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Auditor-General for Australia



4 October 2023

Mr Julian Hill MP
Chair
Joint Committee of Public Accounts and Audit
By email: jcpaa@aph.gov.au

Dear Mr Hill

Joint Committee of Public Accounts and Audit Report 491, *Review of the Auditor-General Act 1997*: Follow up report regarding Recommendation 26

In response to the recommendations made to the Australian National Audit Office (ANAO) in the Joint Committee of Public Accounts and Audit (JCPAA) Report 491, *Review of the Auditor-General Act 1997*, the Auditor-General advised the JCPAA that the ANAO agreed to work on reducing its attrition rate and would report back on its progress. I am writing to provide an update on the ANAO's progress to date.

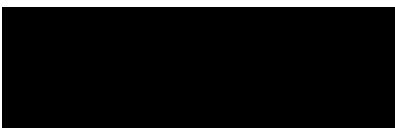
In 2022–23, the ANAO's average staffing level rose from 326 to 361 short of our budgeted estimated average staffing level (379). As outlined in the ANAO's [2022–23 Annual Report](#) at page 50, the 2022–23 attrition rate was 25 per cent.

Maintaining adequate resources is a key area of focus for the ANAO in delivering quality audit products to the Parliament. The ANAO's Executive Board of Management monitors the ANAO's workforce, including recruitment, retention and capability, to inform its management of enterprise level risks. The [ANAO Workforce Plan 2022–2025](#) outlines how the ANAO attracts, develops and retains the capability of our workforce, to ensure we are suitably skilled to deliver on our purpose to the Parliament – now and into the future.

Given the significant competition for skilled technical resources such as auditors, the ANAO has positioned its workforce strategy to grow internal capability from the bottom up while still seeking suitable staff from the broader market. For example, the ANAO is working towards onboarding 40 graduates per year and has stood up an 'ANAO Academy' to develop the skills and capability needed by its workforce to deliver against the ANAO's purpose. Recruitment activities across all levels have been ongoing to maintain and grow staffing levels.

I would be happy to discuss this matter further with the Committee, should it wish to do so.

Yours sincerely



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