



Department of Defence

DEFENCE CIVILIAN COMMITTEE

07 February 2018

BI-ANNUAL DEFENCE APS HEALTH REPORT

Purpose

1. To present the Defence APS Health Report for 2017-18, current as at 31 December 2017.

Recommendation

2. That the committee note the Defence APS Health Report.

Background

3. This report presents key metrics related to organisational health.

Workforce Dynamics Indicators

4. The workforce dynamic indicator is used to highlight aspects of the current workforce that may be of concern into the future. A traffic light approach is used to score workforces against the selected indicators. Defence has scored each of the workforce health areas against trend information over time. The following indicators have been used;

- Low Concern (No concerns in trends);
- Medium Concern (Indicates a concerning trend that requires monitoring); and
- High Concern (Indicates a trend that requires action to remediate the impact on workforce health).

Key Observations

47E(d)

47E(d)

47E(d)

Points to Note

8. Workforce Planning Branch has undertaken a review and have aligned the reporting of unplanned leave with the methodology used by the Australian Public Service Commission for the State of the Service Report. However date differences in the data extraction may create a variation in the number reported between the two reports.

Contact Officer: 47E(d)

Division Head:

Authorised by:

Date: August 2018

Attachments

- | | |
|---|------------|
| 1. Defence APS Health Report Tables/Charts | Page 3-19 |
| 2. Defence APS Health Report Summary | Page 20 |
| 3. Defence APS Health Report Summary by Group | Page 21-33 |

List of tables

Workforce Indicator	Workforce Health Area	Page
●	Leave Without Pay	3
●	Part Time Arrangements	4
●	Separations	5
●	Critical Job Family Separation Rate and Headcount	6
●	Annual Leave Balances	7
●	Unplanned Leave and Sick Leave	8-9
●	Overtime	10
●	Additional Responsibility Pay	11-13
●	Public Interest Disclosure	14-15
●	Case Management	16
●	Miscellaneous Personal Illness and Injury Leave	17
●	Unacceptable Behaviour	18
●	Conduct and Performance	19
	Appendix 1 - Engineering and Technical Job Family Separations	35

Leave Without Pay – 31 December 2017

Low Concern



Table 1a: Ongoing APS on leave without pay by Group

	December 2016		December 2017		Movement
	Headcount	% Workforce on LWOP	Headcount	% Workforce on LWOP	
Australian Defence Force Headquarters	47E(d)	4.4%	47E(d)	4.4%	→
Navy		1.0%		1.8%	↑
Army		2.1%		2.8%	↑
Air Force		0.4%		0.3%	↓
Joint Capabilities		2.3%		1.5%	↓
Joint Operations Command		0.0%		0.0%	→
Defence Executive Support		2.9%		2.8%	↓
Chief Information Officer Group		1.6%		1.0%	↓
Defence People Group		2.1%		1.9%	↓
Estate and Infrastructure Group		2.5%		1.8%	↓
Chief Finance Officer Group		1.7%		2.4%	↑
Strategic Policy and Intelligence Group		3.2%		3.0%	↓
Capability Acquisition and Sustainment Group		1.2%		1.6%	↑
Defence Science and Technology Group		1.7%		1.3%	↓
Defence	359	2.6%	340	1.9%	↓

Key Observations: The total percentage of the workforce on Leave Without Pay has decreased by 0.1 per cent from the same period in 2016. The overall headcount has reduced by 17 to 342. This reduction is mainly due to decreases in days taken for Defence Reserve, Maternity, Study and Miscellaneous Unpaid Leave.

Comparatively, Australian Defence Force Headquarters (4.4%), Defence Executive Support (3.4 per cent), Strategic Policy and Intelligence Group (3 per cent), Army (2.8 per cent) and Defence Executive Support (2.8 per cent) have the highest percentage of employees utilising Leave Without Pay. These groups, with the exception of Australian Defence Force Headquarters, also had the highest percentage of employees utilising Leave Without Pay for the same period in 2016.

Table 1b: Ongoing APS on leave without pay by type - 12 month comparison

	December 2016			December 2017			Movement
	Days Taken	Headcount		Days Taken	Headcount		
Accompany Spouse Posting	1,065	55		1,079	55		↑
Defence Reserve	725	37		665	34		↓
Maternity	1,260	73		988	62		↓
Parental	576	33		604	41		↑
Protected Industrial Action	0	0		0	0		→
Secondment outside Defence	294	19		681	35		↑
Study Leave	222	11		87	5		↓
Unpaid Leave - Miscellaneous	2,379	141		1,929	131		↓
Total	6,521	369		6,033	363		↓

Part Time Arrangements – 31 December 2017

Low Concern



Chart 1: APS Ongoing Employees Working Part Time (Less than 75 hours per fortnight)

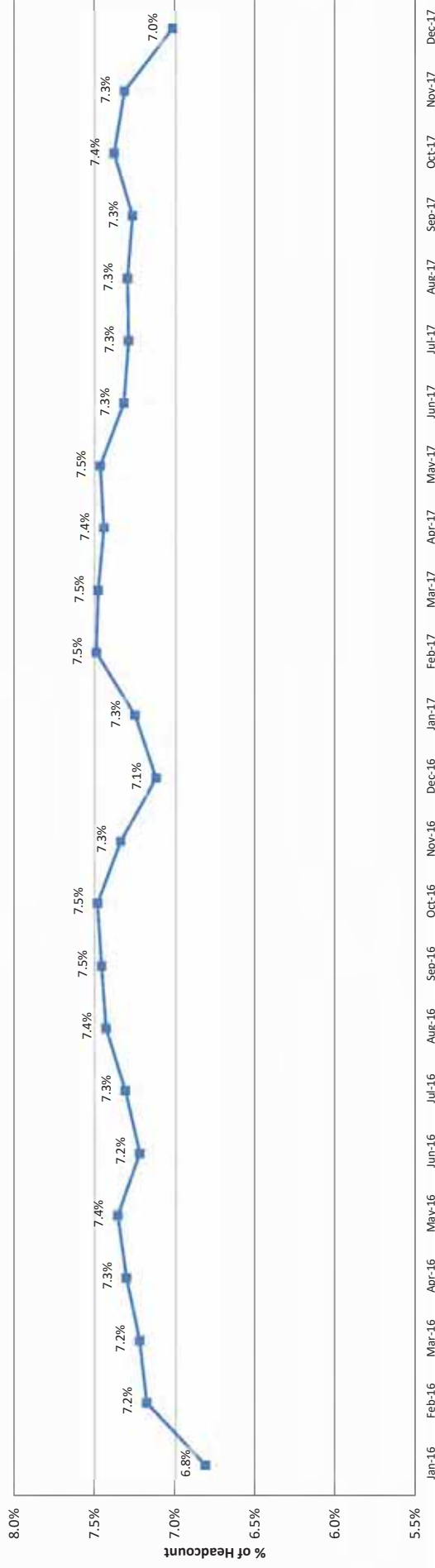


Table 2: Per cent of Workforce working Part Time

Part Time Employees by Group	December 2016	December 2017	Movement
Australian Defence Force Headquarters	7.2%	8.1%	↑
Navy	6.4%	5.7%	↓
Army	3.6%	3.8%	↑
Air Force	3.5%	3.2%	↓
Joint Capabilities	5.6%	6.0%	↑
Joint Operations Command	8.0%	3.8%	↓
Defence Executive Support	10.2%	8.7%	↓
Chief Information Officer Group	4.7%	3.7%	↓
Defence People Group	13.4%	13.3%	↓
Estate and Infrastructure Group	8.7%	8.1%	↓
Chief Finance Officer Group	8.2%	8.9%	↑
Strategic Policy and Intelligence Group	8.4%	8.4%	→
Capability Acquisition and Sustainment Group	5.1%	5.2%	↑
Defence Science and Technology Group	6.2%	6.1%	↓
Defence	7.1%	7.0%	↓

Key Observations: There has been a decrease in the proportion of ongoing part time employees of 0.1 per cent since December 2016, bringing the overall Defence rate to 7.0 per cent. This figure is well below the whole of APS workforce rate of 15.8 per cent for ongoing employees reported in the Australian Public Service Commission Statistical Bulletin as at 30 June 2017.

Within Defence, Air Force (3.2 per cent) and Chief Information Officer (3.7 per cent) have the lowest percentage rates of part time employees and Defence People Group has the highest rate at 13.3 per cent, remaining consistent from the same period in 2016.

47E(d)

47E(d)

9

—■— Sep Rate
—■— Sep Rate excl VRs

[illegible]

Critical Job Families Separation Rate and Headcount – 31 December 2017

Medium Concern

Chart 3a: Rolling Separation Rate for Critical Job Families

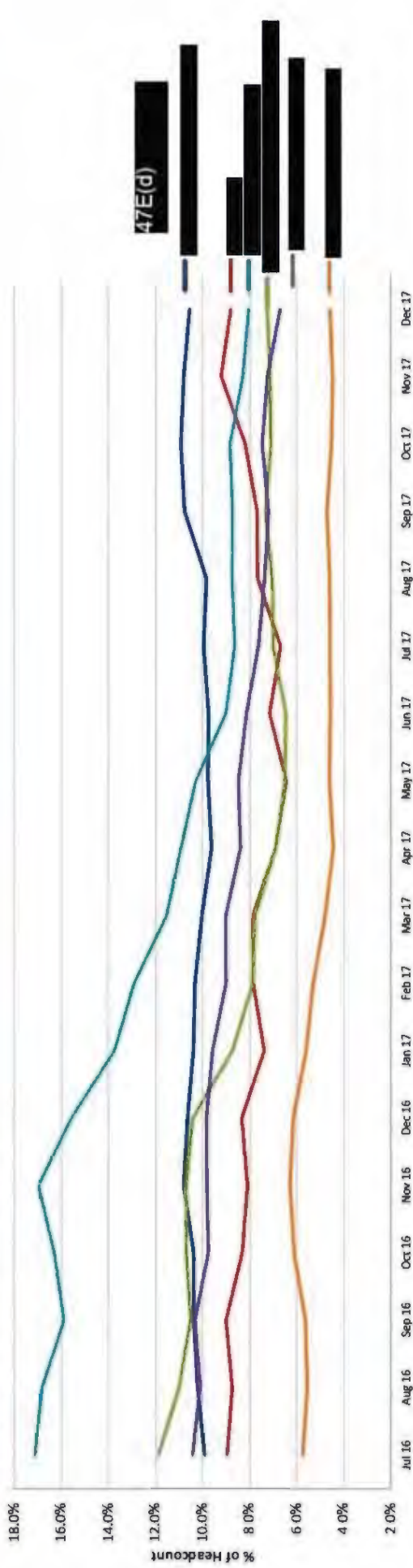


Chart 3b: Defence Headcount for Critical Job Families



POC: [Redacted]

47E(d) [Redacted]

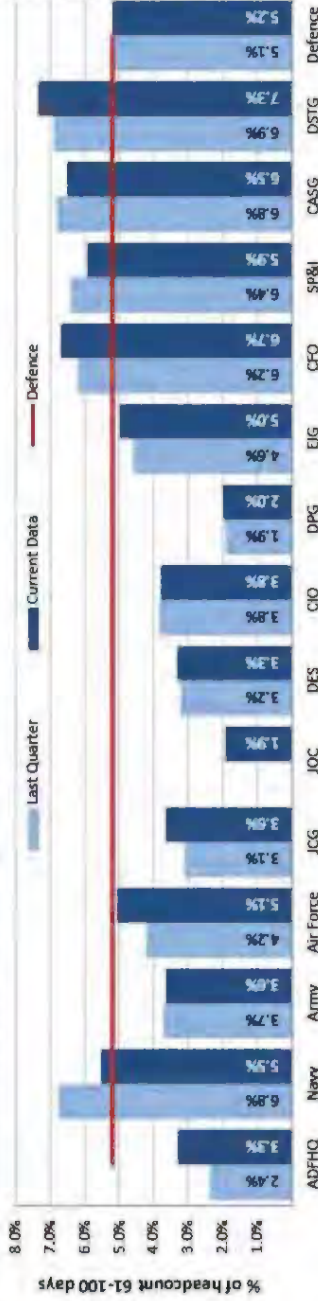


Annual Leave Balances – 31 December 2017

Medium Concern



Chart 4a: Excess Annual Leave Balance by Group



Key Observations: The percentage of Defence employees with excess annual leave balances between 61-100 days has slightly increased by 0.8 per cent to 5.2 per cent since June 2017. Defence employees with over 100 days remains unchanged at 0.2 per cent.

Majority of this increase has occurred within Australian Public Service classifications, with slight decreases occurring within Executive Level and Senior Executive Level classifications.

Of note, all groups with the exception of Navy, Defence Executive Support, Capability and Sustainment Group and Defence Science and Technology Group reflect a decline in the percentage of excess annual leave balances over 100 days.

The YourSay Organisational Climate Survey 2017 reports no statistical significance between APS and Executive Level classification perceptions on flexible working arrangements.

Australian Defence Force Headquarters, Joint Capability Group (previously Vice Chief Defence Force) and Estate and Infrastructure Group employees were more likely to disagree that their Branch Manager actively supports work life balance and flexible working conditions.

Additionally, Defence Science and Technology Group employees were more likely to indicate that their career progression would be negatively impacted if these arrangements were accessed. These cultural results may be a contributing factor in the overall increase in excess leave credits across these groups.

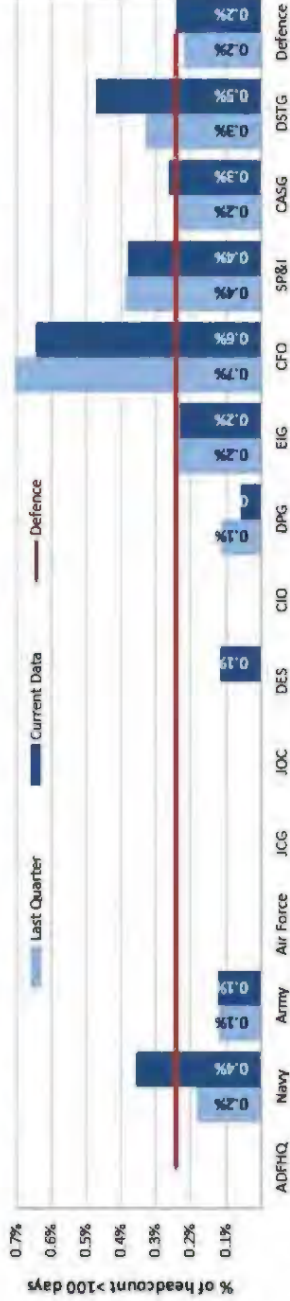


Chart 4b: Excess Annual Leave Balance by Classification



>60 Days - DECA 2017 - 2020 guidance to manage

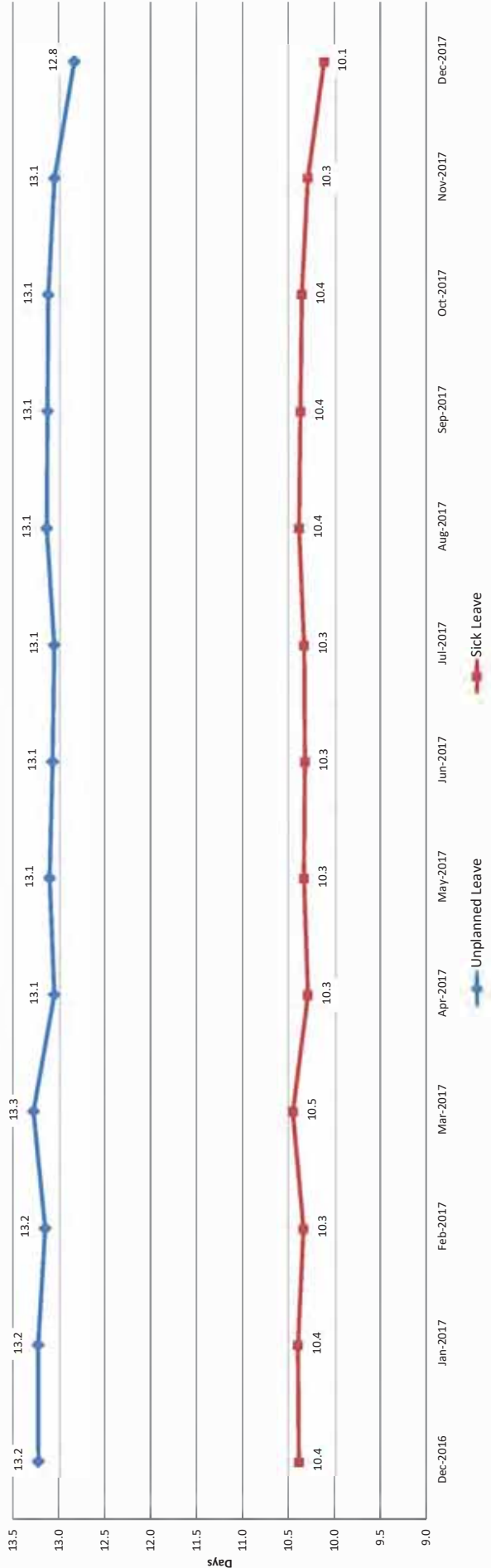
47E(d)

47E(d)

Unplanned Leave and Sick Leave – 31 December 2017

Low Concern

Chart 5: APS Unplanned Leave and Sick Leave 12 month rolling average



*Personal Leave includes Personal Sick/Carer's leave, Miscellaneous Personal Leave Illness and Injury, and Unauthorised Absence

Key Observations: There has been a slight reduction since the last Health report in the average days taken for Unplanned Leave (0.4 per cent) and an increase in Sick Leave (0.2 per cent) . The Defence average unplanned days is currently 12.8, including 10.1 days of sick leave. Unplanned leave reporting measurements have been aligned between the Defence Health Report and the Australian Public Service Commission State of the Service Report. However date differences in the data extraction may create a variation in the number reported between the two reports.

Unplanned Leave and Sick Leave – 31 December 2017

Low Concern

Table 4a: Unplanned Leave and Sick Leave by Group 12 month Average Days Taken

	Unplanned Leave			Sick Leave		
	12 Month Average December 2016	12 Month Average December 2017	Movement	12 Month Average December 2016	12 Month Average December 2017	Movement
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED] 47E(d)	[REDACTED]	47E(d)	[REDACTED]	[REDACTED]	47E(d)	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Defence	132	128	↓	104	101	↓

Table 4b: Unplanned Leave under 5 days by Group

	No Unplanned Leave taken in last 12 months	% of Workforce	Unplanned leave >0 up to 5 days in last 12 months	% of Workforce
Australian Defence Force Headquarters	■	8%	■	25%
Navy	■	11%	■	30%
Army	■	14%	■	25%
Air Force	47E(d) ■	8%	47E(d) ■	27%
Joint Operations Command	■	13%	■	25%
Defence Executive Support	■	8%	■	26%
Chief Information Officer Group	■	10%	■	29%
Defence People Group	■	8%	■	28%
Estate and Infrastructure Group	■	7%	■	24%
Chief Finance Officer Group	■	6%	■	18%
Strategic Policy and Intelligence Group	■	13%	■	30%
Capability Acquisition and Sustainment Group	■	8%	■	26%
Defence Science and Technology Group	■	13%	■	35%
Defence	1,751	10%	4,935	27%

47E(d)

47E(d)

Overtime – 31 December 2017

Low Concern

Chart 6a: Overtime Expenditure Financial Year To Date Comparison



Chart 6b: Per cent of Headcount Undertaking Overtime



Key Observations: The total overtime expenditure between July and December for the 2017-18 Financial Year is \$5,132k, which is lower than the \$6,302k recorded between June to December 2016.

Additional Responsibility Pay – 31 December 2017

High Concern

Table 5a: Per cent of Headcount on Additional Responsibility Pay

	December 2016		December 2017		Movement
	ARP Headcount	% of Total Headcount on ARP	ARP Headcount	% of Total Headcount on ARP	
Australian Defence Force Headquarters		16.6%		15.3%	↓
Navy		8.8%		8.8%	→
Army		7.2%		3.9%	↓
Air Force		3.8%		4.6%	↑
Joint Capabilities	47E(d)	10.2%	47E(d)	6.0%	↓
Joint Operations Command		12.0%		5.8%	↓
Defence Executive Support		15.3%		11.5%	↓
Chief Information Officer Group		10.6%		10.1%	↓
Defence People Group		11.0%		8.7%	↓
Estate and Infrastructure Group		17.2%		12.1%	↓
Chief Finance Officer Group		17.2%		8.1%	↓
Strategic Policy and Intelligence Group		11.7%		11.3%	↓
Capability Acquisition and Sustainment Group		14.9%		10.0%	↓
Defence Science and Technology Group		15.3%		16.3%	↑
Defence	2,373	13.1%	1,455	10.2%	↓

Key Observations: There has been an overall decrease in the percentage of staff on Additional Responsibility Pay since December 2016, however a significant proportion (21.9 per cent) of those recipients have remained on Additional Responsibility Pay for over 12 months.

Chief Financial Officer Group (3.5 per cent) and Capability Acquisition and Sustainment Group (3.4 per cent) have the highest percentage of their workforce on Additional Responsibility Pay for more than 365 days.

The continued use of Additional Responsibility Pay for more than 365 days may be attributed to resourcing shortages across groups. The YourSay Organisational Climate Survey 2017 reports that 70 per cent of APS staff indicated that there are insufficient personnel in their workplace to do the work.

Table 5b: Time on ARP

	December 2016					December 2017					Movement	
	ARP Headcount > 1 Year	% of ARP recipients on ARP > 1 year	<1 year	1-2 years	2-3 years	3-4 years	4-5 years	>5 years	Total ARP Headcount > 1 Year	% of ARP recipients on ARP > 1 year		% of Total Headcount on ARP for >1 year
Australian Defence Force Headquarters												
Navy												
Army												
Air Force												
Joint Capabilities												
Joint Operations Command												
Defence Executive Support												
Chief Information Officer Group												
Defence People Group												
Estate and Infrastructure Group												
Chief Finance Officer Group												
Strategic Policy and Intelligence Group												
Capability Acquisition and Sustainment Group												
Defence Science and Technology Group												
Defence	662	27.9%	1,449	251	94	31	18	12	406	21.9%	2.2%	↓

47E(d)

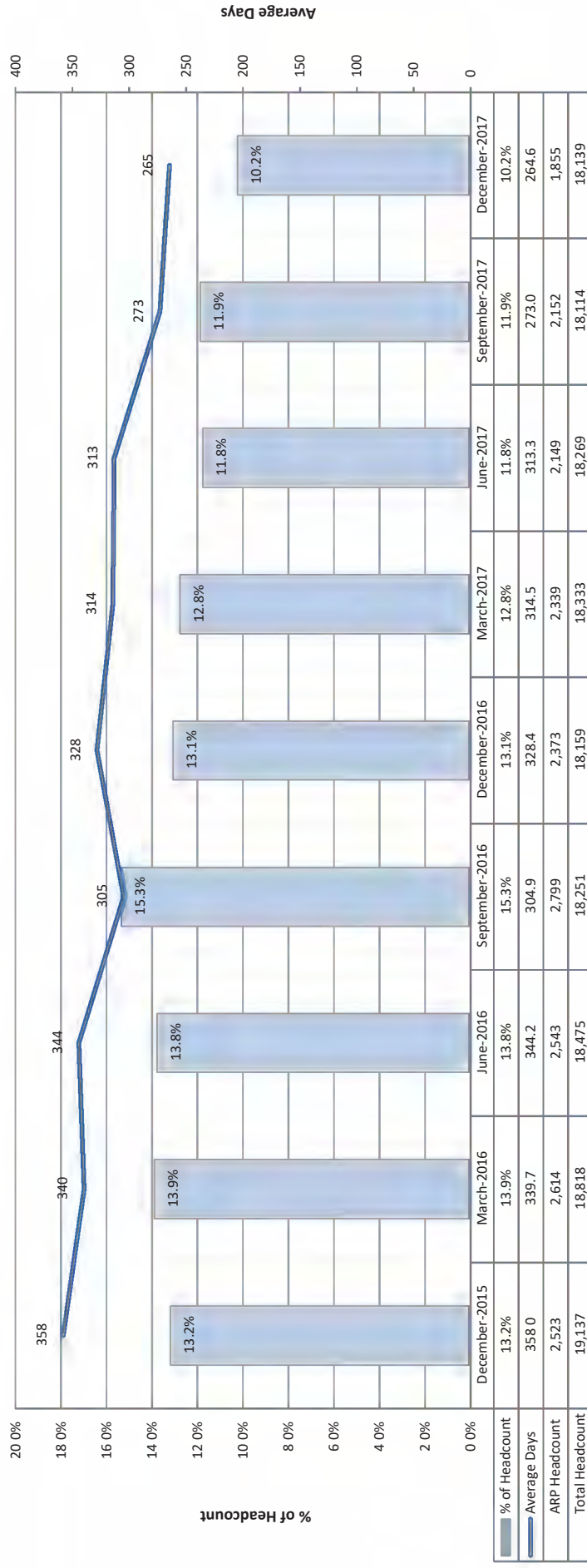
47E(d)

Additional Responsibility Pay – 31 December 2017

High Concern



Chart 7: Additional Responsibility Pay - Per cent of Headcount and Average Days



Key Observations: Compared to the same period in 2016, the average time spent on Additional Responsibility Pay has decreased from 328 to 264 days and the percentage of headcount on Additional Responsibility Pay is currently at its lowest recorded rate over the previous two years.

47E(d)

47E(d)

POC:

Additional Responsibility Pay – 31 December 2017

High Concern



Chart 8: Non Position Based Additional Responsibility Pay - Per cent of Headcount and Average Days

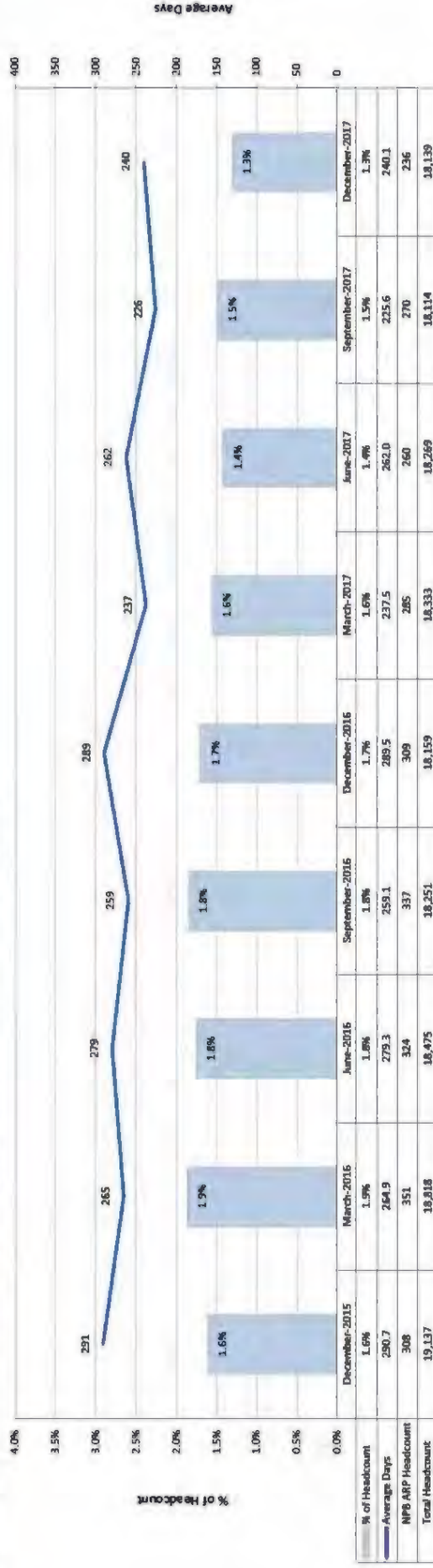


Table 6: Per cent of Headcount on Non Position Based Additional Responsibility Pay

	December 2016			December 2017			Movement (Per cent of Headcount)
	NPB ARP Headcount	% of Total Headcount on NPB ARP	Average Days on NPB ARP	NPB ARP Headcount	% of Total Headcount on NPB ARP	Average Days on NPB ARP	
Australian Defence Force Headquarters	<div>47E(d)</div>						
Navy							
Army							
Air Force							
Joint Capabilities							
Joint Operations Command							
Defence Executive Support							
Chief Information Officer Group							
Defence People Group							
Estate and Infrastructure Group							
Chief Finance Officer Group							
Strategic Policy and Intelligence Group							
Capability Acquisition and Sustainment Group	309	1.7%	289	236	1.3%	240	
Defence Science and Technology Group							
Defence							

Key Observations: Compared to the same period in 2016, the percentage of employees on Non Position Based Additional Responsibility Pay has decreased slightly from 1.7 per cent to 1.3 per cent in December 2017. Army has the highest Average Days on Non Position Based Additional Responsibility Pay at 527 days followed by Estate and Infrastructure Group (487 days) and Capability and Sustainment Group (419 days).

Australian Defence Force Headquarters (3.8 per cent) and Defence Science and Technology Group (2.7 per cent) have the highest percentage of their workforce on Non Position Based Additional Responsibility Pay.

Non Position Based Additional Responsibility Pay should be used as a short-term workforce management tool. The high rate of average days for Non Position Based Additional Responsibility Pay continues to be a high concern.

47E(d)

47E(d)

Public Interest Disclosure – 31 December 2017

Low Concern



Table 7a: Number of Confirmed Public Interest Disclosure Incidents Raised by APS Members

FY Date Reported	Quarter 1	Quarter 2	Quarter 3	Quarter 4	Total APS	All PID Cases *	% APS
FY 14-15	14	18	18	12	62	399	15.54%
FY 15-16	7	11	5	4	27	189	14.29%
FY 16-17	10	9	7	12	38	223	17.04%
FY 17-18	4	3	0	0	7	84	8.33%

* "All PID cases" includes incidents raised by ADF, APS, Contractors and anonymous disclosers

** PIDs are broken down by the financial year and quarters the event was reported where it is determined there is an APS (Service Type) Discloser (Role). Disclosers can choose to remain anonymous, and in these cases the discloser's service type may be unknown.

Table 7b: APS Public Interest Disclosure Incidents by Case Category

Incident Type	Incident Category	ACT	NSW	NT	QLD	SA	TAS	VIC	WA	Overseas	Multi-Region	Unknown	Total
Fraud	Credit Card or Cheque	3	4					2	1				10
	Deception	2						2					4
	Entitlement	2	2		1	2		1	2				10
	Loss or Theft	1											1
	Misuse Property	2	1					1					4
	Unethical Conduct	13	5		2	2		2		1	1		26
	Grievances	4	2			1							7
Other	Maladministration	6	1								1		8
	Misconduct	33	4	1	8	9	1	6			5	2	69
	PID Offences	4											4
	Work Health & Safety	1	1	1									3
	Harassment & Threatening Behaviour	1											1
Policing	Miscellaneous Offences	1			1					1			3
	Sexual Assault and Related Offences				2								2
	Security	1											1
Security	ICT Data Spills	1											1
	ICT Misuse	2			1								3
Total		76	20	2	15	14	1	14	3	2	7	2	156

Key Observations: Table 7a reflects the number of confirmed Public Interest Disclosure Incidents where it can be determined the discloser belongs to the Australian Public Service. However, as disclosers can choose to remain anonymous there are instances where the discloser's service type may be unknown. The table records those incidents reported by APS personnel and compares them with the total number of Public Interest Disclosure cases received by all respondents including Australian Defence Force, Australian Public Service, Contractors and anonymous disclosers.

Table 7b indicates the main Case Category for matters reported by APS personnel relate to Misconduct and Unethical Conduct with the majority of these incidents reported in the ACT region.

47E(d)

47E(d)

Public Interest Disclosure – 31 December 2017

Low Concern



Table 8a: APS Public Interest Disclosure Allocation Decisions

Number of Cases	2014-15		2015-16		2016-17		2017-18	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Confirmed PID	62	75%	27	79%	38	88%	7	64%
Declined PID	21	25%	7	21%	5	12%	4	36%
Total	83		34		43		11	

Table 8b: APS Public Interest Disclosure Incidents Investigation Decision

Investigated Further	2015-16		2016-17		2016-17		2017-18	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent
No	28	45%	8	30%	8	21%	2	29%
Yes	34	55%	19	70%	30	79%	5	71%
Total	62		27		38		7	

Note: In previous reports the rows may not have added up to the total row as a result of a case having more than one PID investigation decision. If the event had multiple investigate further decisions (i.e. yes or no), both decisions were counted. To align with Ombudsman reporting, PID now only count the latest PID investigation decision row.

Key Observations: These tables summarise the outcomes of the next stages in the Public Interest Disclosure process. At the completion of the 2016-17 Financial Year, 88 per cent of APS Public Interest Disclosure Incidents were confirmed. Of those incidents, there were eight incidents which required no further investigation and subsequently closed, 30 incidents were investigated.

47E(d)

47E(d)

Case Management – 31 December 2017

Low Concern



Table 9: Cases opened (active) by Location and Group of Injured Employee and Injury Type – Financial Year to Date

Cases opened Financial Year to Date																				Total
By Location	47E(d)																			118
																				64
																				3
																				30
																				53
																				95
																				15
																				378
																				10
																				12
																				14
																				16
																				16
																				40
																				17
7																				
32																				
53																				
22																				
32																				
95																				
27																				
378																				

Note: Injury type is based on the alcohol, exposure or event that best describes the circumstances that resulted in the most serious injury/illness as reported.

Key Observations: There has been an increase in the number of open 'active' cases since the previous report. In June 2017, there were a total of 399 cases reported, this has decreased by 21 to a total of 378 in December 2017.

The information provided in this report has previously been produced using APS Rehabilitation's Case Management system - Changeoint, the report is now generated from Sentinel. Additionally, case management was previously grouped by injury types relating to areas of the body. This has now been updated to injury type by incident to align with other case management reporting. Mapping the previous Psychological Injury category to the updated Mental Stress category, there has been a decrease in the number of cases reported (13), with Capability and Sustainment Group continuing to have the highest number of cases. This is reflected within the results from the YourSay Organisational Climate Survey 2017. The survey indicates that Australian Public Service levels 1-6 employees within Capability Acquisition and Sustainment Group were more likely to be dissatisfied with the level of mental health support provided by Defence. Comparatively, the same cohort within Strategic Policy and Intelligence Group and Defence People Group were slightly more likely to be satisfied with the level of mental health support provided by Defence.

47E(d)

47E(d)

1

Table 10b: Diagnosed Categories of Miscellaneous Personal Illness and Injury Leave applications

Diagnosed Categories	On Hand Last Quarter	Received	Cases Finalised	On Hand Currently
47E(d)				
TOTAL	81	52	31	17

Key Observations: There has been a significant reduction in the total number of Miscellaneous personal illness and Injury Leave applications received during this quarter (52) when compared to the same period last Financial Year (81).

reduction in the total number of Miscellaneous Personal Illness and Injury Leave applications received during this quarter (52) when compared to the same period last Financial Year (81).

1

47E(d)

1

A7E(d)

Note: A total of two cases within Vice Chief Defence Force have been mapped to Australian Defence Headquarters. A total of three Associate Secretary cases have been mapped to Defence Executive Support. Mapping has been undertaken to ensure consistency in reporting as the referrer of the case manually allocates business areas rather than Group.

019 of 1839 of 35

DEFENCE APS HEALTH REPORT SUMMARY -

47E(d)

Workforce Dynamics Indicators

↑ Trend Increasing → Trend Stable ↓ Trend Decreasing

Overall Workforce 'Health Check' Areas	Dec-16	Mar-17	Jun-17	Sep-17	Dec-17	Trend
3. Leave without Pay (LWOP)						
4. Part Time Arrangements						
5. Separations						
7. Annual Leave Balances						
8. Unplanned Leave and Sick Leave						
10. Overtime						

47E(d)

47E(d)

Overall Workforce 'Health Check' Areas	Dec-16	Mar-17	Jun-17	Sep-17	Dec-17	Trend
11. Additional Responsibility Pay (ARP)						
16. Case Management						
17. Miscellaneous Personal Injury and Illness Leave						
18. Unacceptable Behaviour						
19. Conduct and Performance						

Note: This report provides an overall summary of trend information from previous APS Health Reports. More detailed information is provided in the Defence APS Health Report at Attachment 1.

47E(d)

47E(d)

DEFENCE APS HEALTH REPORT SUMMARY - [REDACTED]

Workforce Dynamics Indicators

↑ Trend Increasing ↓ Trend Decreasing → Trend Stable

Overall Workforce 'Health Check' Areas	Dec-16	Mar-17	Jun-17	Sep-17	Dec-17	Trend
3. Leave without Pay (LWOP)						
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
4. Part Time Arrangements						
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
5. Separations						
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
7. Annual Leave Balances						
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
8. Unplanned Leave and Sick Leave						
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
10. Overtime						
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

47E(d)

Overall Workforce 'Health Check' Areas	Dec-16	Mar-17	Jun-17	Sep-17	Dec-17	Trend
11. Additional Responsibility Pay (ARP)						
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
16. Case Management						
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
17. Miscellaneous Personal Injury and Illness Leave						
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
18. Unacceptable Behaviour						
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
19. Conduct and Performance						
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

47E(d)

Note: This report provides an overall summary of trend information from previous APS Health Reports. More detailed information is provided in the Defence APS Health Report at Attachment 1.

47E(d)

47E(d)

DEFENCE APS HEALTH REPORT SUMMARY - 47E(d)

Workforce Dynamics Indicators

↑ Trend Increasing ↓ Trend Decreasing → Trend Stable

Overall Workforce 'Health Check' Areas	Dec-16	Mar-17	Jun-17	Sep-17	Dec-17	Trend
3. Leave without Pay (LWOP)						
█	█	█	█	█	█	█
4. Part Time Arrangements						
█	█	█	█	█	█	█
5. Separations						
█	█	█	█	█	█	█
█	█	█	█	█	█	█
7. Annual Leave Balances						
█	█	█	█	█	█	█
█	█	█	█	█	█	█
8. Unplanned Leave and Sick Leave						
█	█	█	█	█	█	█
█	█	█	█	█	█	█
10. Overtime						
█	█	█	█	█	█	█
█	█	█	█	█	█	█

47E(d)

Overall Workforce 'Health Check' Areas	Dec-16	Mar-17	Jun-17	Sep-17	Dec-17	Trend
11. Additional Responsibility Pay (ARP)						
█	█	█	█	█	█	█
█	█	█	█	█	█	█
█	█	█	█	█	█	█
█	█	█	█	█	█	█
16. Case Management						
█	█	█	█	█	█	█
17. Miscellaneous Personal Injury and Illness Leave						
█	█	█	█	█	█	█
█	█	█	█	█	█	█
18. Unacceptable Behaviour						
█	█	█	█	█	█	█
19. Conduct and Performance						
█	█	█	█	█	█	█

47E(d)

Note: This report provides an overall summary of trend information from previous APS Health Reports. More detailed information is provided in the Defence APS Health Report at Attachment I.

47E(d)

47E(d)

DEFENCE APS HEALTH REPORT SUMMARY - [REDACTED]

Workforce Dynamics Indicators		Trend Increasing		Trend Stable		Trend Decreasing	
		↑	→	→	→	↓	

Overall Workforce Health Check Areas	Dec-16	Mar-17	Jun-17	Sep-17	Dec-17	Trend
3. Leave without Pay (LWOP)						
[REDACTED]	■	■	■	■	■	■
4. Part Time Arrangements						
[REDACTED]	■	■	■	■	■	■
5. Separations						
[REDACTED]	■	■	■	■	■	■
[REDACTED]	■	■	■	■	■	■
7. Annual Leave Balances						
[REDACTED]	■	■	■	■	■	■
[REDACTED]	■	■	■	■	■	■
8. Unplanned Leave and Sick Leave						
[REDACTED]	■	■	■	■	■	■
[REDACTED]	■	■	■	■	■	■
10. Overtime						
[REDACTED]	■	■	■	■	■	■
[REDACTED]	■	■	■	■	■	■

47E(d)

[REDACTED]

Overall Workforce Health Check Areas	Dec-16	Mar-17	Jun-17	Sep-17	Dec-17	Trend
11. Additional Responsibility Pay (ARP)						
[REDACTED]	■	■	■	■	■	■
[REDACTED]	■	■	■	■	■	■
[REDACTED]	■	■	■	■	■	■
[REDACTED]	■	■	■	■	■	■
16. Case Management						
[REDACTED]	■	■	■	■	■	■
17. Miscellaneous Personal Injury and Illness Leave						
[REDACTED]	■	■	■	■	■	■
[REDACTED]	■	■	■	■	■	■
18. Unacceptable Behaviour						
[REDACTED]	■	■	■	■	■	■
19. Conduct and Performance						
[REDACTED]	■	■	■	■	■	■

47E(d)

[REDACTED]

Note: This report provides an overall summary of trend information from previous APS Health Reports. More detailed information is provided in the Defence APS Health Report at Attachment 1.

DEFENCE APS HEALTH REPORT SUMMARY - [REDACTED]

Workforce Dynamics Indicators		Trend Increasing		Trend Stable		Trend Decreasing	
		↑		→		↓	

Overall Workforce 'Health Check' Areas	Dec-16	Mar-17	Jun-17	Sep-17	Dec-17	Trend
3. Leave without Pay (LWOP)						
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
4. Part Time Arrangements						
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
5. Separations						
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
7. Annual Leave Balances						
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
8. Unplanned Leave and Sick Leave						
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
10. Overtime						
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

47E(d)

Overall Workforce 'Health Check' Areas	Dec-16	Mar-17	Jun-17	Sep-17	Dec-17	Trend
11. Additional Responsibility Pay (ARP)						
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
15. Case Management						
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
16. Miscellaneous Personal Injury and Illness Leave						
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
17. Unacceptable Behaviour						
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
18. Conduct and Performance						
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

47E(d)

Note: This report provides an overall summary of trend information from previous APS Health Reports. More detailed information is provided in the Defence APS Health Report at Attachment I.

47E(d)

47E(d)

DEFENCE APS HEALTH REPORT SUMMARY - [REDACTED]

Workforce Dynamics Indicators

↑ Trend Increasing → Trend Stable ↓ Trend Decreasing

Overall Workforce 'Health Check' Areas	Dec-16	Mar-17	Jun-17	Sep-17	Dec-17	Trend
3. Leave without Pay (LWOP)						
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
4. Part Time Arrangements						
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
5. Separations						
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
7. Annual Leave Balances						
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
8. Unplanned Leave and Sick Leave						
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
10. Overtime						
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

47E(d)

Overall Workforce 'Health Check' Areas	Dec-16	Mar-17	Jun-17	Sep-17	Dec-17	Trend
11. Additional Responsibility Pay (ARP)						
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
16. Case Management						
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
17. Miscellaneous Personal Injury and Illness Leave						
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
18. Unacceptable Behaviour						
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
19. Conduct and Performance						
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

47E(d)

Note: This report provides an overall summary of trend information from previous APS Health Reports. More detailed information is provided in the Defence APS Health Report at Attachment 1.

47E(d)

47E(d)

DEFENCE APS HEALTH REPORT SUMMARY - [Redacted]

Workforce Dynamics Indicators		Trend Increasing		Trend Stable		Trend Decreasing	
		↑		→		↓	

Overall Workforce 'Health Check' Areas	Dec-16	Mar-17	Jun-17	Sep-17	Dec-17	Trend
3. Leave without Pay (LWOP)						
[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]
4. Part Time Arrangements						
[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]
5. Separations						
[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]
[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]
7. Annual Leave Balances						
[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]
[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]
8. Unplanned Leave and Sick Leave						
[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]
[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]
10. Overtime						
[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]
[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]

47E(d)

47E(d)

Overall Workforce 'Health Check' Areas	Dec-16	Mar-17	Jun-17	Sep-17	Dec-17	Trend
11. Additional Responsibility Pay (ARP)						
[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]
[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]
[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]
[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]
16. Case Management						
[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]
17. Miscellaneous Personal Injury and Illness Leave						
[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]
[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]
[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]
18. Unacceptable Behaviour						
[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]
19. Conduct and Performance						
[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]

Note: This report provides an overall summary of trend information from previous APS Health Reports. More detailed information is provided in the Defence APS Health Report at Attachment I.

47E(d)

47E(d)

DEFENCE APS HEALTH REPORT SUMMARY -

Workforce Dynamics Indicators

↑ Trend Increasing → Trend Stable ↓ Trend Decreasing

Overall Workforce 'Health Check' Areas	Dec-16	Mar-17	Jun-17	Sep-17	Dec-17	Trend
3. Leave without Pay (LWOP)						
4. Part Time Arrangements						
5. Separations						
7. Annual Leave Balances						
8. Unplanned Leave and Sick Leave						
10. Overtime						

Overall Workforce 'Health Check' Areas	Dec-16	Mar-17	Jun-17	Sep-17	Dec-17	Trend
11. Additional Responsibility Pay (ARP)						
16. Case Management						
17. Miscellaneous Personal Injury and Illness Leave						
18. Unacceptable Behaviour						
19. Conduct and Performance						

Note: This report provides an overall summary of trend information from previous APS Health Reports. More detailed information is provided in the Defence APS Health Report at Attachment I.

47E(d)

47E(d)

DEFENCE APS HEALTH REPORT SUMMARY - [REDACTED]

Workforce Dynamics Indicators

↑ Trend Increasing → Trend Stable ↓ Trend Decreasing

Overall Workforce 'Health Check' Areas	Dec-16	Mar-17	Jun-17	Sep-17	Dec-17	Trend
3. Leave without Pay (LWOP)						
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
4. Part Time Arrangements						
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
5. Separations						
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
7. Annual Leave Balances						
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
8. Unplanned Leave and Sick Leave						
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
10. Overtime						
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

47E(d)

Overall Workforce 'Health Check' Areas	Dec-16	Mar-17	Jun-17	Sep-17	Dec-17	Trend
11. Additional Responsibility Pay (ARPP)						
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
16. Case Management						
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
17. Miscellaneous Personal Injury and Illness Leave						
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
18. Unacceptable Behaviour						
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
19. Conduct and Performance						
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

47E(d)

Note: This report provides an overall summary of trend information from previous APS Health Reports. More detailed information is provided in the Defence APS Health Report at Attachment I.

47E(d)

47E(d)

DEFENCE APS HEALTH REPORT SUMMARY - [REDACTED]

Workforce Dynamics Indicators		Trend Increasing		Trend Stable		Trend Decreasing	
		↑		→		↓	

Overall Workforce 'Health Check' Areas	Dec-16	Mar-17	Jun-17	Sep-17	Dec-17	Trend
3. Leave without Pay (LWOP)						
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
4. Part Time Arrangements						
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
5. Separations						
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
7. Annual Leave Balances						
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
8. Unplanned Leave and Sick Leave						
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
10. Overtime						
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

47E(d)

Overall Workforce 'Health Check' Areas	Dec-16	Mar-17	Jun-17	Sep-17	Dec-17	Trend
11. Additional Responsibility Pay (ARP)						
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
16. Case Management						
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
17. Miscellaneous Personal Injury and Illness Leave						
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
18. Unacceptable Behaviour						
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
19. Conduct and Performance						
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

47E(d)

Note: This report provides an overall summary of trend information from previous APS Health Reports. More detailed information is provided in the Defence APS Health Report at Attachment I.

47E(d)

47E(d)

DEFENCE APS HEALTH REPORT SUMMARY - [REDACTED]

Workforce Dynamics Indicators

↑ Trend Increasing ↓ Trend Stable ↘ Trend Decreasing

Overall Workforce 'Health Check' Areas	Dec-16	Mar-17	Jun-17	Sep-17	Dec-17	Trend
3. Leave without Pay (LWOP)						
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
4. Part Time Arrangements						
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
5. Separations						
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
7. Annual Leave Balances						
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
8. Unplanned Leave and Sick Leave						
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
10. Overtime						
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

47E(d)

47E(d)

Overall Workforce 'Health Check' Areas	Dec-16	Mar-17	Jun-17	Sep-17	Dec-17	Trend
11. Additional Responsibility Pay (ARPP)						
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
16. Case Management						
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
17. Miscellaneous Personal Injury and Illness Leave						
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
18. Unacceptable Behaviour						
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
19. Conduct and Performance						
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Note: This report provides an overall summary of trend information from previous APS Health Reports. More detailed information is provided in the Defence APS Health Report at Attachment I.

47E(d)

47E(d)

DEFENCE APS HEALTH REPORT SUMMARY -

Workforce Dynamics Indicators		Trend Increasing		Trend Stable		Trend Decreasing	
		↑		→		↓	

Overall Workforce 'Health Check' Areas	Dec-16	Mar-17	Jun-17	Sep-17	Dec-17	Trend
3. Leave without Pay (LWOP)						
4. Part Time Arrangements						
5. Separations						
7. Annual Leave Balances						
8. Unplanned Leave and Sick Leave						
10. Overtime						

Overall Workforce 'Health Check' Areas	Dec-16	Mar-17	Jun-17	Sep-17	Dec-17	Trend
11. Additional Responsibility Pay (ARP)						
16. Case Management						
17. Miscellaneous Personal Injury and Illness Leave						
18. Unacceptable Behaviour						
19. Conduct and Performance						

Note: This report provides an overall summary of trend information from previous APS Health Reports. More detailed information is provided in the Defence APS Health Report at Attachment 1.

DEFENCE APS HEALTH REPORT SUMMARY

Workforce Dynamics Indicators

Trend Increasing Trend Stable Trend Decreasing

Overall Workforce 'Health Check' Areas	Dec-16	Mar-17	Jun-17	Sep-17	Dec-17	Trend
3. Leave without Pay (LWOP)						
4. Part Time Arrangements						
5. Separations						
7. Annual Leave Balances						
8. Unplanned Leave and Sick Leave						
10. Overtime						

Overall Workforce 'Health Check' Areas	Dec-16	Mar-17	Jun-17	Sep-17	Dec-17	Trend
11. Additional Responsibility Pay (ARP)						
	%					
16. Case Management						
17. Miscellaneous Personal Injury and Illness Leave						
18. Unacceptable Behaviour						
19. Conduct and Performance						

Note: This report provides an overall summary of trend information from previous APS Health Reports. More detailed information is provided in the Defence APS Health Report at Attachment I.

47E(d)

47E(d)

DEFENCE APS HEALTH REPORT SUMMARY - [Redacted]

Workforce Dynamics Indicators										Trend Increasing		Trend Stable		Trend Decreasing	
Overall Workforce 'Health Check' Areas										Dec-16	Mar-17	Jun-17	Sep-17	Dec-17	Trend
3. Leave without Pay (LWOP)															
4. Part Time Arrangements															
5. Separations															
7. Annual Leave Balances															
8. Unplanned Leave and Sick Leave															
10. Overtime															
11. Additional Responsibility Pay (ARP)															
16. Case Management															
17. Miscellaneous Personal Injury and Illness Leave															
18. Unacceptable Behaviour															
19. Conduct and Performance															

Overall Workforce 'Health Check' Areas										Dec-16	Mar-17	Jun-17	Sep-17	Dec-17	Trend
11. Additional Responsibility Pay (ARP)															
16. Case Management															
17. Miscellaneous Personal Injury and Illness Leave															
18. Unacceptable Behaviour															
19. Conduct and Performance															

Note: This report provides an overall summary of trend information from previous APS Health Reports. More detailed information is provided in the Defence APS Health Report at Attachment 1.

Appendix 1 - Engineering and Technical Job Family Separations

Chart 1a: Engineering and Technical Job Family Age Profile



Chart 1b: Engineering and Technical Job Family Separations by Age

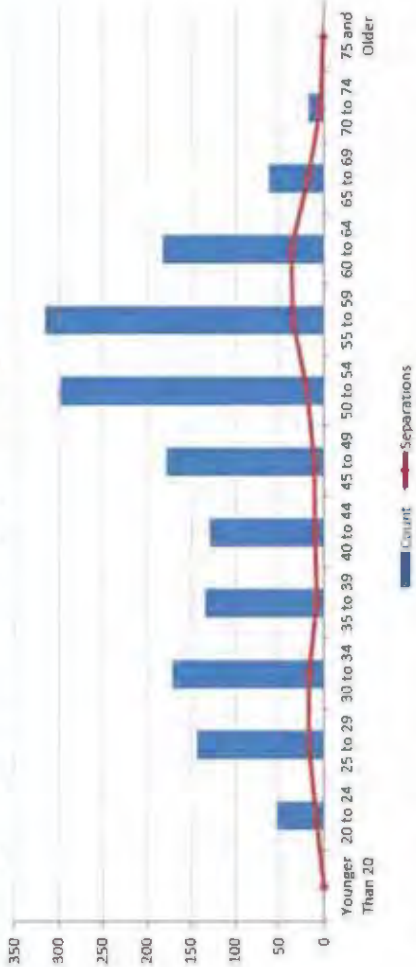
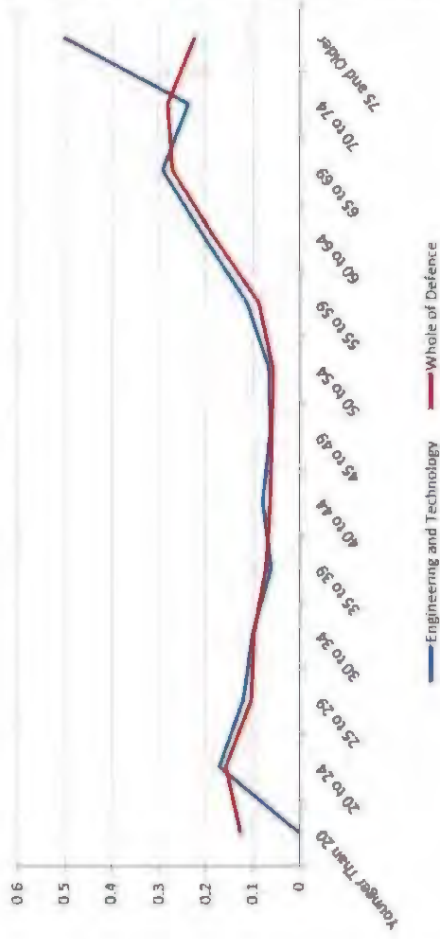


Chart 1c: Engineering and Technical Separations Comparison



Key Observations:

[Redacted text block containing key observations]

DEFENCE WORKFORCE REPORT AS AT 1 JANUARY 2018

Introduction

1. This report provides an overview of key ADF and APS workforce statistics as at 1 January 2018. Further workforce details are available in the attachments provided, referenced in the left hand margin.

APS Workforce Summary

Table 1: APS Full Time Equivalent performance – Financial Year 2017-18

	Full Time Equivalent Portfolio Budget Statements End of Financial Year Target	Current Full Time Equivalent	Current Full Time Equivalent Variation	% Variation
APS	18,170	17,323	-847	-4.7%

2. **Full Time Equivalent Achievement.** The APS workforce for 2017-18 has increased by 30 Full Time Equivalent from 17,293 at Pay 1 on 13 July 2017 to 17,323 at Pay 13 on 28 December 2017.

3. **Headcount.** As at 1 January 2018, the APS headcount was 18,300 (18,132 ongoing and 168 non-ongoing), which is 46 more than the same time last year.

4. **Positions.** In November 2017 the Defence Civilian Committee agreed to new business rules for the management of APS positions. Groups and Services are now to manage their APS positions to remain within a limit of FTE plus 11 per cent. Deputy Secretary Defence People has written to Service Chiefs and Group Heads advising of the new business rules.

5. The margin between the 1 January 2018 positions (23,500) and the end of financial year FTE (18,170) is 29.3 per cent (5,330) which is outside the Defence Civilian Committee's agreed recommendation of 11 per cent. Across various Groups, between 1 December 2017 and 1 January 2018, 173 positions were created and 104 positions were inactivated. As at 1 January 2018, there were 4,279 positions which were both actually and substantively vacant. Of these, 986 positions have been identified as being under recruitment action.

6. The number of ongoing APS employees on position based additional responsibility pay has decreased from 2,137 as at 31 December 2016 to 1,618 as at 31 December 2017. Of the 1,618 ongoing APS employees on position based additional responsibility pay:

- 10 have been acting for greater than five years;
- 46 have been acting for between three and five years;
- 310 have been acting for between one and three years; and
- 1,252 have been acting for less than one year.

7. Further Group specific information on additional responsibility pay can be sourced from Human Resource Business Partners.

8. **Recruitment.** For the period from 1 July 2017 to 31 December 2017, Defence has recruited 682 ongoing APS employees, which is 252 more than the same time last year.

A3

9. **Separation Rates.** The APS separation rate (ongoing employees only) is 8.6 per cent as at 1 January 2018, which is lower than 12 months ago (10.6 per cent). The separation rate is higher than the five year average of 7.9 per cent. The APS female separation rate is 8.2 per cent as at 1 January 2018, which is lower than 12 months ago. This compares to the male separation rate of 8.8 per cent as at 1 January 2018, which is also lower than 12 months ago.

A9

10. **Women.** 42.1 per cent of the ongoing APS employees are females.

A10

11. **Diversity.** Over the past 12 months, the number of ongoing APS employees who identify as culturally and linguistically diverse has remained stable, and is 32.4 per cent as at 1 January 2018. The representation of Aboriginal and/or Torres Strait Islander employees has also remained stable, and is 2.1 per cent. The number of ongoing APS employees with a disability has improved from 3.6 per cent to 3.7 per cent.

A11

12. **Critical Occupations.** There are currently [REDACTED] occupations classified as critical for the Defence APS workforce. [REDACTED]

33(a)(ii)

33(a)(ii)

33(a)(ii)

A12

14. **APS Physical Science and Engineering Workforce.** As at 1 January 2018, 19.4 per cent (3,559) of the overall Defence APS headcount (18,300) are in the two main Physical Science and Engineering Job Families: Engineering and Technical (1,684) and Science and Technology (1,875).

15. Compared to the same time last year, the Engineering and Technical and Science and Technology Job Families have reduced by 246 employees (minus 192 and minus 54 respectively). The reduction in the Engineering and Technical Job Family includes the transfer of 120 employees into other Job Families as part of the implementation of a new Engineering and Technical Job Family construct.

16. As at 1 January 2018, the APS separation rate (ongoing employees, including voluntary redundancies) for the Engineering and Technical Job Family is 10.7 per cent and the Science and Technology Job Family is 4.6 per cent, compared to the overall Defence APS separation rate of 8.6 per cent.

ADF Workforce Summary

17. Table 2 provides a summary of 2017-18 performance against ADF guidance, which includes 2016 Defence White Paper allocations.

Table 2: ADF Average Funded Strength performance – Financial Year 2017-18

	2017-18 Guidance	Current Average Funded Strength	Current Average Funded Strength Variation	% Variation	Pay 13 Actual Funded Strength
Navy	14,462	13,807	-655	-4.5%	13,696
Army	30,823	30,448	-375	-1.2%	30,312
Air Force	14,396	14,263	-133	-0.9%	14,182
ADF	59,681	58,518	-1,163	-1.9%	58,191 ¹

Note: ¹ The Actual Funded Strength total may not add up due to rounding.

18. **Average Funded Strength Achievement.** The current ADF Average Funded Strength achievement for 2017-18 is 58,518 against a guidance of 59,681. This represents an underachievement of 1,163 or minus 1.9 per cent, which is outside the one per cent management bandwidth which was set by the Chiefs of Service Committee in 2011.

19. The ADF workforce for 2017-18 has decreased by 334 from a paid strength of 58,525 at Pay 1 on 13 July 2017 to 58,191 at Pay 13 on 28 December 2017. These figures include permanent, continuous full-time service and gap year members.

20. **Headcount.** As at 1 January 2018, the permanent ADF headcount was 57,972 (Navy 13,476, Army 30,198 and Air Force 14,298), which is 175 less than the same time last year. The workforce can be divided into two components: the trained force, which contributes to the delivery of capability; and the training force, which is necessary to generate the trained force.

33(a)(ii)

21. **Recruitment.** In 2017-18, 98 per cent of the year to date permanent ADF entry targets have been achieved (ab initio and prior service), which is an increase compared to 89 per cent achievement the same time last year. Compared to 12 months ago, the achievement of the year to date permanent force entry targets for Navy, Army and Air Force have increased.

22. **Separation Rates.** The ADF separation rate is 9.0 per cent as at 1 January 2018, which has increased from 8.5 per cent 12 months ago. In the current financial year Navy has experienced a minor improvement in separation rates, decreasing from 10.1 per cent as at 1 December 2017 to 9.9 per cent as at 1 January 2018. This is primarily due to improved retention across the sailor workforce, however it is considered too early to advise if this improvement will be sustained. The annual separation rate for:

- Navy has increased from 8.4 per cent as at 1 January 2017 to 9.9 per cent as at 1 January 2018;
- Army has decreased from 10.2 per cent as at 1 January 2017 to 10.0 per cent as at 1 January 2018; and
- Air Force has increased from 5.2 per cent as at 1 January 2017 to 6.2 per cent as at 1 January 2018.

A9

23. **Women.** 17.1 per cent of the permanent ADF workforce is female (Navy 20.8 per cent, Army 13.5 per cent and Air Force 21.2 per cent). As at 1 January 2018, the number of females serving in the ADF is 714 more than the same time last year (Navy plus 121, Army plus 353 and Air Force plus 240).

24. The ADF female separation rate is 8.8 per cent as at 1 January 2018, which is the same as it was 12 months ago. This compares to the male separation rate of 9.1 per cent as at 1 January 2018, which has increased from 8.5 per cent 12 months ago.

A10

25. **Diversity.** Over the last 12 months there has been an improvement in the representation of permanent ADF members who identify as:

- Culturally and linguistically diverse from 24.0 per cent to 24.4 per cent; and
- Aboriginal and/or Torres Strait Islander origin from 2.1 per cent to 2.4 per cent.

A11

26. **Critical Categories.**

33(a)(ii)

33(a)(ii)

A5-8

28. **ADF Gap Year.** The ADF Gap Year recruiting target for 2017-18 is 570 (Navy 100, Army 330 and Air Force 140). As at 1 January 2018, 27 participants have enlisted in the 2017-18 program (Navy 25 and Army 2).

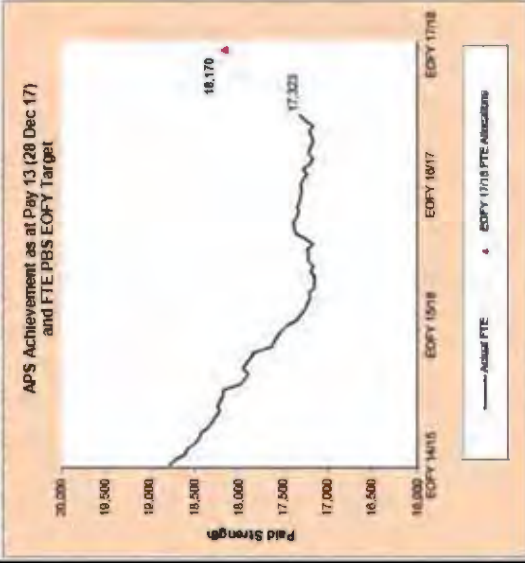
29. As at 1 January 2018, of the 495 participants who enlisted in the 2016-17 program, 88 participants are still serving in the ADF Gap Year program (Navy 64, Army 7 and Air Force 17).

Defence Workforce Achievement 28 December 2017

47E(d)

47E(d)

Chart 1: Historic FTE Achievement

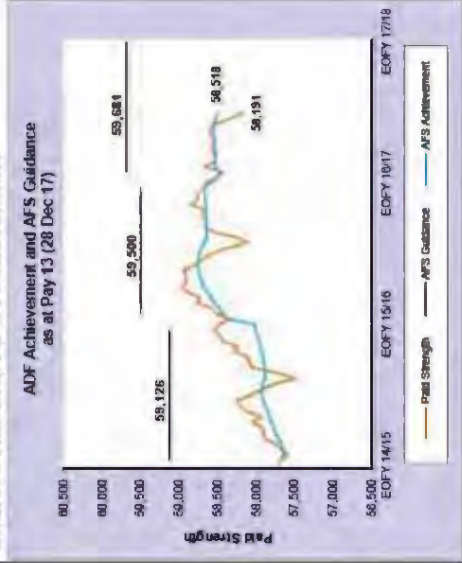


Notes:

- (1) The FTE figures in this table are not averages.
- (2) Corporate Programs are nominally attached to DPG, although the participants work in all Groups. Includes Graduate, Cadet and Indigenous Programs.

47E(d)

Chart 2: Historic AFS Achievement

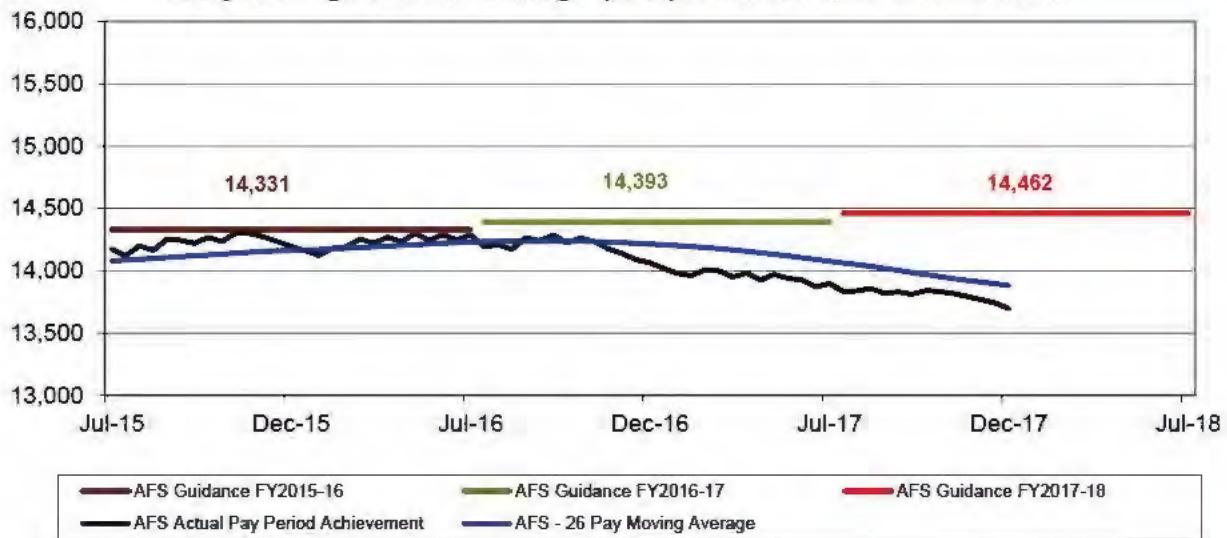


Notes:

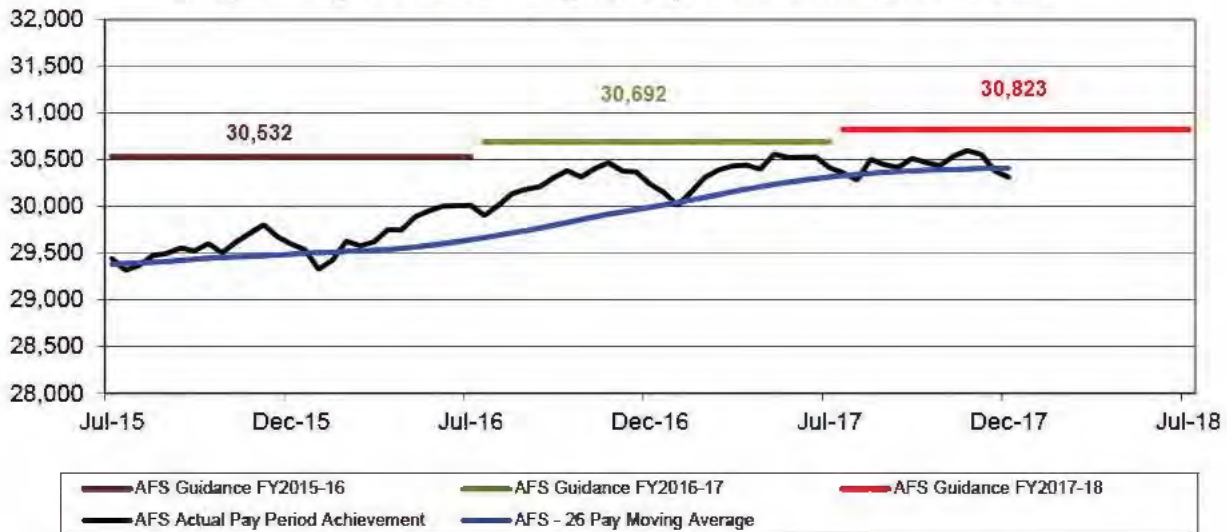
- (1) ADF workforce includes permanent members, Reservists on Continuous Full-Time Service and Gap Year participants.

Achievement and Guidance 28 December 2017

Navy Average Funded Strength(AFS) Achievement and Guidance



Army Average Funded Strength(AFS) Achievement and Guidance



Air Force Average Funded Strength(AFS) Achievement and Guidance



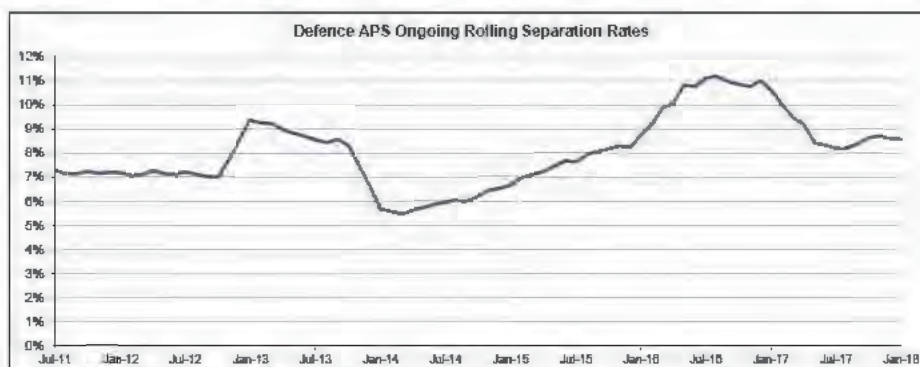
APS 1 January 2018

Positions and Headcount

47E(d)

Notes:

- ⁽¹⁾ Australian Defence Force Headquarters and Joint Capability were established in July 2017, therefore change % not reported until 24 months of data is available.
- ⁽²⁾ Corporate Programs are nominally attached to Defence People Group, although the participants work in all Groups. Includes Graduates, Cadet & Indigenous Programs.
- ⁽³⁾ Hires and separations from disbanded Groups appear in data over the past 24 months.



APS Actual Incumbents by Job Family and Group as at 1 January 2018¹⁰

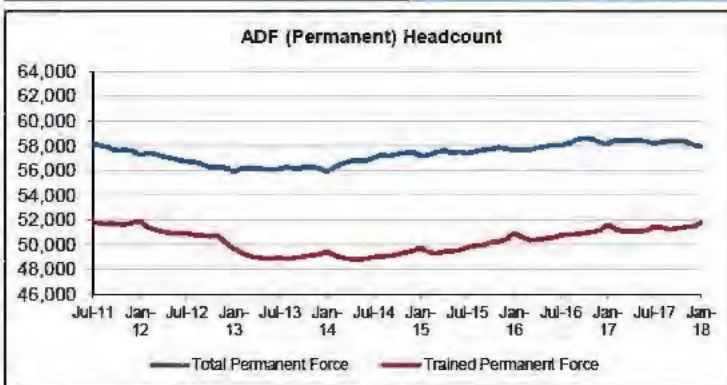
47E(d)

APS Graduates (included in figures above)

JOB FAMILY	Group														TOTAL
	ADFHQ	NAVY	ARMY	AIR FORCE	JCS	JOC	DES	CIOG	DPG	EMG	CFO	SP&I	CASG	DSTG	
Admin & Corp Support									23						23
Engineering and Technical									66						66
Finance									13						13
Information Comms Technologies								3	12						15
Infrastructure									11						11
Intelligence and Security									109						109
Logistics									14						14
People									4						4
Procurement and Contracting									29						29
Science and Technology									5						5
Strategic & International Pol									14						14
Grand Total	0	0	0	0	0	0	0	0	3	300	0	0	0	0	303

ADF 1 January 2018

Headcount



ADF Headcount	01-Jan-17	01-Jan-18	Change
Permanent Force	58147	57972	-175
Males 82.9%	48938	48049	-889
Females 17.1%	9208	9922	+714
ADFGY	179	114	-65
Reserve Force	20988	22131	+1143
CFTS	808	748	-60
Active	20180	21383	+1203
Permanent & CFTS	58955	58720	-235
Total Force	79314	80217	+903

Trained Force	01-Jan-17	01-Jan-18	Change
---------------	-----------	-----------	--------

47E(d)

AFS Performance				
FY	YTD Average	Guidance	Variance ⁽¹⁾	Variance (%)
2015-16	58061	59126	-1065	-1.8%
2016-17	58680	59500	-820	-1.4%
2017-18	58518	59681	-1163	-1.9%
2018-19	N/A	59794	N/A	N/A

⁽¹⁾ Variance is difference between YTD Average and Guidance.⁽²⁾ Variance is difference between AFS Forecast Mean and Guidance.

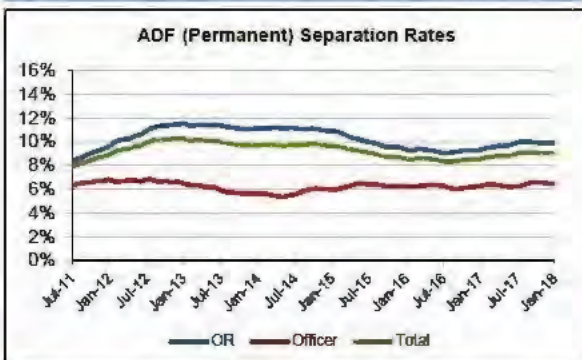
AFS Forecast				
Minimum	Mean	Maximum	Variance ⁽²⁾	Variance (%)
58590	58686	58783	-995	-1.7%
58433	58980	59636	-814	-1.4%

Enlistments (Inflow)

ADF ⁽¹⁾	Previous FY16/17				Current FY17/18				
	YTD ⁽²⁾ Achieved	YTD Target	Full Year ⁽³⁾ Target	% Ach of YTD Target	YTD Achieved	YTD Target	Full Year Target	% Ach of YTD Target	Annual Change
Ab Initio	2056	2283	4789	90%	1573	1678	4391	94%	-483
Officers	181	230	907	79%	150	192	856	78%	-31
OR Tech	276	302	632	91%	315	324	712	97%	+39
Other OR	1599	1751	3250	91%	1108	1162	2823	95%	-491
Prior Service⁽⁴⁾	440	522	1159	84%	552	493	1026	112%	+112
Officers	85	158	332	54%	105	145	287	72%	+20
OR Tech	31	99	143	31%	32	64	132	50%	+1
Other OR	324	265	684	122%	415	284	607	146%	+91
Total FT	2496	2805	5948	89%	2125	2171	5417	98%	-371
Total ADFGY	1	1	495	100%	27	27	570	100%	+26
Total PT	738	1028	2087	72%	910	1219	2610	75%	+172
DFR FT Performance	2125	2283	4789	93%	1635	1678	4391	97%	-490

⁽¹⁾ Some Prior Service personnel are processed by DFR and count towards the Ab Initio target achievement IAW Service HQ direction.⁽²⁾ As of 1 January 2017 includes retrospective changes.⁽³⁾ As reported in Defence Annual Report FY16/17 (Ab Initio and PT) and Prior Service as per 1 July 17 Defence Workforce Report.⁽⁴⁾ Prior Service targets are not scheduled by month. These YTD Targets reflect a proportionate estimate.

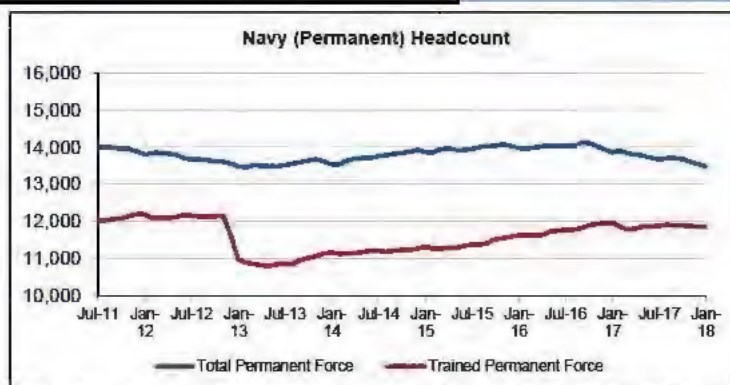
Separation Rates and Numbers (Outflow)



Total Separations (Permanent)	Officers	OR	Total	Annual Change
1 Jan 17 - 31 Dec 17	958	4308	5266	
1 Jan 16 - 31 Dec 16	920	4045	4965	+301
Current Rate	6.5%	9.9%	9.0%	
Rate 1 Jan 17	6.3%	9.3%	8.5%	+0.5%
5 Year Average	6.1%	10.1%	9.1%	
Trained Force Separations (Permanent)	Officers	OR	Total	Annual Change
1 Jan 17 - 31 Dec 17	769	3633	4402	
1 Jan 16 - 31 Dec 16	725	3255	3980	+422
Current Rate	6.2%	9.3%	8.6%	
Rate 1 Jan 17	5.9%	8.4%	7.8%	+0.8%

Navy 1 January 2018

Headcount



Navy Headcount	01-Jan-17	01-Jan-18	Change
Permanent Force	13859	13476	-383
Male 79.2%	11174	10670	-504
Female 20.8%	2685	2806	+121
ADFGY	62	88	+26
Reserve Force	2597	2989	+392
CFTS	271	263	-8
Active	2326	2726	+400
Permanent & CFTS	14130	13739	-391
Total Force	16518	16553	+35

Trained Force	01-Jan-17	01-Jan-18	Change
47E(d)			

AFS Performance				
FY	YTD Average	Guidance	Variance ⁽¹⁾	Variance (%)
2015-16	14232	14331	-99	-0.7%
2016-17	14077	14393	-316	-2.2%
2017-18	13807	14462	-655	-4.5%
2018-19	N/A	14690	N/A	N/A

⁽¹⁾ Variance is difference between YTD Average and Guidance.

⁽²⁾ Variance is difference between AFS Forecast Mean and Guidance.

AFS Forecast				
Minimum	Mean	Maximum	Variance ⁽²⁾	Variance (%)
N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A
13783	13797	13812	-665	-4.6%
13805	13944	14089	-746	-5.1%

Enlistments (Inflow)

Navy ⁽¹⁾	Previous FY16/17				Current FY17/18				
	YTD ⁽²⁾ Achieved	YTD Target	Full Year ⁽³⁾ Target	% Ach of YTD Target	YTD Achieved	YTD Target	Full Year Target	% Ach of YTD Target	Annual Change
Ab Initio	364	378	839	96%	355	370	1088	96%	-9
Officers	71	89	206	80%	53	73	202	73%	-18
OR Tech	118	119	226	99%	144	146	367	99%	+26
Other OR ⁽⁴⁾	175	170	407	103%	158	151	519	105%	-17
Prior Service	65	144	290	45%	78	145	290	54%	+13
Officers	31	35	70	89%	29	35	70	83%	-2
OR Tech	10	66	72	15%	8	36	72	22%	-2
Other OR	24	43	148	56%	41	74	148	55%	+17
Total FT	429	522	1129	82%	433	515	1378	84%	+4
Total ADFGY	0	0	75	0%	25	25	100	100%	+25
Total PT	10	10	31	100%	26	26	58	100%	16
DFR FT Performance	361	378	839	96%	356	370	1088	96%	-5

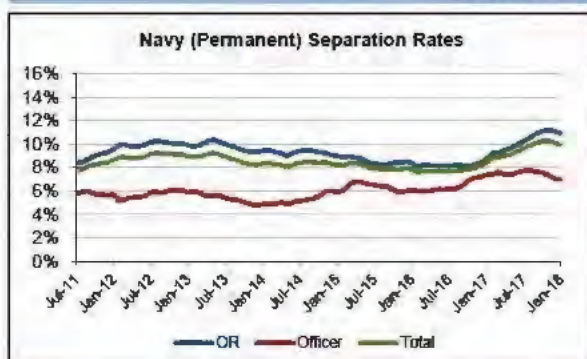
⁽¹⁾ Some Prior Service personnel are processed by DFR and count towards the Ab Initio target achievement IAW Service HQ direction.

⁽²⁾ As of 1 January 2017 includes retrospective changes.

⁽³⁾ As reported in Defence Annual Report FY16/17 (Ab Initio and PT) and Prior Service as per 1 July 17 Defence Workforce Report.

⁽⁴⁾ Ab Initio YTD Achieved includes (13) participants in the Defence Indigenous Development Program. DIDP targets are reflected in the Other OR Prior Service YTD and Full Year targets

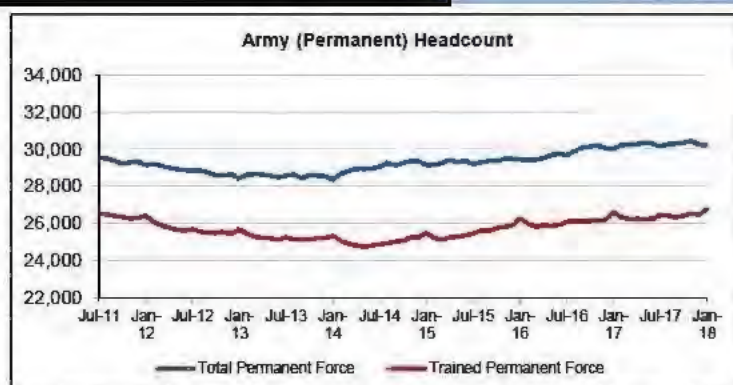
Separation Rates and Numbers (Outflow)



Total Separations (Permanent)	Officers	OR	Total	Annual Change
1 Jan 17 - 31 Dec 17	233	1129	1362	
1 Jan 16 - 31 Dec 16	245	934	1179	+183
Current Rate	7.0%	10.9%	9.9%	
Rate 1 Jan 17	7.4%	8.7%	8.4%	+1.5%
5 Year Average	6.3%	9.3%	8.6%	
Trained Force Separations (Permanent)	Officers	OR	Total	Annual Change
1 Jan 17 - 31 Dec 17	181	972	1153	
1 Jan 16 - 31 Dec 16	187	746	933	+220
Current Rate	7.0%	10.5%	9.7%	
Rate 1 Jan 17	7.3%	8.1%	7.9%	+1.8%

Army 1 January 2018

Headcount



Army Headcount	01-Jan-17	01-Jan-18	Change
Permanent Force	30021	30198	+177
Male 86.5%	26284	26108	-176
Female 13.5%	3736	4089	+353
ADFGY	5	9	+4
Reserve Force	13633	13907	+274
CFTS	469	424	-45
Active	13164	13483	+319
Permanent & CFTS	30490	30622	+132
Total Force	43659	44114	+455

Trained Force	01-Jan-17	01-Jan-18	Change
---------------	-----------	-----------	--------

47E(d)

AFS Performance				
FY	YTD Average	Guidance	Variance ⁽¹⁾	Variance (%)
2015-16	29635	30532	-897	-2.9%
2016-17	30314	30692	-378	-1.2%
2017-18	30448	30823	-375	-1.2%
2018-19	N/A	30809	N/A	N/A

⁽¹⁾ Variance is difference between YTD Average and Guidance.⁽²⁾ Variance is difference between AFS Forecast Mean and Guidance.

AFS Forecast				
Minimum	Mean	Maximum	Variance ⁽²⁾	Variance (%)
N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A
30503	30563	30618	-260	-0.8%
30331	30614	31023	-195	-0.6%

Enlistments (Inflow)

Army ⁽¹⁾	Previous FY16/17				Current FY17/18				
	YTD ⁽²⁾ Achieved	YTD Target	Full Year ⁽³⁾ Target	% Ach of YTD Target	YTD Achieved	YTD Target	Full Year Target	% Ach of YTD Target	Annual Change
Ab Initio	1464	1649	3181	89%	1042	1114	2632	94%	-422
Officers	88	113	460	78%	75	96	403	78%	-13
OR Tech	113	126	253	90%	111	115	257	97%	-2
Other OR	1263	1410	2468	90%	856	903	1972	95%	-407
Prior Service⁽⁴⁾	325	340	701	96%	356	266	531	134%	+31
Officers	33	99	191	33%	52	74	147	70%	+19
OR Tech	8	28	59	29%	13	22	44	59%	+5
Other OR	284	213	451	133%	291	170	340	171%	+7
Total FT	1789	1989	3882	90%	1398	1380	3163	101%	-391
Total ADFGY	1	1	300	100%	2	2	330	100%	+1
Total PT	703	946	1933	74%	829	1125	2439	74%	+126
DFR FT Performance	1510	1649	3181	92%	1087	1114	2632	98%	-423

⁽¹⁾ Some Prior Service personnel are processed by DFR and count towards the Ab Initio target achievement IAW Service HQ direction.⁽²⁾ As of 1 January 2017 includes retrospective changes.⁽³⁾ As reported in Defence Annual Report FY16/17 (Ab Initio and PT) and Prior Service as per 1 July 17 Defence Workforce Report.⁽⁴⁾ Targets for Prior Service is a Pro Rata of Full Year Target of 191 (FY16/17) or 147 (FY17/18) for Officers and the remainder is then split 11.5% OR Tech and 88.5% Other OR.

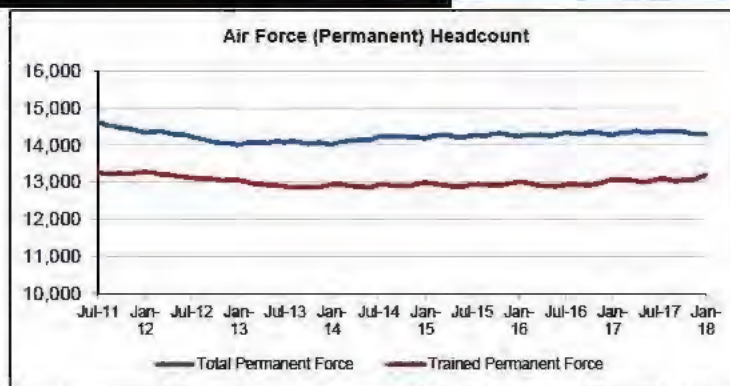
Separation Rates and Numbers (Outflow)



Total Separations (Permanent)	Officers	OR	Total	Annual Change
1 Jan 17 - 31 Dec 17	427	2586	3013	
1 Jan 16 - 31 Dec 16	438	2598	3036	-23
Current Rate	6.6%	10.9%	10.0%	
Rate 1 Jan 17	6.9%	11.1%	10.2%	-0.2%
5 Year Average	7.0%	12.1%	11.0%	
Trained Force Separations (Permanent)	Officers	OR	Total	Annual Change
1 Jan 17 - 31 Dec 17	329	2113	2442	
1 Jan 16 - 31 Dec 16	326	2047	2373	+69
Current Rate	6.1%	10.0%	9.2%	
Rate 1 Jan 17	6.1%	9.9%	9.1%	+0.1%

Air Force 1 January 2018

Headcount



Air Force Headcount		01-Jan-17	01-Jan-18	Change
Permanent Force		14267	14298	+31
Male	78.8%	11480	11271	-209
Female	21.2%	2787	3027	+240
ADFGY		112	17	-95
Reserve Force		4758	5235	+477
CFTS		68	61	-7
Active		4690	5174	+484
Permanent & CFTS		14335	14359	+24
Total Force		19137	19550	+413

Trained Force		01-Jan-17	01-Jan-18	Change
47E(d)				

AFS Performance				
FY	YTD Average	Guidance	Variance ⁽¹⁾	Variance (%)
2015-16	14194	14263	-69	-0.5%
2016-17	14289	14415	-126	-0.9%
2017-18	14263	14396	-133	-0.9%
2018-19	NA	14295	NA	NA

⁽¹⁾ Variance is difference between YTD Average and Guidance.

⁽²⁾ Variance is difference between AFS Forecast Mean and Guidance.

AFS Forecast				
Minimum	Mean	Maximum	Variance ⁽²⁾	Variance (%)
NA	NA	NA	NA	NA
NA	NA	NA	NA	NA
14304	14326	14353	-70	-0.5%
14297	14422	14524	+127	0.9%

Enlistments (Inflow)

Air Force ⁽¹⁾	Previous FY16/17				Current FY17/18				
	YTD ⁽²⁾ Achieved	YTD Target	Full Year ⁽³⁾ Target	% Ach of YTD Target	YTD Achieved	YTD Target	Full Year Target	% Ach of YTD Target	Annual Change
Ab Initio	228	256	769	89%	176	194	671	91%	-52
Officers	22	28	241	79%	22	23	251	96%	+0
OR Tech	45	57	153	79%	60	63	88	95%	+15
Other OR	161	171	375	94%	94	108	332	87%	-67
Prior Service	50	38	168	132%	118	82	205	144%	+68
Officers	21	24	71	88%	24	36	70	67%	+3
OR Tech	13	5	12	260%	11	6	16	183%	-2
Other OR	16	9	85	178%	83	40	119	208%	+67
Total FT	278	294	937	95%	294	276	876	107%	+16
Total ADFGY	0	0	120	0%	0	0	140	0%	+0
Total PT	25	72	123	35%	55	68	113	81%	+30
DFR FT Performance	254	256	769	99%	192	194	671	99%	-62

⁽¹⁾ Some Prior Service personnel are processed by DFR and count towards the Ab Initio target achievement IAW Service HQ direction.

⁽²⁾ As of 1 January 2017 includes retrospective changes.

⁽³⁾ As reported in Defence Annual Report FY16/17 (Ab Initio and PT) and Prior Service as per 1 July 17 Defence Workforce Report.

Separation Rates and Numbers (Outflow)



Total Separations (Permanent)	Officers	OR	Total	Annual Change
1 Jan 17 - 31 Dec 17	298	593	891	
1 Jan 16 - 31 Dec 16	237	513	750	+141
Current Rate	5.9%	6.4%	6.2%	
Rate 1 Jan 17	4.7%	5.5%	5.2%	+1.0%
5 Year Average	4.9%	6.2%	5.7%	
Trained Force Separations (Permanent)	Officers	OR	Total	Annual Change
1 Jan 17 - 31 Dec 17	259	548	807	
1 Jan 16 - 31 Dec 16	212	462	674	+133
Current Rate	5.9%	6.3%	6.2%	
Rate 1 Jan 17	4.9%	5.3%	5.2%	+1.0%

Women in Defence

Female Headcount - Permanent Force

	1-Jan-17		1-Jan-18		Change
	Female	%	Female	%	
ADF Total	9208	15.8%	9922	17.1%	+714
Junior OR	5184	15.7%	5721	17.5%	+537
Senior OR	1259	11.9%	1305	12.5%	+46
Junior Officers	2690	19.4%	2813	20.0%	+123
Senior Officers	75	11.6%	83	12.6%	+8
Navy Total	2685	19.4%	2806	20.8%	+121
Junior OR	1712	21.5%	1795	23.7%	+83
Senior OR	307	11.8%	324	12.6%	+17
Junior Officers	645	20.7%	665	21.2%	+20
Senior Officers	21	11.7%	22	12.2%	+1
Army Total	3736	12.4%	4089	13.5%	+353
Junior OR	2190	11.7%	2482	13.1%	+292
Senior OR	530	10.6%	535	10.9%	+5
Junior Officers	985	16.5%	1036	16.9%	+51
Senior Officers	31	11.9%	36	13.2%	+5
Air Force Total	2787	19.5%	3027	21.2%	+240
Junior OR	1282	20.3%	1444	23.0%	+162
Senior OR	422	14.3%	446	15.0%	+24
Junior Officers	1060	22.1%	1112	23.0%	+52
Senior Officers	23	11.2%	25	12.1%	+2
APS Total	7553	41.6%	7642	42.1%	+89
APS 1-6	5986	46.2%	5902	46.8%	-84
EL 1	1155	33.2%	1264	34.5%	+109
EL 2	367	23.1%	427	25.2%	+60
SES	45	33.1%	49	32.9%	+4

Notes:

The % reflects the female headcount as a % of the group identified
The female headcount is based on substantive rank and classification

Enlistments - Permanent Force

	1 Jan 16 - 31 Dec 16		1 Jan 17 - 31 Dec 17		Change	
	Female	Male	Female	Male	Female	Male
ADF	1154	4327	1571	3520	+417	-807
	21.1%	78.9%	30.9%	69.1%		
Navy	299	777	393	586	+94	-191
	27.8%	72.2%	40.1%	59.9%		
Army	584	3039	773	2417	+189	-622
	16.1%	83.9%	24.2%	75.8%		
Air Force	271	511	405	517	+134	+6
	34.7%	65.3%	43.9%	56.1%		
APS	509	449	700	816	+191	+367
	53.1%	46.9%	46.2%	53.8%		

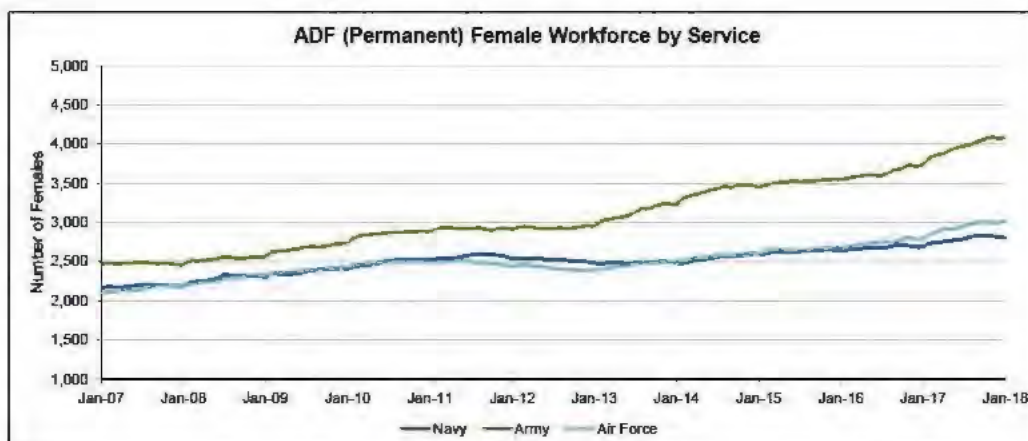
Separation Rates - Permanent Force

	1-Jan-17		1-Jan-18	
	Female	Male	Female	Male
ADF	8.8%	8.5%	8.8%	9.1%
Navy	9.2%	8.2%	9.8%	10.0%
Army	10.9%	10.1%	10.6%	9.9%
Air Force	5.7%	5.1%	5.6%	6.4%
APS	9.9%	11.0%	8.2%	8.8%

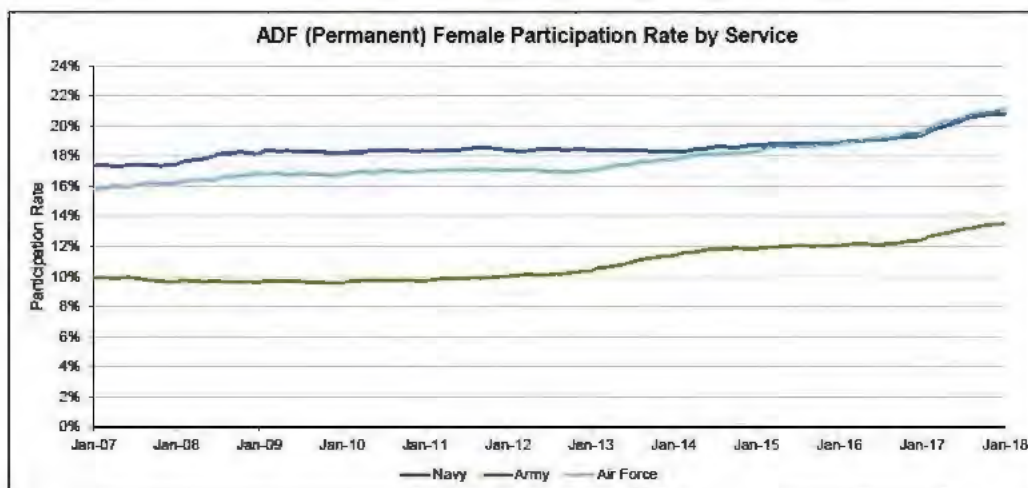
Notes:

- ADF data is for permanent force only
- Junior OR are rank E05 (CPL(E)) and below
- Senior OR are rank E06 (SGT(E)) and above
- Junior Officers are rank O05 (LTCOL(E)) and below
- Senior Officers are rank O06 (COL(E)) and above
- APS data is for ongoing employees only

ADF (Permanent) Female Workforce by Service



ADF (Permanent) Female Participation Rate by Service



Comments

Notes:

- (1) *Cultural* and *Linguistically Diverse* (CALD) is measured where an individual has met one or more of the following variables: Birth Country, Ancestry or Language as defined in the Australian Bureau Statistics (ABS) standards for the reporting of CALD.
- (2) *Indigenous Status* is derived from PMKeyS field Ethnic Group Long Description. Excludes all Ethnic groups other than, where an individual has self-identified as Aboriginal/Torres Strait Islander or Aust Aboriginal & TSI
- (3) Birth Country not AUS is derived from PMKeyS field Birth Country CG Long Description. Excludes Australia, Norfolk Island, Australian External Territories, Inadequately described, Not elsewhere classified, Chose not to give this information, Not Provided & Unknown
- (4) Ancestry is derived from PMKeyS field Ethnic Group Long Description. Excludes Australian, Unknown, X Chose not to give this information, Not Provided^a Also excludes "Oceanic" where an individuals Birth Country and Language variables are not measured as CALD – because Oceanic previously was the only option for those who would now identify as Australian.
- (5) Language is derived from PMKeyS fields First Language Spoken, Mother First Language, and Father First Language. Excludes English Only, Not Provided, Language Unknown, Chose not to give information^a.
- (6) Disability is derived from PMKeyS fields Disability Grip Description & Effective Status Code

47E(d)

47E(d)

47E(d)

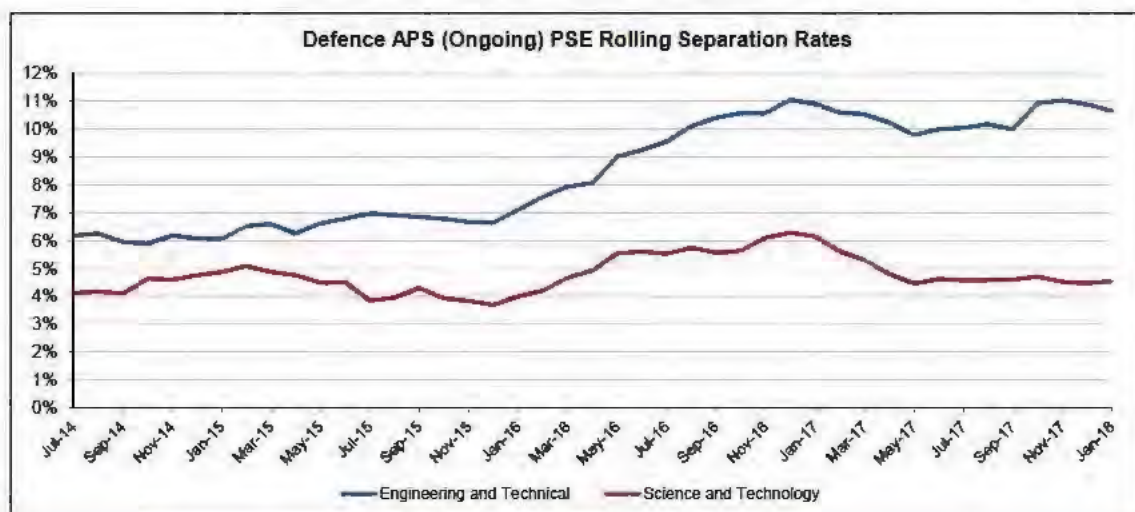
47E(d)

APS Physical Science and Engineering (PSE) Workforce

Job Family	APS Headcount (Ongoing and Non-Ongoing employees)							Change	% Change
	1-Jan-17			1-Jan-18					
	Female	Male	Total	Female	Male	Total			
Engineering and Technical	157	1719	1876	156	1528	1684	-192	-10.2%	
Science and Technology	311	1617	1929	318	1556	1875	-54	-2.8%	

APS Headcount (Ongoing and Non-Ongoing employees)												
Engineering and Technical												
Age (Years)	Length of Service (Completed Years)											Total
	<1	1-5	6-10	11-15	16-20	21-25	26-30	31-35	36-40	41-45	>45	
<20												0
20-24	28	25										53
25-29	40	85	18									143
30-34	17	47	97	10								171
35-39	9	34	51	35	5							134
40-44	11	17	45	20	32	4						129
45-49	12	19	64	32	30	11	10					178
50-54	13	28	69	71	47	15	35	16	4			298
55-59	3	16	68	77	96	17	22	10	6			315
60-64	3	8	42	39	44	15	11	10	6	3	1	182
65-69	1	2	11	16	12	5	5	4	3	2	1	62
70-74			7	2	6			1	1			17
75+							1	1				2
Total	137	281	472	302	272	67	84	42	20	5	2	1684

APS Headcount (Ongoing and Non-Ongoing employees)												
Science & Technology												
Age (Years)	Length of Service (Completed Years)											Total
	<1	1-5	6-10	11-15	16-20	21-25	26-30	31-35	36-40	41-45	>45	
<20												0
20-24	5	17										22
25-29	7	18	32									57
30-34	11	19	130	24								184
35-39	8	14	88	103	35							248
40-44	3	3	69	77	100	18	1					271
45-49	2	5	45	68	82	67	40	3				312
50-54	2	6	32	42	52	39	103	59	8			343
55-59	1	2	22	30	48	35	54	34	21	6		253
60-64		2	4	15	35	20	25	15	18	8	2	144
65-69			2	3	4	3	4	7	3	3	3	32
70-74			1	1	2						4	8
75+											1	1
Total	39	86	425	363	358	182	227	118	50	17	10	1875



DEFENCE WORKFORCE REPORT AS AT 1 FEBRUARY 2018

Introduction

1. This report provides an overview of key ADF and APS workforce statistics as at 1 February 2018. Further workforce details are available in the attachments provided, referenced in the left hand margin.

APS Workforce Summary

Table 1: APS Full Time Equivalent performance – Financial Year 2017-18

	Full Time Equivalent Portfolio Budget Statements End of Financial Year Target	Current Full Time Equivalent	Current Full Time Equivalent Variation	% Variation
APS	18,170	17,238	-932	-5.1%

2. **Full Time Equivalent Achievement.** The APS workforce for 2017-18 has decreased by 55 Full Time Equivalent from 17,293 at Pay 1 on 13 July 2017 to 17,238 at Pay 15 on 25 January 2018.

3. **Headcount.** As at 1 February 2018, the APS headcount was 18,372 (18,183 ongoing and 189 non-ongoing), which is 92 more than the same time last year.

4. **Positions.** In November 2017 the Defence Civilian Committee agreed to new business rules for the management of APS positions. Groups and Services are now to manage their APS positions to remain within a limit of FTE plus 11 per cent. Deputy Secretary Defence People has written to Service Chiefs and Group Heads advising of the new business rules.

5. The margin between the 1 February 2018 positions (23,708) and the end of financial year FTE (18,170) is 30.5 per cent (5,538) which is outside the Defence Civilian Committee's agreed recommendation of 11 per cent. Across various Groups, between 1 January 2018 and 1 February 2018, 281 positions were created and 73 positions were inactivated. As at 1 February 2018, there were 4,424 positions which were both actually and substantively vacant. Of these, 1,041 positions have been identified as being under recruitment action. A bulk inactivation of long term vacant positions will occur in February 2018 and the results of this will be reflected in the 1 March 2018 report.

6. The number of ongoing APS employees on position based additional responsibility pay has decreased from this time last year moving from 2,156 as at 31 January 2017 to 1,587 as at 31 January 2018. Of the 1,587 APS ongoing employees on position based additional responsibility pay:

- 12 have been acting for greater than five years;
- 47 have been acting for between three and five years;
- 267 have been acting for between one and three years; and
- 1,261 have been acting for less than one year.

7. Further Group specific information on additional responsibility pay can be sourced from Human Resource Business Partners.

8. **Recruitment.** For the period from 1 July 2017 to 31 January 2018, Defence has recruited 907 ongoing APS employees, which is 297 more than the same time last year.

9. **Separation Rates.** The APS separation rate (ongoing employees only) is 8.7 per cent as at 1 February 2018, which is lower than 12 months ago (10.0 per cent). The separation rate is higher than the five year average of 8.0 per cent. The APS female separation rate is 8.6 per cent as at 1 February 2018, which is lower than 12 months ago. This compares to the male separation rate of 8.7 per cent as at 1 February 2018, which is also lower than 12 months ago.

10. **Women.** 42.0 per cent of the ongoing APS employees are females.

11. **Diversity.** Over the past 12 months, the number of ongoing APS employees who identify as culturally and linguistically diverse has decreased from 32.6 per cent as at 1 February 2017 to 32.4 per cent as at 1 February 2018. The representation of Aboriginal and/or Torres Strait Islander employees has remained stable and is 2.1 per cent. The number of ongoing APS employees with a disability has increased from 3.5 per cent as at 1 February 2017 to 3.6 per cent as at 1 February 2018.

12. **Critical Occupations.** There are currently [REDACTED] occupations classified as critical for the Defence APS workforce [REDACTED]

33(a)(ii)

33(a)(ii)

33(a)(ii)

14. **APS Physical Science and Engineering Workforce.** As at 1 February 2018, 19.4 per cent (3,557) of the overall Defence APS headcount (18,372) are in the two main Physical Science and Engineering Job Families: Engineering and Technical (1,675) and Science and Technology (1,882).

15. Compared to the same time last year, the Engineering and Technical and Science and Technology Job Families have reduced by 249 employees (minus 193 and minus 56 respectively). The reduction in the Engineering and Technical Job Family includes the transfer of 120 employees into other Job Families as part of the implementation of a new Engineering and Technical Job Family construct.

16. As at 1 February 2018, the APS separation rate (ongoing employees, including voluntary redundancies) for the Engineering and Technical Job Family is 10.2 per cent and the Science and Technology Job Family is 5.1 per cent, compared to the overall Defence APS separation rate of 8.7 per cent.

ADF Workforce Summary

17. Table 2 provides a summary of 2017-18 performance against ADF guidance, which includes 2016 Defence White Paper allocations.

Table 2: ADF Average Funded Strength performance – Financial Year 2017-18

	2017-18 Guidance	Current Average Funded Strength	Current Average Funded Strength Variation	% Variation	Pay 15 Actual Funded Strength
Navy	14,462	13,791	-671	-4.6%	13,704
Army	30,823	30,417	-406	-1.3%	30,204
Air Force	14,396	14,247	-149	-1.0%	14,155
ADF	59,681	58,455	-1,226	-2.1%	58,063 ¹

Note: ¹ The Actual Funded Strength total may not add up due to rounding.

A1-2

18. **Average Funded Strength Achievement.** The current ADF Average Funded Strength achievement for 2017-18 is 58,455 against a guidance of 59,681. This represents an underachievement of 1,226 or minus 2.1 per cent, which is outside the one per cent management bandwidth which was set by the Chiefs of Service Committee in 2011.

19. The ADF workforce for 2017-18 has decreased by 462 from a paid strength of 58,525 at Pay 1 on 13 July 2017 to 58,063 at Pay 15 on 25 January 2018. These figures include permanent, continuous full-time service and gap year members.

A5-8

20. **Headcount.** As at 1 February 2018, the permanent ADF headcount was 58,254 (Navy 13,636, Army 30,274 and Air Force 14,344), which is 202 less than the same time last year. The workforce can be divided into two components: the trained force, which contributes to the delivery of capability; and the training force, which is necessary to generate the trained force.

33(a)(ii)

A5-8

21. **Recruitment.** In 2017-18, 98 per cent of the year to date permanent ADF entry targets have been achieved (ab initio and prior service), which is an increase compared to 93 per cent achievement for the same time last year. Compared to 12 months ago, the achievement of the year to date permanent force entry targets for Navy and Army have increased, while Air Force has decreased.

A5-8

22. **Separation Rates.** The ADF separation rate is 9.2 per cent as at 1 February 2018, which has increased from 8.7 per cent 12 months ago. In the past month Navy has experienced a minor improvement in separation rates, decreasing from 9.9 per cent as at 1 January 2018 to 9.7 per cent as at 1 February 2018. This is primarily due to improved retention across the sailor workforce, however it is considered too early to advise if this improvement will be sustained. The annual separation rate for:

- Navy has increased from 8.8 per cent as at 1 February 2017 to 9.7 per cent as at 1 February 2018;
- Army has increased from 10.1 per cent as at 1 February 2017 to 10.3 per cent as at 1 February 2018; and
- Air Force has increased from 5.6 per cent as at 1 February 2017 to 6.4 per cent as at 1 February 2018.

A9

23. **Women.** 17.4 per cent of the permanent ADF workforce is female (Navy 21.2 per cent, Army 13.7 per cent and Air Force 21.4 per cent). As at 1 February 2018, the number of females serving in the ADF is 690 more than the same time last year (Navy plus 147, Army plus 327 and Air Force plus 216).

24. The ADF female separation rate is 9.2 per cent as at 1 February 2018, which has increased from 8.9 per cent 12 months ago. This compares to the male separation rate of 9.2 per cent as at 1 February 2018, which has increased from 8.7 per cent 12 months ago.

A10

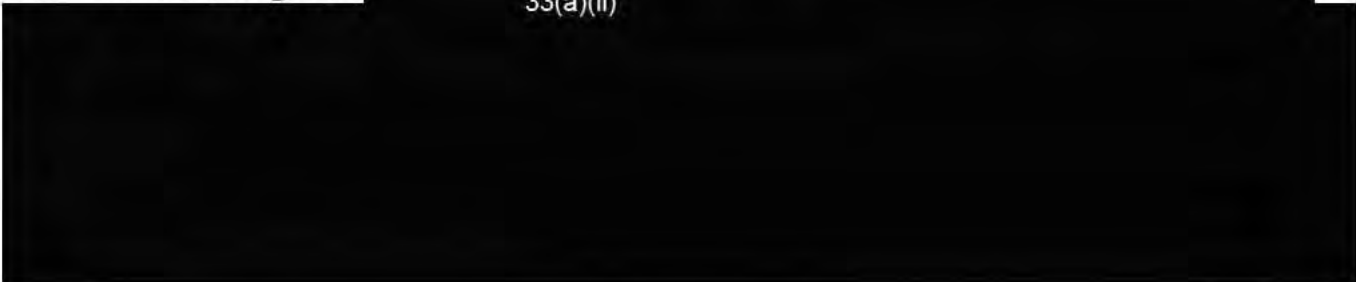
25. **Diversity.** Over the last 12 months there has been an improvement in the representation of permanent ADF members who identify as:

- Culturally and linguistically diverse from 24.1 per cent to 24.4 per cent; and
- Aboriginal and/or Torres Strait Islander origin from 2.2 per cent to 2.4 per cent.

A11

26. **Critical Categories.**

33(a)(ii)



A5-8

28. **ADF Gap Year.** The ADF Gap Year recruiting target for 2017-18 is 570 (Navy 100, Army 330 and Air Force 140). As at 1 February 2018, 365 participants have enlisted in the 2017-18 program (Navy 50, Army 216 and Air Force 99).

29. As at 1 February 2018, of the 495 participants who enlisted in the 2016-17 program, 46 participants are still serving in the ADF Gap Year program (Navy 38, Army 7 and Air Force 1).

47E(d)

Defence Workforce Achievement 25 January 2018

47E(d)

⁽¹⁾ The FTE figures in this table are not averages.

⁽²⁾ Corporate Programs are nominally attached to DPG, although the participants work in all Groups. Includes Graduate, Cadet and Indigenous Programs.



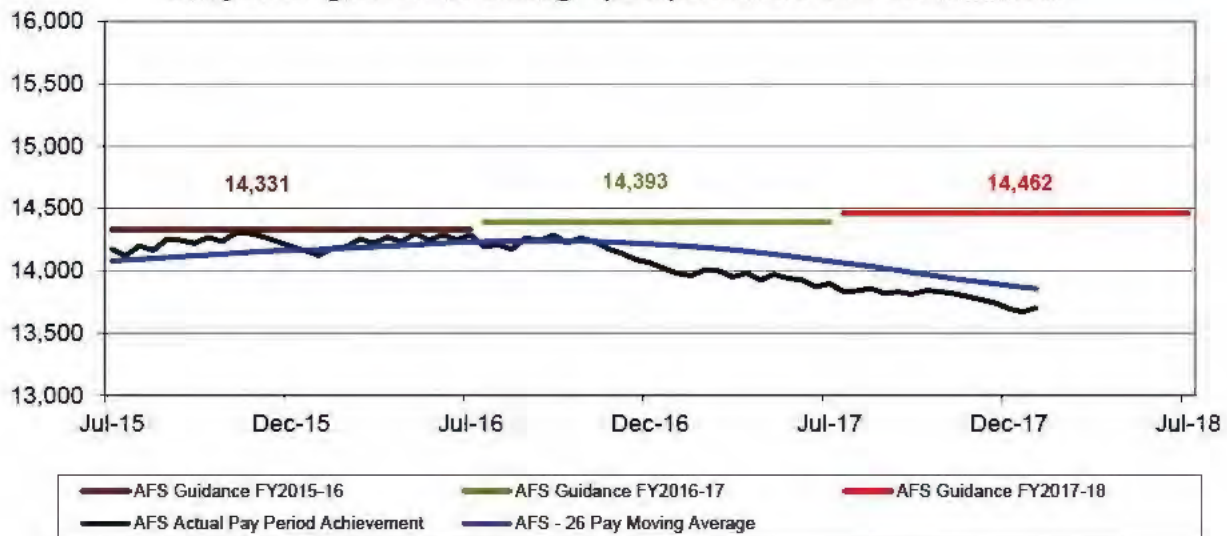
47E(d)

⁽¹⁾ ADF workforce includes permanent members, Reservists on Continuous Full-Time Service and Gap Year participants.

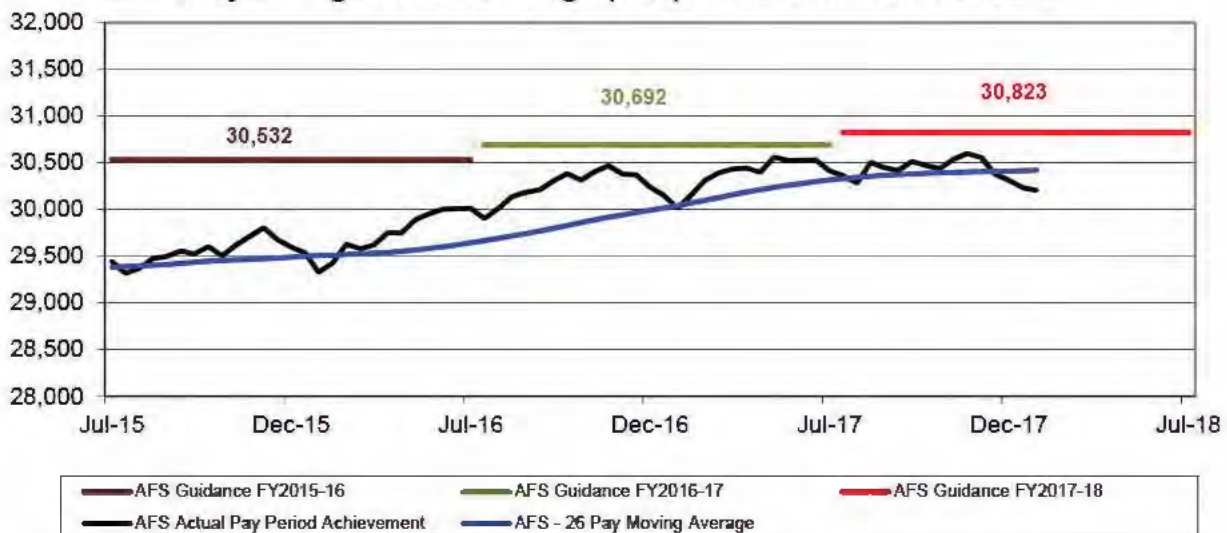
47E(d)

Achievement and Guidance 25 January 2018

Navy Average Funded Strength(AFS) Achievement and Guidance



Army Average Funded Strength(AFS) Achievement and Guidance



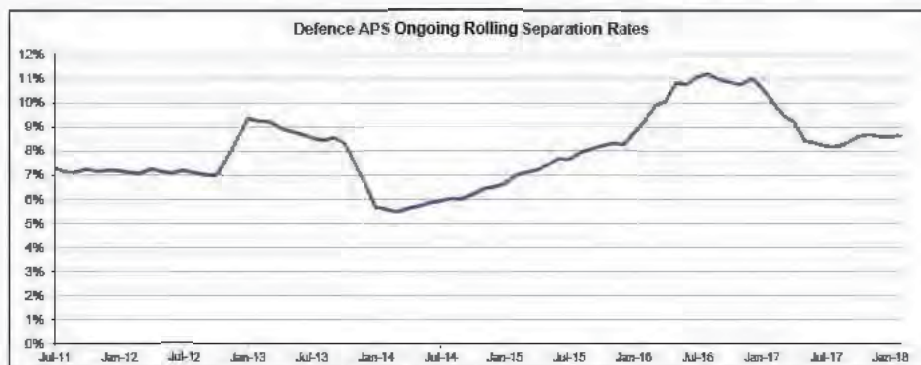
Air Force Average Funded Strength(AFS) Achievement and Guidance



APS 1 February 2018

Positions and Headcount

47E(d)



APS Actual Incumbents by Job Family and Group as at 1 February 2018 ¹⁰

47E(d)

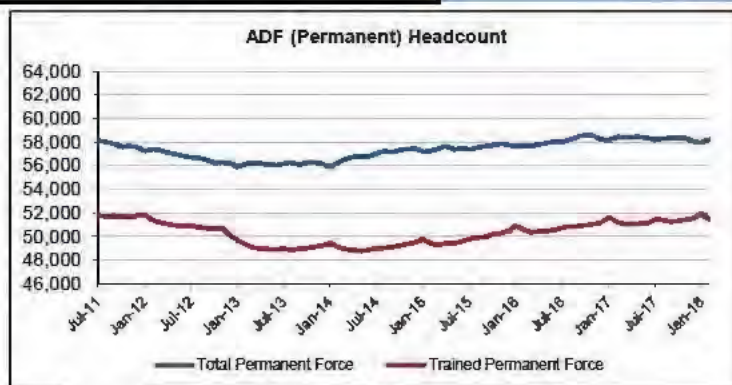
APS Graduates (included in figures above)

JOB FAMILY	Group														TOTAL
	ADFHQ	NAVY	ARMY	AIR FORCE	JCG	JOC	DES	CIOG	DPG	E&IG	CFO	SP&I	CASG	DSTG	
Admin & Corp Support									23						23
Engineering and Technical									64						64
Finance									13						13
Information Commis Technologies								7	12						19
Infrastructure									11						11
Intelligence and Security									108						108
Logistics									16						16
People									4						4
Procurement and Contracting									29						29
Science and Technology									5						5
Strategic & International Pol									14						14
Grand Total	0	0	0	0	0	0	0	7	299	0	0	0	0	0	306

ADF 1 February 2018

47E(d)

Headcount



ADF Headcount	01-Feb-17	01-Feb-18	Change
Permanent Force	58456	58254	-202
Males 82.6%	49031	48139	-892
Females 17.4%	9424	10114	+690
ADFGY	331	408	+77
Reserve Force	21080	22393	+1313
CFTS	773	706	-67
Active	20307	21687	+1380
Permanent & CFTS	59229	58960	-269
Total Force	79867	81055	+1188

Trained Force	01-Feb-17	01-Feb-18	Change
47E(d)			

AFS Performance				
FY	YTD Average	Guidance	Variance ⁽¹⁾	Variance (%)
2015-16	58061	59126	-1065	-1.8%
2016-17	58680	59500	-820	-1.4%
2017-18	58455	59681	-1226	-2.1%
2018-19	N/A	59794	N/A	N/A

⁽¹⁾ Variance is difference between YTD Average and Guidance.⁽²⁾ Variance is difference between AFS Forecast Mean and Guidance.

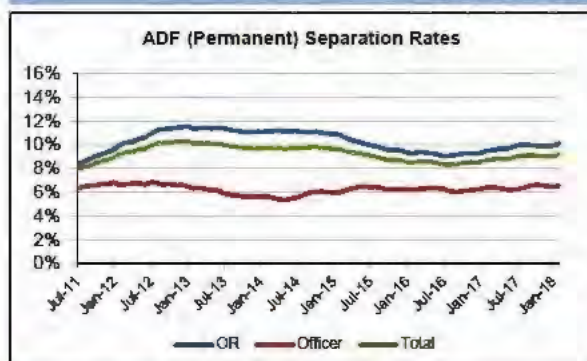
AFS Forecast				
Minimum	Mean	Maximum	Variance ⁽²⁾	Variance (%)
N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A
58549	58622	58689	-1059	-1.8%
58372	58943	59496	-851	-1.4%

Enlistments (Inflow)

ADF ⁽¹⁾	Previous FY16/17				Current FY17/18				
	YTD ⁽²⁾ Achieved	YTD Target	Full Year ⁽³⁾ Target	% Ach of YTD Target	YTD Achieved	YTD Target	Full Year Target	% Ach of YTD Target	Annual Change
Ab Initio	2837	3146	4789	90%	2430	2643	4406	92%	-407
Officers	690	809	907	85%	649	781	874	83%	-41
OR Tech	340	369	632	92%	405	415	714	98%	+65
Other OR	1807	1968	3250	92%	1376	1447	2818	95%	-431
Prior Service⁽⁴⁾	685	634	1159	108%	788	639	1080	123%	+103
Officers	173	189	332	92%	202	186	296	109%	+29
OR Tech	47	117	143	40%	61	106	171	58%	+14
Other OR	465	328	684	142%	525	347	613	151%	+60
Total FT	3522	3780	5948	93%	3232	3282	5486	98%	-290
Total ADFGY	240	241	495	100%	365	365	570	100%	+125
Total PT	840	1209	2087	69%	1031	1432	2589	72%	+191
DFR FT Performance	2936	3146	4789	93%	2544	2673	4436	95%	-392

⁽¹⁾ Some Prior Service personnel are processed by DFR and count towards the Ab Initio target achievement IAW Service HQ direction.⁽²⁾ As of 1 February 2017 includes retrospective changes.⁽³⁾ As reported in Defence Annual Report FY16/17 (Ab Initio and PT) and Prior Service as per 1 July 17 Defence Workforce Report.⁽⁴⁾ Prior Service targets are not scheduled by month. These YTD Targets reflect a proportionate estimate.

Separation Rates and Numbers (Outflow)

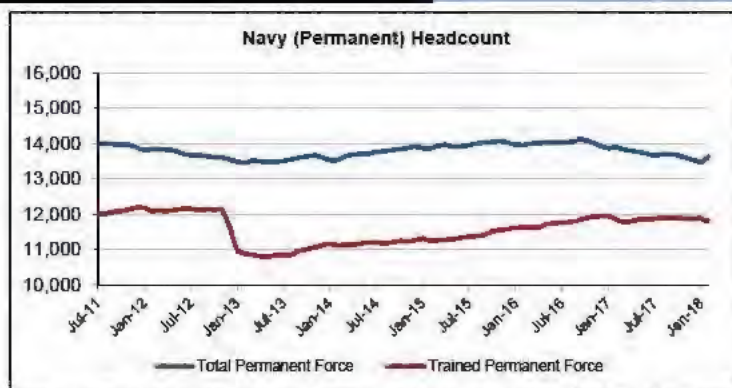


Total Separations (Permanent)	Officers	OR	Total	Annual Change
1 Feb 17 - 31 Jan 18	980	4381	5361	
1 Feb 16 - 31 Jan 17	942	4127	5069	+292
Current Rate	6.6%	10.1%	9.2%	
Rate 1 Feb 17	6.4%	9.5%	8.7%	+0.5%
5 Year Average	6.2%	10.2%	9.1%	
Trained Force Separations (Permanent)	Officers	OR	Total	Annual Change
1 Feb 17 - 31 Jan 18	793	3689	4482	
1 Feb 16 - 31 Jan 17	744	3349	4093	+389
Current Rate	6.4%	9.5%	8.7%	
Rate 1 Feb 17	6.1%	8.7%	8.0%	+0.7%

Navy 1 February 2018

47E(d)

Headcount



Navy Headcount	01-Feb-17	01-Feb-18	Change
Permanent Force	13910	13636	-274
Male 78.8%	11170	10749	-421
Female 21.2%	2740	2887	+147
ADFGY	60	86	+26
Reserve Force	2653	3035	+382
CFTS	280	264	-16
Active	2373	2771	+398
Permanent & CFTS	14190	13900	-290
Total Force	16623	16757	+134

Trained Force	01-Feb-17	01-Feb-18	Change
---------------	-----------	-----------	--------

47E(d)

AFS Performance				
FY	YTD Average	Guidance	Variance ⁽¹⁾	Variance (%)
2015-16	14232	14331	-99	-0.7%
2016-17	14077	14393	-316	-2.2%
2017-18	13791	14462	-671	-4.6%
2018-19	N/A	14690	N/A	N/A

⁽¹⁾ Variance is difference between YTD Average and Guidance.⁽²⁾ Variance is difference between AFS Forecast Mean and Guidance.

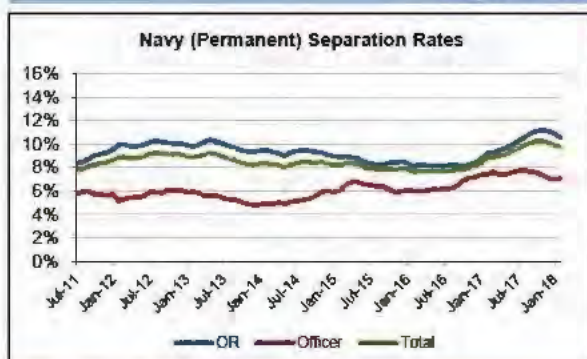
AFS Forecast				
Minimum	Mean	Maximum	Variance ⁽²⁾	Variance (%)
13810	13821	13832	-641	-4.4%
13884	14033	14174	-657	-4.5%

Enlistments (Inflow)

Navy ⁽¹⁾	Previous FY16/17				Current FY17/18				
	YTD ⁽²⁾ Achieved	YTD Target	Full Year ⁽³⁾ Target	% Ach of YTD Target	YTD Achieved	YTD Target	Full Year Target	% Ach of YTD Target	Annual Change
Ab Initio	540	568	839	95%	603	643	1108	94%	+63
Officers	172	202	206	85%	183	223	223	82%	+11
OR Tech	143	144	226	99%	183	185	367	99%	+40
Other OR ⁽⁴⁾	225	222	407	101%	237	235	518	101%	+12
Prior Service	109	168	290	65%	122	165	290	74%	+13
Officers	54	40	70	135%	46	40	70	115%	-8
OR Tech	14	77	72	18%	14	42	72	33%	+0
Other OR	41	51	148	80%	62	83	148	75%	+21
Total FT	649	736	1129	88%	725	808	1398	90%	+76
Total ADFGY	25	25	75	100%	50	50	100	100%	+25
Total PT	10	10	31	100%	26	26	58	100%	16
DFR FT Performance	542	568	839	95%	608	643	1108	95%	+66

⁽¹⁾ Some Prior Service personnel are processed by DFR and count towards the Ab Initio target achievement IAW Service HQ direction.⁽²⁾ As of 1 February 2017 includes retrospective changes.⁽³⁾ As reported in Defence Annual Report FY16/17 (Ab Initio and PT) and Prior Service as per 1 July 17 Defence Workforce Report.⁽⁴⁾ Ab Initio YTD Achieved includes (13) participants in the Defence Indigenous Development Program. DIDP targets are reflected in the Other OR Prior Service YTD and Full Year targets

Separation Rates and Numbers (Outflow)



Total Separations (Permanent)	Officers	OR	Total	Annual Change
1 Feb 17 - 31 Jan 18	237	1088	1325	+86
1 Feb 16 - 31 Jan 17	246	993	1239	
Current Rate	7.1%	10.5%	9.7%	+0.9%
Rate 1 Feb 17	7.4%	9.3%	8.8%	
5 Year Average	6.3%	9.3%	8.5%	
Trained Force Separations (Permanent)	Officers	OR	Total	Annual Change
1 Feb 17 - 31 Jan 18	186	942	1128	+146
1 Feb 16 - 31 Jan 17	186	796	982	
Current Rate	7.2%	10.1%	9.5%	+1.2%
Rate 1 Feb 17	7.3%	8.6%	8.3%	

Army 1 February 2018

47E(d)

Headcount



Army Headcount	01-Feb-17	01-Feb-18	Change
Permanent Force	30221	30274	+53
Male 86.3%	26387	26113	-274
Female 13.7%	3833	4160	+327
ADFGY	156	222	+66
Reserve Force	13567	14017	+450
CFTS	424	386	-38
Active	13143	13631	+488
Permanent & CFTS	30645	30660	+15
Total Force	43944	44513	+569

Trained Force	01-Feb-17	01-Feb-18	Change
---------------	-----------	-----------	--------

47E(d)

AFS Performance				
FY	YTD Average	Guidance	Variance ⁽¹⁾	Variance (%)
2015-16	29635	30532	-897	-2.9%
2016-17	30314	30692	-378	-1.2%
2017-18	30417	30823	-406	-1.3%
2018-19	N/A	30809	N/A	N/A

⁽¹⁾ Variance is difference between YTD Average and Guidance.⁽²⁾ Variance is difference between AFS Forecast Mean and Guidance.

AFS Forecast				
Minimum	Mean	Maximum	Variance ⁽²⁾	Variance (%)
N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A
30422	30471	30512	-352	-1.1%
30176	30499	30799	-310	-1.0%

Enlistments (Inflow)

Army ⁽¹⁾	Previous FY16/17				Current FY17/18				
	YTD ⁽²⁾ Achieved	YTD Target	Full Year ⁽³⁾ Target	% Ach of YTD Target	YTD Achieved	YTD Target	Full Year Target	% Ach of YTD Target	Annual Change
Ab Initio	1914	2163	3181	88%	1498	1648	2632	91%	-416
Officers	395	479	460	82%	315	403	403	78%	-80
OR Tech	136	151	253	90%	156	161	258	97%	+20
Other OR	1383	1533	2468	90%	1027	1084	1971	95%	-356
Prior Service⁽⁴⁾	477	397	701	120%	488	313	536	156%	+11
Officers	86	116	191	74%	109	86	147	127%	+23
OR Tech	18	32	59	56%	23	26	45	88%	+5
Other OR	373	249	451	150%	356	201	344	177%	-17
Total FT	2391	2560	3882	93%	1986	1961	3168	101%	-405
Total ADFGY	155	156	300	99%	216	216	330	100%	+61
Total PT	795	1115	1933	71%	942	1341	2419	70%	+147
DFR FT Performance	1979	2163	3181	91%	1585	1678	2662	94%	-394

⁽¹⁾ Some Prior Service personnel are processed by DFR and count towards the Ab Initio target achievement IAW Service HQ direction.⁽²⁾ As of 1 February 2017 includes retrospective changes.⁽³⁾ As reported in Defence Annual Report FY16/17 (Ab Initio and PT) and Prior Service as per 1 July 17 Defence Workforce Report.⁽⁴⁾ Targets for Prior Service is a Pro Rata of Full Year Target of 191 (FY16/17) or 147 (FY17/18) for Officers and the remainder is then split 11.5% OR Tech and 88.5% Other OR.

Separation Rates and Numbers (Outflow)

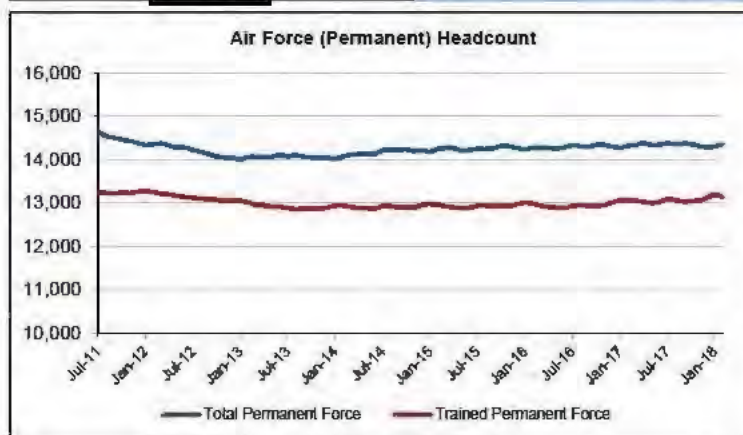


Total Separations (Permanent)	Officers	OR	Total	Annual Change
1 Feb 17 - 31 Jan 18	444	2680	3124	
1 Feb 16 - 31 Jan 17	440	2584	3024	+100
Current Rate	6.9%	11.3%	10.3%	
Rate 1 Feb 17	6.9%	11.0%	10.1%	+0.2%
5 Year Average	7.1%	12.1%	11.0%	
Trained Force Separations (Permanent)	Officers	OR	Total	Annual Change
1 Feb 17 - 31 Jan 18	345	2179	2524	
1 Feb 16 - 31 Jan 17	326	2058	2384	+140
Current Rate	6.4%	10.4%	9.6%	
Rate 1 Feb 17	6.1%	9.9%	9.1%	+0.5%

Air Force 1 February 2018

47E(d)

Headcount



Air Force Headcount	01-Feb-17	01-Feb-18	Change
Permanent Force	14325	14344	+19
Male 78.6%	11474	11277	-197
Female 21.4%	2851	3067	+216
ADFGY	115	100	-15
Reserve Force	4860	5341	+481
CFTS	69	56	-13
Active	4791	5285	+494
Permanent & CFTS	14394	14400	+6
Total Force	19300	19785	+485

Trained Force	01-Feb-17	01-Feb-18	Change
47E(d)			

AFS Performance				
FY	YTD Average	Guidance	Variance ⁽¹⁾	Variance (%)
2015-16	14194	14263	-69	-0.5%
2016-17	14289	14415	-126	-0.9%
2017-18	14247	14396	-149	-1.0%
2018-19	NA	14295	NA	NA

⁽¹⁾ Variance is difference between YTD Average and Guidance.⁽²⁾ Variance is difference between AFS Forecast Mean and Guidance.

AFS Forecast				
Minimum	Mean	Maximum	Variance ⁽²⁾	Variance (%)
NA	NA	NA	NA	NA
NA	NA	NA	NA	NA
14317	14330	14345	-66	-0.5%
14312	14411	14523	+116	0.8%

Enlistments (Inflow)

Air Force ⁽¹⁾	Previous FY16/17				Current FY17/18				
	YTD ⁽²⁾ Achieved	YTD Target	Full Year ⁽³⁾ Target	% Ach of YTD Target	YTD Achieved	YTD Target	Full Year Target	% Ach of YTD Target	Annual Change
Ab Initio	383	415	769	92%	329	352	666	93%	-54
Officers	123	128	241	96%	151	155	248	97%	+28
OR Tech	61	74	153	82%	66	69	89	96%	+5
Other OR	199	213	375	93%	112	128	329	88%	-87
Prior Service	99	69	168	143%	178	161	254	111%	+79
Officers	33	33	71	100%	47	60	79	78%	+14
OR Tech	15	8	12	188%	24	38	54	63%	+9
Other OR	51	28	85	182%	107	63	121	170%	+56
Total FT	482	484	937	100%	507	513	920	99%	+25
Total ADFGY	60	60	120	100%	99	99	140	100%	+39
Total PT	35	84	123	42%	63	65	112	97%	+28
DFR FT Performance	415	415	769	100%	351	352	666	100%	-64

⁽¹⁾ Some Prior Service personnel are processed by DFR and count towards the Ab Initio target achievement IAW Service HQ direction.⁽²⁾ As of 1 February 2017 includes retrospective changes.⁽³⁾ As reported in Defence Annual Report FY16/17 (Ab Initio and PT) and Prior Service as per 1 July 17 Defence Workforce Report.

Separation Rates and Numbers (Outflow)



Total Separations (Permanent)	Officers	OR	Total	Annual Change
1 Feb 17 - 31 Jan 18	299	613	912	+106
1 Feb 16 - 31 Jan 17	256	550	806	
Current Rate	5.9%	6.6%	6.4%	+0.8%
Rate 1 Feb 17	5.1%	5.9%	5.6%	
5 Year Average	5.0%	6.2%	5.8%	
Trained Force Separations (Permanent)	Officers	OR	Total	Annual Change
1 Feb 17 - 31 Jan 18	262	568	830	+103
1 Feb 16 - 31 Jan 17	232	495	727	
Current Rate	6.0%	6.5%	6.3%	+0.7%
Rate 1 Feb 17	5.4%	5.7%	5.6%	

47E(d)

Women in Defence

Female Headcount - Permanent Force

	1-Feb-17		1-Feb-18		Change
	Female	%	Female	%	
ADF Total	9424	16.1%	10114	17.4%	+690
Junior OR	5207	16.0%	5725	17.7%	+518
Senior OR	1306	12.0%	1350	12.6%	+44
Junior Officers	2829	19.7%	2948	20.3%	+119
Senior Officers	82	12.0%	91	12.9%	+9
Navy Total	2740	19.7%	2887	21.2%	+147
Junior OR	1724	21.9%	1839	24.2%	+115
Senior OR	317	12.0%	328	12.6%	+11
Junior Officers	677	21.1%	695	21.4%	+18
Senior Officers	22	11.8%	25	12.9%	+3
Army Total	3833	12.7%	4160	13.7%	+327
Junior OR	2194	11.9%	2473	13.3%	+279
Senior OR	541	10.4%	554	10.9%	+13
Junior Officers	1062	16.9%	1094	17.2%	+32
Senior Officers	36	12.5%	39	13.2%	+3
Air Force Total	2851	19.9%	3067	21.4%	+216
Junior OR	1289	20.7%	1413	22.9%	+124
Senior OR	448	14.7%	468	15.5%	+20
Junior Officers	1090	22.4%	1159	23.5%	+69
Senior Officers	24	11.4%	27	12.3%	+3
APS Total	7561	41.6%	7643	42.0%	+82
APS 1-6	5980	46.2%	5892	46.6%	-88
EL 1	1164	33.3%	1276	34.6%	+112
EL 2	372	23.3%	426	25.1%	+54
SES	45	33.3%	49	33.3%	+4

Notes:

The % reflects the female headcount as a % of the group identified
The female headcount is based on substantive rank and classification

Enlistments - Permanent Force

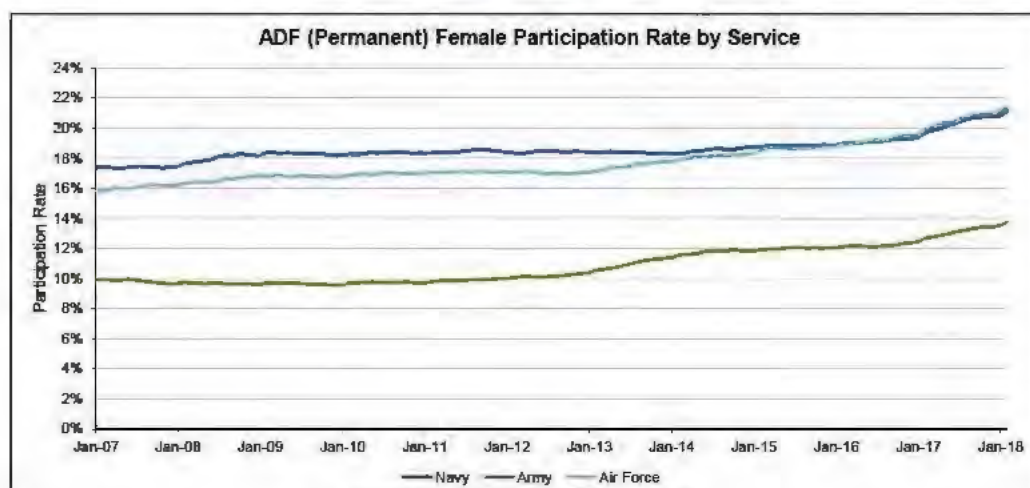
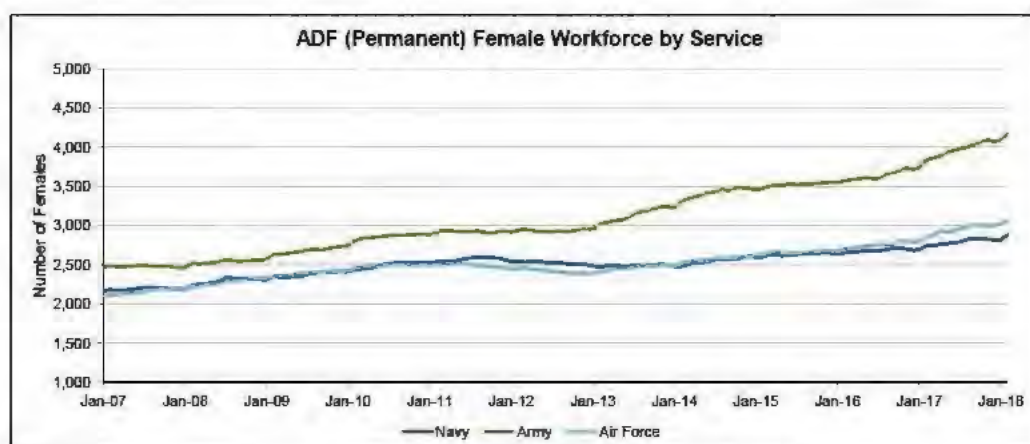
	1 Feb 16 - 31 Jan 17		1 Feb 17 - 31 Jan 18		Change	
	Female	Male	Female	Male	Female	Male
ADF	1327	4543	1,585	3574	+258	-969
	22.6%	77.4%	30.7%	69.3%		
Navy	348	845	412	639	+64	-206
	29.2%	70.8%	39.2%	60.8%		
Army	669	3150	772	2405	+103	-745
	17.5%	82.5%	24.3%	75.7%		
Air Force	310	548	401	530	+91	-18
	36.1%	63.9%	43.1%	56.9%		
APS	550	528	720	841	+170	+313
	51.0%	49.0%	46.1%	53.9%		

Separation Rates - Permanent Force

	1-Feb-17			1-Feb-18		
	Female	Male	Total	Female	Male	Total
ADF	8.9%	8.7%	8.7%	9.2%	9.2%	9.2%
Navy	9.6%	8.7%	8.8%	9.5%	9.7%	9.7%
Army	11.0%	10.0%	10.1%	11.1%	10.2%	10.3%
Air Force	5.6%	5.7%	5.6%	6.2%	6.4%	6.4%
APS	9.3%	10.5%	10.0%	8.6%	8.7%	8.7%

Notes:

- ADF data is for permanent force only
- Junior OR are rank E05 (CPL(E)) and below
- Senior OR are rank E06 (SGT(E)) and above
- Junior Officers are rank OD5 (LTCOL(E)) and below
- Senior Officers are rank OD6 (COL(E)) and above
- APS data is for ongoing employees only



47E(d)

Defence Diversity

CALD Variables										Disability ⁽⁶⁾										
Culturally & Linguistically Diverse ⁽¹⁾					Indigenous Status ⁽²⁾				Birth Country not AUS ⁽³⁾				Ancestry ⁽⁴⁾				Language ⁽⁵⁾			
					1-Feb-17		1-Feb-18		1-Feb-17		1-Feb-18		1-Feb-17		1-Feb-18		1-Feb-17		1-Feb-18	
Total		%		Total		%		Total		%		Total		%		Total		%		
ADF																				
Permanent	14098	24.1%	14241	24.4%	1265	2.2%	1414	2.4%	7392	12.6%	7514	12.9%	7015	12.0%	7096	12.2%	5882	11.8%	7053	12.1%
Active Reserve	5991	28.4%	6394	28.6%	431	2.0%	452	2.0%	2971	14.1%	3243	14.5%	2805	13.3%	2968	13.3%	3328	15.8%	3607	16.1%
Gap Year	68	20.5%	87	21.3%	11	3.3%	18	4.4%	34	10.3%	41	10.0%	31	9.4%	35	8.6%	46	13.9%	46	11.3%
Navy																				
Permanent	3302	23.7%	3293	24.1%	385	2.8%	415	3.0%	1860	13.4%	1851	13.6%	1502	10.8%	1505	11.0%	1435	10.3%	1453	10.7%
Active Reserve	651	24.5%	743	24.5%	19	0.7%	28	0.9%	394	14.9%	460	15.2%	261	9.8%	293	9.7%	237	8.9%	276	9.1%
Gap Year	13	21.7%	19	22.1%	5	8.3%	6	7.0%	4	6.7%	10	11.6%	6	10.0%	7	8.1%	5	8.3%	10	11.6%
Army																				
Permanent	7195	23.8%	7342	24.3%	704	2.3%	803	2.7%	3581	11.8%	3701	12.2%	3671	12.1%	3768	12.4%	3606	11.9%	3737	12.3%
Active Reserve	4004	29.5%	4182	29.8%	359	2.6%	364	2.6%	1827	13.5%	1965	14.0%	1917	14.1%	1973	14.1%	2477	18.3%	2634	18.8%
Gap Year	35	22.4%	50	22.5%	2	1.3%	5	2.3%	21	13.5%	24	10.8%	16	10.3%	18	8.1%	30	19.2%	30	13.5%
Air Force																				
Permanent	3601	25.1%	3606	25.1%	176	1.2%	196	1.4%	1951	13.6%	1962	13.7%	1842	12.9%	1823	12.7%	1841	12.9%	1863	13.0%
Active Reserve	1336	27.5%	1469	27.5%	53	1.1%	60	1.1%	750	15.4%	818	15.3%	627	12.9%	702	13.1%	614	12.6%	697	13.0%
Gap Year	20	17.4%	18	18.0%	4	3.5%	7	7.0%	9	7.8%	7	7.0%	9	7.8%	10	10.0%	11	9.6%	6	6.0%
APS																				
Ongoing	5917	32.6%	5894	32.4%	381	2.1%	388	2.1%	2648	14.6%	2690	14.8%	2663	14.7%	2616	14.4%	3754	20.7%	3771	20.7%
Non-Ongoing	29	26.6%	47	24.9%	1	0.9%	2	1.1%	19	17.4%	28	14.8%	6	5.5%	8	4.2%	17	15.6%	30	15.9%
ADO																				
Total	26103	26.6%	26663	26.8%	2089	2.1%	2274	2.3%	13054	13.3%	13516	13.6%	12520	12.8%	12723	12.8%	14027	14.3%	14507	14.6%

47E(d)

47E(d)

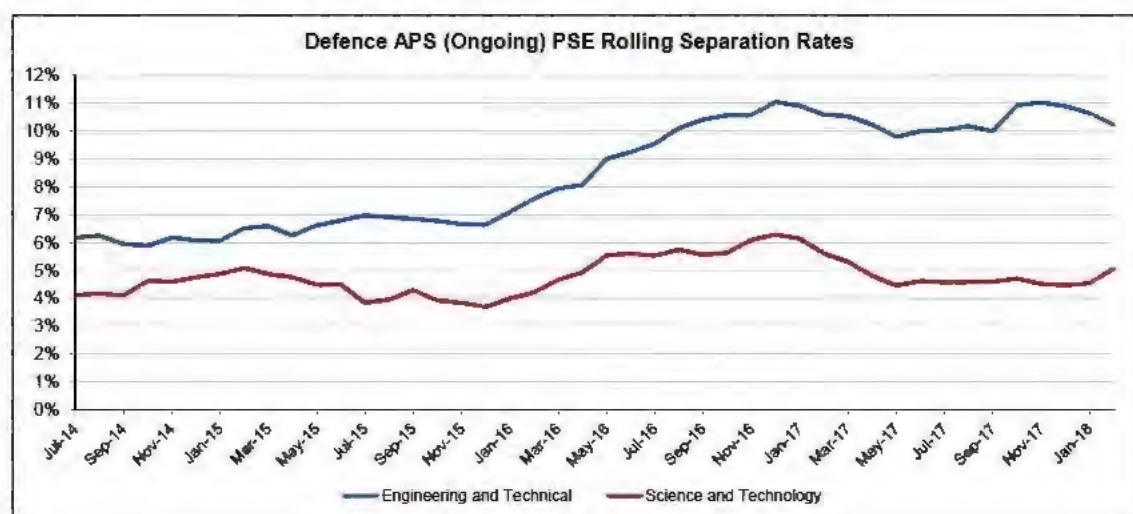
47E(d)

APS Physical Science and Engineering (PSE) Workforce

Job Family	APS Headcount (Ongoing and Non-Ongoing employees)							Change	% Change
	1-Feb-17			1-Feb-18					
	Female	Male	Total	Female	Male	Total			
Engineering and Technical	156	1712	1868	159	1516	1675	-193	-10.3%	
Science and Technology	317	1620	1938	319	1562	1882	-56	-2.9%	

APS Headcount (Ongoing and Non-Ongoing employees)												
Engineering and Technical												
Age (Years)	Length of Service (Completed Years)											Total
	<1	1-5	6-10	11-15	16-20	21-25	26-30	31-35	36-40	41-45	>45	
<20	1											1
20-24	26	31										57
25-29	41	85	18									144
30-34	14	45	97	13								169
35-39	11	33	50	30	4							128
40-44	9	12	52	22	32	3						130
45-49	11	16	63	33	29	11	11					174
50-54	10	26	63	79	48	14	34	14	7			295
55-59	1	17	66	78	98	16	22	11	6			315
60-64	3	7	43	35	45	16	11	10	6	3	1	180
65-69	1	1	11	17	13	5	4	4	3	2	1	62
70-74			7	2	7			1	1			18
75+							1	1				2
Total	128	273	470	309	276	65	83	41	23	5	2	1675

APS Headcount (Ongoing and Non-Ongoing employees)												
Science & Technology												
Age (Years)	Length of Service (Completed Years)											Total
	<1	1-5	6-10	11-15	16-20	21-25	26-30	31-35	36-40	41-45	>45	
<20												0
20-24	12	19										31
25-29	8	17	29									54
30-34	10	20	122	31								183
35-39	10	14	87	91	49							251
40-44	4	3	67	74	103	17						268
45-49	1	6	43	68	81	70	39	4				312
50-54	2	4	34	39	56	40	98	50	23			346
55-59		4	22	28	49	36	54	31	18	11		253
60-64		2	4	15	33	20	27	15	18	8	2	144
65-69			2	3	4	3	3	7	3	3	3	31
70-74			1	1	2						4	8
75+											1	1
Total	47	89	411	350	377	186	221	107	62	22	10	1882



DEFENCE WORKFORCE REPORT

AS AT 1 MARCH 2018

Introduction

1. This report provides an overview of key ADF and APS workforce statistics as at 1 March 2018. Further workforce details are available in the attachments provided, referenced in the left hand margin.

APS Workforce Summary

Table 1: APS Full Time Equivalent performance – Financial Year 2017-18

	Full Time Equivalent Portfolio Budget Statements End of Financial Year Target	Current Full Time Equivalent	Current Full Time Equivalent Variation	% Variation
APS	18,170	17,561	-609	-3.4%

2. **Full Time Equivalent Achievement.** The APS workforce for 2017-18 has increased by 268 Full Time Equivalent from 17,293 at Pay 1 on 13 July 2017 to 17,561 at Pay 17 on 22 February 2018.

3. **Headcount.** As at 1 March 2018, the APS headcount was 18,647 (18,457 ongoing and 190 non-ongoing), which is 223 more than the same time last year.

4. **Positions.** In November 2017 the Defence Civilian Committee agreed to new business rules for the management of APS positions. Groups and Services are now to manage their APS positions to remain within a limit of FTE plus 11 per cent. Deputy Secretary Defence People has written to Service Chiefs and Group Heads advising of the new business rules.

5. The margin between the 1 March 2018 positions (23,050) and the end of financial year FTE (18,170) is 26.9 per cent (4,880) which is outside the Defence Civilian Committee's agreed recommendation of 11 per cent. Across various Groups, between 1 February 2018 and 1 March 2018, 251 positions were created and 910 positions were inactivated. As at 1 March 2018, there were 3,483 positions which were both actually and substantively vacant. Of these, 685 positions have been identified as being under recruitment action. Defence People Group is in consultation with Groups and Services to identify further positions for inactivation.

6. The number of ongoing APS employees on position based additional responsibility pay has decreased from this time last year moving from 2,089 as at 28 February 2017 to 1,578 as at 28 February 2018. Of the 1,578 APS ongoing employees on position based additional responsibility pay:

- 11 have been acting for greater than five years;
- 42 have been acting for between three and five years;
- 265 have been acting for between one and three years; and
- 1,260 have been acting for less than one year.

7. Further Group specific information on additional responsibility pay can be sourced from Human Resource Business Partners.

A3

8. **Recruitment.** For the period from 1 July 2017 to 28 February 2018, Defence has recruited 1,294 ongoing APS employees, which is 394 more than the same time last year.

A3

9. **Separation Rates.** The APS separation rate (ongoing employees only) is 8.5 per cent as at 1 March 2018, which is lower than 12 months ago (9.5 per cent). The separation rate is higher than the five year average of 8.0 per cent. The APS female separation rate is 8.3 per cent as at 1 March 2018, which is lower than 12 months ago. This compares to the male separation rate of 8.7 per cent as at 1 March 2018, which is also lower than 12 months ago.

A9

10. **Women.** 42.1 per cent of the ongoing APS employees are females.

A10

11. **Diversity.** Over the past 12 months, the number of ongoing APS employees who identify as culturally and linguistically diverse decreased from 32.6 per cent as at 1 March 2017 to 32.4 per cent as at 1 March 2018. The representation of Aboriginal and/or Torres Strait Islander employees increased from 2.1 per cent as at 1 March 2017 to 2.2 per cent at 1 March 2018. The number of ongoing APS employees with a disability has remained stable and is 3.6 per cent.

A11

12. **Critical Occupations.** There are currently [REDACTED] occupations classified as critical for the Defence APS workforce across [REDACTED] Job Families:

33(a)(ii)

A12

14. **APS Physical Science and Engineering Workforce.** As at 1 March 2018, 19.3 per cent (3,595) of the overall Defence APS headcount (18,647) are in the two main Physical Science and Engineering Job Families: Engineering and Technical (1,702) and Science and Technology (1,893).

15. Compared to the same time last year, the Engineering and Technical and Science and Technology Job Families have reduced by 219 employees (minus 178 and minus 41 respectively). The reduction in the Engineering and Technical Job Family includes the transfer of 116 employees into other Job Families as part of the implementation of a new Engineering and Technical Job Family construct.

16. As at 1 March 2018, the APS separation rate (ongoing employees, including voluntary redundancies) for the Engineering and Technical Job Family is 10.0 per cent and the Science and Technology Job Family is 5.2 per cent, compared to the overall Defence APS separation rate of 8.5 per cent.

ADF Workforce Summary

17. Table 2 provides a summary of 2017-18 performance against ADF guidance, which includes 2016 Defence White Paper allocations.

Table 2: ADF Average Funded Strength performance – Financial Year 2017-18

	2017-18 Guidance	Current Average Funded Strength	Current Average Funded Strength Variation	% Variation	Pay 17 Actual Funded Strength
Navy	14,462	13,792	-670	-4.6%	13,808
Army	30,823	30,416	-407	-1.3%	30,465
Air Force	14,396	14,246	-150	-1.0%	14,231
ADF	59,681	58,454	-1,227	-2.1%	58,504 ¹

Note: ¹ The Actual Funded Strength total may not add up due to rounding.

A1-2

18. **Average Funded Strength Achievement.** The current ADF Average Funded Strength achievement for 2017-18 is 58,454 against a guidance of 59,681. This represents an underachievement of 1,227 or minus 2.1 per cent, which is outside the one per cent management bandwidth which was set by the Chiefs of Service Committee in 2011.

19. The ADF workforce for 2017-18 has decreased by 21 from a paid strength of 58,525 at Pay 1 on 13 July 2017 to 58,504 at Pay 17 on 22 February 2018. These figures include permanent, continuous full-time service and gap year members.

A5-8

20. **Headcount.** As at 1 March 2018, the permanent ADF headcount was 58,262 (Navy 13,629, Army 30,300 and Air Force 14,333), which is 136 less than the same time last year. The workforce can be divided into two components: the trained force, which contributes to the delivery of capability; and the training force, which is necessary to generate the trained force.

33(a)(ii)

A5-8

21. **Recruitment.** In 2017-18, 97 per cent of the year to date permanent ADF entry targets have been achieved (ab initio and prior service), which is an increase compared to 94 per cent achievement for the same time last year. Compared to 12 months ago, the achievement of the year to date permanent force entry targets for Navy and Army have increased, while Air Force has decreased.

A5-8

22. **Separation Rates.** The ADF separation rate is 9.2 per cent as at 1 March 2018, which has increased from 8.7 per cent 12 months ago. Navy separation rates remain steady at 9.7 per cent as at 1 March 2018 compared to last month. This is primarily due to improved retention across the sailor workforce, however it is considered too early to advise if this improvement will be sustained. The annual separation rate for:

- Navy has increased from 8.9 per cent as at 1 March 2017 to 9.7 per cent as at 1 March 2018;
- Army has remained steady compared to 12 months ago and is 10.2 per cent as at 1 March 2018; and

- Air Force has increased from 5.6 per cent as at 1 March 2017 to 6.6 per cent as at 1 March 2018.

A9

23. **Women.** 17.5 per cent of the permanent ADF workforce is female (Navy 21.2 per cent, Army 13.9 per cent and Air Force 21.5 per cent). As at 1 March 2018, the number of females serving in the ADF is 712 more than the same time last year (Navy plus 148, Army plus 353 and Air Force plus 211).

24. The ADF female separation rate is 9.1 per cent as at 1 March 2018, which has increased from 8.9 per cent 12 months ago. This compares to the male separation rate of 9.2 per cent as at 1 March 2018, which has increased from 8.7 per cent 12 months ago.

A10

25. **Diversity.** Over the last 12 months there has been an improvement in the representation of permanent ADF members who identify as:

- Culturally and linguistically diverse from 24.1 per cent to 24.5 per cent; and
- Aboriginal and/or Torres Strait Islander origin from 2.2 per cent to 2.5 per cent.

A11

26. **Critical Categories** 33(a)(ii)

33(a)(ii)

A5-8

28. **ADF Gap Year.** The ADF Gap Year recruiting target for 2017-18 is 570 (Navy 100, Army 330 and Air Force 140). As at 1 March 2018, 503 participants have enlisted in the 2017-18 program (Navy 50, Army 313 and Air Force 140), which equates to 100 per cent achievement of the year to date target.

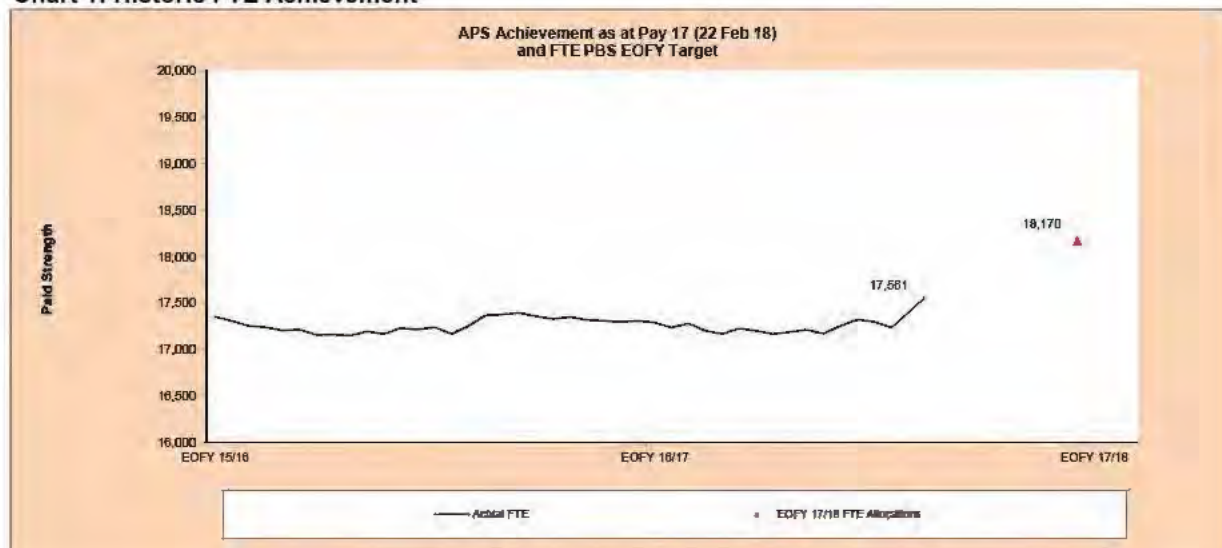
29. As at 1 March 2018, of the 495 participants who enlisted in the 2016-17 program, 44 participants are still serving in the ADF Gap Year program (Navy 37 and Army 7).

47E(d)

Defence Workforce Achievement 22 February 2018

47E(d)

Chart 1: Historic FTE Achievement



Notes:

⁽¹⁾ The FTE figures in this table are not averages.

⁽²⁾ Corporate Programs are nominally attached to DPG, although the participants work in all Groups. Includes Graduate, Cadet and Indigenous Programs.

47E(d)

Note:

⁽¹⁾ ADF workforce includes permanent members, Reservists on Continuous Full-Time Service and Gap Year participants.

47E(d)

Achievement and Guidance 22 February 2018

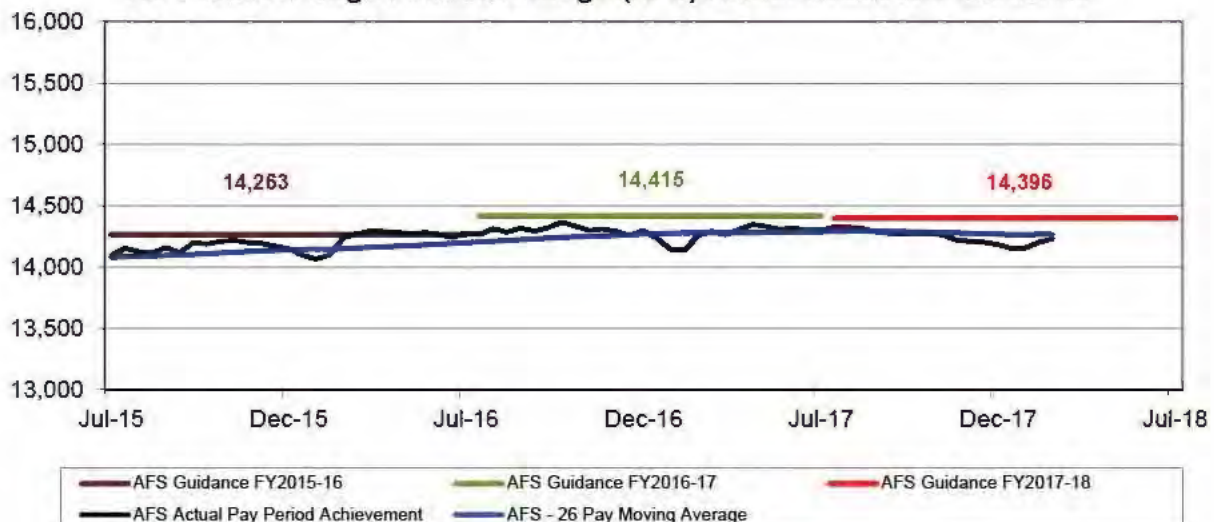
Navy Average Funded Strength(AFS) Achievement and Guidance



Army Average Funded Strength(AFS) Achievement and Guidance



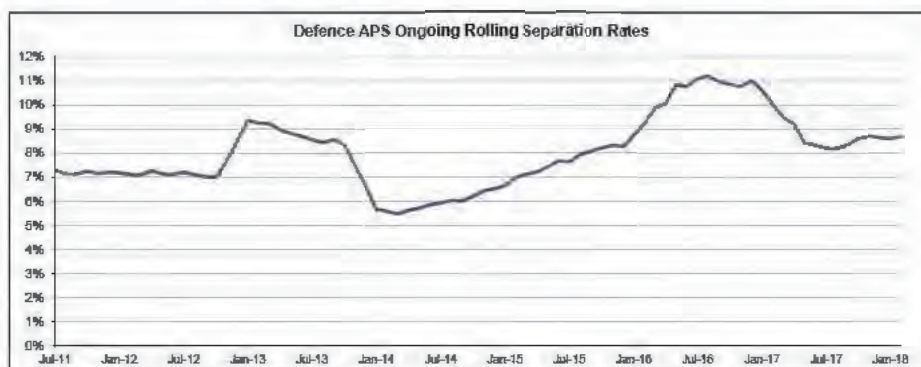
Air Force Average Funded Strength(AFS) Achievement and Guidance



APS 1 March 2018

Positions and Headcount

47E(d)



47E(d)

APS Actual Incumbents by Job Family and Group as at 1 March 2018 ^(a)

47E(d)

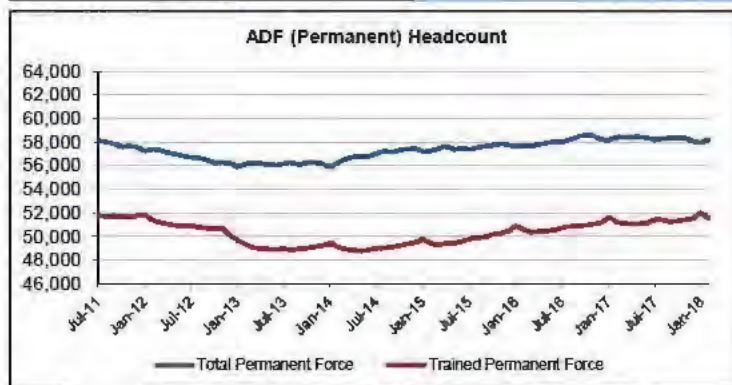
APS Graduates (included in figures above)

JOB FAMILY	Group														TOTAL
	ADFHQ	NAVY	ARMY	AIR FORCE	JCG	JOC	DES	CIOG	DPG	E&IG	CFO	SP&I	CASG	DSTG	
Admin & Corp Support									17						17
Engineering and Technical									67						67
Finance									13						13
Information Commis Technologies								7	15						22
Infrastructure									12						12
Intelligence and Security									95						95
Logistics									27						27
People									8						8
Procurement and Contracting									35						35
Science and Technology									8						8
Strategic & International Pol									28						28
Grand Total	0	0	0	0	0	0	0	0	7	325	0	0	0	0	332

ADF 1 March 2018

47E(d)

Headcount



ADF Headcount	01-Mar-17	01-Mar-18	Change
Permanent Force	58398	58262	-136
Males 82.5%	48918	48070	-848
Females 17.5%	9478	10190	+712
ADFGY	398	525	+127
Reserve Force	21275	22577	+1302
CFTS	804	737	-67
Active	20471	21840	+1369
Permanent & CFTS	59202	58999	-203
Total Force	80071	81364	+1293

Trained Force	01-Mar-17	01-Mar-18	Change
---------------	-----------	-----------	--------

47E(d)

AFS Performance				
FY	YTD Average	Guidance	Variance ⁽¹⁾	Variance (%)
2015-16	58061	59126	-1065	-1.8%
2016-17	58680	59500	-820	-1.4%
2017-18	58454	59681	-1227	-2.1%
2018-19	N/A	59794	N/A	N/A

⁽¹⁾ Variance is difference between YTD Average and Guidance.⁽²⁾ Variance is difference between AFS Forecast Mean and Guidance.

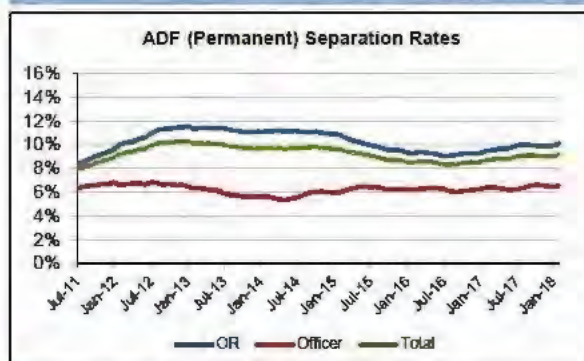
AFS Forecast				
Minimum	Mean	Maximum	Variance ⁽²⁾	Variance (%)
N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A
58549	58596	58640	-1085	-1.8%
58479	58977	59487	-817	-1.4%

Enlistments (Inflow)

ADF ⁽¹⁾	Previous FY16/17				Current FY17/18				
	YTD ⁽²⁾ Achieved	YTD Target	Full Year ⁽³⁾ Target	% Ach of YTD Target	YTD Achieved	YTD Target	Full Year Target	% Ach of YTD Target	Annual Change
Ab Initio	3214	3500	4789	92%	2897	3083	4408	94%	-317
Officers	724	853	907	85%	707	810	873	87%	-17
OR Tech	384	412	632	93%	491	507	713	97%	+107
Other OR	2106	2235	3250	94%	1699	1766	2822	96%	-407
Prior Service⁽⁴⁾	778	769	1159	101%	838	770	1088	109%	+60
Officers	185	211	332	88%	227	204	296	111%	+42
OR Tech	49	135	143	36%	68	126	171	54%	+19
Other OR	544	423	684	129%	543	440	621	123%	-1
Total FT	3992	4269	5948	94%	3735	3853	5496	97%	-257
Total ADFGY	392	393	495	100%	503	505	570	100%	+111
Total PT	1007	1391	2117	72%	1187	1676	2601	71%	+180
DFR FT Performance	3322	3500	4789	95%	2980	3083	4408	97%	-342

⁽¹⁾ Some Prior Service personnel are processed by DFR and count towards the Ab Initio target achievement IAW Service HQ direction.⁽²⁾ As of 1 March 2017 includes retrospective changes.⁽³⁾ As reported in Defence Annual Report FY16/17 (Ab Initio and PT) and Prior Service as per 1 July 17 Defence Workforce Report.⁽⁴⁾ Prior Service targets are not scheduled by month. These YTD Targets reflect a proportionate estimate.

Separation Rates and Numbers (Outflow)

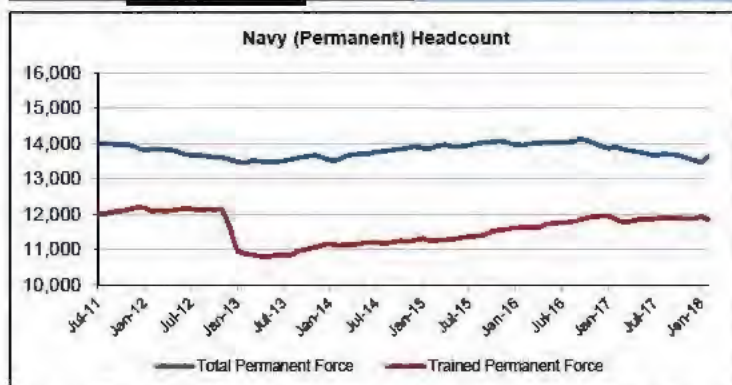


Total Separations (Permanent)	Officers	OR	Total	Annual Change
1 Mar 17 - 28 Feb 18	978	4364	5342	
1 Mar 16 - 28 Feb 17	940	4140	5080	+262
Current Rate	6.6%	10.1%	9.2%	
Rate 1 Mar 17	6.4%	9.5%	8.7%	+0.5%
5 Year Average	6.2%	10.1%	9.1%	
Trained Force Separations (Permanent)	Officers	OR	Total	Annual Change
1 Mar 17 - 28 Feb 18	790	3695	4485	
1 Mar 16 - 28 Feb 17	744	3354	4098	+387
Current Rate	6.4%	9.5%	8.7%	
Rate 1 Mar 17	6.1%	8.7%	8.1%	+0.6%

Navy 1 March 2018

47E(d)

Headcount



Navy Headcount	01-Mar-17	01-Mar-18	Change
Permanent Force	13829	13629	-200
Male 78.8%	11086	10738	-348
Female 21.2%	2743	2891	+148
ADFGY	41	84	+43
Reserve Force	2694	3063	+369
CFTS	282	269	-13
Active	2412	2794	+382
Permanent & CFTS	14111	13898	-213
Total Force	16564	16776	+212

Trained Force	01-Mar-17	01-Mar-18	Change
---------------	-----------	-----------	--------

47E(d)

AFS Performance				
FY	YTD Average	Guidance	Variance ⁽¹⁾	Variance (%)
2015-16	14232	14331	-99	-0.7%
2016-17	14077	14393	-316	-2.2%
2017-18	13792	14462	-670	-4.6%
2018-19	N/A	14689	N/A	N/A

⁽¹⁾ Variance is difference between YTD Average and Guidance.⁽²⁾ Variance is difference between AFS Forecast Mean and Guidance.

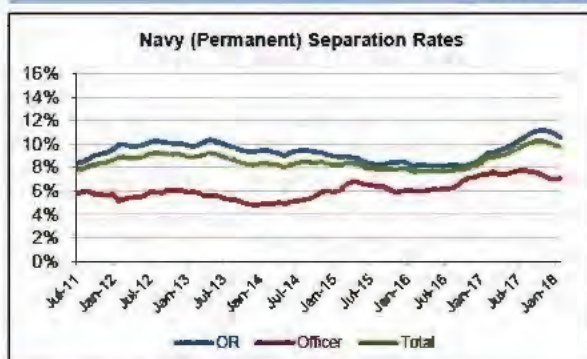
AFS Forecast				
Minimum	Mean	Maximum	Variance ⁽²⁾	Variance (%)
N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A
13825	13831	13836	-631	-4.4%
13905	14046	14182	-643	-4.4%

Enlistments (Inflow)

Navy ⁽¹⁾	Previous FY16/17				Current FY17/18				
	YTD ⁽²⁾ Achieved	YTD Target	Full Year ⁽³⁾ Target	% Ach of YTD Target	YTD Achieved	YTD Target	Full Year Target	% Ach of YTD Target	Annual Change
Ab Initio	583	617	839	94%	714	746	1110	96%	+131
Officers	172	206	206	83%	181	222	222	82%	+9
OR Tech	152	154	226	99%	223	227	367	98%	+71
Other OR ⁽⁴⁾	259	257	407	101%	310	297	521	104%	+51
Prior Service	119	192	290	62%	133	186	290	72%	+14
Officers	56	46	70	122%	53	46	70	115%	-3
OR Tech	15	88	72	17%	16	48	72	33%	+1
Other OR	48	58	148	83%	64	92	148	70%	+16
Total FT	702	809	1129	87%	847	932	1400	91%	+145
Total ADFGY	25	25	75	100%	50	50	100	100%	+25
Total PT	10	10	31	100%	27	36	59	75%	17
DFR FT Performance	586	617	839	95%	711	746	1110	95%	+125

⁽¹⁾ Some Prior Service personnel are processed by DFR and count towards the Ab Initio target achievement IAW Service HQ direction.⁽²⁾ As of 1 March 2017 includes retrospective changes.⁽³⁾ As reported in Defence Annual Report FY16/17 (Ab Initio and PT) and Prior Service as per 1 July 17 Defence Workforce Report.⁽⁴⁾ Ab Initio YTD Achieved includes (13) participants in the Defence Indigenous Development Program. DIDP targets are reflected in the Other OR Prior Service YTD and Full Year targets

Separation Rates and Numbers (Outflow)



Total Separations (Permanent)	Officers	OR	Total	Annual Change
1 Mar 17 - 28 Feb 18	226	1094	1320	+80
1 Mar 16 - 28 Feb 17	254	986	1240	
Current Rate	6.8%	10.6%	9.7%	+0.8%
Rate 1 Mar 17	7.6%	9.2%	8.9%	
5 Year Average	6.4%	9.3%	8.6%	
Trained Force Separations (Permanent)	Officers	OR	Total	Annual Change
1 Mar 17 - 28 Feb 18	179	950	1129	+142
1 Mar 16 - 28 Feb 17	192	795	987	
Current Rate	6.9%	10.2%	9.5%	+1.1%
Rate 1 Mar 17	7.5%	8.6%	8.4%	

Army 1 March 2018

47E(d)

Headcount



Army Headcount	01-Mar-17	01-Mar-18	Change
Permanent Force	30241	30300	+59
Male 86.1%	26378	26084	-294
Female 13.9%	3861	4214	+353
ADFGY	238	304	+66
Reserve Force	13672	14119	+447
CFTS	454	409	-45
Active	13218	13710	+492
Permanent & CFTS	30695	30709	+14
Total Force	44151	44723	+572

Trained Force	01-Mar-17	01-Mar-18	Change
---------------	-----------	-----------	--------

47E(d)

AFS Performance				
FY	YTD Average	Guidance	Variance ⁽¹⁾	Variance (%)
2015-16	29635	30532	-897	-2.9%
2016-17	30314	30692	-378	-1.2%
2017-18	30416	30823	-407	-1.3%
2018-19	30416	30810	-407	-1.3%

⁽¹⁾ Variance is difference between YTD Average and Guidance.⁽²⁾ Variance is difference between AFS Forecast Mean and Guidance.

AFS Forecast				
Minimum	Mean	Maximum	Variance ⁽²⁾	Variance (%)
30421	30454	30484	-369	-1.2%
30274	30536	30803	-274	-0.9%

Enlistments (Inflow)

Army ⁽¹⁾	Previous FY16/17				Current FY17/18				
	YTD ⁽²⁾ Achieved	YTD Target	Full Year ⁽³⁾ Target	% Ach of YTD Target	YTD Achieved	YTD Target	Full Year Target	% Ach of YTD Target	Annual Change
Ab Initio	2217	2428	3181	91%	1780	1905	2632	93%	-437
Officers	398	479	460	83%	347	403	403	86%	-51
OR Tech	171	184	253	93%	185	193	257	96%	+14
Other OR	1648	1765	2468	93%	1248	1309	1972	95%	-400
Prior Service⁽⁴⁾	511	455	701	112%	507	361	542	140%	-4
Officers	93	132	191	70%	116	98	147	118%	+23
OR Tech	19	37	59	51%	26	30	45	87%	+7
Other OR	399	286	451	140%	365	233	350	157%	-34
Total FT	2728	2883	3882	95%	2287	2266	3174	101%	-441
Total ADFGY	247	248	300	100%	313	315	330	99%	+66
Total PT	957	1284	1933	75%	1091	1557	2419	70%	+134
DFR FT Performance	2289	2428	3181	94%	1839	1905	2632	97%	-450

⁽¹⁾ Some Prior Service personnel are processed by DFR and count towards the Ab Initio target achievement IAW Service HQ direction.⁽²⁾ As of 1 March 2017 includes retrospective changes.⁽³⁾ As reported in Defence Annual Report FY16/17 (Ab Initio and PT) and Prior Service as per 1 July 17 Defence Workforce Report.⁽⁴⁾ Targets for Prior Service is a Pro Rata of Full Year Target of 191 (FY16/17) or 147 (FY17/18) for Officers and the remainder is then split 11.5% OR Tech and 88.5% Other OR.

Separation Rates and Numbers (Outflow)

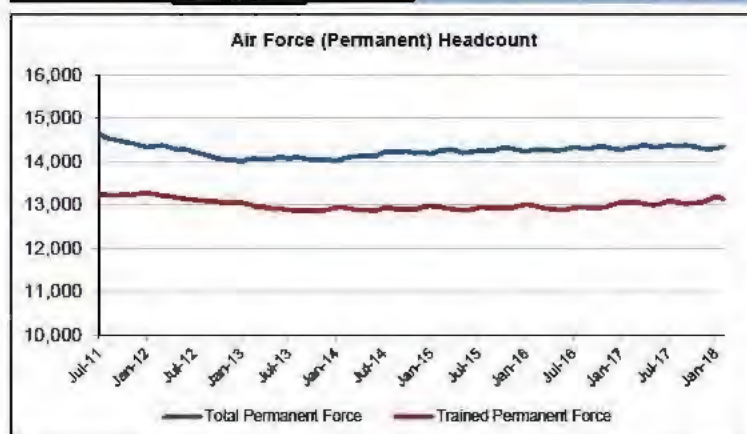


Total Separations (Permanent)	Officers	OR	Total	Annual Change
1 Mar 17 - 28 Feb 18	441	2641	3082	+43
1 Mar 16 - 28 Feb 17	431	2608	3039	
Current Rate	6.8%	11.1%	10.2%	+0.0%
Rate 1 Mar 17	6.8%	11.1%	10.2%	
5 Year Average	7.0%	12.1%	11.0%	
Trained Force Separations (Permanent)	Officers	OR	Total	Annual Change
1 Mar 17 - 28 Feb 18	336	2158	2494	+100
1 Mar 16 - 28 Feb 17	326	2068	2394	
Current Rate	6.2%	10.3%	9.4%	+0.2%
Rate 1 Mar 17	6.1%	10.0%	9.2%	

Air Force 1 March 2018

47E(d)

Headcount



Air Force Headcount	01-Mar-17	01-Mar-18	Change
Permanent Force	14328	14333	+5
Male 78.5%	11454	11248	-206
Female 21.5%	2874	3085	+211
ADFGY	119	137	+18
Reserve Force	4909	5395	+486
CFTS	68	59	-9
Active	4841	5336	+495
Permanent & CFTS	14396	14392	-4
Total Force	19356	19865	+509

Trained Force	01-Mar-17	01-Mar-18	Change
---------------	-----------	-----------	--------

47E(d)

AFS Performance				
FY	YTD Average	Guidance	Variance ⁽¹⁾	Variance (%)
2015-16	14194	14263	-69	-0.5%
2016-17	14289	14415	-126	-0.9%
2017-18	14246	14396	-150	-1.0%
2018-19	N/A	14295	N/A	N/A

⁽¹⁾ Variance is difference between YTD Average and Guidance.⁽²⁾ Variance is difference between AFS Forecast Mean and Guidance.

AFS Forecast				
Minimum	Mean	Maximum	Variance ⁽²⁾	Variance (%)
N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A
14303	14311	14320	-85	-0.6%
14300	14395	14502	+100	0.7%

Enlistments (Inflow)

Air Force ⁽¹⁾	Previous FY16/17				Current FY17/18				
	YTD ⁽²⁾ Achieved	YTD Target	Full Year ⁽³⁾ Target	% Ach of YTD Target	YTD Achieved	YTD Target	Full Year Target	% Ach of YTD Target	Annual Change
Ab Initio	414	455	769	91%	403	432	666	93%	-11
Officers	154	168	241	92%	179	185	248	97%	+25
OR Tech	61	74	153	82%	83	87	89	95%	+22
Other OR	199	213	375	93%	141	160	329	88%	-58
Prior Service	148	122	168	121%	198	223	256	89%	+50
Officers	36	33	71	109%	58	60	79	97%	+22
OR Tech	15	10	12	150%	26	48	54	54%	+11
Other OR	97	79	85	123%	114	115	123	99%	+17
Total FT	562	577	937	97%	601	655	922	92%	+39
Total ADFGY	120	120	120	100%	140	140	140	100%	+20
Total PT	40	97	122	41%	69	83	123	83%	+29
DFR FT Performance	447	455	769	98%	430	432	666	100%	-17

⁽¹⁾ Some Prior Service personnel are processed by DFR and count towards the Ab Initio target achievement IAW Service HQ direction.⁽²⁾ As of 1 March 2017 includes retrospective changes.⁽³⁾ As reported in Defence Annual Report FY16/17 (Ab Initio and PT) and Prior Service as per 1 July 17 Defence Workforce Report.

Separation Rates and Numbers (Outflow)



Total Separations (Permanent)	Officers	OR	Total	Annual Change
1 Mar 17 - 28 Feb 18	311	629	940	+139
1 Mar 16 - 28 Feb 17	255	546	801	
Current Rate	6.1%	6.8%	6.6%	+1.0%
Rate 1 Mar 17	5.1%	5.9%	5.6%	
5 Year Average	5.0%	6.3%	5.8%	
Trained Force Separations (Permanent)	Officers	OR	Total	Annual Change
1 Mar 17 - 28 Feb 18	275	587	862	+145
1 Mar 16 - 28 Feb 17	226	491	717	
Current Rate	6.3%	6.7%	6.6%	+1.1%
Rate 1 Mar 17	5.2%	5.7%	5.5%	

47E(d)

Women in Defence

Female Headcount - Permanent Force

	1-Mar-17		1-Mar-18		Change
	Female	%	Female	%	
ADF Total	9478	16.2%	10190	17.5%	+712
Junior OR	5270	16.1%	5795	17.9%	+525
Senior OR	1308	12.1%	1346	12.7%	+38
Junior Officers	2819	19.7%	2958	20.4%	+139
Senior Officers	81	12.0%	91	12.9%	+10
Navy Total	2743	19.8%	2891	21.2%	+148
Junior OR	1728	22.1%	1847	24.2%	+119
Senior OR	323	12.2%	330	12.8%	+7
Junior Officers	671	21.1%	689	21.4%	+18
Senior Officers	21	11.7%	25	13.0%	+4
Army Total	3861	12.8%	4214	13.9%	+353
Junior OR	2231	12.0%	2522	13.5%	+291
Senior OR	539	10.5%	552	11.0%	+13
Junior Officers	1055	16.9%	1101	17.4%	+46
Senior Officers	36	12.7%	39	13.3%	+3
Air Force Total	2874	20.1%	3085	21.5%	+211
Junior OR	1311	21.1%	1426	23.2%	+115
Senior OR	446	14.7%	464	15.4%	+18
Junior Officers	1093	22.5%	1168	23.6%	+75
Senior Officers	24	11.3%	27	12.4%	+3
APS Total	7629	41.6%	7772	42.1%	+143
APS 1-6	6033	46.2%	6006	46.6%	-27
EL 1	1178	33.5%	1287	34.5%	+109
EL 2	373	23.2%	430	25.3%	+57
SES	45	32.6%	49	33.3%	+4

Notes:

The % reflects the female headcount as a % of the group identified
The female headcount is based on substantive rank and classification

Enlistments - Permanent Force

	1 Mar 16 - 28 Feb 17		1 Mar 17 - 28 Feb 18		Change	
	Female	Male	Female	Male	Female	Male
ADF	1342	4443	1,604	3,602	+262	-941
	23.2%	76.8%	30.8%	69.2%		
Navy	336	740	414	706	+78	-34
	31.2%	68.8%	37.0%	63.0%		
Army	676	3168	789	2,352	+113	-816
	17.6%	82.4%	25.1%	74.9%		
Air Force	330	535	401	544	+71	+9
	38.2%	61.8%	42.4%	57.6%		
APS	574	563	762	896	+188	+333
	50.5%	49.5%	46.0%	54.0%		

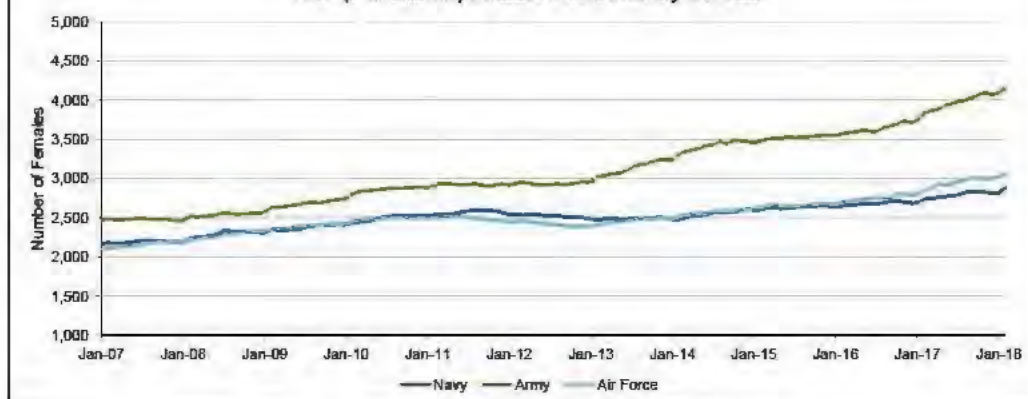
Separation Rates - Permanent Force

	1-Mar-17			1-Mar-18		
	Female	Male	Total	Female	Male	Total
ADF	8.9%	8.7%	8.7%	9.1%	9.2%	9.2%
Navy	9.4%	8.7%	8.9%	9.5%	9.7%	9.7%
Army	10.8%	10.1%	10.2%	10.8%	10.1%	10.2%
Air Force	5.8%	5.5%	5.6%	6.4%	6.6%	6.6%
APS	8.9%	9.8%	9.5%	8.3%	8.7%	8.5%

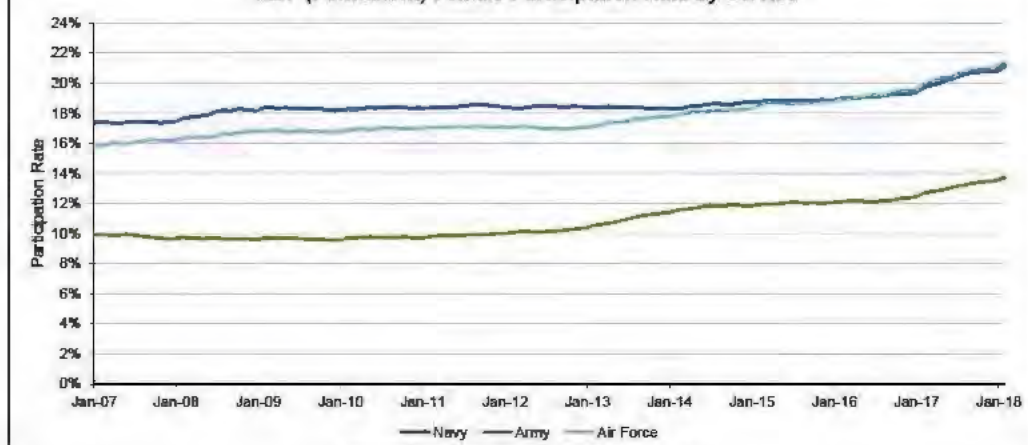
Notes:

- ADF data is for permanent force only
- Junior OR are rank E05 (CPL(E)) and below
- Senior OR are rank E06 (SGT(E)) and above
- Junior Officers are rank O05 (LTCOL(E)) and below
- Senior Officers are rank O06 (COL(E)) and above
- APS data is for ongoing employees only

ADF (Permanent) Female Workforce by Service



ADF (Permanent) Female Participation Rate by Service



47E(d)

Defence Diversity

Culturally & Linguistically Diverse ⁽¹⁾		CALD Variables												Disability ⁽⁶⁾							
		Indigenous Status ⁽²⁾				Birth Country not AUS ⁽³⁾				Ancestry ⁽⁴⁾								Language ⁽⁵⁾			
		1-Mar-17		1-Mar-18		1-Mar-17		1-Mar-18		1-Mar-17		1-Mar-18						1-Mar-17		1-Mar-18	
		Total	%	Total	%	Total	%	Total	%	Total	%	Total	%	Total	%	Total	%				
ADF																					
Permanent	14097	24.1%	14278	24.5%	1286	2.2%	1458	2.5%	7294	12.7%	7521	12.9%	7030	12.0%	7129	12.2%	6890	11.8%	7083	12.2%	
Active Reserve	6032	28.4%	6458	28.6%	423	2.0%	452	2.0%	2996	14.1%	3284	14.5%	2829	13.3%	3026	13.4%	3355	15.8%	3647	16.2%	
Gap Year	85	21.4%	117	22.3%	13	3.3%	20	3.8%	46	11.6%	58	11.0%	36	9.0%	45	8.6%	54	13.6%	61	11.6%	
Navy																					
Permanent	3280	23.7%	3298	24.2%	380	2.7%	428	3.1%	1846	13.3%	1848	13.6%	1493	10.8%	1516	11.1%	1425	10.3%	1450	10.6%	
Active Reserve	663	24.6%	750	24.5%	19	0.7%	29	0.9%	400	14.8%	467	15.2%	265	9.8%	299	9.8%	242	9.0%	275	9.0%	
Gap Year	10	24.4%	19	22.6%	5	12.2%	6	7.1%	3	7.3%	10	11.9%	6	14.6%	7	8.3%	3	7.3%	10	11.9%	
Army																					
Permanent	7227	23.9%	7377	24.3%	729	2.4%	830	2.7%	3601	11.9%	3709	12.2%	3697	12.2%	3789	12.5%	3631	12.0%	3769	12.4%	
Active Reserve	4017	29.4%	4222	29.9%	350	2.6%	363	2.6%	1837	13.4%	1990	14.1%	1927	14.1%	2013	14.3%	2489	18.2%	2666	18.9%	
Gap Year	54	22.7%	71	23.4%	4	1.7%	8	2.6%	32	13.4%	36	11.8%	23	9.7%	26	8.6%	41	17.2%	37	12.2%	
Air Force																					
Permanent	3590	25.1%	3603	25.1%	177	1.2%	200	1.4%	1947	13.6%	1964	13.7%	1840	12.8%	1824	12.7%	1834	12.8%	1864	13.0%	
Active Reserve	1352	27.5%	1486	27.5%	54	1.1%	60	1.1%	759	15.5%	827	15.3%	637	13.0%	714	13.2%	624	12.7%	706	13.1%	
Gap Year	21	17.6%	27	19.7%	4	3.4%	6	4.4%	11	9.2%	12	8.8%	7	5.9%	12	8.8%	10	8.4%	14	10.2%	
APS																					
Ongoing	5980	32.6%	5987	32.4%	381	2.1%	398	2.2%	2678	14.6%	2744	14.9%	2678	14.6%	2646	14.3%	3814	20.8%	3844	20.8%	
Non-Ongoing	22	22.0%	48	25.3%	1	1.0%	1	0.5%	15	15.0%	27	14.2%	4	4.0%	13	6.8%	11	11.0%	31	16.3%	
ADO																					
Total	26216	26.6%	26888	26.9%	2104	2.1%	2329	2.3%	13129	13.3%	13634	13.6%	12577	12.8%	12859	12.9%	14124	14.3%	14666	14.7%	

Comments:

Active Reserve figures include Continuous Full-Time Service (CFTS). Data for this table is reliant on self-identification on the Defence HR system. Therefore, the data is likely to under-report actual rates. Last year numbers will not match those provided in the report from the same month last year. This is because these numbers are updated to include changes in self-identification that have been made within the last 12 months.

Notes:

- ⁽¹⁾ Culturally and Linguistically Diverse (CALD) is measured where an individual has met one or more of the following variables: Birth Country, Ancestry or Language as defined in the Australian Bureau of Statistics (ABS) standards for the reporting of CALD.
- ⁽²⁾ Indigenous Status is derived from PMKeyS field Ethnic Group Long Description. Excludes all Ethnic groups other than, where an individual has self-identified as Aboriginal/Torres Strait Islander or Aust Torres Strait Islander or Aust Aboriginal & TSI.
- ⁽³⁾ Birth Country not AUS is derived from PMKeyS field Birth Country CG Long Description. Excludes Australia, Norfolk Island, Australian External Territories, inadequately described, Not elsewhere classified, Not stated, Chose not to give this information, Not Provided & Unknown.
- ⁽⁴⁾ Ancestry is derived from PMKeyS field Ethnic Group Long Description. Excludes Australian, Unknown, X Chose not to give this information, Not Provided. Also excludes "Oceanic" where an individual's Birth Country and Language variables are not measured as CALD - because Oceanic previously was the only option for those who would now identify as Australian.
- ⁽⁵⁾ Language is derived from PMKeyS fields First Language Spoken, Mother First Language, and Father First Language. Excludes English Only, Not Provided, Language Unknown, Chose not to give information.
- ⁽⁶⁾ Disability is derived from PMKeyS fields Disability Grp Description & Effective Status Code.

47E(d)

47E(d)

47E(d)

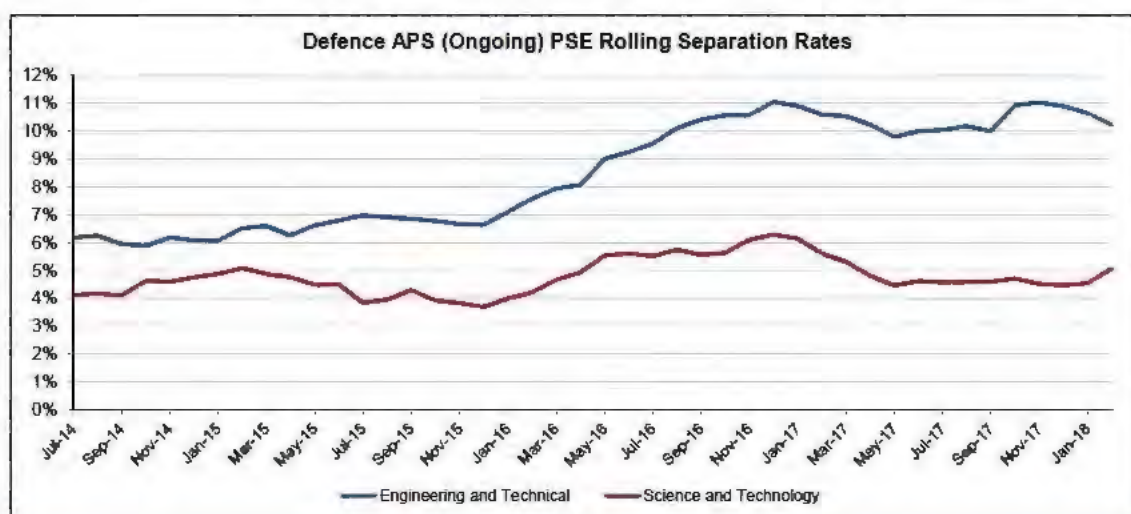
47E(d)

APS Physical Science and Engineering (PSE) Workforce

Job Family	APS Headcount (Ongoing and Non-Ongoing employees)							Change	% Change
	1-Mar-17			1-Mar-18					
	Female	Male	Total	Female	Male	Total			
Engineering and Technical	166	1714	1880	162	1540	1702	-178	-9.5%	
Science and Technology	320	1613	1934	319	1573	1893	-41	-2.1%	

APS Headcount (Ongoing and Non-Ongoing employees)												
Engineering and Technical												
Age (Years)	Length of Service (Completed Years)										Total	
	<1	1-5	6-10	11-15	16-20	21-25	26-30	31-35	36-40	41-45	>45	
<20												0
20-24	29	40										69
25-29	37	101	15									153
30-34	19	43	95	16								173
35-39	8	33	47	40	5							133
40-44	12	12	51	24	32	3						134
45-49	10	16	59	33	29	11	11					169
50-54	13	27	64	80	46	13	33	13	9			298
55-59	2	16	65	77	97	16	22	11	7			313
60-64	2	6	45	33	46	15	11	10	6	3	1	178
65-69	1	1	11	16	14	5	4	4	3	2	1	62
70-74			7	2	7			1	1			18
75+							1	1				2
Total	133	295	459	321	276	63	82	40	26	5	2	1702

APS Headcount (Ongoing and Non-Ongoing employees)												
Science & Technology												
Age (Years)	Length of Service (Completed Years)										Total	
	<1	1-5	6-10	11-15	16-20	21-25	26-30	31-35	36-40	41-45	>45	
<20												0
20-24	21	19										40
25-29	11	19	28									58
30-34	13	18	112	36								179
35-39	7	16	85	93	55							256
40-44	5	3	64	75	104	19						270
45-49		7	42	67	79	67	35	3				300
50-54	3	2	34	40	56	40	98	52	23			348
55-59		4	22	29	50	40	53	31	19	10		258
60-64		2	3	16	34	19	26	16	18	10	2	146
65-69			2	3	4	2	2	7	2	3	2	27
70-74			1	1	2		1				5	10
75+											1	1
Total	60	90	393	360	384	187	215	109	62	23	10	1893



DEFENCE WORKFORCE REPORT

AS AT 1 APRIL 2018

Introduction

1. This report provides an overview of key ADF and APS workforce statistics as at 1 April 2018. Further workforce details are available in the attachments provided, referenced in the left hand margin.

APS Workforce Summary

Table 1: APS Full Time Equivalent performance – Financial Year 2017-18

	Full Time Equivalent Portfolio Budget Statements End of Financial Year Target	Current Full Time Equivalent	Current Full Time Equivalent Variation	% Variation
APS	18,170	17,658	-512	-2.8%

2. **Full Time Equivalent Achievement.** The APS workforce for 2017-18 has increased by 365 Full Time Equivalent from 17,293 at Pay 1 on 13 July 2017 to 17,658 at Pay 19 on 22 March 2018.

3. The actual civilian employee expenses for 2017-18 are \$1.459 billion against an allocation of \$2.115 billion.

4. **Headcount.** As at 1 April 2018, the APS headcount was 18,695 (18,502 ongoing and 193 non-ongoing), which is 274 more than the same time last year.

5. **Positions.** In November 2017 the Defence Civilian Committee agreed to new business rules for the management of APS positions. Groups and Services are now to manage their APS positions to remain within a limit of FTE plus 11 per cent. Deputy Secretary Defence People has written to Service Chiefs and Group Heads advising of the new business rules.

6. The margin between the 1 April 2018 positions (22,999) and the end of financial year FTE (18,170) is 26.6 per cent (4,829) which is outside the Defence Civilian Committee's agreed recommendation of 11 per cent. Across various Groups, between 1 March 2018 and 1 April 2018, 110 positions were created and 222 positions were inactivated. As at 1 April 2018, there were 3,543 positions which were both actually and substantively vacant. Of these, 803 positions have been identified as being under recruitment action.

7. The number of ongoing APS employees on position based additional responsibility pay has decreased from this time last year moving from 2,128 as at 31 March 2017 to 1,484 as at 31 March 2018. Of the 1,484 APS ongoing employees on position based additional responsibility pay:

- 12 have been acting for greater than five years;
- 39 have been acting for between three and five years;
- 226 have been acting for between one and three years; and
- 1,207 have been acting for less than one year.

8. Further Group specific information on additional responsibility pay can be sourced from Human Resource Business Partners.

A3

9. **Recruitment.** For the period from 1 July 2017 to 31 March 2018, Defence has recruited 1,468 ongoing APS employees, which is 467 more than the same time last year.

A3

10. **Separation Rates.** The APS separation rate (ongoing employees only) is 8.7 per cent as at 1 April 2018, which is lower than 12 months ago (9.2 per cent). The separation rate is higher than the five year average of 8.1 per cent. The APS female separation rate is 8.6 per cent as at 1 April 2018, which is lower than 12 months ago. This compares to the male separation rate of 8.8 per cent as at 1 April 2018, which is also lower than 12 months ago.

A9

11. **Women.** 42.2 per cent of the ongoing APS employees are females.

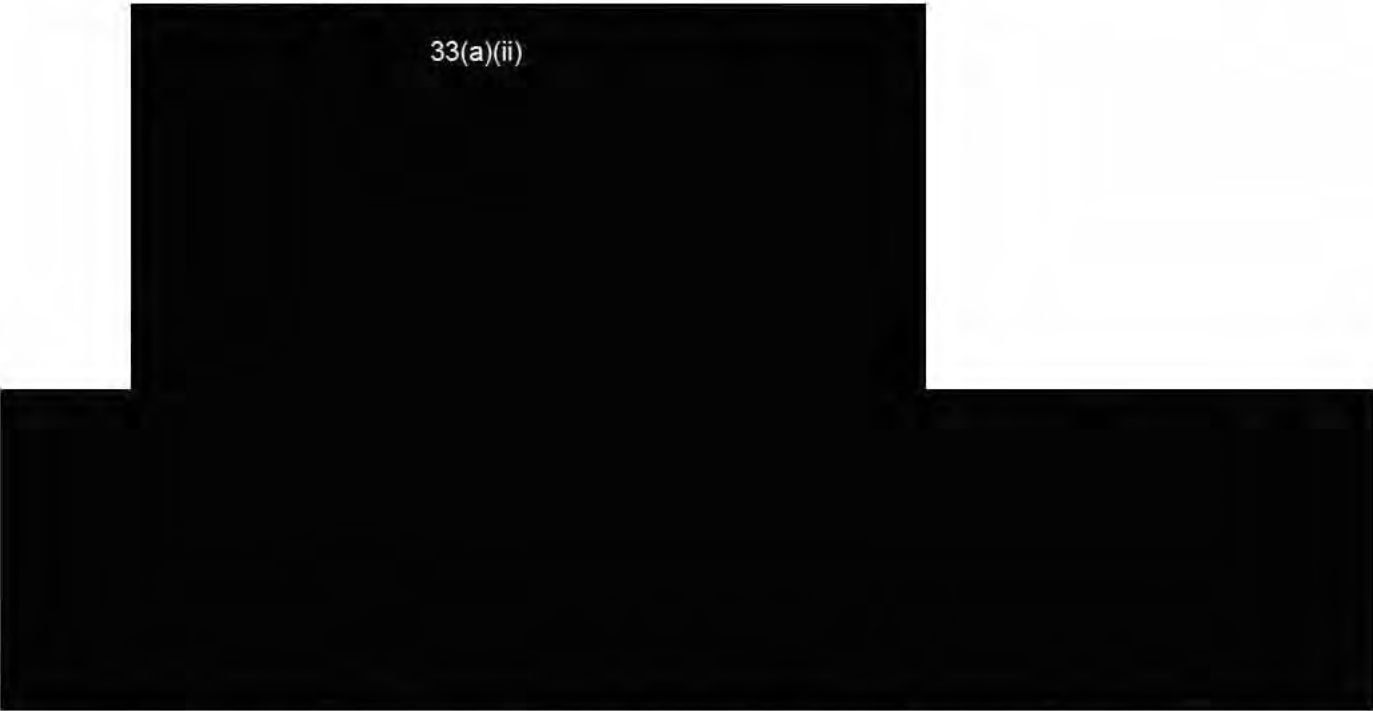
A10

12. **Diversity.** Over the past 12 months, the number of ongoing APS employees who identify as culturally and linguistically diverse decreased from 32.6 per cent as at 1 April 2017 to 32.5 per cent as at 1 April 2018. The representation of Aboriginal and/or Torres Strait Islander employees increased from 2.1 per cent as at 1 April 2017 to 2.2 per cent at 1 April 2018. The number of ongoing APS employees with a disability has remained stable and is 3.6 per cent.

A11

13. **Critical Occupations.** There are currently [REDACTED] occupations classified as critical for the Defence APS workforce across [REDACTED] Job Families:

33(a)(ii)



A12

15. **APS Physical Science and Engineering Workforce.** As at 1 April 2018, 19.3 per cent (3,601) of the overall Defence APS headcount (18,695) are in the two main Physical Science and Engineering Job Families: Engineering and Technical (1,710) and Science and Technology (1,891).

16. Compared to the same time last year, the Engineering and Technical and Science and Technology Job Families have reduced by 134 employees (minus 95 and minus 39 respectively). The reduction in the Engineering and Technical Job Family includes the transfer of 56 employees into other Job Families as part of the implementation of a new Engineering and Technical Job Family construct.

17. As at 1 April 2018, the APS separation rate (ongoing employees, including voluntary redundancies) for the Engineering and Technical Job Family is 10.6 per cent and the Science and Technology Job Family is 5.5 per cent, compared to the overall Defence APS separation rate of 8.7 per cent.

ADF Workforce Summary

18. Table 2 provides a summary of 2017-18 performance against ADF guidance, which includes 2016 Defence White Paper allocations.

Table 2: ADF Average Funded Strength performance – Financial Year 2017-18

	2017-18 Guidance	Current Average Funded Strength	Current Average Funded Strength Variation	% Variation	Pay 19 Actual Funded Strength
Navy	14,462	13,796	-666	-4.6%	13,833
Army	30,823	30,431	-392	-1.3%	30,551
Air Force	14,396	14,246	-150	-1.0%	14,225
ADF	59,681	58,473	-1,208	-2.0%	58,609 ¹

Note: ¹ The Actual Funded Strength total may not add up due to rounding.

19. **Average Funded Strength Achievement.** The current ADF Average Funded Strength achievement for 2017-18 is 58,473 against a guidance of 59,681. This represents an underachievement of 1,208 or minus two per cent, which is outside the one per cent management bandwidth which was set by the Chiefs of Service Committee in 2011.

20. The ADF workforce for 2017-18 has increased by 84 from a paid strength of 58,525 at Pay 1 on 13 July 2017 to 58,609 at Pay 19 on 22 March 2018. These figures include permanent, continuous full-time service and gap year members.

21. The actual military employee expenses for 2017-18 are \$5.806 billion against an allocation of \$7.540 billion.

22. **Headcount.** As at 1 April 2018, the permanent ADF headcount was 58,176 (Navy 13,650, Army 30,220 and Air Force 14,306), which is 254 less than the same time last year. The workforce can be divided into two components: the trained force, which contributes to the delivery of capability; and the training force, which is necessary to generate the trained force.

33(a)(ii)

23. **Recruitment.** In 2017-18, the year to date performance against permanent ADF entry targets (ab initio and prior service) is 96 per cent, which is an increase compared to 94 per cent for the same time last year. Compared to 12 months ago, the year to date performance against permanent entry targets for Navy and Army have increased, while Air Force has decreased.

24. **Separation Rates.** The ADF separation rate is 9.2 per cent as at 1 April 2018, which has increased from 8.8 per cent 12 months ago. Navy separation rates have remained steady at 9.7 per cent for the last two months as at 1 April 2018. This is primarily due to improved retention across the sailor workforce, however it is considered too early to advise if this improvement will be sustained. The annual separation rate for:

- Navy has increased from 9.0 per cent as at 1 April 2017 to 9.7 per cent as at 1 April 2018;
- Army has increased from 10.2 per cent as at 1 April 2017 to 10.3 per cent as at 1 April 2018; and

- Air Force has increased from 5.8 per cent as at 1 April, 2017 to 6.5 per cent as at 1 April 2018.

A9

25. **Women.** 17.6 per cent of the permanent ADF workforce is female (Navy 21.3 per cent, Army 14.0 per cent and Air Force 21.7 per cent). As at 1 April 2018, the number of females serving in the ADF is 673 more than the same time last year (Navy plus 149, Army plus 344 and Air Force plus 180).

26. The ADF female separation rate is 9.1 per cent as at 1 April 2018, which has increased from 8.8 per cent 12 months ago. This compares to the male separation rate of 9.2 per cent as at 1 April 2018, which has increased from 8.9 per cent 12 months ago.

A10

27. **Diversity.** Over the last 12 months there has been an improvement in the representation of permanent ADF members who identify as:

- Culturally and linguistically diverse from 24.2 per cent to 24.5 per cent; and
- Aboriginal and/or Torres Strait Islander origin from 2.3 per cent to 2.5 per cent.

A11

28. **Critical Categories.** 33(a)(ii)

33(a)(ii)

A5-8

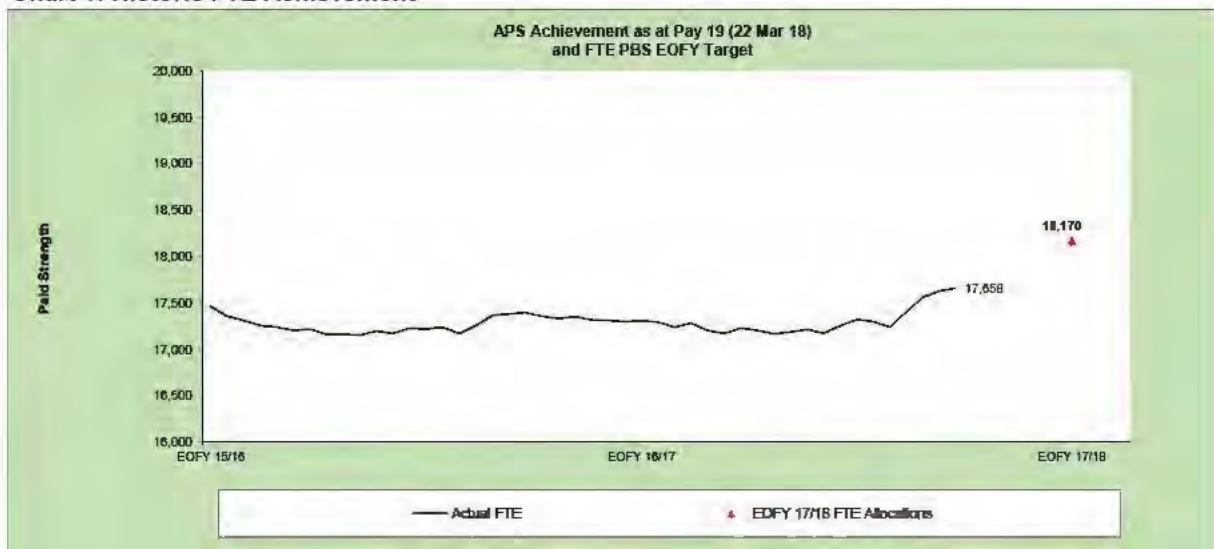
30. **ADF Gap Year.** The ADF Gap Year recruiting target for 2017-18 is 570 (Navy 100, Army 330 and Air Force 140). As at 1 April 2018, 520 participants have enlisted in the 2017-18 program (Navy 50, Army 330 and Air Force 140).

31. As at 1 April 2018, of the 495 participants who enlisted in the 2016-17 program, 40 participants are still serving in the ADF Gap Year program (Navy 36 and Army 4).

Defence Workforce Achievement 22 March 2018

47E(d)

Chart 1: Historic FTE Achievement



Notes:

(1) The FTE figures in this table are not averages.

(2) Corporate Programs are nominally attached to DPG, although the participants work in all Groups. Includes Graduate, Cadet and Indigenous Programs.

47E(d)

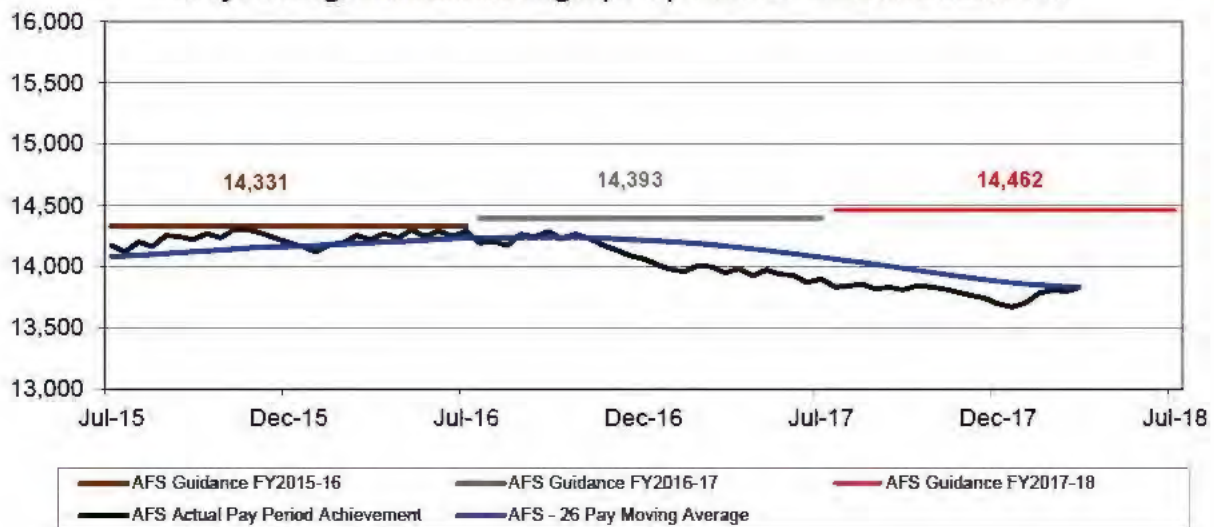
Note:

(1) ADF workforce includes permanent members, Reservists on Continuous Full-Time Service and Gap Year participants.

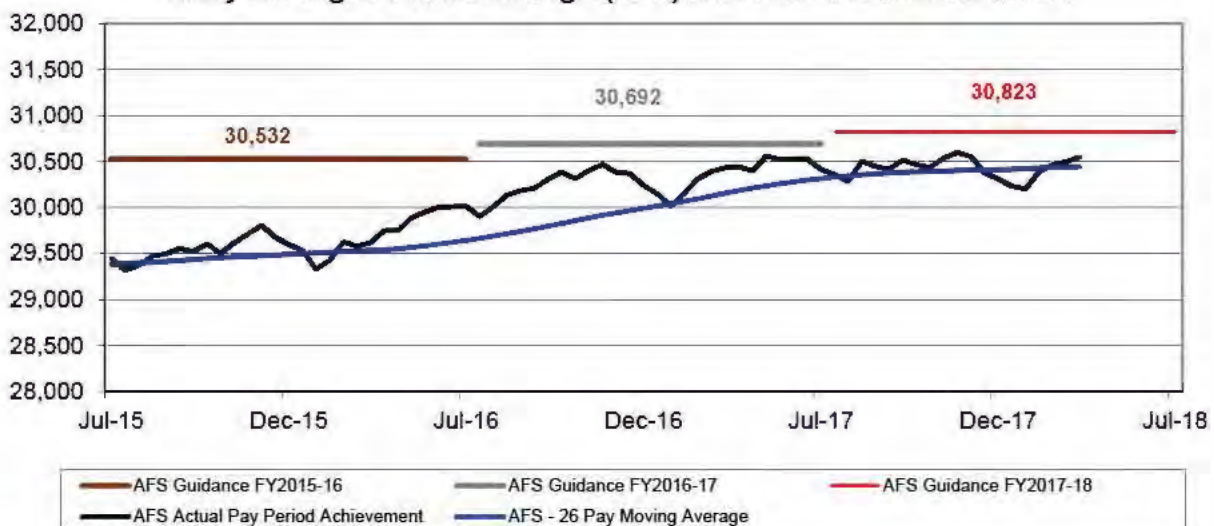
47E(d)

Achievement and Guidance 22 March 2018

Navy Average Funded Strength(AFS) Achievement and Guidance



Army Average Funded Strength(AFS) Achievement and Guidance



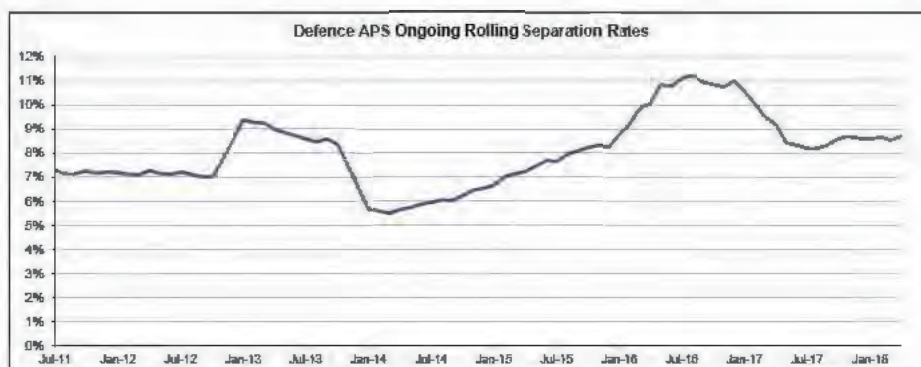
Air Force Average Funded Strength(AFS) Achievement and Guidance



APS 1 April 2018

Positions and Headcount

47E(d)



APS Actual Incumbents by Job Family and Group as at 1 April 2018 ^(a)

47E(d)

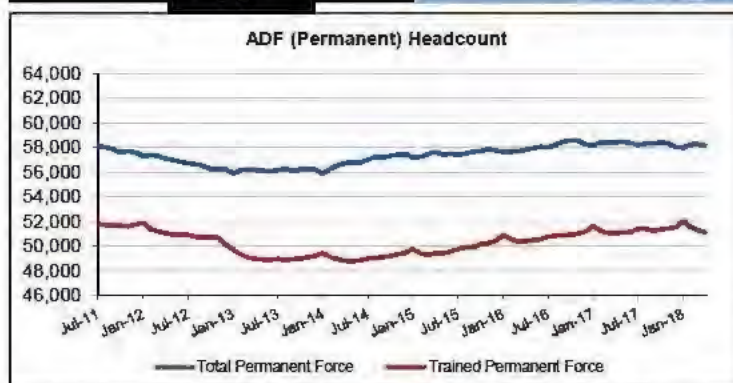
APS Graduates (included in figures above)

JOB FAMILY	Group														
	ADFHQ	NAVY	ARMY	AIR FORCE	JCG	JOC	DES	CIOG	DPG	E&IG	CFO	SP&I	CASG	DSTG	TOTAL
Admin & Corp Support									16						16
Engineering and Technical									63						63
Finance									13						13
Information Commis Technologies								7	15						22
Infrastructure									11						11
Intelligence and Security									121						121
Logistics									29						29
People									8						8
Procurement and Contracting									34						34
Science and Technology									8						8
Strategic & International Pol									29						29
Grand Total	0	0	0	0	0	0	0	7	347	0	0	0	0	0	354

ADF 1 April 2018

47E(d)

Headcount



ADF Headcount	01-Apr-17	01-Apr-18	Change
Permanent Force	58430	58176	-254
Males 82.4%	48866	47939	-927
Females 17.6%	9561	10234	+673
ADFGY	445	519	+74
Reserve Force	21313	22681	+1368
CFTS	727	632	-95
Active	20586	22049	+1463
Permanent & CFTS	59157	58808	-349
Total Force	80188	81376	+1188

Trained Force	01-Apr-17	01-Apr-18	Change
47E(d)			

AFS Performance				
FY	YTD Average	Guidance	Variance ⁽¹⁾	Variance (%)
2015-16	58061	59126	-1065	-1.8%
2016-17	58680	59500	-820	-1.4%
2017-18	58473	59681	-1208	-2.0%
2018-19	N/A	59794	N/A	N/A

⁽¹⁾ Variance is difference between YTD Average and Guidance.⁽²⁾ Variance is difference between AFS Forecast Mean and Guidance.

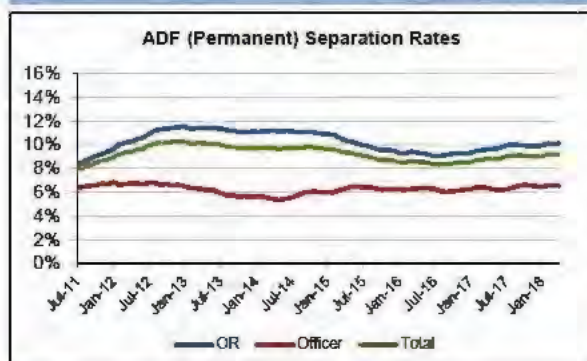
AFS Forecast				
Minimum	Mean	Maximum	Variance ⁽²⁾	Variance (%)
N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A
58526	58556	58583	-1125	-1.9%
58384	58918	59454	-876	-1.5%

Enlistments (Inflow)

ADF ⁽¹⁾	Previous FY16/17				Current FY17/18				
	YTD ⁽²⁾ Achieved	YTD Target	Full Year ⁽³⁾ Target	% Ach of YTD Target	YTD Achieved	YTD Target	Full Year Target	% Ach of YTD Target	Annual Change
Ab Initio	3659	3927	4789	93%	3244	3439	4409	94%	-415
Officers	769	886	907	87%	708	810	873	87%	-61
OR Tech	443	473	632	94%	545	564	714	97%	+102
Other OR	2447	2568	3250	95%	1991	2065	2822	96%	-456
Prior Service⁽⁴⁾	819	861	1159	95%	883	841	1100	105%	+64
Officers	194	229	332	85%	244	214	299	114%	+50
OR Tech	51	132	143	39%	76	138	172	55%	+25
Other OR	574	500	684	115%	563	489	629	115%	-11
Total FT	4478	4788	5948	94%	4127	4280	5509	96%	-351
Total ADFGY	445	445	495	100%	520	520	570	100%	+75
Total PT	1121	1593	2087	70%	1325	1900	2602	70%	+204
DFR FT Performance	3765	3927	4789	96%	3346	3439	4409	97%	-419

⁽¹⁾ Some Prior Service personnel are processed by DFR and count towards the Ab Initio target achievement IAW Service HQ direction.⁽²⁾ As of 1 April 2017 includes retrospective changes.⁽³⁾ As reported in Defence Annual Report FY16/17 (Ab Initio and PT) and Prior Service as per 1 July 17 Defence Workforce Report.⁽⁴⁾ Prior Service targets are not scheduled by month. These YTD Targets reflect a proportionate estimate.

Separation Rates and Numbers (Outflow)

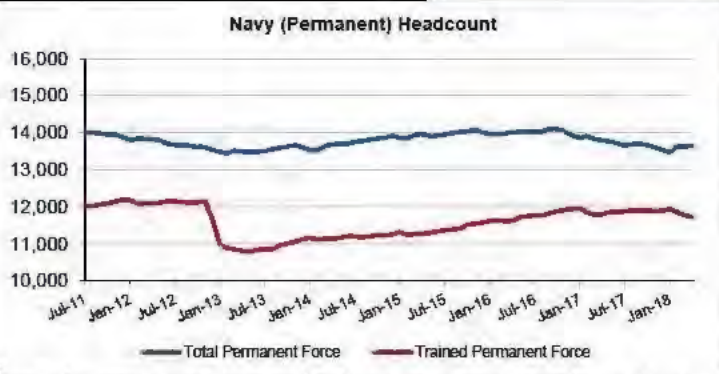


Total Separations (Permanent)	Officers	OR	Total	Annual Change
1 Apr 17 - 31 Mar 18	977	4389	5366	
1 Apr 16 - 31 Mar 17	936	4212	5148	+218
Current Rate	6.5%	10.1%	9.2%	
Rate 1 Apr 17	6.4%	9.7%	8.8%	+0.4%
5 Year Average	6.2%	10.1%	9.1%	
Trained Force Separations (Permanent)	Officers	OR	Total	Annual Change
1 Apr 17 - 31 Mar 18	791	3707	4498	
1 Apr 16 - 31 Mar 17	746	3440	4186	+312
Current Rate	6.4%	9.5%	8.8%	
Rate 1 Apr 17	6.1%	8.9%	8.2%	+0.6%

Navy 1 April 2018

47E(d)

Headcount



The change in historic Trained Force numbers reflects Navy's decision to change the categorisation of personnel in Dec 12. It is designed to more accurately reflect the status of personnel in the Trained and Training Force.

Navy Headcount	01-Apr-17	01-Apr-18	Change
Permanent Force	13800	13650	-150
Male 78.7%	11046	10747	-299
Female 21.3%	2754	2903	+149
ADFGY	41	83	+42
Reserve Force	2725	3107	+382
CFTS	280	269	-11
Active	2445	2838	+393
Permanent & CFTS	14080	13919	-161
Total Force	16566	16840	+274

Trained Force	01-Apr-17	01-Apr-18	Change
---------------	-----------	-----------	--------

47E(d)

AFS Performance				
FY	YTD Average	Guidance	Variance ⁽¹⁾	Variance (%)
2015-16	14232	14331	-99	-0.7%
2016-17	14077	14393	-316	-2.2%
2017-18	13796	14462	-666	-4.6%
2018-19	N/A	14689	N/A	N/A

⁽¹⁾ Variance is difference between YTD Average and Guidance.

⁽²⁾ Variance is difference between AFS Forecast Mean and Guidance.

AFS Forecast				
Minimum	Mean	Maximum	Variance ⁽²⁾	Variance (%)
N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A
13813	13816	13818	-646	-4.5%
13874	14008	14151	-681	-4.6%

Enlistments (Inflow)

Navy ⁽¹⁾	Previous FY16/17				Current FY17/18				
	YTD ⁽²⁾ Achieved	YTD Target	Full Year ⁽³⁾ Target	% Ach of YTD Target	YTD Achieved	YTD Target	Full Year Target	% Ach of YTD Target	Annual Change
Ab Initio	662	680	839	97%	837	873	1109	96%	+175
Officers	172	206	206	83%	181	222	222	82%	+9
OR Tech	176	178	226	99%	265	272	367	97%	+89
Other OR ⁽⁴⁾	314	296	407	106%	391	379	520	103%	+77
Prior Service	124	217	290	57%	148	227	290	65%	+24
Officers	58	52	70	112%	56	52	70	108%	-2
OR Tech	16	81	72	20%	23	54	72	43%	+7
Other OR	50	84	148	60%	69	121	148	57%	+19
Total FT	786	897	1129	88%	985	1100	1399	90%	+199
Total ADFGY	25	25	75	100%	50	50	100	100%	+25
Total PT	12	28	31	43%	28	38	60	74%	16
DFR FT Performance	648	680	839	95%	838	873	1109	96%	+190

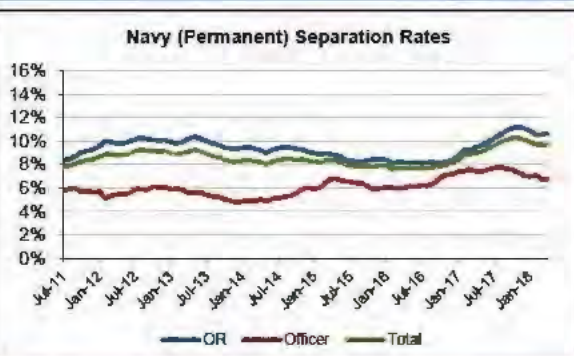
⁽¹⁾ Some Prior Service personnel are processed by DFR and count towards the Ab Initio target achievement IAW Service HQ direction.

⁽²⁾ As of 1 April 2017 includes retrospective changes.

⁽³⁾ As reported in Defence Annual Report FY16/17 (Ab Initio and PT) and Prior Service as per 1 July 17 Defence Workforce Report.

⁽⁴⁾ Ab Initio YTD Achieved includes (25) participants in the Defence Indigenous Development Program. DIDP targets are reflected in the Other OR Prior Service YTD and Full Year targets

Separation Rates and Numbers (Outflow)

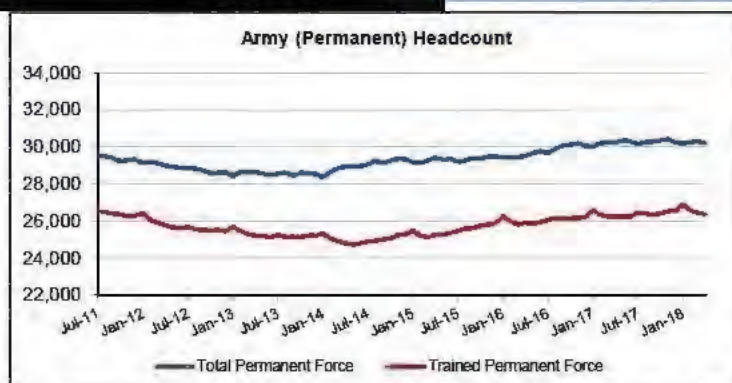


Total Separations (Permanent)	Officers	OR	Total	Annual Change
1 Apr 17 - 31 Mar 18	226	1098	1324	+66
1 Apr 16 - 31 Mar 17	246	1012	1258	
Current Rate	6.7%	10.7%	9.7%	+0.7%
Rate 1 Apr 17	7.4%	9.5%	9.0%	
5 Year Average	6.4%	9.3%	8.6%	
Trained Force Separations (Permanent)	Officers	OR	Total	Annual Change
1 Apr 17 - 31 Mar 18	176	950	1126	+114
1 Apr 16 - 31 Mar 17	188	824	1012	
Current Rate	6.8%	10.2%	9.5%	+0.9%
Rate 1 Apr 17	7.3%	8.9%	8.6%	

Army 1 April 2018

47E(d)

Headcount



Army Headcount	01-Apr-17	01-Apr-18	Change
Permanent Force	30238	30220	-18
Male 86.0%	26356	25994	-362
Female 14.0%	3880	4224	+344
ADFGY	286	307	+21
Reserve Force	13642	14133	+491
CFTS	370	307	-63
Active	13272	13826	+554
Permanent & CFTS	30608	30527	-81
Total Force	44166	44660	+494

Trained Force	01-Apr-17	01-Apr-18	Change
---------------	-----------	-----------	--------

47E(d)

AFS Performance				
FY	YTD Average	Guidance	Variance ⁽¹⁾	Variance (%)
2015-16	29635	30532	-897	-2.9%
2016-17	30314	30692	-378	-1.2%
2017-18	30431	30823	-392	-1.3%
2018-19	N/A	30810	N/A	N/A

⁽¹⁾ Variance is difference between YTD Average and Guidance.⁽²⁾ Variance is difference between AFS Forecast Mean and Guidance.

AFS Forecast				
Minimum	Mean	Maximum	Variance ⁽²⁾	Variance (%)
N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A
30419	30442	30461	-381	-1.2%
30200	30510	30812	-300	-1.0%

Enlistments (Inflow)

Army ⁽¹⁾	Previous FY16/17				Current FY17/18				
	YTD ⁽²⁾ Achieved	YTD Target	Full Year ⁽³⁾ Target	% Ach of YTD Target	YTD Achieved	YTD Target	Full Year Target	% Ach of YTD Target	Annual Change
Ab Initio	2428	2634	3181	92%	1953	2078	2632	94%	-475
Officers	398	472	460	84%	349	403	403	87%	-49
OR Tech	194	208	253	93%	197	204	257	97%	+3
Other OR	1836	1954	2468	94%	1407	1471	1972	96%	-429
Prior Service⁽⁴⁾	536	518	701	103%	526	408	544	129%	-10
Officers	96	143	191	67%	126	110	147	115%	+30
OR Tech	20	40	59	50%	26	34	46	76%	+6
Other OR	420	335	451	125%	374	264	351	142%	-46
Total FT	2964	3152	3882	94%	2479	2486	3176	100%	-485
Total ADFGY	300	300	300	100%	330	330	330	100%	+30
Total PT	1068	1453	1933	74%	1216	1773	2419	69%	+148
DFR FT Performance	2509	2634	3181	95%	2022	2078	2632	97%	-487

⁽¹⁾ Some Prior Service personnel are processed by DFR and count towards the Ab Initio target achievement IAW Service HQ direction.⁽²⁾ As of 1 April 2017 includes retrospective changes.⁽³⁾ As reported in Defence Annual Report FY16/17 (Ab Initio and PT) and Prior Service as per 1 July 17 Defence Workforce Report.⁽⁴⁾ Targets for Prior Service is a Pro Rata of Full Year Target of 191 (FY16/17) or 147 (FY17/18) for Officers and the remainder is then split 11.5% OR Tech and 88.5% Other OR.

Separation Rates and Numbers (Outflow)

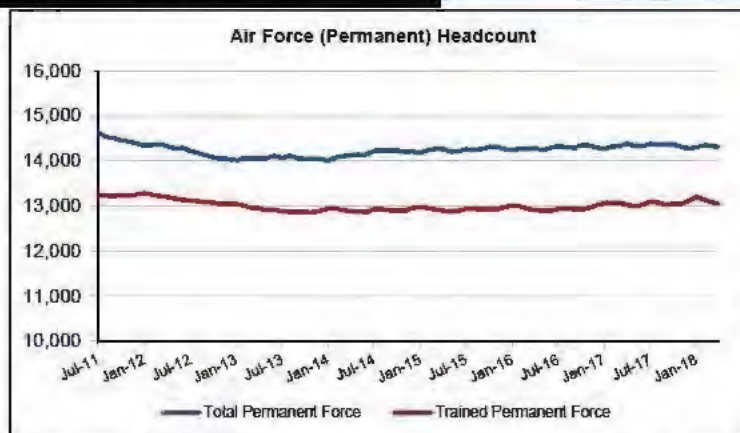


Total Separations (Permanent)	Officers	OR	Total	Annual Change
1 Apr 17 - 31 Mar 18	437	2678	3115	
1 Apr 16 - 31 Mar 17	432	2624	3056	+59
Current Rate	6.7%	11.3%	10.3%	
Rate 1 Apr 17	6.8%	11.1%	10.2%	+0.1%
5 Year Average	7.0%	12.1%	11.0%	
Trained Force Separations (Permanent)	Officers	OR	Total	Annual Change
1 Apr 17 - 31 Mar 18	339	2185	2524	
1 Apr 16 - 31 Mar 17	328	2094	2422	+102
Current Rate	6.3%	10.4%	9.5%	
Rate 1 Apr 17	6.1%	10.1%	9.3%	+0.2%

Air Force 1 April 2018

47E(d)

Headcount



Air Force Headcount	01-Apr-17	01-Apr-18	Change
Permanent Force	14392	14306	-86
Male 78.3%	11464	11198	-266
Female 21.7%	2927	3107	+180
ADFGY	118	129	+11
Reserve Force	4946	5441	+495
CFTS	77	56	-21
Active	4869	5385	+516
Permanent & CFTS	14469	14362	-107
Total Force	19456	19876	+420

Trained Force	01-Apr-17	01-Apr-18	Change
---------------	-----------	-----------	--------

47E(d)

AFS Performance				
FY	YTD Average	Guidance	Variance ⁽¹⁾	Variance (%)
2015-16	14194	14263	-69	-0.5%
2016-17	14289	14415	-126	-0.9%
2017-18	14246	14396	-150	-1.0%
2018-19	14295	14295	0	0%

⁽¹⁾ Variance is difference between YTD Average and Guidance.⁽²⁾ Variance is difference between AFS Forecast Mean and Guidance.

AFS Forecast				
Minimum	Mean	Maximum	Variance ⁽²⁾	Variance (%)
14294	14298	14304	-98	-0.7%
14310	14400	14491	+105	0.7%

Enlistments (Inflow)

Air Force ⁽¹⁾	Previous FY16/17				Current FY17/18				
	YTD ⁽²⁾ Achieved	YTD Target	Full Year ⁽³⁾ Target	% Ach of YTD Target	YTD Achieved	YTD Target	Full Year Target	% Ach of YTD Target	Annual Change
Ab Initio	569	613	769	93%	454	488	668	93%	-115
Officers	199	208	241	96%	178	185	248	96%	-21
OR Tech	73	87	153	84%	83	88	90	94%	+10
Other OR	297	318	375	93%	193	215	330	90%	-104
Prior Service	159	126	168	126%	209	206	266	101%	+50
Officers	40	34	71	118%	62	52	82	119%	+22
OR Tech	15	11	12	136%	27	50	54	54%	+12
Other OR	104	81	85	128%	120	104	130	115%	+16
Total FT	728	739	937	99%	663	694	934	96%	-65
Total ADFGY	120	120	120	100%	140	140	140	100%	+20
Total PT	41	112	123	37%	81	89	123	91%	+40
DFR FT Performance	608	613	769	99%	486	488	668	100%	-122

⁽¹⁾ Some Prior Service personnel are processed by DFR and count towards the Ab Initio target achievement IAW Service HQ direction.⁽²⁾ As of 1 April 2017 includes retrospective changes.⁽³⁾ As reported in Defence Annual Report FY16/17 (Ab Initio and PT) and Prior Service as per 1 July 17 Defence Workforce Report.

Separation Rates and Numbers (Outflow)



Total Separations (Permanent)	Officers	OR	Total	Annual Change
1 Apr 17 - 31 Mar 18	314	613	927	+93
1 Apr 16 - 31 Mar 17	258	576	834	
Current Rate	6.2%	6.6%	6.5%	+0.7%
Rate 1 Apr 17	5.1%	6.2%	5.8%	
5 Year Average	5.0%	6.3%	5.8%	
Trained Force Separations (Permanent)	Officers	OR	Total	Annual Change
1 Apr 17 - 31 Mar 18	276	572	848	+96
1 Apr 16 - 31 Mar 17	230	522	752	
Current Rate	6.3%	6.6%	6.5%	+0.7%
Rate 1 Apr 17	5.3%	6.0%	5.8%	

47E(d)

Women in Defence

Female Headcount - Permanent Force

	1-Apr-17		1-Apr-18		Change
	Female	%	Female	%	
ADF Total	9561	16.4%	10234	17.6%	+673
Junior OR	5357	16.4%	5858	18.1%	+501
Senior OR	1303	12.1%	1341	12.6%	+38
Junior Officers	2820	19.8%	2944	20.4%	+124
Senior Officers	81	12.2%	91	13.2%	+10
Navy Total	2754	20.0%	2903	21.3%	+149
Junior OR	1746	22.3%	1861	24.3%	+115
Senior OR	319	12.1%	333	12.9%	+14
Junior Officers	668	21.1%	684	21.3%	+16
Senior Officers	21	12.0%	25	13.1%	+4
Army Total	3880	12.8%	4224	14.0%	+344
Junior OR	2252	12.1%	2542	13.7%	+290
Senior OR	542	10.6%	548	10.9%	+6
Junior Officers	1050	17.0%	1095	17.3%	+45
Senior Officers	36	12.9%	39	13.7%	+3
Air Force Total	2927	20.3%	3107	21.7%	+180
Junior OR	1359	21.6%	1455	23.5%	+96
Senior OR	442	14.7%	460	15.4%	+18
Junior Officers	1102	22.5%	1165	23.6%	+63
Senior Officers	24	11.5%	27	12.8%	+3
APS Total	7637	41.7%	7807	42.2%	+170
APS 1-6	6026	46.2%	6021	46.6%	-5
EL 1	1189	33.6%	1306	34.8%	+117
EL 2	377	23.3%	433	25.5%	+56
SES	45	32.4%	47	33.1%	+2

Notes:

The % reflects the female headcount as a % of the group identified
The female headcount is based on substantive rank and classification

Enlistments - Permanent Force

	1 Apr 16 - 31 Mar 17		1 Apr 17 - 31 Mar 18		Change	
	Female	Male	Female	Male	Female	Male
ADF	1386	4380	1,568	3,544	+182	-836
	24.0%	75.9%	30.7%	69.3%		
Navy	345	694	413	761	+68	+67
	33.2%	66.8%	35.2%	64.8%		
Army	674	3104	794	2,303	+120	-801
	17.8%	82.2%	25.6%	74.4%		
Air Force	367	582	361	480	-6	-102
	38.6%	61.3%	42.9%	57.1%		
APS	588	595	808	923	+220	+328
	49.7%	50.3%	46.7%	53.3%		

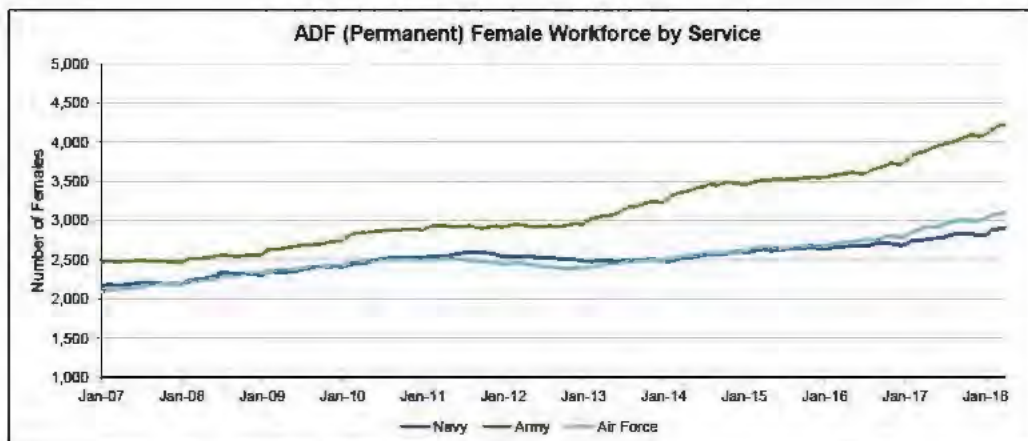
Separation Rates - Permanent Force

	1-Apr-17			1-Apr-18		
	Female	Male	Total	Female	Male	Total
ADF	8.8%	8.9%	8.8%	9.1%	9.2%	9.2%
Navy	9.4%	8.9%	9.0%	9.4%	9.8%	9.7%
Army	10.4%	10.2%	10.2%	11.1%	10.2%	10.3%
Air Force	5.8%	5.8%	5.8%	6.0%	6.6%	6.5%
APS	8.8%	9.5%	9.2%	8.6%	8.8%	8.7%

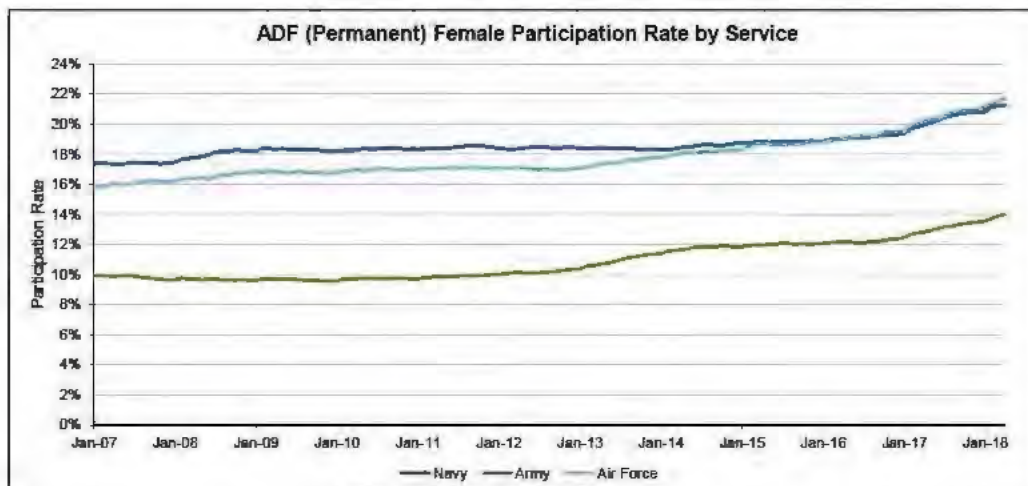
Notes:

- ADF data is for permanent force only
- Junior OR are rank E05 (CPL(E)) and below
- Senior OR are rank E06 (SGT(E)) and above
- Junior Officers are rank O05 (LTCOL(E)) and below
- Senior Officers are rank O06 (COL(E)) and above
- APS data is for ongoing employees only

ADF (Permanent) Female Workforce by Service



ADF (Permanent) Female Participation Rate by Service



Cultural & Linguistically Diverse ⁽¹⁾				CALD Variables												Disability ⁽⁶⁾				
				Indigenous Status ⁽²⁾				Birth Country not AUS ⁽³⁾				Ancestry ⁽⁴⁾								Language ⁽⁵⁾
1-Apr-17		1-Apr-18		1-Apr-17		1-Apr-18		1-Apr-17		1-Apr-18		1-Apr-17		1-Apr-18		1-Apr-17		1-Apr-18		
Total	%	Total	%	Total	%	Total	%	Total	%	Total	%	Total	%	Total	%	Total	%	Total	%	
ADF																				
Permanent	14155	24.2%	14249	24.5%	1343	2.3%	1452	2.5%	7406	12.7%	7520	12.9%	7090	12.1%	7133	12.3%	6920	11.8%	7070	12.2%
Active Reserve	6052	28.4%	6496	28.6%	418	2.0%	465	2.1%	3011	14.1%	3301	14.6%	2853	13.4%	3054	13.5%	3354	15.8%	3678	16.2%
Gap Year	100	22.5%	115	22.2%	16	3.6%	18	3.5%	51	11.5%	58	11.2%	41	9.2%	44	8.5%	63	14.2%	60	11.6%
Navy																				
Permanent	3290	23.8%	3293	24.1%	396	2.9%	426	3.1%	1842	13.3%	1851	13.6%	1506	10.9%	1523	11.2%	1441	10.4%	1445	10.6%
Active Reserve	666	24.4%	764	24.6%	20	0.7%	36	1.1%	402	14.8%	470	15.1%	269	9.9%	307	9.9%	240	8.8%	281	9.0%
Gap Year	10	24.4%	19	22.9%	5	12.2%	6	7.2%	3	7.3%	10	12.0%	6	14.6%	7	8.4%	3	7.3%	10	12.0%
Army																				
Permanent	7254	24.0%	7358	24.3%	769	2.5%	824	2.7%	3606	11.9%	3705	12.3%	3738	12.4%	3782	12.5%	3627	12.0%	3763	12.5%
Active Reserve	4028	29.5%	4238	30.0%	343	2.5%	371	2.6%	1849	13.6%	2003	14.2%	1940	14.2%	2032	14.4%	2497	18.3%	2682	19.0%
Gap Year	69	24.1%	70	22.8%	7	2.4%	7	2.3%	37	12.9%	36	11.7%	28	9.8%	26	8.6%	50	17.5%	36	11.7%
Air Force																				
Permanent	3611	25.1%	3598	25.2%	178	1.2%	202	1.4%	1958	13.6%	1964	13.7%	1846	12.8%	1828	12.8%	1852	12.9%	1861	13.0%
Active Reserve	1358	27.6%	1494	27.5%	55	1.1%	59	1.1%	760	15.4%	828	15.2%	644	13.0%	715	13.1%	627	12.7%	715	13.1%
Gap Year	21	17.8%	26	20.2%	4	3.4%	5	3.9%	11	9.3%	12	9.3%	7	5.9%	11	8.5%	10	8.5%	14	10.9%
APS																				
Ongoing	5983	32.6%	6007	32.5%	379	2.1%	401	2.2%	2678	14.6%	2761	14.9%	2679	14.6%	2654	14.3%	3817	20.8%	3867	20.9%
Non-Ongoing	20	20.8%	52	26.9%	1	1.0%	1	0.5%	13	13.5%	30	15.5%	3	3.1%	14	7.3%	11	11.5%	31	16.1%
ADO																				
Total	26310	26.7%	26919	26.9%	2157	2.2%	2337	2.3%	13159	13.3%	13670	13.7%	12666	12.8%	12899	12.9%	14175	14.4%	14706	14.7%

Comments:

Examiners.
Active Reserve figures include Continuous Full-Time Service (CFTS).

Active Reserves requires a number of continuous full-time services (FRTS). Data for this table is reliant on self-identification on the Defence HR system. Therefore, the data is likely to under-report actual rates.

Data for this table is reliant on self-identification on the Defence RIX system. Therefore, the data is likely to under-report actual rates. Last year numbers will not match those provided in the report from the same month last year. This is because these numbers are updated to include changes in self-identification that have been made within the last 12 months.

Notes:

(1) *Culturally and Linguistically Diverse (CALD)* is measured where an individual has met one or more of the following variables: Birth Country, Ancestry or Language as defined in the Australian Bureau of Statistics (ABS) standards for the reporting of CALD. *Aboriginal*.

^(a) Indigenous Status is derived from PMK's field Ethnic Group Description Excludes all Ethnic groups other than where an individual has self-identified as Aboriginal/Torres Strait Islander or Austl Aboriginal & Torres Strait Islander

[illegible][illegible]

(d) Ancestry is derived from PMKeyS field Ethnic Group Long Description. Excludes Aus

Oceanic previously was the only option for those who would now identify as Australian.

⁽⁵⁾ Language is derived from PMKeyS fields First Language Spoken, Mother First Language.

(*) Disability is derived from PMKeyS fields Disability Grp Description & Effective Status Code

47E(d)

47E(d)

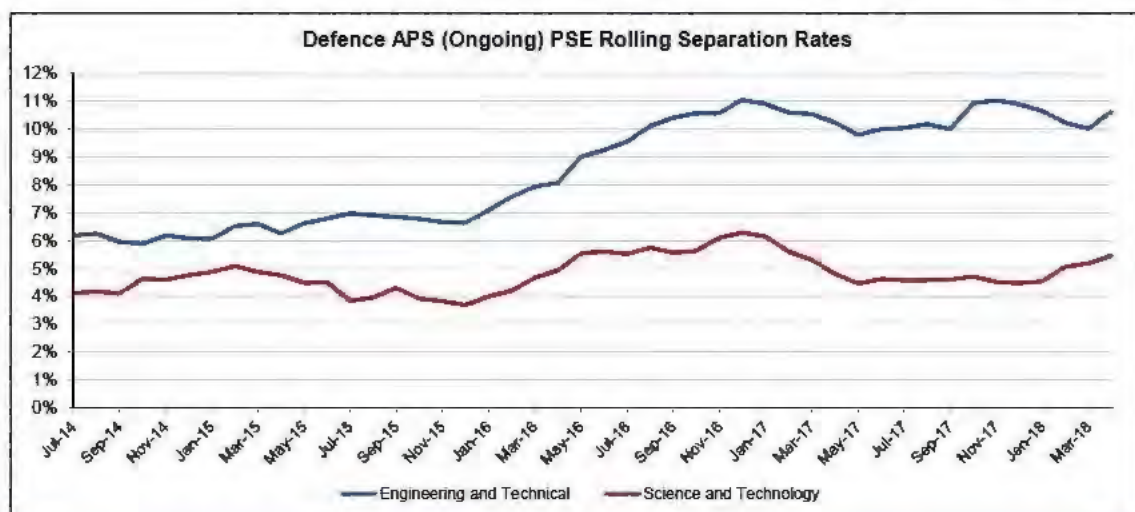
47E(d)

APS Physical Science and Engineering (PSE) Workforce

Job Family	APS Headcount (Ongoing and Non-Ongoing employees)							Change	% Change
	1-Apr-17			1-Apr-18					
	Female	Male	Total	Female	Male	Total			
Engineering and Technical	157	1648	1805	166	1544	1710	-95	-5.3%	
Science and Technology	321	1608	1930	317	1573	1891	-39	-2.0%	

APS Headcount (Ongoing and Non-Ongoing employees)												
Engineering and Technical												
Age (Years)	Length of Service (Completed Years)										>45	Total
	<1	1-5	6-10	11-15	16-20	21-25	26-30	31-35	36-40	41-45		
<20	1											1
20-24	28	37										65
25-29	40	100	16									156
30-34	19	43	97	15								174
35-39	11	30	46	39	7							133
40-44	14	14	54	23	30	4						139
45-49	11	16	60	36	30	10	12					175
50-54	15	23	65	78	42	12	31	15	10			291
55-59	2	15	62	81	102	17	21	11	7			318
60-64	1	6	42	36	44	12	11	10	6	3	1	172
65-69	1	2	10	16	15	8	4	4	3	2	1	66
70-74			7	2	7			1	1			18
75+							1	1				2
Total	143	286	459	326	277	63	80	42	27	5	2	1710

APS Headcount (Ongoing and Non-Ongoing employees)												
Science & Technology												
Age (Years)	Length of Service (Completed Years)										>45	Total
	<1	1-5	6-10	11-15	16-20	21-25	26-30	31-35	36-40	41-45		
<20												0
20-24	24	20										44
25-29	15	19	26									60
30-34	14	16	110	35								175
35-39	4	17	83	96	57							257
40-44	5	3	62	73	104	20						267
45-49		7	42	66	82	68	31	3				299
50-54	3	2	31	43	56	40	93	59	22			349
55-59		4	22	27	51	40	54	28	21	10		257
60-64		2	4	16	34	19	25	17	16	9	3	145
65-69			2	2	5	2	2	7	2	3	2	27
70-74			1	1	2		1				5	10
75+											1	1
Total	65	90	383	359	391	189	206	114	61	22	11	1891



DEFENCE WORKFORCE REPORT

AS AT 1 MAY 2018

Introduction

1. This report provides an overview of key ADF and APS workforce statistics as at 1 May 2018. Further workforce details are available in the attachments provided, referenced in the left hand margin.

APS Workforce Summary

Table 1: APS Full Time Equivalent performance – Financial Year 2017-18

	Full Time Equivalent End of Financial Year Target	Current Full Time Equivalent	Current Full Time Equivalent Variation	% Variation
APS	18,170	17,681	-489	-2.7%

2. **Full Time Equivalent Achievement.** The APS workforce for 2017-18 has increased by 388 Full Time Equivalent from 17,293 at Pay 1 on 13 July 2017 to 17,681 at Pay 21 on 19 April 2018.

3. The actual civilian employee expenses for 2017-18 are \$1.610 billion against an allocation of \$2.003 billion.

4. **Headcount.** As at 1 May 2018, the APS headcount was 18,746 (18,542 ongoing and 204 non-ongoing), which is 359 more than the same time last year.

5. **Positions.** In November 2017 the Defence Civilian Committee agreed to new business rules for the management of APS positions. Groups and Services are now to manage their APS positions to remain within a limit of FTE plus 11 per cent. Deputy Secretary Defence People has written to Service Chiefs and Group Heads advising of the new business rules.

6. The margin between the 1 May 2018 positions (22,826) and the end of financial year FTE (18,170) is 25.6 per cent (4,656) which is outside the Defence Civilian Committee's agreed recommendation of 11 per cent. Across various Groups, between 1 April 2018 and 1 May 2018, 129 positions were created and 342 positions were inactivated. As at 1 May 2018, there were 3,284 positions which were both actually and substantively vacant.

7. The number of ongoing APS employees on position based additional responsibility pay has decreased from this time last year moving from 2,029 as at 30 April 2017 to 1,522 as at 30 April 2018. Of the 1,522 APS ongoing employees on position based additional responsibility pay:

- 13 have been acting for greater than five years;
- 30 have been acting for between three and five years;
- 214 have been acting for between one and three years; and
- 1,265 have been acting for less than one year.

8. Further group specific information on additional responsibility pay can be sourced from Human Resource Business Partners.

A3

9. **Recruitment.** For the period from 1 July 2017 to 30 April 2018, Defence has recruited 1,605 ongoing APS employees, which is 543 more than the same time last year.

A3

10. **Separation Rates.** The APS separation rate (ongoing employees only) is 8.6 per cent as at 1 May 2018, which is higher than 12 months ago (8.4 per cent). The separation rate is higher than the five year average of 8.1 per cent. The APS female separation rate is 8.5 per cent as at 1 May 2018, which is higher than 12 months ago. This compares to the male separation rate of 8.7 per cent as at 1 May 2018, which is also higher than 12 months ago.

A9

11. **Women.** 42.3 per cent of the ongoing APS employees are females.

A10

12. **Diversity.** Over the past 12 months, the number of ongoing APS employees who identify as culturally and linguistically diverse decreased from 32.6 per cent as at 1 May 2017 to 32.4 per cent as at 1 May 2018. The representation of Aboriginal and/or Torres Strait Islander employees increased from 2.0 per cent as at 1 May 2017 to 2.2 per cent at 1 May 2018. The number of ongoing APS employees with a disability has remained stable and is 3.6 per cent.

A11

13. **Critical Occupations.** There are currently [REDACTED] occupations classified as critical for the Defence APS workforce across [REDACTED] Job Families:

33(a)(ii)

A12

15. **APS Physical Science and Engineering Workforce.** As at 1 May 2018, 19.2 per cent (3,591) of the overall Defence APS headcount (18,746) are in the two main Physical Science and Engineering Job Families: Engineering and Technical (1,704) and Science and Technology (1,887).

16. Compared to the same time last year, the Engineering and Technical and Science and Technology Job Families have reduced by 121 employees (minus 83 and minus 38 respectively). The reduction in the Engineering and Technical Job Family includes the transfer of 55 employees into other Job Families as part of the implementation of a new Engineering and Technical Job Family construct.

17. As at 1 May 2018, the APS separation rate (ongoing employees, including voluntary redundancies) for the Engineering and Technical Job Family is 10.0 per cent and the Science and Technology Job Family is 5.5 per cent, compared to the overall Defence APS separation rate of 8.6 per cent.

ADF Workforce Summary

18. Table 2 provides a summary of 2017-18 performance against ADF guidance, which includes 2016 Defence White Paper allocations.

Table 2: ADF Average Funded Strength performance – Financial Year 2017-18

	2017-18 Guidance	Current Average Funded Strength	Current Average Funded Strength Variation	% Variation	Pay 21 Actual Funded Strength
Navy	14,462	13,800	-662	-4.6%	13,875
Army	30,823	30,428	-395	-1.3%	30,446
Air Force	14,396	14,242	-154	-1.1%	14,233
ADF	59,681	58,470	-1,211	-2.0%	58,555 ¹

Note: ¹ The Actual Funded Strength total may not add up due to rounding.

19. **Average Funded Strength Achievement.** The current ADF Average Funded Strength achievement for 2017-18 is 58,470 against a guidance of 59,681. This represents an underachievement of 1,211 or minus two per cent, which is outside the one per cent management bandwidth which was set by the Chiefs of Service Committee in 2011.

20. The ADF workforce for 2017-18 has increased by 30 from a paid strength of 58,525 at Pay 1 on 13 July 2017 to 58,555 at Pay 21 on 19 April 2018. These figures include permanent, continuous full-time service and gap year members.

21. The actual military employee expenses for 2017-18 are \$6.417 billion (this includes \$0.194 billion of Reserve salaries) against an allocation of \$7.810 billion.

22. **Headcount.** As at 1 May 2018, the permanent ADF headcount was 58,271 (Navy 13,674, Army 30,272 and Air Force 14,325), which is 187 less than the same time last year. The workforce can be divided into two components: the trained force, which contributes to the delivery of capability; and the training force, which is necessary to generate the trained force.

33(a)(ii)

23. **Recruitment.** In 2017-18, the year to date performance against permanent ADF entry targets (ab initio and prior service) is 97 per cent, which is an increase compared to 93 per cent for the same time last year. Compared to 12 months ago, the year to date performance against permanent entry targets for Navy and Army have increased, while Air Force has decreased.

24. **Separation Rates.** The ADF separation rate is 9.4 per cent as at 1 May 2018, which has increased from 8.8 per cent 12 months ago. Navy separation rates have remained steady at 9.7 per cent for the last three months as at 1 May 2018. This is primarily due to improved retention across the sailor workforce, however it is considered too early to advise if this improvement will be sustained. The annual separation rate for:

- Navy has increased from 9.1 per cent as at 1 May 2017 to 9.7 per cent as at 1 May 2018;
- Army has increased from 10.0 per cent as at 1 May 2017 to 10.5 per cent as at 1 May 2018; and

- Air Force has increased from 5.8 per cent as at 1 May, 2017 to 6.6 per cent as at 1 May 2018.

A9

25. **Women.** 17.7 per cent of the permanent ADF workforce is female (Navy 21.4 per cent, Army 14.1 per cent and Air Force 22.0 per cent). As at 1 May 2018, the number of females serving in the ADF is 722 more than the same time last year (Navy plus 153, Army plus 337 and Air Force plus 232).

26. The ADF female separation rate is 9.1 per cent as at 1 May 2018, which has increased from 8.9 per cent 12 months ago. This compares to the male separation rate of 9.4 per cent as at 1 May 2018, which has increased from 8.7 per cent 12 months ago.

A10

27. **Diversity.** Over the last 12 months there has been an improvement in the representation of permanent ADF members who identify as:

- Culturally and linguistically diverse from 24.3 per cent to 24.6 per cent; and
- Aboriginal and/or Torres Strait Islander origin from 2.3 per cent to 2.6 per cent.

A11

28. **Critical Categories**

33(a)(ii)

33(a)(ii)

A5-8

30. **ADF Gap Year.** The ADF Gap Year recruiting target for 2017-18 is 570 (Navy 100, Army 330 and Air Force 140). As at 1 May 2018, 544 participants have enlisted in the 2017-18 program (Navy 74, Army 330 and Air Force 140).

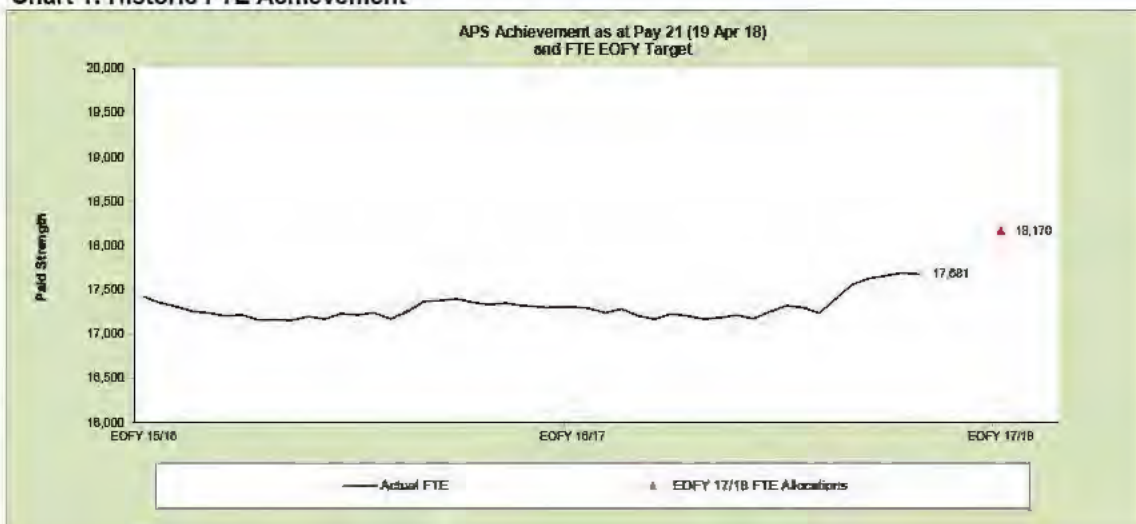
31. As at 1 May 2018, of the 495 participants who enlisted in the 2016-17 program, 25 participants are still serving in the ADF Gap Year program (Navy 21 and Army 4).

47E(d)

Defence Workforce Achievement 19 April 2018

47E(d)

Chart 1: Historic FTE Achievement



Notes:

- (1) The FTE figures in this table are not averages.
- (2) Corporate Programs are nominally attached to DPG, although the participants work in all Groups. Includes Graduate, Cadet and Indigenous Programs

47E(d)

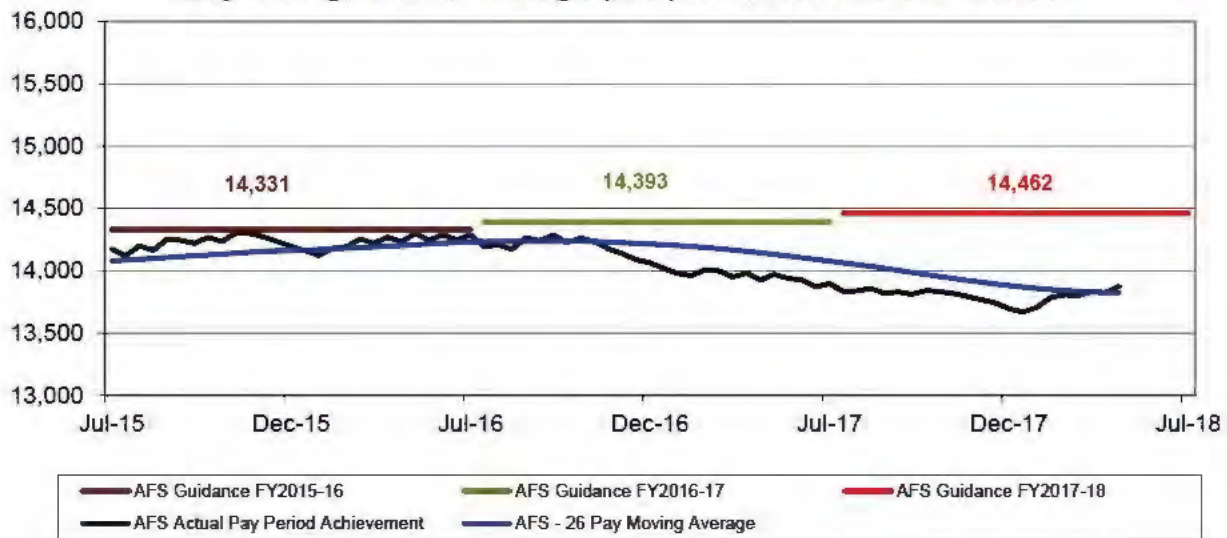
Note:

- (1) ADF workforce includes permanent members, Reservists on Continuous Full-Time Service and Gap Year participants.

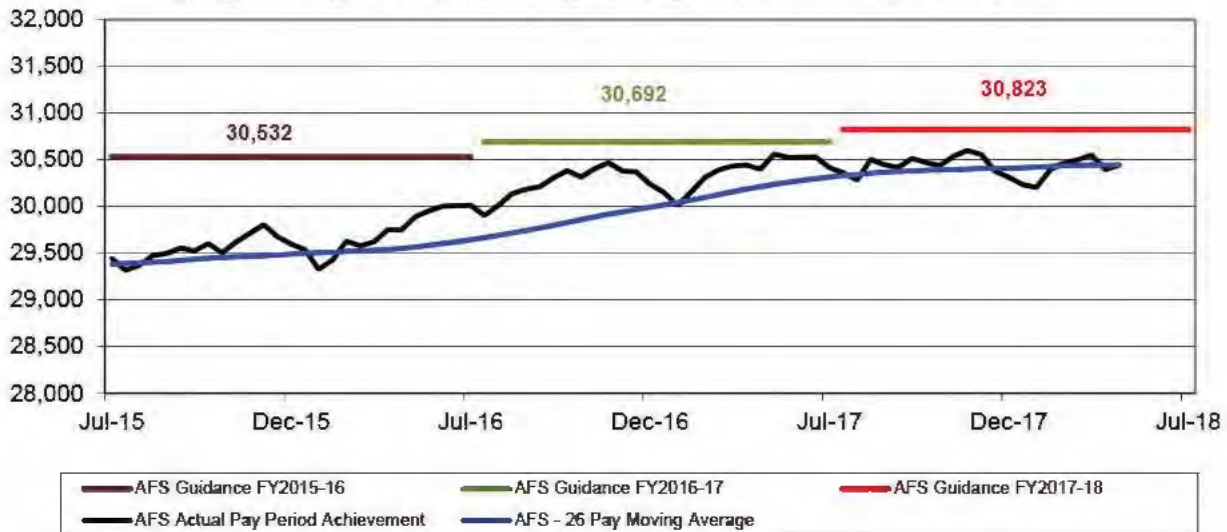
47E(d)

Achievement and Guidance 19 April 2018

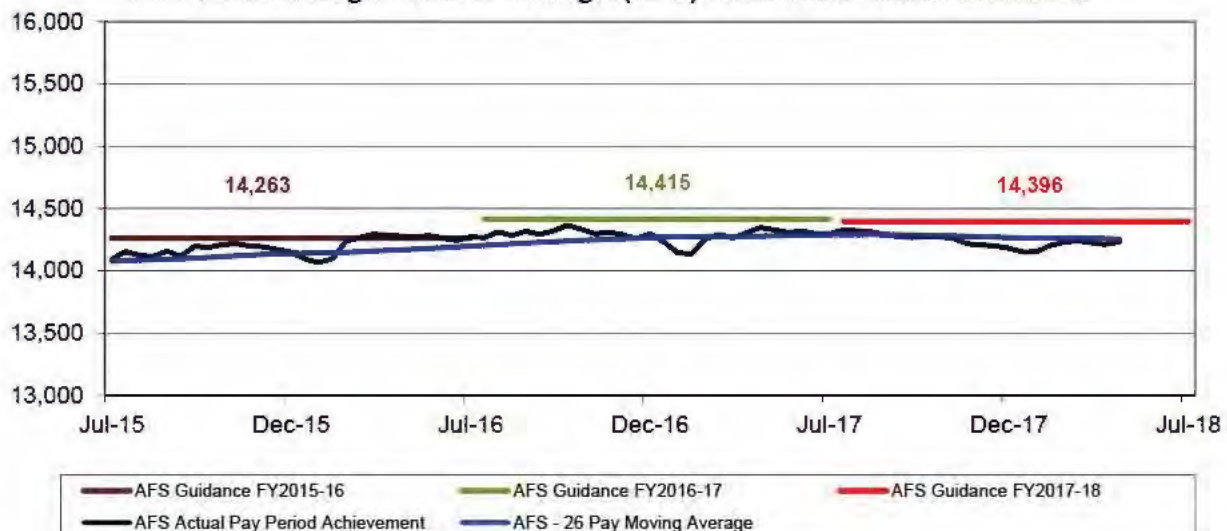
Navy Average Funded Strength(AFS) Achievement and Guidance



Army Average Funded Strength(AFS) Achievement and Guidance



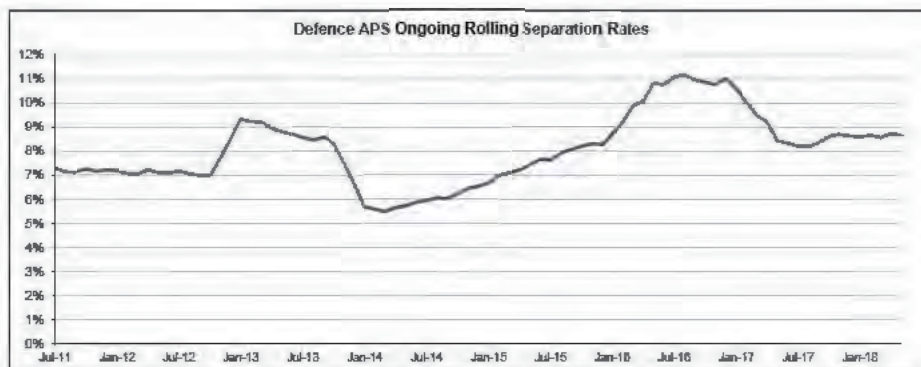
Air Force Average Funded Strength(AFS) Achievement and Guidance



APS 1 May 2018

Positions and Headcount

47E(d)



47E(d)

APS Actual Incumbents by Job Family and Group as at 1 May 2018 (3)

47E(d)

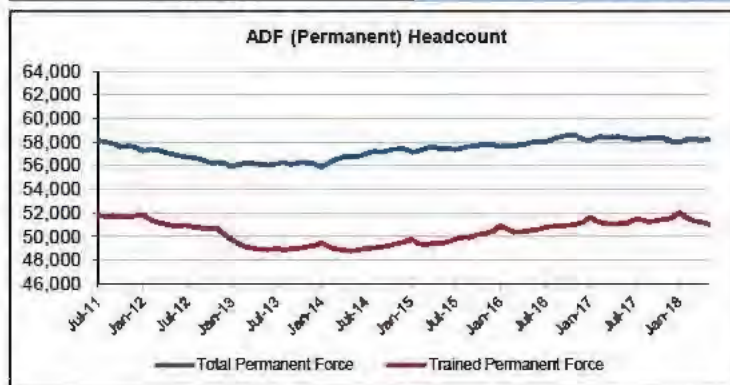
APS Graduates (included in figures above)

JOB FAMILY	Group														
	ADFHQ	NAVY	ARMY	AIR FORCE	JCG	JOC	DES	CIOG	DPG	E&IG	CFO	SP&I	CASG	DSTG	TOTAL
Accounting and Finance									13						13
Admin & Corp Support									15						15
Engineering and Technical									63						63
Information Comms Technologies								7	15						22
Infrastructure									11						11
Intelligence and Security									120						120
Logistics									28						28
People									8						8
Procurement and Contracting									34						34
Science and Technology									8						8
Strategic & International Pol									29						29
Grand Total	0	0	0	0	0	0	0	7	344	0	0	0	0	0	351

ADF 1 May 2018

47E(d)

Headcount



ADF Headcount	01-May-17	01-May-18	Change
Permanent Force	58458	58271	-187
Males 82.3%	48844	47935	-909
Females 17.7%	9611	10333	+722
ADFGY	460	525	+75
Reserve Force	21380	22750	+1370
CFTS	736	695	-41
Active	20644	22055	+1411
Permanent & CFTS	59194	58966	-228
Total Force	80288	81546	+1258

Trained Force	01-May-17	01-May-18	Change
---------------	-----------	-----------	--------

47E(d)

AFS Performance				
FY	YTD Average	Guidance	Variance ⁽¹⁾	Variance (%)
2015-16	58061	59126	-1065	-1.8%
2016-17	58680	59500	-820	-1.4%
2017-18	58470	59681	-1211	-2.0%
2018-19	N/A	59794	N/A	N/A

⁽¹⁾ Variance is difference between YTD Average and Guidance.⁽²⁾ Variance is difference between AFS Forecast Mean and Guidance.

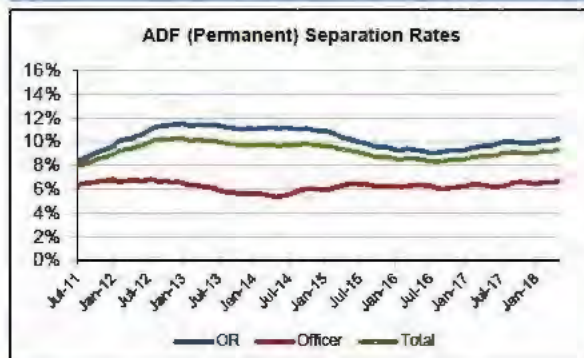
AFS Forecast				
Minimum	Mean	Maximum	Variance ⁽²⁾	Variance (%)
N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A
58489	58504	58520	-1177	-2.0%
58387	58871	59414	-923	-1.5%

Enlistments (Inflow)

ADF ⁽¹⁾	Previous FY16/17				Current FY17/18				
	YTD ⁽²⁾ Achieved	YTD Target	Full Year ⁽³⁾ Target	% Ach of YTD Target	YTD Achieved	YTD Target	Full Year Target	% Ach of YTD Target	Annual Change
Ab Initio	3987	4264	4789	94%	3725	3890	4414	96%	-262
Officers	770	882	907	87%	734	840	870	87%	-36
OR Tech	482	508	632	95%	613	627	714	98%	+131
Other OR	2735	2874	3250	95%	2378	2423	2830	98%	-357
Prior Service⁽⁴⁾	870	951	1159	91%	936	936	1129	100%	+66
Officers	206	259	332	80%	256	233	305	110%	+50
OR Tech	56	145	143	39%	79	150	174	53%	+23
Other OR	608	547	684	111%	601	553	650	109%	-7
Total FT	4857	5215	5948	93%	4661	4826	5543	97%	-196
Total ADFGY	470	470	495	100%	544	544	570	100%	+74
Total PT	1251	1774	2554	71%	1514	2130	2577	71%	+263
DFR FT Performance	4099	4264	4789	96%	3803	3890	4414	98%	-296

⁽¹⁾ Some Prior Service personnel are processed by DFR and count towards the Ab Initio target achievement IAW Service HQ direction.⁽²⁾ As of 1 May 2017 includes retrospective changes.⁽³⁾ As reported in Defence Annual Report FY16/17 (Ab Initio and PT) and Prior Service as per 1 July 17 Defence Workforce Report.⁽⁴⁾ Prior Service targets are not scheduled by month. These YTD Targets reflect a proportionate estimate.

Separation Rates and Numbers (Outflow)

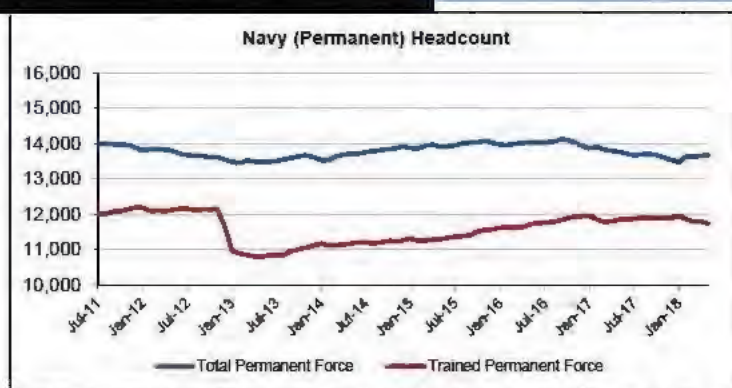


Total Separations (Permanent)	Officers	OR	Total	Annual Change
1 May 17 - 30 Apr 18	1006	4448	5454	
1 May 16 - 30 Apr 17	920	4197	5117	+337
Current Rate	6.7%	10.3%	9.4%	
Rate 1 May 17	6.3%	9.6%	8.8%	+0.6%
5 Year Average	6.2%	10.1%	9.1%	
Trained Force Separations (Permanent)	Officers	OR	Total	Annual Change
1 May 17 - 30 Apr 18	814	3769	4583	
1 May 16 - 30 Apr 17	734	3431	4165	+418
Current Rate	6.6%	9.7%	8.9%	
Rate 1 May 17	6.0%	8.9%	8.2%	+0.7%

Navy 1 May 2018

47E(d)

Headcount



The change in historic Trained Force numbers reflects Navy's decision to change the categorisation of personnel in Dec 12. It is designed to more accurately reflect the status of personnel in the Trained and Training Force.

Navy Headcount	01-May-17	01-May-18	Change
Permanent Force	13765	13674	-91
Male 78.6%	10996	10752	-244
Female 21.4%	2769	2922	+153
ADFGY	61	90	+39
Reserve Force	2766	3040	+274
CFTS	288	271	-17
Active	2478	2769	+291
Permanent & CFTS	14053	13945	-108
Total Force	16582	16804	+222

Trained Force	01-May-17	01-May-18	Change
---------------	-----------	-----------	--------

47E(d)

AFS Performance				
FY	YTD Average	Guidance	Variance ⁽¹⁾	Variance (%)
2015-16	14232	14331	-99	-0.7%
2016-17	14077	14393	-316	-2.2%
2017-18	13800	14462	-662	-4.6%
2018-19	N/A	14689	N/A	N/A

⁽¹⁾ Variance is difference between YTD Average and Guidance.

⁽²⁾ Variance is difference between AFS Forecast Mean and Guidance.

AFS Forecast				
Minimum	Mean	Maximum	Variance ⁽²⁾	Variance (%)
N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A
13809	13810	13811	-652	-4.5%
13885	14002	14122	-687	-4.7%

Enlistments (Inflow)

Navy ⁽¹⁾	Previous FY16/17				Current FY17/18				
	YTD ⁽²⁾ Achieved	YTD Target	Full Year ⁽³⁾ Target	% Ach of YTD Target	YTD Achieved	YTD Target	Full Year Target	% Ach of YTD Target	Annual Change
Ab Initio	715	726	839	98%	945	985	1110	96%	+230
Officers	173	204	206	85%	182	222	222	82%	+9
OR Tech	185	188	226	98%	300	309	367	97%	+115
Other OR ⁽⁴⁾	357	334	407	107%	463	454	521	102%	+106
Prior Service	134	241	290	56%	168	248	290	68%	+34
Officers	60	58	70	103%	56	58	70	97%	-4
OR Tech	18	86	72	21%	26	60	72	43%	+8
Other OR	56	97	148	58%	86	130	148	66%	+30
Total FT	849	967	1129	88%	1113	1233	1400	90%	+264
Total ADFGY	50	50	75	100%	74	74	100	100%	+24
Total PT	30	30	31	100%	31	55	61	56%	1
DFR FT Performance	701	726	839	97%	950	985	1110	96%	+249

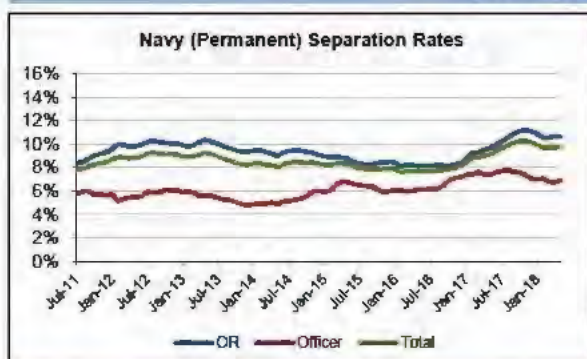
⁽¹⁾ Some Prior Service personnel are processed by DFR and count towards the Ab Initio target achievement IAW Service HQ direction.

⁽²⁾ As of 1 May 2017 includes retrospective changes.

⁽³⁾ As reported in Defence Annual Report FY16/17 (Ab Initio and PT) and Prior Service as per 1 July 17 Defence Workforce Report.

⁽⁴⁾ Ab Initio YTD Achieved includes (24) participants in the Defence Indigenous Development Program. DIDP targets are reflected in the Other OR Prior Service YTD and Full Year targets

Separation Rates and Numbers (Outflow)



Total Separations (Permanent)	Officers	OR	Total	Annual Change
1 May 17 - 30 Apr 18	233	1097	1330	+56
1 May 16 - 30 Apr 17	246	1028	1274	
Current Rate	7.0%	10.7%	9.7%	+0.6%
Rate 1 May 17	7.4%	9.7%	9.1%	
5 Year Average	6.4%	9.2%	8.6%	
Trained Force Separations (Permanent)	Officers	OR	Total	Annual Change
1 May 17 - 30 Apr 18	182	953	1135	+99
1 May 16 - 30 Apr 17	185	851	1036	
Current Rate	7.1%	10.3%	9.6%	+0.8%
Rate 1 May 17	7.2%	9.2%	8.8%	

Army 1 May 2018

47E(d)

Headcount



Army Headcount	01-May-17	01-May-18	Change
Permanent Force	30362	30272	-90
Male 85.9%	26431	26004	-427
Female 14.1%	3929	4266	+337
ADFGY	281	306	+25
Reserve Force	13629	14229	+600
CFTS	370	357	-13
Active	13259	13872	+613
Permanent & CFTS	30732	30629	-103
Total Force	44272	44807	+535

Trained Force	01-May-17	01-May-18	Change
47E(d)			

AFS Performance				
FY	YTD Average	Guidance	Variance ⁽¹⁾	Variance (%)
2015-16	29635	30532	-897	-2.9%
2016-17	30314	30692	-378	-1.2%
2017-18	30428	30823	-395	-1.3%
2018-19	NA	30810	NA	NA

⁽¹⁾ Variance is difference between YTD Average and Guidance.⁽²⁾ Variance is difference between AFS Forecast Mean and Guidance.

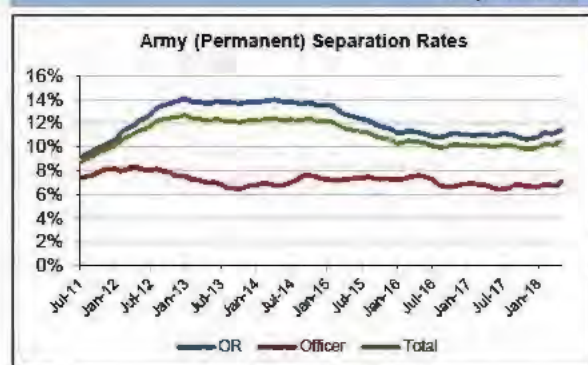
AFS Forecast				
Minimum	Mean	Maximum	Variance ⁽²⁾	Variance (%)
NA	NA	NA	NA	NA
NA	NA	NA	NA	NA
30416	30428	30440	-395	-1.3%
30290	30531	30829	-279	-0.9%

Enlistments (Inflow)

Army ⁽¹⁾	Previous FY16/17				Current FY17/18				
	YTD ⁽²⁾ Achieved	YTD Target	Full Year ⁽³⁾ Target	% Ach of YTD Target	YTD Achieved	YTD Target	Full Year Target	% Ach of YTD Target	Annual Change
Ab Initio	2703	2927	3181	92%	2247	2327	2635	97%	-456
Officers	398	472	460	84%	349	402	402	87%	-49
OR Tech	224	234	253	96%	230	230	257	100%	+6
Other OR	2081	2221	2468	94%	1668	1695	1976	98%	-413
Prior Service⁽⁴⁾	573	576	701	99%	542	474	568	114%	-31
Officers	102	159	191	64%	128	123	147	104%	+26
OR Tech	23	48	59	48%	26	40	48	65%	+3
Other OR	448	369	451	121%	388	311	373	125%	-60
Total FT	3276	3503	3882	94%	2789	2801	3203	100%	-487
Total ADFGY	300	300	300	100%	330	330	330	100%	+30
Total PT	1171	1614	2400	1976%	1397	1976	2400	71%	+226
DFR FT Performance	2790	2927	3181	95%	2280	2327	2635	98%	-510

⁽¹⁾ Some Prior Service personnel are processed by DFR and count towards the Ab Initio target achievement IAW Service HQ direction.⁽²⁾ As of 1 May 2017 includes retrospective changes.⁽³⁾ As reported in Defence Annual Report FY16/17 (Ab Initio and PT) and Prior Service as per 1 July 17 Defence Workforce Report.⁽⁴⁾ Targets for Prior Service is a Pro Rata of Full Year Target of 191 (FY16/17) or 147 (FY17/18) for Officers and the remainder is then split 11.5% OR Tech and 88.5% Other OR.

Separation Rates and Numbers (Outflow)

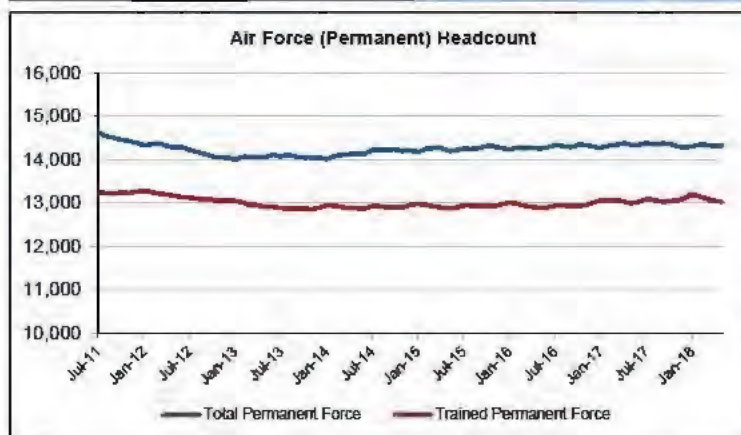


Total Separations (Permanent)	Officers	OR	Total	Annual Change
1 May 17 - 30 Apr 18	462	2723	3185	
1 May 16 - 30 Apr 17	421	2596	3017	+168
Current Rate	7.1%	11.4%	10.5%	
Rate 1 May 17	6.6%	11.0%	10.0%	+0.5%
5 Year Average	7.1%	12.0%	10.9%	
Trained Force Separations (Permanent)	Officers	OR	Total	Annual Change
1 May 17 - 30 Apr 18	357	2231	2588	
1 May 16 - 30 Apr 17	322	2058	2380	+208
Current Rate	6.6%	10.6%	9.8%	
Rate 1 May 17	6.0%	9.9%	9.1%	+0.7%

Air Force 1 May 2018

47E(d)

Headcount



Air Force Headcount	01-May-17	01-May-18	Change
Permanent Force	14331	14325	-6
Male 78.0%	11417	11179	-238
Female 22.0%	2913	3145	+232
ADFGY	118	129	+11
Reserve Force	4985	5481	+496
CFTS	78	67	-11
Active	4907	5414	+507
Permanent & CFTS	14409	14392	-17
Total Force	19434	19935	+501

Trained Force	01-May-17	01-May-18	Change
---------------	-----------	-----------	--------

47E(d)

AFS Performance				
FY	YTD Average	Guidance	Variance ⁽¹⁾	Variance (%)
2015-16	14194	14263	-69	-0.5%
2016-17	14289	14415	-126	-0.9%
2017-18	14242	14396	-154	-1.1%
2018-19	N/A	14295	N/A	N/A

⁽¹⁾ Variance is difference between YTD Average and Guidance.⁽²⁾ Variance is difference between AFS Forecast Mean and Guidance.

AFS Forecast				
Minimum	Mean	Maximum	Variance ⁽²⁾	Variance (%)
N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A
14264	14266	14269	-130	-0.9%
14212	14338	14463	+43	0.3%

Enlistments (Inflow)

Air Force ⁽¹⁾	Previous FY16/17				Current FY17/18				
	YTD ⁽²⁾ Achieved	YTD Target	Full Year ⁽³⁾ Target	% Ach of YTD Target	YTD Achieved	YTD Target	Full Year Target	% Ach of YTD Target	Annual Change
Ab Initio	569	611	769	93%	533	578	669	92%	-36
Officers	199	206	241	97%	203	216	246	94%	+4
OR Tech	73	86	153	85%	83	88	90	94%	+10
Other OR	297	319	375	93%	247	274	333	90%	-50
Prior Service	163	134	168	122%	226	214	271	106%	+63
Officers	44	42	71	105%	72	52	88	138%	+28
OR Tech	15	11	12	136%	27	50	54	54%	+12
Other OR	104	81	85	128%	127	112	129	113%	+23
Total FT	732	745	937	98%	759	792	940	96%	+27
Total ADFGY	120	120	120	100%	140	140	140	100%	+20
Total PT	50	130	123	38%	86	99	116	87%	+36
DFR FT Performance	608	611	769	100%	573	578	669	99%	-35

⁽¹⁾ Some Prior Service personnel are processed by DFR and count towards the Ab Initio target achievement IAW Service HQ direction.⁽²⁾ As of 1 May 2017 includes retrospective changes.⁽³⁾ As reported in Defence Annual Report FY16/17 (Ab Initio and PT) and Prior Service as per 1 July 17 Defence Workforce Report.

Separation Rates and Numbers (Outflow)



Total Separations (Permanent)	Officers	OR	Total	Annual Change
1 May 17 - 30 Apr 18	311	628	939	+113
1 May 16 - 30 Apr 17	253	573	826	
Current Rate	6.1%	6.8%	6.6%	+0.8%
Rate 1 May 17	5.0%	6.2%	5.8%	
5 Year Average	5.0%	6.3%	5.9%	
Trained Force Separations (Permanent)	Officers	OR	Total	Annual Change
1 May 17 - 30 Apr 18	275	585	860	+111
1 May 16 - 30 Apr 17	227	522	749	
Current Rate	6.3%	6.7%	6.6%	+0.8%
Rate 1 May 17	5.2%	6.0%	5.8%	

47E(d)

Women in Defence

Female Headcount - Permanent Force

	1-May-17		1-May-18		Change
	Female	%	Female	%	
ADF Total	9611	16.4%	10333	17.7%	+722
Junior OR	5417	16.5%	5968	18.3%	+551
Senior OR	1308	12.2%	1335	12.6%	+27
Junior Officers	2806	19.7%	2942	20.4%	+136
Senior Officers	80	12.3%	88	13.1%	+8
Navy Total	2769	20.1%	2922	21.4%	+153
Junior OR	1762	22.6%	1885	24.5%	+123
Senior OR	321	12.2%	332	12.8%	+11
Junior Officers	665	21.0%	680	21.3%	+15
Senior Officers	21	12.2%	25	13.2%	+4
Army Total	3929	12.9%	4266	14.1%	+337
Junior OR	2307	12.3%	2603	13.9%	+296
Senior OR	543	10.6%	543	10.9%	+0
Junior Officers	1044	16.9%	1083	17.2%	+39
Senior Officers	35	12.7%	37	13.2%	+2
Air Force Total	2913	20.3%	3145	22.0%	+232
Junior OR	1348	21.6%	1480	23.9%	+132
Senior OR	444	14.8%	460	15.4%	+16
Junior Officers	1097	22.5%	1179	23.8%	+82
Senior Officers	24	11.9%	26	12.9%	+2
APS Total	7620	41.7%	7836	42.3%	+216
APS 1-6	5997	46.3%	6019	46.7%	+22
EL 1	1201	33.7%	1328	34.9%	+127
EL 2	377	23.3%	442	25.9%	+65
SES	45	32.6%	47	33.8%	+2

Notes:

The % reflects the female headcount as a % of the group identified
The female headcount is based on substantive rank and classification

Enlistments - Permanent Force

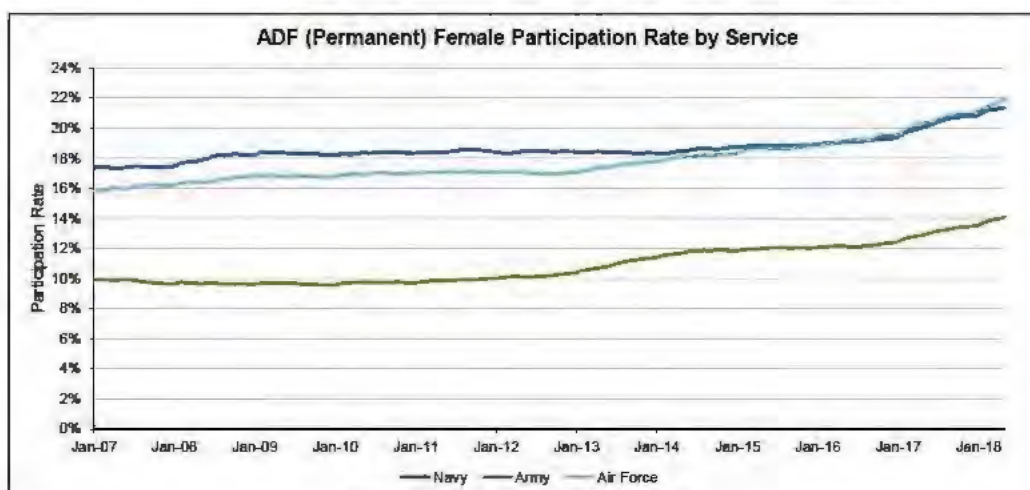
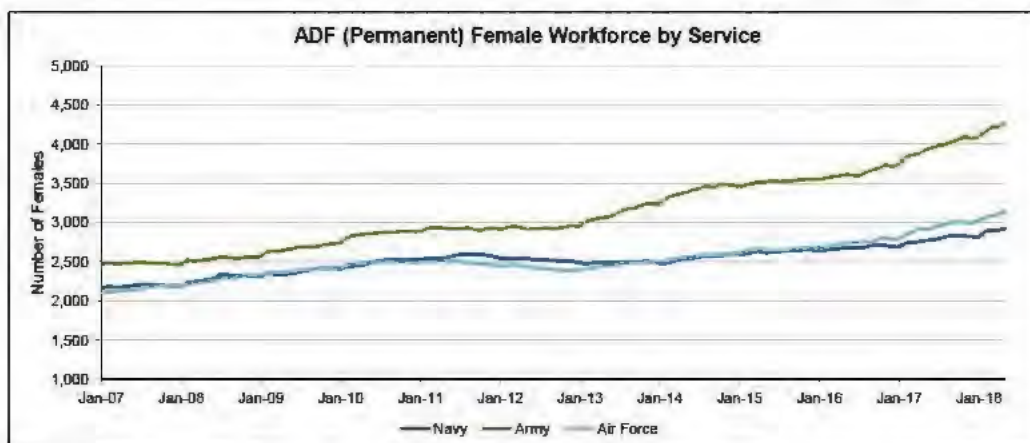
	1 May 16 - 30 Apr 17		1 May 17 - 30 Apr 18		Change	
	Female	Male	Female	Male	Female	Male
ADF	1423	4201	1624	3643	+201	-558
	25.3%	74.7%	30.8%	69.2%		
Navy	353	660	426	813	+73	+153
	34.8%	65.2%	34.4%	65.6%		
Army	713	2989	791	2304	+78	-685
	19.3%	80.7%	25.6%	74.4%		
Air Force	357	552	407	526	+50	-26
	39.2%	60.7%	43.6%	56.4%		
APS	601	613	846	961	+245	+348
	49.5%	50.5%	46.8%	53.2%		

Separation Rates - Permanent Force

	1-May-17			1-May-18		
	Female	Male	Total	Female	Male	Total
ADF	8.9%	8.7%	8.8%	9.1%	9.4%	9.4%
Navy	9.6%	9.0%	9.1%	9.6%	9.8%	9.7%
Army	10.6%	10.0%	10.0%	11.1%	10.4%	10.5%
Air Force	6.0%	5.7%	5.8%	5.8%	6.8%	6.6%
APS	8.2%	8.5%	8.4%	8.5%	8.7%	8.6%

Notes:

- ADF data is for permanent force only
- Junior OR are rank E05 (CPL(E)) and below
- Senior OR are rank E06 (SGT(E)) and above
- Junior Officers are rank O05 (LTCOL(E)) and below
- Senior Officers are rank O06 (COL(E)) and above
- APS data is for ongoing employees only



47E(d)

Defence Diversity

Culturally & Linguistically Diverse ⁽¹⁾		CALD Variables												Disability ⁽⁶⁾						
		Indigenous Status ⁽²⁾				Birth Country not AUS ⁽³⁾				Ancestry ⁽⁴⁾						Language ⁽⁵⁾				
		1-May-17		1-May-18		1-May-17		1-May-18		1-May-17		1-May-18		1-May-17		1-May-18				
Total	%	Total	%	Total	%	Total	%	Total	%	Total	%	Total	%	Total	%	Total	%			
ADF																				
Permanent	14185	24.3%	14307	24.6%	1352	2.3%	1502	2.6%	7426	12.7%	7532	12.9%	7107	12.2%	6947	11.9%	7097	12.2%		
Active Reserve	6073	28.4%	6524	28.7%	424	2.0%	467	2.1%	3019	14.1%	3322	14.6%	2861	13.4%	3377	15.8%	3699	16.3%		
Gap Year	104	23.1%	115	21.9%	17	3.8%	17	3.2%	52	11.6%	58	11.0%	44	9.8%	66	14.7%	61	11.6%		
Navy																				
Permanent	3298	24.0%	3311	24.2%	401	2.9%	433	3.2%	1846	13.4%	1855	13.6%	1510	11.0%	1527	11.2%	1446	10.5%	1460	10.7%
Active Reserve	673	24.3%	742	24.4%	20	0.7%	34	1.1%	409	14.8%	457	15.0%	269	9.7%	299	9.8%	242	8.7%	275	9.0%
Gap Year	14	27.5%	17	18.9%	6	11.8%	5	5.6%	4	7.8%	10	11.1%	9	17.6%	5	5.6%	6	11.8%	9	10.0%
Army																				
Permanent	7292	24.0%	7391	24.4%	772	2.5%	858	2.8%	3629	12.0%	3708	12.2%	3758	12.4%	3815	12.6%	3657	12.0%	3772	12.5%
Active Reserve	4030	29.6%	4273	30.0%	349	2.6%	374	2.6%	1844	13.5%	2030	14.3%	1943	14.3%	2052	14.4%	2498	18.3%	2704	19.0%
Gap Year	69	24.6%	72	23.5%	7	2.5%	7	2.3%	37	13.2%	36	11.8%	28	10.0%	27	8.8%	50	17.8%	36	12.4%
Air Force																				
Permanent	3695	25.1%	3605	25.2%	179	1.2%	211	1.5%	1951	13.6%	1969	13.7%	1839	12.8%	1833	12.8%	1844	12.9%	1865	13.0%
Active Reserve	1370	27.5%	1509	27.5%	55	1.1%	59	1.1%	766	15.4%	835	15.2%	649	13.0%	723	13.2%	637	12.8%	720	13.1%
Gap Year	21	17.8%	26	20.2%	4	3.4%	5	3.9%	11	9.3%	12	9.3%	7	5.9%	11	8.5%	10	8.5%	14	10.9%
APS																				
Ongoing	5960	32.6%	6013	32.4%	373	2.0%	399	2.2%	2674	14.6%	2772	14.9%	2657	14.6%	2652	14.3%	3811	20.9%	3878	20.9%
Non-Ongoing	23	21.1%	55	27.0%	1	0.9%	1	0.5%	14	12.8%	31	15.2%	3	2.8%	15	7.4%	13	11.9%	32	15.7%
ADO																				
Total	26345	26.7%	27014	26.9%	2167	2.2%	2386	2.4%	13185	13.4%	13715	13.7%	12682	12.9%	12959	12.9%	14214	14.4%	14767	14.7%

Comments:

Active Reserve figures include Continuous Full-Time Service (CFTS). Data for this table is reliant on self-identification on the Defence HR system. Therefore, the data is likely to under-report actual rates. Last year numbers will not match those provided in the report from the same month last year. This is because these numbers are updated to include changes in self-identification that have been made within the last 12 months.

Notes:

- ⁽¹⁾ Culturally and Linguistically Diverse (CALD) is measured where an individual has met one or more of the following variables: Birth Country, Ancestry or Language as defined in the Australian Bureau of Statistics (ABS) standards for the reporting of CALD.
- ⁽²⁾ Indigenous Status is derived from PMKeyS field Ethnic Group Long Description. Excludes all Ethnic groups other than where an individual has self-identified as Aboriginal/Torres Strait Islander or Aust Torres Strait Islander or Aust Aboriginal & TSI.
- ⁽³⁾ Birth Country not AUS is derived from PMKeyS field Birth Country CG Long Description. Excludes Australia, Norfolk Island, Australian External Territories, Inadequately described, Not elsewhere classified, Not stated. Chose not to give this information, Not Provided & Unknown.
- ⁽⁴⁾ Ancestry is derived from PMKeyS field Ethnic Group Long Description. Excludes Australian, Unknown, X Chose not to give this information, Not Provided. Also excludes "Oceanic" where an individual's Birth Country and Language variables are not measured as CALD - because Oceanic previously was the only option for those who would now identify as Australian.
- ⁽⁵⁾ Language is derived from PMKeyS fields First Language Spoken, Mother First Language, and Father First Language. Excludes English Only, Not Provided, Language Unknown, Chose not to give information.
- ⁽⁶⁾ Disability is derived from PMKeyS fields Disability Grp Description & Effective Status Code.

47E(d)

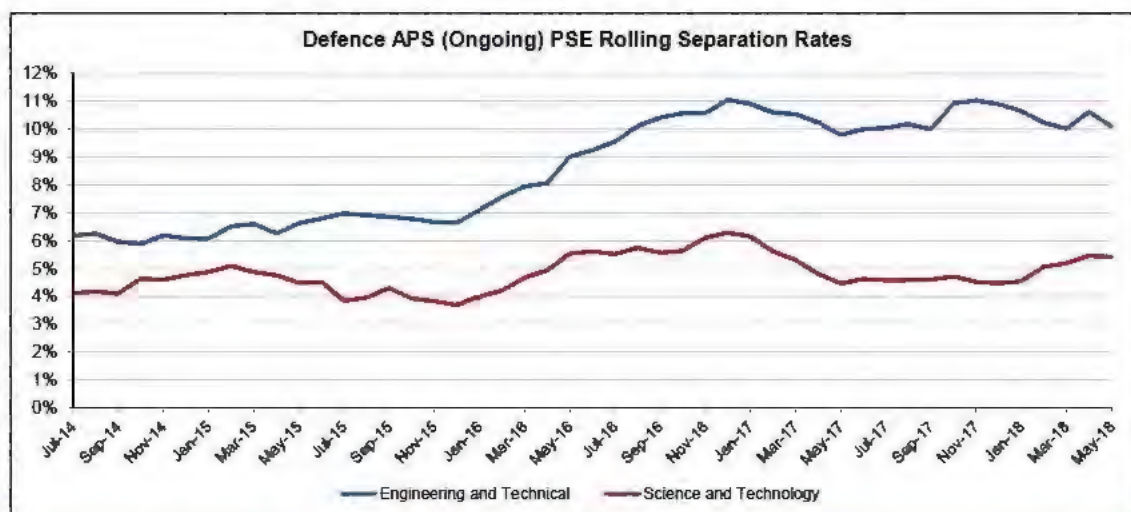
47E(d)

APS Physical Science and Engineering (PSE) Workforce

Job Family	APS Headcount (Ongoing and Non-Ongoing employees)							Change	% Change
	1-May-17			1-May-18					
	Female	Male	Total	Female	Male	Total			
Engineering and Technical	155	1632	1787	161	1543	1704	-83	-4.6%	
Science and Technology	318	1606	1925	317	1569	1887	-38	-2.0%	

APS Headcount (Ongoing and Non-Ongoing employees)												
Engineering and Technical												
Age (Years)	Length of Service (Completed Years)										Total	
	<1	1-5	6-10	11-15	16-20	21-25	26-30	31-35	36-40	41-45	>45	
<20												0
20-24	29	35										64
25-29	42	100	16									158
30-34	21	42	96	14								173
35-39	10	29	48	40	7							134
40-44	13	15	52	23	30	4						137
45-49	11	16	59	33	30	10	12					171
50-54	16	21	66	74	47	12	30	14	8			288
55-59	2	13	64	82	100	16	21	12	7			317
60-64	1	7	37	43	45	12	12	10	7	3	1	178
65-69	1	2	10	13	16	8	4	4	3	2	1	64
70-74			6	4	6			1	1			18
75+							1	1				2
Total	146	280	454	326	281	62	80	42	26	5	2	1704

APS Headcount (Ongoing and Non-Ongoing employees)												
Science & Technology												
Age (Years)	Length of Service (Completed Years)										Total	
	<1	1-5	6-10	11-15	16-20	21-25	26-30	31-35	36-40	41-45	>45	
<20												0
20-24	28	20										48
25-29	14	18	23									55
30-34	15	16	114	31								176
35-39	4	15	82	100	56							257
40-44	5	4	61	70	106	20						266
45-49		7	41	65	82	68	29	3				295
50-54	4	2	30	44	58	40	94	59	22			353
55-59		4	21	28	50	41	53	28	21	10		256
60-64		2	2	17	34	17	24	17	16	9	3	141
65-69			1	2	5	3	2	8	2	3	2	28
70-74			1	1	2		2				5	11
75+											1	1
Total	70	88	376	358	393	189	204	115	61	22	11	1887



DEFENCE WORKFORCE REPORT

AS AT 1 JUNE 2018

Introduction

1. This report provides an overview of key ADF and APS workforce statistics as at 1 June 2018. Further workforce details are available in the attachments provided, referenced in the left hand margin.

APS Workforce Summary

Table 1: APS Full Time Equivalent performance – Financial Year 2017-18

	Full Time Equivalent End of Financial Year Target	Current Full Time Equivalent	Current Full Time Equivalent Variation	% Variation	Average Staffing Level (ASL)
APS	18,170	17,702	-468	-2.6%	17,383

2. **Full Time Equivalent Achievement.** The APS workforce for 2017-18 has increased by 409 Full Time Equivalent from 17,293 at Pay 1 on 13 July 2017 to 17,702 at Pay 24 on 31 May 2018.

3. **Average Staffing Level.** The ASL at 31 May 2018 was 17,383, which is currently within the projected ASL achievement of 17,500 published within the 2018-19 Portfolio Budget Statements. From the commencement of next financial year ASL will be the metric used to measure our APS staffing levels across Defence, which aligns with the measure used across the Government sector.

4. The actual civilian employee expenses for 2017-18 are \$1.818 billion against an EOFY allocation of \$2.002 billion.

5. **Headcount.** As at 1 June 2018, the APS headcount was 18,792 (18,582 ongoing and 210 non-ongoing), which is 399 more than the same time last year.

6. **Positions.** In November 2017 the Defence Civilian Committee agreed to new business rules for the management of APS positions. Groups and Services are now to manage their APS positions to remain within a limit of FTE plus 11 per cent. Deputy Secretary Defence People has written to Service Chiefs and Group Heads advising of the new business rules.

7. The margin between the 1 June 2018 positions (22,861) and the end of financial year FTE (18,170) is 25.8 per cent (4,691) which is outside the Defence Civilian Committee's agreed recommendation of 11 per cent. Across various Groups, between 1 May 2018 and 1 June 2018, 334 positions were created and 633 positions were inactivated. As at 1 June 2018, there were 3,285 positions which were both actually and substantively vacant.

8. The number of ongoing APS employees on position based additional responsibility pay has decreased from this time last year moving from 1846 as at 1 June 2017 to 1389 as at 1 June 2018. Of the 1389 APS ongoing employees on position based additional responsibility pay:

- 9 have been acting for greater than five years;
- 28 have been acting for between three and five years;
- 179 have been acting for between one and three years; and
- 1,173 have been acting for less than one year.

9. Further group specific information on additional responsibility pay can be sourced from Human Resource Business Partners.

A3

10. **Recruitment.** For the period from 1 July 2017 to 31 May 2018, Defence has recruited 1,748 ongoing APS employees, which is 604 more than the same time last year.

A3

11. **Separation Rates.** The APS separation rate (ongoing employees only) is 8.7 per cent as at 1 June 2018, which is higher than 12 months ago (8.3 per cent). The separation rate is higher than the five year average of 8.2 per cent. The APS female separation rate is 8.6 per cent as at 1 June 2018, which is higher than 12 months ago. This compares to the male separation rate of 8.7 per cent as at 1 June 2018, which is also higher than 12 months ago.

A9

12. **Women.** 42.4 per cent of the ongoing APS employees are females.


A10

13. **Diversity.** Over the past 12 months, the number of ongoing APS employees who identify as culturally and linguistically diverse decreased from 32.6 per cent as at 1 June 2017 to 32.4 per cent as at 1 June 2018. The representation of Aboriginal and/or Torres Strait Islander employees increased from 2.0 per cent as at 1 June 2017 to 2.1 per cent at 1 June 2018. The number of ongoing APS employees with a disability has remained stable and is 3.6 per cent.

A11

14. **Critical Occupations.** There are currently [REDACTED] occupations classified as critical for the Defence APS workforce across [REDACTED] Job Families:

33(a)(ii)



A12

16. **APS Physical Science and Engineering Workforce.** As at 1 June 2018, 19.1 per cent (3,584) of the overall Defence APS headcount (18,792) are in the two main Physical Science and Engineering Job Families: Engineering and Technical (1,699) and Science and Technology (1,885). Compared to the same time last year, the Engineering and Technical and Science and Technology Job Families have reduced by 46 employees (minus 18 and minus 28 respectively).

17. As at 1 June 2018, the APS separation rate (ongoing employees, including voluntary redundancies) for the Engineering and Technical Job Family is 9.9 per cent and the Science and Technology Job Family is 5.2 per cent, compared to the overall Defence APS separation rate of 8.7 per cent.

ADF Workforce Summary

18. Table 2 provides a summary of 2017-18 performance against ADF guidance, which includes 2016 Defence White Paper allocations.

Table 2: ADF Average Funded Strength performance – Financial Year 2017-18

	2017-18 Guidance	Current Average Funded Strength	Current Average Funded Strength Variation	% Variation	Pay 24 Actual Funded Strength
Navy	14,461	13,813	-648	-4.5%	13,932
Army	30,823	30,424	-399	-1.3%	30,356
Air Force	14,397	14,247	-150	-1.0%	14,296
ADF	59,681	58,484	-1,197	-2.0%	58,585 ¹

Note: ¹ The Actual Funded Strength total may not add up due to rounding.

A1-2

19. **Average Funded Strength Achievement.** The current ADF Average Funded Strength achievement for 2017-18 is 58,484 against guidance of 59,681. This represents an underachievement of 1,197 or minus two per cent, which is outside the one per cent management bandwidth which was set by the Chiefs of Service Committee in 2011.

20. The ADF workforce increased by 60 for 2017-18 from a funded strength of 58,525 at Pay 1 on 13 July 2017 to 58,585 at Pay 24 on 31 May 2018. These figures include permanent, continuous full-time service and gap year members.

21. The actual military employee expenses for 2017-18 are \$7.251 billion (this includes \$0.239 billion of Reserve salaries) against an EOFY allocation of \$7.989 billion.

A5-8

22. **Headcount.** As at 1 June 2018, the permanent ADF headcount was 58,201 (Navy 13,727, Army 30,126 and Air Force 14,348), which is 160 less than the same time last year. The workforce can be divided into two components: the trained force, which contributes to the delivery of capability; and the training force, which is necessary to generate the trained force.

33(a)(ii)

A5-8

23. **Recruitment.** In 2017-18, the year to date performance against permanent ADF entry targets (ab initio and prior service) is 96 per cent, which is an increase compared to 92 per cent for the same time last year. Compared to 12 months ago, the year to date performance against permanent entry targets for Navy and Army have increased, while Air Force has decreased.

A5-8

24. **Separation Rates.** The ADF separation rate is 9.4 per cent as at 1 June 2018, which has increased from 8.8 per cent 12 months ago. The annual separation rate for:

- Navy has increased from 9.4 per cent as at 1 June 2017 to 9.5 per cent as at 1 June 2018;
- Army has increased from 10.0 per cent as at 1 June 2017 to 10.7 per cent as at 1 June 2018; and
- Air Force has increased from 5.8 per cent as at 1 June, 2017 to 6.6 per cent as at 1 June 2018.

25. Army is monitoring the overall rise in the Army separations rates, which continue to be within the normal range of variance.

A9

26. **Women.** 17.8 per cent of the permanent ADF workforce is female (Navy 21.4 per cent, Army 14.1 per cent and Air Force 22.1 per cent). As at 1 June 2018, the number of females serving in the ADF is 715 more than the same time last year (Navy plus 162, Army plus 308 and Air Force plus 245).

27. The ADF female separation rate is 9.0 per cent as at 1 June 2018, which has increased from 8.9 per cent 12 months ago. This compares to the male separation rate of 9.5 per cent as at 1 June 2018, which has increased from 8.8 per cent 12 months ago.

A10

28. **Diversity.** Over the last 12 months there has been an improvement in the representation of permanent ADF members who identify as:

- Culturally and linguistically diverse from 24.3 per cent to 24.5 per cent; and
- Aboriginal and/or Torres Strait Islander origin from 2.3 per cent to 2.6 per cent.

A11

29. **Critical Categories.**

33(a)(ii)

33(a)(ii)

A5-8

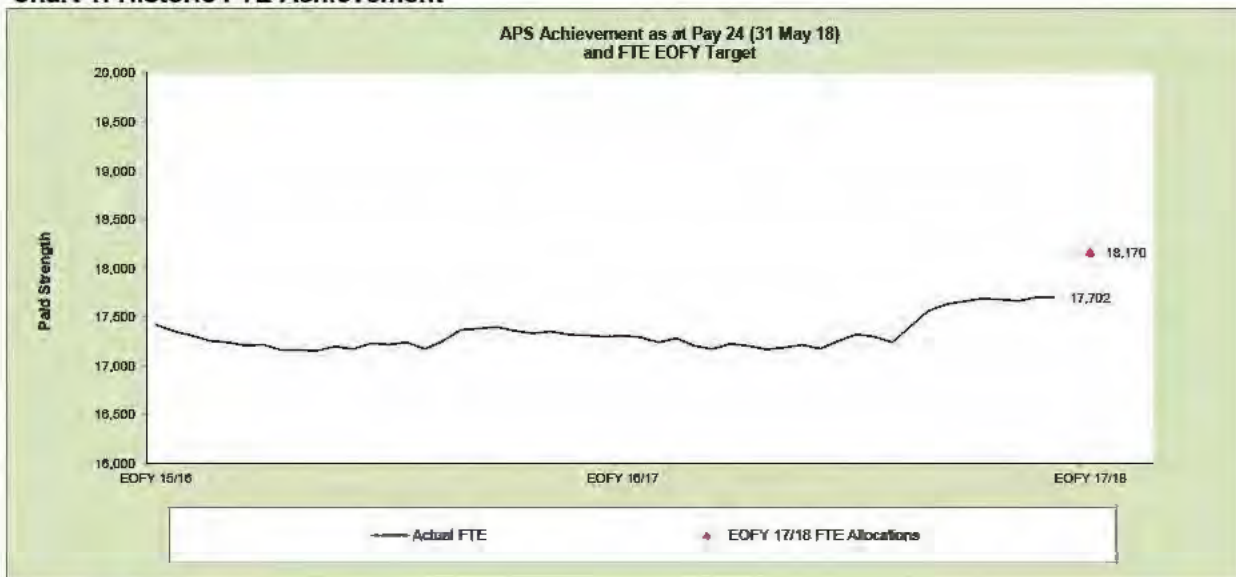
31. **ADF Gap Year.** The ADF Gap Year recruiting target for 2017-18 is 570 (Navy 100, Army 330 and Air Force 140). As at 1 June 2018, 570 participants have enlisted in the 2017-18 program (Navy 100, Army 330 and Air Force 140).

32. As at 1 June 2018, of the 495 participants who enlisted in the 2016-17 program, 21 participants are still serving in the ADF Gap Year program (Navy 18 and Army 3).

Defence Workforce Achievement 31 May 2018

47E(d)

Chart 1: Historic FTE Achievement



Notes:

- (1) The FTE figures in this table are not averages.
- (2) Corporate Programs are nominally attached to DPG, although the participants work in all Groups. Includes Graduate, Cadet and Indigenous Programs.

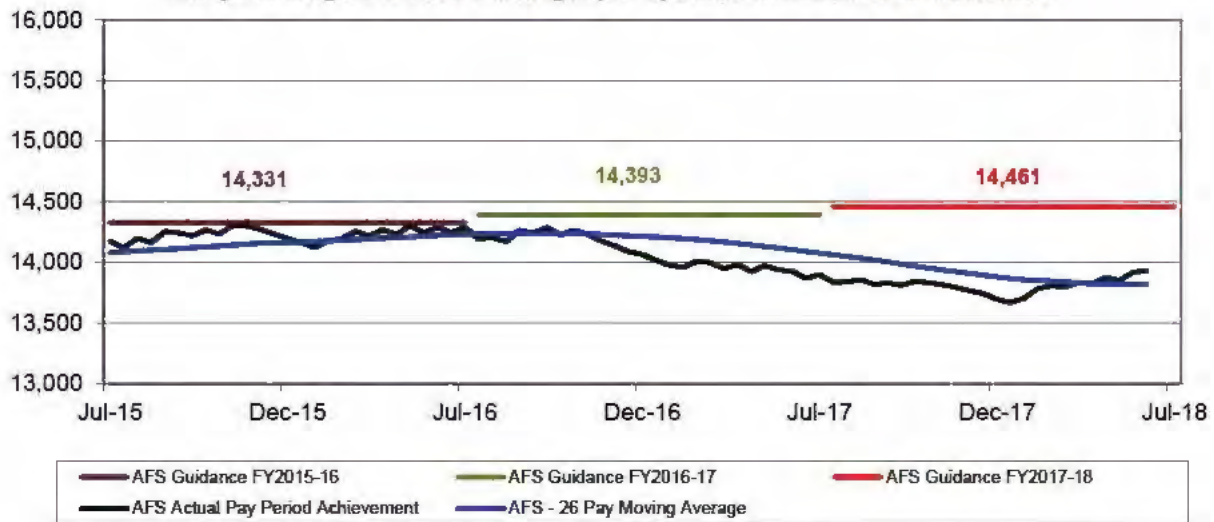
47E(d)

Note:

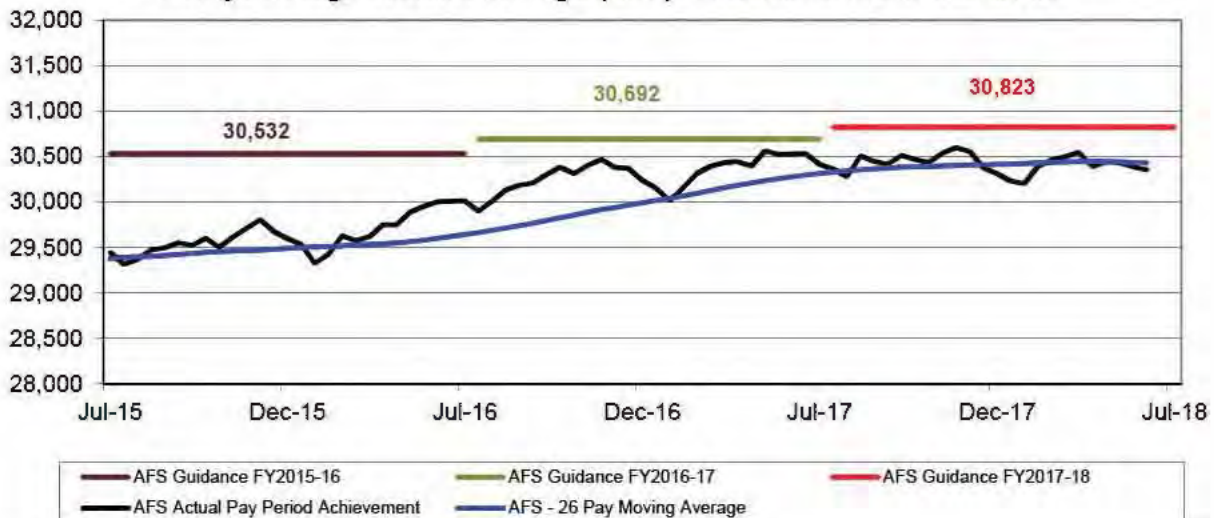
- (1) ADF workforce includes permanent members, Reservists on Continuous Full-Time Service and Gap Year participants.

Achievement and Guidance 31 May 2018

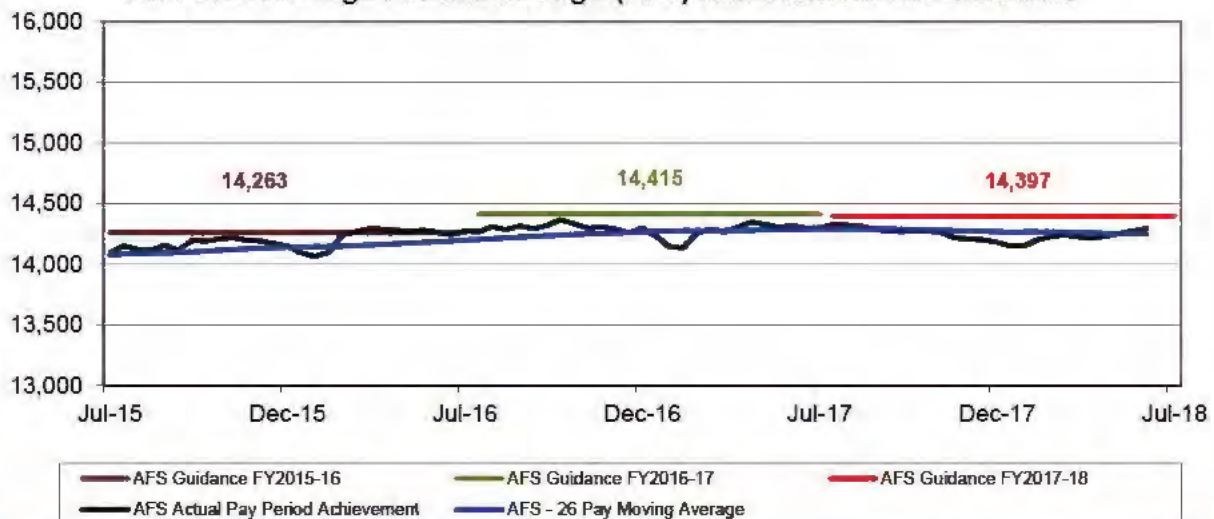
Navy Average Funded Strength(AFS) Achievement and Guidance



Army Average Funded Strength(AFS) Achievement and Guidance



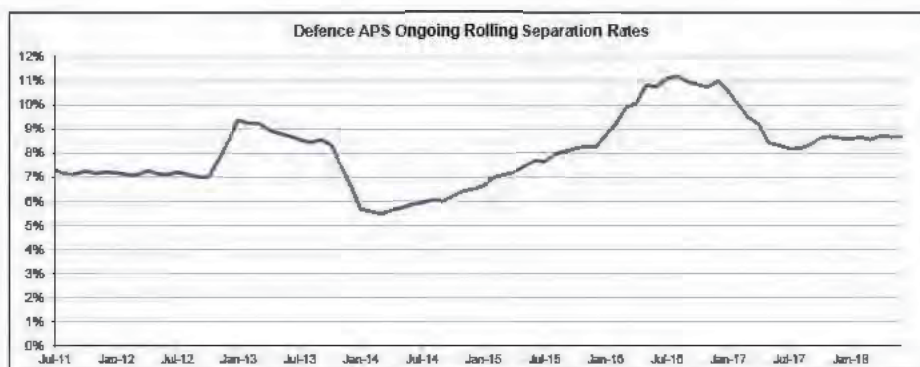
Air Force Average Funded Strength(AFS) Achievement and Guidance



APS 1 June 2018

Positions and Headcount

47E(d)



APS Actual Headcount by Job Family and Group as at 1 June 2018 to

47E(d)

APS Graduate Headcount (included in figures above)

JOB FAMILY	Group														TOTAL
	ADFHQ	NAVY	ARMY	AIR FORCE	JCG	JOC	DES	CIOG	DPG	EMIG	CFO	SP&I	CASG	DSTG	
Accounting and Finance									12						12
Admin & Corp Support									15						15
Engineering and Technical									62						62
Human Resources									8						8
Information Comms Technologies								7	15						22
Infrastructure									11						11
Intelligence and Security									120						120
Logistics									28						28
Procurement and Contracting									33						33
Science and Technology									8						8
Strategic & International Pol									29						29
Grand Total	0	0	0	0	0	0	0	7	341	0	0	0	0	0	348

© 2006 The Authors
Journal compilation © 2006 Blackwell Publishing Ltd

Headcount



ADF Headcount		01-Jun-17	01-Jun-18	Change
Permanent Force		58361	58201	-160
Males	82.2%	48701	47826	-875
Females	17.8%	9657	10372	+715
ADFGY		440	541	+101
Reserve Force		21535	22752	+1217
CFTS		768	727	-41
Active		20767	22025	+1258
Permanent & CFTS		59129	58928	-201
Total Force		80336	81494	+1158

Trained Force	01-Jun-17	01-Jun-18	Change
47E(d)			

	AFS Performance			
FY	YTD Average	Guidance	Variance ⁽¹⁾	Variance (%)
2015-16	58061	59126	-1065	-1.8%
2016-17	58680	59500	-820	-1.4%
2017-18	58484	59681	-1197	-2.0%
2018-19	N/A	59794	N/A	N/A

⁽¹⁾ Variance is difference between YTD Average and Guidance.

(2) Variance is difference between AFS Forecast Mean and Guidance.

AFS Forecast				
Minimum	Mean	Maximum	Variance (2)	Variance (%)
58475	58476	58480	-1205	-2.0%
58352	58853	59338	-941	-1.6%

Enlistments (Inflow)

	Previous FY16/17				Current FY17/18				
ADF ⁽¹⁾	YTD ⁽²⁾ Achieved	YTD Target	Full Year ⁽³⁾ Target	% Ach of YTD Target	YTD Achieved	YTD Target	Full Year Target	% Ach of YTD Target	Annual Change
Ab Initio	4278	4569	4789	94%	4046	4277	4354	95%	-232
Officers	774	881	907	88%	758	866	866	88%	-16
OR Tech	559	585	632	96%	679	703	715	97%	+120
Other OR	2945	3103	3250	95%	2609	2708	2773	96%	-336
Prior Service⁽⁴⁾	904	1058	1159	85%	986	976	1128	101%	+82
Officers	216	295	332	73%	263	258	304	102%	+47
OR Tech	59	163	143	36%	86	156	174	55%	+27
Other OR	629	600	684	105%	637	562	650	113%	+8
Total FT	5182	5627	5948	92%	5032	5253	5482	96%	-150
Total ADFGY	470	470	495	100%	570	570	570	100%	+100
Total PT	1435	1965	2087	73%	1711	2348	2581	73%	+276
DFR FT Performance	4400	4569	4789	96%	4185	4277	4354	98%	-215

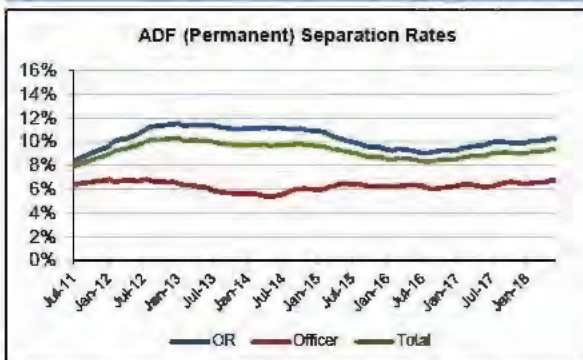
⁽¹⁾ Some Prior Service personnel are processed by DFR and count towards the Ab Initio target achievement IAW Service HQ direction.

⁽²⁾ As of 1 June 2017 includes retrospective changes.

⁽²⁾ As reported in Defence Annual Report FY16/17 (Ab Initio and PT) and Prior Service as per 1 July 17 Defence Workforce Report.

⁽⁴⁾ Prior Service targets are not scheduled by month. These YTD Targets reflect a proportionate estimate.

Separation Rates and Numbers (Outflow)



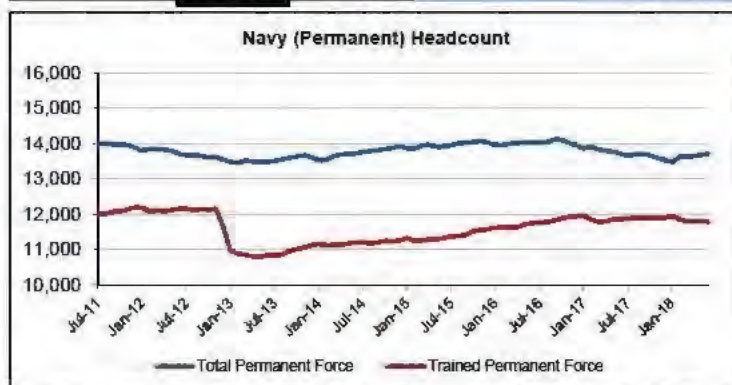
Total Separations (Permanent)	Officers	OR	Total	Annual Change
1 Jun 17 - 31 May 18	1015	4458	5473	+310
1 Jun 16 - 31 May 17	911	4252	5163	
Current Rate	6.8%	10.3%	9.4%	+0.6%
Rate 1 Jun 17	6.2%	9.7%	8.8%	
5 Year Average	6.2%	10.1%	9.1%	

Trained Force Separations (Permanent)	Officers	OR	Total	Annual Change
1 Jun 17 - 31 May 18	822	3795	4617	+393
1 Jun 16 - 31 May 17	728	3496	4224	
Current Rate	6.6%	9.7%	9.0%	+0.7%
Rate 1 Jun 17	5.9%	9.0%	8.3%	

Navy 1 June 2018

47E(d)

Headcount



Navy Headcount	01-Jun-17	01-Jun-18	Change
Permanent Force	13715	13727	+12
Male 78.6%	10936	10786	-150
Female 21.4%	2779	2941	+162
ADFGY	50	111	+61
Reserve Force	2787	2902	+115
CFTS	293	276	-17
Active	2494	2626	+132
Permanent & CFTS	14008	14003	-5
Total Force	16552	16740	+188

Trained Force	01-Jun-17	01-Jun-18	Change
47E(d)			

AFS Performance				
FY	YTD Average	Guidance	Variance ⁽¹⁾	Variance (%)
2015-16	14232	14331	-99	-0.7%
2016-17	14077	14393	-316	-2.2%
2017-18	13813	14461	-648	-4.5%
2018-19	N/A	14687	N/A	N/A

⁽¹⁾ Variance is difference between YTD Average and Guidance.

⁽²⁾ Variance is difference between AFS Forecast Mean and Guidance.

AFS Forecast				
Minimum	Mean	Maximum	Variance ⁽²⁾	Variance (%)
N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A
13813	13813	13813	-648	-4.5%
13992	14110	14216	-577	-3.9%

Enlistments (Inflow)

Navy ⁽¹⁾	Previous FY16/17				Current FY17/18				
	YTD ⁽²⁾ Achieved	YTD Target	Full Year ⁽³⁾ Target	% Ach of YTD Target	YTD Achieved	YTD Target	Full Year Target	% Ach of YTD Target	Annual Change
Ab Initio	773	787	839	98%	1060	1110	1110	95%	+287
Officers	173	204	206	85%	181	222	222	82%	+8
OR Tech	214	216	226	99%	357	368	368	97%	+143
Other OR ⁽⁴⁾	386	367	407	105%	522	520	520	100%	+136
Prior Service	142	267	290	53%	187	269	290	70%	+45
Officers	62	65	70	95%	58	64	70	91%	-4
OR Tech	19	99	72	19%	30	66	72	45%	+11
Other OR	61	103	148	59%	99	139	148	71%	+38
Total FT	915	1054	1129	87%	1247	1379	1400	90%	+332
Total ADFGY	50	50	75	100%	100	100	100	100%	+50
Total PT	31	31	31	100%	37	57	64	65%	6
DFR FT Performance	760	787	839	97%	1075	1110	1110	97%	+315

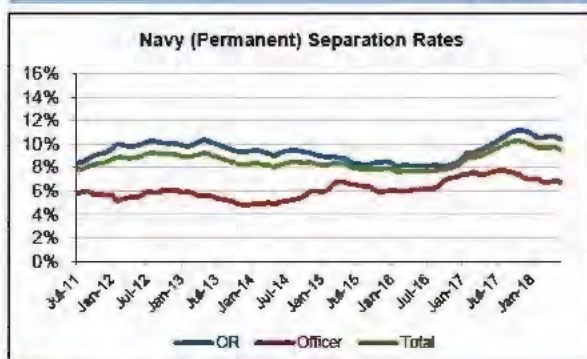
⁽¹⁾ Some Prior Service personnel are processed by DFR and count towards the Ab Initio target achievement IAW Service HQ direction.

⁽²⁾ As of 1 June 2017 includes retrospective changes.

⁽³⁾ As reported in Defence Annual Report FY16/17 (Ab Initio and PT) and Prior Service as per 1 July 17 Defence Workforce Report.

⁽⁴⁾ Ab Initio YTD Achieved includes (24) participants in the Defence Indigenous Development Program. DIDP targets are reflected in the Other OR Prior Service YTD and Full Year targets

Separation Rates and Numbers (Outflow)



Total Separations (Permanent)	Officers	OR	Total	Annual Change
1 Jun 17 - 31 May 18	226	1069	1295	-11
1 Jun 16 - 31 May 17	253	1053	1306	
Current Rate	6.7%	10.4%	9.5%	+0.1%
Rate 1 Jun 17	7.6%	9.9%	9.4%	
5 Year Average	6.4%	9.2%	8.6%	
Trained Force Separations (Permanent)	Officers	OR	Total	Annual Change
1 Jun 17 - 31 May 18	176	932	1108	+38
1 Jun 16 - 31 May 17	191	879	1070	
Current Rate	6.8%	10.0%	9.3%	+0.3%
Rate 1 Jun 17	7.5%	9.5%	9.0%	

Army 1 June 2018

47E(d)

Headcount



Army Headcount	01-Jun-17	01-Jun-18	Change
Permanent Force	30316	30126	-190
Male 85.8%	26360	25862	-498
Female 14.1%	3954	4262	+308
ADFGY	272	302	+30
Reserve Force	13737	14365	+628
CFTS	395	387	-8
Active	13342	13978	+636
Permanent & CFTS	30711	30513	-198
Total Force	44325	44793	+468

Trained Force	01-Jun-17	01-Jun-18	Change
47E(d)			

AFS Performance				
FY	YTD Average	Guidance	Variance ⁽¹⁾	Variance (%)
2015-16	29635	30532	-897	-2.9%
2016-17	30314	30692	-378	-1.2%
2017-18	30424	30823	-399	-1.3%
2018-19	NA	30810	NA	NA

⁽¹⁾ Variance is difference between YTD Average and Guidance.⁽²⁾ Variance is difference between AFS Forecast Mean and Guidance.

AFS Forecast				
Minimum	Mean	Maximum	Variance ⁽²⁾	Variance (%)
NA	NA	NA	NA	NA
NA	NA	NA	NA	NA
30409	30410	30412	-413	-1.3%
30160	30425	30695	-385	-1.2%

Enlistments (Inflow)

Army ⁽¹⁾	Previous FY16/17				Current FY17/18				
	YTD ⁽²⁾ Achieved	YTD Target	Full Year ⁽³⁾ Target	% Ach of YTD Target	YTD Achieved	YTD Target	Full Year Target	% Ach of YTD Target	Annual Change
Ab Initio	2891	3121	3181	93%	2378	2504	2580	95%	-513
Officers	402	471	460	85%	352	402	402	88%	-50
OR Tech	241	249	253	97%	238	245	257	97%	-3
Other OR	2248	2401	2468	94%	1788	1857	1921	96%	-460
Prior Service⁽⁴⁾	588	640	701	92%	560	486	568	115%	-28
Officers	104	175	191	59%	129	135	147	96%	+25
OR Tech	24	53	59	45%	28	40	48	70%	+4
Other OR	460	412	451	112%	403	311	373	130%	-57
Total FT	3479	3761	3882	93%	2938	2990	3148	98%	-541
Total ADFGY	300	300	300	100%	330	330	330	100%	+30
Total PT	1338	1790	1933	75%	1587	2188	2400	73%	+249
DFR FT Performance	2984	3121	3181	96%	2456	2504	2580	98%	-528

⁽¹⁾ Some Prior Service personnel are processed by DFR and count towards the Ab Initio target achievement IAW Service HQ direction.⁽²⁾ As of 1 June 2017 includes retrospective changes.⁽³⁾ As reported in Defence Annual Report FY16/17 (Ab Initio and PT) and Prior Service as per 1 July 17 Defence Workforce Report.⁽⁴⁾ Targets for Prior Service is a Pro Rata of Full Year Target of 191 (FY16/17) or 147 (FY17/18) for Officers and the remainder is then split 11.5% OR Tech and 88.5% Other OR.

Separation Rates and Numbers (Outflow)

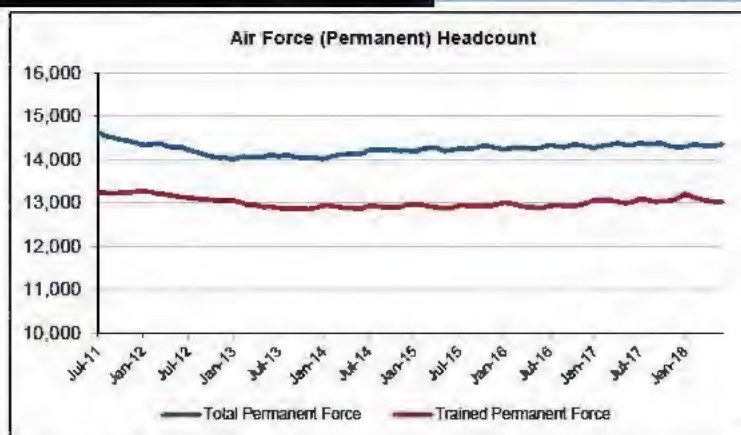


Total Separations (Permanent)	Officers	OR	Total	Annual Change
1 Jun 17 - 31 May 18	469	2762	3231	+211
1 Jun 16 - 31 May 17	411	2609	3020	
Current Rate	7.2%	11.6%	10.7%	+0.7%
Rate 1 Jun 17	6.5%	11.0%	10.0%	
5 Year Average	7.1%	12.0%	10.9%	
Trained Force Separations (Permanent)	Officers	OR	Total	Annual Change
1 Jun 17 - 31 May 18	364	2280	2644	+255
1 Jun 16 - 31 May 17	316	2073	2389	
Current Rate	6.7%	10.8%	10.0%	+0.9%
Rate 1 Jun 17	5.9%	9.9%	9.1%	

Air Force 1 June 2018

47E(d)

Headcount



Air Force Headcount	01-Jun-17	01-Jun-18	Change
Permanent Force	14330	14348	+18
Male 77.9%	11405	11178	-227
Female 22.1%	2924	3169	+245
ADFGY	118	128	+10
Reserve Force	5011	5485	+474
CFTS	80	64	-16
Active	4931	5421	+490
Permanent & CFTS	14410	14412	+2
Total Force	19459	19961	+502

Trained Force	01-Jun-17	01-Jun-18	Change
---------------	-----------	-----------	--------

47E(d)

AFS Performance				
FY	YTD Average	Guidance	Variance ⁽¹⁾	Variance (%)
2015-16	14194	14263	-69	-0.5%
2016-17	14289	14415	-126	-0.9%
2017-18	14247	14397	-150	-1.0%
2018-19	N/A	14297	N/A	N/A

⁽¹⁾ Variance is difference between YTD Average and Guidance.⁽²⁾ Variance is difference between AFS Forecast Mean and Guidance.

AFS Forecast				
Minimum	Mean	Maximum	Variance ⁽²⁾	Variance (%)
N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A
14253	14253	14255	-144	-1.0%
14200	14318	14427	+21	0.1%

Enlistments (Inflow)

Air Force ⁽¹⁾	Previous FY16/17				Current FY17/18				
	YTD ⁽²⁾ Achieved	YTD Target	Full Year ⁽³⁾ Target	% Ach of YTD Target	YTD Achieved	YTD Target	Full Year Target	% Ach of YTD Target	Annual Change
Ab Initio	614	661	769	93%	608	663	664	92%	-6
Officers	199	206	241	97%	225	242	242	93%	+26
OR Tech	104	120	153	87%	84	90	90	93%	-20
Other OR	311	335	375	93%	299	331	332	90%	-12
Prior Service	174	151	168	115%	239	221	270	108%	+65
Officers	50	55	71	91%	76	59	87	129%	+26
OR Tech	16	11	12	145%	28	50	54	56%	+12
Other OR	108	85	85	127%	135	112	129	121%	+27
Total FT	788	812	937	97%	847	884	934	96%	+59
Total ADFGY	120	120	120	100%	140	140	140	100%	+20
Total PT	66	144	123	46%	87	103	117	84%	+21
DFR FT Performance	656	661	769	99%	654	663	664	99%	-2

⁽¹⁾ Some Prior Service personnel are processed by DFR and count towards the Ab Initio target achievement IAW Service HQ direction.⁽²⁾ As of 1 June 2017 includes retrospective changes.⁽³⁾ As reported in Defence Annual Report FY16/17 (Ab Initio and PT) and Prior Service as per 1 July 17 Defence Workforce Report.

Separation Rates and Numbers (Outflow)



Total Separations (Permanent)	Officers	OR	Total	Annual Change
1 Jun 17 - 31 May 18	320	627	947	+110
1 Jun 16 - 31 May 17	247	590	837	
Current Rate	6.3%	6.8%	6.6%	+0.8%
Rate 1 Jun 17	4.9%	6.4%	5.8%	
5 Year Average	5.0%	6.4%	5.9%	
Trained Force Separations (Permanent)	Officers	OR	Total	Annual Change
1 Jun 17 - 31 May 18	282	583	865	+100
1 Jun 16 - 31 May 17	221	544	765	
Current Rate	6.4%	6.7%	6.6%	+0.7%
Rate 1 Jun 17	5.1%	6.3%	5.9%	

47E(d)

Women in Defence

Female Headcount - Permanent Force

	1-Jun-17		1-Jun-18		Change
	Female	%	Female	%	
ADF Total	9657	16.5%	10372	17.8%	+715
Junior OR	5462	16.7%	6008	18.4%	+546
Senior OR	1315	12.2%	1330	12.6%	+15
Junior Officers	2801	19.7%	2946	20.4%	+145
Senior Officers	79	12.3%	88	13.2%	+9
Navy Total	2779	20.3%	2941	21.4%	+162
Junior OR	1776	22.9%	1904	24.5%	+128
Senior OR	324	12.3%	331	12.8%	+7
Junior Officers	659	20.9%	681	21.4%	+22
Senior Officers	20	11.8%	25	13.4%	+5
Army Total	3954	13.0%	4262	14.1%	+308
Junior OR	2331	12.4%	2605	14.0%	+274
Senior OR	543	10.7%	538	10.8%	-5
Junior Officers	1045	17.0%	1082	17.3%	+37
Senior Officers	35	12.9%	37	13.2%	+2
Air Force Total	2924	20.4%	3169	22.1%	+245
Junior OR	1355	21.7%	1499	24.2%	+144
Senior OR	448	14.9%	461	15.4%	+13
Junior Officers	1097	22.5%	1183	23.8%	+86
Senior Officers	24	11.8%	26	13.1%	+2
APS Total	7634	41.8%	7874	42.4%	+240
APS 1-6	5997	46.3%	6038	46.7%	+41
EL 1	1214	34.0%	1344	35.2%	+130
EL 2	378	23.5%	446	26.1%	+68
SES	45	33.1%	46	33.3%	+1

Notes:

The % reflects the female headcount as a % of the group identified
The female headcount is based on substantive rank and classification

Enlistments - Permanent Force

	1 Jun 16 - 31 May 17		1 Jun 17 - 31 May 18		Change	
	Female	Male	Female	Male	Female	Male
ADF	1468	3979	1614	3698	+146	-280
	26.9%	73.0%	30.4%	69.6%		
Navy	369	627	428	879	+59	+252
	37.0%	63.0%	32.7%	67.3%		
Army	742	2826	764	2277	+22	-549
	20.8%	79.2%	25.1%	74.9%		
Air Force	357	526	422	543	+65	+17
	40.4%	59.5%	43.7%	56.3%		
APS	601	630	880	988	+279	+358
	48.8%	51.2%	47.1%	52.9%		

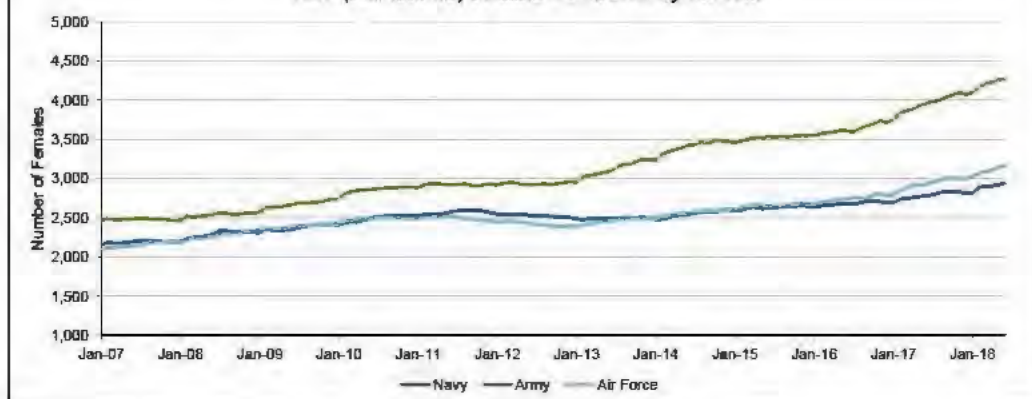
Separation Rates - Permanent Force

	1-Jun-17			1-Jun-18		
	Female	Male	Total	Female	Male	Total
ADF	8.9%	8.8%	8.8%	9.0%	9.5%	9.4%
Navy	9.7%	9.3%	9.4%	9.3%	9.5%	9.5%
Army	10.4%	10.0%	10.0%	11.1%	10.6%	10.7%
Air Force	6.2%	5.8%	5.8%	5.8%	6.8%	6.6%
APS	8.1%	8.5%	8.3%	8.6%	8.7%	8.7%

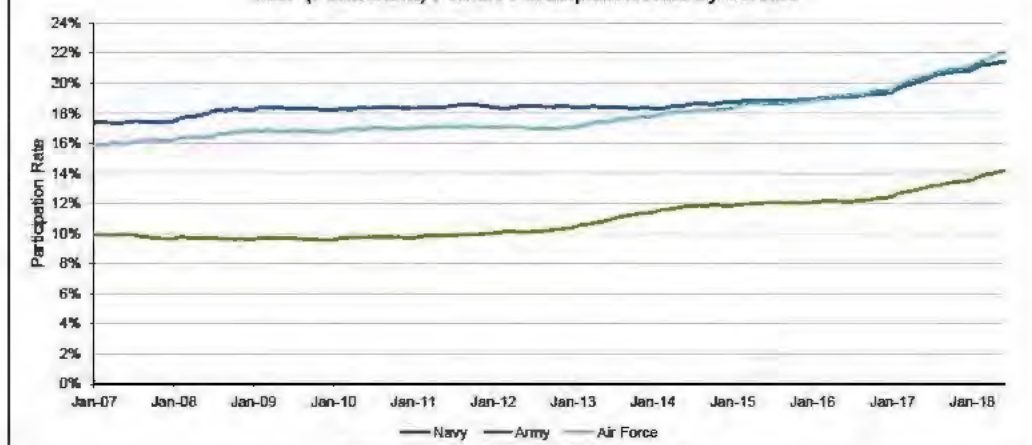
Notes:

- ADF data is for permanent force only
- Junior OR are rank E05 (CPL(E)) and below
- Senior OR are rank E06 (SGT(E)) and above
- Junior Officers are rank OD5 (LTCOL(E)) and below
- Senior Officers are rank OD6 (COL(E)) and above
- APS data is for ongoing employees only

ADF (Permanent) Female Workforce by Service



ADF (Permanent) Female Participation Rate by Service



Comments:
Active Reserve figures include Continuous Full-Time Service (CFTS).
Data for this table is reliant on self-identification on the Defence HR system. Therefore, the data is likely to under-report actual rates.
Last year numbers will not match those provided in the report from the same month last year. This is because these numbers are updated to include changes in self-identification that have been made within the last 12 months.

Notes:
(1) *Cultural and Linguistically Diverse (CALD)* is measured where an individual has met one or more of the following variables: Birth Country, Ancestry or Language as defined in the Australian Bureau of Statistics (ABS) standards for the reporting of CALD.
(2) *Indigenous Status* is derived from PMKeyS field Ethnic Group Long Description. Excludes all Ethnic groups other than, where an individual has self-identified as Aboriginal/Torres Strait Islander or Aust Aboriginal or Aust Torres Strait Islander or TSI
(3) *Birth Country not AUS* is derived from PMKeyS field Birth Country CG Long Description. Excludes Australia, Australian External Territories, inadequately described, Not elsewhere classified, Not stated, Chose not to give this information, Not Provided & Unknown
(4) *Ancestry* is derived from PMKeyS field Ethnic Group Long Description. Excludes Australian, Unknown, X Chose not to give this information, Not Provided. Also excludes "Oceanic" where an individuals Birth Country and Language variables are not measured as CALD – because Oceanic previously was the only option for those who would now identify as Australian.
(5) *Language* is derived from PMKeyS fields First Language Spoken, Mother First Language, and Father First Language. Excludes English Only, Not Provided, Language Unknown, Chose not to give information.
(6) *Disability* is derived from PMKeyS fields Disability Grp Description & Effective Status Code

Comments:
Active Reserve figures include Continuous Full-Time Service (CFTS).
Data for this table is reliant on self-identification on the Defence HR system. Therefore, the data is likely to under-report actual rates.
Last year numbers will not match those provided in the report from the same month last year. This is because these numbers are updated to include changes in self-identification that have been made within the last 12 months.

Notes:
(1) *Cultural and Linguistically Diverse (CALD)* is measured where an individual has met one or more of the following variables: Birth Country, Ancestry or Language as defined in the Australian Bureau of Statistics (ABS) standards for the reporting of CALD.
(2) *Indigenous Status* is derived from PMKeyS field Ethnic Group Long Description. Excludes all Ethnic groups other than, where an individual has self-identified as Aboriginal/Torres Strait Islander or Aust Aboriginal or Aust Torres Strait Islander or TSI
(3) *Birth Country not AUS* is derived from PMKeyS field Birth Country CG Long Description. Excludes Australia, Australian External Territories, inadequately described, Not elsewhere classified, Not stated, Chose not to give this information, Not Provided & Unknown
(4) *Ancestry* is derived from PMKeyS field Ethnic Group Long Description. Excludes Australian, Unknown, X Chose not to give this information, Not Provided. Also excludes "Oceanic" where an individuals Birth Country and Language variables are not measured as CALD – because Oceanic previously was the only option for those who would now identify as Australian.
(5) *Language* is derived from PMKeyS fields First Language Spoken, Mother First Language, and Father First Language. Excludes English Only, Not Provided, Language Unknown, Chose not to give information.
(6) *Disability* is derived from PMKeyS fields Disability Grp Description & Effective Status Code

47E(d)

47E(d)

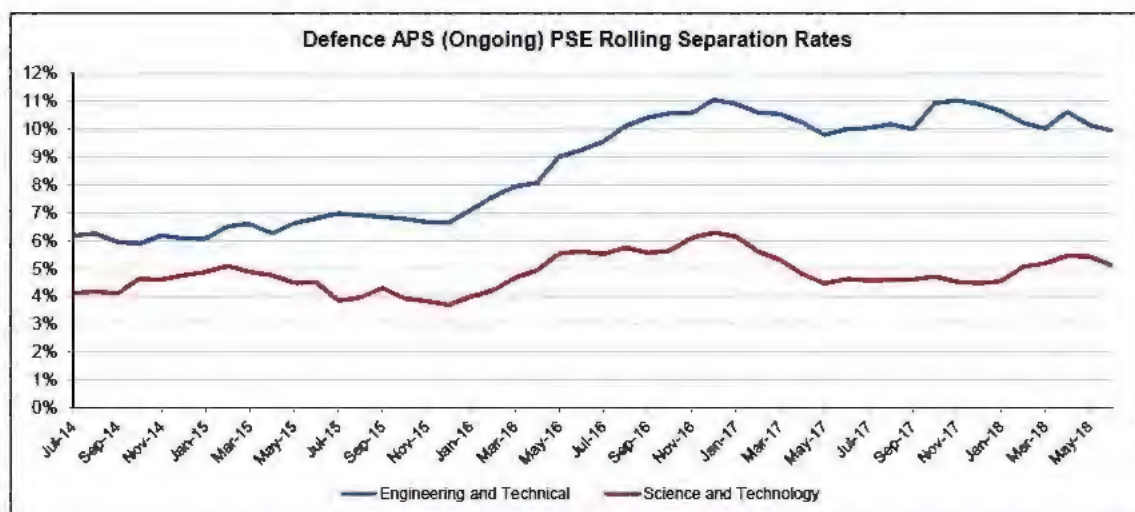
47E(d)

APS Physical Science and Engineering (PSE) Workforce

	APS Headcount (Ongoing and Non-Ongoing employees)								
	1-Jun-17			1-Jun-18			Change	% Change	
Job Family	Female	Male	Total	Female	Male	Total			
Engineering and Technical	149	1568	1717	161	1538	1699	-18	-1.0%	
Science and Technology	315	1597	1913	319	1565	1885	-28	-1.5%	

APS Headcount (Ongoing and Non-Ongoing employees)												
Engineering and Technical												
Age (Years)	Length of Service (Completed Years)										Total	
	<1	1-5	6-10	11-15	16-20	21-25	26-30	31-35	36-40	41-45	>45	
<20												0
20-24	29	34										63
25-29	41	101	15									157
30-34	21	43	95	14								173
35-39	10	28	52	39	7							136
40-44	12	17	53	24	29	4						139
45-49	11	16	54	33	31	11	11					167
50-54	16	17	69	75	47	11	30	13	9			287
55-59	4	11	62	81	97	17	22	11	7			312
60-64	1	6	35	47	43	11	11	13	7	3	1	178
65-69	1	2	11	13	15	10	4	4	3	2	1	66
70-74			6	4	7			1	1			19
75+							1	1				2
Total	146	275	452	330	276	64	79	43	27	5	2	1699

APS Headcount (Ongoing and Non-Ongoing employees)												
Science & Technology												
Age (Years)	Length of Service (Completed Years)										Total	
	<1	1-5	6-10	11-15	16-20	21-25	26-30	31-35	36-40	41-45	>45	
<20												0
20-24	27	20										47
25-29	16	17	20									53
30-34	17	17	117	31								182
35-39	6	11	83	98	54							252
40-44	6	4	60	67	110	18						265
45-49		7	40	65	81	70	30	3				296
50-54	4	2	30	41	60	41	89	59	22			348
55-59		4	19	29	51	42	55	28	20	10		258
60-64		2	4	17	34	15	24	16	18	9	3	142
65-69			1	2	5	4	3	8	2	3	2	30
70-74			1	1	2		2				5	11
75+											1	1
Total	76	84	375	351	397	190	203	114	62	22	11	1885



DEFENCE WORKFORCE REPORT

AS AT 1 JULY 2018

Introduction

1. This report provides an overview of key ADF and APS workforce statistics as at 1 July 2018. Further workforce details are available in the attachments provided, referenced in the left hand margin.

APS Workforce Summary

Table 1: APS Full Time Equivalent performance – Financial Year 2017-18

	Full Time Equivalent End of Financial Year Target	Current Full Time Equivalent	Current Full Time Equivalent Variation	% Variation	Average Staffing Level (ASL)
APS	18,170	17,728	-442	-2.4%	17,407

2. **Full Time Equivalent Achievement.** The APS workforce for 2017-18 has increased by 435 Full Time Equivalent from 17,293 at Pay 1 on 13 July 2017 to 17,728 at Pay 26 on 28 June 2018.

3. **Average Staffing Level.** The ASL at 30 June 2018 was 17,407, which is currently within the projected ASL achievement of 17,500 published within the 2018-19 Portfolio Budget Statements. From the commencement of next financial year ASL will be the metric used to measure our APS staffing levels across Defence, which aligns with the measure used across the Government sector.

4. The Chief Financial Officer is currently reviewing the end of financial year actual civilian employee expenses.

5. **Headcount.** As at 1 July 2018, the APS headcount was 18,796 (18,592 ongoing and 204 non-ongoing), which is 401 more than the same time last year.

6. **Positions.** Groups and Services are to manage their APS positions to remain within a limit of FTE plus 11 per cent. As at 1 July 2018, the margin between the full time equivalent end of financial year target (18,170) and APS positions (23,134) is 27.3 per cent (4,964).

7. The increase in APS positions is a result of the reactivation and the creation of new positions. In the past month, positions have been created in the Australian Signals Directorate to achieve the machinery of government move and these will move to ASD in July. Positions have also been created in the Defence Science and Technology group as a part of career development opportunities with the old positions expected to be inactivated in the near future. Positions have been reactivated and created in Estate and Infrastructure group as a part of a Service Delivery Review and it is expected that there will be a reduction in positions after completion of the review.

8. The number of ongoing APS employees on position based additional responsibility pay has decreased from this time last year moving from 1839 as at 1 July 2017 to 1351 as at 1 July 2018. Of the 1351 APS ongoing employees on position based additional responsibility pay:

- 9 have been acting for greater than five years;
- 22 have been acting for between three and five years;
- 175 have been acting for between one and three years; and
- 1,145 have been acting for less than one year.

9. Further group specific information on additional responsibility pay can be sourced from Human Resource Business Partners.

A3

10. **Recruitment.** For financial year 2017/18, Defence has recruited 1,880 ongoing APS employees, which is 616 more than the same time last year.

A3

11. **Separation Rates.** The APS separation rate (ongoing employees only) is 8.7 per cent as at 1 July 2018, which is higher than 12 months ago (8.2 per cent). The separation rate is higher than the five year average of 8.2 per cent. The APS female separation rate is 8.6 per cent as at 1 July 2018, which is higher than 12 months ago. This compares to the male separation rate of 8.8 per cent as at 1 July 2018, which is also higher than 12 months ago.

A9

12. **Women.** 42.4 per cent of the ongoing APS employees are females.

A10

13. **Diversity.** Over the past 12 months, the number of ongoing APS employees who identify as culturally and linguistically diverse remained largely stable from 32.5 per cent as at 1 July 2017 to 32.4 per cent as at 1 July 2018. The representation of Aboriginal and/or Torres Strait Islander employees increased from 2.0 per cent as at 1 July 2017 to 2.2 per cent at 1 July 2018. The number of ongoing APS employees with a disability remained largely stable from 3.6 per cent at 1 July 2017 to 3.5 per cent at 1 July 2018.

A11

14. **Critical Occupations.** There are currently [REDACTED] occupations classified as critical for the Defence APS workforce across [REDACTED] Job Families:

33(a)(ii)

A12

16. **APS Physical Science and Engineering Workforce.** As at 1 July 2018, 19.1 per cent (3,587) of the overall Defence APS headcount (18,796) are in the two main Physical Science and Engineering Job Families: Engineering and Technical (1,700) and Science and Technology (1,887). Compared to the same time last year, the Engineering and Technical and Science and Technology Job Families have reduced by 28 employees (minus 1 and minus 27 respectively).

17. As at 1 July 2018, the APS separation rate (ongoing employees, including voluntary redundancies) for the Engineering and Technical Job Family is 9.5 per cent and the Science and Technology Job Family is 5.4 per cent, compared to the overall Defence APS separation rate of 8.7 per cent.

ADF Workforce Summary

18. Table 2 provides a summary of 2017-18 performance against ADF guidance, which includes 2016 Defence White Paper allocations.

Table 2: ADF Average Funded Strength performance – Financial Year 2017-18

	2017-18 Guidance	Current Average Funded Strength	Current Average Funded Strength Variation	% Variation	Pay 26 Actual Funded Strength
Navy	14,461	13,818	-643	-4.4%	13,876
Army	30,823	30,410	-413	-1.3%	30,245
Air Force	14,397	14,247	-150	-1.0%	14,243
ADF	59,681	58,475	-1,206	-2.0%	58,363 ¹

Note: ¹ The Actual Funded Strength total may not add up due to rounding.

A1-2

19. **Average Funded Strength Achievement.** The current ADF Average Funded Strength achievement for 2017-18 is 58,475 against guidance of 59,681. This represents an underachievement of 1,206 or minus two per cent, which is outside the one per cent management bandwidth which was set by the Chiefs of Service Committee in 2011.

20. The ADF workforce decreased by 162 for 2017-18 from a funded strength of 58,525 at Pay 1 on 13 July 2017 to 58,363 at Pay 26 on 28 June 2018. These figures include permanent, continuous full-time service and gap year members.

21. The Chief Financial Officer is currently reviewing the end of financial year actual military employee expenses.

A5-8

22. **Headcount.** As at 1 July 2018, the permanent ADF headcount was 57,957 (Navy 13,650, Army 29,994 and Air Force 14,313), which is 252 less than the same time last year. This reflects small increases in separations rates from Army and Air Force, combined with reduced enlistments to ensure that the Air Force and Army remain within guidance. The workforce can be divided into two components: the trained force, which contributes to the delivery of capability; and the training force, which is necessary to generate the trained force.

33(a)(ii)

A5-8

23. **Recruitment.** In 2017-18, the year to date performance against permanent ADF entry targets (ab initio and prior service) is 94 per cent, which is an increase compared to 92 per cent for the same time last year. Compared to 12 months ago, the year to date performance against permanent entry targets has increased for Navy (plus four per cent) and Army (plus three per cent), while Air Force has decreased (minus two per cent).

A5-8

24. **Separation Rates.** The ADF separation rate is 9.4 per cent as at 1 July 2018, which has increased from 9.0 per cent 12 months ago. The annual separation rate for:

- Navy has decreased from 9.6 per cent as at 1 July 2017 to 9.3 per cent as at 1 July 2018;
- Army has increased from 10.2 per cent as at 1 July 2017 to 10.8 per cent as at 1 July 2018; and

- Air Force has increased from 6.0 per cent as at 1 July, 2017 to 6.7 per cent as at 1 July 2018.

25. Army is monitoring the overall rise in the Army separations rates, which continue to be within the normal range of variance.

A9

26. **Women.** 17.9 per cent of the permanent ADF workforce is female (Navy 21.5 per cent, Army 14.3 per cent and Air Force 22.1 per cent). As at 1 July 2018, the number of females serving in the ADF is 652 more than the same time last year (Navy plus 144, Army plus 304 and Air Force plus 204).

27. The ADF female separation rate is 9.1 per cent as at 1 July 2018, which has increased from 8.8 per cent 12 months ago. This compares to the male separation rate of 9.5 per cent as at 1 July 2018, which has increased from 9.1 per cent 12 months ago. The female separation rate for Army has increased to 11.6 per cent, a rise of 1.4 per cent from the same time last year.

A10

28. **Diversity.** Over the last 12 months there has been an improvement in the representation of permanent ADF members who identify as:

- Culturally and linguistically diverse from 24.4 per cent to 24.6 per cent; and
- Aboriginal and/or Torres Strait Islander origin from 2.4 per cent to 2.6 per cent.

A11

29. **Critical Categories** 33(a)(ii)

33(a)(ii)

A5-8

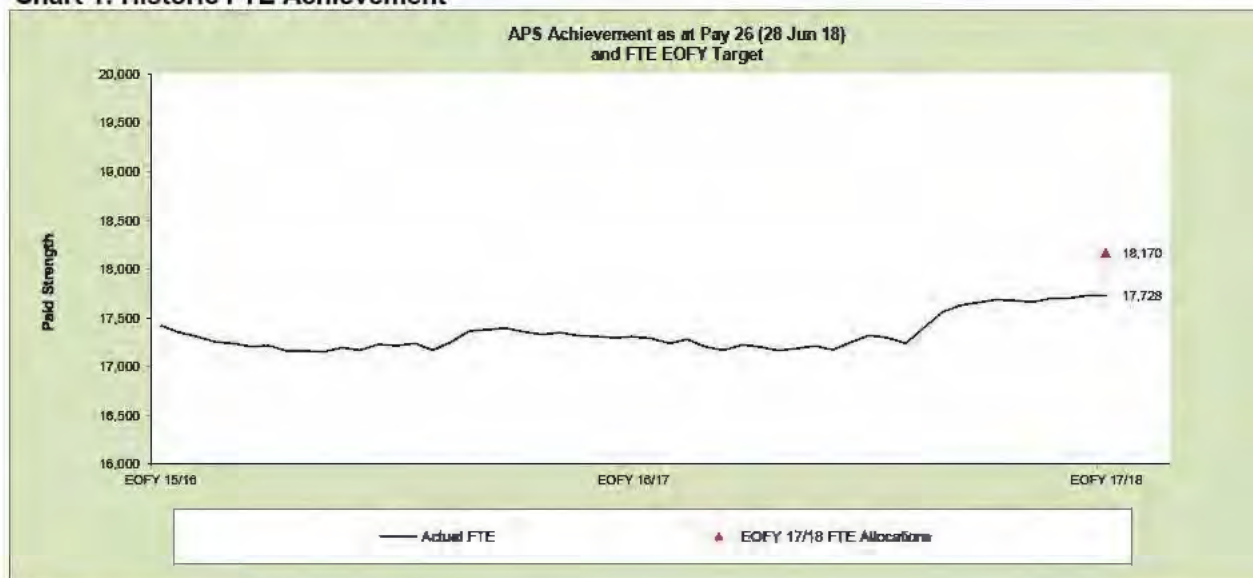
31. **ADF Gap Year.** The ADF Gap Year recruiting target for 2017-18 is 570 (Navy 100, Army 330 and Air Force 140). All targets were successfully achieved.

32. As at 1 July 2018, of the 495 participants who enlisted in the 2016-17 program, 278 are serving in the permanent force, 73 are in the active reserves and 8 are still serving in the ADF Gap Year program.

Defence Workforce Achievement 28 June 2018

47E(d)

Chart 1: Historic FTE Achievement



Notes:

- (1) The FTE figures in this table are not averages.
(2) Corporate Programs are nominally attached to DPG, although the participants work in all Groups. Includes Graduate, Cadet and Indigenous Programs.

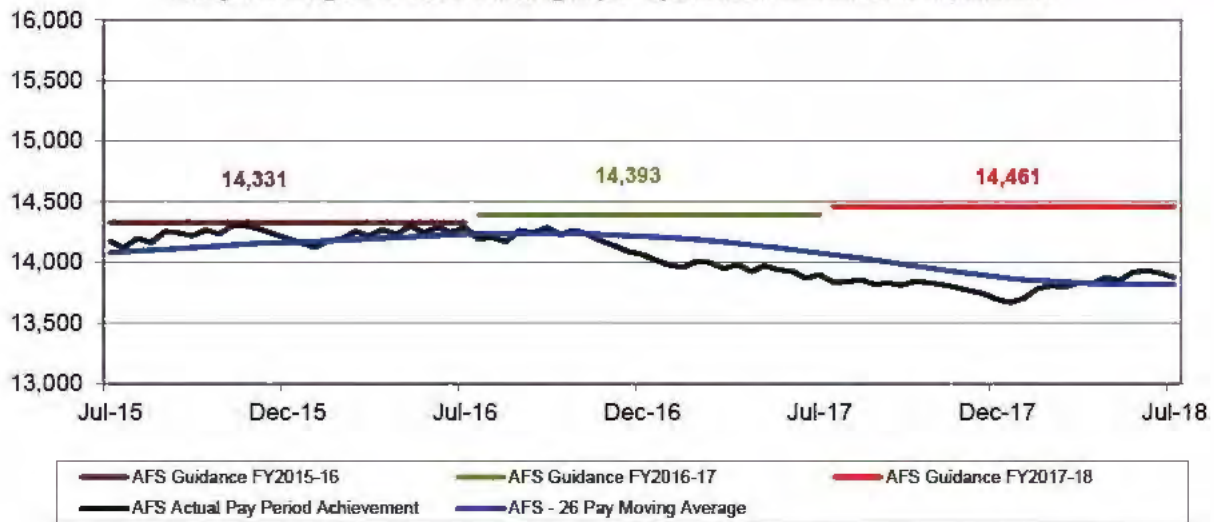
47E(d)

Note:

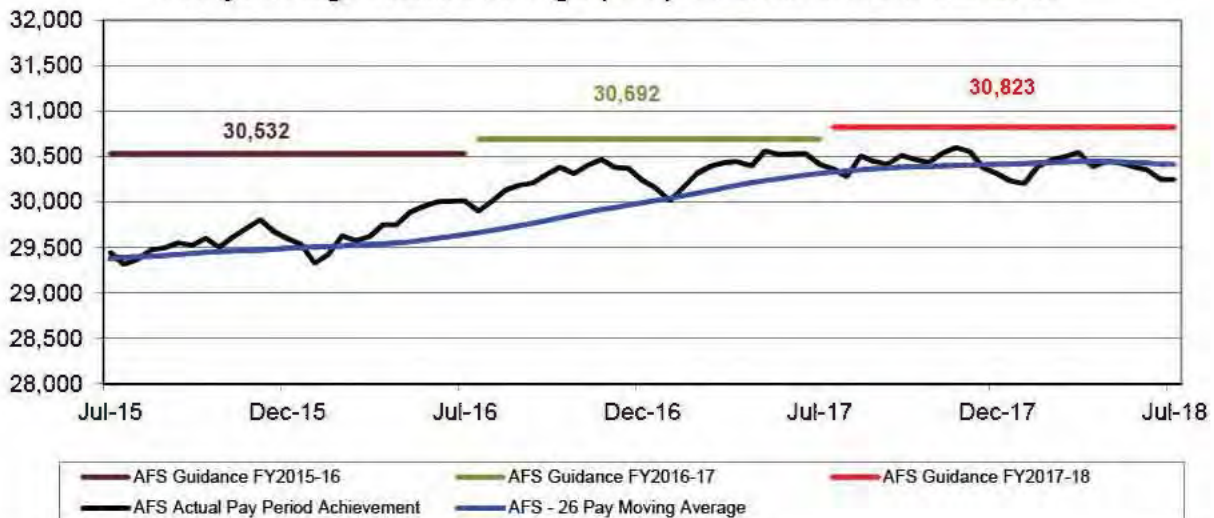
- (1) ADF workforce includes permanent members, Reservists on Continuous Full-Time Service and Gap Year participants.
(2) The achievement for the ADFA cadets is held against JCG, while the guidance is still allocated to the services. This has resulted in an over achievement for JCG.

Achievement and Guidance 28 June 2018

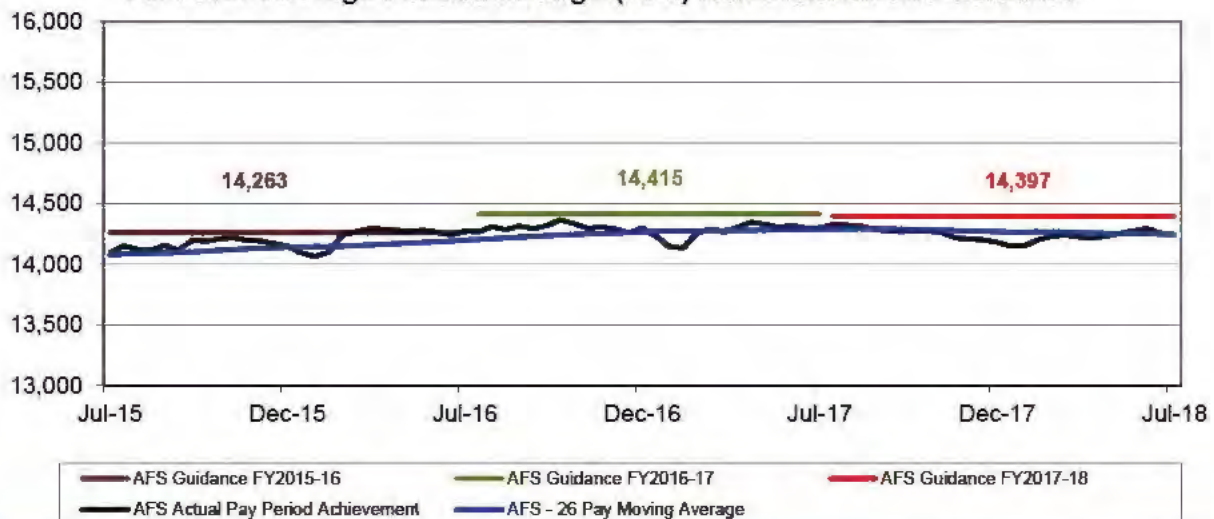
Navy Average Funded Strength(AFS) Achievement and Guidance



Army Average Funded Strength(AFS) Achievement and Guidance



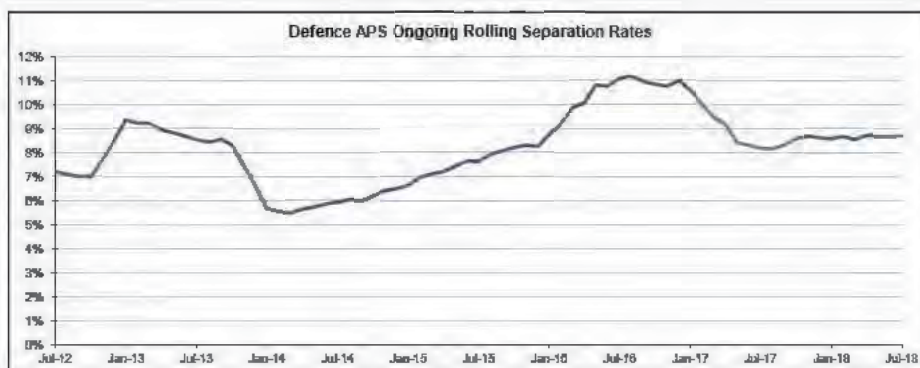
Air Force Average Funded Strength(AFS) Achievement and Guidance



APS 1 July 2018

Positions and Headcount

47E(d)



APS Actual Headcount by Job Family and Group as at 1 July 2018¹⁰

47E(d)

APS Graduate Headcount (included in figures above)

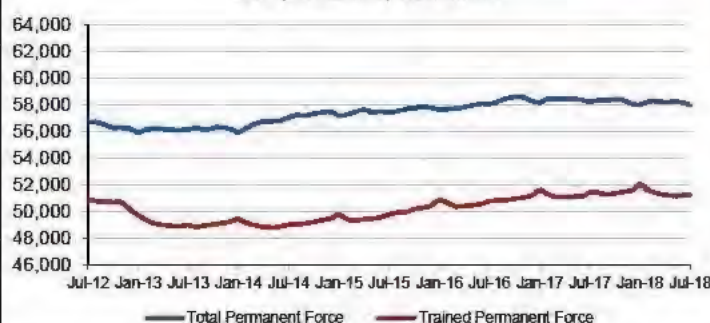
JOB FAMILY	Group															TOTAL
	ADFG	NAVY	ARMY	AIR FORCE	JCG	JOC	DES	CIOG	DPG	E&IG	CFO	SP&I	CASG	DSTG	DCP	
Accounting and Finance															12	12
Admin & Corp Support															15	15
Engineering and Technical															62	62
Human Resources															8	8
Information Comms Technologies								7							15	22
Infrastructure															11	11
Intelligence and Security															129	129
Logistics															28	28
Procurement and Contracting															31	31
Science and Technology															8	8
Strategic & International Pol															29	29
Grand Total	0	0	0	0	0	0	0	7	0	0	0	0	0	0	348	355

ADF 1 July 2018

47E(d)

Headcount

ADF (Permanent) Headcount



ADF Headcount	01-Jul-17	01-Jul-18	Change
Permanent Force	58209	57957	-252
Males 82.1%	48475	47571	-904
Females 17.9%	9731	10383	+652
ADFGY	457	524	+67
Reserve Force	21661	22940	+1279
CFTS	761	730	-31
Active	20900	22210	+1310
Permanent & CFTS	58970	58687	-283
Total Force	80327	81421	+1094

Trained Force	01-Jul-17	01-Jul-18	Change
47E(d)			

AFS Performance				
FY	YTD Average	Guidance	Variance ⁽¹⁾	Variance (%)
2015-16	58061	59126	-1065	-1.8%
2016-17	58680	59500	-820	-1.4%
2017-18	58475	59681	-1206	-2.0%
2018-19	N/A	59794	N/A	N/A

⁽¹⁾ Variance is difference between YTD Average and Guidance.⁽²⁾ Variance is difference between AFS Forecast Mean and Guidance.

AFS Forecast				
Minimum	Mean	Maximum	Variance ⁽²⁾	Variance (%)
N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A
58475	58475	58475	-1206	-2.0%
58303	58832	59375	-962	-1.6%

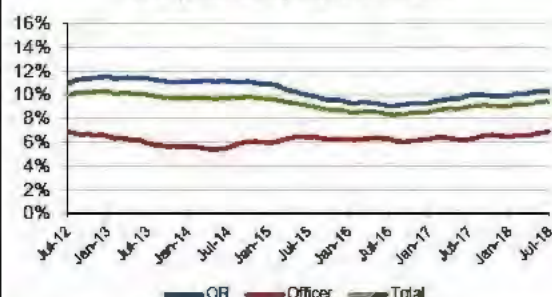
Enlistments (Inflow)

ADF ⁽¹⁾	Previous FY16/17				Current FY17/18				
	YTD ⁽²⁾ Achieved	YTD Target	Full Year ⁽³⁾ Target	% Ach of YTD Target	YTD Achieved	YTD Target	Full Year Target	% Ach of YTD Target	Annual Change
Ab Initio	4522	4789	4789	94%	4211	4411	4411	95%	-311
Officers	835	907	907	92%	787	853	853	92%	-48
OR Tech	603	632	632	95%	695	720	720	97%	+92
Other OR	3084	3250	3250	95%	2729	2838	2838	96%	-355
Prior Service⁽⁴⁾	941	1159	1159	81%	1026	1182	1182	87%	+85
Officers	228	332	332	69%	274	304	304	90%	+46
OR Tech	61	143	143	43%	89	181	181	49%	+28
Other OR	652	684	684	95%	663	697	697	95%	+11
Total FT	5463	5948	5948	92%	5237	5593	5593	94%	-226
Total ADFGY	495	495	495	100%	570	570	570	100%	+75
Total PT	1677	2087	2087	80%	1970	2345	2345	84%	+293
DFR FT Performance	4650	4789	4789	97%	4329	4411	4411	98%	-321

⁽¹⁾ Some Prior Service personnel are processed by DFR and count towards the Ab Initio target achievement IAW Service HQ direction.⁽²⁾ As of 1 July 2017 includes retrospective changes.⁽³⁾ As reported in Defence Annual Report FY16/17 (Ab Initio and PT) and Prior Service as per 1 July 17 Defence Workforce Report.⁽⁴⁾ Prior Service targets are not scheduled by month. These YTD Targets reflect a proportionate estimate.

Separation Rates and Numbers (Outflow)

ADF (Permanent) Separation Rates

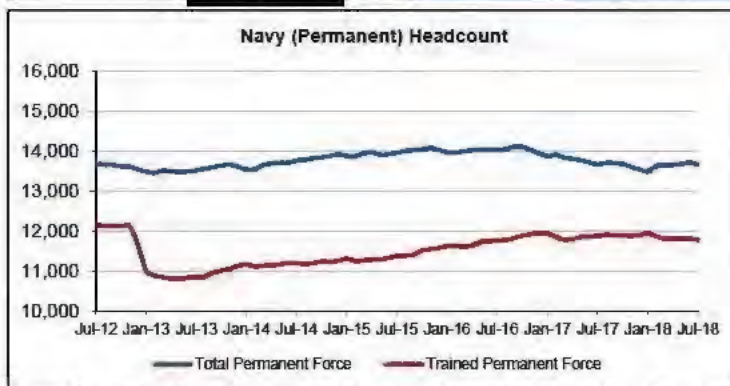


Total Separations (Permanent)	Officers	OR	Total	Annual Change
1 Jul 17 - 30 Jun 18	1039	4450	5489	+220
1 Jul 16 - 30 Jun 17	925	4344	5269	
Current Rate	6.9%	10.3%	9.4%	+0.4%
Rate 1 Jul 17	6.3%	10.0%	9.0%	
5 Year Average	6.3%	10.1%	9.1%	
Trained Force Separations (Permanent)	Officers	OR	Total	Annual Change
1 Jul 17 - 30 Jun 18	842	3775	4617	+280
1 Jul 16 - 30 Jun 17	734	3603	4337	
Current Rate	6.8%	9.7%	9.0%	+0.5%
Rate 1 Jul 17	6.0%	9.3%	8.5%	

Navy 1 July 2018

47E(d)

Headcount



Navy Headcount	01-Jul-17	01-Jul-18	Change
Permanent Force	13657	13650	-7
Male 78.5%	10867	10716	-151
Female 21.5%	2790	2934	+144
ADFGY	76	99	+24
Reserve Force	2817	2923	+106
CFTS	287	278	-9
Active	2530	2645	+115
Permanent & CFTS	13944	13928	-16
Total Force	16549	16672	+123

Trained Force	01-Jul-17	01-Jul-18	Change
---------------	-----------	-----------	--------

47E(d)

AFS Performance				
FY	YTD Average	Guidance	Variance ⁽¹⁾	Variance (%)
2015-16	14232	14331	-99	-0.7%
2016-17	14077	14393	-316	-2.2%
2017-18	13818	14461	-643	-4.4%
2018-19	N/A	14686	N/A	N/A

⁽¹⁾ Variance is difference between YTD Average and Guidance.⁽²⁾ Variance is difference between AFS Forecast Mean and Guidance.

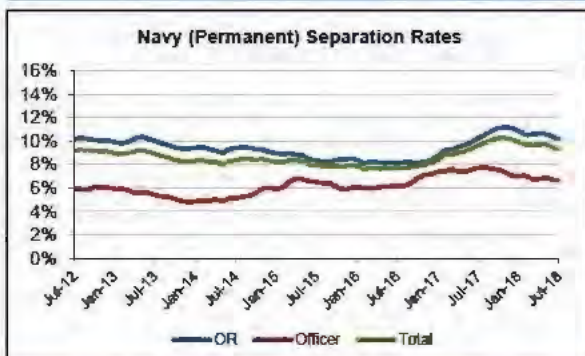
AFS Forecast				
Minimum	Mean	Maximum	Variance ⁽²⁾	Variance (%)
N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A
13818	13818	13818	-643	-4.4%
14008	14114	14206	-572	-3.9%

Enlistments (Inflow)

Navy ⁽¹⁾	Previous FY16/17				Current FY17/18				
	YTD ⁽²⁾ Achieved	YTD Target	Full Year ⁽³⁾ Target	% Ach of YTD Target	YTD Achieved	YTD Target	Full Year Target	% Ach of YTD Target	Annual Change
Ab Initio	823	839	839	98%	1064	1113	1113	96%	+241
Officers	176	206	206	85%	181	221	221	82%	+5
OR Tech	224	226	226	99%	357	368	368	97%	+133
Other OR ⁽⁴⁾	423	407	407	104%	526	524	524	100%	+103
Prior Service	152	290	290	52%	197	290	290	68%	+45
Officers	63	70	70	90%	58	70	70	83%	-5
OR Tech	21	72	72	29%	33	72	72	46%	+12
Other OR	68	148	148	46%	106	148	148	72%	+38
Total FT	975	1129	1129	86%	1261	1403	1403	90%	+286
Total ADFGY	75	75	75	100%	100	100	100	100%	+25
Total PT	31	31	31	100%	37	64	64	58%	6
DFR FT Performance	812	839	839	97%	1079	1113	1113	97%	+267

⁽¹⁾ Some Prior Service personnel are processed by DFR and count towards the Ab Initio target achievement IAW Service HQ direction.⁽²⁾ As of 1 July 2017 includes retrospective changes.⁽³⁾ As reported in Defence Annual Report FY16/17 (Ab Initio and PT) and Prior Service as per 1 July 17 Defence Workforce Report.⁽⁴⁾ Ab Initio YTD Achieved includes (24) participants in the Defence Indigenous Development Program. DIDP targets are reflected in the Other OR Prior Service YTD and Full Year targets

Separation Rates and Numbers (Outflow)

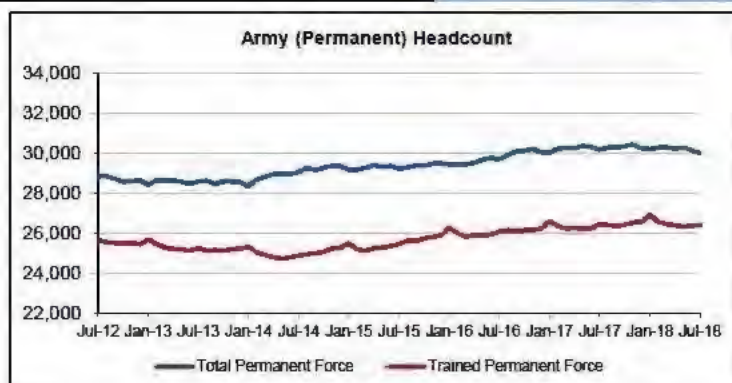


Total Separations (Permanent)	Officers	OR	Total	Annual Change
1 Jul 17 - 30 Jun 18	222	1046	1268	-73
1 Jul 16 - 30 Jun 17	257	1084	1341	
Current Rate	6.6%	10.2%	9.3%	-0.3%
Rate 1 Jul 17	7.7%	10.2%	9.6%	
5 Year Average	6.4%	9.3%	8.6%	
Trained Force Separations (Permanent)	Officers	OR	Total	Annual Change
1 Jul 17 - 30 Jun 18	174	914	1088	-19
1 Jul 16 - 30 Jun 17	193	914	1107	
Current Rate	6.7%	9.9%	9.2%	-0.1%
Rate 1 Jul 17	7.5%	9.8%	9.3%	

Army 1 July 2018

47E(d)

Headcount



Army Headcount	01-Jul-17	01-Jul-18	Change
Permanent Force	30163	29994	-169
Male 85.7%	26181	25708	-473
Female 14.3%	3980	4284	+304
ADFGY	268	297	+29
Reserve Force	13798	14511	+713
CFTS	395	390	-5
Active	13403	14121	+718
Permanent & CFTS	30558	30384	-174
Total Force	44229	44802	+573

Trained Force	01-Jul-17	01-Jul-18	Change
---------------	-----------	-----------	--------

47E(d)

AFS Performance				
FY	YTD Average	Guidance	Variance ⁽¹⁾	Variance (%)
2015-16	29635	30532	-897	-2.9%
2016-17	30314	30692	-378	-1.2%
2017-18	30410	30823	-413	-1.3%
2018-19	NA	30811	NA	NA

⁽¹⁾ Variance is difference between YTD Average and Guidance.⁽²⁾ Variance is difference between AFS Forecast Mean and Guidance.

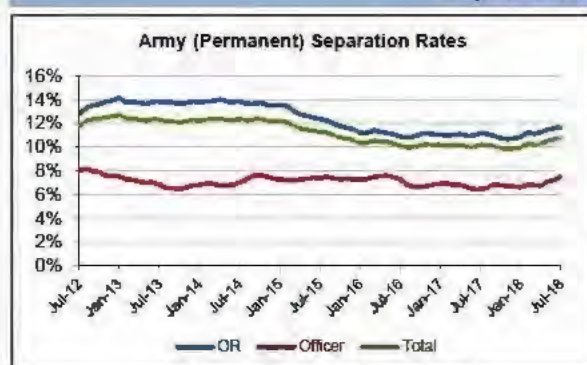
AFS Forecast				
Minimum	Mean	Maximum	Variance ⁽²⁾	Variance (%)
NA	NA	NA	NA	NA
NA	NA	NA	NA	NA
30410	30410	30410	-413	-1.3%
30122	30402	30709	-409	-1.3%

Enlistments (Inflow)

Army ⁽¹⁾	Previous FY16/17				Current FY17/18				
	YTD ⁽²⁾ Achieved	YTD Target	Full Year ⁽³⁾ Target	% Ach of YTD Target	YTD Achieved	YTD Target	Full Year Target	% Ach of YTD Target	Annual Change
Ab Initio	2977	3181	3181	94%	2513	2630	2630	96%	-464
Officers	420	460	460	91%	358	390	390	92%	-62
OR Tech	243	253	253	96%	254	261	261	97%	+11
Other OR	2314	2468	2468	94%	1901	1979	1979	96%	-413
Prior Service⁽⁴⁾	605	701	701	86%	575	622	622	92%	-30
Officers	109	191	191	57%	131	147	147	89%	+22
OR Tech	24	59	59	41%	28	55	55	51%	+4
Other OR	472	451	451	105%	416	420	420	99%	-56
Total FT	3582	3882	3882	92%	3088	3252	3252	95%	-494
Total ADFGY	300	300	300	100%	330	330	330	100%	+30
Total PT	1567	1933	1933	81%	1833	2184	2184	84%	+266
DFR FT Performance	3068	3181	3181	96%	2591	2630	2630	99%	-477

⁽¹⁾ Some Prior Service personnel are processed by DFR and count towards the Ab Initio target achievement IAW Service HQ direction.⁽²⁾ As of 1 July 2017 includes retrospective changes.⁽³⁾ As reported in Defence Annual Report FY16/17 (Ab Initio and PT) and Prior Service as per 1 July 17 Defence Workforce Report.⁽⁴⁾ Targets for Prior Service is a Pro Rata of Full Year Target of 191 (FY16/17) or 147 (FY17/18) for Officers and the remainder is then split 11.5% OR Tech and 88.5% Other OR.

Separation Rates and Numbers (Outflow)

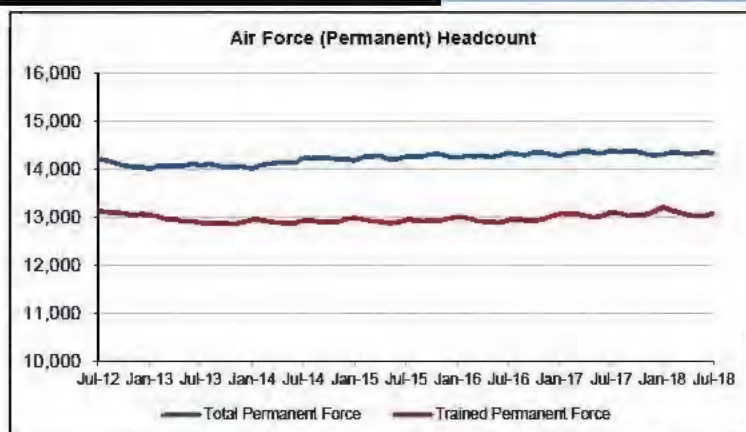


Total Separations (Permanent)	Officers	OR	Total	Annual Change
1 Jul 17 - 30 Jun 18	492	2765	3257	
1 Jul 16 - 30 Jun 17	414	2658	3072	+185
Current Rate	7.6%	11.6%	10.8%	+0.6%
Rate 1 Jul 17	6.5%	11.2%	10.2%	
5 Year Average	7.2%	12.0%	10.9%	
Trained Force Separations (Permanent)	Officers	OR	Total	Annual Change
1 Jul 17 - 30 Jun 18	378	2270	2648	
1 Jul 16 - 30 Jun 17	320	2133	2453	+196
Current Rate	7.0%	10.8%	10.0%	+0.7%
Rate 1 Jul 17	6.0%	10.2%	9.3%	

Air Force 1 July 2018

47E(d)

Headcount



Air Force Headcount	01-Jul-17	01-Jul-18	Change
Permanent Force	14389	14313	-76
Male 77.9%	11427	11147	-280
Female 22.1%	2961	3165	+204
ADFGY	114	128	+14
Reserve Force	5046	5506	+460
CFTS	79	62	-17
Active	4967	5444	+477
Permanent & CFTS	14468	14375	-93
Total Force	19549	19947	+398

Trained Force	01-Jul-17	01-Jul-18	Change
---------------	-----------	-----------	--------

47E(d)

AFS Performance				
FY	YTD Average	Guidance	Variance ⁽¹⁾	Variance (%)
2015-16	14194	14263	-69	-0.5%
2016-17	14289	14415	-126	-0.9%
2017-18	14247	14397	-150	-1.0%
2018-19	N/A	14297	N/A	N/A

⁽¹⁾ Variance is difference between YTD Average and Guidance.⁽²⁾ Variance is difference between AFS Forecast Mean and Guidance.

AFS Forecast				
Minimum	Mean	Maximum	Variance ⁽²⁾	Variance (%)
N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A
14247	14247	14247	-150	-1.0%
14173	14316	14460	+19	0.1%

Enlistments (Inflow)

Air Force ⁽¹⁾	Previous FY16/17				Current FY17/18				
	YTD ⁽²⁾ Achieved	YTD Target	Full Year ⁽³⁾ Target	% Ach of YTD Target	YTD Achieved	YTD Target	Full Year Target	% Ach of YTD Target	Annual Change
Ab Initio	722	769	769	94%	634	668	668	95%	-88
Officers	239	241	241	99%	248	242	242	102%	+9
OR Tech	136	153	153	89%	84	91	91	92%	-52
Other OR	347	375	375	93%	302	335	335	90%	-45
Prior Service	184	168	168	110%	254	270	270	94%	+70
Officers	56	71	71	79%	85	87	87	98%	+29
OR Tech	16	12	12	133%	28	54	54	52%	+12
Other OR	112	85	85	132%	141	129	129	109%	+29
Total FT	906	937	937	97%	888	938	938	95%	-18
Total ADFGY	120	120	120	100%	140	140	140	100%	+20
Total PT	79	123	123	64%	100	97	97	103%	+21
DFR FT Performance	770	769	769	100%	659	668	668	99%	-111

⁽¹⁾ Some Prior Service personnel are processed by DFR and count towards the Ab Initio target achievement IAW Service HQ direction.⁽²⁾ As of 1 July 2017 includes retrospective changes.⁽³⁾ As reported in Defence Annual Report FY16/17 (Ab Initio and PT) and Prior Service as per 1 July 17 Defence Workforce Report.

Separation Rates and Numbers (Outflow)



Total Separations (Permanent)	Officers	OR	Total	Annual Change
1 Jul 17 - 30 Jun 18	325	639	964	+108
1 Jul 16 - 30 Jun 17	254	602	856	
Current Rate	6.3%	6.9%	6.7%	+0.7%
Rate 1 Jul 17	5.0%	6.5%	6.0%	
5 Year Average	5.1%	6.3%	5.9%	
Trained Force Separations (Permanent)	Officers	OR	Total	Annual Change
1 Jul 17 - 30 Jun 18	290	591	881	+104
1 Jul 16 - 30 Jun 17	221	556	777	
Current Rate	6.6%	6.8%	6.7%	+0.7%
Rate 1 Jul 17	5.1%	6.4%	6.0%	

47E(d)

Women in Defence

Female Headcount - Permanent Force

	1-Jul-17		1-Jul-18		Change
	Female	%	Female	%	
ADF Total	9731	16.7%	10383	17.9%	+652
Junior OR	5517	16.9%	6023	18.6%	+506
Senior OR	1320	12.3%	1327	12.6%	+7
Junior Officers	2815	19.8%	2946	20.5%	+131
Senior Officers	79	12.2%	87	13.0%	+8
Navy Total	2790	20.4%	2934	21.5%	+144
Junior OR	1786	23.1%	1896	24.6%	+110
Senior OR	327	12.5%	333	12.9%	+6
Junior Officers	657	21.0%	680	21.4%	+23
Senior Officers	20	11.7%	25	13.4%	+5
Army Total	3980	13.2%	4284	14.3%	+304
Junior OR	2352	12.6%	2632	14.2%	+280
Senior OR	542	10.7%	536	10.8%	-6
Junior Officers	1051	17.0%	1079	17.3%	+28
Senior Officers	35	12.9%	37	13.2%	+2
Air Force Total	2961	20.6%	3165	22.1%	+204
Junior OR	1379	22.0%	1495	24.3%	+116
Senior OR	451	15.0%	458	15.3%	+7
Junior Officers	1107	22.6%	1187	23.9%	+80
Senior Officers	24	11.8%	25	12.4%	+1
APS Total	7643	41.9%	7881	42.4%	+238
APS 1-6	5994	46.4%	6031	46.7%	+37
EL 1	1219	34.0%	1357	35.4%	+138
EL 2	385	23.8%	443	25.9%	+58
SES	45	32.6%	50	34.7%	+5

Notes:

The % reflects the female headcount as a % of the group identified
The female headcount is based on substantive rank and classification

Enlistments - Permanent Force

	1 Jul 16 - 30 Jun 17		1 Jul 17 - 30 Jun 18		Change	
	Female	Male	Female	Male	Female	Male
ADF	1535	3927	1571	3666	+36	-261
	28.1%	71.9%	30.0%	70.0%		
Navy	382	593	401	860	+19	+267
	39.2%	60.8%	31.8%	68.2%		
Army	774	2808	785	2303	+11	-505
	21.6%	78.4%	25.4%	74.6%		
Air Force	379	526	385	503	+6	-23
	41.8%	58.1%	43.4%	56.6%		
APS	618	646	881	999	+263	+353
	48.9%	51.1%	46.9%	53.1%		

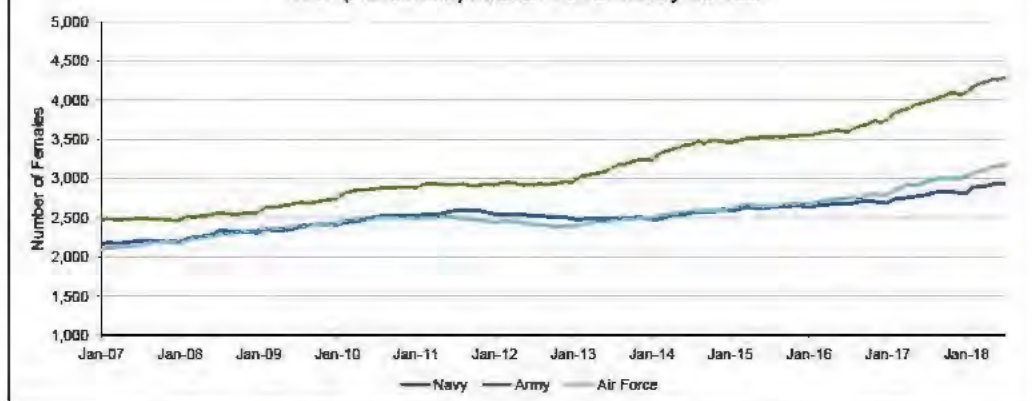
Separation Rates - Permanent Force

	1-Jul-17			1-Jul-18		
	Female	Male	Total	Female	Male	Total
ADF	8.8%	9.1%	9.0%	9.1%	9.5%	9.4%
Navy	9.8%	9.6%	9.6%	9.0%	9.4%	9.3%
Army	10.2%	10.2%	10.2%	11.6%	10.6%	10.8%
Air Force	6.1%	5.9%	6.0%	5.9%	6.9%	6.7%
APS	8.0%	8.3%	8.2%	8.6%	8.8%	8.7%

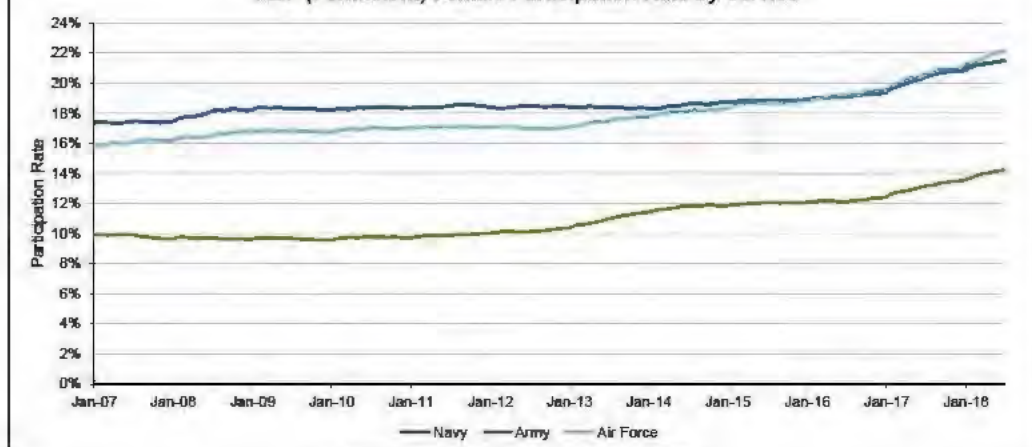
Notes:

- ADF data is for permanent force only
- Junior OR are rank E05 (CPL(E)) and below
- Senior OR are rank E06 (SGT(E)) and above
- Junior Officers are rank O05 (LTCOL(E)) and below
- Senior Officers are rank O06 (COL(E)) and above
- APS data is for ongoing employees only

ADF (Permanent) Female Workforce by Service



ADF (Permanent) Female Participation Rate by Service



47E(d)

Defence Diversity

Culturally & Linguistically Diverse ⁽¹⁾		CALD Variables																		Disability ⁽⁶⁾			
		Indigenous Status ⁽²⁾				Birth Country not AUS ⁽³⁾				Ancestry ⁽⁴⁾				Language ⁽⁵⁾									
		1-Jul-17	%	1-Jul-18	%	1-Jul-17	%	1-Jul-18	%	1-Jul-17	%	1-Jul-18	%	1-Jul-17	%	1-Jul-18	%	1-Jul-17	%	1-Jul-18	%		
Total		Total	%	Total	%	Total	%	Total	%	Total	%	Total	%	Total	%	Total	%	Total	%	Total	%		
ADF																							
Permanent	14191	24.4%	14235	24.6%	1397	2.4%	1513	2.6%	7413	12.7%	7504	12.9%	7133	12.3%	7148	12.3%	6954	11.9%	7048	12.2%			
Active Reserve	6149	28.4%	6619	28.9%	427	2.0%	478	2.1%	3069	14.2%	3373	14.7%	2893	13.4%	3120	13.6%	3440	15.9%	3766	16.4%			
Gap Year	106	23.2%	115	21.9%	19	4.2%	14	2.7%	54	11.8%	57	10.9%	46	10.1%	43	8.2%	66	14.4%	65	12.4%			
Navy																							
Permanent	3291	24.1%	3313	24.3%	405	3.0%	440	3.2%	1835	13.4%	1854	13.6%	1516	11.1%	1531	11.2%	1441	10.6%	1460	10.7%			
Active Reserve	686	24.4%	727	24.9%	22	0.8%	33	1.1%	419	14.9%	451	15.4%	278	9.9%	299	10.2%	247	8.8%	268	9.2%			
Gap Year	20	26.7%	20	20.2%	9	12.0%	4	4.0%	7	9.3%	12	12.1%	12	15.0%	6	5.1%	8	10.7%	11	11.1%			
Army																							
Permanent	7270	24.1%	7307	24.4%	806	2.7%	856	2.9%	3609	12.0%	3678	12.3%	3758	12.5%	3777	12.6%	3641	12.1%	3724	12.4%			
Active Reserve	4083	29.6%	4368	30.1%	350	2.5%	385	2.7%	1875	13.6%	2079	14.3%	1965	14.2%	2092	14.4%	2549	18.5%	2765	19.1%			
Gap Year	66	24.6%	69	23.2%	6	2.2%	5	1.7%	37	13.8%	33	11.1%	27	10.1%	26	8.8%	48	17.9%	40	13.5%			
Air Force																							
Permanent	3630	25.2%	3615	25.3%	196	1.3%	217	1.5%	1969	13.7%	1972	13.8%	1859	12.9%	1840	12.9%	1872	13.0%	1864	13.0%			
Active Reserve	1390	27.3%	1524	27.7%	55	1.1%	60	1.1%	775	15.4%	843	15.3%	650	12.9%	729	13.2%	644	12.8%	733	13.3%			
Gap Year	20	17.5%	26	20.3%	4	3.5%	5	3.9%	10	8.8%	12	9.4%	7	6.1%	11	8.6%	10	8.8%	14	10.9%			
APS																							
Ongoing	5937	32.5%	6019	32.4%	368	2.0%	402	2.2%	2677	14.7%	2780	15.0%	2652	14.5%	2647	14.2%	3803	20.8%	3883	20.9%			
Non-Ongoing	29	21.8%	52	25.5%	1	0.8%	3	1.5%	14	10.5%	31	15.2%	6	4.5%	17	8.3%	19	14.3%	26	12.7%			
ADO																							
Total	26412	26.8%	27040	27.0%	2212	2.2%	2410	2.4%	13227	13.4%	13745	13.7%	12730	12.9%	12975	12.9%	14282	14.5%	14788	14.8%			

Comments:

Active Reserve figures include Continuous Full-Time Service (CFTS). Data for this table is reliant on self-identification on the Defence HR system. Therefore, the data is likely to under-report actual rates. Last year numbers will not match those provided in the report from the same month last year. This is because these numbers are updated to include changes in self-identification that have been made within the last 12 months.

Notes:

- Culturally and Linguistically Diverse (CALD) is measured where an individual has met one or more of the following variables: Birth Country, Ancestry or Language as defined in the Australian Bureau of Statistics (ABS) standards for the reporting of CALD.
- Indigenous Status is derived from PMKeyS field Ethnic Group Long Description. Excludes all Ethnic groups other than, where an individual has self-identified as Aboriginal/Torres Strait Islander or Aust Torres Strait Islander or Aust Aboriginal & TSI.
- Birth Country not AUS is derived from PMKeyS field Birth Country CG Long Description. Excludes Australia, Norfolk Island, Australian External Territories, inadequately described, Not elsewhere classified, Not stated. Chose not to give this information, Not Provided & Unknown.
- Ancestry is derived from PMKeyS field Ethnic Group Long Description. Excludes Australian, Unknown, X Chose not to give this information, Not Provided. Also excludes "Oceanic" where an individual's Birth Country and Language variables are not measured as CALD - because Oceanic previously was the only option for those who would now identify as Australian.
- Language is derived from PMKeyS fields First Language Spoken, Mother First Language, and Father First Language. Excludes English Only, Not Provided, Language Unknown, Chose not to give information.
- Disability is derived from PMKeyS fields Disability Grp Description & Effective Status Code.

47E(d)

47E(d)

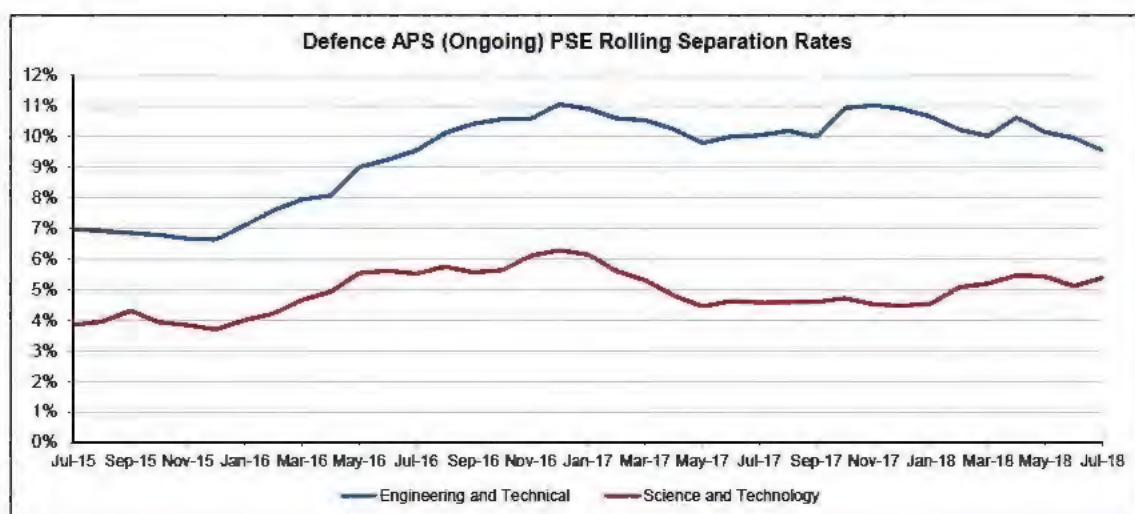
47E(d)

APS Physical Science and Engineering (PSE) Workforce

Job Family	APS Headcount (Ongoing and Non-Ongoing employees)							Change	% Change
	1-Jul-17			1-Jul-18					
	Female	Male	Total	Female	Male	Total			
Engineering and Technical	150	1551	1701	160	1540	1700	-1	-0.1%	
Science and Technology	318	1595	1914	320	1566	1887	-27	-1.4%	

APS Headcount (Ongoing and Non-Ongoing employees)												
Engineering and Technical												
Age (Years)	Length of Service (Completed Years)											Total
	<1	1-5	6-10	11-15	16-20	21-25	26-30	31-35	36-40	41-45	>45	
<20												0
20-24	29	33										62
25-29	40	101	13									154
30-34	22	42	94	14								172
35-39	9	29	54	39	7							138
40-44	12	16	54	22	30	4						138
45-49	12	17	53	33	32	11	11					169
50-54	14	17	67	75	45	11	29	13	9			280
55-59	7	11	60	82	99	18	22	11	8			318
60-64	1	5	38	47	44	11	11	13	7	3	1	181
65-69	1	1	12	12	15	11	4	4	4	2	1	67
70-74			6	4	7			1	1			19
75+							1	1				2
Total	147	272	451	328	279	66	78	43	29	5	2	1700

APS Headcount (Ongoing and Non-Ongoing employees)												
Science & Technology												
Age (Years)	Length of Service (Completed Years)											Total
	<1	1-5	6-10	11-15	16-20	21-25	26-30	31-35	36-40	41-45	>45	
<20												0
20-24	27	19										46
25-29	16	18	18									52
30-34	15	19	113	31								178
35-39	8	11	85	97	55							256
40-44	6	4	56	69	108	18						261
45-49	1	7	40	67	84	72	28	3				302
50-54	4	2	30	40	56	40	90	59	22			343
55-59		4	19	28	56	41	57	29	20	9		263
60-64		2	4	14	37	15	24	16	18	9	2	141
65-69			1	2	6	4	3	8	2	2	5	33
70-74			1	1	2		2				5	11
75+											1	1
Total	77	86	367	349	404	190	204	115	62	20	13	1887



Defence Workforce Report

As at 1 August 2018

Introduction

1. The purpose of this report is to provide an overview of key ADF and APS workforce statistics as at 1 August 2018. The report also provides information about how Defence is tracking against workforce guidance. Further workforce details are available in the attachments provided, referenced in the left hand margin.

2. Defence has implemented the Total Workforce Model, which features a continuum of service categories (Attachment 1). The ADF workforce information in this report incorporates the Total Workforce Model terminology.

APS Workforce Summary

Table 1: APS Average Staffing Level (ASL) performance – Financial Year 2018-19

	2018-19 Guidance	Average Staffing Level (ASL)	Current ASL Variation	% Variation	Pay 2 Full Time Equivalent
APS	16,279	16,035	-244	-1.5%	15,997

Average Staffing Level

3. Average Staffing Level (ASL) is the metric used by Government to ensure staffing is measured consistently across the Government sector. ASL is defined as the average number of employees receiving salary or wages over a financial year, with adjustments for casual and part-time employees to show the full-time equivalent

4. Defence's current Average Staffing Level achievement of 16,035 is 244 below the 2018-19 ASL allocation of 16,279. The reduced guidance and Full time Equivalent (FTE) from 1 July 2018 reflects creation of ASD as a Statutory Authority.

Employee Expenses

5. The actual civilian employee expenses for 2018-19 are \$0.125 billion against an EOFY allocation of \$1.902 billion.

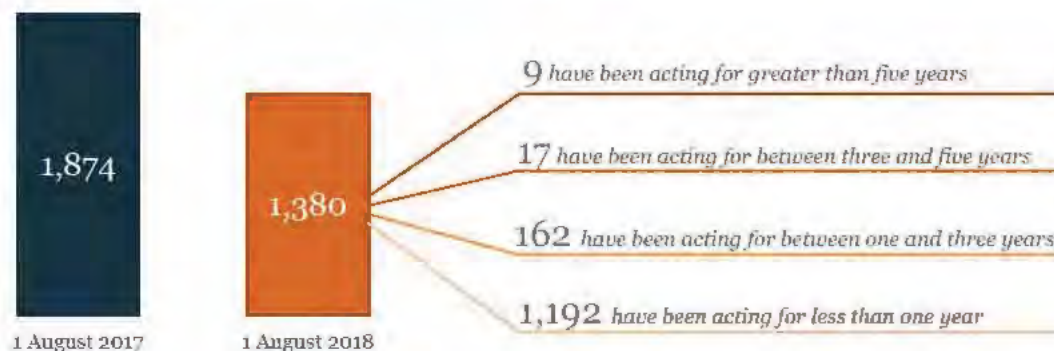
Headcount – APS (12 month difference from 1 August 2017)



Positions

6. Groups and Services are to manage their APS positions to remain within a limit of ASL plus 11 per cent. As at 1 August 2018, the margin between the average staffing level end of financial year target (16,279) and APS positions (20,387) is 25.2 per cent (4,108).

Position Based Additional Responsibility Pay



7. There has been a reduction in the number of ongoing APS employees on position based additional responsibility pay from 1,874 as at 1 August 2017 to 1,380 as at 1 August 2018. Further group specific information on additional responsibility pay can be sourced from Human Resource Business Partners.

Recruitment

8. For financial year 2018/19, Defence has recruited 126 ongoing APS employees, which is one more than the same time last year.

Separation Rates

9. The APS separation rate (ongoing employees only) is 8.7 per cent as at 1 August 2018, which is higher than 12 months ago (8.2 per cent). The separation rate is higher than the five year average of 8.3 per cent. The APS female separation rate is 8.7 per cent as at 1 August 2018, which is higher than 12 months ago (7.9 per cent). This is the same as the male separation rate of 8.7 per cent as at 1 August 2018, which is also higher than 12 months ago (8.4 per cent). The increased separation rates are predominantly due to an increase in the number of resignations and voluntary redundancies over the last 12 months.

Diversity – Ongoing APS (12 month comparison from 1 August 2017)



Critical Occupations

10. There are currently [REDACTED] occupations classified as critical for the Defence APS workforce across [REDACTED] Job Families:

33(a)(ii)

33(a)(ii)

33(a)(ii)

33(a)(ii)

33(a)(ii)

13



APS Physical Science and Engineering Workforce

13. As at 1 August 2018, 21.0 per cent (3,571) of the overall Defence APS headcount (16,966) are in the two main Physical Science and Engineering Job Families: Engineering and Technical (1,681) and Science and Technology (1,890). Compared to the same time last year, the Engineering and Technical and Science and Technology Job Families have reduced by 27 employees (minus 18 and minus 9 respectively). A one-off transfer of 15 Physical Science and Engineering Defence APS employees occurred as the result of the creation of the Australian Signals Directorate as a statutory authority.

14. As at 1 August 2018, the APS separation rate (ongoing employees, including voluntary redundancies) for the Engineering and Technical Job Family is 9.2 per cent and the Science and Technology Job Family is 5.1 per cent, compared to the overall Defence APS separation rate of 8.7 per cent.

ADF Workforce Summary

15. Table 2 provides a summary of 2018-19 performance against ADF guidance, which includes 2016 *Defence White Paper* allocations.

Table 2: ADF Average Funded Strength performance – Financial Year 2018-19

	2018-19 Guidance	Current Average Funded Strength	Current Average Funded Strength Variation	% Variation	Pay 2 Actual Funded Strength
Navy	14,684	13,946	-738	-5.0%	13,968
Army	30,814	30,230	-584	-1.9%	30,293
Air Force	14,296	14,209	-87	-0.6%	14,217
ADF	59,794	58,385	-1,409	-2.4%	58,478¹

Note: ¹ The Actual Funded Strength total may not add up due to rounding.

2&3



Average Funded Strength Achievement

16. The current ADF Average Funded Strength achievement for 2018-19 is 58,385 against guidance of 59,794. This represents an underachievement of -1,409 or minus 2.4 per cent, which is outside the one per cent management bandwidth which was set by the Chiefs of Service Committee in 2011.

17. The ADF workforce increased by 187 for 2018-19 from a funded strength of 58,291 at Pay 1 on 12 July 2018 to 58,478 at Pay 2 on 26 July 2018. While Navy AFS achievement has grown, the variation between achievement and guidance has also increased to -5.0 per cent as at 1 August 2018. This is due to the increase in guidance from FY2017-18 to FY2018-19. These figures include permanent (Service Category 7 and 6), continuous full-time service (Service Option C) and gap year members (Service Option G).

Military Expenses

18. The actual military employee expenses for 2018-19 are \$0.561 billion (which includes \$0.018 billion of reserve salaries) against an EOFY allocation of \$7.750 billion.

Headcount - Permanent ADF (Service Category 7 and 6) (12 month difference from 1 August 2017)

6-9



19. The workforce can be divided into two components: the trained force, which contributes to the delivery of capability; and the training force, which is necessary to generate the trained force.

33(a)(ii)

Recruitment - Permanent ADF (Service Category 7 and 6)

6-9



20. In 2018-19, the year to date performance against permanent ADF entry targets (ab initio and prior service) is 90 per cent, which is an increase compared to 83 per cent for the same time last year. Compared to 12 months ago, the year to date performance against permanent entry targets has increased for Navy (plus nine per cent) and Army (plus eight per cent), while Air Force has decreased (minus two per cent).

Separation Rates - Permanent ADF (Service Category 7 and 6)

6-9



21. The permanent ADF separation rate is 9.5 per cent as at 1 August 2018, which has increased from 9.1 per cent 12 months ago. The annual separation rate for:

- Navy has decreased from 9.9 per cent as at 1 August 2017 to 9.0 per cent as at 1 August 2018, after peaking at 10.3 per cent during October and November 2017;
- Army has increased from 10.2 per cent as at 1 August 2017 to 11.0 per cent as at 1 August 2018, having the lowest separation rate at 9.8 per cent in November 2017; and
- Air Force has increased from 6.0 per cent as at 1 August 2017 to 6.8 per cent as at 1 August 2018.

22. Army has modelled these trends and is examining responses to increasing separations rates.

10



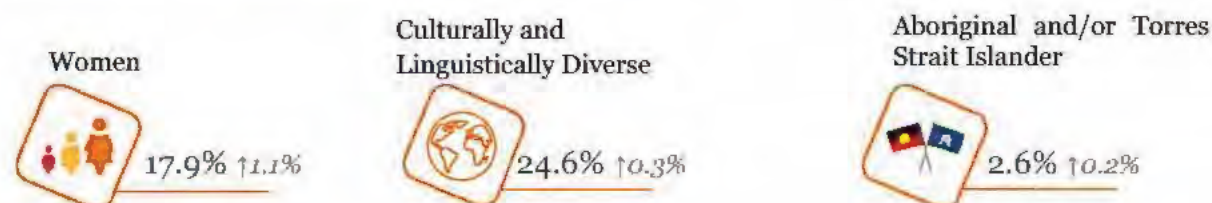
23. The ADF female separation rate is 9.4 per cent as at 1 August 2018, which has increased from 8.7 per cent 12 months ago. This compares to the male separation rate of 9.5 per cent as at 1 August 2018, which has increased from 9.1 per cent 12 months ago. The female separation rate for Army has increased to 12.0 per cent, a rise of 1.8 per cent from the same time last year.

10&11



Diversity - Permanent ADF (Service Category 7 and 6) (12 month comparison from 1 August 2017)

24. Over the last 12 months there has been an improvement in the representation of permanent ADF members who identify as:



12



Critical Categories

25. [REDACTED] 33(a)(ii)

26. [REDACTED] 33(a)(ii)

6-9



ADF Gap Year (Service Option G)

27. The ADF Gap Year recruiting target for 2018-19 is 570 (Navy 100, Army 300 and Air Force 170).

28. As at 1 August 2018, of the 570 participants who enlisted in the 2017-18 program, 507 are still serving in the ADF Gap Year program, 5 are serving in the permanent force and 3 are in the active reserves.

29. For the 2016-17 program, out of the 495 participants who enlisted, 280 are serving in the permanent force and 71 are in the active reserves.

47E(d)

Total Workforce Model Reporting Structure

Previous description	Total Workforce Model Service Category	Notes
Permanent Force	Members of the Permanent Forces rendering full-time service (Service Category 7)	Exclude Service Option G
Active Reserves	Members of the Permanent Forces rendering a pattern of service other than full-time (Service Category 6)	Exclude Service Options C, G
	Members of the Reserve Forces rendering a specified pattern of service (Service Category 5)	
	Members of the Reserve Forces who are available for voluntary service at short notice (Service Category 4)	
	Members of the Reserve Forces who are available for voluntary service or are rendering service with the level of service obligation applied at the Service's discretion (Service Category 3)	
CFTS Reserves	Service Category 5	Only include Service Option C
	Service Category 4	
	Service Category 3	
ADF Gap Year	Full-time service (Service Category 7)	Only include Service Option G
	Provision for Service Category 5, but not currently used	
Inactive Reserves	Provision for Service Category 3, but not currently used	
	Members of the Reserve Forces who do not render service and have no service obligation. They are liable for call out (Service Category 2)	
Deployed Defence APS employees	Employees of the Defence APS who are force assigned (Service Category 1)	

Note: As at 1 August 2018, there is no ADF workforce allocated against the following TWM SERCATs:

- Service Category 5 Service Option G
- Service Category 3 Service Option G
- Service Option D

ADF workforce allocations against these TWM spectrums are expected to occur over time

Service Categories

SERCAT 1	SERCAT 1 consists of employees of the Defence APS who have been seconded or attached to the ADF and are force assigned.
SERCAT 2	Members in SERCAT 2 represent the standby component of the ADF and do not render service. SERCAT 2 members represent a latent capability that the Service Chiefs can call upon as required to provide voluntary service. Members in SERCAT 2 are subject to call out provisions.
SERCAT 3	Members in SERCAT 3 have indicated their availability to serve, or are rendering service to meet a specified task, generally within a financial year. Individual Readiness requirements and associated conditions of service may be applied at a Service's discretion.
SERCAT 4	The nature of service in SERCAT 4 is primarily characterised by the provision of capability at short notice, typically through Continuous Full-Time Service (SERVOP C), with the length of that notice and the duration of the service defined by the individual Services. Service in SERCAT 4 imposes additional obligations on members (eg Individual Readiness compliance, higher training commitment).
SERCAT 5	The nature of service in SERCAT 5 is characterised by having stability in terms of a specific pattern of service and the number of days to be served, in return for a commensurate commitment from the member to render that service. Individual readiness requirements and associated conditions of service may be applied at a Service's discretion.
SERCAT 6	The nature of service in SERCAT 6 is characterised by the provision of a flexible service arrangement by members of the Permanent Forces. A flexible service arrangement is defined as anything other than full-time service. The period or pattern of service may vary depending on the needs of the Service and the member. Members in SERCAT 6 are subject to the same service obligations as other members of the Permanent Forces including the liability to serve on a full-time basis if required to do so.
SERCAT 7	The nature of service in SERCAT 7 is characterised by the rendering of full-time service by members of the Permanent Forces. SERCAT 7 represents the maximum service obligation and in return, members in this category receive commensurate conditions of service.

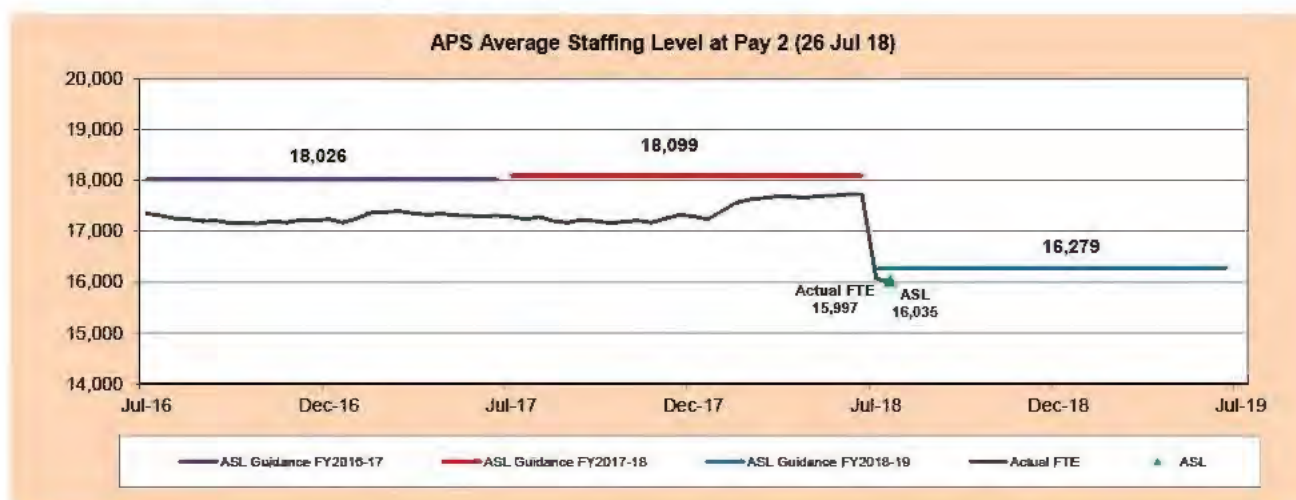
Service Options

SERVOP C	The nature of service in SERVOP C is characterised by the rendering of continuous full-time service by members of the Reserve Forces, for a period of time.
SERVOP D	The skills and experience of a member rendering service in SERVOP D are shared between the member's Service and an industry partner.
SERVOP G	The nature of service in SERVOP G is characterised by the undertaking of the ADF Gap Year program by members aged 17-24 years for a period of 12 months.

47E(d)

Defence Workforce Achievement 26 July 2018

47E(d)

Chart 1: APS Average Staffing Level (ASL)⁽³⁾

Note:

⁽²⁾ Corporate Programs are nominally attached to DPG, although the participants work in all Groups. Includes Graduate, Cadet and Indigenous Programs.

47E(d)

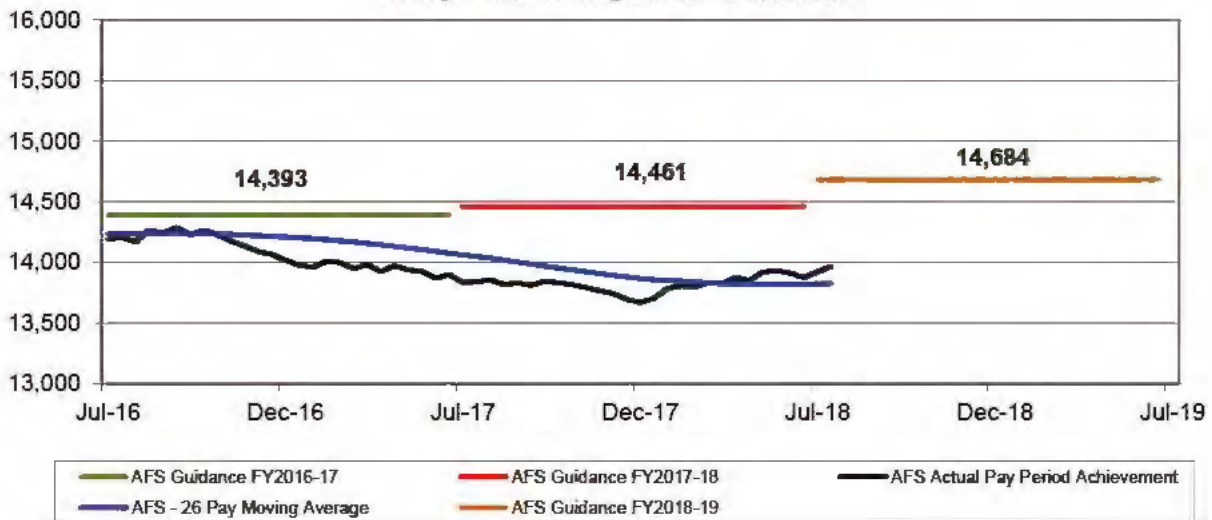
⁽¹⁾ ADF workforce includes permanent members, Reservists on Continuous Full-Time Service and Gap Year participants.

⁽²⁾ The achievement for the ADFA cadets is held against JCG, while the guidance is still allocated to the services. This has resulted in an over achievement for JCG.

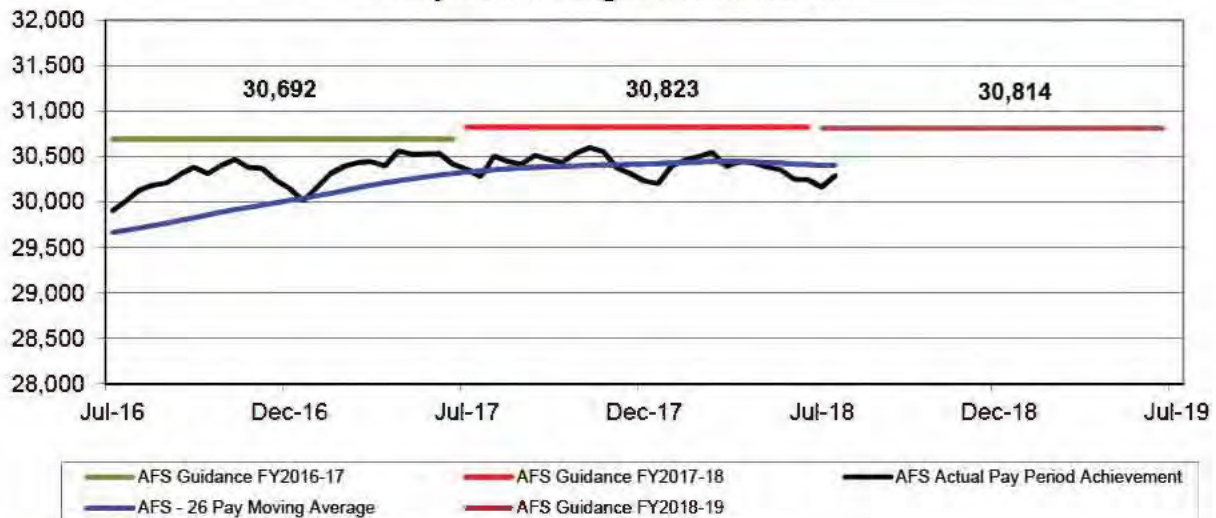
47E(d)

Achievement and Guidance 26 July 2018

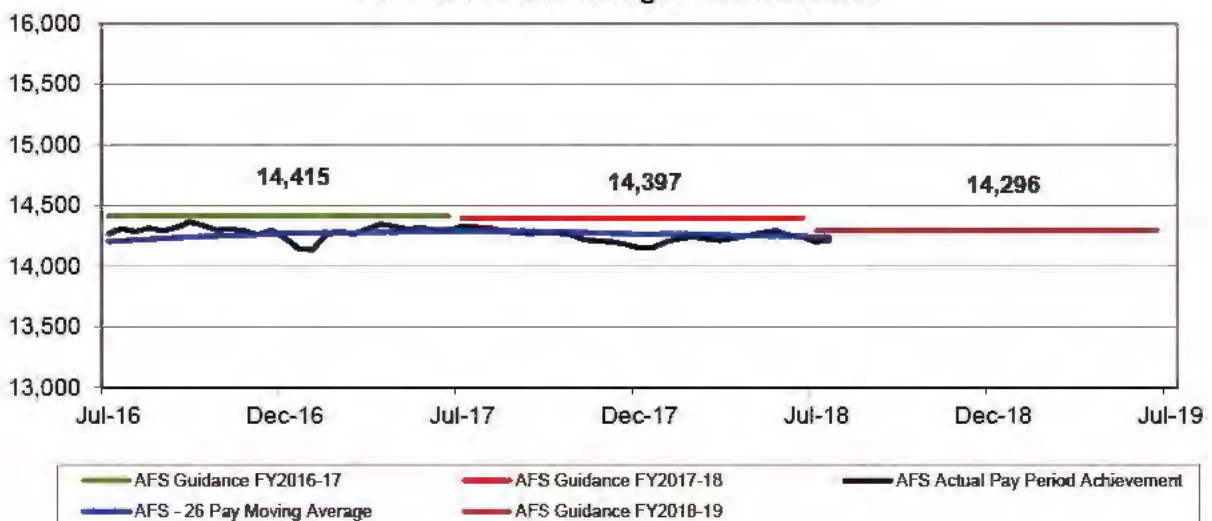
Navy Paid Strength and Guidance



Army Paid Strength and Guidance



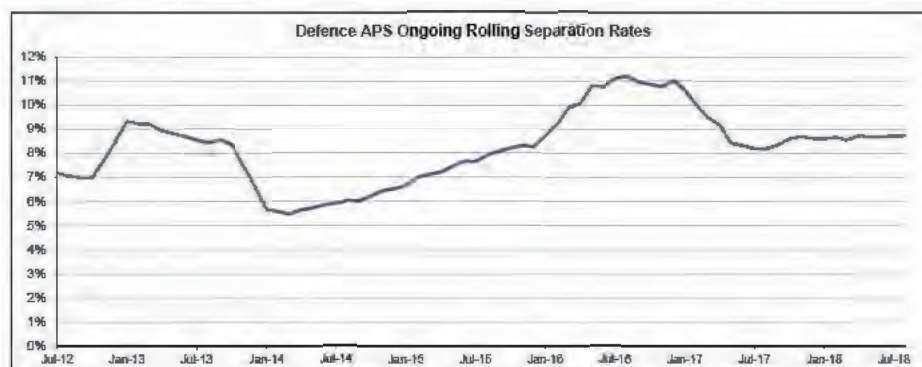
Air Force Paid Strength and Guidance



APS 1 August 2018

Positions and Headcount

47E(d)



APS Actual Headcount by Job Family and Group as at 1 August 2018¹⁰

47E(d)

APS Graduate Headcount (included in figures above)

JOB FAMILY	Group															
	ADFHQ	NAVY	ARMY	AIR FORCE	JCG	JOC	DES	CIQG	DPG	EMIS	CFO	SPM	CASG	DSTG	DCP	TOTAL
Accounting and Finance															12	12
Admin & Corp Support															15	15
Engineering and Technical															62	62
Human Resources															8	8
Information Comms Technologies								7							15	22
Infrastructure															11	11
Intelligence and Security															80	80
Logistics															28	28
Procurement and Contracting															30	30
Science and Technology															8	8
Strategic & International Pol															29	29
Grand Total	0	0	0	0	0	0	0	0	7	0	0	0	0	0	298	305

ADF 1 August 2018

47E(d)

Headcount



ADF Headcount	01-Aug-17	01-Aug-18	Change
Permanent Force	58330	58260	-70
Males 82.1%	48530	47840	-690
Females 17.9%	9797	10417	+620
ADFGY	444	511	+67
Reserve Force	23171	26004	+2833
CFTS	717	755	+38
Active	22454	25249	+2795
Permanent & CFTS	59047	59015	-32
Total Force	81945	84775	+2830

Trained Force	01-Aug-17	01-Aug-18	Change
---------------	-----------	-----------	--------

47E(d)

AFS Performance				
FY	YTD Average	Guidance	Variance ⁽¹⁾	Variance (%)
2016/17	58680	59500	-820	-1.4%
2017/18	58475	59681	-1206	-2.0%
2018/19	58385	59794	-1409	-2.4%
2019/20	N/A	60090	N/A	N/A

⁽¹⁾ Variance is difference between YTD Average and Guidance.⁽²⁾ Variance is difference between AFS Forecast Mean and Guidance.

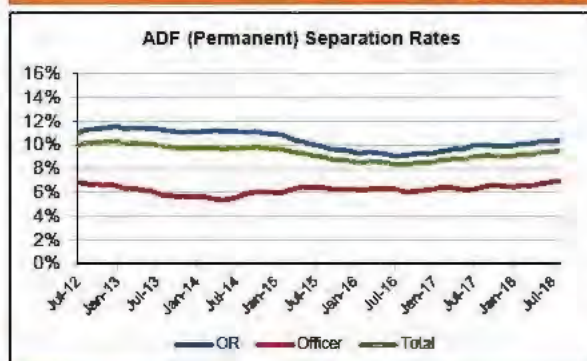
AFS Forecast				
Minimum	Mean	Maximum	Variance ⁽²⁾	Variance (%)
N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A
58252	58703	59128	-1091	-1.8%
58137	59227	60369	-863	-1.4%

Enlistments (Inflow)

ADF ⁽¹⁾	Previous FY17/18				Current FY18/19				
	YTD ⁽²⁾ Achieved	YTD Target	Full Year ⁽³⁾ Target	% Ach of YTD Target	YTD Achieved	YTD Target	Full Year Target	% Ach of YTD Target	Annual Change
Ab Initio	542	673	4411	81%	775	874	4987	89%	+233
Officers	146	188	853	78%	156	216	929	72%	+10
OR Tech	136	147	720	93%	202	213	955	95%	+66
Other OR	260	338	2838	77%	417	445	3103	94%	+157
Prior Service⁽⁴⁾	96	99	1182	97%	84	81	1039	104%	-12
Officers	35	51	304	69%	33	23	247	143%	-2
OR Tech	8	13	181	62%	10	10	139	100%	+2
Other OR	53	35	697	151%	41	48	653	85%	-12
Total FT	638	772	5593	83%	859	955	6026	90%	+221
Total ADFGY	0	0	570	0%	0	0	570	0%	+0
Total PT	137	205	2345	67%	107	179	2167	60%	-30
DFR FT Performance	578	673	4411	86%	830	874	4987	95%	+252

⁽¹⁾ Some Prior Service personnel are processed by DFR and count towards the Ab Initio target achievement IAW Service HQ direction.⁽²⁾ As of 1 August 2017 includes retrospective changes.⁽³⁾ As reported in Defence Annual Report FY17/18 (Ab Initio and PT) and Prior Service as per 1 July 18 Defence Workforce Report.⁽⁴⁾ Prior Service targets are not scheduled by month. These YTD Targets reflect a proportionate estimate.

Separation Rates and Numbers (Outflow)

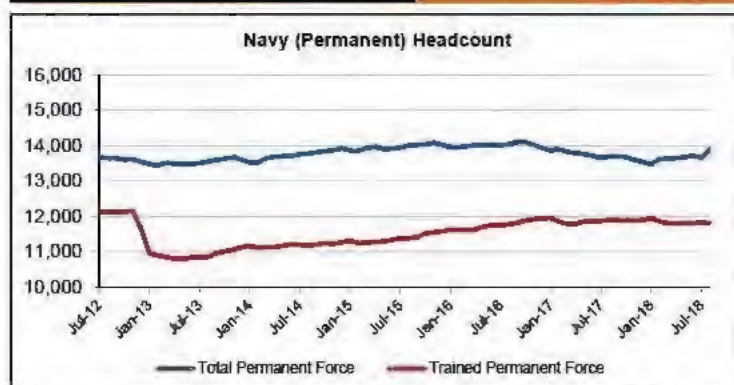


Total Separations (Permanent)	Officers	OR	Total	Annual Change
1 Aug 17 - 31 Jul 18	1037	4493	5530	
1 Aug 16 - 31 Jul 17	942	4347	5289	+241
Current Rate	6.9%	10.4%	9.5%	
Rate 1 Aug 17	6.4%	10.0%	9.1%	+0.4%
5 Year Average	6.3%	10.1%	9.1%	
Trained Force Separations (Permanent)	Officers	OR	Total	Annual Change
1 Aug 17 - 31 Jul 18	840	3799	4639	
1 Aug 16 - 31 Jul 17	751	3628	4379	+260
Current Rate	6.8%	9.7%	9.0%	
Rate 1 Aug 17	6.1%	9.3%	8.6%	+0.4%

Navy 1 August 2018

47E(d)

Headcount



Navy Headcount	01-Aug-17	01-Aug-18	Change
Permanent Force	13702	13905	+203
Male 78.7%	10881	10942	+61
Female 21.3%	2821	2963	+142
ADFGY	74	95	+21
Reserve Force	2863	2968	+105
CFTS	286	286	+0
Active	2577	2682	+105
Permanent & CFTS	13988	14191	+203
Total Force	16639	16968	+329

Trained Force	01-Aug-17	01-Aug-18	Change
47E(d)			

AFS Performance				
FY	YTD Average	Guidance	Variance ⁽¹⁾	Variance (%)
2016/17	14077	14393	-316	-2.2%
2017/18	13818	14461	-643	-4.4%
2018/19	13946	14684	-738	-5.0%
2019/20	N/A	14724	N/A	N/A

⁽¹⁾ Variance is difference between YTD Average and Guidance.

⁽²⁾ Variance is difference between AFS Forecast Mean and Guidance.

AFS Forecast				
Minimum	Mean	Maximum	Variance ⁽²⁾	Variance (%)
N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A
14000	14082	14105	-602	-4.1%
14264	14430	14545	-294	-2.0%

Enlistments (Inflow)

Navy ⁽¹⁾	Previous FY17/18				Current FY18/19				
	YTD ⁽²⁾ Achieved	YTD Target	Full Year ⁽³⁾ Target	% Ach of YTD Target	YTD Achieved	YTD Target	Full Year Target	% Ach of YTD Target	Annual Change
Ab Initio	175	206	1113	85%	340	378	1574	90%	+165
Officers	53	74	221	72%	77	100	252	77%	+24
OR Tech	69	74	368	93%	123	126	557	98%	+54
Other OR ⁽⁴⁾	53	58	524	91%	140	152	765	92%	+87
Prior Service	22	28	290	79%	33	25	290	132%	+11
Officers	13	10	70	130%	21	10	70	210%	+8
OR Tech	5	7	72	71%	3	6	72	50%	-2
Other OR	4	11	148	36%	9	9	148	100%	+5
Total FT	197	234	1403	84%	373	403	1864	93%	+176
Total ADFGY	0	0	100	0%	0	0	100	0%	+0
Total PT	2	2	64	100%	4	4	66	100%	2
DFR FT Performance	185	206	1113	90%	356	378	1574	94%	+171

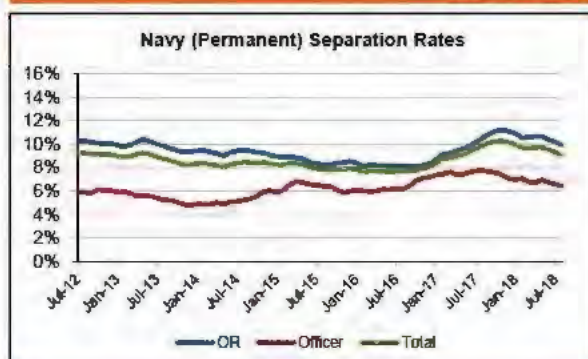
⁽¹⁾ Some Prior Service personnel are processed by DFR and count towards the Ab Initio target achievement IAW Service HQ direction.

⁽²⁾ As of 1 August 2017 includes retrospective changes.

⁽³⁾ As reported in Defence Annual Report FY17/18 (Ab Initio and PT) and Prior Service as per 1 July 18 Defence Workforce Report.

⁽⁴⁾ Ab Initio YTD Achieved includes (40) participants in the Defence Indigenous Development Program. DIDP targets are reflected in the Other OR Prior Service YTD and Full Year targets

Separation Rates and Numbers (Outflow)

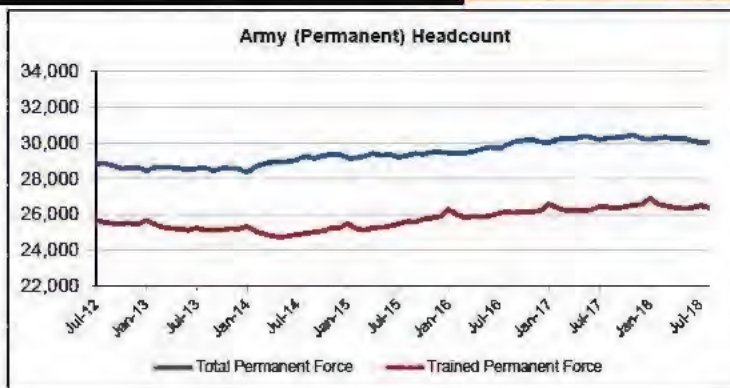


Total Separations (Permanent)	Officers	OR	Total	Annual Change
1 Aug 17 - 31 Jul 18	216	1019	1235	-136
1 Aug 16 - 31 Jul 17	260	1111	1371	
Current Rate	6.4%	9.9%	9.0%	-0.9%
Rate 1 Aug 17	7.8%	10.5%	9.9%	
5 Year Average	7.3%	10.4%	9.6%	
Trained Force Separations (Permanent)	Officers	OR	Total	Annual Change
1 Aug 17 - 31 Jul 18	169	892	1061	-87
1 Aug 16 - 31 Jul 17	198	950	1148	
Current Rate	6.5%	9.6%	8.9%	-0.8%
Rate 1 Aug 17	7.7%	10.2%	9.7%	

Army 1 August 2018

47E(d)

Headcount



Army Headcount	01-Aug-17	01-Aug-18	Change
Permanent Force	30271	30053	-218
Male 85.8%	26273	25785	-488
Female 14.2%	3996	4266	+270
ADFGY	256	292	+36
Reserve Force	15275	17604	+2329
CFTS	355	405	+50
Active	14920	17199	+2279
Permanent & CFTS	30626	30458	-168
Total Force	45802	47949	+2147

Trained Force	01-Aug-17	01-Aug-18	Change
---------------	-----------	-----------	--------

47E(d)

AFS Performance				
FY	YTD Average	Guidance	Variance ⁽¹⁾	Variance (%)
2016/17	30314	30692	-378	-1.2%
2017/18	30410	30823	-413	-1.3%
2018/19	30230	30814	-584	-1.9%
2019/20	N/A	30873	N/A	N/A

⁽¹⁾ Variance is difference between YTD Average and Guidance.⁽²⁾ Variance is difference between AFS Forecast Mean and Guidance.

AFS Forecast				
Minimum	Mean	Maximum	Variance ⁽²⁾	Variance (%)
N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A
30126	30387	30655	-427	-1.4%
29858	30515	31253	-358	-1.2%

Enlistments (Inflow)

Army ⁽¹⁾	Previous FY17/18				Current FY18/19				
	YTD ⁽²⁾ Achieved	YTD Target	Full Year ⁽³⁾ Target	% Ach of YTD Target	YTD Achieved	YTD Target	Full Year Target	% Ach of YTD Target	Annual Change
Ab Initio	316	412	2630	77%	351	369	2563	95%	+35
Officers	71	92	390	77%	77	82	387	94%	+6
OR Tech	53	59	261	90%	40	41	209	98%	-13
Other OR	192	261	1979	74%	234	246	1967	95%	+42
Prior Service⁽⁴⁾	58	35	622	166%	34	50	590	68%	-24
Officers	17	12	147	142%	9	12	140	75%	-8
OR Tech	2	3	55	67%	3	4	52	75%	+1
Other OR	39	20	420	195%	22	34	398	65%	-17
Total FT	374	447	3252	84%	385	419	3153	92%	+11
Total ADFGY	0	0	330	0%	0	0	300	0%	+0
Total PT	125	187	2184	67%	101	166	1994	61%	-24
DFR FT Performance	337	412	2630	82%	361	369	2563	98%	+24

⁽¹⁾ Some Prior Service personnel are processed by DFR and count towards the Ab Initio target achievement IAW Service HQ direction.⁽²⁾ As of 1 August 2017 includes retrospective changes.⁽³⁾ As reported in Defence Annual Report FY17/18 (Ab Initio and PT) and Prior Service as per 1 July 18 Defence Workforce Report.⁽⁴⁾ Targets for Prior Service is a Pro Rata of Full Year Target of 147 (FY17/18) or 140 (FY18/19) for Officers and the remainder is then split 11.5% OR Tech and 88.5% Other OR.

Separation Rates and Numbers (Outflow)

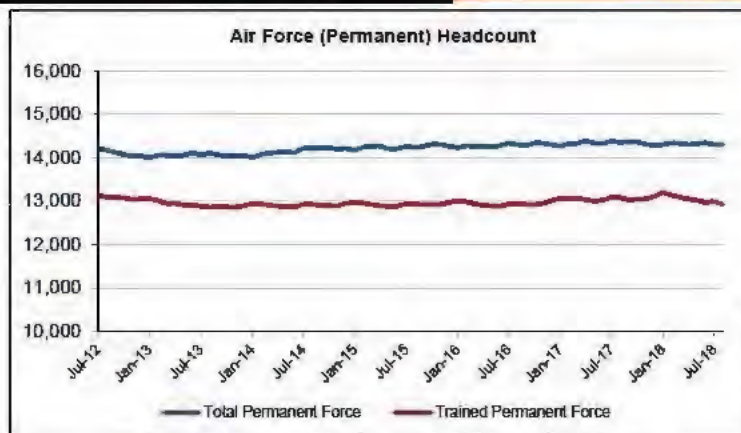


Total Separations (Permanent)	Officers	OR	Total	Annual Change
1 Aug 17 - 31 Jul 18	500	2818	3318	+254
1 Aug 16 - 31 Jul 17	419	2645	3064	
Current Rate	7.7%	11.9%	11.0%	+0.8%
Rate 1 Aug 17	6.6%	11.1%	10.2%	
5 Year Average	7.2%	11.9%	10.9%	
Trained Force Separations (Permanent)	Officers	OR	Total	Annual Change
1 Aug 17 - 31 Jul 18	383	2301	2684	+224
1 Aug 16 - 31 Jul 17	326	2134	2460	
Current Rate	7.1%	10.9%	10.1%	+0.7%
Rate 1 Aug 17	6.1%	10.2%	9.4%	

Air Force 1 August 2018

47E(d)

Headcount



Air Force Headcount	01-Aug-17	01-Aug-18	Change
Permanent Force	14357	14302	-55
Male 77.7%	11376	11113	-263
Female 22.3%	2980	3188	+208
ADFGY	114	124	+10
Reserve Force	5033	5432	+399
CFTS	76	64	-12
Active	4957	5368	+411
Permanent & CFTS	14433	14366	-67
Total Force	19504	19858	+354

Trained Force	01-Aug-17	01-Aug-18	Change
---------------	-----------	-----------	--------

47E(d)

AFS Performance				
FY	YTD Average	Guidance	Variance ⁽¹⁾	Variance (%)
2016/17	14289	14415	-126	-0.9%
2017/18	14247	14397	-150	-1.0%
2018/19	14209	14296	-87	-0.6%
2019/20	N/A	14493	N/A	N/A

⁽¹⁾ Variance is difference between YTD Average and Guidance.⁽²⁾ Variance is difference between AFS Forecast Mean and Guidance.

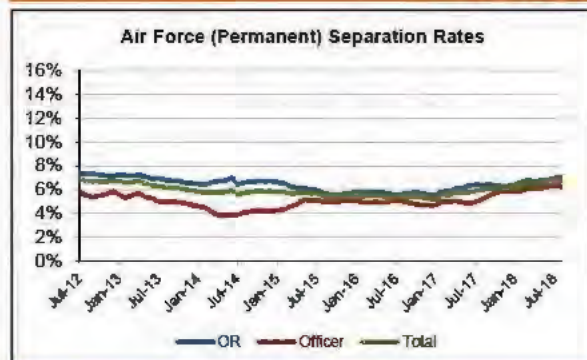
AFS Forecast				
Minimum	Mean	Maximum	Variance ⁽²⁾	Variance (%)
N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A
14126	14234	14368	-62	-0.4%
14015	14282	14571	-211	-1.5%

Enlistments (Inflow)

Air Force ⁽¹⁾	Previous FY17/18				Current FY18/19				
	YTD ⁽²⁾ Achieved	YTD Target	Full Year ⁽³⁾ Target	% Ach of YTD Target	YTD Achieved	YTD Target	Full Year Target	% Ach of YTD Target	Annual Change
Ab Initio	51	55	668	93%	84	127	850	66%	+33
Officers	22	22	242	100%	2	34	290	6%	-20
OR Tech	14	14	91	100%	39	46	189	85%	+25
Other OR	15	19	335	79%	43	47	371	91%	+28
Prior Service	16	36	270	44%	17	6	159	283%	+1
Officers	5	29	87	17%	3	1	37	300%	-2
OR Tech	1	3	54	33%	4	0	15		+3
Other OR	10	4	129	250%	10	5	107	200%	+0
Total FT	67	91	938	74%	101	133	1009	76%	+34
Total ADFGY	0	0	140	0%	0	0	170		+0
Total PT	10	16	97	63%	2	9	107	22%	-8
DFR FT Performance	56	55	668	102%	113	127	850	89%	+57

⁽¹⁾ Some Prior Service personnel are processed by DFR and count towards the Ab Initio target achievement IAW Service HQ direction.⁽²⁾ As of 1 August 2017 includes retrospective changes.⁽³⁾ As reported in Defence Annual Report FY17/18 (Ab Initio and PT) and Prior Service as per 1 July 18 Defence Workforce Report.

Separation Rates and Numbers (Outflow)



Total Separations (Permanent)	Officers	OR	Total	Annual Change
1 Aug 17 - 31 Jul 18	321	656	977	+123
1 Aug 16 - 31 Jul 17	263	591	854	
Current Rate	6.3%	7.1%	6.8%	+0.8%
Rate 1 Aug 17	5.2%	6.4%	6.0%	
5 Year Average	5.8%	6.9%	6.5%	
Trained Force Separations (Permanent)	Officers	OR	Total	Annual Change
1 Aug 17 - 31 Jul 18	288	606	894	+123
1 Aug 16 - 31 Jul 17	227	544	771	
Current Rate	6.6%	7.0%	6.8%	+0.9%
Rate 1 Aug 17	5.2%	6.3%	5.9%	

47E(d)

Women in Defence

Female Headcount - Permanent Force

	2017-08-01		2018-08-01		Change
	Female	%	Female	%	
ADF Total	9797	16.8%	10417	17.9%	+620
Junior OR	5552	17.0%	6029	18.5%	+477
Senior OR	1316	12.4%	1322	12.6%	+6
Junior Officers	2849	19.9%	2981	20.6%	+132
Senior Officers	80	12.3%	85	12.7%	+5
Navy Total	2821	20.6%	2963	21.3%	+142
Junior OR	1807	23.3%	1895	24.1%	+88
Senior OR	324	12.4%	337	13.1%	+13
Junior Officers	670	21.0%	706	21.6%	+36
Senior Officers	20	11.7%	25	13.3%	+5
Army Total	3996	13.2%	4266	14.2%	+270
Junior OR	2361	12.6%	2608	14.0%	+247
Senior OR	541	10.8%	533	10.8%	-8
Junior Officers	1059	17.0%	1090	17.4%	+31
Senior Officers	35	12.9%	35	12.5%	+0
Air Force Total	2980	20.8%	3188	22.3%	+208
Junior OR	1384	22.2%	1526	24.7%	+142
Senior OR	451	15.1%	452	15.3%	+1
Junior Officers	1120	22.8%	1185	23.9%	+65
Senior Officers	25	12.2%	25	12.6%	+0
APS Total	7636	42.0%	7300	43.5%	-336
APS 1-6	5965	46.6%	5639	48.2%	-326
EL 1	1232	34.2%	1212	35.9%	-20
EL 2	393	23.8%	407	25.8%	+14
SES	46	32.6%	42	33.3%	-4

Notes:

The % reflects the female headcount as a % of the group identified
The female headcount is based on substantive rank and classification

Enlistments - Permanent Force

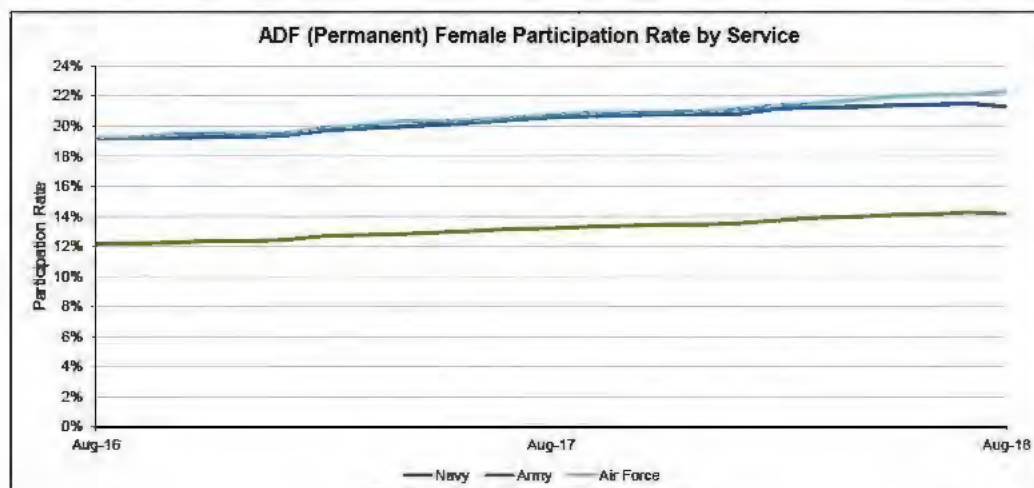
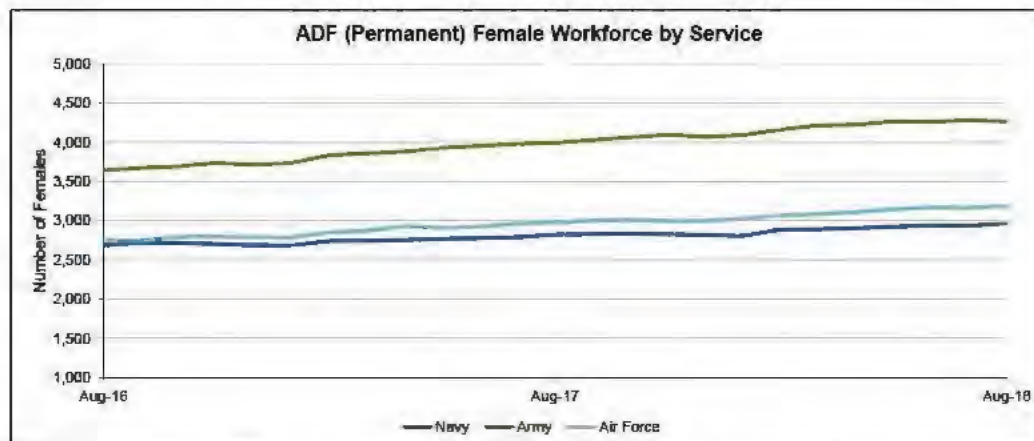
	1 Aug 16 - 31 Jul 17		1 Aug 17 - 31 Jul 18		Change	
	Female	Male	Female	Male	Female	Male
ADF	2246	4598	2548	4961	+302	+383
	32.8%	67.2%	33.8%	66.2%		
Navy	400	639	408	1030	+8	+391
	38.5%	61.5%	28.4%	71.6%		
Army	744	2697	770	2329	+26	-368
	21.6%	78.4%	24.8%	75.2%		
Air Force	387	517	394	528	+7	+11
	42.8%	57.1%	42.7%	57.3%		
APS	715	745	889	994	+174	+249
	49.0%	51.0%	47.2%	52.8%		

Separation Rates - Permanent Force

	1-Aug-17			1-Aug-18		
	Female	Male	Total	Female	Male	Total
ADF	8.7%	9.1%	9.1%	9.4%	9.5%	9.5%
Navy	9.8%	9.9%	9.9%	9.2%	9.0%	9.0%
Army	10.2%	10.1%	10.2%	12.0%	10.8%	11.0%
Air Force	5.7%	6.0%	6.0%	6.1%	7.0%	6.8%
APS	7.8%	8.4%	8.2%	8.7%	8.7%	8.7%

Notes:

- ADF data is for permanent force only
- Junior OR are rank E05 (CPL(E)) and below
- Senior OR are rank E06 (SGT(E)) and above
- Junior Officers are rank OD5 (LTCOL(E)) and below
- Senior Officers are rank OD6 (COL(E)) and above
- APS data is for ongoing employees only



47E(d)

Defence Diversity

	Cald Variables																Disability ⁽⁶⁾							
	Culturally & Linguistically Diverse ⁽¹⁾				Indigenous Status ⁽²⁾				Birth Country not AUS ⁽³⁾				Ancestry ⁽⁴⁾								Language ⁽⁵⁾			
	1-Aug-17		1-Aug-18		1-Aug-17		1-Aug-18		1-Aug-17		1-Aug-18		1-Aug-17		1-Aug-18		1-Aug-17		1-Aug-18		1-Aug-17		1-Aug-18	
	Total	%	Total	%	Total	%	Total	%	Total	%	Total	%	Total	%	Total	%	Total	%	Total	%	Total	%		
ADF																								
Permanent	14199	24.3%	14309	24.6%	1407	2.4%	1523	2.6%	7427	12.7%	7539	12.9%	7124	12.2%	6973	12.0%	7124	12.2%	265	0.5%	245	0.4%		
Active Reserve	6170	28.5%	6621	28.9%	437	2.0%	486	2.1%	3079	14.2%	3377	14.7%	2919	13.5%	3125	13.6%	3457	16.0%	113	0.5%	123	0.5%		
Gap Year	102	23.0%	112	21.9%	19	4.3%	13	2.5%	51	11.5%	55	10.8%	43	9.7%	42	8.2%	63	14.2%	0	0.0%	0	0.0%		
Navy																								
Permanent	3291	24.0%	3351	24.1%	410	3.0%	441	3.2%	1840	13.4%	1876	13.5%	1517	11.1%	1547	11.1%	1445	10.5%	64	0.5%	65	0.5%		
Active Reserve	701	24.5%	742	25.0%	23	0.8%	34	1.1%	425	14.8%	461	15.5%	286	10.0%	309	10.4%	254	8.9%	22	0.8%	26	0.9%		
Gap Year	20	27.0%	19	20.0%	9	12.2%	4	4.2%	7	9.5%	11	11.6%	12	16.2%	6	6.3%	8	10.8%	0	0.0%	0	0.0%		
Army																								
Permanent	7288	24.1%	7342	24.4%	611	2.7%	860	2.9%	3622	12.0%	3694	12.3%	3759	12.4%	3782	12.6%	3663	12.1%	147	0.5%	131	0.4%		
Active Reserve	4096	29.7%	4383	30.2%	355	2.6%	392	2.7%	1890	13.7%	2092	14.4%	1983	14.4%	2099	14.5%	2558	18.6%	55	0.5%	58	0.5%		
Gap Year	62	24.2%	70	24.0%	5	2.3%	5	1.7%	34	13.3%	33	11.3%	24	9.4%	25	8.9%	45	17.6%	0	0.0%	0	0.0%		
Air Force																								
Permanent	3620	25.2%	3616	25.3%	196	1.3%	222	1.6%	1965	13.7%	1969	13.8%	1848	12.9%	1841	12.9%	1865	13.0%	54	0.4%	49	0.3%		
Active Reserve	1373	27.3%	1496	27.5%	59	1.2%	60	1.1%	764	15.2%	824	15.2%	650	12.9%	717	13.2%	645	12.8%	26	0.5%	29	0.5%		
Gap Year	20	17.5%	23	18.5%	4	3.5%	4	3.2%	10	8.8%	11	8.9%	7	6.1%	10	8.1%	10	8.8%	0	0.0%	0	0.0%		
APS																								
Ongoing	5904	32.5%	5566	31.2%	367	2.0%	389	2.3%	2659	14.7%	2569	15.3%	2636	14.5%	2492	14.9%	3784	20.8%	563	3.6%	624	3.7%		
Non-Ongoing	32	22.5%	45	24.2%	1	0.7%	1	0.5%	18	12.7%	27	14.5%	7	4.9%	15	8.1%	21	14.8%	6	4.2%	3	1.6%		
ADO																								
Total	26407	26.7%	26653	27.0%	2231	2.3%	2412	2.4%	13244	13.4%	13567	13.8%	12729	12.9%	12844	13.0%	14298	14.5%	1047	1.1%	995	1.0%		

Comments:

Active Reserve figures include Continuous Full-Time Service (CFTS).

Data for this table is reliant on self-identification on the Defence HR system. Therefore, the data is likely to under-report actual rates.

Last year numbers will not match those provided in the report from the same month last year. This is because these numbers are updated to include changes in self-identification that have been made within the last 12 months.

Notes:

⁽¹⁾ Culturally and Linguistically Diverse (CALD) is measured where an individual has met one or more of the following variables: Birth Country, Ancestry or Language as defined in the Australian Bureau of Statistics (ABS) standards for the reporting of CALD.

⁽²⁾ Indigenous Status is derived from PMKeyS field Ethnic Group Long Description. Excludes all Ethnic groups other than where an individual has self-identified as Aboriginal/Torres Strait Islander or Aust Torres Strait Islander or Aust Aboriginal & TSI.

⁽³⁾ Birth Country not AUS is derived from PMKeyS field Birth Country CG Long Description. Excludes Australia, Norfolk Island, Australian External Territories, inadequately described, Not elsewhere classified, Not stated. Chose not to give this information, Not Provided & Unknown.

⁽⁴⁾ Ancestry is derived from PMKeyS field Ethnic Group Long Description. Excludes Australian, Unknown, X Chose not to give this information, Not Provided. Also excludes "Oceanic" where an individual's Birth Country and Language variables are not measured as CALD - because Oceanic previously was the only option for those who would now identify as Australian.

⁽⁵⁾ Language is derived from PMKeyS fields First Language Spoken, Mother First Language, and Father First Language. Excludes English Only, Not Provided, Language Unknown, Chose not to give information.

⁽⁶⁾ Disability is derived from PMKeyS fields Disability Grp Description & Effective Status Code.

47E(d)

47E(d)

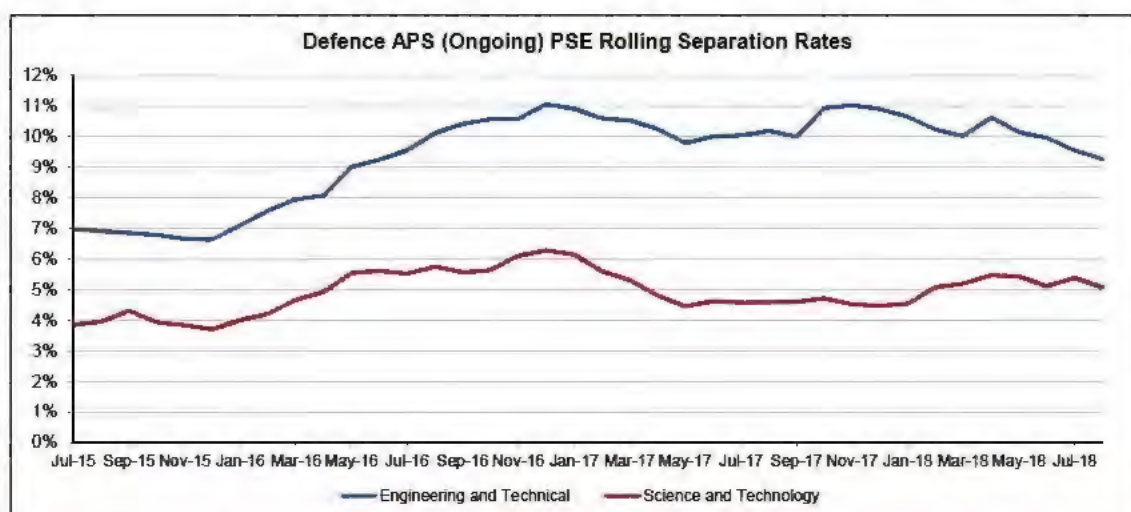
47E(d)

APS Physical Science and Engineering (PSE) Workforce

Job Family	APS Headcount (Ongoing and Non-Ongoing employees)							Change	% Change
	1-Aug-17			1-Aug-18					
	Female	Male	Total	Female	Male	Total			
Engineering and Technical	152	1547	1699	163	1518	1681	-18	-1.1%	
Science and Technology	318	1580	1899	324	1565	1890	-9	-0.5%	

APS Headcount (Ongoing and Non-Ongoing employees)												
Engineering and Technical												
Age (Years)	Length of Service (Completed Years)											Total
	<1	1-5	6-10	11-15	16-20	21-25	26-30	31-35	36-40	41-45	>45	
<20												0
20-24	27	31										58
25-29	41	103	14									158
30-34	20	44	88	13								165
35-39	8	28	53	44	8							141
40-44	12	16	51	26	30	5						140
45-49	11	18	51	34	30	12	9					165
50-54	9	18	65	73	46	11	29	12	8			271
55-59	11	10	58	77	101	17	22	11	8			315
60-64	1	5	37	46	43	12	11	14	6	3		178
65-69	1	1	12	13	16	11	3	5	5	2	2	71
70-74			4	5	6			1	1			17
75+							1	1				2
Total	141	274	433	331	280	68	75	44	28	5	2	1681

APS Headcount (Ongoing and Non-Ongoing employees)												
Science & Technology												
Age (Years)	Length of Service (Completed Years)											Total
	<1	1-5	6-10	11-15	16-20	21-25	26-30	31-35	36-40	41-45	>45	
<20												0
20-24	27	18										45
25-29	18	18	17									53
30-34	19	20	112	29								180
35-39	8	11	86	97	53							255
40-44	6	3	54	69	111	17						260
45-49	3	7	42	67	84	75	27	3				308
50-54	5	1	31	37	55	42	88	60	22			341
55-59	2	4	20	28	56	42	57	29	21	9		268
60-64		2	4	13	36	15	22	15	18	9	2	136
65-69			1	2	6	4	3	7	2	2	5	32
70-74			1	1	2		2				5	11
75+											1	1
Total	88	84	368	343	403	195	199	114	63	20	13	1890



Defence Workforce Report

As at 1 September 2018

Introduction

1. The purpose of this report is to provide an overview of key ADF and APS workforce statistics as at 1 September 2018. The report also provides information about how Defence is tracking against workforce guidance. Further workforce details are available in the attachments provided, referenced in the left hand margin.

2. Defence has implemented the Total Workforce Model, which features a continuum of service categories (Attachment 1). The ADF workforce information in this report incorporates the Total Workforce Model terminology.

APS Workforce Summary

Table 1: APS Average Staffing Level (ASL) performance — Financial Year 2018-19

	2018-19 Guidance	Average Staffing Level (ASL)	Current ASL Variation	% Variation	Pay 4 Full Time Equivalent
APS	16,284	16,016	-268	-1.6%	15,982

Average Staffing Level

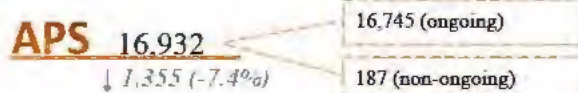
3. Average Staffing Level (ASL) is the metric used by Government to ensure staffing is measured consistently across the Government sector. ASL is defined as the average number of employees receiving salary or wages over a financial year, with adjustments for casual and part-time employees to show the full-time equivalent.

4. Defence's current Average Staffing Level achievement of 16,016 is 268 below the 2018-19 ASL allocation of 16,284. The reduced guidance and Full Time Equivalent (FTE) from 1 July 2018 reflects the creation of Australian Signals Directorate as a Statutory Authority.

Civilian Employee Expenses

5. The actual civilian employee expenses for 2018-19 are \$0.279 billion against an EOFY allocation of \$1.902 billion.

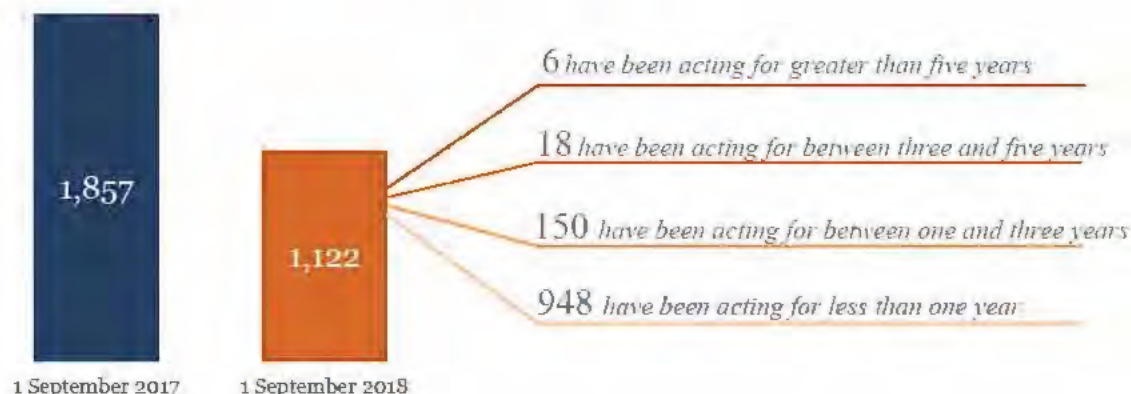
Headcount – APS (12 month difference from 1 September 2017)



Positions

6. Groups and Services are to manage their APS positions to remain within a limit of ASL plus 11 per cent. As at 1 September 2018, the margin between the ASL end of financial year target (16,284) and APS positions (20,153) is 23.8 per cent (3,869).

Position Based Additional Responsibility Pay



7. There has been a reduction in the number of ongoing APS employees on position based additional responsibility pay from 1,857 as at 1 September 2017 to 1,122 as at 1 September 2018. Further group specific information on additional responsibility pay can be sourced from Human Resource Business Partners.

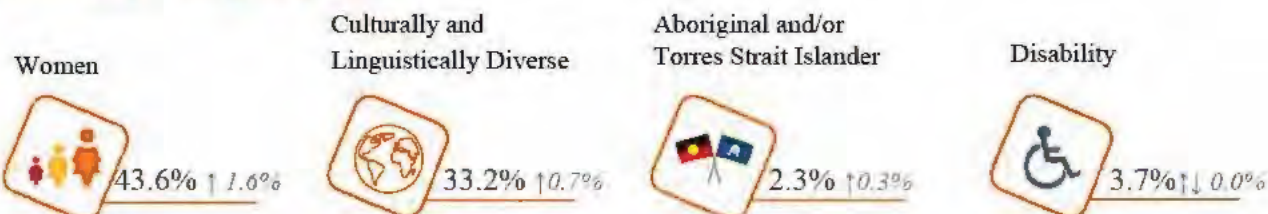
Recruitment

8. For financial year 2018-19, Defence has recruited 227 ongoing APS employees, which is 18 more than the same time last year.

Separation Rates

9. The APS separation rate (ongoing employees only) is 8.8 per cent as at 1 September 2018, which is higher than 12 months ago (8.3 per cent). The separation rate is higher than the five year average of 8.4 per cent. The APS female separation rate is 8.6 per cent as at 1 September 2018, which is higher than 12 months ago (8.1 per cent). This compares to the male separation rate of 9.0 per cent as at 1 September 2018, which is also higher than 12 months ago (8.5 per cent). The increased separation rates are predominantly due to an increase in the number of resignations and voluntary redundancies over the last 12 months.

Diversity – Ongoing APS (12 month comparison from 1 September 2017)



Critical Occupations

10. There are currently [REDACTED] occupations classified as critical for the Defence APS workforce across [REDACTED] Job Families:

33(a)(ii)

33(a)(ii)

33(a)(ii)

13



APS Physical Science and Engineering Workforce

13. As at 1 September 2018, 21.1 per cent (3,565) of the overall Defence APS headcount (16,932) are in the two main Physical Science and Engineering Job Families: Engineering & Technical (1,666) and Science & Technology (1,899). Compared to the same time last year, the Engineering & Technical and Science & Technology Job Families have reduced by 32 employees (minus 36 and plus 4 respectively). A one-off transfer of 15 Physical Science and Engineering Defence APS employees occurred as the result of the creation of the Australian Signals Directorate as a statutory authority.

14. As at 1 September 2018, the APS separation rate (ongoing employees, including voluntary redundancies) for the Engineering & Technical Job Family is 9.6 per cent and the Science & Technology Job Family is 5.3 per cent, compared to the overall Defence APS separation rate of 8.8 per cent.

ADF Workforce Summary

15. Table 2 provides a summary of 2018-19 performance against ADF guidance, which includes 2016 *Defence White Paper* allocations.

Table 2: ADF Average Funded Strength performance – Financial Year 2018-19

	2018-19 Guidance	Current Average Funded Strength	Current Average Funded Strength Variation	% Variation	Pay 4 Actual Funded Strength
Navy	14,684	14,007	-677	-4.6%	14,078
Army	30,814	30,196	-618	-2.0%	30,124
Air Force	14,296	14,217	-79	-0.6%	14,230
ADF	59,794	58,420	-1,374	-2.3%	58,432¹

Note: ¹ The Actual Funded Strength total may not add up due to rounding.

2&3



Average Funded Strength Achievement

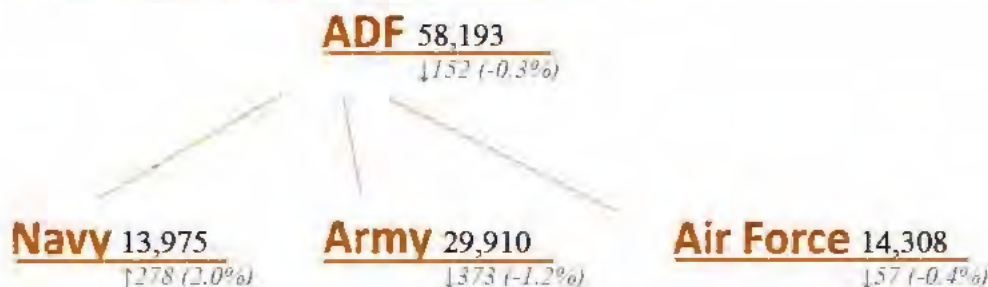
16. The current ADF Average Funded Strength (AFS) achievement for 2018-19 is 58,420 against guidance of 59,794. This represents an underachievement of 1,374 or -2.3 per cent, which is outside the one per cent management bandwidth which was set by the Chiefs of Service Committee in 2011.

17. The ADF workforce increased by 141 for 2018-19 from a funded strength of 58,291 at Pay 1 on 12 July 2018 to 58,432 at Pay 4 on 23 August 2018. While Navy AFS achievement has grown, the variation between achievement and guidance has also increased to -4.6 per cent as at 1 September 2018. This is due to the increase in guidance from FY2017-18 to FY2018-19. These figures include permanent (Service Category 7 and 6), continuous full-time service (Service Option C) and gap year members (Service Option G).

Military Employee Expenses

18. The actual military employee expenses for 2018-19 are \$1.214 billion (which includes \$0.039 billion of reserve salaries) against an EOFY allocation of \$7.750 billion.

Headcount - Permanent ADF (Service Category 7 and 6) (12 month difference from 1 September 2017)

6-9 

19. The workforce can be divided into two components: the trained force, which contributes to the delivery of capability; and the training force, which is necessary to generate the trained force.

33(a)(ii)

Recruitment - Permanent ADF (Service Category 7 and 6)

6-9 

20. In 2018-19, the year to date performance against permanent ADF (Service Category 7 and 6) entry targets (ab initio and prior service) is 87 per cent, which is a decrease compared to 90 per cent for the same time last year. Compared to 12 months ago, the year to date performance against permanent (Service Category 7 and 6) entry targets has increased for Navy (plus six per cent), while Army has decreased (minus seven per cent) and Air Force has decreased (minus eleven per cent).

Separation Rates - Permanent ADF (Service Category 7 and 6)

6-9 

21. The permanent ADF (Service Category 7 and 6) separation rate is 9.5 per cent as at 1 September 2018, which has increased from 9.1 per cent 12 months ago. The annual separation rate for:

- Navy has decreased from 10.1 per cent as at 1 September 2017 to 8.8 per cent as at 1 September 2018, after peaking at 10.3 per cent during October and November 2017;
- Army has increased from 10.1 per cent as at 1 September 2017 to 11.0 per cent as at 1 September 2018, having the lowest separation rate at 9.8 per cent in November 2017; and
- Air Force has increased from 6.1 per cent as at 1 September 2017 to 6.8 per cent as at 1 September 2018.

22. Army has modelled these trends and is examining responses to increasing separations rates.

10



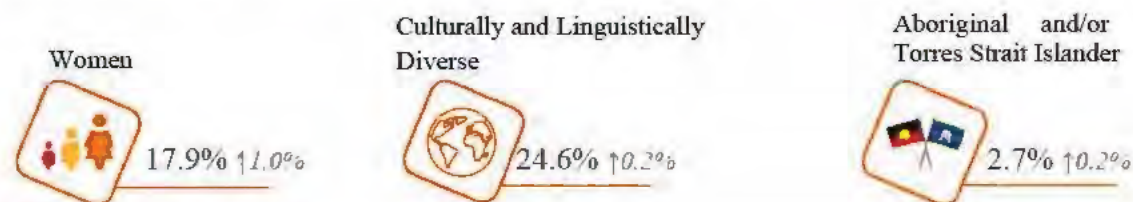
23. The permanent ADF (Service Category 7 and 6) female separation rate is 9.4 per cent as at 1 September 2018, which has increased from 8.7 per cent 12 months ago. This compares to the male separation rate of 9.5 per cent as at 1 September 2018, which has increased from 9.1 per cent 12 months ago. The female separation rate for Army has increased to 12.0 per cent, a rise from 10.3 per cent at the same time last year.

10&11



Diversity - Permanent ADF (Service Category 7 and 6) (12 month comparison from 1 September 2017)

24. Over the last 12 months there has been an improvement in the representation of permanent ADF (Service Category 7 and 6) members who identify as:



12



Critical Categories

33(a)(ii)

6-9



ADF Gap Year (Service Option G)

26. The ADF Gap Year (Service Option G) recruiting target for 2018-19 is 595 (Navy 125, Army 300 and Air Force 170).

27. As at 1 September 2018, of the 570 participants who enlisted in the 2017-18 program, 503 are still serving in the ADF Gap Year (Service Option G) program, 7 are serving in the permanent force (Service Category 7 and 6) and 3 are in the active reserves (Service Category 5, 4 and 3 including Service Option C).

28. For the 2016-17 program, out of the 495 participants who enlisted, 279 are serving in the permanent force (Service Category 7 and 6) and 71 are in the active reserves (Service Category 5, 4 and 3 including Service Option C).

47E(d)

Total Workforce Model Reporting Structure

Previous description	Total Workforce Model Service Category	Notes
Permanent Force	Members of the Permanent Forces rendering full-time service (Service Category 7)	Exclude Service Option G
	Members of the Permanent Forces rendering a pattern of service other than full-time (Service Category 6)	
	Members of the Reserve Forces rendering a specified pattern of service (Service Category 5)	
Active Reserves	Members of the Reserve Forces who are available for voluntary service at short notice (Service Category 4)	Exclude Service Options C, G
	Members of the Reserve Forces who are available for voluntary service or are rendering service with the level of service obligation applied at the Service's discretion (Service Category 3)	
	Service Category 5	
CFTS Reserves	Service Category 4	Only include Service Option C
	Service Category 3	
	Full-time service (Service Category 7)	
ADF Gap Year	Provision for Service Category 5, but not currently used	
	Provision for Service Category 3, but not currently used	
Inactive Reserves	Members of the Reserve Forces who do not render service and have no service obligation. They are liable for call out (Service Category 2)	Only include Service Option G
Deployed Defence APS employees	Employees of the Defence APS who are force assigned (Service Category 1)	

Note: As at 1 August 2018, there is no ADF workforce allocated against the following TWM SERCATs:

- Service Category 5 Service Option G
- Service Category 3 Service Option G
- Service Option D

ADF workforce allocations against these TWM spectrums are expected to occur over time

Service Categories

SERCAT 1	SERCAT 1 consists of employees of the Defence APS who have been seconded or attached to the ADF and are force assigned.
SERCAT 2	Members in SERCAT 2 represent the standby component of the ADF and do not render service. SERCAT 2 members represent a latent capability that the Service Chiefs can call upon as required to provide voluntary service. Members in SERCAT 2 are subject to call out provisions.
SERCAT 3	Members in SERCAT 3 have indicated their availability to serve, or are rendering service to meet a specified task, generally within a financial year. Individual Readiness requirements and associated conditions of service may be applied at a Service's discretion.
SERCAT 4	The nature of service in SERCAT 4 is primarily characterised by the provision of capability at short notice, typically through Continuous Full-Time Service (SERVOP C), with the length of that notice and the duration of the service defined by the individual Services. Service in SERCAT 4 imposes additional obligations on members (eg Individual Readiness compliance, higher training commitment).
SERCAT 5	The nature of service in SERCAT 5 is characterised by having stability in terms of a specific pattern of service and the number of days to be served, in return for a commensurate commitment from the member to render that service. Individual readiness requirements and associated conditions of service may be applied at a Service's discretion.
SERCAT 6	The nature of service in SERCAT 6 is characterised by the provision of a flexible service arrangement by members of the Permanent Forces. A flexible service arrangement is defined as anything other than full-time service. The period or pattern of service may vary depending on the needs of the Service and the member. Members in SERCAT 6 are subject to the same service obligations as other members of the Permanent Forces including the liability to serve on a full-time basis if required to do so.
SERCAT 7	The nature of service in SERCAT 7 is characterised by the rendering of full-time service by members of the Permanent Forces. SERCAT 7 represents the maximum service obligation and in return, members in this category receive commensurate conditions of service.

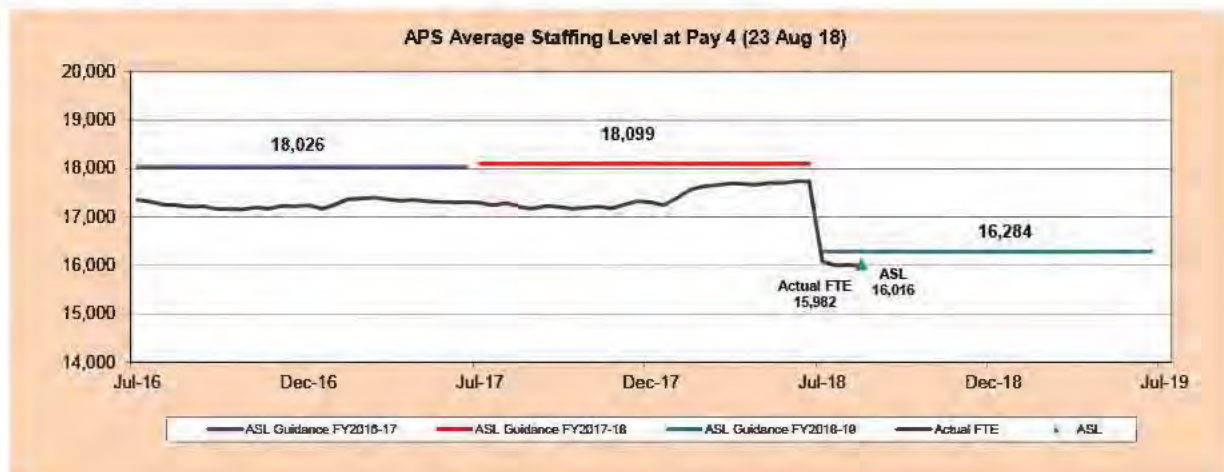
Service Options

SERVOP C	The nature of service in SERVOP C is characterised by the rendering of continuous full-time service by members of the Reserve Forces, for a period of time.
SERVOP D	The skills and experience of a member rendering service in SERVOP D are shared between the member's Service and an industry partner.
SERVOP G	The nature of service in SERVOP G is characterised by the undertaking of the ADF Gap Year program by members aged 17-24 years for a period of 12 months.

47E(d)

Defence Workforce Achievement 23 August 2018

47E(d)

Chart 1: APS Average Staffing Level (ASL)⁽³⁾

Notes:

47E(d)

⁽²⁾ Corporate Programs are nominally attached to DPG, although the participants work in all Groups. Includes Graduate, Cadet and Indigenous Programs.

47E(d)

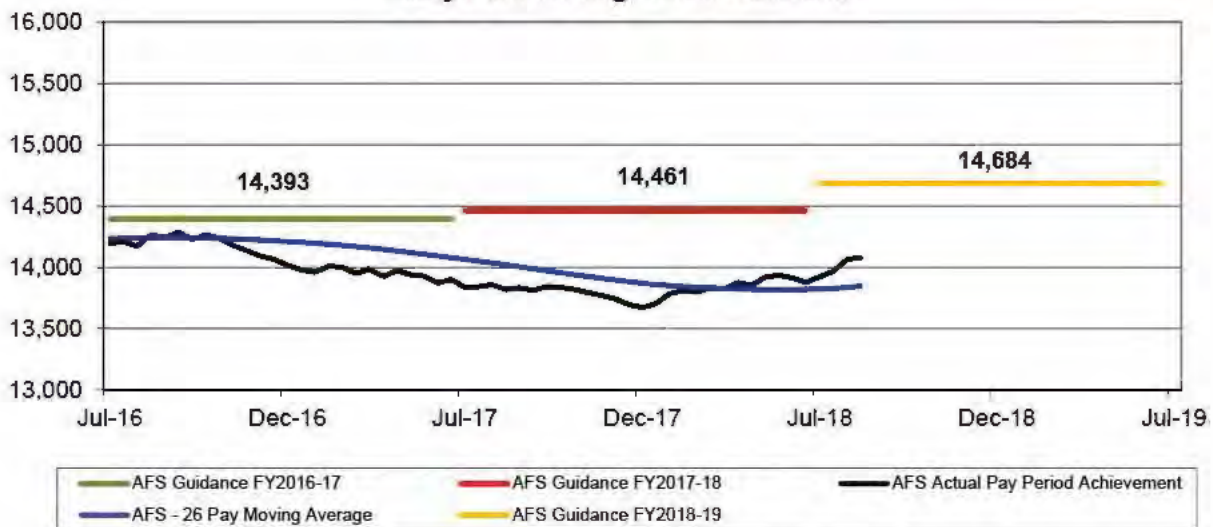
⁽¹⁾ ADF workforce includes permanent members (Service Category 7 and 6), Reservists on Continuous Full-Time Service (Service Option C) and Gap Year participants (Service Option G).

⁽²⁾ The achievement for the ADFA cadets is held against JCG, while the guidance is still allocated to the services. This has resulted in an overachievement for JCG.

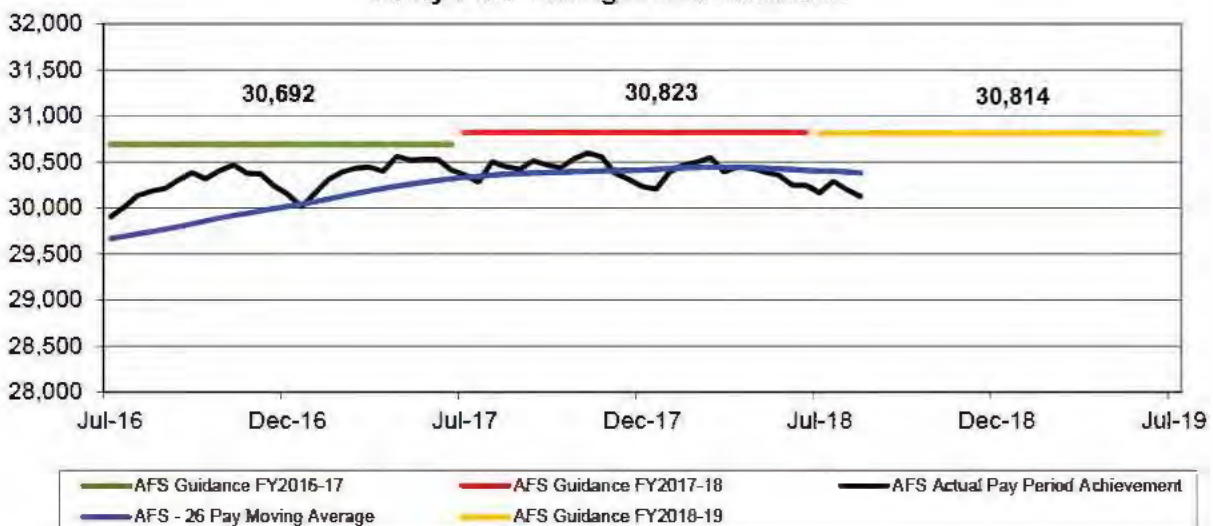
47E(d)

Achievement and Guidance 23 August 2018

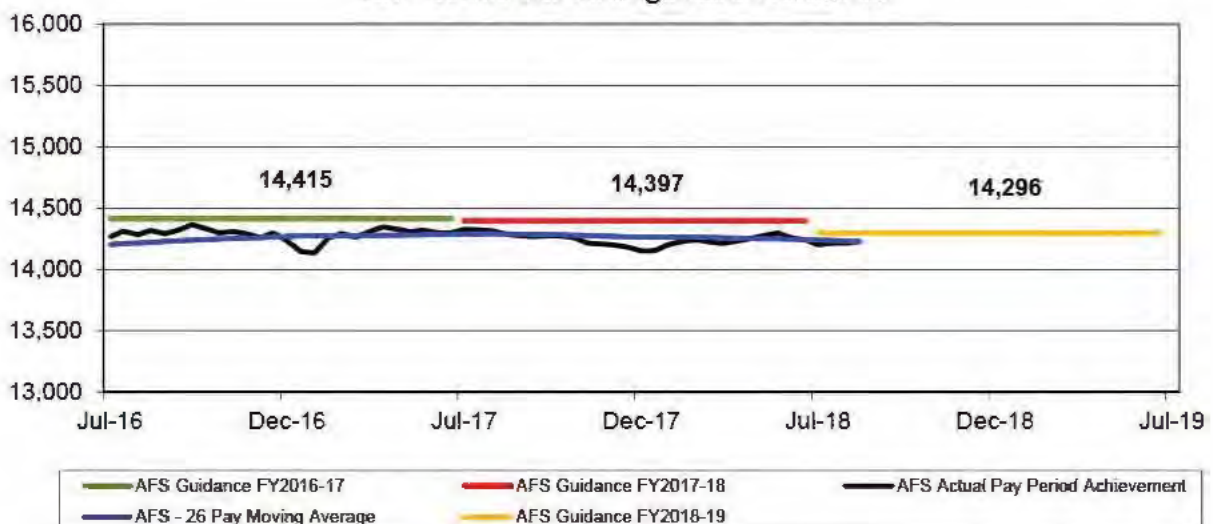
Navy Paid Strength and Guidance



Army Paid Strength and Guidance



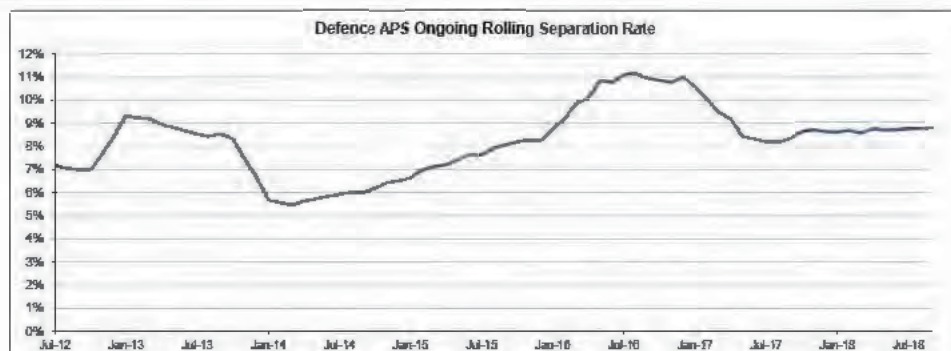
Air Force Paid Strength and Guidance



APS 1 September 2018

Positions and Headcount

47E(d)



APS Actual Headcount by Job Family and Group as at 1 September 2016¹⁰

47E(d)

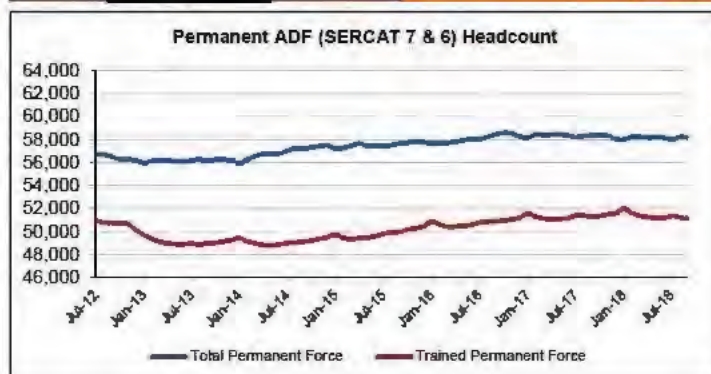
APS Graduate Headcount (included in figures above)

JOB FAMILY	Group															TOTAL
	ADFHQ	NAVY	ARMY	AIR FORCE	JCG	JOC	DES	CIQG	DPG	E&IG	CFO	SP&I	CASG	DSTG	DCP	
Accounting and Finance															12	12
Admin & Corp Support															14	14
Engineering and Technical															32	32
Human Resources															8	8
Information Comms Technologies								7							15	22
Infrastructure															11	11
Intelligence and Security															78	79
Logistics															17	17
Procurement and Contracting															19	19
Science and Technology															8	8
Strategic & International Pol															29	29
Grand Total	0	0	0	0	0	0	0	7	0	0	0	0	0	0	244	251

ADF 1 September 2018

47E(d)

Headcount



ADF Headcount	01-Sep-17	01-Sep-18	Change
Permanent (SERCAT 7 & 6)	58345	58193	-152
Males 82.1%	48478	47751	-727
Females 17.9%	9864	10439	+575
ADFGY (SERVOGP)	434	507	+73
Reserve (SERCAT 5, 4 & 3 inc SERVOPC)	23422	25990	+2568
CFTS (SERVOPC)	726	756	+30
Active (SERCAT 5, 4 & 3)	22696	25234	+2538
Permanent & CFTS (SERCAT 7 & 6 inc SERVOPC)	59071	58949	-122
Total Force	82201	84690	+2489

Trained Force Headcount	01-Sep-17	01-Sep-18	Change
-------------------------	-----------	-----------	--------

47E(d)

AFS Performance				
FY	YTD Average	Guidance	Variance ⁽¹⁾	Variance (%)
2016/17	58680	59500	-820	-1.4%
2017/18	58475	59681	-1206	-2.0%
2018/19	58420	59794	-1374	-2.3%
2019/20		60090		

⁽¹⁾ Variance is difference between YTD Average and Guidance.⁽²⁾ Variance is difference between AFS Forecast Mean and Guidance.

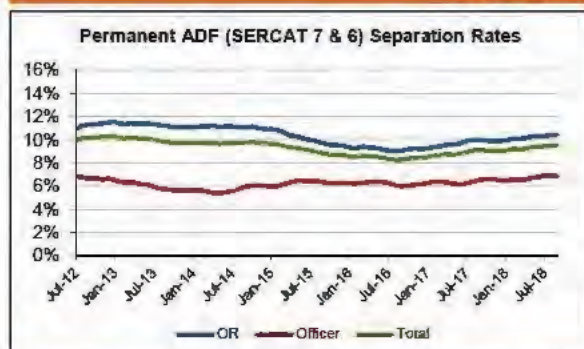
AFS Forecast				
Minimum	Mean	Maximum	Variance ⁽²⁾	Variance (%)
58375	58746	59132	-1048	-1.8%
58321	59301	60372	-789	-1.3%

Enlistments (Inflow)

Permanent ADF (SERCAT 7 & 6) ⁽¹⁾	Previous FY17/18				Current FY18/19				
	YTD ⁽²⁾ Achieved	YTD Target	Full Year ⁽³⁾ Target	% Ach of YTD Target	YTD Achieved	YTD Target	Full Year Target	% Ach of YTD Target	Annual Change
Ab Initio	935	1019	4411	92%	1098	1228	4969	89%	+163
Officers	147	190	853	77%	183	249	912	73%	+36
OR Tech	244	253	720	96%	285	298	953	96%	+41
Other OR	544	576	2838	94%	630	681	3104	93%	+86
Prior Service ⁽⁴⁾	148	181	1182	82%	117	171	1057	68%	-31
Officers	48	55	304	87%	42	38	245	111%	-6
OR Tech	13	28	181	46%	15	23	157	65%	+2
Other OR	87	98	697	89%	60	110	655	55%	-27
Total FT	1083	1200	5593	90%	1215	1399	6026	87%	+132
Total ADFGY (SERVOGP)	0	0	570	0%	0	0	595		+0
Total PT (SERCAT 5, 4 & 3)	275	419	2345	66%	212	341	2088	62%	-63
DFR FT Performance	976	1019	4411	96%	1147	1228	4969	93%	+171

⁽¹⁾ Some Prior Service personnel are processed by DFR and count towards the Ab Initio target achievement IAW Service HQ direction.⁽²⁾ As of 1 September 2017 includes retrospective changes.⁽³⁾ As reported in Defence Annual Report FY17/18 (Ab Initio and PT) and Prior Service as per 1 July 18 Defence Workforce Report.⁽⁴⁾ Prior Service targets are not scheduled by month. These YTD Targets reflect a proportionate estimate.

Separation Rates and Numbers (Outflow)

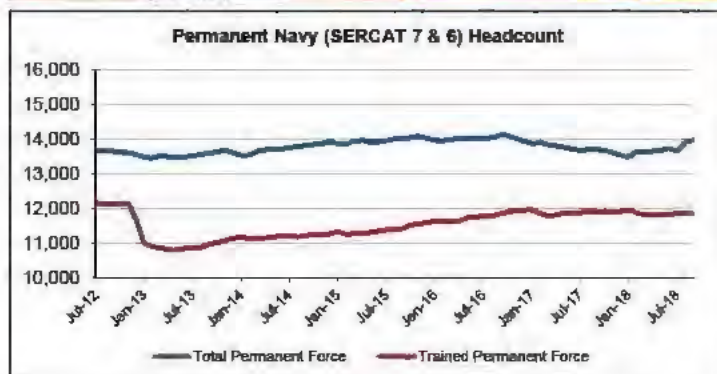


Total Permanent Separations (SERCAT 7 & 6)	Officers	OR	Total	Annual Change
1 Sep 17 - 31 Aug 18	1028	4494	5522	
1 Sep 16 - 31 Aug 17	971	4353	5324	+198
Current Rate	6.8%	10.4%	9.5%	
Rate 1 Sep 17	6.6%	10.0%	9.1%	+0.4%
5 Year Average	6.3%	10.0%	9.1%	
Trained Permanent Separations (SERCAT 7 & 6)	Officers	OR	Total	Annual Change
1 Sep 17 - 31 Aug 18	812	3799	4611	
1 Sep 16 - 31 Aug 17	773	3658	4431	+180
Current Rate	6.5%	9.7%	9.0%	
Rate 1 Sep 17	6.3%	9.4%	8.7%	+0.3%

Navy 1 September 2018

47E(d)

Headcount



The change in historic Trained Force numbers reflects Navy's decision to change the categorisation of personnel in Dec 12. It is designed to more accurately reflect the status of personnel in the Trained and Training Force.

Navy Headcount		01-Sep-17	01-Sep-18	Change
Permanent (SERCAT 7 & 6)		13697	13975	+278
Males	78.8%	10866	11006	+140
Females	21.2%	2831	2969	+138
ADFGY (SERVOGP)		74	94	+20
Reserve (SERCAT 5, 4 & 3 inc SERVOPC)		2909	2990	+81
CFTS (SERVOGP)		289	286	-3
Active (SERCAT 5, 4 & 3)		2620	2704	+84
Permanent & CFTS (SERCAT 7 & 6 inc SERVOPC)		13986	14261	+275
Total Force		16680	17059	+379

Trained Force		01-Sep-17	01-Sep-18	Change
---------------	--	-----------	-----------	--------

47E(d)

AFS Performance				
FY	YTD Average	Guidance	Variance ⁽¹⁾	Variance (%)
2016/17	14077	14393	-316	-2.2%
2017/18	13818	14461	-643	-4.4%
2018/19	14007	14684	-677	-4.6%
2019/20	NA	14724	NA	NA

⁽¹⁾ Variance is difference between YTD Average and Guidance.

⁽²⁾ Variance is difference between AFS Forecast Mean and Guidance.

AFS Forecast				
Minimum	Mean	Maximum	Variance ⁽²⁾	Variance (%)
NA	NA	NA	NA	NA
NA	NA	NA	NA	NA
14072	14117	14161	-567	-3.9%
14333	14468	14612	-256	-1.7%

Enlistments (Inflow)

Permanent Navy (SERCAT 7 & 6) ⁽¹⁾	Previous FY17/18				Current FY18/19				
	YTD ⁽²⁾ Achieved	YTD Target	Full Year ⁽³⁾ Target	% Ach of YTD Target	YTD Achieved	YTD Target	Full Year Target	% Ach of YTD Target	Annual Change
Ab Initio	275	293	1113	94%	486	524	1571	93%	+211
Officers	53	74	221	72%	77	101	253	76%	+24
OR Tech	109	112	368	97%	185	189	554	98%	+76
Other OR	113	107	524	106%	224	234	764	96%	+111
Prior Service ⁽⁴⁾	29	70	290	41%	44	62	290	71%	+15
Officers	14	12	70	117%	23	12	70	192%	+9
OR Tech	5	15	72	33%	5	12	72	42%	+0
Other OR	10	43	148	23%	16	38	148	42%	+6
Total FT	304	363	1403	84%	530	586	1861	90%	+226
Total ADFGY (SERVOGP)	0	0	100	0%	0	0	125		+0
Total PT (SERCAT 5, 4 & 3)	3	3	64	100%	4	4	71	100%	1
DFR FT Performance	275	293	1113	94%	492	524	1571	94%	+217

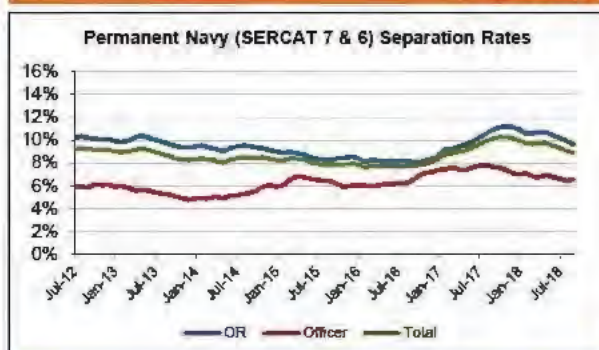
⁽¹⁾ Some Prior Service personnel are processed by DFR and count towards the Ab Initio target achievement (AW Service HQ direction).

⁽²⁾ As of 1 September 2017 includes retrospective changes.

⁽³⁾ As reported in Defence Annual Report FY17/18 (Ab Initio and PT) and Prior Service as per 1 July 18 Defence Workforce Report.

⁽⁴⁾ Ab Initio YTD Achieved includes (12) participants in the Defence Indigenous Development Program. DIDP targets are reflected in the Other OR Prior Service YTD and Full Year targets

Separation Rates and Numbers (Outflow)



Total Permanent Separations (SERCAT 7 & 6)	Officers	OR	Total	Annual Change
1 Sep 17 - 31 Aug 18	222	988	1210	-188
1 Sep 16 - 31 Aug 17	254	1144	1398	
Current Rate	6.6%	9.6%	8.8%	-1.3%
Rate 1 Sep 17	7.6%	10.9%	10.1%	
5 Year Average	7.3%	10.3%	9.6%	
Trained Permanent Separations (SERCAT 7 & 6)	Officers	OR	Total	Annual Change
1 Sep 17 - 31 Aug 18	172	865	1037	-141
1 Sep 16 - 31 Aug 17	193	985	1178	
Current Rate	6.6%	9.3%	8.7%	-1.2%
Rate 1 Sep 17	7.5%	10.6%	9.9%	

Army 1 September 2018

47E(d)

Headcount



Army Headcount	01-Sep-17	01-Sep-18	Change
Permanent (SERCAT 7 & 6)	30283	29910	-373
Males 85.7%	26248	25638	-610
Females 14.3%	4033	4270	+237
ADFGY (SERVOGP)	246	289	+43
Reserve (SERCAT 5, 4 & 3 inc SERVOPC)	15466	17698	+2232
CFTS (SERVOPC)	362	407	+45
Active (SERCAT 5, 4 & 3)	15104	17291	+2187
Permanent & CFTS (SERCAT 7 & 6 inc SERVOPC)	30645	30317	-328
Total Force	45995	47897	+1902

Trained Force	01-Sep-17	01-Sep-18	Change
---------------	-----------	-----------	--------

47E(d)

AFS Performance				
FY	YTD Average	Guidance	Variance ⁽¹⁾	Variance (%)
2016/17	30314	30692	-378	-1.2%
2017/18	30410	30823	-413	-1.3%
2018/19	30196	30814	-618	-2.0%
2019/20	30196	30873	-677	-2.2%

⁽¹⁾ Variance is difference between YTD Average and Guidance.⁽²⁾ Variance is difference between AFS Forecast Mean and Guidance.

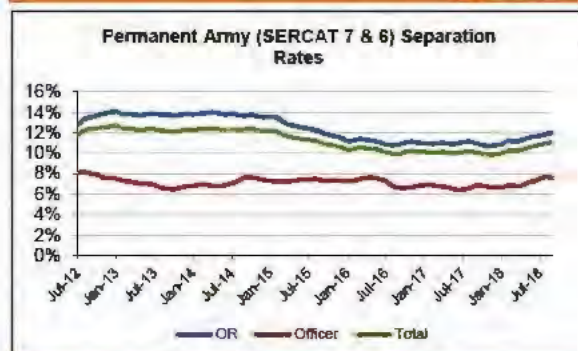
AFS Forecast				
Minimum	Mean	Maximum	Variance ⁽²⁾	Variance (%)
11.5	11.5	11.5	0.0	0.0%
11.5	11.5	11.5	0.0	0.0%
30137	30377	30613	-437	-1.4%
29920	30521	31135	-352	-1.1%

Enlistments (Inflow)

Permanent Army (SERCAT 7 & 6) ⁽¹⁾	Previous FY17/18				Current FY18/19				
	YTD ⁽²⁾ Achieved	YTD Target	Full Year ⁽³⁾ Target	% Ach of YTD Target	YTD Achieved	YTD Target	Full Year Target	% Ach of YTD Target	Annual Change
Ab Initio	538	592	2630	91%	456	489	2545	93%	-82
Officers	72	93	390	77%	77	82	369	94%	+5
OR Tech	81	84	261	96%	43	43	210	100%	-38
Other OR	385	415	1979	93%	336	364	1966	92%	-49
Prior Service ⁽⁴⁾	92	82	622	112%	48	98	587	49%	-44
Officers	24	25	147	96%	12	23	136	52%	-12
OR Tech	5	7	55	71%	4	9	52	44%	-1
Other OR	63	50	420	126%	32	66	399	48%	-31
Total FT	630	674	3252	93%	504	587	3132	86%	-126
Total ADFGY (SERVOGP)	0	0	330	0%	0	0	300		+0
Total PT (SERCAT 5, 4 & 3)	245	375	2184	65%	196	319	1911	61%	-49
DFR FT Performance	568	592	2630	96%	466	489	2545	95%	-102

⁽¹⁾ Some Prior Service personnel are processed by DFR and count towards the Ab Initio target achievement IAW Service HQ direction.⁽²⁾ As of 1 September 2017 includes retrospective changes.⁽³⁾ As reported in Defence Annual Report FY17/18 (Ab Initio and PT) and Prior Service as per 1 July 18 Defence Workforce Report.⁽⁴⁾ Targets for Prior Service is a Pro Rata of Full Year Target of 147 (FY17/18) or 140 (FY18/19) for Officers and the remainder is then split 11.5% OR Tech and 88.5% Other OR.

Separation Rates and Numbers (Outflow)

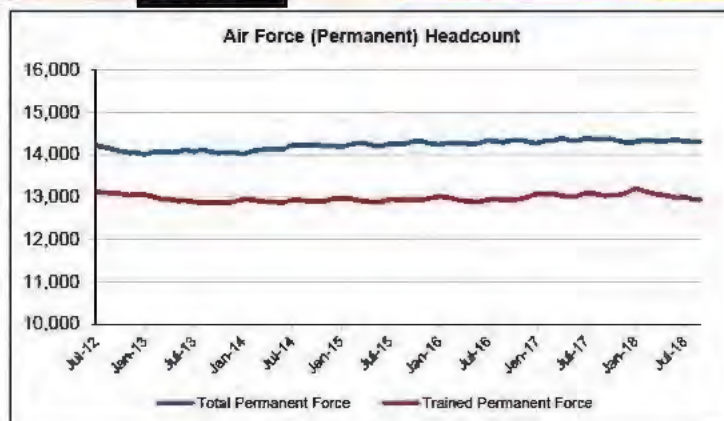


Total Permanent Separations (SERCAT 7 & 6)	Officers	OR	Total	Annual Change
1 Sep 17 - 31 Aug 18	491	2844	3335	
1 Sep 16 - 31 Aug 17	441	2612	3053	+282
Current Rate	7.5%	12.0%	11.0%	
Rate 1 Sep 17	6.9%	11.0%	10.1%	+0.9%
5 Year Average	7.2%	11.9%	10.9%	
Trained Permanent Separations (SERCAT 7 & 6)	Officers	OR	Total	Annual Change
1 Sep 17 - 31 Aug 18	362	2325	2687	
1 Sep 16 - 31 Aug 17	339	2122	2461	+226
Current Rate	6.7%	11.0%	10.1%	
Rate 1 Sep 17	6.3%	10.1%	9.4%	+0.7%

Air Force 1 September 2018

47E(d)

Headcount



Air Force Headcount	01-Sep-17	01-Sep-18	Change
Permanent (SERCAT 7 & 6)	14365	14308	-57
Males 77.6%	11364	11107	-257
Females 22.4%	3000	3200	+200
ADFGY (SERVOVG)	114	124	+10
Reserve (SERCAT 5, 4 & 3 inc SERVOPC)	5047	5302	+255
CFTS (SERVOVG)	75	63	-12
Active (SERCAT 5, 4 & 3)	4972	5239	+267
Permanent & CFTS (SERCAT 7 & 6 inc SERVOPC)	14440	14371	-69
Total Force	19526	19734	+208

Trained Force	01-Sep-17	01-Sep-18	Change
---------------	-----------	-----------	--------

47E(d)

AFS Performance				
FY	YTD Average	Guidance	Variance ⁽¹⁾	Variance (%)
2016/17	14289	14415	-126	-0.9%
2017/18	14247	14397	-150	-1.0%
2018/19	14217	14296	-79	-0.6%
2019/20	14188	14493	-305	-2.1%

⁽¹⁾ Variance is difference between YTD Average and Guidance.⁽²⁾ Variance is difference between AFS Forecast Mean and Guidance.

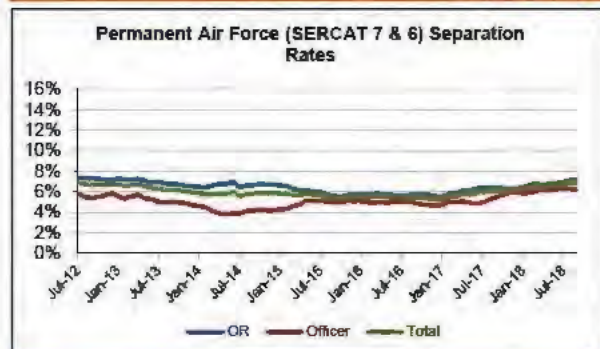
AFS Forecast				
Minimum	Mean	Maximum	Variance ⁽²⁾	Variance (%)
14166	14252	14358	-44	-0.3%
14068	14312	14625	-181	-1.2%

Enlistments (Inflow)

Permanent Air Force (SERCAT 7 & 6) ⁽¹⁾	Previous FY17/18				Current FY18/19				
	YTD ⁽²⁾ Achieved	YTD Target	Full Year ⁽³⁾ Target	% Ach of YTD Target	YTD Achieved	YTD Target	Full Year Target	% Ach of YTD Target	Annual Change
Ab Initio	122	134	668	91%	156	215	853	73%	+34
Officers	22	23	242	96%	29	66	290	44%	+7
OR Tech	54	57	91	95%	57	66	189	86%	+3
Other OR	46	54	335	85%	70	83	374	84%	+24
Prior Service⁽⁴⁾	27	29	270	93%	25	11	180	227%	-2
Officers	10	18	87	56%	7	3	39	233%	-3
OR Tech	3	6	54	50%	6	2	33	300%	+3
Other OR	14	5	129	280%	12	6	108	200%	-2
Total FT	149	163	938	91%	181	226	1033	80%	+32
Total ADFGY (SERVOVG)	0	0	140	0%	0	0	170		+0
Total PT (SERCAT 5, 4 & 3)	27	41	97	66%	12	18	106	67%	-15
DFR FT Performance	133	134	668	99%	189	215	853	88%	+56

⁽¹⁾ Some Prior Service personnel are processed by DFR and count towards the Ab Initio target achievement IAW Service HQ direction.⁽²⁾ As of 1 September 2017 includes retrospective changes.⁽³⁾ As reported in Defence Annual Report FY17/18 (Ab Initio and PT) and Prior Service as per 1 July 18 Defence Workforce Report.

Separation Rates and Numbers (Outflow)



Total Permanent Separations (SERCAT 7 & 6)	Officers	OR	Total	Annual Change
1 Sep 17 - 31 Aug 18	315	662	977	+104
1 Sep 16 - 31 Aug 17	276	597	873	
Current Rate	6.1%	7.2%	6.8%	+0.7%
Rate 1 Sep 17	5.4%	6.4%	6.1%	
5 Year Average	5.8%	7.0%	6.5%	
Trained Permanent Separations (SERCAT 7 & 6)	Officers	OR	Total	Annual Change
1 Sep 17 - 31 Aug 18	278	609	887	+95
1 Sep 16 - 31 Aug 17	241	551	792	
Current Rate	6.3%	7.0%	6.8%	+0.7%
Rate 1 Sep 17	5.5%	6.4%	6.1%	

47E(d)

Women in Defence

Female Headcount - Permanent (SERCAT 7 & 6) and Ongoing APS

	01-Sep-17		01-Sep-18		Change
	Female	%	Female	%	
ADF Total	9864	16.9%	10439	17.9%	+575
Junior OR	5637	17.1%	6059	18.6%	+422
Senior OR	1310	12.4%	1313	12.6%	+3
Junior Officers	2835	19.9%	2981	20.6%	+146
Senior Officers	82	12.7%	86	12.9%	+4
Navy Total	2831	20.7%	2969	21.2%	+138
Junior OR	1819	23.4%	1905	23.9%	+86
Senior OR	324	12.5%	337	13.0%	+13
Junior Officers	667	21.0%	702	21.6%	+35
Senior Officers	21	12.2%	25	13.2%	+4
Army Total	4033	13.3%	4270	14.3%	+237
Junior OR	2408	12.8%	2624	14.2%	+216
Senior OR	540	10.8%	527	10.7%	-13
Junior Officers	1049	17.0%	1083	17.4%	+34
Senior Officers	36	13.2%	36	12.9%	+0
Air Force Total	3000	20.9%	3200	22.4%	+200
Junior OR	1410	22.4%	1530	24.8%	+120
Senior OR	446	15.0%	449	15.3%	+3
Junior Officers	1119	22.8%	1196	24.0%	+77
Senior Officers	25	12.3%	25	12.6%	+0
APS Total	7614	42.0%	7303	43.6%	-311
APS 1-6	5937	46.7%	5639	48.3%	-298
EL 1	1235	34.1%	1213	35.9%	-22
EL 2	395	23.9%	407	25.9%	+12
SES	47	33.1%	44	34.4%	-3

Notes:

The % reflects the female headcount as a % of the group identified
The female headcount is based on substantive rank and classification

Enlistments - Permanent (SERCAT 7 & 6) and Ongoing APS

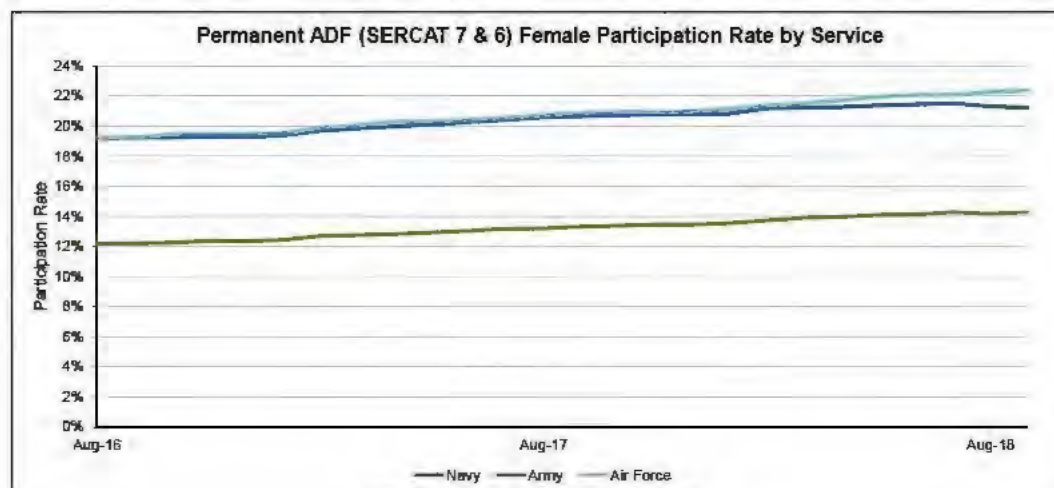
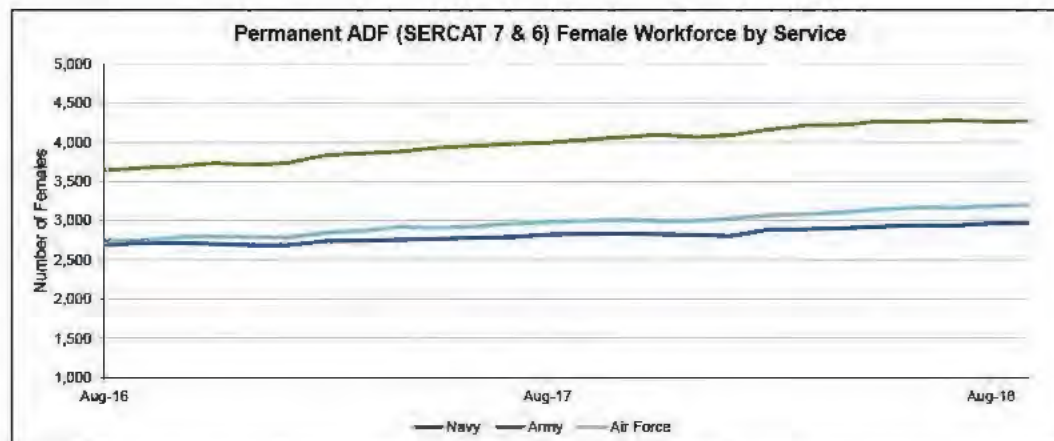
	1 Sep 16 - 31 Aug 17		1 Sep 17 - 31 Aug 18		Change	
	Female	Male	Female	Male	Female	Male
ADF	2218	4307	2427	4844	+209	+537
Navy	391	588	394	1094	+3	+506
Army	759	2495	739	2223	-20	-272
Air Force	410	539	394	526	-16	-13
APS	658	685	900	1000	+242	+315

Separation Rates - Permanent (SERCAT 7 & 6) and Ongoing APS

	1-Sep-17			1-Sep-18		
	Female	Male	Total	Female	Male	Total
ADF	8.7%	9.2%	9.1%	9.4%	9.5%	9.5%
Navy	10.0%	10.1%	10.1%	8.9%	8.8%	8.8%
Army	10.3%	10.1%	10.1%	12.0%	10.9%	11.0%
Air Force	5.4%	6.3%	6.1%	6.3%	7.0%	6.8%
APS	8.1%	8.5%	8.3%	8.6%	9.0%	8.8%

Notes:

- ADF data is for permanent force only
- Junior OR are rank E05 (CPL(E)) and below
- Senior OR are rank E06 (SGT(E)) and above
- Junior Officers are rank O05 (LTCOL(E)) and below
- Senior Officers are rank O06 (COL(E)) and above
- APS data is for ongoing employees only



47E(d)

Defence Diversity

	Culturally & Linguistically Diverse ⁽¹⁾												CALD Variables												Disability ⁽⁶⁾			
	Indigenous Status ⁽²⁾				Birth Country not AUS ⁽³⁾				Ancestry ⁽⁴⁾				Language ⁽⁵⁾															
	1-Sep-17		1-Sep-18		1-Sep-17		1-Sep-18		1-Sep-17		1-Sep-18		1-Sep-17		1-Sep-18													
	Total	%	Total	%	Total	%	Total	%	Total	%	Total	%	Total	%	Total	%	Total	%	1-Sep-17	%	1-Sep-18	%						
ADF																												
Permanent (SERCAT 7 & 8)	14250	24.4%	14334	24.6%	1457	2.5%	1558	2.7%	7440	12.8%	7535	12.9%	7171	12.3%	7211	12.4%	6991	12.0%	7135	12.3%	257	0.4%	240	0.4%				
Active Reserve (SERCAT 5, 4 & 3 inc SERVOPC)	6627	28.3%	7435	28.6%	477	2.0%	549	2.1%	3285	14.0%	3759	14.5%	3131	13.4%	3490	13.4%	3692	15.8%	4179	16.1%	132	0.6%	146	0.6%				
Gap Year (SERVOPG)	100	23.0%	113	22.3%	19	4.4%	13	2.6%	51	11.8%	55	10.8%	43	9.9%	44	8.7%	61	14.1%	65	12.8%	0	0.0%	0	0.0%				
Navy																												
Permanent (SERCAT 7 & 8)	3306	24.1%	3365	24.1%	427	3.1%	442	3.2%	1843	13.5%	1883	13.5%	1535	11.2%	1558	11.1%	1443	10.5%	1501	10.7%	62	0.5%	64	0.5%				
Active Reserve (SERCAT 5, 4 & 3 inc SERVOPC)	708	24.3%	751	25.1%	25	0.9%	34	1.1%	429	14.7%	464	15.5%	287	9.8%	314	10.5%	256	8.8%	280	9.4%	23	0.8%	26	0.9%				
Gap Year (SERVOPG)	20	27.0%	20	21.3%	9	12.2%	4	4.3%	7	9.5%	11	11.7%	12	16.2%	7	7.4%	8	10.8%	11	11.7%	0	0.0%	0	0.0%				
Army																												
Permanent (SERCAT 7 & 8)	7312	24.1%	7337	24.5%	834	2.8%	878	2.9%	3626	12.0%	3683	12.3%	3780	12.5%	3795	12.7%	3673	12.1%	3762	12.6%	143	0.5%	128	0.4%				
Active Reserve (SERCAT 5, 4 & 3 inc SERVOPC)	4542	29.4%	5225	29.5%	393	2.5%	455	2.6%	2092	13.5%	2496	14.1%	2188	14.1%	2467	13.9%	2787	18.0%	3194	18.0%	84	0.5%	91	0.5%				
Gap Year (SERVOPG)	60	24.4%	70	24.2%	6	2.4%	5	1.7%	34	13.8%	33	11.4%	24	9.8%	27	9.3%	43	17.5%	41	14.2%	0	0.0%	0	0.0%				
Air Force																												
Permanent (SERCAT 7 & 8)	3632	25.3%	3632	25.4%	196	1.4%	238	1.7%	1971	13.7%	1969	13.8%	1856	12.9%	1858	13.0%	1875	13.1%	1872	13.1%	52	0.4%	48	0.3%				
Active Reserve (SERCAT 5, 4 & 3 inc SERVOPC)	1377	27.3%	1459	27.5%	59	1.2%	60	1.1%	764	15.1%	799	15.1%	656	13.0%	709	13.4%	649	12.9%	705	13.3%	25	0.5%	29	0.5%				
Gap Year (SERVOPG)	20	17.5%	23	18.5%	4	3.5%	4	3.2%	10	8.8%	11	8.9%	7	6.1%	10	8.1%	10	8.8%	13	10.5%	0	0.0%	0	0.0%				
APS																												
Ongoing	5891	32.5%	5557	33.2%	368	2.0%	389	2.3%	2658	14.7%	2568	15.3%	2631	14.5%	2483	14.8%	3777	20.8%	3579	21.4%	667	3.7%	623	3.7%				
Non-Ongoing	33	22.0%	45	24.1%	1	0.7%	2	1.1%	18	12.0%	27	14.4%	8	5.3%	14	7.5%	22	14.7%	24	12.8%	7	4.7%	4	2.1%				
ADO																												
Total	26901	26.8%	27484	27.0%	2322	2.3%	2511	2.5%	13452	13.4%	13944	13.7%	12984	12.9%	13242	13.0%	14543	14.5%	14982	14.7%	1063	1.1%	1013	1.0%				

Comments:

Active Reserve figures include Continuous Full-Time Service (CFTS).

Data for this table is reliant on self-identification on the Defence HR system. Therefore, the data is likely to under-report actual rates.

Last year numbers will not match those provided in the report from the same month last year. This is because these numbers are updated to include changes in self-identification that have been made within the last 12 months.

Notes:

⁽¹⁾ Culturally and Linguistically Diverse (CALD) is measured where an individual has met one or more of the following variables: Birth Country, Ancestry or Language as defined in the Australian Bureau Statistics (ABS) standards for the reporting of CALD.⁽²⁾ Indigenous Status is derived from PMKeyS field Ethnic Group Long Description. Excludes all Ethnic groups other than, where an individual has self-identified as Aboriginal/Torres Strait Islander or Aust Torres Strait Islander or Aust Aboriginal & TSI.⁽³⁾ Birth Country not AUS is derived from PMKeyS field Birth Country CG Long Description. Excludes Australia, Norfolk Island, Australian External Territories, Inadequately described, Not elsewhere classified, Not stated, Chose not to give this information, Not Provided & Unknown.⁽⁴⁾ Ancestry is derived from PMKeyS field Ethnic Group Long Description. Excludes Australian, Unknown, X Chose not to give this information, Not Provided. Also excludes "Oceanic" where an individual's Birth Country and Language variables are not measured as CALD - because "Oceanic" previously was the only option for those who would now identify as 'Australian'.⁽⁵⁾ Language is derived from PMKeyS fields First Language Spoken, Mother First Language, and Father First Language. Excludes English Only, Not Provided, Language Unknown, Chose not to give information.⁽⁶⁾ Disability is derived from PMKeyS fields Disability Grp Description & Effective Status Code.

47E(d)

47E(d)

47E(d)

APS Physical Science and Engineering (PSE) Workforce

Job Family	APS Headcount (Ongoing and Non-Ongoing employees)							Change	% Change
	1-Sep-17			1-Sep-18					
	Female	Male	Total	Female	Male	Total			
Engineering and Technical	148	1554	1702	161	1505	1666	-36	-2.1%	
Science and Technology	317	1577	1895	328	1570	1899	4	0.2%	

APS Headcount (Ongoing and Non-Ongoing employees)												
Engineering and Technical												
Age (Years)	Length of Service (Completed Years)											Total
	<1	1-5	6-10	11-15	16-20	21-25	26-30	31-35	36-40	41-45	>45	
<20												0
20-24	27	29										56
25-29	38	104	14									156
30-34	19	48	85	13								165
35-39	9	28	51	45	7							140
40-44	11	17	50	27	30	4						139
45-49	10	18	50	33	32	9	8					160
50-54	11	18	62	69	47	13	31	12	8			271
55-59	9	11	60	79	98	17	21	10	8			313
60-64	3	4	38	44	45	11	13	11	5	3		177
65-69		1	12	13	14	12	3	6	5	3	2	71
70-74			3	4	7			1	1			16
75+							1	1				2
Total	137	278	425	327	280	66	77	41	27	6	2	1666

APS Headcount (Ongoing and Non-Ongoing employees)												
Science & Technology												
Age (Years)	Length of Service (Completed Years)											Total
	<1	1-5	6-10	11-15	16-20	21-25	26-30	31-35	36-40	41-45	>45	
<20												0
20-24	26	18										44
25-29	20	18	16									54
30-34	23	19	116	25								183
35-39	11	12	85	101	52							261
40-44	8	3	52	65	112	17						257
45-49	2	8	41	68	85	76	26	3				309
50-54	5		32	37	58	41	88	59	21			341
55-59	2	4	21	28	56	42	54	30	22	9		268
60-64		2	4	13	34	17	24	13	21	10	2	140
65-69			1	2	5	4	3	7	1	2	4	29
70-74			1	1	3		2				5	12
75+											1	1
Total	97	84	369	340	405	197	197	112	65	21	12	1899

