

**Finance and Public Administration**  
Answers to questions on notice  
**Agriculture, Water and the Environment Portfolio**

**Inquiry:** Inquiry into the current capability of the Australian Public Service  
**Question No:** IQ21-000085  
**Division/Agency:** People Division – Whole of Portfolio  
**Topic:** Staffing  
**Question Date:** 24 August 2021  
**Question Type:** Written

**The Senate Finance and Public Administration References Committee asked:**

The committee is seeking information relating to the following entities within the Agriculture, Water and Environment portfolio:

- Bureau of Meteorology
- Department of Agriculture, Water and the Environment
- Murray-Darling Basin Authority
- Great Barrier Reef Marine Park Authority
- Australian Fisheries Management Authority
- Australian Pesticides and Veterinary Medicines Authority
- Director of National Parks
- Grains Research and Development Corporation
- Sydney Harbour Federation Trust
- Regional Investment Corporation
- Wine Australia
- Rural Industries Research and Development Corporation
- Fisheries Research and Development Corporation
- Cotton Research and Development Corporation

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 Agriculture, Water and the Environment have a full data set as at 31 July 2021 for headcounts. Prior to this, the number of contractors was established through a coordination activity for each senate estimates hearing. Therefore, the department does not have contractor data as at 1 July 2021. The department can't separate contractors hired through labour hire firms and independent contractors. The department has asked portfolio agencies to provide data consistent with this date.

## *Bureau of Meteorology*

	Question	Answer
1	The staffing profile for the Bureau as at 31 July 2021, broken down into:	
	a) APS ongoing employees: headcount and Average Staffing Level (ASL)	Headcount = 1408 ASL = 1309.6
	b) APS non-ongoing employees: headcount and ASL	Headcount = 231 ASL = 197.5
	c) Labour hire staff; headcount and Full-Time Equivalent (FTE); and <b>Note:</b> Contractors do not have an FTE.	Headcount = 392 FTE = Not applicable
	d) Other contractors; headcount and FTE. <b>Note:</b> The Bureau's human resource information systems are not configured to distinguish between contractors procured through labour hire firms and other contractors and vendors.	Not applicable
2	The percentage of staff engaged through labour hire arrangements as a percentage of total agency headcount	19.1%
3	The total value of labour hire contracts entered into between 1 January 2021 and 30 June 2021 (in \$ inclusive of GST)	\$36,177,976.66 (incl GST).

**Department of Agriculture, Water and the Environment**

	Question	Answer
1	The staffing profile for the agency as at 31 July 2021, broken down into:	
	a) APS ongoing employees: headcount and Average Staffing Level (ASL)	Headcount = 6,049 <sup>1</sup> ASL = 5509.9
	b) APS non-ongoing employees: headcount and ASL	Headcount = 536 ASL = 409.8
	c) Labour hire staff; headcount and Full-Time Equivalent (FTE); and <b>Note:</b> Contractors do not have an FTE.	Headcount = 1,583 FTE: not applicable
	d) Other contractors; headcount and FTE. <b>Note:</b> The department's human resource information systems are not configured to distinguish between contractors procured through labour hire firms and other contractors and vendors.	Not applicable
2	The percentage of staff engaged through labour hire arrangements as a percentage of total agency headcount	19.4%
3	The total value of labour hire contracts entered into between 1 January 2021 and 31 July 2021 (in \$ inclusive of GST)	\$195,674,561.46 <sup>2</sup>

<sup>1</sup>Headcount figure exclude the Secretary

<sup>2</sup> This data is sourced from AusTender which captures contracts and variations valued at \$10,000 or more, including GST. Labour hire contracts are listed under the category of temporary personnel on AusTender and include the supplier and contract value. This figure is total contract value but not spent, difference if any would be very minimal.

**Murray-Darling Basin Authority**

	Question	Answer
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)	Headcount: 266 ASL: 243.27
	b) APS non-ongoing employees: headcount and ASL	Headcount: 34 ASL: 29.25
	c) Labour hire staff; headcount and Full-Time Equivalent (FTE); and	Headcount: 55 FTE: N/a
	d) Other contractors; headcount and FTE.	MDBA does not capture this information. Other contracts are fixed fee for specific deliverables rather than time based contracts.
2	The percentage of staff engaged through labour hire arrangements as a percentage of total agency headcount	15%
3	The total value of labour hire contracts entered into between 1 January 2021 and 30 June 2021 (in \$ inclusive of GST)	\$4,287,872 Note that some of the contracts entered into during this period are multi year contracts

\*Data was available as at 1 July 2021

**Great Barrier Reef Marine Park Authority**

	Question	Answer
1	The staffing profile for the agency as at 31 July 2021, broken down into:	
	a) APS ongoing employees: headcount and Average Staffing Level (ASL)	Headcount - 214 ASL – 199.33
	b) APS non-ongoing employees: headcount and ASL	Headcount - 37 ASL – 29.37
	c) Labour hire staff; headcount and Full-Time Equivalent (FTE); and	Headcount - 7 FTE – 6.4
	d) Other contractors; headcount and FTE.	Headcount - 0 FTE - 0
2	The percentage of staff engaged through labour hire arrangements as a percentage of total agency headcount	2.7%
3	The total value of labour hire contracts entered into between 1 January 2021 and 30 June 2021 (in \$ inclusive of GST)	\$1,252,290.04

**Australian Fisheries Management Authority**

	Question	Answer
1	The staffing profile for the agency as at 31 July 2021, broken down into:	
	a) APS ongoing employees: headcount and Average Staffing Level (ASL)	Headcount: 128 ASL: 137.55
	b) APS non-ongoing employees: headcount and ASL	Headcount: 31 ASL: 7.57
	c) Labour hire staff; headcount and Full-Time Equivalent (FTE); and	Headcount: 13 FTE: 9
	d) Other contractors; headcount and FTE.	Headcount: 4 FTE: 2.5
2	The percentage of staff engaged through labour hire arrangements as a percentage of total agency headcount	8.18%
3	The total value of labour hire contracts entered into between 1 January 2021 and 30 June 2021 (in \$ inclusive of GST)	\$411,862

**Australian Pesticides and Veterinary Medicines Authority**

	Question	Answer
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)	Headcount - 161 ASL - 154.4
	b) APS non-ongoing employees: headcount and ASL	Headcount - 19 ASL - 18.9
	c) Labour hire staff; headcount and Full-Time Equivalent (FTE); and	Headcount - 0 FTE - 0
	d) Other contractors; headcount and FTE.	Headcount - 4 <sup>1</sup> FTE - 0
2	The percentage of staff engaged through labour hire arrangements as a percentage of total agency headcount	0%
3	The total value of labour hire contracts entered into between 1 January 2021 and 30 June 2021 (in \$ inclusive of GST)	\$ Nil

<sup>1</sup> This figure includes seconded lawyers

\* Data was available as at 1 July 2021.

**Director of National Parks**

	Question	Answer
1	The staffing profile for the agency as at 31 July 2021, broken down into:	
	a) APS ongoing employees: headcount and Average Staffing Level (ASL)	Headcount = 266 <sup>1</sup> ASL = 240.5
	b) APS non-ongoing employees: headcount and ASL	Headcount = 218 ASL = 63.6
	c) Labour hire staff  <b>Note:</b> Labour hire staff do not have an FTE.	Headcount = 47
	d) Other contractors  <b>Note:</b> The agency's human resource information systems are not configured to distinguish between contractors procured through labour hire firms and other contractors and vendors.	N/A
2	The percentage of staff engaged through labour hire arrangements as a percentage of total agency headcount	8.9%
3	The total value of labour hire contracts entered into between 1 January 2021 and 31 July 2021 (in \$ inclusive of GST)	\$6,143,055.77

<sup>1</sup>Headcount figure exclude the Director of National Parks.

**Grains Research and Development Corporation**

	Question	Answer
1	The staffing profile for the agency as at 31 July 2021, broken down into:	
	a) APS ongoing employees <sup>1</sup> : headcount <sup>2</sup> and Average Staffing Level (ASL)	Headcount: 76 ASL: 79
	b) APS non-ongoing employees: headcount and ASL	Headcount: 0 ASL: 0
	c) Labour hire staff; headcount and Full-Time Equivalent (FTE); and	Headcount: 29 FTE: 28.73
	d) Other contractors; headcount and FTE.	Headcount: 5 FTE: 3.45
2	The percentage of staff engaged through labour hire arrangements as a percentage of total agency headcount	30.9% <sup>3</sup>
3	The total value of labour hire contracts entered into between 1 January 2021 and 30 June 2021 (in \$ inclusive of GST)	\$2,884,129.50

<sup>1</sup> GRDC does not employ staff under the Public Service Act.

<sup>2</sup>The headcount is of GRDC ongoing employees. They are not employed under the Public Service Act.

<sup>3</sup> Includes both labour hire staff and other contractors.

### **Sydney Harbour Federation Trust**

	<b>Question</b>	<b>Answer</b>
1	The staffing profile for the agency as at 31 July 2021, broken down into:	
	a) APS <sup>#</sup> ongoing employees: headcount and Average Staffing Level (ASL)  <i>The levels are, however, similar to APS classifications.</i>	Headcount = 41  ASL = 38.5
	b) APS <sup>#</sup> non-ongoing employees: headcount and ASL	Headcount = 23  ASL = 22.2
	c) Labour hire staff; headcount and Full-Time Equivalent (FTE); and	Headcount = 4  FTE = 3
	d) Other contractors; headcount and FTE.	Headcount = nil  FTE = nil
2	The percentage of staff engaged through labour hire arrangements as a percentage of total agency headcount	2.7 %
3	The total value of labour hire contracts entered into between  1 January 2021 and 30 June 2021 (in \$ inclusive of GST)	3 staff total of \$71,580.81

<sup>#</sup> Please note: Harbour Trust staff are not APS staff. Classification levels for Harbour Trust staff are those that are listed in the **Sydney Harbour Federation Trust's Enterprise Agreement**.

**Regional Investment Corporation**

	<b>Question</b>	<b>Answer</b>
1	The staffing profile for the agency as at 31 July 2021, broken down into:	
	a) APS ongoing employees: headcount and Average Staffing Level (ASL)	Headcount 55 ASL 56.4
	b) APS non-ongoing employees: headcount and ASL	Headcount 26 ASL 8.1
	c) Labour hire staff; headcount and Full-Time Equivalent (FTE); and	Headcount 14 FTE 13.5
	d) Other contractors; headcount and FTE.	Headcount 2 FTE 1.4
2	The percentage of staff engaged through labour hire arrangements as a percentage of total agency headcount	14%
3	The total value of labour hire contracts entered into between 1 January 2021 and 30 June 2021 (in \$ inclusive of GST)	\$2,470,624.28

*-The RIC is a non-APS agency but has reported staffing arrangements against items 1 and 2, on the basis that DAWE have confirmed the RIC is within the scope of this request and should report its ongoing and non-ongoing staffing.*

*-The value of labour hire contractors represents amounts paid in the relevant period, and not amounts committed within contracts/agreements during the relevant period.*

## Wine Australia

	Question	Answer
1	The staffing profile for the agency as at 31 July 2021, broken down into:	
	a) APS ongoing employees: headcount and Average Staffing Level (ASL)	Headcount: 28 FTE: 25.14
	b) APS non-ongoing employees: headcount and ASL	Headcount: 30 FTE: 26.91
	c) Labour hire staff; headcount and Full-Time Equivalent (FTE); and	Headcount: 1 FTE: 1
	d) Other contractors; headcount and FTE.	Headcount: 2 FTE: 2
2	The percentage of staff engaged through labour hire arrangements as a percentage of total agency headcount	1.7%
3	The total value of labour hire contracts entered into (i.e. invoices paid) between 1 January 2021 and 30 June 2021 (in \$ inclusive of GST)	\$6,560

**Rural Industries Research and Development Corporation**

	Question	Answer
1	The staffing profile for the agency as at 31 July 2021, broken down into:	
	a) APS ongoing employees: headcount and Average Staffing Level (ASL)*	Headcount: 21 ASL: 18.9
	b) APS non-ongoing employees: headcount and ASL*	Headcount: 1 ASL:1
	c) Labour hire staff; headcount and Full-Time Equivalent (FTE); and	Headcount: 27 FTE: 25.6
	d) Other contractors; headcount and FTE.	Nil
2	The percentage of staff engaged through labour hire arrangements as a percentage of total agency headcount	55%
3	The total value of labour hire contracts entered into between 1 January 2021 and 30 June 2021 (in \$ inclusive of GST)	\$1,450,065

*\* Staff employed under the ASL cap are not deemed to be APS employees as they are not employed under the Public Service Act. The ASL cap for AgriFutures was increased from 22 to 25 in the 2021-22 PBS. Recruitment is underway to utilise the increase in the ASL cap.*

**Fisheries Research and Development Corporation**

	Question	Answer
1	The staffing profile for the agency as at 31 July 2021, broken down into:	
	a) APS ongoing employees: headcount and Average Staffing Level (ASL)*	Headcount: 3 ASL: 3
	b) APS non-ongoing employees: headcount and ASL	Headcount: 17 ASL : 15.35
	c) Labour hire staff; headcount and Full-Time Equivalent (FTE); and	Headcount: 4 FTE: 2.4
	d) Other contractors; headcount and FTE.	Headcount: 1 FTE: 0.8
2	The percentage of staff engaged through labour hire arrangements as a percentage of total agency headcount	12%
3	The total value of labour hire contracts entered into between 1 January 2021 and 30 June 2021 (in \$ inclusive of GST)	\$204,539.47

*\*Noting that we do not have APS employees under the public service act. 2 employees had departed to 31 July and recruitment is underway to replace them. They are not included.*

**Cotton Research and Development Corporation**

	Question	Answer
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)	Headcount - 12 ASL – 11.43
	b) APS non-ongoing employees: headcount and ASL	Headcount – nil ASL- nil
	c) Labour hire staff; headcount and Full-Time Equivalent (FTE); and	Headcount - 1 FTE – 0.53
	d) Other contractors; headcount and FTE.	Headcount - 5 FTE – 1.61
2	The percentage of staff engaged through labour hire arrangements as a percentage of total agency headcount	Headcount 5.6% FTE 3.9%
3	The total value of labour hire contracts entered into between 1 January 2021 and 30 June 2021 (in \$ inclusive of GST)	\$ nil

*\*Data was available as at 1 July 2021*