

## HOME AFFAIRS PORTFOLIO

### PARLIAMENTARY INQUIRY WRITTEN QUESTION ON NOTICE

Finance and Public Administration References Committee  
Inquiry into the Current Capability of the Australian Public Service

**31 August 2021**

**QoN Number: 01**

**Subject: Home Affairs portfolio staff profile**

**Asked by:** Tim Ayres

**Question:**

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

- Department of Home Affairs
- Australian Criminal Intelligence Commission
- Australian Federal Police
- Australian Institute of Criminology
- Australian Transaction Reports and Analysis Centre
- Australian Security Intelligence Organisation
- Office of the Special Investigator

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.

**Answer:**

The Department of Home Affairs:

1. Department of Home Affairs' systems do not differentiate between contractors directly procured by the Department for labour and those procured through labour hire firms. Therefore, the total number of contractors is inclusive of these two components.

The table below provides headcount at 30 June 2021 and Average Staffing Levels (ASL) for the 2020-21 financial year for ongoing, non-ongoing and locally engaged employees at overseas posts. The table also includes the headcount of contractors at 30 June 2021.

Department of Home Affairs <sup>1</sup>		
Employment type	Headcount	ASL
Ongoing	13,164	12,560
Non-ongoing	614	368
Contractors/Labour Hire <sup>2</sup>	1,124	-
Locally Engaged Overseas Posts <sup>3</sup>	815	850
<b>Total</b>	<b>15,717</b>	<b>13,778</b>

<sup>1</sup> The Department of Home Affairs reports headcount and ASL data on a monthly basis.

<sup>2</sup> Department of Home Affairs' systems do not report a Full Time Equivalent (FTE) figure for contractors. Some contractors are only engaged for a few hours each month.

<sup>3</sup> Locally engaged employees are covered by individual employment contracts which are negotiated between the employee and the Department of Foreign Affairs and Trade on behalf of the Department of Home Affairs to ensure compliance with local labour laws and regulations. Conditions of service are specific to each post. The Department of Home Affairs does not track whether these employees are ongoing or non-ongoing. As such, these employees are reported as a separate category.

2. As at 30 June 2021, the contractor headcount of the Department was 1,124. Accordingly, the contractor headcount was approximately 7% of the total staffing headcount.

3. Department of Home Affairs' systems do not differentiate between contractors directly procured by the Department for labour and those procured through labour hire firms. The total value of contractor and labour hire contracts entered into between 1 January 2021 and 30 June 2021 equated to \$27,246,913.

## Australian Criminal Intelligence Commission:

1.

Australian Criminal Intelligence Commission			
Employment type	Headcount	ASL <sup>2</sup>	FTE <sup>3</sup>
Ongoing	724	687.12	
Non-ongoing	19	14.77	
Labour hire	78		75
Other contractors <sup>1</sup>	207		110
<b>Total</b>	<b>1,028</b>	<b>701.89</b>	<b>185</b>

<sup>1</sup> An estimate has been provided for 'other contractors' as the number of FTE related to service contracts varies depending on services undertaken in a given time period.

<sup>2</sup> ASL data is provided for the 2020-21 financial year.

<sup>3</sup> FTE data is at 30 June 2021.

2. The total percentage of staff engaged through labour hire arrangements as a percentage of total agency headcount was approximately 8%.

3. The total value of labour hire contracts entered into between 1 January 2021 and 30 June equated to \$657,418.

## Australian Federal Police:

1.

Australian Federal Police		
Employment type	Headcount	FTE <sup>1</sup>
Ongoing	6,973	6,697
Non-ongoing	205	118
Labour hire <sup>2 3</sup>	195	164
Other contractors <sup>2</sup>	4	3
<b>Total</b>	<b>7,377</b>	<b>6,982</b>

<sup>1</sup> The AFP is not part of the Australian Public Service and therefore has provided FTE data at 30 June 2021 in place of ASL.

<sup>2</sup> These figures do not include service agreements eg security guards and mailroom/property staff, secondees, special members, overseas LES and consultants.

<sup>3</sup> Labour hire contracts are defined as: one person where the approach to market was for a particular skills set and the evaluation is of a person rather than a service capability.

2. The total percentage of staff engaged through labour hire arrangements as a percentage of total agency headcount was approximately 3%.

3. The total value of labour hire contracts entered into between 1 January 2021 and 30 June equated to \$14,821,031.

Australian Institute of Criminology:

1.

Australian Institute of Criminology			
Employment type	Headcount	ASL <sup>1</sup>	FTE
Ongoing	16	15	
Non-ongoing	9	7.41	
Labour hire	-		-
Other contractors	-		-
<b>Total</b>	<b>25</b>	<b>22.41</b>	<b>-</b>

<sup>1</sup> ASL data is provided for the 2020-21 financial year.

2. There were no staff engaged through labour hire arrangements.

3. The total value of labour hire contracts entered into between 1 January 2021 and 30 June was nil.

Australian Transaction Reports and Analysis Centre:

1.

Australian Transaction Reports and Analysis Centre			
Employment type	Headcount	ASL <sup>4</sup>	FTE
Ongoing	418	387	
Non-ongoing <sup>1</sup>	15	-	
Labour hire <sup>2</sup>	77		-
Other contractors <sup>3</sup>	33		-
Other <sup>5</sup>	39		
<b>Total</b>	<b>582</b>	<b>387</b>	<b>-</b>

<sup>1</sup> AUSTRAC calculates ASL based on the total of non-ongoing and ongoing FTE, and does not separate the ASL by ongoing/non-ongoing status.

<sup>2</sup> AUSTRAC does not currently capture or report on FTE for labour hire staff.

<sup>3</sup> AUSTRAC does not currently capture or report on FTE for other contractors.

<sup>4</sup> ASL data is provided for the 2020-21 financial year.

<sup>5</sup> AUSTRAC calculates APS and private sector secondments and APS casuals separately. These have been included as a separate line to provide accurate reporting.

2. The total percentage of staff engaged through labour hire arrangements as a percentage of total agency headcount was approximately 13%.

3. The total value of labour hire contracts entered into between 1 January 2021 and 30 June equated to \$8,531,217.

Australian Security Intelligence Organisation:

1.

Australian Security Intelligence Organisation			
Employment type	Headcount	ASL <sup>1</sup>	FTE
Ongoing	1,921	1,842	
Non-ongoing	19	16	
Labour hire	1		1
Other contractors	68		-
<b>Total</b>	<b>2,009</b>	<b>1,858</b>	<b>1</b>

<sup>1</sup> ASL data is provided for the 2020-21 financial year.

2. The total percentage of staff engaged through labour hire arrangements as a percentage of total agency headcount was less than 1%.

3. The total value of labour hire contracts entered into between 1 January 2021 and 30 June equated to \$341,449.

Office of the Special Investigator:

1.

Office of the Special Investigator			
Employment type	Headcount <sup>1</sup>	ASL <sup>3</sup>	FTE <sup>4</sup>
Ongoing	1	1	
Non-ongoing	1	1	
Labour hire <sup>2</sup>	1		1
Other contractors	-		-
<b>Total</b>	<b>3</b>	<b>2</b>	<b>1</b>

<sup>1</sup> The OSI has an additional 49 secondees from state police services and various commonwealth agencies.

<sup>2</sup> The labour hire represents the Special Investigator (an appointee) who has been hired through a contract.

<sup>3</sup> ASL data is provided for the 2020-21 financial year.

<sup>4</sup> FTE data is at 30 June 2021.

2. The total percentage of staff engaged through labour hire arrangements as a percentage of total agency headcount was approximately 33%.

3. The total value of labour hire contracts entered into between 1 January 2021 and 30 June equated to \$229,167.