

DEWR at a Glance 25/26 YTD

PURPOSE

The Department of Employment and Workplace Relations supports people in Australia to have safe, secure and well-paid work with the skills for a sustainable future. (Page 8, 2025-26 Corporate Plan)

Outcome 1: Foster a productive and competitive labour market through policies and programs that assist job seekers into work, including secure work, and meet employer and industry needs.

Outcome 2: Promote growth in economic productivity and social wellbeing through access to quality skills and training.

Outcome 3: Facilitate jobs growth, including secure work, through policies and programs that promote fair, productive and safe workplaces.

PEOPLE PROFILE – 31 July 25

Source: SAP for APS, SES data locally maintained spreadsheet - SES unit. Data excludes Secretary, inactive, casuals, POH, committee and board members and locally engaged staff

Headcount (APS employees only)

- 4,462 people
- 4,263 ongoing (96%) / 199 non-ongoing (4%) decrease of 76 non-ongoing roles in the past 12 months
- 3,857 full-time (86%) / 605 part-time (14%)

Senior Executive Service (SES)

Includes positions active in the agency structure, whether filled by a substantive or acting employee, ongoing or non-ongoing.

- 120 (positions)
 - Band 1: 94 (positions)
 - Band 2: 22 (positions)
 - Band 3: 4 (positions)

Full-time Equivalent (FTE less LWOP>90 days)

- 4,228.4 FTE
- 4,050.6 ongoing (95.8%) / 177.8 non-ongoing (4.2%)
- 3,797.0 full-time (89.8%) / 431.4 part-time (10.2%)

Full-time Equivalent (FTE) - Distribution across Groups

- Executive Group: 28.0 (0.7%)
- Employment and Workforce: 1,480.9 (35.0%)
- Skills and Training (incl. USI): 801.0 (18.9%)
- Jobs and Skills Australia: 194.4 (4.6%)
- Workplace Relations: 453.0 (10.7%)
- Corporate and Enabling Services: 1,271.3 (30.1%)
 - Corporate Services: 401.3 (9.5%)
 - Corporate IT (TSD and DSD): 870.0 (20.6%)

Minister for Employment and Workplace Relations, The
Hon Amanda Rishworth MP

FINANCES

Department finances 2025-26 (as at 2025-26 PBS)

- \$776.9 million (2025-26), \$818.3 million (2024-25) in departmental operating appropriations (to run the department and to manage programs, Table 3.1, PBS)
- \$73.5 million (2025-26), \$138.7 million (2024-25) in departmental own source income (rental income, resources received free of charge, rendering of services, Table 3.1, PBS)
- \$940.5 million (2025-26), \$1,050.6 million (2024-25) in departmental expenses (Table 3.1, PBS)

CASUALS/NON-APS (EXTERNAL)

Source: SAP for APS, SAP via Procurement and Grants Policy & Non-ICT contractor team for Non-APS data

Casual workforce by Group (Total 1)

Casual staff engaged for irregular or intermittent duties

- Workplace Relations: 1 (Lawyer)

Non-APS (external) (Total 883)

As defined in the Strategic Commissioning Framework

- 595 ICT Labour Hire (67.4%)
- 77 Non-ICT Labour Hire (8.7%)
- 211 Professional Contractors (23.9%)

PEOPLE MOVEMENTS YTD (as at 31 July 25)

Source: SAP, VRs – Workplace Relations and Safety team and Recruitment and SES team, eRecruit

- Commencements: 76 (2024-25 FY: 842)
- Separations: 71 (2024-25 FY: 684)
- Agency Exit rate: 11.6%
- Voluntary redundancies: 18 (incl. 2 incentive to retire) (2024-25 FY: 9 incl. 2 incentive to retire)
- Advertised employment opportunities: 64 (30 internal; 34 external) (2024-25 FY: 535)

CASE MANAGEMENT YTD (as at 31 July 25)

Source: Case management system – DAVIS, SOLV

- Harassment complaints: 7 (1 investigation, 6 informal) (2024-25 FY: 29 | 2 investigations, 27 informal)
- Sexual harassment: 0 informal resolution (2024-25 FY: 2 | 1 substantiated, 1 informal resolution)
- Accepted Comcare claims: 2 (2 psychological) (2024-25 FY: 12 | 3 incident, 9 psychological)

Minister for Skills and Training,
The Hon Andrew Giles MP

ASL

- ASL Estimate: 2025-26 – 4,084 (March 2025 PBS)
 - 2024-25 Estimated Actual (March 2025 PBS) – 4,167
 - 2024-25 Updated Estimate (Feb 2025 PAES) – 4,168
 - 2024-25 Estimate (May 2024 PBS) – 4,163

INVOICING

DEWR Departmental supplier payments

- Policy is to pay on time or pay interest
- 2024-25 financial year: 96.9% paid on time
- 23.1% of e-invoices were paid within 5 days
- 2023-24 financial year: 95.7% paid on time

REMOTE WORK

Source: FormsCentral – Remote working form – DEWR; remote working overseas is maintained manually by Workplace Relations and Safety team.

- 2,675 APS employees (60%) have an approved regular remote working arrangement. An average of 2.6 days per week.
- 175 (6.5%) employees work from home for all their working days.
- Approved flexible working arrangements are reviewed after 12 months (or shorter period, if agreed).

PEOPLE BY LOCATION – 31 July 25

Source: SAP, Remote working overseas is maintained by Workplace Relations and Safety team. Data excludes Secretary, inactive, casuals, POH, committee and board members and locally engaged staff.

Domestic locations: 4,459

- | | |
|----------------------------|---|
| Adelaide (412) | Katherine (2) |
| Bega (1) | Mackay (1) |
| Bendigo (41) | Maroochydore (1) |
| Brisbane (432) | Melbourne (343) |
| Broome (2) | Newcastle (46) |
| Bunbury (3) | Orange (3) |
| Bundaberg (1) | Perth (107) |
| Cairns (5) | Port Macquarie (1) |
| Canberra (2,691) | Rockhampton (11) |
| Coffs Harbour (1) | Sydney, CBD (192) |
| Darwin (20) | Sydney, Ryde (47) |
| Hobart (62) | Townsville (32) |
| Ipswich (1) | Wollongong (1) |
| International locations: 2 | International remote worker: 1 |
| Paris (1) | Italy, EL2, WR Group, position based in ACT |
| Geneva (1) | |

Domestic offices by State

- | | |
|-------------|-----------|
| ACT (2,691) | SA (412) |
| NSW (292) | TAS (62) |
| NT (22) | VIC (384) |
| QLD (484) | WA (112) |

Assistant Minister for Employment and Workplace
Relations, The Hon Patrick Gorman MP

PROGRAMS

Administered program expenditure 2025-26: \$4.8 billion (as at 2025-26 PBS)

- \$2.0 billion for Employment (Table 2.1.1 PBS)
 - \$2.1 billion for Skills and Training (Table 2.2.1 PBS)*
 - \$0.7 billion for Workplace Relations (Table 2.3.1 PBS)
- *EXCLUDES payments through Treasury to National Partnership

DIVERSITY

Source: SAP, WGEA 2023 Public Sector Gender Equality report. Data excludes Secretary, inactive, casuals, POH, committee and board members and locally engaged staff.

Diversity Profile

- First Nations: 2.6% (116 incl. 4 SES)
- People with disability: 5.6% (250 incl. 6 SES)
- CALD: 30.1% (1,345 incl. 26 SES)
 - Employees born overseas: 22.3% (993 incl. 20 SES)
 - First language not exclusively English: 24.1% (1,077 incl. 12 SES)
 - Born overseas and first language not English (NESB1): 9.0% (403 incl. 2 SES)
- Mature age (>55): 15.1% (673 incl. 20 SES)
- Female: 60.1% (2,681 incl. 89 SES)
- Male: 39.7% (1,771 incl. 47 SES)
- Indeterminate: 0.2% (10 incl. 0 SES)
- 2023 Gender pay gap:
 - average base salary: -0.3% (in favour of women)
 - median base salary: 0.0%

Diversity and Inclusion Employee Networks

- Culturally and Linguistically Diverse (CALD) Network
- Dis/Ability and Carers Network
- First Nations Network
- Gender Equity Network
- Neurodiversity Network
- Pride Network

ENTRY LEVEL PROGRAMS YTD (as at 31 July)

Source: ELP locally maintained spreadsheet

Digital Entry Level Programs

- 11 digital and data cadets: female 45% (5); male 55% (6)
- 1 digital traineeship participant (male)
- 7 Australian School Based Apprentices (gender split n/a)

Australian Government Apprenticeship Program

- 14 AGAP participants: female 72% (10); male 29% (4)

Indigenous Apprenticeships Program

- 1 Indigenous Apprenticeships Program (female)

2025 Graduates

- 43 graduates: female 51% (22); male 49% (21) (inclusive of 9 digital graduates)

2025 School Leavers

- 5 Aust Gov School Leavers: female 80% (4); male 20% (1)