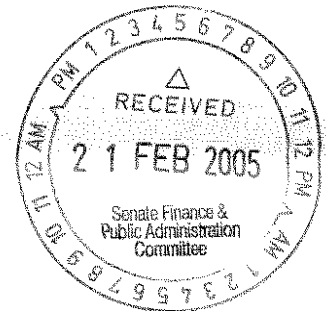




AUSTRALIAN PUBLIC SERVICE COMMISSIONER
LYNELLE BRIGGS



Senator Mason
Chairperson Finance and Public Affairs Legislation Committee
Department of the Senate
Parliament House
Canberra ACT 2604

Dear Senator Mason

During Additional Estimates Hearings yesterday (14 February 2005), Senator Carr asked me about numbers of Indigenous employees in the Australian Public Service and asked a question about evidence given by the Secretary of the Department of the Prime Minister and Cabinet, Dr Shergold, before the Senate Select Committee on Indigenous Affairs on 8 February 2005.

I have had a chance to review Dr Shergold's evidence today.

To assist both Senate Committees to reach a clearer picture of Indigenous employment in the public service, I thought I would let the Committee know that my evidence before this Committee related to year on year figures between June 2003 and June 2004, whereas Dr Shergold's evidence before the Senate Select Committee related to the ten years from June 1995 to June 2004. Each of us provided evidence based on Australian Public Service Commission data.

As Table 1 shows, the number of ongoing Indigenous employees at the Senior Executive Service level increased from 13 at June 1995 to 27 in June 2003 and then fell to 24 at June 2004. Over the ten year period between June 1995 and June 2004, the total number of Indigenous employees in the public service declined from 3236 to 2839.

During this ten year period, the distribution of Indigenous employees across public service levels changed significantly, with numbers falling at the APS1 level and the trainee graduate level, but increasing at all other levels. Between June 2003 and June 2004, the numbers increased for APS 3-4 levels and among executive levels, but fell at other levels.

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Table 1: Ongoing representation of Indigenous employees by classification

	1995		2003		2004	
	Number	%	Number	%	Number	%
APS 1—2	1122	3.7	326	4.2	291	3.7
APS 3—4	1283	3.2	1374	3.1	1390	3.1
APS 5—6	597	1.7	876	2.2	834	2.0
Executive	128	0.6	247	1.0	260	1.0
SES	13	0.7	27	1.4	24	1.3
Trainee	34	16.6	62	12.7	30	8.8
Graduate trainee	26	2.9	25	3.3	10	2.7
Other	31	1.7	0	-	0	-
Total	3236	2.5	2937	2.4	2839	2.3

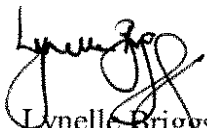
Table 2 shows the representation of Indigenous employees as a proportion of total employees in the Australian public service over the ten year period. It indicates that the proportion of employees who are Indigenous was 2.5 per cent in June 1995, rose to a peak of 2.7 per cent in 1998 and 1999, and fell to 2.3 per cent in June 2004.

Table 2: Representation rates of ongoing Indigenous Australian employees as a percentage of ongoing employees at 30 June each year

1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004
2.3%	2.5%	2.5%	2.6%	2.7%	2.7%	2.5%	2.5%	2.5%	2.4%	2.3%

I would appreciate it if you would pass this information onto Senator Carr and other members of your Committee, as well as to the Chair of the Senate Selection Committee.

Yours sincerely


Lynelle Briggs
15 February 2005