

People management

Effectiveness in managing and developing employees

The design, development and delivery of key initiatives from the Bureau's People Framework were a priority focus in 2022–23.

Under its Leadership Development Plan, the Bureau has delivered a systematic approach to identifying, developing and retaining leadership capability through deploying the Senior Leader Talent Development Framework. Implementation of the Bureau's Integrated Leadership Capability Framework continues with the delivery of a new Bureau Way Manager Program, supporting early and mid-level managers to develop their leadership capabilities. The first edition of the Employee Perceptions Playback was delivered to the workforce, highlighting the variety of actions undertaken across the enterprise in response to cultural diagnostics.

Performance management and development also remains critical to the Bureau's strategic objectives. Participation rates for the miPDS performance development scheme continue to be high, with 96% of employees having an agreement in place at the end of June 2023.

The Bureau's participation rate in the 2023 Australian Public Service (APS) Census was 67%, which is a decrease from 75% in 2022 but above 61% in 2021. Staff continue to be highly engaged with the agency and feel they can 'suggest ideas to improve ways of doing things'. They are committed to the Bureau's goals and believe the work they do contributes to the strategic direction of the Bureau. Results also indicated an increased understanding of how 'customer centricity guides our strategy and operations'.

Strategy in Action workshops were held virtually in July and in-person in Melbourne in September, December, March and June for the Bureau's extended leadership cohort. The workshops continue to play an important role in building leadership capability and cohesion, shared learning and experiences, culture and momentum around implementation and delivery of the Bureau's Strategy 2022–2027.

The Bureau's employee turnover rate was 13.5% in 2022–23, compared to 14.1% in 2021–22. Attracting and retaining high-calibre science, technology, engineering and maths (STEM) graduates continued to be a priority and was achieved through the Australian Government's ICT entry level programs, the Graduate Meteorology Program, university forums, internships and work experience programs.

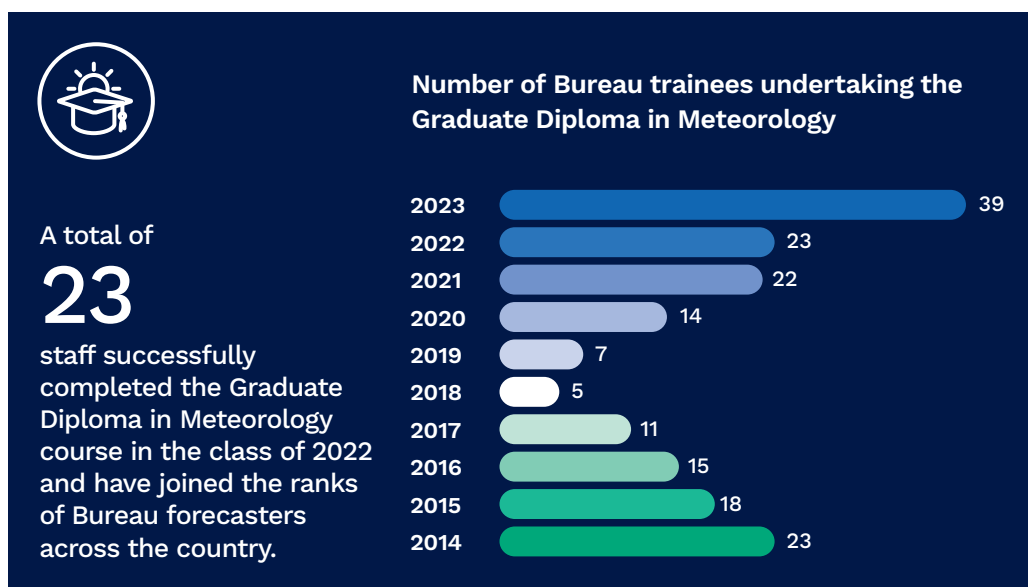
Employment	2021–22	2022–23	Difference
Number of staff employed	1,691	1,797	106
Total employee expenditure	\$201.356m	\$210.568m	\$9.212m
The diversity of our workforce			
Women (% of the total workforce)	36.7	37.1	0.4
People with a disability* (% of the total workforce)	2.5	2.4	-0.1

Employment	2021–22	2022–23	Difference
Aboriginal and Torres Strait Islander peoples (% of the total workforce)	1.3	1.2	-0.1
Staff with English as a second language (% of the total workforce)	15.7	15.8	0.1
Staff with English and another language (% of the total workforce)	9.0	9.2	0.2
Staff health and wellbeing			
Work health and safety incident reports	268	381	113
Number of Health and Safety Representatives	17	25	8
Training and education			
Staff undertaking support studies (% of the total workforce)	1.42	1.41	-0.01

* Note that disability is a voluntary disclosure. Some employees choose not to disclose disabilities.

Training and development

In 2022–23, the Bureau of Meteorology Training Centre continued to facilitate learning programs to support organisational capability, and licensing and compliance requirements. The Graduate Diploma in Meteorology course – the initial training program for meteorologists – saw 50 students commence the 2023 program (including 39 Bureau staff).



Continued development of online material provided all staff with greater access to training opportunities, particularly for those located in regional and remote locations, with staff undertaking more than 10,000 online courses. The expansion and refinement of internal learning offerings provided access to on-demand performance support tools and streamlined eLearning for security, safety, and ethics obligations. Supervisors and leaders were supported through blended learning offerings including the ‘management fundamentals’ series of facilitated learning, in-house leadership development programs, and individual 360 surveys, debriefs and coaching.

Specialist technical in-service training was also provided, with 207 meteorologist competencies awarded across fields such as fire weather, severe thunderstorms and aviation forecasting. In 2022–23, significant reviews of the fire weather and marine forecasting training packages were undertaken to re-align specialist qualifications with new ways of working implemented by recently concluded enterprise transformation programs such as the Public Services Transformation Program.



Graduate Diploma in Meteorology course trainees at the Bureau of Meteorology Training Centre in March

The Bureau’s Introduction to Meteorology course was delivered to 350 participants through facilitated courses run by Bureau meteorologist trainers, comprising 343 external customers and 7 internal stakeholders. To meet growing demand for weather intelligence that can aid critical decision-making, an on-demand online version of the course was launched in 2022–23 with 75 external customers and 367 internal stakeholders participating across the year. Training in meteorology and Bureau services remains highly valued by key partners, with 6 courses delivered to the National Emergency Management Agency and 8 courses delivered in partnership with the Australian Institute for Disaster Resilience.

In support of the Bureau’s Observing System Strategy, training was delivered to more than 332 staff on automatic weather station (AWS) operational support, AWS site inspection, remote stations observations and maintenance, aeronautical meteorological observations and dual polarisation radar maintenance.

Work health and safety (WHS)

The Bureau is committed to complying with the *Work Health and Safety Act 2011* by ensuring the health and safety of its staff through effective risk management and a positive safety culture with a focus on embedding health and safety practices in day-to-day operations and activities.

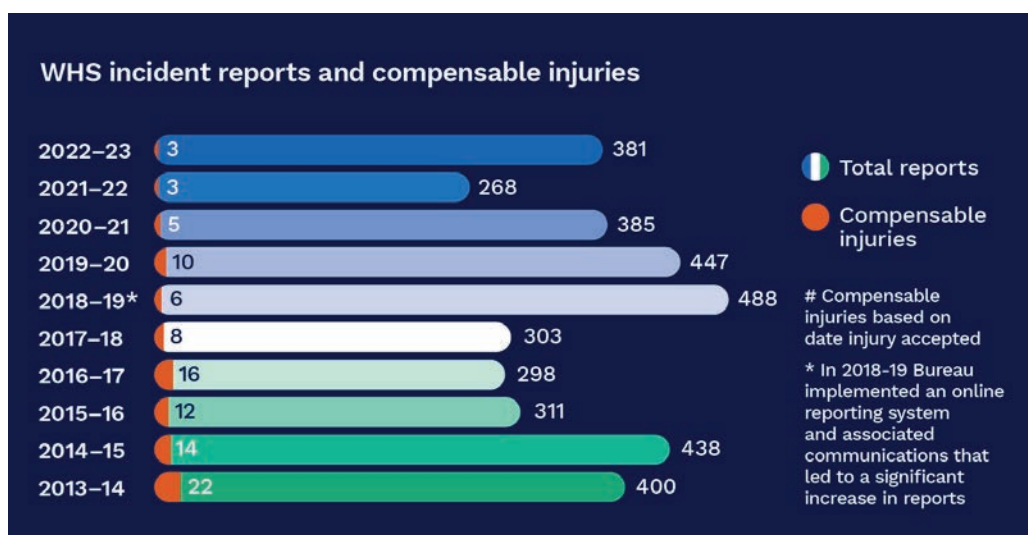
The COVID-19 pandemic remained an ongoing hazard and health issue throughout

2022–23, however the focus shifted from government-mandated public health measures, to ‘living with COVID-19’ and an emphasis on returning to the workplace. The Health Safety and Environment (HSE) team continued to provide health and safety advice to support COVID-safe work practices and updated the Bureau’s COVID-19 risk assessment. COVID-19 case reporting was maintained and the HSE team continue to coordinate a staff health monitoring response.

Highlights from 2022–23 included:

launch of the Safety Essentials campaign and delivery of 3 topics (hazard and incident reporting, emergency preparedness and ergonomics) to uplift safety culture and staff awareness of key health and safety risks and appropriate safety behaviours (see p.122)

- an Executive Team workshop on WHS legislation and due diligence obligations, with a specific focus on managing psychosocial hazards in the workplace
- alignment of the Health & Safety Leads with specific groups using a business partnering approach to develop greater engagement and effective WHS risk management
- organisational consultation on the risk assessment of psychosocial hazards within the Bureau (see p.121)
- nation-wide recruitment for health and safety representatives (HSRs) and deputies to fill multiple vacancies
- new and focused WHS reporting for groups to commence in 2023–24
- commencing a comprehensive update and expansion of the Bureau’s workplace health and safety management information system to enhance data capture and analysis for hazard and incident reporting and a range of WHS compliance related activities



Lead WHS indicators

- As at 30 June, 25 Health and Safety Representatives (HSRs) and 21 Deputy HSRs represented 27 work groups.
- Ongoing participation by the Senior Leadership Team has seen an average of 49 safety conversations recorded per month.
- Bureau Executive provided with bi-monthly comprehensive WHS briefs.

Lag WHS indicators

- Comcare was notified of one serious injury under section 36 of the *Work Health and Safety Act 2011* (Cth). No action from the regulator. Incident investigation completed with corrective actions implemented. Worker returned to pre-injury duties/hours.
- Hazard and incident reporting has increased, with 381 HSE hazard/incident reports lodged, compared with 268 in 2021–22.
- Proactive reporting of hazards and near miss incidents has remained steady at 76% of all reports recorded, compared to 78% in 2021–22.
- The timeliness of incident/hazard reporting was 4.3 days, compared to 3.1 days in 2021–22. The increase is due to 3 incidents reported in June, 5–7 months post-incident from Bureau workers on expedition to Antarctica. If not for these reports, the average days to report would be 3.0.
- The Bureau's annual lost time injury frequency rate (LTIFR) of 3.5 is fractionally above the Australian industry benchmark of 3.4 for Professional, Scientific and Technical Services (Safe Work Australia) LTIFR for 2021–22 was 2.0.
- Three workers' compensation claims were accepted for 2022–23 (0.177 claims per 100 staff).
- The Bureau had 2 lost-time workers' compensation claims.



On average

4.3 days

to register a work health safety (WHS) incident

Average number of days to register WHS incidents



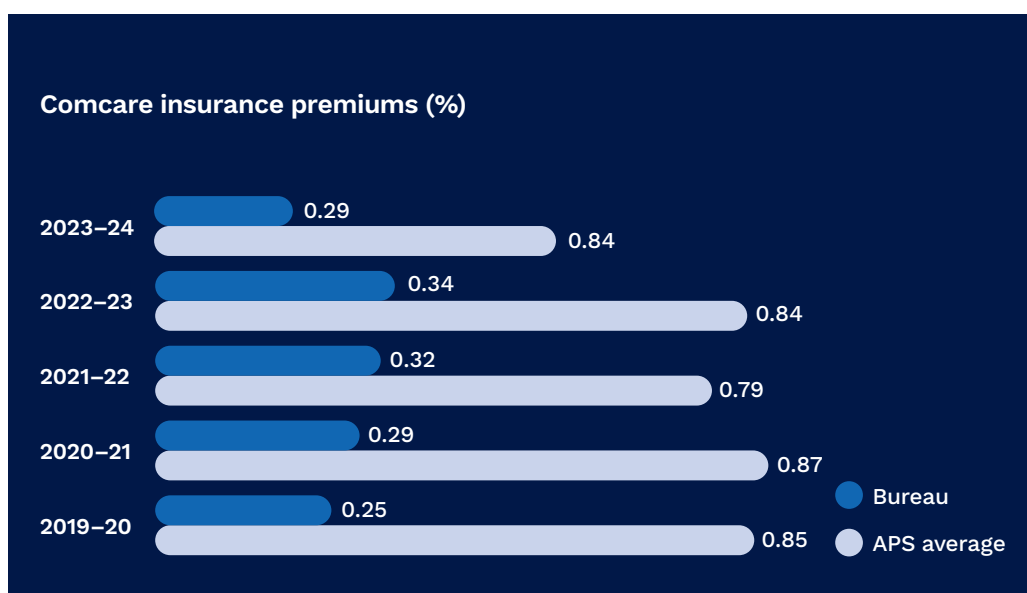
Consultation

The Bureau recognises that staff engagement and participation improve decision-making for health and safety matters, and help reduce work-related incidents, injuries and illness. The Bureau has formal health and safety consultative arrangements and circulates WHS procedures and risk assessments to staff for consultation prior to finalisation.

Rehabilitation and compensation

In 2022–23, 8 compensation claims were lodged with Comcare of which 3 were accepted. Of the accepted claims, one was related to muscular stress while lifting, carrying and putting down objects, one was related to a vehicle accident and one linked to work-related harassment and/or bullying. There were 2 claims with time loss and all staff returned to work. The Bureau achieved a return-to-work rate of 100%.

The Bureau's claim frequency rate continues to remain under the average rate for APS agencies. The Bureau's Comcare premium rate for 2022–23 of 0.34% was also below the overall scheme premium rate of 0.84%.



The Compensation and Rehabilitation Employee Services (CARES) team continued to see positive return to work outcomes for compensable claims through the engagement of effective rehabilitation providers, dedicated managers, CARES team support and the positive approach of injured staff. A proactive, early-intervention approach for injured or ill employees resulted in minimal lost time for non-compensable matters. This involved managers and supervisors establishing immediate supportive contact with employees who required further assistance. The CARES team worked with all parties to support the return-to-work process in a collaborative way.

The Bureau's Employee Assistance Program (EAP) utilisation rate for the 2022–23 period is 12.9%, which is 6.3% above industry average of 6.6%. The CARES team have been actively educating our staff on the services available to maintain awareness and increase use. The Bureau expects this trend to increase above industry average in the coming year.

Employment arrangements

As at 30 June, the Bureau had 1,583 ongoing and 213 non-ongoing staff employed under the *Public Service Act 1999*. These figures include 23 Senior Executive Service (SES) and equivalent staff but exclude the Head of Agency. With the exception of the SES and the Head of Agency, all staff are covered under the Bureau of Meteorology Enterprise Agreement (EA). The salary bands under the EA and non-salary benefits are outlined below. There were 82 staff with individual flexibility agreements pursuant to the EA, providing allowances and flexibility in working arrangements.

Non-salary benefits

Non-salary benefits for employees include:

- flexible working arrangements, such as flex time, executive-level time off in lieu, part-time and home-based work
- assistance to employees who are in, have left, or are preparing to leave situations which are affected by family and domestic violence
- provision for leave, including recreation leave, long service leave, personal/carer's leave, compassionate leave, war service, sick leave, pregnancy leave, maternity leave, adoption leave, supporting partner leave, study leave, employee-funded extra leave, ceremonial leave, defence leave, jury service leave, purchased leave and community leave (with and without pay)
- study assistance
- relocation support
- access to an employee assistance program
- access to the flexible remuneration packaging scheme
- provision of business-related equipment
- career guidance and development services.

Australian Public Service Act employment arrangements – Current report period (2022–23)

	SES	Non-SES	Total
Bureau of Meteorology Enterprise Agreement 2018	0	1,773	1,773
SES (and equivalent) Employment Contracts	23	0	23
Total	23	1,773	1,796

Note: Includes staff on leave without pay and excludes the Head of Agency.

Australian Public Service Act employment salary ranges by classification level (minimum/maximum) – Current report period (2022–23)

	Minimum salary \$	Maximum salary \$
SES 3	n/a	n/a
SES 2	258,564	288,557
SES 1	214,482	235,401
EL 2	125,428	193,459*
EL 1	103,085	116,115
APS 6	84,670	96,267
APS 5	76,783	83,683
APS 4	68,878	75,532
APS 3	61,449	71,917
APS 2	55,448	60,887
APS 1	28,813	53,438
Other	27,171^	59,442
Minimum/maximum range	27,171	288,557

* Includes Research Officers

^ Includes Graduate Cadet and Trainee staff

Australian Public Service Act employment performance pay by classification level – Current report period (2022–23)

No Bureau employees received performance pay during 2022–23.

Executive remuneration

The payment of salary and administration of conditions for the Head of Agency is derived from the relevant Remuneration Tribunal determination. The Bureau has an SES remuneration framework that applies to the SES (and equivalent) staff. At 30 June 2023 there were 23 common law contracts for SES (and equivalent) staff. These contracts also provided for non-salary benefits, such as business equipment (home computing facilities and mobile phone) and airline club membership. The Bureau has zero staff on Australian Workplace Agreements and is not subject to any determinations under subsection 24(3) of the Public Service Act.

Information about remuneration for key management personnel

The Bureau's key management personnel include the CEO as its Accountable Authority, and members of the Bureau Executive who report directly to the CEO. Remuneration information for key management personnel is provided below. Remuneration figures for Key Management Personnel, Senior Executives and other highly paid staff are comprised of base salary, other benefits and allowances, long service leave and superannuation contributions, and termination benefits where applicable. The figures include pro-rata amounts for personnel who were not employed at the Bureau for the full financial year.

Name	Position title	Short-term benefits			Post-employment benefits	Other long-term benefits			Termination benefits \$	Total remuneration \$
		Base salary \$	Bonuses \$	Other benefits and allowances \$		Long service leave \$	Other long-term benefits \$			
Andrew Johnson	CEO & Director of Meteorology	492,611	-	61	66,570	11,306	-	-	-	570,548
Vicki Woodburn	Group Executive Australian Climate Service	311,651	-	34,260	59,732	6,421	-	32,068	-	412,064
Gilbert Brunet	Group Executive Science and Innovation	311,765	-	33,288	48,330	4,923	-	-	-	398,306
Nichole Brinsmead	Chief Information and Technology Officer, Group Executive Data and Digital Group and ROBUST Program Director	313,625	-	74,390	54,805	5,351	-	-	-	448,171
Peter Stone	Group Executive Business Solutions	319,322	-	35,311	59,203	7,135	-	-	-	420,971
Piero Chessa	Group Executive Community Services	311,689	-	33,486	48,295	4,423	-	-	-	397,893
Paula Goodwin	Chief Operating Officer	317,147	-	31,013	48,226	7,135	-	-	-	403,521
Kirsten Garwood	Group Executive Public Service Transformation	103,311	-	12,033	16,138	2,322	-	-	-	133,804

Information about remuneration for senior executives

The average total remuneration of senior executives, excluding key management personnel, during the reporting period is provided below. The figures include pro-rata amounts for personnel who were not employed at the Bureau for the full financial year.

Total remuneration bands	Number of senior executives	Short-term benefits			Average other allowances \$	Post-employment benefits	Other long-term benefits		Termination benefits	Total remuneration
		Average base salary \$	Average bonuses \$	Average other benefits and allowances \$			Average superannuation contributions \$	Average long service leave \$		
\$0 – \$220,000	7	81,772	-	7,819	15,964	5,451	-	41,917	125,912	
\$220,001 – \$245,000	1	173,433	-	24,813	19,731	10,339	-	-	228,316	
\$245,001 – \$270,000	3	199,538	-	12,372	34,302	11,614	-	-	257,824	
\$270,001 – \$295,000	5	216,433	-	15,596	42,238	6,397	-	-	280,664	
\$295,001 – \$320,000	4	233,962	-	29,744	38,247	8,113	-	-	310,065	
\$320,001 – \$345,000	1	233,723	-	57,024	41,535	7,173	-	-	339,455	
\$345,001 – \$370,000	0	-	-	-	-	-	-	-	-	
\$370,001 – \$395,000	0	-	-	-	-	-	-	-	-	
\$395,001 – \$420,000	1	142,049	0	11,116	28,241	16,392	-	208,968	406,766	
\$420,001 – \$445,000	0	-	-	-	-	-	-	-	-	
\$445,001 – \$470,000	0	-	-	-	-	-	-	-	-	
\$470,001 – \$495,000	0	-	-	-	-	-	-	-	-	
\$495,001 – ...	0	-	-	-	-	-	-	-	-	

Information about remuneration for other highly paid staff

Remuneration of staff who are neither key management personnel nor senior executives, and whose total remuneration exceeds the threshold amount for the reporting period (\$240,000) is also provided below.

Total remuneration bands	Number of other highly paid staff	Short-term benefits			Post-employment benefits		Other long-term benefits		Termination benefits	Total remuneration
		Average base salary \$	Average bonuses \$	Average other benefits and allowances \$	Average superannuation contributions \$	Average long service leave \$	Average other long-term benefits \$	Average termination benefits \$	Average total remuneration \$	
\$240,000- \$245,000	1	139,357	0	64,913	33,963	5,211	0	0	243,445	
\$245,001- \$270,000	4	144,759	0	68,501	32,135	8,405	0	0	253,799	
\$270,001- \$295,000	3	156,751	0	78,828	37,379	4,228	0	0	277,187	
\$295,001- \$320,000	1	157,707	0	92,819	45,256	4,975	0	0	300,758	
\$320,001- \$345,000	0	233,962	-	29,744	38,247	8,113	-	-	310,065	
\$345,001- \$370,000	0	233,723	-	57,024	41,535	7,173	-	-	339,455	
\$370,001- \$395,000	0	-	-	-	-	-	-	-	-	
\$395,001- \$420,000	0	-	-	-	-	-	-	-	-	
\$420,001- \$445,000	0	-	-	-	-	-	-	-	-	
\$445,001- \$470,000	0	-	-	-	-	-	-	-	-	
\$470,001- \$495,000	0	-	-	-	-	-	-	-	-	
\$495,001-	0	-	-	-	-	-	-	-	-	
\$495,001 - ...	0	-	-	-	-	-	-	-	-	

Workforce profile (staffing statistics)

All statistics are as at 30 June 2023 unless otherwise stated.

External territories include Australian Antarctic Territory, Norfolk Island and Cocos Islands. Macquarie Island is included in Tasmania, Willis Island in Queensland and Lord Howe Island in New South Wales.

The Bureau did not collect data against all gender categories and has reported 'indeterminate' as 'uses a different term'.

All ongoing employees – Current report period (2022–23)

	Man/Male			Woman/Female			Non-binary			Prefers not to answer			Uses a different term			Total	
	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total		
NSW	63	5	68	22	8	30	0	0	0	0	0	0	0	0	0	0	98
Qld	139	6	145	73	10	83	0	0	0	0	0	0	0	0	0	0	228
SA	42	2	44	22	6	28	0	0	0	0	0	0	0	0	0	0	72
Tas	41	5	46	14	8	22	0	0	0	0	0	0	0	0	0	0	68
Vic	533	34	567	257	68	325	0	0	0	0	0	0	0	6	1	7	899
WA	50	5	55	20	8	28	0	0	0	0	0	0	0	0	0	0	83
ACT	40	4	44	47	5	52	0	0	0	0	0	0	0	0	1	1	97
NT	21	3	24	8	2	10	0	0	0	0	0	0	1	0	1	0	35
External Territories	3	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0	3
Overseas	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	932	64	996	463	115	578	0	0	0	0	0	0	7	2	9	1,583	

All non-ongoing employees – Current report period (2022-23)

	Man/Male			Woman/Female			Non-binary			Prefers not to answer			Uses a different term			Total
	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	
NSW	7	3	10	6	0	6	0	0	0	0	0	0	0	0	0	16
Qld	16	2	18	7	2	9	0	0	0	0	0	0	0	0	0	27
SA	6	4	10	3	0	3	0	0	0	0	0	0	0	0	0	13
Tas	1	2	3	2	1	3	0	0	0	0	0	0	0	0	0	6
Vic	46	18	64	41	13	54	0	0	0	0	0	0	2	1	3	121
WA	4	2	6	4	0	4	0	0	0	0	0	0	0	0	0	10
ACT	4	0	4	4	2	6	0	0	0	0	0	0	0	0	0	10
NT	1	2	3	2	0	2	0	0	0	0	0	0	0	0	0	5
External Territories	4	0	4	2	0	2	0	0	0	0	0	0	0	0	0	6
Overseas	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	89	33	122	71	18	89	0	0	0	0	0	0	2	1	3	214

All ongoing employees – Previous report period (2021–22)

	Man/Male			Woman/Female			Non-binary			Prefers not to answer			Uses a different term			Total
	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	
NSW	64	4	68	23	9	32	0	0	0	0	0	0	0	0	0	100
Qld	120	5	125	57	12	69	0	0	0	0	0	0	1	0	1	195
SA	46	1	47	21	4	25	0	0	0	0	0	0	0	0	0	72
Tas	40	6	46	13	11	24	0	0	0	0	0	0	0	0	0	70
Vic	483	30	513	241	60	301	0	0	0	0	0	0	2	0	2	816
WA	54	4	58	18	4	22	0	0	0	0	0	0	0	0	0	80
ACT	35	6	41	43	6	49	0	0	0	0	0	0	1	0	1	91
NT	21	0	21	10	0	10	0	0	0	0	0	0	0	0	0	31
External Territories	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	1
Overseas	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	863	56	919	427	106	533	0	0	0	0	0	0	4	0	4	1,456

All non-ongoing employees – Previous report period (2021–22)

	Man/Male			Woman/Female			Non-binary			Prefers not to answer			Uses a different term			Total
	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	
NSW	5	1	6	4	0	4	0	0	0	0	0	0	0	0	0	10
Qld	13	2	15	11	1	12	0	0	0	0	0	0	0	0	0	27
SA	4	1	5	1	1	2	0	0	0	0	0	0	0	0	0	7
Tas	3	3	6	1	0	1	0	0	0	0	0	0	0	0	0	7
Vic	76	24	100	47	11	58	0	0	0	0	0	0	2	1	3	161
WA	3	0	3	3	0	3	0	0	0	0	0	0	0	0	0	6
ACT	2	0	2	3	1	4	0	0	0	0	0	0	0	0	0	6
NT	1	3	4	1	0	1	0	0	0	0	0	0	0	0	0	5
External Territories	4	0	4	2	0	2	0	0	0	0	0	0	0	0	0	6
Overseas	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	111	34	145	73	14	87	0	0	0	0	0	0	2	1	3	235

Australian Public Service Act ongoing employees – Current report period (2022–23)

	Man/Male		Woman/Female		Non-binary		Prefers not to answer		Uses a different term		Total
	Full time	Part time	Full time	Part time	Full time	Part time	Full time	Part time	Full time	Part time	
SES 3	0	0	0	0	0	0	0	0	0	0	0
SES 2	3	0	3	0	3	0	0	0	0	0	6
SES 1	14	0	14	3	3	0	0	0	0	0	17
EL 2	182	10	192	113	18	131	0	0	0	2	325
EL 1	331	31	362	153	48	201	0	0	0	2	565
APS 6	215	15	230	96	38	134	0	0	0	2	367
APS 5	87	4	91	37	7	44	0	0	0	0	135
APS 4	21	0	21	35	1	36	0	0	0	0	58
APS 3	46	4	50	15	2	17	0	0	0	1	68
APS 2	0	0	0	0	0	0	0	0	0	0	0
APS 1	1	0	1	1	1	2	0	0	0	0	3
Other	32	0	32	7	0	7	0	0	0	0	39
Total	932	64	996	463	115	578	0	0	0	7	1,583

Australian Public Service Act non-ongoing employees – Current report period (2022–23)

	Man/Male			Woman/Female			Non-binary			Prefers not to answer			Uses a different term			Total
	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	
SES 3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SES 2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SES 1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
EL 2	7	6	13	5	1	6	0	0	0	0	0	0	0	0	0	19
EL 1	40	9	49	25	7	32	0	0	0	0	0	0	0	0	0	81
APS 6	19	12	31	17	4	21	0	0	0	0	0	0	0	2	0	54
APS 5	6	2	8	12	1	13	0	0	0	0	0	0	0	0	0	21
APS 4	3	1	4	6	1	7	0	0	0	0	0	0	0	0	0	11
APS 3	13	2	15	6	3	9	0	0	0	0	0	0	1	0	1	25
APS 2	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	1
APS 1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	1
Other	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	88	33	121	71	18	89	0	0	0	0	0	0	3	0	3	213

Australian Public Service Act ongoing employees – Previous report period (2021–22)

	Man/Male		Woman/Female		Non-binary		Prefers not to answer		Uses a different term		Total
	Full time	Part time	Full time	Part time	Full time	Part time	Full time	Part time	Full time	Part time	
SES 3	0	0	0	0	0	0	0	0	0	0	0
SES 2	3	0	4	0	0	0	0	0	0	0	7
SES 1	13	0	4	0	0	0	0	0	0	0	17
EL 2	155	8	95	14	109	0	0	0	0	0	272
EL 1	298	27	325	49	174	0	0	0	0	1	500
APS 6	240	13	253	31	133	0	0	0	0	0	386
APS 5	78	5	83	36	41	0	0	0	0	1	125
APS 4	16	0	16	31	34	0	0	0	0	0	50
APS 3	44	3	47	21	24	0	0	0	0	1	72
APS 2	0	0	0	0	0	0	0	0	0	0	0
APS 1	2	0	2	1	2	0	0	0	0	0	4
Other	14	0	14	8	8	0	0	0	0	1	23
Total	863	56	919	427	533	0	0	0	0	4	1,456

Australian Public Service Act non-ongoing employees – Previous report period (2021–22)

	Man/Male			Woman/Female			Non-binary			Prefers not to answer			Uses a different term			Total
	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	
SES 3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SES 2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SES 1	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	1
EL 2	10	6	16	6	0	6	0	0	0	0	0	0	0	0	0	22
EL 1	41	11	52	25	2	27	0	0	0	0	0	0	0	0	0	79
APS 6	24	12	36	20	5	25	0	0	0	0	0	0	2	1	3	64
APS 5	15	1	16	8	2	10	0	0	0	0	0	0	0	0	0	26
APS 4	8	0	8	5	1	6	0	0	0	0	0	0	0	0	0	14
APS 3	12	2	14	8	3	11	0	0	0	0	0	0	0	0	0	25
APS 2	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	1
APS 1	0	2	2	0	0	0	0	0	0	0	0	0	0	0	0	2
Other	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	110	34	144	73	14	87	0	0	0	0	0	0	2	1	3	234

Australian Public Service Act employees by full-time and part-time status – Current report period (2022–23)

	Ongoing			Non-ongoing			Total
	Full time	Part time	Total	Full time	Part time	Total	
SES 3	0	0	0	0	0	0	0
SES 2	6	0	6	0	0	0	6
SES 1	17	0	17	0	0	0	17
EL 2	297	28	325	12	7	19	344
EL 1	486	79	565	65	16	81	646
APS 6	313	54	367	38	16	54	421
APS 5	124	11	135	18	3	21	156
APS 4	56	2	58	9	2	11	69
APS 3	62	6	68	20	5	25	93
APS 2	0	0	0	0	1	1	1
APS 1	2	1	3	0	1	1	4
Other	39	0	39	0	0	0	39
Total	1,402	181	1,583	162	51	213	1,796

Australian Public Service Act employees by full-time and part-time status – Previous report period (2021–22)

	Ongoing			Non-ongoing			Total
	Full time	Part time	Total	Full time	Part time	Total	
SES 3	0	0	0	0	0	0	0
SES 2	7	0	7	0	0	0	7
SES 1	17	0	17	1	0	1	18
EL 2	251	22	273	16	6	22	295
EL 1	423	76	499	66	13	79	578
APS 6	342	44	386	46	18	64	450
APS 5	115	10	125	23	3	26	151
APS 4	47	3	50	13	1	14	64
APS 3	66	6	72	20	5	25	97
APS 2	0	0	0	0	1	1	1
APS 1	3	1	4	0	2	2	6
Other	23	0	23	0	0	0	23
Total	1,294	162	1,456	185	49	234	1,690

Australian Public Service Act employment type by location – Current report period (2022–23)

	Ongoing	Non-ongoing	Total
NSW	98	16	114
Qld	228	26	254
SA	72	13	85
Tas	68	6	74
Vic	899	121	1,020
WA	83	10	93
ACT	97	10	107
NT	35	5	40
External Territories	3	6	9
Overseas	0	0	0
Total	1,583	213	1,796

Australian Public Service Act employment type by location – Previous report period (2021–22)

	Ongoing	Non-ongoing	Total
NSW	100	10	110
Qld	195	26	221
SA	72	7	79
Tas	70	7	77
Vic	816	161	977
WA	80	6	86
ACT	91	6	97
NT	31	5	36
External Territories	1	6	7
Overseas	0	0	0
Total	1,456	234	1,690

Australian Public Service Act Indigenous employment – Current report period (2022–23)

	Total
Ongoing	19
Non-ongoing	3
Total	22

Australian Public Service Act Indigenous employment – Previous report period (2021–22)

	Total
Ongoing	19
Non-ongoing	4
Total	23

All employees by office location and occupational stream
– Current report period (2022–23)

	HOA	SES	ASO	PO	TO	GSO	ITO	RS	TR	Total
NSW	0	1	14	56	28	0	5	10	0	114
Qld	1	3	42	138	57	0	10	2	2	255
SA	0	0	8	38	29	0	7	3	0	85
Tas	0	1	18	22	26	0	4	3	0	74
Vic	0	22	227	371	80	0	190	90	40	1,020
WA	0	0	11	51	27	0	4	0	0	93
ACT	0	8	43	39	1	0	11	5	0	107
NT	0	0	5	14	20	0	1	0	0	40
External Territories	0	0	0	0	9	0	0	0	0	9
Overseas	0	0	0	0	0	0	0	0	0	0
Total	1	35	368	729	277	0	232	113	42	1,797

HOA: Head of Agency; SES: Senior Executive Service; ASO: Administrative Service Officer; PO: Professional Officer; TO: Technical Officer; GSO: General Service Officer; ITO: Information Technology Officer; RS: Research Scientist; TR: Trainee.

All employees age profile – Current report period (2022–23)

	16–20	21–25	26–30	31–35	36–40	41–45	46–50	51–55	56–60	61–65	66–70	>71
Female	1	30	54	75	117	107	99	96	54	30	4	0
Male	0	54	68	98	163	160	156	175	140	69	30	5
Non-binary	0	0	0	0	0	0	0	0	0	0	0	0
Prefers not to answer	0	0	0	0	0	0	0	0	0	0	0	0
Uses a different term	0	2	4	0	1	3	1	1	0	0	0	0
Total	1	86	126	173	281	270	256	272	194	99	34	5