



Defence External Workforce Census

Defence conducts a bi-annual mandatory External Workforce Census (Census) of Consultants, Contractors and Outsourced Service Providers (OSPs). The Census is an opportunity for Defence to collate a reasonable estimate of the resources engaged through external service providers to support delivery of Defence outcomes.

Contractors, Consultants and OSPs are not given a position or job title. Additionally, this level of information is not captured as part of the Census. The most recent Census was conducted in March 2020.

Primary Activities	Contractor	Consultant	OSP	Total
Platform or Fleet Sustainment and Maintenance	1,150	10	6,907	8,067
Property	29	9	5,752	5,790
Information Technology	1,186	19	2,660	3,865
Other	900	65	2,700	3,665
Project Management	2,311	73	729	3,113
Education & Training	343	4	991	1,338
Health Services	1	0	1,189	1,190
Administration	407	40	526	972
Legal	30	2	140	173
Procurement	87	1	64	152
Finance	64	-	65	129
Communications and Media	28	25	70	122
HR Research and Services	31	7	19	56
Total	6,567	255	21,811	28,632

The definitions for Contractor, Consultant and OSPs are as follows:

Consultant: Consultants are individuals, partnerships or corporations engaged to provide professional, independent and expert advice or services. It involves the engagement of expert professional skills to investigate or diagnose a defined issue or problem, to carry out defined research, reviews or evaluations or provide independent advice, information or creative solutions to assist in management decision making. Performance of the services is at the discretion and professional expertise of the consultant, with Defence providing oversight. The consultant's output reflects the independent views or findings of the individual or organisation and generally belongs to Defence.

Contractor: A person engaged by Defence under a contract for skills that would normally be maintained in the Australian Public Service (APS) or Australian Defence Force (ADF) workforce. The person is engaged to perform day-to-day duties of Defence. The person works largely under the supervision of an APS employee or ADF member. Defence specifies how the work is to be undertaken. The resulting output is produced on behalf of Defence and is generally regarded as a Defence product. The person's remuneration is based on the time worked, usually calculated on an hourly or daily rate. Defence generally provides the necessary equipment and supplies.

Outsourced Service Providers: Defence has made a decision that the function is to be performed by an external service provider on a long term or permanent basis. It involves skills or expertise that are not required to be maintained by APS or ADF in Defence. Performance of the services is left largely up to the discretion and professional expertise of the provider. Typically, service standards or performance indicators are agreed as part of the contracting process and monitored periodically. The resulting output is produced for Defence as a customer. Remuneration is paid when milestones are reached or a task is completed, or periodically for the provision of ongoing services such as maintenance, cleaning or travel bookings. The provider generally supplies their own equipment and supplies.

Below are the definitions that are used for classifying resources into activities.

Primary Activity	Example(s)
Administration	Management services, recruitment support, temp labour hire support, HR support services, WHS/OHS reviewers, commercial (other than legal), corporate performance
Communications and Media	Strategic communications, media services, publishing, content management and development
Education & Training	Safety training, systems training, development and delivery of training material
Platform or Fleet Sustainment and Maintenance	Sustainment, engineering support, capability support, materiel maintenance services, operational maintenance
Finance	Costings, business case support and development, cost analysis, cost modelling
Health Services	Services to enable health service delivery and health business
HR Research and Services	HR Services and HR Research
Information Technology	Infrastructure support, business analysis, technical support, solutions architecture, helpdesk
Legal	Professional legal fees, legal support, procurement probity
Other	Contracts that cannot be categorised elsewhere
Procurement	Commercial assurance, procurement support, vendor viability assessments
Project Management	Project manager services, program management
Property	Lease management, design services, base services, security services