

Senate Finance and Public Administration Legislation Committee
ANSWERS TO QUESTIONS ON NOTICE
ADDITIONAL BUDGET ESTIMATES 2011-2012

Prime Minister and Cabinet Portfolio

Department/Agency: Australian Public Service Commission

Outcome/Program: State of the Service Report

Topic: APS staff unplanned absences – full report data

Senator: Senator Mason

Question reference number: 72

Type of question: Hansard, FPA, p. 115, 13 February 2012

Date set by the committee for the return of answer: Friday, 30 March 2012

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Question: Senator MASON: I will come back to you, Mr Sedgwick. But, before I forget: can the committee be provided with full data on absenteeism for every department and agency you have surveyed? I do not think that is in the current report.

Mr Sedgwick: It is not in the report.

Senator MASON: Could the committee please have that?

Mr Sedgwick: I will take that on notice. I do not know the basis of it.

Senator MASON: Yes, that is fine. Finally, if you could do what the minister has suggested and go behind those figures and inform the committee what you are doing to fight this problem, I would be delighted.

Answer:

Unscheduled absence data is provided to the Australian Public Service Commission (APSC) through the annual State of the Service agency survey in accordance with agreed definitions. Each agency (with 20 or more APS employees) provides the Commission with an average rate for the year based on its total unscheduled absence and average headcount/FTE.

Unscheduled absence rates for each reporting agency is attached. Total unscheduled absence, sick leave, carer's leave and other absence (including compensation and miscellaneous leave and unauthorised absence) are included. This data has been collected by the APSC since 2006–07 and the attachment includes each year's data.

The APSC has limited responsibility in this area. It is the responsibility of agencies to monitor and manage their employee absences. However the Commission does track median unscheduled absence rates through the State of the Service reports and identifies a range of strategies that agencies are using to manage absenteeism.

Unscheduled absence rates (days per employee per year) as reported by agencies in the State of the Service agency survey, 2006-07 to 2010-11**

Agency	2006-07				2007-08				2008-09			
	Absence/ Total	Absence/ Sick	Absence/ Carers	Absence/ Other	Absence/ Total	Absence/ Sick	Absence/ Carers	Absence/ Other	Absence/ Total	Absence/ Sick	Absence/ Carers	Absence/ Other
Aboriginal Hostels Limited	10.9	7.9	0.2	2.8	12.4	9.5	0.0	2.9	15.0	12.3	0.1	2.6
Administrative Appeals Tribunal	15.8	12.5	2.0	1.3	12.4	9.6	1.3	1.6	12.8	9.8	2.3	0.7
Attorney General's Department	11.0	9.0	1.8	0.2	10.2	8.4	1.4	0.4	11.9	9.7	1.6	0.7
Australian Agency for International Development	6.7	5.1	1.1	0.5	6.9	5.5	1.3	0.1	6.7	5.1	1.3	0.3
Australian Bureau of Statistics	15.5	11.2	2.3	2.0	13.0	9.2	2.2	1.6	12.7	9.3	2.2	1.2
Australian Centre for International Agricultural Research	10.9	9.7	0.8	0.4	10.0	8.9	1.1	0.1	6.2	4.5	1.6	0.1
Australian Commission for Law Enforcement Integrity												
Australian Communications and Media Authority	10.7	7.6	1.8	1.3	12.4	9.1	2.0	1.4	12.5	9.7	1.7	1.1
Australian Competition and Consumer Commission	7.3	5.7	1.0	0.5	8.3	6.5	1.1	0.7	9.5	7.5	1.5	0.5
Australian Crime Commission	8.7	6.2	1.7	0.8	10.0	Not broken	Not broken	Not broken down	11.1	8.0	1.9	1.1
Australian Customs and Border Protection Service	10.1	7.8	1.4	1.0	11.5	Not broken	Not broken	Not broken down	12.4	9.2	2.0	1.1
Australian Electoral Commission	12.1	7.6	2.2	2.2	11.5	8.9	1.7	0.9	10.4	7.9	2.0	0.5
Australian Fair Pay Commission Secretariat	4.6	4.1	0.1	0.3	5.9	4.3	1.0	0.7	5.7	4.9	0.4	0.5
Australian Film Commission	11.4	8.5	1.4	1.5								
Australian Fisheries Management Authority									7.1	5.3	0.8	0.9
Australian Human Rights Commission	7.2	5.9	1.0	0.3	5.2	4.2	0.8	0.2	6.3	4.8	0.9	0.6
Australian Industrial Registry	11.2	8.0	1.7	1.5	11.3	8.2	1.9	1.1	9.2	6.6	2.0	0.7
Australian Institute of Aboriginal and Torres Strait Islander Studies	13.4	10.5	0.0	2.9	14.8	12.2	0.0	2.6	11.9	t broken dot	t broken dot	t broken down
Australian Institute of Family Studies	5.1	1.9	2.6	0.7	7.8	5.5	2.4	0.0	8.4	t broken dot	t broken dot	t broken down
Australian Institute of Health and Welfare	7.0	5.2	1.2	0.6	8.1	5.5	2.2	0.4	10.5	8.0	1.8	0.7
Australian National Audit Office	6.1	4.9	0.9	0.3	6.4	5.6	0.6	0.2	7.5	5.5	1.0	0.9
Australian National Maritime Museum	1.2	0.8	0.3	0.1	7.7	6.2	1.2	0.3	7.6	6.0	0.8	0.7
Australian Office of Financial Management	6.4	4.1	1.6	0.8	5.6	3.7	1.8	0.1	4.4	3.1	1.2	0.1
Australian Organ and Tissue Donation and Transplantation Authority												
Australian Pesticides and Veterinary Medicines Authority					11.1	Not broken	Not broken	Not broken down	10.1	t broken dot	t broken dot	t broken down
Australian Public Service Commission	9.6	6.9	1.3	0.6	10.7	6.5	1.6	2.7	10.3	7.9	1.8	0.6
Australian Radiation Protection and Nuclear Safety Agency	10.2	7.2	2.3	0.7	11.0	7.7	2.4	1.0	11.4	9.1	1.9	0.4
Australian Research Council	11.4	8.2	1.8	1.5	10.7	5.3	2.1	3.3	12.1	9.1	1.8	1.1
Australian Securities and Investments Commission	9.1	7.5	1.2	0.5	11.9	9.3	1.5	1.2	10.2	7.9	1.4	0.9
Australian Sports Anti-Doping Authority	6.4	4.0	0.9	1.5	5.2	5.2	0.0	0.0	8.1	4.8	1.3	1.9
Australian Taxation Office	15.7	10.8	1.8	3.1	14.3	11.4	1.7	1.3	14.2	11.3	1.9	1.1
Australian Trade Commission	5.0	3.9	0.9	0.2	6.3	4.8	1.2	0.4	6.7	5.3	1.0	0.4
Australian Transaction Reports and Analysis Centre	6.9	4.8	1.8	0.3	8.0	6.5	1.2	0.2	10.0	8.1	1.6	0.3
Australian Transport Safety Bureau												
Australian War Memorial	8.2	7.1	0.7	0.4	8.6	7.1	1.0	0.5	9.9	8.9	0.8	0.2
Bureau of Meteorology	6.1	5.2	0.0	0.9	5.9	5.3	0.0	0.6	6.0	5.3	0.0	0.6
Cancer Australia					6.2	4.4	0.5	1.4	7.1	5.9	1.1	0.0
Centrelink	13.7	10.6	1.5	1.7	13.5	10.3	1.5	1.8	13.6	10.4	1.5	1.7
Child Support Agency	12.3	9.2	1.1	2.1	12.5	9.9	1.2	1.4				
Comcare	13.4	10.6	1.6	1.2	11.3	8.3	1.4	1.6	11.3	9.2	1.4	0.7
Commonwealth Grants Commission	6.4	4.8	1.5	0.1	10.4	7.6	1.9	0.9	4.7	3.6	0.7	0.3
Commonwealth Superannuation Administration	12.6	8.7	2.3	1.7	13.0	9.6	0.8	2.6	14.4	t broken dot	t broken dot	t broken down
CrimTrac	16.2	5.0	1.8	9.5	9.2	6.9	1.9	0.3	10.3	8.3	1.4	0.6
CRS Australia	8.4	5.6	1.4	1.5	9.0	6.7	1.4	0.9				
Defence Housing Australia	10.1	7.4	1.5	1.2	11.5	8.5	1.7	1.3	11.3	8.5	1.8	1.1
Department of Agriculture, Fisheries and Forestry	13.1	9.5	1.7	1.9	13.8	10.4	1.8	1.7	14.4	11.0	1.9	1.6
Department of Broadband, Communications and the Digital Economy					9.0	6.9	1.8	0.2	9.9	7.4	2.1	0.4
Department of Climate Change and Energy Efficiency					5.5	4.7	0.7	0.1	5.2	t broken dot	t broken dot	t broken down

Agency	2006-07				2007-08				2008-09			
	Absence/ Total	Absence/ Sick	Absence/ Carers	Absence/ Other	Absence/ Total	Absence/ Sick	Absence/ Carers	Absence/ Other	Absence/ Total	Absence/ Sick	Absence/ Carers	Absence/ Other
Department of Communications, Information Technology and the Arts	9.1	7.0	1.6	0.5								
Department of Defence	10.4	7.9	1.5	0.9	10.5	8.3	1.4	0.8	10.7	8.3	1.5	1.0
Department of Education, Employment and Workplace Relations					11.0	8.3	1.8	0.8	12.8	9.4	2.2	1.2
Department of Education, Science and Training	11.9	7.5	3.1	1.3								
Department of Employment and Workplace Relations	9.6	7.6	1.7	0.2								
Department of Families, Housing, Community Services and Indigenous Affairs	11.3	8.7	1.5	1.0	13.6	9.8	1.9	1.9	14.1	10.1	1.8	2.1
Department of Finance and Deregulation	9.8	8.2	0.4	1.2	9.4	8.4	0.2	0.8	10.0	7.4	2.0	0.6
Department of Foreign Affairs and Trade	8.7	6.5	1.6	0.5	9.0	7.0	1.5	0.5	8.1	5.4	2.2	0.4
Department of Health and Ageing	13.2	9.3	1.8	2.1	14.2	10.5	1.8	1.9	15.1	11.4	1.8	2.0
Department of Human Services	3.9	3.5	0.0	0.4	10.5	8.4	1.7	0.3	11.8	9.2	1.3	1.2
Department of Immigration and Citizenship	12.2	9.4	0.9	2.0	14.5	10.1	1.4	3.0	13.9	9.9	1.3	2.8
Department of Industry, Tourism and Resources	9.0	6.3	1.3	1.4								
Department of Infrastructure and Transport												
Department of Infrastructure, Transport, Regional Development and Local Government					11.8	8.4	2.4	1.0	11.8	8.3	2.5	1.1
Department of Innovation, Industry, Science and Research					10.4	8.1	1.5	0.8	11.6	8.5	1.9	1.2
Department of Regional Australia, Regional Development and Local Government												
Department of Resources, Energy and Tourism					9.5	7.4	1.4	0.8	8.2	6.6	1.4	0.2
Department of Sustainability, Environment, Water, Population and Communities												
Department of the Environment and Water Resources	7.5	5.6	1.2	0.7								
Department of the Environment, Water, Heritage and the Arts					7.9	6.1	1.1	0.7	8.3	6.3	1.3	0.6
Department of the Prime Minister and Cabinet	6.8	5.4	0.9	0.5	6.9	5.4	1.2	0.2	9.6	7.7	1.4	0.5
Department of the Treasury	6.4	4.8	1.1	0.5	10.0	7.9	1.4	0.6	10.1	7.8	1.4	1.0
Department of Transport and Regional Services	10.8	7.4	2.3	1.1								
Department of Veterans' Affairs	16.4	11.0	2.0	3.3	16.2	11.0	2.0	3.1	16.1	11.2	1.9	3.0
Equal Opportunity for Women in the Workplace Agency									7.7	t broken dot	broken dot	broken down
Fair Work Australia												
Family Court of Australia	13.0	9.4	2.2	1.4	14.6	10.5	2.6	1.4	14.2	9.7	2.7	1.9
Federal Court of Australia	6.6	5.0	0.7	0.2	7.8	6.1	1.0	0.8	7.5	6.4	0.9	0.2
Federal Magistrates Court of Australia	3.5	Not broken	Not broken	Not broken down	8.4	Not broken	Not broken	Not broken down	7.8	5.9	1.1	0.9
Food Standards Australia New Zealand	6.2	5.4	0.0	0.8	6.7	Not broken	Not broken	Not broken down	7.4	t broken dot	broken dot	broken down
Future Fund Management Agency					2.9	Not broken	Not broken	Not broken down	3.7	t broken dot	broken dot	broken down
Geoscience Australia	15.9	Not broken	Not broken	Not broken down	5.7	4.2	1.1	0.3	5.8	4.3	1.1	0.4
Great Barrier Reef Marine Park Authority	3.6	3.0	0.6	0.0	4.6	3.6	0.9	0.1	5.9	4.8	1.0	0.1
Insolvency and Trustee Service Australia	9.9	9.4	0.2	0.3	11.6	9.7	1.6	0.3	11.2	9.0	1.6	0.6
IP Australia	13.3	9.1	1.9	2.2	12.3	8.8	2.0	1.6	13.0	9.4	2.0	1.6
Medicare Australia	12.2	8.8	1.3	1.6	13.4	10.5	1.4	1.4	13.7	10.5	1.6	1.6
Migration Review Tribunal - Refugee Review Tribunal	10.5	8.3	1.1	1.0	12.5	10.6	1.6	0.4	12.2	10.1	1.7	0.5
Murray-Darling Basin Authority									2.6	1.7	0.4	0.5
National Archives of Australia	11.9	9.7	1.7	0.5	13.5	10.7	2.0	0.8	12.7	10.2	1.8	0.7
National Blood Authority	8.1	1.2	6.9	0.0	9.8	7.7	2.0	0.1	5.6	4.2	0.3	1.0
National Capital Authority	5.7	4.6	1.0	0.2	7.2	6.0	0.7	0.5	8.5	7.2	0.8	0.5
National Film and Sound Archive									11.2	8.6	1.4	1.2
National Health and Medical Research Council	11.5	7.3	1.5	2.8	12.6	8.6	1.1	2.9	12.2	t broken dot	broken dot	broken down
National Library of Australia	12.5	8.9	1.3	2.4	13.2	9.9	1.6	1.7	13.1	9.1	2.0	2.0
National Museum of Australia	7.9	Not broken	Not broken	Not broken down	8.8	6.8	1.2	0.8	9.9	6.8	1.6	1.4
National Native Title Tribunal	11.1	8.8	1.3	1.0	9.8	7.5	1.5	0.8	9.0	7.8	1.1	0.2
National Offshore Petroleum Safety Authority	3.2	Not broken	Not broken	Not broken down	3.7	2.7	1.0	0.0	5.9	3.8	1.3	0.8
National Science and Technology Centre	7.7	Not broken	Not broken	Not broken down								
National Water Commission	8.0	6.9	1.1	0.0					11.0	9.6	1.2	0.2
Office of National Assessments	5.2	3.7	1.0	0.5	7.2	5.2	1.5	0.4	3.5	2.4	1.0	0.2
Office of Parliamentary Counsel	7.9	6.7	0.9	0.2	11.2	9.6	1.1	0.5	7.7	6.2	1.2	0.2
Office of the Australian Building and Construction Commissioner	5.9	4.7	0.8	0.4	6.8	5.2	1.3	0.3	10.9	6.8	1.7	2.4
Office of the Australian Information Commissioner												

Agency	2006-07				2007-08				2008-09			
	Absence/ Total	Absence/ Sick	Absence/ Carers	Absence/ Other	Absence/ Total	Absence/ Sick	Absence/ Carers	Absence/ Other	Absence/ Total	Absence/ Sick	Absence/ Carers	Absence/ Other
Office of the Commonwealth Director of Public Prosecutions	9.1	7.3	1.5	0.3	8.9	6.3	1.5	1.1	11.5	8.7	1.7	1.2
Office of the Commonwealth Ombudsman	10.8	8.8	0.9	1.1	11.2	9.2	1.1	0.9	9.8	8.4	0.8	0.5
Office of the Fair Work Ombudsman												
Office of the Privacy Commissioner	6.8	6.0	0.4	0.4	8.1	6.9	0.8	0.4	11.2	8.0	1.4	1.8
Office of the Renewable Energy Regulator												
Old Parliament House									3.3	2.9	0.4	0.0
Productivity Commission	8.3	6.4	1.7	0.2	7.0	5.1	1.4	0.4	7.3	5.7	1.3	0.3
Professional Services Review					3.0	1.8	0.2	1.0	10.5	8.3	2.2	0.0
Royal Australian Mint	13.0	Not broken	Not broken	Not broken down	15.5	Not broken	Not broken	Not broken down	12.7	t broken dot	broken dot	broken down
Safe Work Australia												
Screen Australia									11.6	6.6	1.8	3.2
Social Security Appeals Tribunal	16.8	12.0	0.5	4.3	14.5	9.7	1.5	3.3	14.5	10.5	1.0	3.0
Torres Strait Regional Authority	7.1	4.4	2.1	0.6	13.8	8.3	2.1	3.4	7.9	5.9	0.6	1.4
Workplace Authority	8.9	4.3	0.8	3.7	12.5	10.0	1.7	0.8	11.8	10.0	1.4	0.4
Workplace Ombudsman	9.0	6.3	1.4	1.3	7.7	4.9	1.0	1.8	9.2	t broken dot	broken dot	broken down

****NOTES:** Data is reported on an as received basis. Only agencies with 20+ APS employees at the time of sampling participated in the agency survey to provide unscheduled absence data for that year.

Where possible, agencies have been lined up with their predecessors to accommodate machinery of government changes over time.

Where absence rates have been calculated using the FTE measure in an agency where some employees work part-time, the rates are higher than if calculated using the headcount measure. In most agencies, this is likely to have a marginal effect but caution should be exercised in comparing between agencies.

Total absence includes sick leave, carer's leave, compensation leave, miscellaneous leave and unauthorised absence.

Other absence includes compensation leave, miscellaneous leave and unauthorised absence.

'Not broken down' represents agencies' advice that their human resource system does not allow the agency to report unscheduled absence by the categories of sick leave, carer's leave, compensation leave, miscellaneous leave and unauthorised absence.

Unscheduled absence rates (days per employee per year) as reported to 2010-11**

Agency	2009-10					2010-11				
	Absence/ Total	Absence/ Total	Absence/ Sick	Absence/ Carers	Absence/ Other	Absence/ Total	Absence/ Sick	Absence/ Carers	Absence/ Other	
Aboriginal Hostels Limited	10.9	14.9	12.6	0.1	2.2	13.7	12.0	0.1	1.6	
Administrative Appeals Tribunal	15.8	10.8	6.8	1.8	2.2	12.5	8.4	1.7	2.4	
Attorney General's Department	11.0	8.3	6.5	0.5	1.3	11.9	11.0	0.3	0.7	
Australian Agency for International Development	6.7	8.0	6.6	0.9	0.5	8.3	7.0	0.6	0.6	
Australian Bureau of Statistics	15.5	11.5	9.2	1.9	0.5	11.3	8.4	1.9	1.0	
Australian Centre for International Agricultural Research	10.9	7.5	5.2	1.8	0.5	10.2	7.6	2.0	0.6	
Australian Commission for Law Enforcement Integrity		9.3	8.0	0.6	0.7	15.8	8.6	1.1	6.1	
Australian Communications and Media Authority	10.7	10.7	7.9	2.0	0.8	11.8	9.0	2.0	0.8	
Australian Competition and Consumer Commission	7.3	10.2	8.5	1.4	0.3	10.2	7.6	1.8	0.8	
Australian Crime Commission	8.7	13.4	10.0	1.9	1.5	11.1	8.7	1.5	0.8	
Australian Customs and Border Protection Service	10.1	12.7	9.4	2.4	0.9	13.8	9.3	2.7	1.9	
Australian Electoral Commission	12.1	11.0	7.9	2.2	0.8	12.4	9.0	1.9	1.6	
Australian Fair Pay Commission Secretariat	4.6									
Australian Film Commission	11.4									
Australian Fisheries Management Authority		7.9	5.2	1.1	1.6	9.9	7.9	0.6	1.3	
Australian Human Rights Commission	7.2	6.8	5.4	1.3	0.0	6.2	5.0	0.8	0.4	
Australian Industrial Registry	11.2									
Australian Institute of Aboriginal and Torres Strait Islander Studies	13.4	23.5	t broken dot	t broken dot	t broken down	9.1	t broken dot	t broken do	Not broken down	
Australian Institute of Family Studies	5.1	8.1	t broken dot	t broken dot	t broken down	13.7	t broken dot	t broken do	Not broken down	
Australian Institute of Health and Welfare	7.0	8.6	t broken dot	t broken dot	t broken down	9.5	7.1	1.4	0.9	
Australian National Audit Office	6.1	7.7	5.8	1.1	0.7	7.8	5.5	1.6	0.7	
Australian National Maritime Museum	1.2	11.5	6.9	0.8	3.8	18.7	7.5	1.4	9.8	
Australian Office of Financial Management	6.4	7.3	5.2	1.7	0.4	6.8	4.6	2.0	0.2	
Australian Organ and Tissue Donation and Transplantation Authority		9.4	6.4	0.9	2.1	14.9	9.8	1.5	3.6	
Australian Pesticides and Veterinary Medicines Authority		12.0	t broken dot	t broken dot	t broken down	10.7	t broken dot	t broken do	Not broken down	
Australian Public Service Commission	9.6	11.3	8.2	2.8	0.4	9.9	8.4	1.2	0.3	
Australian Radiation Protection and Nuclear Safety Agency	10.2	11.5	9.4	2.1	0.1	10.3	8.0	2.1	0.2	
Australian Research Council	11.4	10.2	7.7	2.0	0.5	13.3	10.3	2.3	0.8	
Australian Securities and Investments Commission	9.1	10.1	7.9	1.3	0.9	11.4	9.3	1.7	0.4	
Australian Sports Anti-Doping Authority	6.4	7.7	5.0	1.8	1.0	9.6	7.9	1.6	0.2	
Australian Taxation Office	15.7	14.7	11.6	1.8	1.3	14.7	11.4	1.9	1.4	
Australian Trade Commission	5.0	6.9	5.4	1.4	0.2	8.6	6.7	1.5	0.4	
Australian Transaction Reports and Analysis Centre	6.9	12.9	10.3	2.3	0.4	10.6	8.4	2.0	0.2	
Australian Transport Safety Bureau		16.0	13.7	2.3	0.0	12.2	8.7	2.1	1.4	
Australian War Memorial	8.2	9.8	7.6	0.0	2.1	8.5	6.3	1.2	1.0	
Bureau of Meteorology	6.1	7.9	6.1	1.1	0.7	8.5	6.2	1.8	0.5	
Cancer Australia		4.7	t broken dot	t broken dot	t broken down	3.1	t broken dot	t broken do	Not broken down	
Centrelink	13.7	13.8	10.6	0.0	3.2					
Child Support Agency	12.3									
Comcare	13.4	10.4	7.9	0.0	2.5	13.1	10.0	1.6	1.5	
Commonwealth Grants Commission	6.4	6.7	3.9	1.9	0.9	12.2	5.6	2.2	4.4	
Commonwealth Superannuation Administration	12.6	14.9	10.6	0.9	3.3	14.1	11.5	0.7	1.9	
CrimTrac	16.2	11.1	8.6	1.5	1.0	13.7	9.2	1.7	2.8	
CRS Australia	8.4									
Defence Housing Australia	10.1	11.5	8.5	1.8	1.2	10.1	7.8	1.7	0.6	
Department of Agriculture, Fisheries and Forestry	13.1	14.3	10.4	1.7	2.2	15.4	10.8	1.8	2.8	
Department of Broadband, Communications and the Digital Economy		10.5	7.9	1.9	0.7	9.8	7.4	1.9	0.5	
Department of Climate Change and Energy Efficiency		3.9	3.4	0.4	0.2	13.1	10.7	1.6	0.8	

Agency	2009-10					2010-11				
	Absence/ Total	Absence/ Total	Absence/ Sick	Absence/ Carers	Absence/ Other	Absence/ Total	Absence/ Sick	Absence/ Carers	Absence/ Other	
Department of Communications, Information Technology and the Arts	9.1									
Department of Defence	10.4	10.9	8.4	1.6	0.9	11.2	8.7	1.7	0.8	
Department of Education, Employment and Workplace Relations		13.8	10.9	2.3	0.6	14.4	11.1	2.5	0.8	
Department of Education, Science and Training	11.9									
Department of Employment and Workplace Relations	9.6									
Department of Families, Housing, Community Services and Indigenous Affairs	11.3	13.4	10.3	2.0	1.1	14.1	10.7	2.7	0.8	
Department of Finance and Deregulation	9.8	10.7	7.8	2.1	0.8	12.1	8.4	2.2	1.6	
Department of Foreign Affairs and Trade	8.7	7.7	4.9	2.5	0.3	8.4	5.5	2.4	0.5	
Department of Health and Ageing	13.2	15.9	11.7	2.0	2.1	16.1	11.6	2.1	2.4	
Department of Human Services	3.9	12.3	9.6	1.5	1.2	14.4	t broken dot	t broken do	Not broken down	
Department of Immigration and Citizenship	12.2	13.1	9.3	1.1	2.8	12.1	8.7	2.8	0.6	
Department of Industry, Tourism and Resources	9.0									
Department of Infrastructure and Transport						13.4	9.4	2.4	1.6	
Department of Infrastructure, Transport, Regional Development and Local Government		12.6	9.1	2.5	1.0					
Department of Innovation, Industry, Science and Research		11.1	8.2	1.7	1.1	11.7	8.8	1.8	1.1	
Department of Regional Australia, Regional Development and Local Government						4.4	t broken dot	t broken do	Not broken down	
Department of Resources, Energy and Tourism		10.6	8.3	1.3	0.9	10.2	7.4	1.5	1.3	
Department of Sustainability, Environment, Water, Population and Communities						10.0	7.3	1.6	1.1	
Department of the Environment and Water Resources	7.5									
Department of the Environment, Water, Heritage and the Arts		9.1	7.0	1.4	0.7					
Department of the Prime Minister and Cabinet	6.8	7.1	5.6	1.1	0.3	10.6	7.4	1.4	1.7	
Department of the Treasury	6.4	9.5	7.2	1.5	0.8	9.8	7.1	1.7	1.0	
Department of Transport and Regional Services	10.8									
Department of Veterans' Affairs	16.4	14.6	10.2	0.0	4.4	14.8	10.9	1.8	2.2	
Equal Opportunity for Women in the Workplace Agency		10.0	t broken dot	t broken dot	t broken down	8.8	t broken dot	t broken do	Not broken down	
Fair Work Australia		10.7	7.3	1.8	1.6	12.0	8.2	1.5	2.2	
Family Court of Australia	13.0	14.0	9.8	2.3	1.9	11.6	8.4	2.0	1.2	
Federal Court of Australia	6.6	7.8	6.3	0.8	0.7	7.4	5.7	1.1	0.7	
Federal Magistrates Court of Australia	3.5	8.1	6.3	1.2	0.6	7.8	6.5	0.7	0.5	
Food Standards Australia New Zealand	6.2	6.7	6.7	0.0	0.0	8.5	t broken dot	t broken do	Not broken down	
Future Fund Management Agency		4.0	t broken dot	t broken dot	t broken down	3.2	t broken dot	t broken do	Not broken down	
Geoscience Australia	15.9	9.0	6.1	2.6	0.2	8.8	5.6	3.0	0.2	
Great Barrier Reef Marine Park Authority	3.6	6.7	t broken dot	t broken dot	t broken down	14.5	6.9	1.4	6.2	
Insolvency and Trustee Service Australia	9.9	11.4	9.2	1.5	0.7	11.3	8.4	1.6	1.2	
IP Australia	13.3	13.7	9.7	1.9	2.1	12.9	9.3	2.2	1.5	
Medicare Australia	12.2	14.4	11.1	1.8	1.5					
Migration Review Tribunal - Refugee Review Tribunal	10.5	14.6	12.1	1.9	0.6	14.1	12.7	1.1	0.3	
Murray-Darling Basin Authority		7.1	4.9	1.7	0.5	8.3	6.5	1.4	0.4	
National Archives of Australia	11.9	12.2	9.6	1.5	1.2	14.3	11.6	2.2	0.6	
National Blood Authority	8.1	8.7	4.8	1.5	2.4	9.7	7.5	1.7	0.5	
National Capital Authority	5.7	7.6	6.2	1.0	0.4	6.8	5.3	0.8	0.7	
National Film and Sound Archive		9.2	6.5	1.7	1.0	11.0	8.4	1.8	0.8	
National Health and Medical Research Council	11.5	10.8	t broken dot	t broken dot	t broken down	12.5	t broken dot	t broken do	Not broken down	
National Library of Australia	12.5	13.5	9.8	0.0	3.7	14.6	11.5	2.2	0.8	
National Museum of Australia	7.9	9.2	6.6	1.6	1.0	10.8	7.4	1.5	1.9	
National Native Title Tribunal	11.1	10.9	6.4	0.0	4.5	12.1	7.9	1.5	2.8	
National Offshore Petroleum Safety Authority	3.2	4.6	t broken dot	t broken dot	t broken down	8.2	6.2	1.5	0.5	
National Science and Technology Centre	7.7									
National Water Commission	8.0	7.6	5.3	1.9	0.4	6.7	5.6	0.9	0.2	
Office of National Assessments	5.2	8.8	4.7	1.8	2.3	7.9	4.6	2.3	1.0	
Office of Parliamentary Counsel	7.9	6.6	5.4	1.0	0.2	8.4	7.0	1.0	0.4	
Office of the Australian Building and Construction Commissioner	5.9	13.1	7.9	2.4	2.8	14.0	8.0	2.9	3.2	
Office of the Australian Information Commissioner						9.9	8.0	1.4	0.4	

Agency	2009-10					2010-11				
	Absence/ Total	Absence/ Total	Absence/ Sick	Absence/ Carers	Absence/ Other	Absence/ Total	Absence/ Sick	Absence/ Carers	Absence/ Other	
Office of the Commonwealth Director of Public Prosecutions	9.1	13.0	10.0	1.8	1.2	14.7	10.2	2.4	2.1	
Office of the Commonwealth Ombudsman	10.8	12.0	Not broken down	Not broken down	Not broken down	13.9	9.5	1.1	3.3	
Office of the Fair Work Ombudsman		8.6	7.0	1.2	0.3	11.9	9.7	1.8	0.4	
Office of the Privacy Commissioner	6.8	10.0	4.8	1.2	4.1					
Office of the Renewable Energy Regulator		8.5	8.1	0.4	0.0	11.7	8.4	2.2	1.1	
Old Parliament House		7.3	6.9	0.0	0.4	11.1	9.6	1.2	0.3	
Productivity Commission	8.3	6.9	5.0	1.6	0.4	7.5	6.0	1.3	0.2	
Professional Services Review		20.9	16.6	0.5	3.8	27.3	14.0	1.7	11.5	
Royal Australian Mint	13.0	14.7	Not broken down	Not broken down	Not broken down	12.9	9.0	2.4	1.5	
Safe Work Australia		12.6	Not broken down	Not broken down	Not broken down	11.0	7.5	2.7	0.9	
Screen Australia		5.6	2.5	0.7	2.4	8.0	5.8	0.8	1.4	
Social Security Appeals Tribunal	16.8	14.0	11.7	1.5	0.8	9.8	7.7	0.9	1.1	
Torres Strait Regional Authority	7.1	10.1	6.7	1.8	1.6	10.4	6.0	2.1	2.3	
Workplace Authority	8.9									
Workplace Ombudsman	9.0									

****NOTES:** Data is reported on an as received basis. Only agencies with 20+ APS employees at the time of reporting are included. Where possible, agencies have been lined up with their predecessors to accommodate machinery of government changes. Where absence rates have been calculated using the FTE measure in an agency where some employees are part-time, but caution should be exercised in comparing between agencies. Total absence includes sick leave, carer's leave, compensation leave, miscellaneous leave and unauthorised absence. Other absence includes compensation leave, miscellaneous leave and unauthorised absence. 'Not broken down' represents agencies' advice that their human resource system does not allow the aggregation of absence data.