

Tabled 4 June 2014  
FADT Committee  
by DFAT - Dep Sec  
Mr M<sup>c</sup>Donald  
2 pages

## Message from the Secretary - DFAT staffing profile in 2014-15

In my message of 14 May on the staffing implications of the 2014-15 Budget, I said that the final overall reduction in APS positions and allocations for Divisions and posts would be decided by the Integration Steering Committee at its meeting on 26 May.

The Committee met on Monday as planned. In advance of that meeting, the staffing implications of the Budget and FTE Review were discussed at the Workplace Relations Committee meeting on 21 May.

The Steering Committee's further assessment of the full implications for the Department of the 2014-15 Budget has confirmed that a reduction of 500 APS positions in the course of the 2013-14 and 2014-15 financial years is required for the Department to be able to operate within its budget.

When implemented, the Department's staffing establishment in terms of Full-Time Equivalent (FTE) positions will be 3715. This number does not include Locally Engaged Employees.

The Committee also decided on the final allocations for Divisions and posts, as set out in the table below. There are only minor changes from the figures in my 14 May message. The overall reduction of positions at posts, from 1 July 2013, is 65. Around a quarter of the 797 positions overseas will have a Development focus.

Divisions and posts are now working through the implementation of the decisions on allocations, in consultation with staff in their work areas. The interim Placements process will continue to be the main mechanism for placing staff affected by changes. The fifth interim Placements round was advertised on 26 May 2014.

I continue to be hopeful that the overall staff reduction can be managed through voluntary redundancies, not renewing non-ongoing contracts, and natural attrition. I am committed to that objective, with involuntary redundancies as a last resort only.

Opportunities for DFAT employees are more diverse than ever, and closely aligned with Government priorities. Staff should have confidence in their future careers with the integrated Department. The Department will continue to value staff being exposed to the full range of the Department's work over a career. Skills relating to Development will continue to be valued highly in an integrated Department responsible for the design and delivery of an aid program which is in the top ten largest globally.

Peter Varghese

### FTE allocations for 2014-15

Americas Division (AMD)	25
Australian Passport Office (APO)	390*
Australian Safeguards and Non-Proliferation Office (ASNO)	17
Capability and Change Management Team (CCMT)	5
Consular and Crisis Management Division (CCD)	64
Contracting and Aid Management Division (ACD)	107
Corporate Management Division (CMD)	320
Development Policy Division (DPD)	105
Europe Division (EUD)	27
Executive, Planning and Evaluation Branch (EXB)	31
Free Trade Agreement Division (FTD)	50
Humanitarian Division (HMD)	62
Information Management and Technology Division (IMD)	240
Internal Audit Branch (AUB)	17
International Security Division (ISD)	46
Legal Division (LGD)	80
Middle East and Africa Division (MAD)	52
Multilateral Development and Partnerships Division (MDD)	72
Multilateral Policy Division (MPD)	92

North Asia Division (NAD)	39
Office of Development Effectiveness (ODE)	15
Office of Trade Negotiations (OTN)	80
Overseas Property Office and Services (OPO)	55
New Colombo Plan Secretariat (NCB)	13
Pacific Division (PAD)	140
Parliamentary and Senior Executive	13
Policy Planning Branch (PLB)	10
Protocol Branch (PRB)	15
Public Diplomacy and Communications Division (PCD)	94
South and West Asia Division (SWD)	79
South East Asia Maritime Division (SED)	51
South East Asia Mainland and Regional Division (SRD)	50
Trade and Economic Diplomacy Division (TED)	84
State and Territory Offices	34
Posts	797

\* The FTE number for the Passport Office fluctuates in accordance with the funding agreement with the Department of Finance.

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