

COMMITTEE INQUIRY QUESTION

(Question No. 1)

Senator Tim Ayres asked the Department of Defence, upon notice, on 31 August 2021:

The committee is seeking information relating to the following entities within the Defence portfolio:

- Department of Defence
- Department of Veterans' Affairs
- Australian Signals Directorate
- Defence Housing Australia
- Australian War Memorial

For each of the portfolio agencies listed above, please provide:

- 1) The staffing profile for the agency as at 1 July 2021, broken down into:
 - a) APS ongoing employees: headcount and Average Staffing Level (ASL);
 - b) APS non-ongoing employees: headcount and ASL;
 - c) Labour hire staff; headcount and Full-Time Equivalent (FTE); and
- d) Other contractors; headcount and FTE.
- 2) The percentage of staff engaged through labour hire arrangements as a percentage of total agency headcount.
- 3) The total value of labour hire contracts entered into between 1 January 2021 and 30 June 2021.

Senator Tim Ayres – The Department of Defence has provided the following answer to the Senator's question:

DEPARTMENT OF DEFENCE

APS Headcount

The Defence APS headcount as at 30 June 2021 was 17,108 which comprised 16,851 ongoing and 257 non-ongoing employees.

Defence APS ASL

Defence calculates its Average Staffing Level (ASL) every fortnight and does not differentiate between ongoing and non-ongoing when performing these calculations. The date used to calculate the ASL as at 30 June 2021 was 24 June 2021 (Pay 26), where the ASL result was 16,454.

Labour Hire Staff

Defence does not track 'labour hire' as a category in respect of its workforce. Defence categorises its 'external workforce' as consultants, contractors or outsourced service providers, which include expertise provided under labour hire arrangements.

In collecting data on external service providers, Defence does not use the term 'labour hire' to categorise its workforce resources. Nor is labour hire a category that is reported on contracts in AusTender.

Contractors

Defence collects information on its external workforce resources via the External Workforce Census, with the most recent finalised data collected in March 2021. The purpose of Defence's external Workforce Census is to an estimate of the Full Time Equivalent (FTE) of contractors, consultants and Outsourced Service Providers (OSPs) engaged in providing services to support Defence outcomes at a point in time. No headcount data is collected.

The contractor FTE, as reported in the March 2021 External Workforce Census, is 6,810 FTE. This equates to 4.9 per cent of the total Defence workforce (Permanent and Reserve ADF and APS).

DEPARTMENT OF VETERANS' AFFAIRS

The Department of Veterans' Affairs (DVA) has provided data at 30 June 2021 to ensure consistency with data to be reported in the Annual Report and because ASL is reported in the Portfolio Budget Statements for a financial year.

APS Headcount

The staff profile for DVA as at 30 June 2021 for ongoing staff headcount was 1,619, and non-ongoing headcount was 159.

DVA APS ASL

The DVA ongoing ASL for the 2020-21 financial year was 1,543, and non-ongoing ASL was 71.

Labour Hire Staff

DVA Labour Hire headcount as at 30 June 2021 was 1,098. DVA does not capture the FTE of labour hire staff.

Contractors

The DVA Contractor headcount as at 30 June 2021 was 191. DVA does not capture the FTE of contractor staff.

As at 30 June 2021, the percentage of staff engaged through labour hire arrangements as a percentage of total agency headcount was 36 per cent (1,098 of 3,067).

586 labour hire contracts were entered into between 1 January 2021 and 30 June 2021 with a total value of \$104,575,613. These contracts included work to be undertaken during this period and in subsequent financial years. This figure does not represent the cost of labour hire during between 1 January 2021 and 30 June 2021.

Please note DVA use the following definitions to guide workforce reporting:

- **Headcount:** The number of employees directly employed by the Department at a point in time. (Either categorised as APS, Labour Hire, or Total).
- **Average Staffing Level (ASL):** The number of full-time equivalent APS employees receiving salary or wages averaged over the financial year.

AUSTRALIAN SIGNALS DIRECTORATE

The staffing profile for Australian Signals Directorate (ASD) as at 30 June 2021.

APS Headcount

ASD ongoing employee headcount as at 30 June 2021 was 2,303.

ASD non-ongoing employee headcount as at 30 June 2021 was 91.

APS ASL

ASD's ASL has not been reported in the Defence Portfolio Budget Statements (2018-19, 2019-20 nor 2020-21). ASD's ASL data is sensitive, so it has been reported as *Not for Publication* (NFP).

Labour Hire Staff and

ASD does not engage contractors through typical labour hire firms. Contractor engagements are with vendors that have been assessed through open tender of being able to provide appropriately skilled technical and support services under defined statements of requirement with defined outputs.

Contractors

ASD engages a range of contractors as an important part of its workforce. Contractors currently account for around 18-20 per cent of ASD's workforce.

AUSTRALIAN WAR MEMORIAL

APS Headcount

The Australian War Memorial's (the Memorial) APS headcount as at 1 July 2021 was 330, which comprised 253 ongoing and 77 non-ongoing employees.

The Memorial's APS ASL

The Memorial's APS ASL as at 1 July 2021 was 296.08 (252.48 ongoing and 43.60 non-ongoing).

Labour Hire Staff

The Memorial's headcount for labour hire staff at 1 July 2021 was 44 or 41.71 FTE.

The percentage of staff engaged through labour hire arrangements as a percentage of total agency headcount is 13.33%.

The total value of labour hire contracts entered into between 1 January 2021 and 30 June 2021 was \$1,268.281 including GST.

Contractors

None. All other personnel are covered under consultancy arrangements.

DEFENCE HOUSING AUSTRALIA

APS Headcount

The Defence Housing Australia (DHA) APS headcount as at 1 July 2021 was 538, which comprised 494 ongoing and 44 non-ongoing employees.

Defence Housing Australia APS ASL

The DHA APS ASL as at 30 June 2021 was 505.56 which comprised 478.24 ongoing and 27.32 non-ongoing employees

DHA calculates its ASL every month on a year to date basis. The date used to calculate the Average Staffing Level was 30 June 2021 for the period 1 July 2020 to 30 June 2021.

Labour Hire Staff

As at 1 July 2021, DHA has 40 labour hire staff as part of its workforce, which equates to 7 per cent of the total headcount. This information is collected on a headcount basis only, with no full time equivalent (FTE) data available. Defence Housing Australia does not differentiate between labour hire staff and contractors when engaging these staff.

Contractors

DHA does not differentiate between labour hire staff and contractors when engaging external workforce resources.