

ANSWERS TO QUESTIONS ON NOTICE

Treasury Portfolio

Inquiry into the current capability of the Australian Public Service (APS)

Division: People and Organisational Strategy Branch
Topic: Treasury portfolio staffing
Reference: Written (31 August 2021)
Senator: Tim Ayres

Question:

For the following agencies, please provide answers to the three questions below.

- Treasury
- Office of the Australian Accounting Standards Board
- Office of the Auditing and Assurance Standards Board
- Australian Securities and Investments Commission
- Australian Prudential Regulation Authority
- Royal Australian Mint
- Commonwealth Grants Commission
- Australian Bureau of Statistics
- Australian Competition and Consumer Commission
- Australian Taxation Office
- Productivity Commission
- Inspector-General of Taxation
- Australian Office of Financial Management
- National Housing Finance and Investment Corporation
- Financial Adviser Standards and Ethics Authority
- National Competition Council

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:1a-b. As at **1 July 2021**

Department/Agency	Ongoing APS		Non-ongoing APS	
	Headcount	ASL	Headcount	ASL
Treasury	1,231	N/A ¹	60	N/A ¹
Australian Bureau of Statistics	2314	2,192	950 ²	879 ²
Australian Competition and Consumer Commission & NCC	1190	N/A ³	82	N/A ³
Australian Office of Financial Management	42	41.09	5	4.69
Australian Prudential Regulation Authority ⁴	0	0	0	0
Australian Securities and Investments Commission	1,863 ⁵	N/A ⁶	224	N/A ⁶
Australian Taxation Office	18,062	16,572.62	912	672.96
Commonwealth Grants Commission	25	24.55	4	3.01
Inspector-General of Taxation Ombudsman	27	26.80 (FTE)	1	1
Australian Accounting Standards Board ⁴	0	0	0	0
Auditing and Assurance Standards Board ⁴	0	0	0	0
Productivity Commission	143	135.71	14	11.93
Royal Australian Mint	180	170.25	60	52.95
Financial Adviser Standards and Ethics Authority	0	0	0	0
National Housing Finance and Investment Corporation ⁴	0	0	0	0

¹Total ASL for Treasury at 1 July 2021 was 1,097.2. A breakdown of ASL by ongoing and non-ongoing is not available.

²ABS engage a significant non-ongoing workforce to assist with processing the Australian Population Census.

³A breakdown of ASL to ongoing and non-ongoing is not available.

⁴Entity does not engage staff under the PS Act. APRA engages staff under the *Australian Prudential Regulation Authority Act 1998*.

⁵ASIC does not employ any ongoing or non-ongoing APS employees since leaving the APS on 1 June 2019. The headcount figures represent the number of employees employed under the ASIC Act on both a permanent and temporary basis. ASIC engages staff under the *Australian Securities and Investments Commission Act 2001* (ASIC Act).

⁶ASIC does not calculate Average Staffing Level since leaving the APS on 1 June 2019. Permanent and Temporary headcount figures have been provided.

1c-d. As at 1 July 2021

Department/Agency	Labour hire staff		Other contractors	
	Headcount	FTE	Headcount	FTE
Treasury	118 ¹	N/A ²	N/A ²	N/A ²
Australian Bureau of Statistics	30	N/A	28	N/A
Australian Competition and Consumer Commission & NCC	358 ³	N/A ⁴	N/A ⁴	N/A ⁴
Australian Office of Financial Management	0	0	0	0
Australian Prudential Regulation Authority	63 ⁵	61	4	4
Australian Securities and Investments Commission	47	45.81	N/A ⁶	N/A ⁶
Australian Taxation Office	661	N/A ⁷	N/A ⁸	N/A ⁸
Commonwealth Grants Commission	3	3	0	0
Inspector-General of Taxation Ombudsman	0	0	0	0
Australian Accounting Standards Board	0	0	3	1.5
Auditing and Assurance Standards Board	0	0	0	0
Productivity Commission	9	7	0	0
Royal Australian Mint	5	5	9	9
Financial Adviser Standards and Ethics Authority	1	0.6	10	9.6
National Housing Finance and Investment Corporation	1	1	4	2.9

¹Estimated headcount was extracted from a new system; the data in the new system is currently undergoing quality assurance.

²Labour hire and other contractors are not differentiated in Treasury's HR information system, nor is a breakdown available to FTE.

³These figures, drawn from the ACCC's personnel system, include a broad range of arrangements from labour hire staff to employees of external firms providing services to the ACCC such as our IT services and includes individuals not necessarily working full time or on a continuous basis. It is not possible to break these numbers down without further analysis.

⁴A breakdown of FTE and Other contractor arrangements is not available.

⁵Note, the number of staff engaged through labour hire firms is higher than usual due to the delivery of the APRA Connect program.

⁶The above labour hire headcount and FTE numbers are for resources hired from external agencies as contractors and no other type of contractors were hired.

⁷A breakdown of Labour hire to FTE is not available.

⁸Headcount and FTE is unavailable for Other contractors as it relates to functions where the ATO makes use of outsourcing. Outsourcing is normally done on an 'outcome' basis and therefore is not quantified as a headcount or FTE.

2. The percentage of staff engaged through labour hire arrangements as a percentage of total agency headcount is:

Department/Agency	
Treasury	9% ¹
Australian Bureau of Statistics	0.9%
Australian Competition and Consumer Commission National Completion Council	N/A ²
Australian Office of Financial Management	0%
Australian Prudential Regulation Authority	7.5%
Australian Securities and Investments Commission	2.2%
Australian Taxation Office	2.4%
Commonwealth Grants Commission	12.5%
Inspector-General of Taxation Ombudsman	0%
Australian Accounting Standards Board	0%
Auditing and Assurance Standards Board	0%
Productivity Commission	5.4%
Royal Australian Mint	5.5%
Financial Adviser Standards and Ethics Authority	6%
National Housing Finance and Investment Corporation	2.4%

¹The percentage of staff engaged through labour hire arrangements as a percentage of total agency headcount is estimated at 9 per cent. The Treasury utilises labour hire and contractors from time to time for temporary work. This has included engaging around 40 of the estimated 118 labour hire and contractors to assist with foreign investment. On 1 January 2021, implementation commenced of the most significant reforms to Australia's foreign investment framework since the Act was introduced in 1975. At the same time, the temporary zero-dollar threshold also ceased. The transition to these reforms and the management of increased caseload linked to the zero-dollar threshold has been supported by the use of temporary resources.

²As noted above, the figures have been drawn from the Australian Competition and Consumer Commission (ACCC's) payroll system which has limited functionality. They include labour hire and external contractors who have been engaged to provide services to the ACCC such as IT. The figures also include individuals that do not work full time or on a continuous basis. It is not possible to break these numbers down and provide meaningful percentages without further analysis.

3. The total value of labour hire contracts entered into from **1 January 2021 - 30 June 2021**:

Department/Agency	\$ (ex. GST)
Treasury	N/A ¹
Australian Bureau of Statistics	\$912,473
Australian Competition and Consumer Commission National Competition Council	N/A ¹
Australian Office of Financial Management	\$0
Australian Prudential Regulation Authority	\$3,251,051
Australian Securities and Investments Commission	\$5,167,664
Australian Taxation Office	\$44,738,105
Commonwealth Grants Commission	\$671,988
Inspector-General of Taxation Ombudsman	\$0
Australian Accounting Standards Board	\$0
Auditing and Assurance Standards Board	\$0
Productivity Commission	\$334,118
Royal Australian Mint	\$1,041,045
Financial Adviser Standards and Ethics Authority	\$27,773
National Housing Finance and Investment Corporation	\$19,167

¹Details of all contracts valued at \$10,000 (GST inc) and above are reported on AusTender, available at www.tenders.gov.au