
$100.0
$150.0
$200.0
Labour Hire


Distribution of Outsourced Service Provider Expenditure by Job Family (excl. Defence portfolio) ($m)
No allocated Family
Senior Executive
Science and Health
Intelligence
Engineering and Technical
Communications and Marketing
Information and Knowledge Management
Monitoring and Audit
Administration
Human Resources
Data and Research
Compliance and Regulation
Policy
Portfolio, Program and Project Management
Accounting and Finance
Legal and Parliamentary
Trades and Labour
ICT and Digital Solutions
Service Delivery
$-
$100.0
$200.0
$300.0
$400.0
$500.0
$600.0
OSP

Annex C

General Government Sector Agencies included in the Audit of Employment

The Audit of Employment applied to all agencies (112) employing staff under the *Public Service Act 1999* (PSA).

For comparison, Table 1 below lists the Entities that are subject to ASL Budget Collections – the outcomes of which have been published in Budget Paper No.4. The Table summarises the Commonwealth Entities and Companies that were in and out of scope for the Audit of Employment collection (using *PGPA Act Flipchart and List* as at 30 June 2022).

Summary overview of General Government Sector agencies – and the application status of ASL Budget Collection reporting and the Audit of Employment

Table 1: In scope agencies

Commonwealth Body Name	Staff employed under the PSA	ASL Budget Collection – application status	In Audit scope
Department of Agriculture, Water and the Environment	**Yes**	**Yes**	✓
Australian Fisheries Management Authority	Yes	Yes	✓
Australian Pesticides and Veterinary Medicines Authority	Yes	Yes	✓
Murray-Darling Basin Authority	Yes	Yes	✓
Great Barrier Reef Marine Park Authority	Yes	Yes	✓
Bureau of Meteorology	Yes	Yes	✓
Attorney-General's Department	**Yes**	**Yes**	✓
Administrative Appeals Tribunal	Yes	Yes	✓
Australian Commission for Law Enforcement Integrity (ACLEI)	Yes	Yes	✓
Australian Financial Security Authority	Yes	Yes	✓
Australian Law Reform Commission	Yes	Yes	✓
Federal Court of Australia	Mix	Yes	✓
Office of the Australian Information Commissioner	Yes	Yes	✓
Office of the Commonwealth Ombudsman	Yes	Yes	✓

Commonwealth Body Name	Staff employed under the PSA	ASL Budget Collection – application status	In Audit scope
Office of the Director of Public Prosecutions (CDPP)	Mix*	Yes	✓
Office of the Inspector-General of Intelligence and Security	Mix*	Yes	✓
Office of Parliamentary Counsel	Yes	Yes	✓
Australian Human Rights Commission	Yes	Yes	✓
Fair Work Commission	Yes	Yes	✓
Fair Work Ombudsman and Registered Organisations Commission Entity	Yes	Yes	✓
National Archives of Australia	Yes	Yes	✓
Asbestos Safety and Eradication Agency	Yes	Yes	✓
Safe Work Australia	Yes	Yes	✓
Seafarers Safety, Rehabilitation and Compensation Authority	Yes	No	✓
Comcare	Mix*	Yes	✓
Australian Building and Construction Commission	Yes	Yes	✓
Department of Defence	**Mix***	**Yes**	✓
Defence Housing Australia	Yes	Yes	✓
Department of Education, Skills and Employment	**Yes**	**Yes**	✓
Australian Research Council	Yes	Yes	✓
Tertiary Education Quality and Standards Agency	Yes	Yes	✓
Australian Skills Quality Authority	Yes	Yes	✓
Department of Finance	**Yes**	**Yes**	✓
Australian Electoral Commission	Mix	Yes	✓
Future Fund Management Agency	Yes	Yes	✓
Independent Parliamentary Expenses Authority	Yes	Yes	✓
Department of Foreign Affairs and Trade	**Yes**	**Yes**	✓
Australian Centre for International Agricultural Research	Yes	Yes	✓
Australian Trade and Investment Commission (Austrade)	Yes	Yes	✓
Department of Health	**Yes**	**Yes**	✓
Aged Care Quality and Safety Commission	Yes	Yes	✓
Australian National Preventive Health Agency	Yes	No	✓

Commonwealth Body Name	Staff employed under the PSA	ASL Budget Collection – application status	In Audit scope
Australian Radiation Protection and Nuclear Safety Agency	Yes	Yes	✓
Cancer Australia	Yes	Yes	✓
National Blood Authority	Yes	Yes	✓
National Health and Medical Research Council (NHMRC)	Yes	Yes	✓
National Health Funding Body	Yes	Yes	✓
National Mental Health Commission	Yes	Yes	✓
Organ and Tissue Authority	Yes	Yes	✓
Professional Services Review	Yes	Yes	✓
Sport Integrity Australia	Yes	Yes	✓
Australian Commission on Safety and Quality in Health Care	Yes	Yes	✓
Australian Digital Health Agency	Mix*	Yes	✓
Australian Institute of Health and Welfare	Mix*	Yes	✓
Food Standards Australia New Zealand	Yes	Yes	✓
Independent Hospital Pricing Authority	Yes	Yes	✓
Department of Home Affairs	**Yes**	**Yes**	✓
Australian Criminal Intelligence Commission	Yes	Yes	✓
Australian Institute of Criminology	Mix*	Yes	✓
Office of the Special Investigator	Yes	Yes	✓
Australian Transaction Reports and Analysis Centre	Yes	Yes	✓
Department of Industry, Science, Energy and Resources	**Yes**	**Yes**	✓
Geoscience Australia	Yes	Yes	✓
IP Australia	Yes	Yes	✓
National Offshore Petroleum Safety and Environmental Management Authority	Yes	Yes	✓
Clean Energy Regulator	Yes	Yes	✓
Climate Change Authority	Yes	Yes	✓
Department of Infrastructure, Transport, Regional Development and Communications	**Yes**	**Yes**	✓

Commonwealth Body Name	Staff employed under the PSA	ASL Budget Collection – application status	In Audit scope
Australian Communications and Media Authority	Yes	Yes	✓
Australian Transport Safety Bureau	Yes	Yes	✓
Australian National Maritime Museum	Yes	Yes	✓
North Queensland Water Infrastructure Authority	Yes	Yes	✓
National Capital Authority	Yes	Yes	✓
National Faster Rail Agency	Yes	Yes	✓
Infrastructure Australia	Mix*	Yes	✓
National Film and Sound Archive of Australia	Yes	Yes	✓
National Library of Australia	Yes	Yes	✓
National Museum of Australia	Yes	Yes	✓
National Portrait Gallery of Australia	Yes	Yes	✓
National Transport Commission	Mix*	Yes	✓
Screen Australia	Mix*	Yes	✓
Department of the Prime Minister and Cabinet	**Yes**	**Yes**	✓
Australian National Audit Office	Yes	Yes	✓
Australian Public Service Commission	Yes	Yes	✓
National Indigenous Australians Agency	Yes	Yes	✓
Digital Transformation Agency	Yes	Yes	✓
Office of National Intelligence	Mix*	Yes	✓
Workplace Gender Equality Agency	Yes	Yes	✓
Australian Institute of Aboriginal and Torres Strait Islander Studies	Yes	Yes	✓
Torres Strait Regional Authority	Yes	Yes	✓
Aboriginal Hostels Limited	Yes	Yes	✓
Old Parliament House	Yes	Yes	✓
National Recovery and Resilience Agency	Yes	Yes	✓
Department of Social Services	**Yes**	**Yes**	✓
Australian Institute of Family Studies	Mix*	Yes	✓
NDIS Quality and Safeguards Commission	Yes	Yes	✓
Services Australia	Yes	Yes	✓
National Disability Insurance Agency	Yes	Yes	✓

Commonwealth Body Name	Staff employed under the PSA	ASL Budget Collection – application status	In Audit scope
Department of the Treasury	**Yes**	**Yes**	✓
Australian Bureau of Statistics	Mix*	Yes	✓
Australian Competition and Consumer Commission	Yes	Yes	✓
Australian Office of Financial Management	Yes	Yes	✓
Australian Taxation Office	Yes	Yes	✓
Commonwealth Grants Commission	Yes	Yes	✓
Inspector General of Taxation	Yes	Yes	✓
National Competition Council	Yes	Yes	✓
Office of the Auditing and Assurance Standards Board	Mix*	Yes	✓
Office of the Australian Accounting Standards Board	Mix*	Yes	✓
Productivity Commission	Yes	Yes	✓
Royal Australian Mint	Yes	Yes	✓
Department of Veterans' Affairs	**Yes**	**Yes**	✓
Australian War Memorial	Yes	Yes	✓

* Entity can engage officials under enabling legislation as well as the PSA. These include Defence entities under the *Defence Act 1903*.

Table 2: Commonwealth Entities and Companies that were out of scope

Commonwealth Body Name	Staff employed under the PSA	ASL Budget Collection – application status	In Audit scope
Agriculture, Water and the Environment			
Cotton Research and Development Corporation	No	Yes	×
Fisheries Research and Development Corporation	No	Yes	×
Grains Research and Development Corporation	No	Yes	×
Regional Investment Corporation	No	Yes	×
Rural Industries Research and Development Corporation	No	Yes	×
Wine Australia	No	Yes	×
Director of National Parks	No	Yes	×
Sydney Harbour Federation Trust	No	Yes	×
Attorney-General's			
High Court of Australia	No	Yes	×
Defence			
Australian Signals Directorate	No	No	×
Army and Air Force Canteen Service	No	No	×
Australian Military Forces Relief Trust Fund	No	No	×
Royal Australian Air Force Veterans Residences Trust Fund	No	No	×
Royal Australian Air Force Welfare Trust Fund	No	No	×
Royal Australian Navy Central Canteens Board (Royal Australian Navy Central Canteens Fund)	No	No	×
Royal Australian Navy Relief Trust Fund	No	No	×
AAF Company	No	No	×
Australian Strategic Policy Institute Ltd	No	No	×
RAAF Welfare Recreational Company	No	No	×
Education, Skills and Employment			
Australian Curriculum, Assessment and Reporting Authority	No	Yes	×
Australian National University	No	No	×
Australian Institute for Teaching and School Leadership Limited	No	Yes	×

Commonwealth Body Name	Staff employed under the PSA	ASL Budget Collection – application status	In Audit scope
Finance			
Commonwealth Superannuation Corporation	No	Yes	×
Foreign Affairs and Trade			
Australian Secret Intelligence Service	No	No	×
Export Finance and Insurance Corporation (EFIC, Export Finance Australia)	No	No	×
Tourism Australia	No	Yes	×
Health			
Australian Sports Commission	No	Yes	×
Australian Sports Foundation Limited	No	Yes	×
Home Affairs			
Australian Security Intelligence Organisation	No	No	×
Australian Federal Police	No	Yes	×
Industry, Science, Energy and Resources			
Australian Nuclear Science and Technology Organisation	No	Yes	×
Commonwealth Scientific and Industrial Research Organisation	No	Yes	×
Australian Institute of Marine Science	No	Yes	×
Australian Renewable Energy Agency	No	Yes	×
Clean Energy Finance Corporation	No	Yes	×
Infrastructure, Transport, Regional Development and Communications			
Australia Council	No	Yes	×
Australian Broadcasting Corporation	No	Yes	×
Australian Film, Television and Radio School	No	Yes	×
Australian Maritime Safety Authority	No	Yes	×
Civil Aviation Safety Authority	No	Yes	×
National Gallery of Australia	No	Yes	×
Northern Australia Infrastructure Facility	No	Yes	×
Special Broadcasting Service Corporation	No	Yes	×
Bundanon Trust	No	Yes	×

Commonwealth Body Name	Staff employed under the PSA	ASL Budget Collection – application status	In Audit scope
Creative Partnerships Australia Ltd	No	Yes	×
Prime Minister and Cabinet			
Office of the Official Secretary to the Governor-General	No	Yes	×
Anindilyakwa Land Council	No	No	×
Central Land Council	No	No	×
Indigenous Business Australia	No	Yes	×
Indigenous Land and Sea Corporation	No	Yes	×
Northern Land Council	No	No	×
Tiwi Land Council	No	No	×
Wreck Bay Aboriginal Community Council	No	No	×
National Australia Day Council Limited	No	Yes	×
Outback Stores Pty Ltd	No	Yes	×
Treasury			
Australian Prudential Regulation Authority	No	Yes	×
Australian Securities and Investments Commission	No	Yes	×
National Housing Finance and Investment Corporation	No	Yes	×
Financial Adviser Standards and Ethics Authority Ltd	No	Yes	×
Department of Parliamentary Services	No - *Parliamentary Service Act 1999*	Yes	×
Department of the House of Representatives	No - *Parliamentary Service Act 1999*	Yes	×
Department of the Senate	No - *Parliamentary Service Act 1999*	Yes	×
Parliamentary Budget Office	No - *Parliamentary Service Act 1999*	Yes	×