



# ANNUAL REPORT

## 2018–19



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ISSN 0314-0008



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### Further information

For any enquiries about the content of this report, please contact:

<b>Annual report Contact Officer</b>	<b>Director, Governance and Performance</b>
<b>Contact Phone Number</b>	(02) 6252 5000
<b>Contact Email</b>	annualreport@abs.gov.au
<b>Entity website (URL)</b>	www.abs.gov.au

The 2018–19 ABS Annual Report can be found at  
<https://www.abs.gov.au/ausstats/abs@.nsf/mf/1001>.



### Acknowledgement of Country

The Australian Bureau of Statistics acknowledges the Traditional Custodians of Country throughout Australia and their continuing connection to land, waters and community. We pay our respects to their cultures and their Elders past and present.



ABS House  
45 Benjamin Way  
Belconnen ACT 2617

Locked Bag 10  
Belconnen ACT 2616  
Telephone 02 6252 6705



Australian Statistician

The Hon. Michael Sukkar MP  
Minister for Housing and Assistant Treasurer

Dear Minister,

I am pleased to present the annual report for the Australian Bureau of Statistics for the year ended 30 June 2019.

This report has been prepared in accordance with section 46 of the *Public Governance, Performance and Accountability Act 2013* (the PGPA Act). Section 46 of the PGPA Act requires that an annual report be given to the entity's responsible Minister for presentation to the Parliament.

The report has been prepared in accordance with the PGPA Rule and includes the ABS' audited financial statements in accordance with subsection 43(4) of the PGPA Act as well as ABS' annual performance statement in accordance with subsection 39(1) of the PGPA Act.

In addition, and as required by Section 10 of the PGPA Act, I certify that the ABS has:

- prepared fraud risk assessments and fraud control plans
- in place appropriate fraud prevention, detection, investigation and reporting mechanisms that meet the needs of the ABS
- taken all reasonable measures to appropriately deal with fraud relating to the ABS.

Yours sincerely

David W. Kalisch

19 September 2019



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# SECTION ONE OVERVIEW



# Chapter 1

## Australian Statistician's review



The information produced by the Australian Bureau of Statistics (ABS) and our data capabilities contribute to the essential national infrastructure of this country.

Just as transport, telecommunications, or energy are critical in our society, ABS official statistics and their effective use underpin decisions that impact our daily lives. Our national data supports a vibrant democracy by enabling setting of fair electoral boundaries and informing community participation in contemporary issues, helps shape fiscal and monetary policy settings, and informs public policy and service delivery approaches.

The ABS has been producing official national statistics for almost 115 years. In 2018–19 we have continued partnering and innovating to deliver relevant, trusted and objective data, statistics and insights, releasing nearly 500 official statistical releases through the year. The ABS is providing further information insights by safely linking our data to other information, and expertly making more information available to analysts and researchers.

As a nation we cannot afford to be complacent or indifferent to the availability, and productive and safe use, of our essential national data resources.

The ABS is expected to effectively measure a changing economy, society and environment. We are drawing on a broader range of information to produce quality, timely national statistics. Technology is enabling more sophisticated, beneficial and safe use of our data to help design policy and service delivery strategies. The ABS has also improved the way we operate to deliver more public value from the funding we receive.

Contemporary costs of delivering quality statistical services have been increasing, as it becomes more difficult to secure strong survey responses from households and businesses. We also need to continue updating protections to secure sensitive personal and commercial data from cyber and other attacks.

### ABS highlights for 2018–19

- There were almost 14.3 million visits to the ABS website and more than 2.2 million downloads of ABS products
- The ABS produced 496 statistical releases
- The ABS implemented machine to machine transmission of data to key users, providing instant delivery of market-moving statistics
- Integrated data sources provide new insights into the economy and the community for research, planning and policy development
- The first edition of the quarterly *Labour Account* was released, providing new insights into the economy



- Improvements to the collection of data for ABS surveys, including the increased use of web forms, have made the process more efficient and easier for people
- Extensive public consultation was undertaken on potential topics for the 2021 Census, and major Census procurements were finalised
- Interactive mapping technology for Commonwealth electorates released on ABS website provided a more accessible user experience
- The ABS and Statistics Indonesia continued to build on their 20-year relationship, signing a new five-year Memorandum of Understanding (MoU) to support ongoing statistical collaborations
- The ABS ranks 16th in the Grad Australia top 100 graduate employers in Australia and also celebrates the 60th anniversary of its Graduate Program

## Many of our national statistics are world leading

Australia is recognised for the quality of our labour market statistics. ABS monthly labour force estimates are the most reliable across the world, and now include monthly estimates of underemployment and underutilisation. This is further complemented by new data from our Linked Employer-Employee Dataset (LEED), providing information on multiple job holdings and regional labour markets.

Our Labour Account estimates combine information from households and businesses to provide reliable industry employment trends, and put this together with data on wages and hours of work on a quarterly basis. Through the ABS, Australia is one of only four countries which has access to a labour account.

The ABS' innovation to introduce annual re-weighting of the Consumer Price Index (CPI) has improved the accuracy of our inflation measure over time, building upon use of scanner data and web scraping to update price movements. However, we remain the only G20 country that does not produce monthly inflation data.

We continue to produce world class National Accounts (one of very few countries that publishes all 3 measures of Gross Domestic Product (GDP)). The ABS has enhanced our measurement of productivity, and are progressing improvement to output and productivity measurement in the growing non-market sector of the economy, with an initial focus on health. Over recent years, we have enhanced our financial statistics in a collaboration with Australian Prudential Regulation Authority (APRA) and the Reserve Bank of Australia (RBA).

The ABS produces world leading population estimates, drawing upon a range of data sources including the five-yearly Census, immigration data, information from state and territory registries of births, deaths and marriages, and Medicare data. New population projections were produced following release of quality data after the 2016 Census.

The ABS is also globally recognised for the new information insights we produce through data linkage. The RBA, Treasury, and state and territory governments now have better understanding of firm dynamics, productivity, wage, and industry developments. Linked data is contributing other social policy and service delivery insights, including information to support needs-based school funding.

The ABS has expertise, judgments and tools that enable use of data for policy and research purposes in ways that do not compromise the confidentiality of individual or commercial information.

## Capitalising on data: opportunities grasped or missed?

We are in an Information Age, where more data is being produced than ever before and decision makers are increasingly looking for data across a range of purposes.

The Governor-General's speech at the opening of the 46<sup>th</sup> Commonwealth Parliament, in June 2019, noted that the "government will continue to invest in the use of data as a national resource to make better-informed decisions, develop innovative solutions to the issues facing citizens and provide improved services". This is a very encouraging development.

For a number of years, the business sector has been investing in data and building their capability to use data. This is helping them make better decisions every day.

Use of data can lead to better designed government services and policy. The New Zealand experience, with use of its Integrated Data Infrastructure, shows how linked data can both improve outcomes for citizens and improve fiscal outcomes at the same time. The Data Integration Partnership for Australia (DIPA) has the potential to deliver increased benefits for Australia, building on gains achieved in the early years.

While new data is emerging from the Internet of Things, the ABS is also being asked to do more to measure a changing economy, society, population and environment.

Some of this new big data is not reliable enough to be used as the basis of important government or RBA decisions. Recent political polls in Australia provide just one example demonstrating how misleading information can be produced through unrepresentative data collections. In other instances, the ABS is using information from a range of these new data sources, such as retail scanner data, web scraping and some information from other commercial sources, to produce quality official statistics. We are actively assessing potential use of satellite data and other new data sources.

Looking at likely future developments across our economy, we do need to ensure that we have sufficient people with strong data capability and judgment to be able to fully exploit the emerging data opportunities for public benefit, while keeping sensitive personal and business information safe. As a country, we do need more people with a range of data-related skills and experiences to extract more value from these emerging data.

The conundrum for the ABS is that demand for information and data capability is growing while our operating funding has fallen by around 30 per cent in real terms over a decade. While the ABS is more efficient and effective than it was previously, funding cuts of this level inevitably reduce the service we can provide for governments, businesses and the community.

Our economic, labour market and population statistics have been prioritised, and are consuming an increasing share of our budget funding. These will now be the statistics at risk if there are further cuts to ABS funding over future years. Most of our essential social statistics, such as the Australian Health Survey, the Survey of Disability, Ageing and Carers and Indigenous-specific surveys, are now only possible through supplementary user funding. Extra funding is being provided by the Government for the ABS to again conduct a time use survey, and the Government recently announced extra funding for a mental health survey.

## Maintaining community trust

Public trust in the integrity and security of ABS data processes and final numbers supports our democratic processes and institutions.

The ABS relies on the trust of households, businesses and other data suppliers to provide us with accurate and sometimes very sensitive data. We recognise that the quality of the service experience we deliver to the community matters, alongside the quality of the final data, and seek to improve the experience of those required to provide information to the ABS.

The ABS professionally and transparently uses information provided to us to produce our official national and regional statistics. We make statistics available to the community, to enhance Australia's understanding of our collective situation. Access to detailed microdata, including integrated data assets, is carefully managed to protect privacy and confidentiality while enabling valuable research and evaluation to inform important decisions by governments, businesses and the community, again for our community benefit.

As the environment in which we operate, and as community and government expectations can change over time, consideration of public trust will remain core to ABS decisions about data collection and use.

## Further progress on ABS transformation

The ABS has been pursuing a comprehensive organisational transformation since 2015 to improve its effectiveness through improved partnerships, strategy, governance, people, culture and infrastructure. Improved external partnerships and internal collaboration have in particular contributed to enhanced ABS performance over recent years.

Improved engagement with key data users has helped the ABS prioritise our work program, and advise on implications of potential changes, as we have confronted reduced funding over time. In some instances, this has contributed alternative user funding to maintain required statistics.

We are in the process of implementing new systems, while also paying attention to the security and stability of our core data collection, processing and dissemination systems. The ABS has purchased new data acquisition tools that are progressively being deployed across our survey program, improving cost effectiveness, the stability of these systems and the data supply experience for households and businesses.

The ABS is releasing more of its statistical content through Application Programming Interfaces (APIs), benefiting the markets and other key data users. Development of a new consumer-friendly ABS website is on track for introduction in mid-2020, with a beta version now available. We have also introduced a Virtual DataLab, a facility that, in 2018–19, had around 1,000 expert data analysts generating new statistical insights from our microdata and linked data resources.

Risk management has become a more important consideration across ABS decision making, influencing choices about resource allocations, organisational structures, governance arrangements, and the allocation of expert staff. Improved internal collaboration and increased use of external expertise are also contributing to the quality of Australia's official statistics.

The ABS continues to rely upon a professional workforce, building on our traditionally strong graduate recruitment and professional development. Over recent years, we have drawn in staff with a broader range of skills and experiences, complementing those with deep ABS knowledge. Flexible work arrangements and a positive workplace culture at ABS assist with staff attraction and retention, especially as data skills become more sought after across the economy.

Particular attention has been given to culture change at the ABS, increasing our customer focus, enhancing internal collaboration and encouraging innovation. We have deliberately worked with our middle managers alongside our senior team to achieve measurable change.

While considerable progress has been achieved with the ABS transformation over recent years, further investment and progress will be necessary as our operating environment evolves and as the data requirements of the government and the community are expected to increase over time.

A summary of key ABS transformation achievements over the past year is attached.

## Preparing for the 2021 Census

Preparations for the 2021 Census, already well progressed, are drawing upon learnings from the 2016 Census, the 2017 Australian Marriage Law Postal Survey, and our broader organisational transformation.

We have set three key objectives for the 2021 Census:

- Smooth running: ***The Census experience is easy, simple and secure***
- Strong support: ***Governments, businesses and the community have confidence in the Census and there is a high level of community participation***
- High quality data: ***Census data is high quality and widely used to inform on areas of importance to Australia***

The ABS is not just managing a major data collection, but also a major community event. Census design has therefore evolved to reflect contemporary community expectations of a seamless service, including responding to key issues that might emerge through this process.

Highlights from 2021 Census planning during 2018–19 include:

- more extensive governance oversight, which also includes external perspectives, engagement of independent program assurers, and a more rigorous approach to program and risk management
- adopting user centred design for aspects such as proposed self-service and contact centre approaches so the Census process better meets citizen expectations
- significant consultation and some testing to develop recommendations to the Government on content of the 2021 Census
- conducting and completing full open tender procurement processes for a secure, simple and smart digital service and recruitment of a 30,000-strong temporary workforce
- incorporating cyber security expertise from across government, now more readily provided by these specialist government agencies compared to our experience in the lead up to 2016
- building preparedness for key issues that may emerge during the Census process.



## Acknowledgments

I once again acknowledge the commitment, professionalism and capability of the skilled staff of the ABS. In addition, I thank the Australian people for their ongoing support and trust in the ABS; without your participation we would not be able to produce the information that shapes Australia's important decisions.

The ABS works with many national, state and territory agencies that provide us with data that are critical inputs to our statistics. This is alongside the work we do with national statistical offices around the world. The contributions of each of these governments and organisations is significant and we thank all these partners.

The ABS receives important strategic advice from the Australian Statistics Advisory Council (ASAC), led by Chairperson Professor Gary Banks AO. I thank Professor Banks and the members of ASAC for their regular insights and ongoing support, as well as the contributions we receive from active participation through multiple advisory groups.

I also acknowledge the support of our Ministers throughout the year, the Hon. Michael Sukkar MP (February – August 2018) and the Hon. Stuart Robert MP (September – May 2019).

### **David W. Kalisch**










Australian Statistician



## Consolidated list of Transformation achievements


ENVIRONMENT	STRATEGY	GOVERNANCE
<p>Australian Population Clock hits 25 million and ABS leads the news with 700 news items reaching 20 million people</p>	<p>Executive Board endorses new strategic priorities for 2025, which identify opportunities to leverage ABS capabilities across the Australian data landscape</p>	<p>First ABS tender evaluation board established, both internal and external SES members oversee high stakes procurements for Census 2021</p>
<p><i>Population Projections, Australia</i> predicts 30 million people by 2033 and informs public policy debate, reaching 1.4 million people through social media</p>	<p>Australian Statistician appointed to National Data Advisory Council, supporting the Interim National Data Commissioner</p>	<p>ABS governance achieves fully ANAO compliant risk framework supported by risk software</p>
<p>Extensive public consultation identifies and tests potential new topics for 2021 Census, recommendations made to Minister</p>	<p>Release of the first <i>ABS 10 Year Capital Strategy</i> facilitates longer term planning and management of capital</p>	<p>Delivery of first mid-year <i>Performance Statement</i> enables better governance of ABS</p>
<p>ABS conduct of Australian Marriage Law Postal Survey wins innovation category in IPAA Public Sector Innovation Awards</p>	<p>ABS Executive Board endorses the Aboriginal and Torres Strait Islander engagement strategy focusing on continuing to build strong partnerships with Indigenous communities</p>	<p>Comprehensive review of <i>ABS Policy and Legislation Manual</i> conducted</p>
<p>Round Table on Aboriginal and Torres Strait Islander Statistics strengthens ties with Indigenous communities to improve data quality and participation in ABS surveys</p>	<p>Australian Statistician and Deputy Australian Statistician attend UN Statistical Commission, New York; discuss indicators for the <i>2030 Agenda for Sustainable Development</i></p>	<p>Gateway review team gives broad endorsement to the Statistical Business Transformation Program's revised approach to delivery</p>
<p>Stakeholder Relationship Health Assessment finds 86% of stakeholders satisfied with how they engage with ABS, 96% agree ABS a credible source of data</p>	<p>New MoU with NT government signed with a focus on improving Census counts of Aboriginal and Torres Strait Islander people</p>	<p>Enterprise Portfolio Management Office established to ensure ABS delivers projects and programs that are aligned with corporate priorities</p>
<p>ABS releases new publication <i>Lending to households and businesses</i>, providing a more targeted and easier to use experience for users</p>	<p>ABS and Statistics Indonesia build on 20-year relationship, signing a new five-year MoU</p>	<p> Panel of expert privacy consultants sourced ahead of 2021 Census to focus on advice, impact assessments, training and independent assurance</p>
<p>Release of interactive map <i>Discover your Commonwealth Electorate Division</i> to ABS website and mobile app</p>	<p>ABS and the Statistical Society of Australia commence new strategic partnership aimed at raising statistical literacy</p>	<p>Expansion of ABS DataLab access to approved researchers increases data use</p>
<p>Greater range of data available from key integrated data assets, including enhancements to:</p> <ul style="list-style-type: none"> <li>the Multi-Agency Data Integration Project (MADIP), which combines person level information on healthcare, education, welfare, income tax and population demographics from a range of government sources</li> <li>the Business Longitudinal Analysis Data Environment (BLADE), which combines business tax data and information from ABS surveys with business level data from various government programs</li> </ul>	<p>ABS receives \$10.4 million in funding to reinstate the Time Use Survey (TUS) to better understand the economic value of unpaid work</p> <p>First release of innovative quarterly Labour Account brings together multiple data sources in a single framework of jobs, persons, labour volumes and labour payments</p>	<p>DIPA collaborations sees all 33 Policy Delivery Plans delivered</p>
	<p> ABS Household Survey Innovation Panel introduces changes to the survey respondent experience, improving self-enumeration rates</p>	<p>New, consolidated ABS committee, Data Innovations and Statistical Strategy (DISS) focuses on innovation and cross group statistical priorities and risks</p> <p> New ABS Statistics Determination enables increased, safe access by researchers and analysts to business data</p>

## Transformation achievements, 2018–19

PEOPLE	CULTURE	INFRASTRUCTURE
<p>ABS progresses up Australian Workplace Equality Index; ranking 6th of 23 agencies in the Access &amp; Inclusion Index</p>	<p>APS Employee Census results reaffirm ABS strengths compared to wider APS in workplace culture, workplace conditions and innovation</p>	<p>Instant delivery of market-moving statistics to media partners via ABS Indicator API</p>
<p>ABS ranks 16th in Top 100 Graduate Employers in Australia, also celebrates 60th anniversary of the ABS Graduate Program</p>	<p>ABS Transformation Survey finds 81% of staff understand what ABS Transformation encompasses and 92% understand reason for change</p>	<p>Release of 2016 Census microdata to ABS DataLab informs health, housing and community services research</p>
<p> Three of the four top roles held by women – a first for the ABS</p>	<p>Release of <i>ABS: Our Culture</i> statement highlights importance of customer focus, collaboration, accountability, agility, flexibility, innovation and self-awareness</p>	<p>Homelessness data in ABS TableBuilder improves information access to support research and policy</p>
<p>Yindjibarndi man Matthew Large appointed to new Assistant Director role for Aboriginal and Torres Strait Islander Employment and Development Strategies</p>	<p><i>ABS Inclusion and Diversity Strategy and Reconciliation Action Plan (RAP)</i> both launched to recognise the importance of a diverse workplace</p>	<p>ABS website moves to new infrastructure platform enhancing reliability, security and responsiveness</p> <p>New ABS Beta website tests with stakeholders. Staff training enables adoption of new internal publishing environment and content guidelines</p>
<p>Short-term internal vacancy mobility process, <i>Raise Your Hand</i>, launched</p>	<p> Reconciliation spaces opening in all offices</p>	<p>Data Acquisition (DA) uses new capabilities:</p>
<p> ABS CFO wins 2018 outstanding contribution to public administration award for leading Canberra Office Transformation Project to full Activity Based Working</p>	<p>All staff given an Acknowledgement of Country card in line with the RAP</p>	<ul style="list-style-type: none"> <li>• Job Vacancy Survey transitions and data published with no issues</li> <li>• Qld Health and Vitals, ATO BAS, and Home Affairs administrative data transitions successfully</li> <li>• Health Literacy Survey becomes first collection to release publication using data collected with new DA tools</li> <li>• successful dress rehearsals for General Social Survey and Survey of Income and Housing; first special social surveys to offer web form options to households</li> </ul>
<p> Peta Darby and James Farnell placed joint second in 2019 International Association for Official Statistics (IAOS) Young Statistician papers competition</p>	<p> ABS continues to implement diverse training to staff, offering:</p>	<p> ABS uses machine learning approaches to improve efficiency and quality:</p>
<p>ABS successfully participates in Indigenous Apprenticeship Program</p>	<ul style="list-style-type: none"> <li>• SBS Cultural Competency Program to support the Closing the Gap initiative</li> <li>• IPAA mentoring and ABS mentoring</li> <li>• PRIDE in Diversity awareness training</li> <li>• Disability Confident Managers e-learning modules</li> </ul>	<ul style="list-style-type: none"> <li>• automated image recognition better identifies residential dwellings for Census participation and survey samples</li> <li>• new coding tool enables better classification of data</li> </ul>
<p> <i>Lunch, Listen and Learn</i> series launches to share insights into the career and life stories of Senior Executive Service women</p> <p>Expanded access to flexible work</p>	<p><i>Reasonable Workplace Adjustment Passport</i> launches, enhancing support and inclusion opportunities for staff</p>	<p> Partnership with Bureau of Infrastructure, Transport and Regional Economics uses GPS data to track road freight and better inform road infrastructure investment decisions</p>
	<p> 358 ABS interviewers trained on new data acquisition tools at 2019 National Team Development Workshop in Geelong</p>	

## Chapter 2

### ABS at a glance




**14,296,234**  
visits to the  
ABS website

**2,219,129**  
downloads of  
ABS products




**496**  
statistical products  
released




**1,384,664**  
TableBuilder, Population  
Census Pro and other  
data sessions

**36,486**




calls to the  
National Information  
and Referral Service








**18,856**  
emails to the  
National Information  
and Referral Service

**6,589**  
DataLab  
sessions



ABS social media followers – **Total 200,040**

 <b>100,263</b> Facebook	 <b>78,721</b> Twitter	 <b>14,989</b> LinkedIn	 <b>4,622</b> Instagram	 <b>1,445</b> YouTube
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*As at 30 June 2019 for previous 12 months*



## Our purpose

The ABS purpose is to inform Australia's important decisions by partnering and innovating to deliver relevant, trusted and objective data, statistics and insights.

To achieve our purpose during 2018–19, the ABS has focused on three priorities to meet Australia's contemporary and emerging statistical needs:

- providing high quality official statistics
- transforming the ABS for the future
- delivering new statistical solutions to maximise the value of public data.

Our highest priority is to deliver high quality official statistics. To ensure that we deliver relevant, trusted and objective statistics, we are transforming the ABS and partnering with our stakeholders to innovate, develop and implement new statistical solutions.

## What we do

The ABS is Australia's national statistical agency, providing trusted official statistics on a wide range of economic, social, population and environmental matters of importance to Australia.

The ABS also has an important leadership role, coordinating statistical activities and collaborating with official bodies in the collection, compilation, analysis and distribution of statistics. In addition, the ABS provides technical advice and assistance to the Australian and state and territory governments in relation to statistics, the development of standards, and helps to ensure compliance with those standards.

## Our plan

The ABS Corporate Plan outlines the purpose, role, values and culture, objectives, operating environment, capability, risk oversight, and performance framework of the ABS. It can be found on the ABS website at [www.abs.gov.au](http://www.abs.gov.au).

## Our stakeholders

Maintaining the support of official bodies and people within our authorising environment, including the Government, government agencies, and regulatory authorities, is critical for the ABS' to achieve its purpose. Maintaining our social licence – the trust of the community – is also equally important to our ability to deliver high quality statistics. The ABS relies on business and the community to provide critically important data. Actions by the ABS or other entities that erode the trust of data providers directly undermines our efforts to collect this information and produce quality statistics.

The ABS' success relies upon demonstrating to the community and business that we can be trusted to protect their confidential and private data and deliver reliable statistical information.

Our commitment to build and maintain strong partnerships with our stakeholders is central to our ability to deliver our purpose. This commitment drives the ABS to find innovative ways to work with data providers to inform our work while also guiding us to identify relevant statistical information of real value to their businesses. We have continued to seek ways to more effectively use the wealth of existing government and non-government information to more efficiently deliver useful insights, and as much as possible, reduce provider burden on businesses and households.

Privacy is increasingly important to the Australian community, especially in light of well publicised breaches by both public and private sector entities. The ABS has continued to invest in processes and technology to maintain the secrecy of the information provided to us, as required by the *Census and Statistics Act 1905*, alongside meeting the additional requirements of the *Privacy Act 1988*.

## Responsible Ministers

As part of the Treasury portfolio, the ABS maintains a close relationship with the Department of the Treasury and the responsible Minister, while acting independently and objectively to provide official statistics and exercise our legislative powers. The Statement of Expectations for the ABS outlines the Australian Government's expectations of us and our Statement of Intent outlines how we will meet those expectations.<sup>1</sup>

During 2018–19, the Hon. Michael Sukkar MP, Assistant Minister to the Treasurer and Federal Member for Deakin, was responsible for the ABS until late August 2018. The Hon. Stuart Robert MP, Assistant Treasurer and Federal Member for Fadden, was then given responsibility, which he retained until 29 May 2019. The Hon. Michael Sukkar MP has since resumed responsibility for the ABS.



## Enabling legislation

The *Australian Bureau of Statistics Act 1975* and the *Census and Statistics Act 1905* set out the primary functions, duties and powers of the ABS.

The *Australian Bureau of Statistics Act 1975* establishes the ABS as an independent statutory authority, with Section 6(1) describing the six functions of the ABS to:

- constitute the central statistical authority for the Australian Government and provide services for the state and territory governments
- collect, compile, analyse and disseminate statistics and related information
- ensure coordination of the operations of official bodies in the collection, compilation and dissemination of statistics and related information
- develop standards for statistics and ensure compliance
- give advice and assistance to official bodies in relation to statistics
- provide liaison between Australia, other countries and international organisations on statistical issues.

The *Census and Statistics Act 1905*:

- empowers the Australian Statistician to collect statistical information on a broad range of demographic, economic, environmental and social topics
- enables the Australian Statistician to direct a person to provide statistical information, in which case they are legally obliged to do so
- requires the ABS to publish the results of these statistical collections
- places a life-long obligation on all ABS officers to maintain the secrecy of information collected under the Act, and provides harsh penalties for those who fail to do so.

The Census and Statistics Regulation 2016 prescribes the types of statistical information that the ABS is authorised to collect and other administrative matters permitted by the *Census and Statistics Act 1905*.

<sup>1</sup> <https://www.abs.gov.au/websitedbs/D3310114.nsf/Home/ABS+Statements+of+Expectations+and+Intent?opendocument>

The Census and Statistics (Information Release and Access) Determination 2018 repealed the Statistics Determination 1983 on 15 November 2018. The remake enables this legislation to better meet the needs of users by providing a more enabling framework for the safe and secure release of information: specifically, detailed statistical information pertaining to businesses and organisations. Commitments to the confidentiality of personal information have been retained.

The ABS is subject to the requirements of the *Public Governance, Performance and Accountability Act 2013*, which establishes a coherent system of governance and accountability for public resources, with an emphasis on planning, performance and reporting. The ABS is also subject to the *Public Service Act 1999* – the principal Act governing the establishment and operation of, and employment in, the Australian Public Service (APS) – and is subject to the *Freedom of Information Act 1982*, *Public Interest Disclosure Act 2013* and the *Privacy Act 1988*.

On 1 July 2018 the Australian Government Agencies Privacy Code commenced, setting out requirements for agencies' compliance with Australian Privacy Principle 1.2 of the *Privacy Act 1988*. The code requires the ABS to adopt an approach to privacy governance that will build a consistent, high standard of personal information management.

## Accountable authority and organisational structure

The ABS is led by the Australian Statistician – a statutory office established by the *Australian Bureau of Statistics Act 1975*. Mr David W. Kalisch was the Australian Statistician and accountable authority throughout 2018–19. Mr Kalisch was first appointed to the position on 11 December 2014.

The ABS is supported by a dynamic and responsive organisational structure (see Figure 2.1), comprising statistical, corporate and data services that enable the agency to deliver its role and functions.

## ABS Portfolio Budget Statement outcome and program

The ABS Portfolio Budget Statement outlines a single outcome for the agency:

Decisions on important matters made by governments, business and the broader community are informed by objective, relevant and trusted official statistics produced through the collection and integration of data, its analysis, and the provision of statistical information.

The ABS' program contributes to the outcome through delivery of high-quality statistical information to inform discussion of Australia's most important issues and through engaging with users within government, business and the community to ensure they have confidence in the statistical resources available to enable them to make informed decisions.

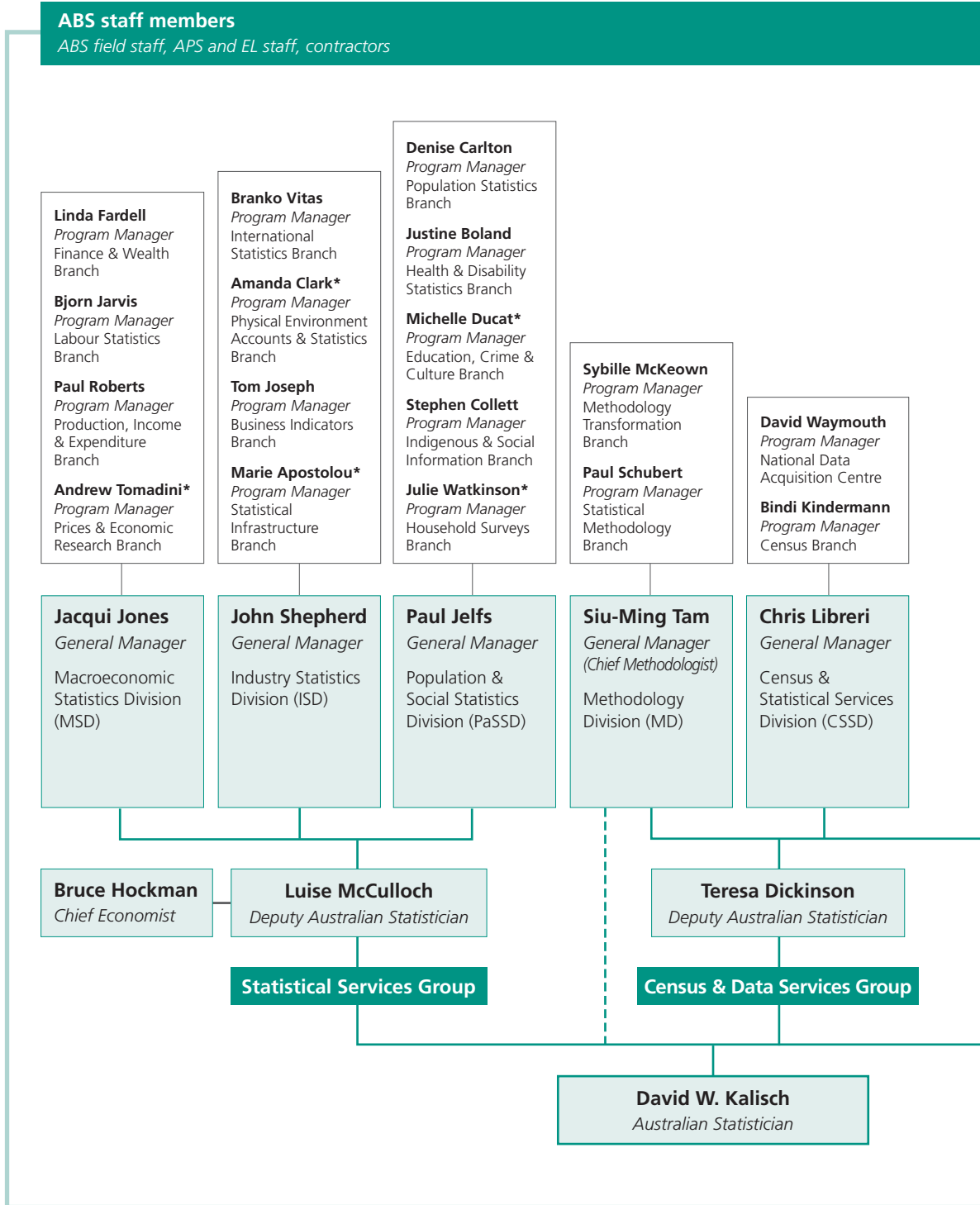
Economic statistics are produced predominantly from data collected through the ABS business survey program as well as administrative data sources. They include an extensive range of statistical outputs relating to the structure and performance of the Australian economy.

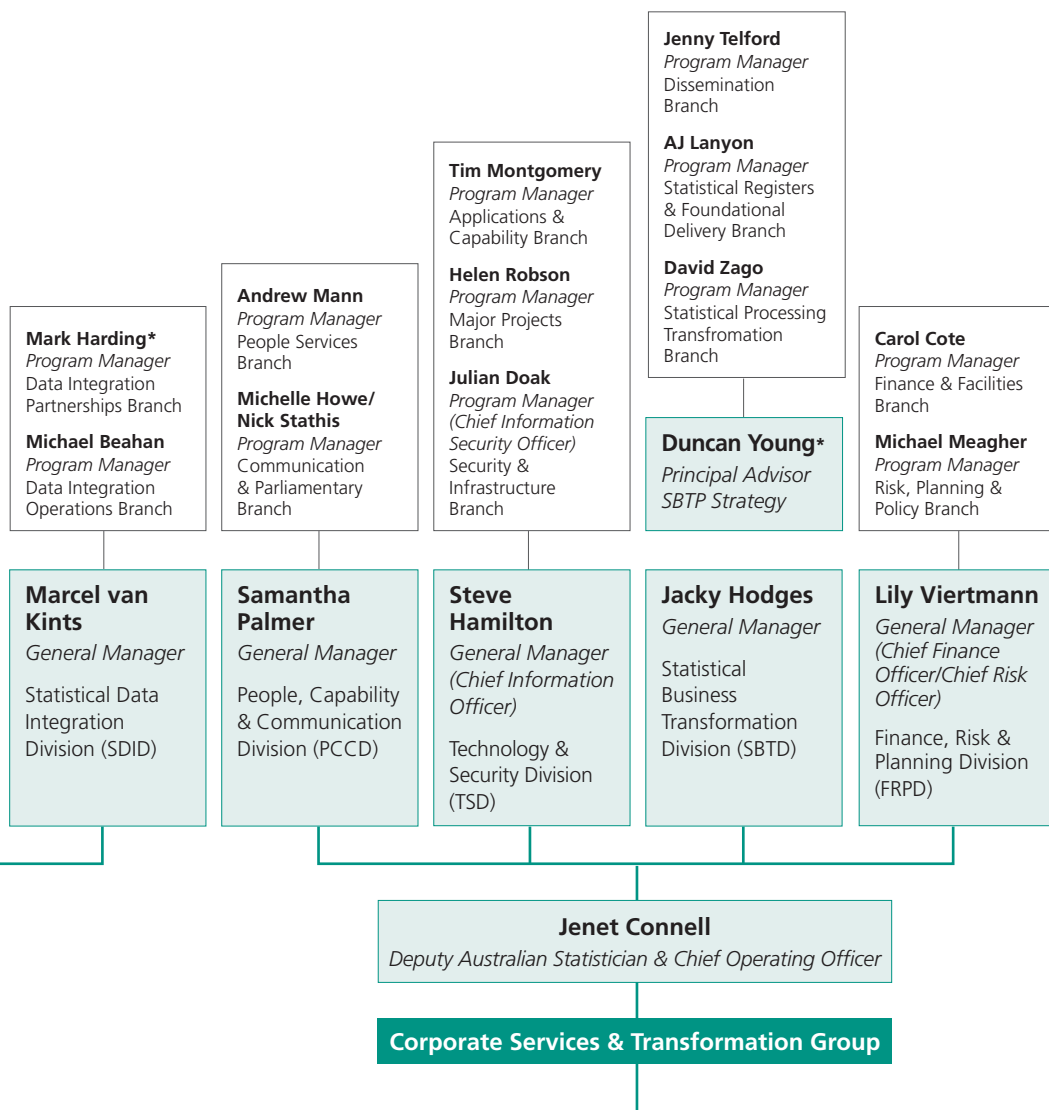
Population and social statistics are produced from data collected through the ABS household survey program as well as administrative data. They include statistical information relating to the Australian population, including Census and demographic statistics, as well as information relating to the social and economic wellbeing of the population.

An outline of how the ABS has met its program deliverables for 2018–19 is provided in Chapter 4 in the Annual Performance Statement.

The ABS' Portfolio Budget Statement, which outlines the organisation's outcome, program and deliverables, is available on the Treasury website at <https://treasury.gov.au/publication/portfolio-budget-statements-2018-19>.

**Figure 2.1: Organisational chart**  
as at 30 June 2019





As at 30 June 2019

\*Acting/temporary or contractor

# Chapter 3

## Special articles



### Special article 1

## ABS – Leading skills and capability development across the Australian data landscape

The ABS' enabling legislation establishes the ABS at the centre of the Australian data landscape – to lead, coordinate, and collaborate with others in relation to statistical activities. The ABS has a long history of driving improved statistical capability both domestically and internationally.

Today's decision makers have access to a vast data landscape with information available from a range of public and private organisations. This includes data from small online surveys, real-time tracking of business processes, and complex big data.

As the data landscape has shifted, so too has the approach taken by the ABS to build statistical capability amongst its users and stakeholders, both at home and overseas. The ABS has been building capability through secondment of staff, provision of statistical training programs, and international statistical development.

During 2018–19, the ABS had 11 staff seconded to state or territory government agencies and 12 staff seconded to Australian government agencies. In 2019, the Western Australian (WA) Department of Justice (DoJ) sought assistance from the ABS to refresh the sample design of the WA government's drug prevalence research. An ABS officer was seconded to the DoJ to update the testing regime and build the expertise of DoJ staff.

The ABS has also worked across the broader APS, aiming to improve data literacy and enhance practical analytical skills across government portfolios.

The ABS *Statistical Learning Platform* (established in 2016) allows staff from external agencies to enrol in online statistical capability courses. In 2019, more than 20 agencies and organisations accessed the platform, including the Australian Tax Office (ATO), Department of Industry, Innovation and Science (DIIS), and IP Australia. At 30 June 2019, more than 500 individuals were active members of the portal.

The ABS is also supporting whole-of-government work force planning by sharing the statistical job roles used within the ABS. The ABS has established a range of data and statistical job roles, which outline the core activities and capabilities of staff working in statistical functions. The APS-wide approach to workforce planning is being led by the Australian Public Service Commission (APSC).

Since 2013, the Department of Foreign Affairs and Trade (DFAT) has provided funding that allows the ABS to help other countries to enhance their statistical systems and meet their reporting obligations under the United Nation's Sustainable Development Goals (SDG).

The ABS delivers programs in five countries, with a team of more than 30 world-class experts from within the ABS working directly with their counterparts in other National Statistical Offices (NSOs).

While the ABS will continue to provide decision makers with access to statistical support, there is increasing demand for more advanced skills. This includes demand for data scientists who can analyse and interpret large integrated datasets. While demand is increasing, there are fewer new graduates with science, technology, engineering and mathematics (STEM) skills available to fill the data science roles.

As a leader in the analysis and interpretation of large datasets, the ABS will look to leverage its expertise to continue building data capability across Australia.

## Special article 2

### Modernising economic and financial statistics

The Australian Prudential Regulation Authority (APRA) collects data from the financial sector (e.g. banks, building societies and credit unions) for the ABS and the Reserve Bank of Australia (RBA). The current version of the set of forms used to collect these data was introduced in 2002. The forms have not been comprehensively updated since then.

Over the past few years, APRA, the ABS and the RBA have worked with the finance industry to modernise Australia's financial sector data. These data are used in key economic outputs such as the ABS' national accounts releases, RBA's financial aggregates, and APRA's statistics on Authorised Deposit-taking Institutions (ADIs). The new Economic and Financial Statistics (EFS) collection will significantly improve the information available on financial conditions in Australia. This information is important in understanding what is happening in the economy and identifying any risks to financial stability.

The new EFS collection will include:

- classifying loans by purpose to better meet user needs and provide more accurate data on items such as whether lending is for owner-occupier homes or investment
- collecting much more detailed data on loan approvals and loan and deposit balances
- using the most up to date classifications available for industry and the economic sector
- using definitions that align with current international standards for economic statistics.

Modernising the EFS collection is a large, complex project and is being implemented in phases, over multiple financial years. Over the past three years, APRA, the RBA and the ABS have focused on consulting with the financial sector on the design of the new forms and providing detailed guidance on how to report. During this period banks and other reporting institutions adapted their systems to report on the new forms. A key milestone for the project was achieved in April 2019, when we received data for the first phase of the EFS project (including detailed balance sheet information). This information will be reflected in monthly outputs from the RBA and APRA, quarterly APRA publications, and in the quarterly ABS publication *Australian National Accounts: Finance and Wealth*.

In 2018–19, there were multiple parallel runs (where APRA collected data from the new EFS collection and the ABS, RBA and APRA analysed the new data while continuing to collect and publish data on the current basis) to assess the new data ahead of its release in 2019–20. Parallel runs will continue in 2019–20. Table 3.1 shows the publications that will change as a result of the EFS collection and the timing of these changes.

**Table 3.1: Publications changing as a result of the EFS collection**

Publication	Frequency	First EFS data release	
		Reference period	Release date
<b>Reserve Bank of Australia</b>			
<i>Financial Aggregates</i>	Monthly	July–19	Aug–19
<b>Australian Prudential Regulation Authority</b>			
<i>ADI Statistics</i>	Monthly	July–19	Aug–19
<i>ADI Performance Statistics</i>	Quarterly	Sep–19	Dec–19
<i>ADI Property Exposure Statistics</i>	Quarterly	Sep–19	Dec–19
<b>Australian Bureau of Statistics</b>			
<i>Australian National Accounts: Finance &amp; Wealth</i>	Quarterly	Sep–19	Dec–19
<i>Lending to Households &amp; Businesses</i>	Monthly	Oct–19	Dec–19
<i>Australian System of National Accounts</i>	Annual	2020–21	Oct–21
<i>Australian National Accounts: State Accounts</i>	Annual	2020–21	Nov–21
<i>Australian National Accounts: National Income, Expenditure &amp; Product</i>	Quarterly	Sep–21	Dec–21

Providing better economic and financial data to help inform important decisions about the economy will continue to be a focus in 2019–20 as we move to the next phases of the EFS project.

### Special article 3

## Statistical Business Transformation Program achievements

The way the ABS collects, analyses and shares data is being modernised. Through the Statistical Business Transformation (SBT) Program a range of initiatives are being undertaken to digitally streamline processes, to deliver benefits and reduce statistical risk.

### Improving the way we collect data

Our new data acquisition capabilities are delivering efficiencies in the way we collect data. Our use of innovative household approaches, in addition to increasing self-enumeration rates, is improving user experiences for ABS data providers and survey respondents.

This year a Data Acquisition Taskforce was established to drive this transformative work. Milestones achieved include:

- migration of a range of administrative data sourced from Commonwealth, state and territory government agencies to enhanced acquisition capabilities
- increasing the availability of online data collection. For the first time participants in ABS Special Social Surveys (SSS) such as the Survey of Income and Housing (SIH) and the General Social Survey (GSS) were offered the option to complete their survey online. Across multiple collection campaigns we saw between 20 and 35 per cent of respondents take advantage of this new option.
- migration of selected annual and sub-annual (more than once a year) business surveys to new collection infrastructure.



## Increased use of enabling infrastructure

Our use of the Next Generation Infrastructure platform increased during the year. A range of new and existing ABS information and communication technology (ICT) systems were migrated to take advantage of the increased automation and scalability of this new environment. As part of these migrations enhanced testing and deployment practices were introduced to support the increased use of agile development approaches across the ABS.

We delivered enterprise security and access management solutions to underpin technical capabilities introduced by the SBT Program. These capabilities deliver efficiencies in the management of data access through increased standardisation and automation.

The ABS Intelligent Coder is ready for use; it will improve the efficiency and accuracy of statistical coding and classification of data, through the use of machine learning capabilities.

## Improving how we share data

### Application Programming Interface

This year we introduced the ABS Indicator API. This new data sharing service releases data faster. Now, we can digitally provide key economic data to approved media partners, split seconds after the 11.30.00am embargo, enabling them to programmatically access selected market moving indicators instantly.

The API technology that underpins this new service will be extended in 2019–20, enabling other ABS customers to access our wide range of ABS data releases instantaneously.

### ABS DataLab

Use of ABS DataLab continued to grow this year. We saw an increase in the number of approved researchers, as well as an increase in the range of data sets available through the DataLab.

### New ABS website progresses

To enhance reliability and responsiveness, our existing ABS website moved to a new infrastructure platform. This enables faster publishing of ABS statistical releases and provides increased capacity in response to the increased usage of the website experienced over the year.

We also released ABS Beta, [www.beta.abs.gov.au](http://www.beta.abs.gov.au), to ABS customers and stakeholders for their feedback. ABS Beta enhances the accessibility of ABS content and showcases new content guidelines as well as publishing tools and standards.

## Over the coming year and into the future

Work resulting from the SBT Program will continue to migrate into our business as usual processes for data acquisition and information dissemination. Adoption of these capabilities enhances the way we produce high quality data and deliver solutions, and enables us to inform Australia's important decisions into the future.

Figure 3.1: SBTP timeline and achievements May 2016 – June 2019

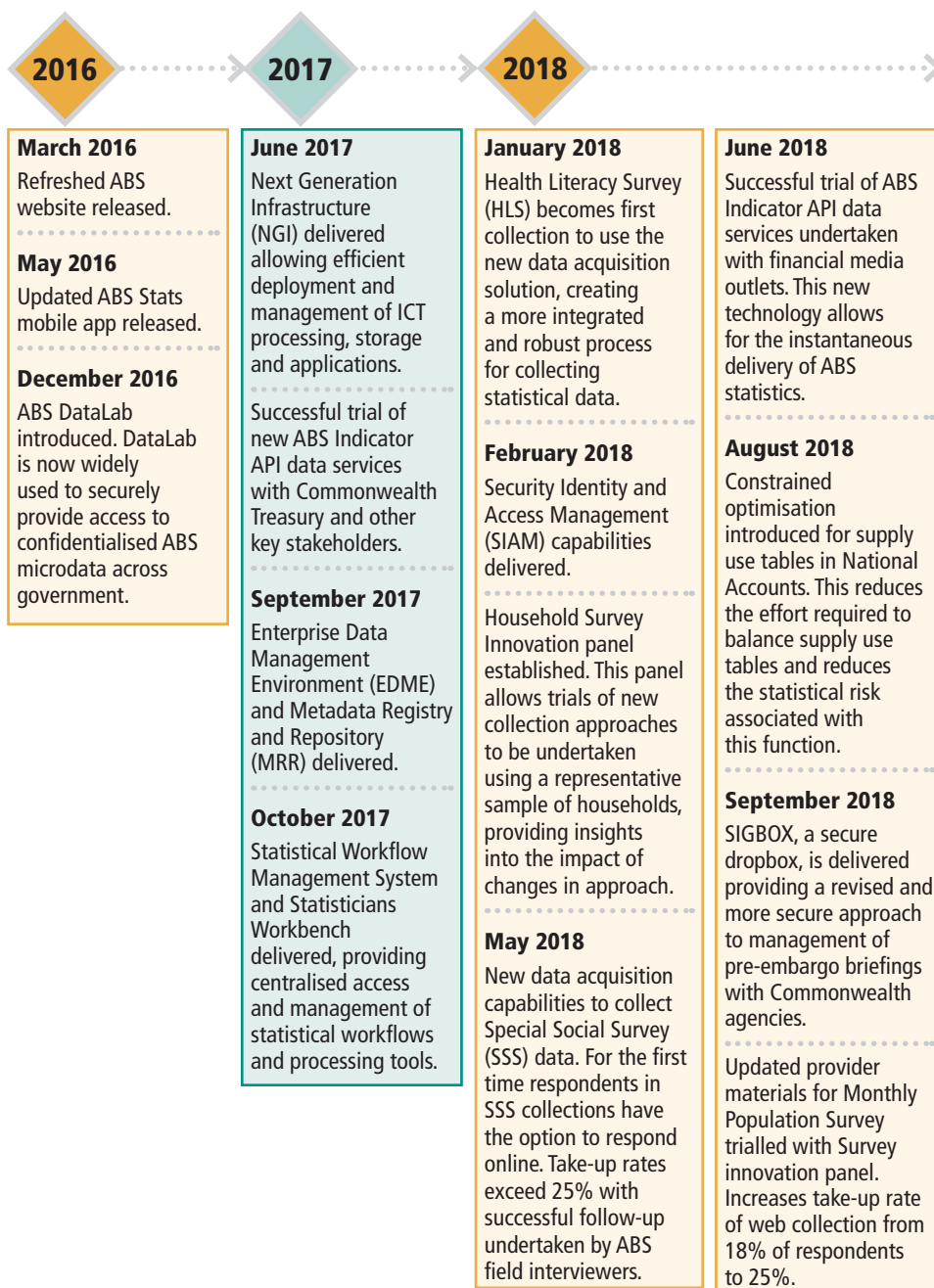
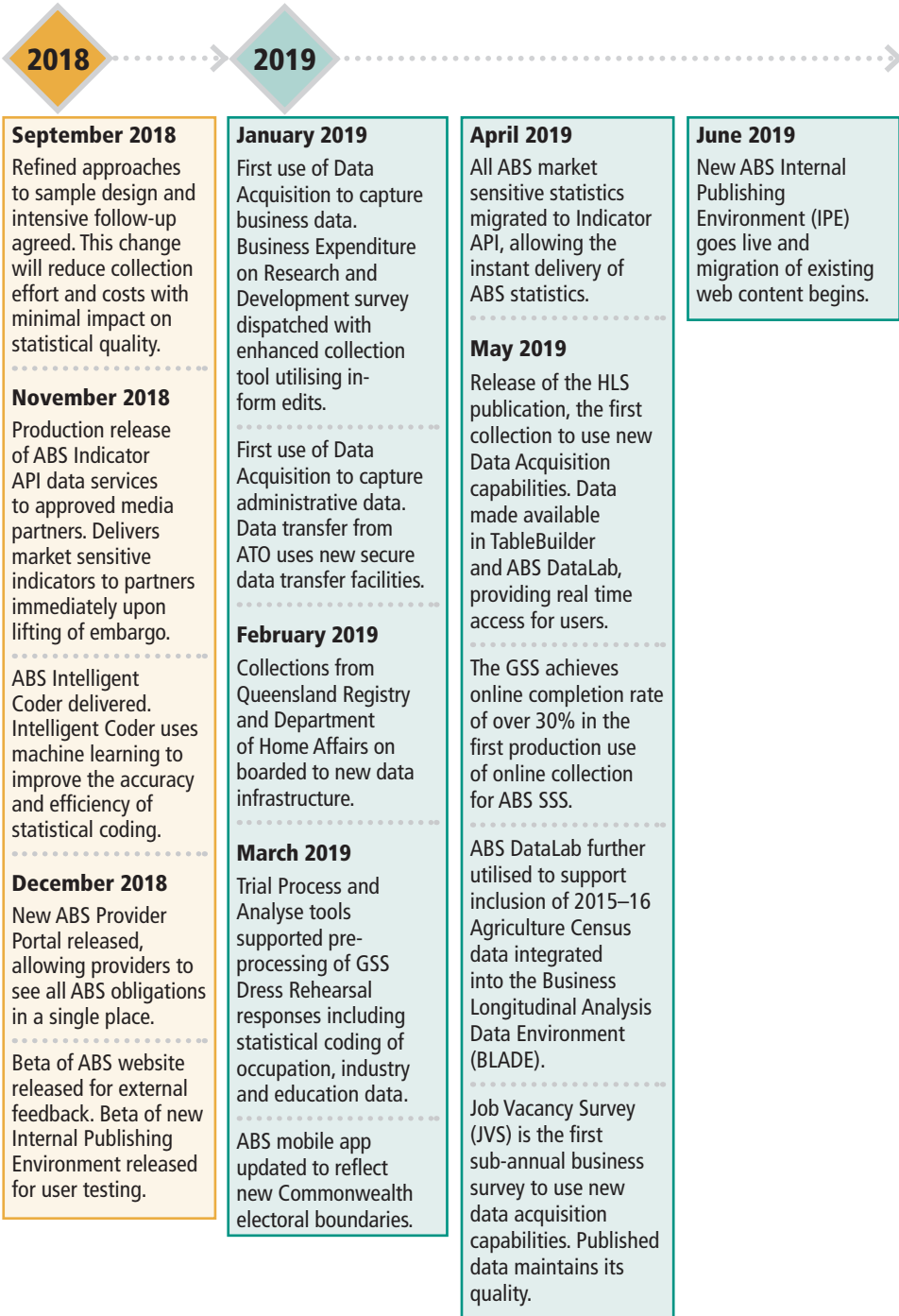




Figure 3.1: SBTP timeline and achievements May 2016 – June 2019





# SECTION TWO

## REPORT ON PERFORMANCE



# Chapter 4

## Annual performance statement



### Introductory Statement

As the accountable authority of the Australian Bureau of Statistics (ABS), I present the 2018–19 Annual Performance Statement of the ABS, as required under paragraph 39(1) (a) of the *Public Governance, Performance and Accountability Act 2013* (PGPA Act). In my opinion, based on advice from ABS management and the Audit Committee, this performance statement accurately reflects the performance of the ABS against the performance criteria included in its Portfolio Budget Statement<sup>1</sup> and ABS Corporate Plan, and complies with subsection 39(2) of the PGPA Act.

Signed 

**David W. Kalisch**  
Australian Statistician

### ABS Purpose

The ABS purpose is to inform Australia's important decisions by partnering and innovating to deliver relevant, trusted and objective data, statistics and insights.

### Results

Results against the criteria from the *ABS Corporate Plan 2018–19 to 2021–22* and the ABS Portfolio Budget Statement (PBS) are described below. All results relate to *Program 1.1: Australian Bureau of Statistics* associated with Outcome 1 in the ABS Portfolio Budget Statement:

#### Outcome 1

Decisions on important matters made by governments, business and the broader community are informed by objective, relevant and trusted official statistics produced through the collection and integration of data, its analysis, and the provision of statistical information.

#### Program 1.1 – Australian Bureau of Statistics

This program contributes to the outcome through delivery of high quality statistical information to inform Australia's most important issues and through engaging with users within government, business and the community to ensure they have the confidence in the statistical resources available to enable them to make informed decisions.

<sup>1</sup> ABS Portfolio Budget Statement is contained in Budget 2018–19 – Portfolio Budget Statements 2018–19 – Budget Related Paper No. 1.16 – Treasury Portfolio

### Measure result scale

**Achieved:** the target has been fully achieved

**Substantially achieved:** greater than two thirds of the target has been achieved

**Partially achieved:** less than two thirds of the target has been achieved in some of the measures

**Not achieved:** no target results evident

### Strategic Priority 1: Providing high quality statistics

**Planned Performance:** Decision making by governments, business and the community is informed by high quality statistics

#### Target 1.1: Statistical standards met<sup>1</sup>

##### Context:

*The integrity and credibility of the ABS, and productive stakeholder relationships, are built on the ABS' continued provision of quality statistics that meet expected standards. The ABS is required by legislation to meet particular standards in its products, as well as assure the Australian public that its products can effectively inform new legislation and policy.*

*The ABS subscribes to the International Monetary Fund (IMF) Special Data Dissemination Standard (SDDS)<sup>2</sup> which allows surveillance of its data provision regarding national accounts, labour market, price indexes, general government, balance of payments, international investment position and merchandise trade. The ABS avails itself of flexibility options<sup>3</sup> within the standard: a periodicity option for production indices, the Consumer Price Index (CPI) and the production price indices<sup>4</sup>; and timeliness flexibility for production indices<sup>5</sup>.*

*Regarding CPI periodicity, Australia is the only G20 country that does not produce the index monthly. While the ABS is taking steps to develop data sources and methodologies to enhance the accuracy of the CPI and pave the way for improved periodicity, at this time and following consultation with stakeholders, the ABS is not actively pursuing the matter.*

*However, there are instances where the ABS exceeds other SDSS standards. For example, labour market statistics which are required on a quarterly basis under SDSS, are released by the ABS on a monthly basis. Similarly, population data, required on an annual basis are released by the ABS on a quarterly basis. Further, the Balance of Payments (BOP) and International Investment Position's (IIP) timeliness<sup>6</sup> exceeds SDSS as does the quarterly release of general government data, which remains an encouraged category.*

*ABS official statistics adhere to published Australian and international standards which are available on the ABS website.*

How we will measure this	Results statement
1.1.1 Assessment of key ABS statistics against international standards	<p><b>Result: Achieved</b></p> <p>The ABS continues to produce key economic and population statistics with appropriate coverage, frequency and timeliness as independently assessed by the IMF against the SDSS.</p> <p>The ABS currently meets SDSS across all data categories, including the use of the aforementioned flexibility options. Where flexibility options have been used, the ABS has made an explicit decision to do so, following consultation with stakeholders, based on Australian needs and circumstances. The ABS exceeds other SDSS standards, for both periodicity and timeliness and periodicity for some key statistics.</p> <p>The ABS has implemented all of the recommendations of the first phase of the G20 Data Gaps Initiative (DGI) except for the semi-annual reporting of Coordinated Portfolio Investment Survey (CPIS) data and the Coordinated Direct Investment Survey (CDIS).</p> <p>The ABS' adherence to the SDSS is published on the IMF website and reviewed periodically.</p>

<sup>1</sup> Source: ABS Corporate Plan 2018–19 to 2020–21, pg. 24–25

<sup>2</sup> <https://dsbb.imf.org/sdds/country/AUS/summary-of-observance>

<sup>3</sup> The SDSS sets out standards for how frequently data should be released (periodicity) and how quickly it should be released (timeliness).

A flexibility option within the SDSS means that the ABS may vary its periodicity or timeliness for selected collections and still be assessed as compliant with the standard.

<sup>4</sup> Australia compiles and disseminates quarterly data and not monthly data as required.

<sup>5</sup> Australia disseminates the index no later than one quarter after the reference quarter and not within six weeks as required.

<sup>6</sup> BOP and IIP statistics are released approximately two months after the end of the reference quarter.

## Strategic Priority 1: Providing high quality statistics

**Planned Performance:** Decision making by governments, business and the community is informed by high quality statistics

**Target 1.2: Stakeholders use ABS statistics and are satisfied with the quality, timeliness, range and value-add to their business<sup>1</sup>**

### Context:

*The core function of the ABS is to provide quality statistics to its users; the level of quality is determined by international standards and partner stakeholders. Failure to provide relevant, accurate and timely statistics reduces value to stakeholder business and may impact the ability of government, business and the community to make effective and informed decisions. Effective engagement with stakeholders and customers enables the ABS to monitor and assess the value of data products and services and identify areas for improvement.*

How we will measure this	Results statement
1.2.1 Stakeholder Relationship Health Assessment	<p><b>Result: Substantially achieved</b></p> <p>The annual Stakeholder Relationship Health Assessment (SRHA) survey was undertaken in mid-2019, with respondents from government, educational institutions, community groups, business and industry bodies. The survey aimed to assess their satisfaction as users of ABS data and products.</p> <p>Consistent with 2018, survey results demonstrated that the majority of responding stakeholders use, and are satisfied with, ABS statistics.</p> <p>Two thirds (66%) of stakeholders were very satisfied or satisfied with the timeliness of ABS statistics, whilst three quarters or greater were very satisfied or satisfied with the quality (84%), range (76%) and relevance (83%) of ABS statistics.</p> <p>In addition, 95% of stakeholders or greater either strongly agreed or agreed that ABS statistics, information or services are valuable to their business or organisation, and that the ABS is a credible source and a national asset that provides value to Australia.</p> <p>The ABS facilitated a broad range of consultative fora across the statistical work program in 2018–19, including (but not limited to): the Australian Statistics Advisory Council (ASAC), as the key consultative forum, and Population and Social Statistics Advisory Group, which each met three times each, and the Economic and Labour Statistics Advisory Groups and State Statistical Forum which each met twice. Outcomes of these meetings indicate that stakeholders are finding value in consultation and the opportunity to discuss strategic work program issues.</p> <p>ABS Senior Executive Staff (SES) reported that in 2018–19 a number of secondments both inward and outward between the Reserve Bank of Australia (RBA), The Treasury, state government departments, and the Productivity Commission resulted in a deepening of bilateral relations. These relationships strengthened the understanding of data sources, methods and new insights into ABS microdata e.g. the Wage Price Index microdata analysis undertaken by the RBA.</p> <p>In 2018–19, a range of stakeholders committed significant funding for the National Health Survey, Survey of Disability and Carers, National Aboriginal and Torres Strait Islander Health Survey and the Personal Safety Survey. This level of investment reflects partner confidence in the ABS to deliver quality statistics.</p> <p>Qualitative survey responses and interviews conducted with key senior stakeholders by an independent consultant in late 2018 reveal a more detailed picture. Timeliness and accessibility to data are areas of concern for some stakeholders. Funding cuts and resourcing constraints on the ABS over the past decade are recognised by stakeholders and are impacting the ABS' ability to service their current and future data requirements.</p>

<sup>1</sup> Source: ABS Corporate Plan 2018–19 to 2020–21, pg. 24–25



<b>Strategic Priority 1: Providing high quality statistics</b>	
<b>Planned Performance:</b> Decision making by governments, business and the community is informed by high quality statistics	
<b>Target 1.2: Stakeholders use ABS statistics and are satisfied with the quality, timeliness, range and value-add to their business<sup>1</sup></b>	
<b>How we will measure this</b>	<b>Results statement</b>
1.2.2 Stakeholder case studies	<p><b>Result: Achieved</b></p> <p>Overall, an increase in the use of ABS statistics demonstrates that ABS stakeholders have continued trust in ABS delivery of high quality, relevant products that directly inform priority policy decisions. The following suite of case studies indicate how the ABS is partnering to ensure its statistics are widely used.</p> <p>Case Study 1: Coordination of Health Care Study.</p> <p>Case Study 2: Release of headline monthly underemployment and underutilisation statistics.</p> <p>Case Study 3: ABS study identifies risk factors to enhance suicide data.</p> <p>Case Study 4: New data insights provide more accurate information for school funding model.</p> <p>Case Study 5: The great Australian commute: understanding the journey to work.</p> <p>Case Study 6: New insights utilising the Business Longitudinal Analytical Data Environment (BLADE).</p>
<b>How we will measure this</b>	<b>Results statement</b>
1.2.3 Use of consultancy services, microdata products and ABS website	<p><b>Result: Achieved</b></p> <p>There were 53,346,109 page views on the ABS website for 2018–19. This is down from 64,001,395 in the previous financial year; the difference can be attributed to the release of the results from the Australian Marriage Law Postal Survey in 2017–18, which caused an atypical rate of website use in that year.</p> <p>The number of DataLab sessions for 2018–19 was 6,589. This is a 19% increase on the 5,541 sessions recorded in the previous financial year.</p> <p>The growth in the number of DataLab sessions is attributed to a wealth of new datasets resulting from the Data Integration Partnership for Australia (DIPA), which can only be accessed in the DataLab environment.</p> <p>In demonstration of use of ABS statistics, the value of information consultancies<sup>2</sup> for the 2018–19 financial year was \$859K. This value represents a decrease from the previous financial year by \$103k, attributed to a reduced demand for 2016 Census of Population and Housing (Census) data, which was released in the previous financial year. This is a cyclical trend experienced over all Census data releases.</p> <p>Overall, these results represent a healthy level of use of information products and services, indicating ongoing and increasing use of ABS data, particularly in the area of microdata access through the DataLab. The latter is an indicator of the user community's growing interest in, and use of, integrated data sets.</p>

<sup>1</sup> Source: ABS Corporate Plan 2018–19 to 2020–21, pg. 24–25

<sup>2</sup> Information consultancies: cost recovered customer requests for customised data.

## Strategic Priority 2: Transform the ABS for the future

**Planned Performance:** The Transformation Program is effectively implemented, to deliver contemporary systems that will better meet ABS' future needs

### Target 2.1: Statistical collections are transitioned to SBTP capabilities<sup>1</sup>

#### Context:

*The Statistical Business Transformation Program (SBTP) was established to address a significant risk to the production of high quality statistics. The SBTP expects to replace a portfolio of aged, siloed and inflexible processes and systems with a new suite of standardised business processes, and new IT tools and infrastructure that will enable more responsive and effective collection, storage and compilation of data.*

*In September 2018, the SBTP approach was adjusted in light of the level of statistical and program risk which became apparent during early adoption of new processes and technology. The revised scope has allowed the ABS to better manage statistical impact and prioritise benefits to ABS customers and providers. The key focus of 2019 has been to increase the number of statistical collection areas using new data acquisition capabilities.*

*The SBTP was subject to a mid-stage Gateway Review conducted on behalf of the Department of Finance in January 2019.*

*At the conclusion of the Program (30 June 2020), it is expected that SBTP capabilities will be used to collect data and publish statistics for the majority of the ABS' collections.*

How we will measure this	Results statement
<p>2.1.1 Successful business uptake of new processes and technologies</p>	<p><b>Result: Partially achieved</b></p> <p>Transitioning ABS collections to new capabilities delivered by the SBTP has proven to be more challenging than anticipated.</p> <p>In light of these challenges, a decision was taken in September 2018 to focus on client-facing systems to maximise the benefits delivered to ABS clients and users by June 2020.</p> <p>The program prioritised the adoption of processes and technologies which impact on ABS providers and customers. This includes businesses, other government departments and individuals who provide data to the ABS, along with decision makers and analysts who use ABS data through a range of delivery channels.</p> <p>As a result, the focus for 2018–19 for the ABS business was the transition of statistical collections to the new SBTP 'multi-channel' data acquisition capabilities. These new capabilities enable respondents to provide information through on-line questionnaires or interviews, and allow provision of bulk data to ABS. Transition to these capabilities is underway for further collections, with remaining migration in line with the cyclical nature of the business.</p> <p>Externally facing dissemination solutions have also undergone development to make it easier for people to find, access and consume statistical data.</p> <p>The first of the new Application Programming Interface (API) services was launched into production in November 2018. This service is now being used to deliver timely headline economic data to key media agencies to support important decisions that impact financial markets.</p> <p>The SBTP will also deliver a new ABS website into production next year. A new Beta Concepts website was launched in December 2018. The Beta Concepts website showcases new ways of presenting statistical information, and allows customers to provide feedback to help shape the solution.</p> <p>From 2019–20 onwards, this measure will no longer be reported externally as a part of the ABS Annual Performance Statement. Reporting of SBTP results will continue through internal governance fora and Australian Government Assurance Reviews (Gateway Reviews), administered by the Department of Finance.</p>

<sup>1</sup> Source: ABS Corporate Plan 2018–19 to 2020–21, pg. 24–25

## Strategic Priority 2: Transform the ABS for the future

**Planned Performance:** Transform the workforce to drive improved performance

**Target 2.2: ABS staff capability is focused on meeting future needs<sup>1</sup>**

### Context:

*The ABS Workforce Strategy 2015–19 provides a framework for reshaping workforce capability during ongoing organisational transformation. The capability environment is dynamic, characterised by a rapid rate of technological and environmental change, and a heightened sense of competition for data globally. The ABS must leverage the skills of its people to position itself sustainably into the future, including uptake of new tools and processes resulting from the SBTP.*

*Data capability is more important than ever; the ABS is focused on building this capability to benefit all Australians. Through strategic workforce planning and job design, the ABS has begun to assess emerging people capability needs and build targeted development opportunities. These initiatives will equip ABS staff with a valuable and transferrable skill set that supports the ABS as Australia's pre-eminent leader in statistics and data capability.*

How we will measure this	Results statement
2.2.1 Improved staff capability	<p><b>Result: Substantially achieved</b></p> <p>The Australian Public Service (APS) Employee State of the Service Census (SOS) results show increases across key areas of capability compared to 2018 SOS results, including:</p> <ul style="list-style-type: none"> <li>• 'My supervisor provides time for me to attend learning programs' (95% Positive/Neutral, +1%)</li> <li>• 'My supervisor provides me with opportunities to develop relevant capabilities for my career' (90% Positive/Neutral, +3%)</li> <li>• 'My supervisor gives me the opportunity to apply what I learn in my day-to-day work' (97% Positive/Neutral, +5%) and</li> <li>• 'I have a clear understanding of my development needs' (92% Positive/Neutral, +4%)</li> </ul> <p>In 2018–19, the ABS focused on building staff leadership and management skills. The internally delivered Management Fundamentals programs were offered face to face across ABS sites with over 330 registrations to these popular one day sessions.</p> <p>The ABS recognises the significant contribution of graduate staff to future ABS capability. Since 2002, 1,483 graduates have joined the ABS. Large, business-driven, variations in the size of the intake are based on an annual assessment of need, with an annual average intake of 85 contrasting with 31 in 2018 and 43 in 2019. The ABS placed 16th (up from 17th in 2018) in the 'Top 100 Graduate Employers in Australia' survey in 2019.</p> <p>Corporate capability in areas such as work health and safety, privacy, and the prevention of bullying and harassment have been a focus in 2018–19. These mandatory courses assist the ABS to comply with its legislative obligations and meet its duty of care to staff.</p> <p>A key objective for 2018–19 has been support for organisational capabilities emerging from the SBTP. A series of 'Writing for the Web' face-to-face sessions were provided in 2019. The demand for these sessions was extremely high, with an uptake rate of almost 100% for available places.</p> <p>This year, approximately 28% of ABS staff undertook statistical eLearning courses as part of our holistic approach to developing data, analytic and statistical skills.</p> <p>These improvements translate to gains in data capability within the ABS, across the public sector and the broader labour market. Our focus within the ABS, is to continue to deliver contemporary resources and development approaches to meet changing needs of the ABS, and the rapidly evolving external data environment.</p> <p>From 2019–20 onwards, this measure will no longer be reported externally as a part of the ABS Annual Performance Statement, however developing staff capability remains a priority for the ABS to remain a high performing organisation and will continue to be monitored internally.</p>

<sup>1</sup> Source: ABS Corporate Plan 2018–19 to 2020–21, pg. 24–25

## Strategic Priority 2: Transform the ABS for the future

**Planned Performance:** Transform the workforce to drive improved performance

### Target 2.3: Staff positively engage with contemporary ways of working<sup>1</sup>

#### Context:

*The ABS operates in an employment market where there is significant competition for the capabilities that we rely upon to deliver our work program. This creates a risk, identified in the Corporate Plan, in terms of capability and capacity to support the delivery of the regular work program alongside the implementation of transformation initiatives.*

*The ABS has actively responded to the evolving expectations of a contemporary labour force by implementing initiatives (such as Flex Works) that help us to attract and retain the capabilities we need. Working conditions including flexible working and work-life balance are important attraction and retention factors for employers.*

*The opportunity to work in an agency that empowers its people to live a balanced life represents a potential key differentiator of the ABS as an employer. By embracing contemporary and flexible working arrangements, the ABS has capitalised on the skills, knowledge and experience of all employees by enabling and empowering a more diverse workforce.*

How we will measure this	Results statement
2.3.1 Uptake of Flex Works	<p><b>Result: Achieved</b></p> <p>The Flex Works initiative, launched in April 2018, is designed to aid employees to work more flexibly. Flex Works supports the many initiatives in place to help employees balance their work and home lives including access to part-time and job share arrangements, flex-time, time off in lieu, and purchased annual leave, all supported by technology, policies, guidelines and practices.</p> <p>During 2018–19, there was an increase in the number of staff accessing Flex Works. There was an increase of 9.6% (up from 33.1% to 42.7%) in the use of formal teleworking agreements (ABS target of 65% of staff formally teleworking by 2020).</p> <p>Staff using flexible working arrangements indicated ongoing satisfaction, with results showing:</p> <ul style="list-style-type: none"> <li>• 90% were satisfied with their ability to access and use flexible working arrangements (up from 88%)</li> <li>• 91% were satisfied with their non-monetary employment conditions (e.g. leave, flexible work arrangements). This rate was unchanged from 2018.</li> </ul> <p>This measure will no longer be reported externally as a part of the ABS Annual Performance Statement, however Flex Works remains an important strategy for the ABS to attract and retain talented staff and will continue to be monitored internally.</p>

<sup>1</sup> Source: ABS Corporate Plan 2018–19 to 2020–21, pg. 24–25

**Strategic Priority 2: Transform the ABS for the future**

**Planned Performance:** Transform the workforce to drive improved performance

**Target 2.4: ABS workforce is representative of Australian society<sup>1</sup>**

**Context:**

*The ABS Inclusion and Diversity Strategy 2018–21 sets out the ABS’ intention to continue to create workplaces that are more inclusive, and recognises the importance of having a diverse workforce. Inclusivity and diversity support us to become a higher performing and transformative organisation.*

*Our commitment is demonstrated through a range of workplace policies, strategies and initiatives including: flexible working arrangements, training and awareness programs, implementation of a Reconciliation Action Plan, policies that reflect community expectations (e.g. Domestic and Family Violence Leave and Cultural Leave), and employee diversity networks.*

*All vacancies advertised internally and externally are now able to apply the RecruitAbility scheme to attract and develop applicants with disability. The ABS has utilised affirmative measures and identified positions for the recruitment of Aboriginal and Torres Strait Islander employees. These initiatives are aimed at assisting us make our workforce more representative of Australian society. The ABS is guided by APSC initiatives to support diversity and inclusion, and aims to meet targets set for the APS in these areas.*

*The ABS is a member of the Australian Network on Disability, Pride in Diversity and Diversity Council of Australia. SES are engaged and committed senior organisational champions for Inclusion and Diversity, Reconciliation, Disability and Carers, LGBTI+, Gender Equity, Leveraging Aspergers and Autism, and Culturally and Linguistically Diverse networks.*

How we will measure this	Results statement
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<p>2.4.1 ABS staff diversity</p>	<p><b>Result: Substantially achieved</b></p> <p>During 2018–19, the ABS has been educating managers and their staff about fostering inclusive cultures (e.g. LGBTI+ and Disability Confident Training) so they are more comfortable in recruiting and retaining staff from diverse groups. It is envisaged this will ultimately assist in making our workforce more representative of Australian society.</p> <p>Membership levels of all employee diversity networks have increased in the past 12 months which are supported by 12 SES diversity champions (unchanged from June 30, 2018).</p> <p>The SOS diversity results indicated:</p> <ul style="list-style-type: none"> <li>• 1.4% of staff identified as Aboriginal and/or Torres Strait Islander (down from 1.5% in 2018).</li> <li>• 6.4% of staff identified as having a disability (down from 7.3% in 2018).</li> </ul> <p>In June 2019, the proportion of females in operative, nominal SES roles was 46% (slightly down from 50% in July 2018).</p> <p>While the implemented programs and initiatives have been deemed successful, the ABS has not achieved a meaningful increase in the rates of staff identifying as Aboriginal and Torres Strait Islander, people with a disability etc. and therefore the ABS has not fully achieved the target of having a workforce more representative of Australian society within this reporting period.</p> <p>From 2019–20 onwards, this measure will no longer be reported externally as a part of the ABS Annual Performance Statement, however staff diversity remains a priority for the ABS to ensure our workforce is more representative of Australian society and will continue to be monitored internally.</p>
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<sup>1</sup> Source: ABS Corporate Plan 2018–19 to 2020–21, pg. 24–25

## Strategic Priority 2: Transform the ABS for the future

**Planned Performance:** Transform the workforce to drive improved performance

### Target 2.5: ABS exemplifies a high performing culture<sup>1</sup>

#### Context:

Since 2015, the ABS has identified organisational culture as one of six critical success factors for organisational transformation. This responded to a number of independent reviews which called for cultural change to reposition the ABS for the future, with a shift to become a more open, engaged and outward-looking agency, working in partnership with others. In 2017, the ABS developed a culture change strategy and conducted a range of leader led initiatives including executive leadership interviews, workshops, 360 degree feedback assessments, and leadership summits to drive culture change. This work culminated in the development of 'ABS: Our Culture' statement<sup>2</sup>.

Since 2016, a biannual 'Transformation Survey' of staff has been used to benchmark and measure staff attitudes to ABS Transformation, including aspects of cultural change. In mid-2017, the ABS used the Organisational Culture Inventory (OCI) to benchmark its culture, identify its preferred culture, and map out the steps to transition between the two.

#### How we will measure this

#### Results statement

2.5.1 Results of Culture focused surveys

#### Result: Substantially achieved

**Transformation Survey:** For Transformation to be successful, the ABS requires its staff to demonstrate desired high performance behaviours. The seventh Transformation Survey was conducted during March and April 2019, with 1,128 ABS employees participating (46% of operative office-based staff). The results found that staff observed their work colleagues being: customer focused (84%), agile (80%), collaborative (79%), accountable (73%), innovative (72%) and self-aware (62%) in their day to day work. These results have improved slightly since the sixth Transformation Survey in October 2018.

The seventh Transformation Survey found that staff held more positive views in early 2019 (compared to mid-2017) about the following four key aspects of desired organisational culture: achievement (84% vs. 73%), self-actualisation (83% vs. 75%), being humanistic-encouraging (88% vs. 76%) and affiliation (79% vs. 69%).<sup>3</sup>

**SOS:** The SOS is run annually by the Australian Public Service Commission (APSC) and collects confidential attitude and opinion information from across all APS agencies on important issues including their health and wellbeing, attendance, performance management, leadership, and general impressions of the APS.

Notable improvements for the ABS include:

- 63% of respondents agreed that ABS leaders (EL2 and SES) are driving a high performing culture (up from 57% in 2018)
  - 75% believed that the ABS is a customer focused organisation (up from 67%)
  - 75% felt that they adopted an agile approach to work within their section (up from 73%)
  - 90% agreed that their supervisor gave them responsibility and held them to account for what they delivered (up from 89%)
  - 93% believed that one of their responsibilities was to continually look for new ways to improve the work they do (up from 91%)
  - 72% agreed that their supervisor encouraged them to try new things even if they didn't always work out (up from 69%)
  - 62% felt well prepared to succeed in the ABS professionally post transformation (up from 60%).
- Many of these ratings are above APS and specialist agency scores.

From 2019–20 onwards, this measure will no longer be reported externally as a part of the ABS Annual Performance Statement, however maintaining a high performance culture remains a priority for the ABS to continue to become a more effective, engaged and outward looking agency.

<sup>1</sup> Source: ABS Corporate Plan 2018–19 to 2020–21, pg. 24–25

<sup>2</sup> 'ABS: Our Culture' statement: 'It is our intent that the ABS culture brings out the best in all our people, enabling us to increase our impact through outstanding service delivery. To achieve this cultural intent, our employees will need to be customer-focused, collaborative, accountable, agile, innovative and self-aware.'

<sup>3</sup> **Achievement** – I am expected to know the business, think ahead and plan, pursue a standard of excellence and take on challenging tasks.

**Self-Actualising** – I am expected to maintain my personal integrity, communicate ideas, do even simple tasks well and enjoy.

**Humanistic Encouraging** – I am expected to help others grow and develop, resolve conflicts constructively, be a good listener and encourage.

**Affiliative** – I am expected to treat people as more important than things, cooperate with others and deal with others in a friendly, pleasant way.

**Strategic Priority 3: Delivering new statistical solutions to maximise the value of public data**

**Planned Performance:** The ABS collaborates with stakeholders to use administrative data and data integration to meet policy and research needs

**Target 3.1: Stakeholder partnerships and collaborations on statistical data integration activity<sup>1</sup>**

**Context:**

*Data integration facilitates opportunities to build partnerships and collaboration with the goal of meeting policy and research needs. In the last year, ABS has improved stakeholder partnerships and collaboration on statistical data integration activity, as demonstrated by the range of data integration projects undertaken in partnership with other agencies.*

*Through DIPA, ABS collaborates with partners across government to make better use of existing public data to support cross-portfolio research and improved analytic capability within the APS.*

*ABS works closely with four analytical units to deliver DIPA research projects. These are the:*

- **Physical Environment Analytical Network (PEAN)** – lead agencies are the Department of Environment and Energy (DoEE) and the Department of Agriculture and Water Resources (DAWR)
- **Economic Data and Analysis Network (EDAN)** – the lead agency is the Department of Industry, Innovation and Science (DIIS)
- **Social, Health and Welfare Analytical Unit (SHWAU)** – lead agencies are the Department of Health (Health) and the Department of Social Services (DSS)
- **Central Analytics Hub (CAH)** – led by Prime Minister and Cabinet (PM&C).

*There is also high demand for ABS data integration capability beyond the DIPA program. The ABS works closely with state and Commonwealth government partners, the RBA and academic researchers to maintain a balance of work and ensure data integration activities support key policy priorities outside of DIPA.*

*ABS has maintained its relevance in the national statistical community by collaborating with stakeholders to advance the value of statistical data integration. Together with a variety of partners the ABS has innovated to harness the value of public data to create statistical products to meet the demands of Australian decision makers. The ABS continues to invest in the provision of innovative solutions that maximise the value of existing data sets thereby increasing customer satisfaction and meeting internal transformation objectives.*

How we will measure this	Results statement
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<p>3.1.1 Range of data integration projects undertaken in collaboration with other agencies, including DIPA</p>	<p><b>Result: Achieved</b></p> <p>Effective partnerships and collaboration throughout 2018–19 enabled delivery of a wide range of data integration projects.</p> <p>Through DIPA collaborations, all 33 Policy Delivery Plans (PDPs) have been delivered, with expected and significant progress on seven infrastructure projects. 2018–19 PDPs include research topics relating to mental health, older Australians, productivity, natural disasters and water policies. These PDPs make extensive use of the Multi-Agency Data Integration Project (MADIP) and BLADE integrated data assets, which have also been enhanced through DIPA collaboration (see Target 3.2.2 for further details).</p> <p>As well as undertaking the data linkage to enable these projects, the ABS works collaboratively with analytical units to extract and assemble customised integrated data in line with research objectives, and is supporting researchers to build analytical capability, through secondments, training, and provision of methodological support and technical advice.</p> <p>Through these collaboration initiatives, access to integrated data assets has increased considerably over the past year, with 266 researchers currently analysing MADIP and/or BLADE integrated data assets (up from 103 at June 2018).</p>
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<sup>1</sup> Source: ABS Corporate Plan 2018–19 to 2020–21, pg. 24–25

### Strategic Priority 3: Delivering new statistical solutions to maximise the value of public data

**Planned Performance:** The ABS collaborates with stakeholders to use administrative data and data integration to meet policy and research needs

#### Target 3.1: Stakeholder partnerships and collaborations on statistical data integration activity<sup>1</sup>

How we will measure this	Results statement
<p>3.1.1 Range of data integration projects undertaken in collaboration with other agencies, including DIPA</p>	<p>Collaboration with partner agencies, including state and Commonwealth government departments, has also enabled delivery of a number of data integration projects outside of DIPA, with 16 projects initiated and a further 35 existing projects extended in 2018–19. Key projects include:</p> <ul style="list-style-type: none"> <li>• Partnership with National Centre for Vocational Education Research to link data from the Census and the National Vocational Education and Training (VET) in Schools Collection, to track over time the post-school employment and further education destinations of VET students in secondary schools</li> <li>• Collaboration with South Australian Government to link state business administrative datasets with the BLADE to explore industry and employment dynamics and inform economic development policy</li> <li>• Partnership with Australian Institute of Health and Welfare (AIHW) to deliver the Coordination of Health Care Study, which links data from selected health-related administrative datasets with patient-reported experiences of health care to enable analysis and understanding of the impact of coordination and continuity of care on health outcomes in Australia (See Case Study 1: Coordination of Health Care Study)</li> <li>• Working with the Department of Education on new data insights to provide more accurate funding arrangements for non-government schools using different government information combined through the MADIP (See Case Study 4: New data insights provide more accurate information for school funding model)</li> <li>• The RBA has utilised BLADE to examine: how Australian businesses manage their balance sheets and how their financial structure affects various outcomes like investment, growth and survival; the effects of changes in minimum and award wages on the labour market; and assess the causes and effects of changes in business productivity in Australia.</li> </ul>
<p>3.1.2 Stakeholder Relationship Health Assessment</p>	<p><b>Result: Achieved</b></p> <p>Feedback provided to ABS SES indicates that joint data integration initiatives provide benefit to Commonwealth and jurisdictional agencies. Such projects use pre-existing datasets and data capabilities to enable improved health, education and economic policy development.</p> <p>ABS Strategic Partnership Managers and outposted officers are seen to be knowledgeable, helpful and responsive – helping stakeholders navigate the complex new world of data integration and microdata projects.</p> <p>The ABS’ Statistical Services Group also undertook a number of projects with a range of Commonwealth agencies over the past year. An example of this is the Department of Foreign Affairs and Trade and Australian Trade and Investment Commission funded project that provides an insight into the economic activity of foreign owned businesses in Australia by integrating detailed business characteristics from BLADE and other administrative data sets with official trade statistics.</p> <p>Interviews conducted with key senior stakeholders by an independent consultant in late 2018 reveal an ever increasing demand for data integration projects from the ABS especially in the areas of health, education, human services, tax and employment.</p> <p>Although stakeholders see the ABS as a willing collaborator on projects, and data access has improved as a result of deliberate and concerted work to streamline access processes and evolve our approach to managing data access to different classes of users, there is still unmet demand for data and data access, which stakeholders attribute largely to funding reductions to the ABS.</p>

<sup>1</sup> Source: ABS Corporate Plan 2018–19 to 2020–21, pg. 24–25



**Strategic Priority 3: Delivering new statistical solutions to maximise the value of public data**

**Planned Performance:** The ABS collaborates with stakeholders to use administrative data and data integration to meet policy and research needs

**Target 3.2: Use of public data through new statistical solutions<sup>1</sup>**

**Context:**  
*Public data is a valuable resource that has the potential to enable new insights and statistical solutions to inform important social and economic policy analysis, research and evaluation. However, the information needed to address complex policy issues and research questions is often spread across datasets held by a number of agencies. Data integration enables analysis that would not be possible using only separate, unlinked data sources.*

*The ABS is the primary Accredited Integrating Authority for the DIPA. Through DIPA, the ABS is growing new integrated data assets and delivering them to approved researchers to inform cross-portfolio social, economic and environment policy priorities. The ABS is also developing innovative data access solutions to enable more flexible and informative analysis of integrated data, while keeping private information secure and protected.*

*The capability developed through DIPA is enabling the ABS to deliver on a number of other data integration initiatives, to address unmet statistical need and to improve the efficiency of costly collections by better leveraging existing data to meet current and emerging information requirements.*

<b>How we will measure this</b>	<b>Results statement</b>
<p>3.2.1 Initiatives to use public data</p>	<p><b>Result: Achieved</b></p> <p>The ABS is collaborating with partners across government to enhance and deliver new integrated data assets, as well as expand access to integrated data assets for government and non-government researchers.</p> <p>ABS collaborates with DIPA partners to acquire and safely integrate a wide range of public data. Throughout this process, ABS engages closely with data custodians to ensure approval and governance requirements are met.</p> <p>Collaborative initiatives to use existing public data are also enabling a number of projects outside of DIPA. For example, the 2016 iterations of Australian Census and Migrants Integrated Dataset (ACMID) and Australian Census and Temporary Entrants Integrated Dataset link data held by Department of Home Affairs with Census data to create new statistical solutions that deliver novel insights into the population. For example, by combining 2016 Census data and temporary visa information from the Department of Home Affairs, a comprehensive picture is available of where groups of temporary residents live, the countries they come from, what work they do, what they earn and if they are studying.</p> <p>The ACMID also allows Census information to be cross-classified by migrants' entry conditions (e.g. visa status, location onshore or offshore and whether a main or secondary applicant), providing valuable insights into settlement patterns of overseas born persons by visa stream as well as information on citizenship, housing, income, labour force characteristics, changing occupations, educational pathways and family characteristics.</p> <p>Better use of public data is also facilitating improvements to ABS collections. As a result of research led by the Census Futures team, the 2021 Census will use administrative data to improve the quality and efficiency of Census outputs. Use of public data will:</p> <ul style="list-style-type: none"> <li>• improve the Census count by using counts of people from administrative data to better inform on the number of people living in houses where no form is received</li> <li>• further improve these counts by providing a 'signs of life' indicator for houses to assist determining whether they were occupied on Census night, and</li> <li>• assist Census collectors to efficiently follow up Australians where forms have not yet been received.</li> </ul>

<sup>1</sup> Source: ABS Corporate Plan 2018–19 to 2020–21, pg. 24–25

### Strategic Priority 3: Delivering new statistical solutions to maximise the value of public data

**Planned Performance:** The ABS collaborates with stakeholders to use administrative data and data integration to meet policy and research needs

#### Target 3.2: Use of public data through new statistical solutions<sup>1</sup>

How we will measure this	Results statement
3.2.2 New integrated datasets	<p><b>Result: Achieved</b></p> <p>In 2018–19, the ABS has improved the data available in its key integrated data assets, as follows:</p> <ul style="list-style-type: none"> <li>• MADIP expanded from 8 to 13 ongoing linked datasets. The MADIP was also used to undertake 5 one-off linkage projects.</li> <li>• BLADE expanded from 9 to 10 ongoing linked datasets, with one additional year of data added. The BLADE was also used to undertake 10 one-off linkage projects.</li> </ul> <p>Other new integrated datasets released in 2018–19 include:</p> <ul style="list-style-type: none"> <li>• A TableBuilder product for the Linked Employer-Employee Database (LEED) – allowing approved users to create their own customised and confidentialised tables with LEED data.</li> <li>• 2016 Census data being included in the Australian Census Longitudinal Dataset (ACLD) – the ACLD now provides access to three years’ of Census data (2006, 2011, 2016).</li> </ul> <p>These enhancements provide new and customised integrated datasets for analysis by government researchers.</p>
3.2.3 New integrated data methods and infrastructure resources	<p><b>Result: Achieved</b></p> <p>In 2018–19, the ABS progressed seven significant and innovative projects to support broader whole-of-government access to, and use of, high quality integrated data. These projects are undertaken in partnership with a range of Commonwealth Agencies as part of DIPA.</p> <ol style="list-style-type: none"> <li>1. Interoperability – the ABS and AIHW developed and tested the use of interoperable methods for combining integrated data assets. Trials demonstrated that data from each agency could be brought together to support policy research using a federated approach that preserves privacy, achieves high quality results and avoids duplication. Interoperability was used to generate research data sets for analysis of the use of government Services by older Australians. See <a href="https://www.abs.gov.au/websitedbs/D3310114.nsf/home/Statistical+Data+Integration+--+MADIP+Research+Projects">https://www.abs.gov.au/websitedbs/D3310114.nsf/home/Statistical+Data+Integration+--+MADIP+Research+Projects</a></li> <li>2. Location Index – the ABS, Department of the Environment and Energy, Department of Agriculture and Water Resources, Geoscience Australia, the Commonwealth Science and Industrial Research Organisation, and the Department of Industry, Innovation and Science together developed the Location Integration Capability known as Loc-I. Loc-I is designed to streamline and quality assure the integration of datasets based on location. See <a href="http://locationindex.org/linked.html">http://locationindex.org/linked.html</a></li> <li>3. Protari – in collaboration with Data61, the ABS conducted user trials of Protari. Protari is an Application Programming Interface that enables the generation of insights from tabular data in a way that preserves privacy, is secure and fosters innovation. As a part of the trial, approved Protari users generated tables from the MADIP Basic Longitudinal Extract using the 2011 and 2016 Censuses. See <a href="https://www.abs.gov.au/protari">https://www.abs.gov.au/protari</a></li> <li>4. On-site DataLab – the number of analysts using the secure on-site DataLab for deep research rose to over 1,000 as a result of DIPA as well as increased use for other projects. The ABS improved the DataLab with additional statistical software and increased computing power.</li> </ol>

<sup>1</sup> Source: ABS Corporate Plan 2018–19 to 2020–21, pg. 24–25



<b>Strategic Priority 3: Delivering new statistical solutions to maximise the value of public data</b>	
<b>Planned Performance:</b> The ABS collaborates with stakeholders to use administrative data and data integration to meet policy and research needs	
<b>Target 3.2: Use of public data through new statistical solutions<sup>1</sup></b>	
<b>How we will measure this</b>	<b>Results statement</b>
3.2.3 New integrated data methods and infrastructure resources	<p>5. Cloud DataLab – the ABS commenced a project to build a new, secure cloud DataLab for analysts to access integrated data products. The new DataLab will provide a more streamlined research experience in a secure, scalable and flexible environment. The platform will be used by researchers from across government, as well as by academics and other authorised researchers.</p> <p>6. Person linkage spine – the person linkage spine, that provides the central index around which person-centred linkage is managed, continued to mature. An annual refresh process, including the addition of migration information, was instituted.</p> <p>7. Integrated data platforms – the ABS continued to develop scalable data linkage, and content and assembly platforms; for use by specialist staff. These platforms ensure integrated data is stored and managed securely, and enables the more efficient creation of integrated person-centred datasets.</p> <p>These projects supported increased access to, and use of, integrated data for policy and research. Further developments will continue to streamline data integration while maintaining privacy and security, creating high quality statistical products, and providing access in a scalable, useable and secure way.</p>

<sup>1</sup> Source: ABS Corporate Plan 2018–19 to 2020–21, pg. 24–25

## Case Study 1: Coordination of Health Care Study (Target 1.2, Measure 1.2.2)

The Coordination of Health Care Study is a partnership between the ABS and AIHW providing important information on patients' experiences of coordination of health care across Australia.

Navigating health care systems can be difficult, especially for people with multiple conditions or complex, long-term health care needs. It is therefore crucial that relevant information is transferred between providers (for example, a general practitioner and a specialist) and settings (for example, emergency department and primary health care) to ensure patients receive the right type of care, at the right time, in a consistent and cohesive manner.

The study focused on people aged 45 years and over who saw a general practitioner at least once between November 2014 and November 2015, and was designed to provide robust data for local areas.

The first stage of the study, the Survey of Health Care<sup>1</sup>, was conducted throughout Australia in 2016 and explored participants' self-reported experiences with health care providers and the broader health care system.

The second stage, undertaken in 2018, involved linking Medicare and Pharmaceutical Benefits Scheme (PBS) information for consenting participants from the 2014 to 2018 Survey of Health Care. This provided an opportunity to understand patients' experiences of coordinated care in the context of their use of Medicare services and PBS medicines. Administrative data was used to weight responses from the sample of study participants, enhancing data quality. Initial results released by ABS in December 2018<sup>2</sup> pave the way for future analysis, modelling and reporting by the AIHW.

A third stage of the study, underway in 2019, will, with explicit consent, link state and territory hospital admissions and emergency department data to Survey of Health Care data. This will facilitate further understanding of the impact of coordination and continuity of care on health outcomes and health system usage in Australia.

The sharing of methodological and technical expertise between the ABS and AIHW resulted in improved data quality and tailored outputs to better meet the information needs of AIHW, while seconding AIHW officers to the ABS facilitated mutual learning and improved data access to customised microdata, delivered via the ABS DataLab.



<sup>1</sup> See Survey of Health Care, Australia, 2016 (cat. no. 4343.0)

<sup>2</sup> See Coordination of Health Care Study: Use of Health Services and Medicines, Australia, 2015–16 (cat. no. 4343.5501)

## Case Study 2: Release of headline monthly underemployment and underutilisation (Target 1.2, Measure 1.2.2)

Underemployment is recognised as a key measure of spare capacity in the labour market. The ABS was one of the first organisations to definitively measure underemployment in the 1980s, and previously published a quarterly time series.

Australia's underemployment rate has been increasing since it was first recorded in 1978, and has generally risen over periods of economic weakness, most notably in the early 1990s, and during the Global Financial Crisis.

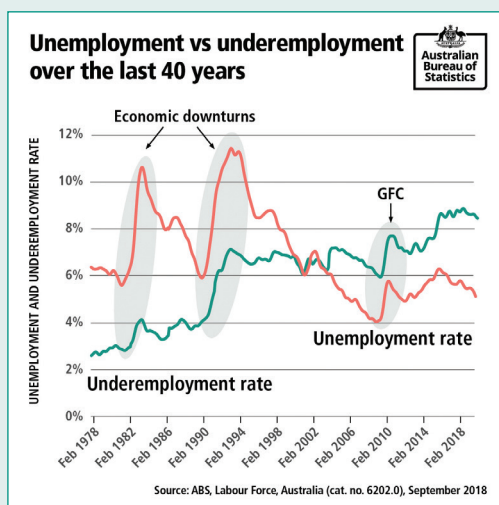
In October 2018, the ABS launched a headline monthly series of underemployment and underutilisation (which includes both unemployment and underemployment) estimates as part of *Labour Force, Australia* (cat. no. 6202.0). This followed a review of Labour Statistics content<sup>1</sup> in 2012 and consultation with key stakeholders that identified a need to more frequently monitor underemployment.

The monthly estimates have been well received by labour statistics stakeholders; including the RBA who noted that, while the monthly unemployment rate remains the best indicator of spare capacity in the labour market, the addition of a monthly underemployment rate to the Labour Force release assists them in taking a timely, broader perspective on spare capacity in the labour market.

The Labour Force Survey uses the international standard of working one hour or more in a week to determine whether someone is employed. Underemployment statistics provide insights into the extent to which people are working but would like to work more hours.

More frequent underemployment estimates also help to mitigate some of the misconceptions that official unemployment estimates are understated, as noted by economic journalist Greg Jericho:

“This is a fantastic development that is rather remarkable in light of the very significant cuts to the ABS funding over the past five years. It should reduce the criticism of the ABS that it misses out on many ‘real’ unemployed because it counts being employed as working at least one hour a week”<sup>2</sup>.



<sup>1</sup> See Information paper: Outcomes of the Labour Household Surveys Content Review, 2012 (cat. no. 6107.0)

<sup>2</sup> <https://www.theguardian.com/business/grogonomics/2018/oct/22/no-matter-your-age-or-gender-there-is-no-escaping-the-underemployment-boom>

### Case Study 3: ABS study identifies risk factors to enhance suicide data (Target 1.2, Measure 1.2.2)

The ABS devised and piloted a method for identifying and recording psychosocial risk factors associated with suicide deaths. This pilot study aimed to enhance suicide data by providing information on complex factors associated with suicidal behaviour, enabling more targeted intervention strategies.

Information on suicide deaths is critically important to help inform suicide prevention activities. National mortality data is used extensively to monitor trends in suicide deaths, providing insights into death rates, changes in demographics, and other diseases and conditions associated with suicide deaths.

In recognition of the need to understand factors relating to deaths – especially suicide deaths – the ABS devised a framework and trial method for capturing information on ‘risk factors’ using the *International Classification of Diseases (ICD)*. The ICD is a global health information standard for mortality and morbidity statistics, used in clinical care and research to define diseases and study disease patterns.

In 2018–19, the ABS undertook a pilot study on 2017 Australian registered suicide deaths, capturing psychosocial risk factors through a comprehensive review of reports on the National Coronial Information System (NCIS). The NCIS is a repository of police, toxicology and pathology reports as well as coronial findings, which provide information on intent, mechanism and other relevant diseases or conditions. These reports also contain information on lifestyle factors that may have contributed to a death.

Examples of commonly identified risk factors included:

- personal history of self-harm
- disruption of family due to separation and divorce
- problems in relationship with spouse or partner including domestic violence
- problems relating to legal circumstance
- death of a family member or friend
- problems relating to economic circumstances, and
- limitation of abilities due to disability or chronic illness.

Recording psycho-social risk factors in national mortality data could provide a nationally consistent dataset that more comprehensively describes the combination of factors contributing to suicide deaths.

This dataset could be used to strengthen local and national suicide data infrastructure, and better understand suicidal behaviour amongst Australians, including Aboriginal and Torres Strait Islander Australians. This richer source of information could also allow for targeted whole-of-government policy responses.

Now the pilot study is complete, work will commence with the NCIS, researchers and other government departments including the AIHW and the Department of Health to refine the methods and future scope of this work. Successful integration of risk factors into national mortality data could help target future intervention strategies and enable better monitoring of both emerging trends and the effectiveness of prevention strategies.

The ABS has also worked with international partners and the World Health Organization to embed psycho-social factors in the structure of the revised *International Classification of Diseases (ICD-11)*. The revision is now able to systematically capture these factors, and while adoption of ICD-11 may be several years away, this will provide a viable longer term mechanism for systematically capturing this critical health information.

#### Case Study 4: New data insights provide more accurate information for school funding model (Target 1.2, Measure 1.2.2)

The ABS is working with the Department of Education on new data insights to provide more accurate funding arrangements for non-government schools.

Using different government information combined through the Multi-Data Agency Integration Project (MADIP), the ABS and the Department of Education are developing data that will give a more accurate analysis of parents' capacity to contribute to school funding and will inform the distribution of over \$170 billion in funding to non-government schools over the period 2019 to 2029.

The research is supporting one of the priorities of the National School Resourcing Board (the Board), which was established in 2017 to provide independent oversight of Commonwealth school funding. The Board wanted to review current arrangements related to one of the key inputs to funding arrangements, notably the capacity of non-government school communities to contribute to the operational costs of their school.

Historically, this capacity to contribute had been determined using an area-based Socio Economic Status (SES) score, which was based on the best available data when it was implemented in 2001. These scores take into account the income, education and occupation of residents of small geographic areas. Although accurate in many cases, these scores can overstate the SES of some schools and understate that of others.

The data obtained through MADIP measures the school community's capacity to contribute based on the income of parents or guardians based on the safe, anonymised linking of personal income tax data and residential address information.

Through research undertaken within the secure ABS DataLab facility, the Department of Education is continuing work to refine the direct income measure. The new funding arrangements will use this new direct income measure utilising data provided by the ABS, to ensure funding flow to the schools that need it the most.

"In keeping with recommendations from the 2011 Gonski Review of Funding for Schooling, utilising data available through MADIP will be significant in transforming historical ways that schools have been funded and will provide confidence to non-government schools that the new measure is fairer and backed up by data and evidence."

(Department of Education)



## Case Study 5: The great Australian commute: understanding the journey to work (Target 1.2, Measure 1.2.2)

Many Australians face the daily commute to work, placing pressure on transport infrastructure. The ABS is using Census data to shed new light on commuting patterns and assist with local planning and urban design.

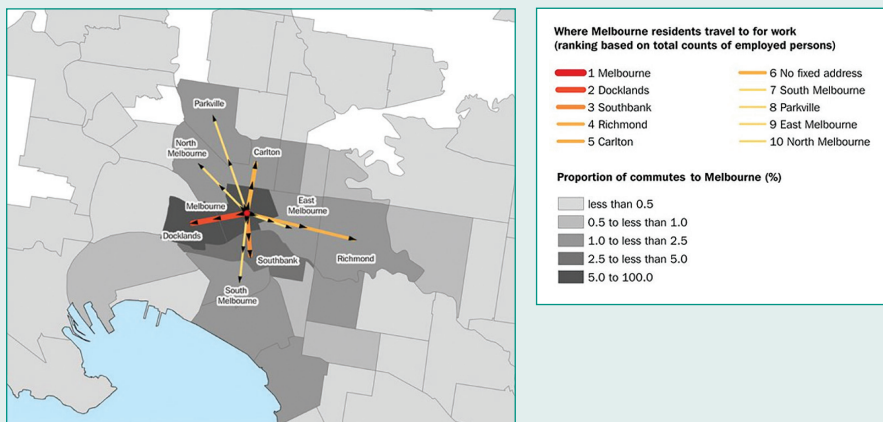
The ABS in 2018 released new information<sup>1</sup> from the 2016 Census that measured the shortest road distance between where people lived and where they usually worked. This information is referred to as distance to work, or commuting distance.

The ABS is using Census data on commuting distance for each employed Australian to assist analysts to understand commuting patterns and how they are associated with other detailed Census characteristics, such as sex, occupation, income and family type. Analysts now understand which occupations travel longer or shorter distances to work (for example, nurses and doctors), and that higher incomes are associated with greater commuting distances. The detailed geographic nature of this data means that regional and local commuting patterns can also be analysed and factored into local planning.

This new commuting distance data is vital to understanding the use of transport infrastructure and the functioning of labour markets (for example, how far people will travel for certain types of work). It also provides insights into the impacts of commuting on Australian workers and families, and the relationship with housing markets and urban design.

The ABS engaged with a range of key infrastructure and transport departments and experts across Australia during the development of the commuting distance data. These stakeholders, including the Department of Infrastructure, Transport, Cities & Regional Development, provided direct input into statistical methods and the format of the outputs. This collaboration will help to ensure that the commuting distance information can inform key policy questions on road and transport infrastructure, and feed into research on urban design. This project provides a strong example of how the ABS can maximise the use of existing data to derive new statistical insights to meet an identified information need.

Users can access commuting distance information in many ways, including analytical reports, interactive maps<sup>2</sup>, detailed data cubes, and through the Census TableBuilder service.



<sup>1</sup> See Census of Population and Housing: Commuting to Work – More Stories from the Census, 2016 (cat. no. 2071.5501)

<sup>2</sup> See Census of Population and Housing: Commuting to Work – More Stories from the Census, 2016 (cat. no. 2071.5501) Interactive Maps – Commuting Distance



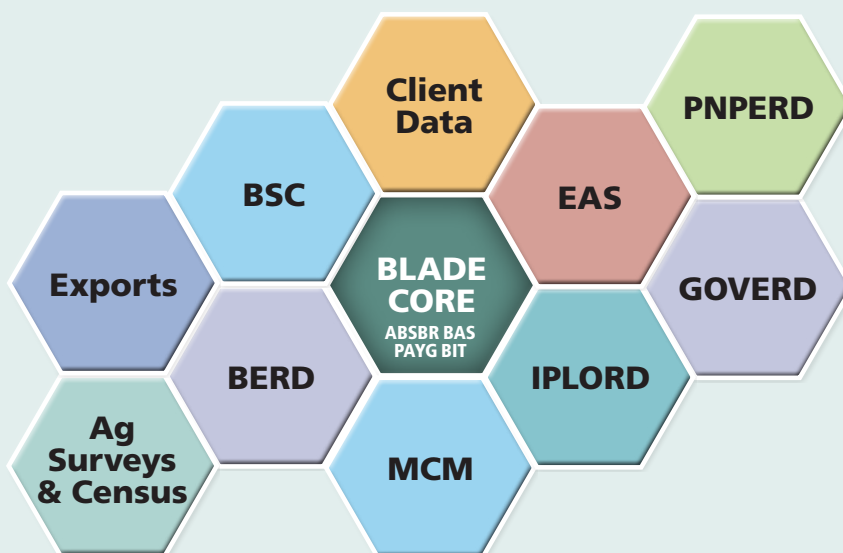
### Case Study 6: New insights utilising the Business Longitudinal Analytical Data Environment (BLADE) (Target 1.2, Measure 1.2.2)

BLADE combines business tax data and information from ABS surveys and other sources to produce an important data asset for Australia. The BLADE data asset contains data on all active businesses from 2001–02 to 2016–17, sourced from:

- *the Australian Taxation Office*: Business Activity Statements (BAS), Business Income Tax (BIT) filings and Pay as You Go (PAYG) summaries
- *ABS surveys*, including the Business Characteristics Survey (BCS) and Management Capabilities Module (MCM), Economic Activity Survey (EAS), Business Expenditure on Research and Development (BERD), Private Non-Profit Expenditure on Research and Development (PNPERD), Survey of Research and Experimental Development, Government (GOVERD)
- *Intellectual Property Australia*: Intellectual Property Longitudinal Research Data (IPLORD)
- *Government program data* is also regularly integrated to the BLADE frame. The primary source of government program data is the Department of Industry, Innovation and Science. Some of these program data include: R&D Tax Incentives program, Entrepreneurs Program and Commercialisation Australia program.

The BLADE data asset is being utilised by policy makers and researchers to provide insights into the performance of businesses in Australia; the impact of government programs on businesses; and understanding structural change in the Australian economy.

BLADE is specifically enabling important insights into wage growth in Australia. The RBA has examined the effects of changes in minimum and award wages on the labour market. The Australian Treasury is currently exploring the extent to which changes in the wages-productivity link and job switching patterns – can explain low aggregate wage growth in Australia. BLADE will help policy makers better understand one of the major macro-economic challenges of our time – low wage growth, which is critical due to its bearing on individual wellbeing, tax revenues and potential implications for broader economic policy making in Australia.



## End-year analysis of performance against purpose 2018–19

As Australia's official statistical agency, the ABS plays a key role in assisting the government, business and the community by delivering trusted, world-class statistics, and providing information necessary to drive innovation and to meet the evolving information needs of our economy and society<sup>1</sup>.

In 2018–19, the ABS performed strongly against the majority of the performance measures outlined in the 2018–19 to 2021–22 Corporate Plan. Of the fourteen performance measures, the ABS 'fully achieved' nine, 'substantially achieved' four and 'partially achieved' one. The reasons why 5 measures were not fully achieved include the revised scope of the SBTP to manage risk, increasingly detailed and complex stakeholder demands for data access, and slower than expected progress in addressing emerging statistical capability requirements. Whilst the ABS aims to achieve a high performing work place culture and a diverse workforce representative of Australian society, further improvements are required to meet targets.

In 2018–19, the ABS undertook a diverse range of activities to achieve its purpose, such as:

- Continuing the development of enhanced labour market information, including the production of quarterly and annual labour accounts
- Continuing to enhance the CPI through the adoption of new techniques and methodologies, maximising the use of transaction and web scraped data
- Delivering a significant household survey program, including the conduct of the National Torres Strait Islander Health Survey; the Survey of Disability, Ageing and Carers; and the Longitudinal Study of Australia's Children
- Improving the quality and range of environmental information to inform policy through the development of the Loc-I in partnership with other Australian government agencies
- Informing government decisions on the content of the 2021 Census based on the public consultation process
- Preparing for the 2021 Census, including extensive planning and engagement of major suppliers
- Undertaking a broad range of data integration activities as a primary integrating authority for the DIPA
- Increasing the use of online data collection to improve survey response rates
- Providing technical advice and assistance to the newly established National Data Commissioner to support the reform of the national data system
- Delivering new and enhanced statistical collection capabilities and improved and standardised business processes through the SBTP, including the use of these new capabilities
- Implementing a new ABS job design framework to support a new statistical production model.

The ABS' achievements in 2018–19 have occurred within an increasingly complex operating environment and data landscape. A number of factors which have influenced performance outcomes include (but are not limited to):

- Exponential growth in information and evidence sources outside the ABS
- High stakeholder demand, rising costs and difficulty sustaining high response rates
- Continuing budget constraints on the ABS, now apparent for the past decade
- Highly publicised privacy failures in public and private institutions threatening public support for data use

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<sup>1</sup> Foreword, ABS Corporate Plan 2018–19 to 2021–22, pg. 3

- New technologies (machine intelligence, cloud-based services) providing new opportunities for data and statistical services
- Customers increasingly considering alternative data sources, often trading timeliness for quality
- Partner entities under greater fiscal pressure, seeking more efficient and innovative statistical and information solutions
- Evolution of state government data sharing legislation.

## Priority-specific factors influencing performance

### *Strategic Priority 1: Providing high quality statistics*

The 2018–19 ABS Forward Work Program (FWP) reflects extensive external consultation and consideration of the ABS' current environmental and financial context. Extensive partner consultation ensured the FWP was relevant as well as financially responsible, confirming the most efficient use of ABS resources on the highest priority work program to meet stakeholders' needs.

The ABS continues to provide proactive communication and undertake engagement with the ASAC, the Minister's office, key stakeholders and the media.

### *Strategic Priority 2: Transforming the ABS for the future*

Building staff capability had a dual focus in 2018–19: building key statistical skills to meet the changing demands of the external data environment, as well as ensuring the necessary expertise to deliver transformed operating environments. Staff have been highly engaged in developing the skills required in the future ABS, either in direct response to the transformation agenda or with a view towards the role and work of the ABS in the next 3–5 years.

The scope of SBTP was adjusted in late 2018 to reduce an unacceptable level of statistical and Program risk which became apparent during early experiences with adoption of new processes and technologies. The key focus of 2019 was to increase the number of statistical collection areas using new data acquisition capabilities. This revised approach is consistent with the advice provided by the Gateway Review conducted by the Department of Finance in January 2019.

### *Strategic Priority 3: Delivering new statistical solutions to maximise the value of public data*

All results for this strategic priority were achieved, despite there being a range of challenges in the data integration operating environment. The most significant factor is balancing the need to ensure community trust in the ABS and building social licence, against the growing demand for increased access to ABS data. Achieving this balance will enable stakeholders, and the nation as a whole, to benefit from ABS data activities, capabilities and resources.

## Quality assurance of ABS Performance Measures for 2018–19

The measures demonstrate both an internal and external focus on ensuring the ABS achieves its purpose of informing important decisions through quality statistics, partnerships, and innovation.

In 2018–19, an internal audit of the mid-year performance process was undertaken to:

- assess whether the methodology and formula for the collection of data to support the performance measures is appropriate; and
- evaluate the type of evidence to be collected and assess whether it is relevant, reliable and complete.

The audit also included a deep dive on three performance measures. This involved a review and assessment of the methodology used to collect and report information in relation to quality assurance and maintaining supporting evidence.

Overall, evidence sources were assessed as fit for purpose, with methodology and data collation processes adequately documented. Quality control and assurance tasks were consistently undertaken. The audit noted the outcomes of the ABS' recent efforts to improve its approach to quality control and assurance, contextualising measure results, and working with business areas to produce outcome focused performance narratives.

Targets and measures will be replaced or rephrased in 2019–20 to align with a contemporary suite of agency objectives that draw a clear line of sight to the ABS purpose, and reflect the changes as the organisation moves beyond transformation to the next phase of the ABS' capability and expertise being used for greater government, business and community benefit across the broader data landscape.

# Chapter 5

## Financial statements



### INDEPENDENT AUDITOR'S REPORT

To the Minister for Housing and Assistant Treasurer

#### Opinion

In my opinion, the financial statements of the Australian Bureau of Statistics (the Entity) for the year ended 30 June 2019:

- (a) comply with Australian Accounting Standards – Reduced Disclosure Requirements and the *Public Governance, Performance and Accountability (Financial Reporting) Rule 2015*; and
- (b) present fairly the financial position of the Entity as at 30 June 2019 and its financial performance and cash flows for the year then ended.

The financial statements of the Entity, which I have audited, comprise the following statements as at 30 June 2019 and for the year then ended:

- Statement by the Accountable Authority and Chief Finance Officer;
- Statement of Comprehensive Income;
- Statement of Financial Position;
- Statement of Changes in Equity;
- Cash Flow Statement;
- Administered Schedule of Comprehensive Income;
- Administered Schedule of Assets and Liabilities;
- Administered Reconciliation Schedule;
- Administered Cash Flow Statement; and
- Notes to the financial statements, comprising a Summary of Significant Accounting Policies and other explanatory information.

#### Basis for opinion

I conducted my audit in accordance with the Australian National Audit Office Auditing Standards, which incorporate the Australian Auditing Standards. My responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of my report. I am independent of the Entity in accordance with the relevant ethical requirements for financial statement audits conducted by the Auditor-General and his delegates. These include the relevant independence requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants* (the Code) to the extent that they are not in conflict with the *Auditor-General Act 1997*. I have also fulfilled my other responsibilities in accordance with the Code. I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

#### Accountable Authority's responsibility for the financial statements

As the Accountable Authority of the Entity, the Australian Statistician is responsible under the *Public Governance, Performance and Accountability Act 2013* (the Act) for the preparation and fair presentation of annual financial statements that comply with Australian Accounting Standards – Reduced Disclosure Requirements and the rules made under the Act. The Australian Statistician is also responsible for such internal control as the Australian Statistician determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Australian Statistician is responsible for assessing the ability of the Entity to continue as a going concern, taking into account whether the Entity's operations will

GPO Box 707 CANBERRA ACT 2601  
19 National Circuit BARTON ACT  
Phone (02) 6203 7300 Fax (02) 6203 7777

cease as a result of an administrative restructure or for any other reason. The Australian Statistician is also responsible for disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the assessment indicates that it is not appropriate.

#### **Auditor's responsibilities for the audit of the financial statements**

My objective is to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes my opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with the Australian National Audit Office Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the financial statements.

As part of an audit in accordance with the Australian National Audit Office Auditing Standards, I exercise professional judgement and maintain professional scepticism throughout the audit. I also:

- identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control;
- obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Entity's internal control;
- evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Accountable Authority;
- conclude on the appropriateness of the Accountable Authority's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Entity's ability to continue as a going concern. If I conclude that a material uncertainty exists, I am required to draw attention in my auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify my opinion. My conclusions are based on the audit evidence obtained up to the date of my auditor's report. However, future events or conditions may cause the Entity to cease to continue as a going concern; and
- evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

I communicate with the Accountable Authority regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that I identify during my audit.

Australian National Audit Office



Lorena Skipper  
Acting Executive Director  
Delegate of the Auditor-General

Canberra  
20 August 2019

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**Australian Bureau of Statistics**  
**STATEMENT BY THE ACCOUNTABLE AUTHORITY AND CHIEF FINANCE OFFICER**

In our opinion, the attached financial statements for the year ended 30 June 2019 comply with subsection 42(2) of the *Public Governance, Performance and Accountability Act 2013* (PGPA Act), and are based on properly maintained financial records as per subsection 41(2) of the PGPA Act.

In our opinion, at the date of this statement, there are reasonable grounds to believe that the Australian Bureau of Statistics will be able to pay its debts as and when they fall due.

Signed   
David W. Kalisch  
Australian Statistician  
20 August 2019

Signed   
Lily Viertmann  
Chief Finance Officer  
20 August 2019



**Australian Bureau of Statistics**  
**Statement of Comprehensive Income**  
*for the period ended 30 June 2019*

	Notes	2019 \$'000	2018 \$'000	Original Budget 2019 \$'000
<b>NET COST OF SERVICES</b>				
<b>Expenses</b>				
Employee benefits	1.1A	285,074	288,072	281,307
Suppliers	1.1B	101,260	166,624	90,399
Depreciation and amortisation	2.2A	33,758	32,743	43,175
Finance costs	2.4A	11	6	-
Impairment loss allowance on financial instruments		8	5	-
Write-down and impairment of other assets	1.1C	4,064	1,824	-
<b>Total expenses</b>		<b>424,175</b>	<b>489,274</b>	<b>414,881</b>
<b>Own-Source Income</b>				
<b>Own-source revenue</b>				
Rendering of services	1.2A	47,839	35,868	45,661
Other revenue	1.2B	844	3,455	1,913
<b>Total own-source revenue</b>		<b>48,683</b>	<b>39,323</b>	<b>47,574</b>
<b>Gains</b>				
Other gains	1.2C	35	233	220
<b>Total gains</b>		<b>35</b>	<b>233</b>	<b>220</b>
<b>Total own-source income</b>		<b>48,718</b>	<b>39,556</b>	<b>47,794</b>
<b>Net cost of services</b>		<b>(375,457)</b>	<b>(449,718)</b>	<b>(367,087)</b>
Revenue from Government		330,246	413,753	323,912
<b>Deficit</b>		<b>(45,211)</b>	<b>(35,965)</b>	<b>(43,175)</b>
<b>OTHER COMPREHENSIVE INCOME</b>				
<b>Items not subject to subsequent reclassification to net cost of services</b>				
Changes in asset revaluation surplus/(deficit)		(1,034)	6,585	-
<b>Total other comprehensive income/(loss)</b>		<b>(1,034)</b>	<b>6,585</b>	<b>-</b>
<b>Total comprehensive loss</b>		<b>(46,245)</b>	<b>(29,380)</b>	<b>(43,175)</b>

**Accounting Policy**

Revenue from Government

Amounts appropriated for departmental appropriations for the year (adjusted for any formal additions and reductions) are recognised as Revenue from Government when the ABS gains control of the appropriation, except for certain amounts that relate to activities that are reciprocal in nature, in which case revenue is recognised only when it has been earned. Appropriations receivables are recognised at their nominal amounts. Departmental capital budgets are accounted for as contributions by owners.

Revenue from Government received by the ABS is inclusive of the cyclical appropriation related to the five-yearly Census of Population and Housing.

The above statement should be read in conjunction with the accompanying notes.  
Refer to Overview for explanations of major variances between budgeted and actual amounts.

**Australian Bureau of Statistics**  
**Statement of Financial Position**  
*as at 30 June 2019*

	Notes	2019 \$'000	2018 \$'000	Original Budget 2019 \$'000
<b>ASSETS</b>				
<b>Financial assets</b>				
Cash and cash equivalents		5,200	2,234	3,762
Trade and other receivables	2.1A	71,168	100,339	87,650
<b>Total financial assets</b>		<b>76,368</b>	<b>102,573</b>	<b>91,412</b>
<b>Non-financial assets</b>				
Leasehold improvements	2.2A	34,132	33,544	40,012
Plant and equipment	2.2A	18,232	28,549	-
Intangibles	2.2A	106,739	101,507	107,689
Prepayments		14,132	6,653	11,465
<b>Total non-financial assets</b>		<b>173,235</b>	<b>170,253</b>	<b>159,166</b>
<b>Total assets</b>		<b>249,603</b>	<b>272,826</b>	<b>250,578</b>
<b>LIABILITIES</b>				
<b>Payables</b>				
Suppliers	2.3A	22,683	29,869	21,103
Other payables	2.3B	44,144	51,096	54,831
<b>Total payables</b>		<b>66,827</b>	<b>80,965</b>	<b>75,934</b>
<b>Provisions</b>				
Employee leave		99,954	90,770	91,842
Other		534	509	351
<b>Total provisions</b>		<b>100,488</b>	<b>91,279</b>	<b>92,193</b>
<b>Total liabilities</b>		<b>167,315</b>	<b>172,244</b>	<b>168,127</b>
<b>Net assets</b>		<b>82,288</b>	<b>100,582</b>	<b>82,451</b>
<b>EQUITY</b>				
Contributed equity		349,392	321,441	354,763
Reserves		29,531	30,565	23,980
Accumulated deficit		(296,635)	(251,424)	(296,292)
<b>Total equity</b>		<b>82,288</b>	<b>100,582</b>	<b>82,451</b>

**Accounting Policy**

Cash and cash equivalents

Cash is recognised at its nominal amount. Cash and cash equivalents include:

- cash on hand; and
- deposits on demand in bank accounts with an original maturity of three months or less that are readily convertible to known amounts of cash and subject to insignificant risk of changes in value.

Employee leave

Refer to Accounting Policy Note 1.1A Employee Benefits for detail.

The above statement should be read in conjunction with the accompanying notes.  
Refer to Overview for explanations of major variances between budgeted and actual amounts.

**Australian Bureau of Statistics  
Statement of Changes in Equity  
for the period ended 30 June 2019**

	Retained earnings			Asset revaluation reserves			Contributed equity			Total equity		
	2019 \$'000	2018 \$'000	Original Budget 2019 \$'000	2019 \$'000	2018 \$'000	Original Budget 2019 \$'000	2019 \$'000	2018 \$'000	Original Budget 2019 \$'000	2019 \$'000	2018 \$'000	
<b>Opening balance</b>												
Balance carried forward from previous period	(251,424)	(215,459)	(253,117)	30,565	23,980	23,980	321,441	271,847	321,441	100,582	80,368	
Prior year adjustments	-	-	-	-	-	-	-	-	-	-	-	
<b>Adjusted opening balance</b>	<b>(251,424)</b>	<b>(215,459)</b>	<b>(253,117)</b>	<b>30,565</b>	<b>23,980</b>	<b>23,980</b>	<b>321,441</b>	<b>271,847</b>	<b>321,441</b>	<b>100,582</b>	<b>80,368</b>	
<b>Comprehensive income</b>												
Surplus/(Deficit) for the period	(45,211)	(35,965)	(43,175)	-	-	-	-	-	-	(45,211)	(35,965)	
Other comprehensive income	-	-	-	(1,034)	6,585	-	-	-	-	(1,034)	6,585	
<b>Total comprehensive income</b>	<b>(45,211)</b>	<b>(35,965)</b>	<b>(43,175)</b>	<b>(1,034)</b>	<b>6,585</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>(46,245)</b>	<b>(29,380)</b>	
<b>Transactions with owners</b>												
<b>Contributions by owners</b>												
Equity injection - appropriations <sup>1</sup>	-	-	-	-	-	-	13,602	29,666	13,501	13,602	29,666	
Departmental capital budget <sup>2</sup>	-	-	-	-	-	-	14,349	19,928	19,821	14,349	19,928	
<b>Total transactions with owners</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>27,951</b>	<b>49,594</b>	<b>33,322</b>	<b>27,951</b>	<b>49,594</b>	
<b>Closing balance as at 30 June</b>	<b>(296,635)</b>	<b>(251,424)</b>	<b>(296,292)</b>	<b>29,531</b>	<b>30,565</b>	<b>23,980</b>	<b>349,392</b>	<b>321,441</b>	<b>354,763</b>	<b>82,288</b>	<b>100,582</b>	

1. Departmental supplementation of \$6,368 million for capital budgets recognised in 2017-18 but not appropriated in 2017-18 and have been excluded from 2018-19.
2. In 2018-19, the ABS was appropriated \$6,334 million in *Appropriation Bill (No. 3)* which included \$5,472 million of Departmental Capital Budget that was quarantined under section 51 of the *Public Governance, Performance and Accountability Act 2013*, and was reclassified to Departmental operating funding.

**Accounting Policy**

Equity Injections

Amounts appropriated which are designated as 'equity injections' for a year (less any formal reductions) and Departmental Capital Budgets (DCBs) are recognised directly in contributed equity in that year.

The above statement should be read in conjunction with the accompanying notes.  
Refer to Overview for explanation of major variances between budgeted and actual amounts.

**Australian Bureau of Statistics**  
**Cash Flow Statement**  
*for the period ended 30 June 2019*

	Notes	2019 \$'000	2018 \$'000	Original Budget 2019 \$'000
<b>OPERATING ACTIVITIES</b>				
<b>Cash received</b>				
Appropriations		362,058	458,473	323,904
Rendering of services		45,225	35,317	45,661
GST received		12,807	18,475	-
Other		284	3,128	1,913
<b>Total cash received</b>		<b>420,374</b>	<b>515,393</b>	<b>371,478</b>
<b>Cash used</b>				
Employees		277,962	286,722	280,307
Suppliers		116,882	182,889	91,279
Section 74 receipts transferred to OPA		22,600	38,800	-
<b>Total cash used</b>		<b>417,444</b>	<b>508,411</b>	<b>371,586</b>
<b>Net cash from / (used by) operating activities</b>		<b>2,930</b>	<b>6,982</b>	<b>(108)</b>
<b>INVESTING ACTIVITIES</b>				
<b>Cash received</b>				
Proceeds from sales of property, plant and equipment		10	229	100
<b>Total cash received</b>		<b>10</b>	<b>229</b>	<b>100</b>
<b>Cash used</b>				
Purchase of leasehold improvements		5,341	15,708	-
Purchase of plant and equipment		10,081	7,094	-
Purchase of intangibles		30,981	31,152	33,316
<b>Total cash used</b>		<b>46,403</b>	<b>53,954</b>	<b>33,316</b>
<b>Net cash used by investing activities</b>		<b>(46,393)</b>	<b>(53,725)</b>	<b>(33,216)</b>
<b>FINANCING ACTIVITIES</b>				
<b>Cash received</b>				
Contributed equity		24,238	34,560	13,501
Departmental capital budget		22,191	10,654	19,821
<b>Total cash received</b>		<b>46,429</b>	<b>45,214</b>	<b>33,322</b>
<b>Net cash from financing activities</b>		<b>46,429</b>	<b>45,214</b>	<b>33,322</b>
<b>Net increase / (decrease) in cash held</b>		<b>2,966</b>	<b>(1,529)</b>	<b>(2)</b>
Cash and cash equivalents at the beginning of the reporting period		2,234	3,763	3,764
<b>Cash and cash equivalents at the end of the reporting period</b>		<b>5,200</b>	<b>2,234</b>	<b>3,762</b>

## Australian Bureau of Statistics

### Australian Bureau of Statistics Administered Schedule of Comprehensive Income for the period ended 30 June 2019

		2019	2018	Original Budget 2019
	Notes	\$'000	\$'000	\$'000
<b>NET COST OF SERVICES</b>				
<b>Income</b>				
<b>Revenue</b>				
<b>Non-taxation revenue</b>				
Fines		2	-	-
<b>Total non-taxation revenue</b>		<u>2</u>	<u>-</u>	<u>-</u>
<b>Total income</b>		<u>2</u>	<u>-</u>	<u>-</u>
<b>Net contribution by services</b>		<u>2</u>	<u>-</u>	<u>-</u>
<b>Surplus</b>		<u>2</u>	<u>-</u>	<u>-</u>
<b>Total comprehensive income</b>		<u>2</u>	<u>-</u>	<u>-</u>

The ABS had no administered expenses at 30 June 2019 (2018: Nil).

#### Accounting Policy

##### Revenue

All administered revenues are revenues relating to ordinary activities performed by the ABS on behalf of the Australian Government.

Revenue is generated from fines applied by the courts, which is recognised upon payment. Court costs awarded against the ABS, as opposed to fines, are recorded as a departmental expense.

##### Fines

The *Census and Statistics Act 1905* provides the Australian Statistician with the authority to conduct statistical collections and, when necessary, to direct a person or an organisation to provide statistical information. Where information is not provided, the ABS can impose a fine on the person or organisation. Such fines are reported in the financial statements as administered income.

### Australian Bureau of Statistics Administered Schedule of Assets and Liabilities as at 30 June 2019

The ABS had no administered assets or liabilities at 30 June 2019 (2018: Nil).

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### Australian Bureau of Statistics Administered Reconciliation Schedule for the period ended 30 June 2019

	2019	2018
	\$'000	\$'000
<b>Opening assets less liabilities as at 1 July</b>	-	-
<b>Net contribution by services</b>		
Income	2	-
<b>Transfers to the Australian Government</b>		
Cash transfers to Official Public Account	(2)	-
<b>Closing assets less liabilities as at 30 June</b>	-	-

### Australian Bureau of Statistics Administered Cash Flow Statement for the period ended 30 June 2019

	2019	2018
Notes	\$'000	\$'000
<b>OPERATING ACTIVITIES</b>		
<b>Cash received</b>		
Fines	2	-
<b>Total cash received</b>	2	-
Cash and cash equivalents at the beginning of the reporting period	-	-
Cash to Official Public Account	2	-
<b>Cash and cash equivalents at the end of the reporting period</b>	-	-

#### Accounting Policy

##### Administered Cash Transfers to Official Public Account

Revenue collected by the ABS for use by the Government rather than the ABS is administered revenue. Collections are transferred to the Official Public Account (OPA) maintained by the Department of Finance. These transfers to the OPA are adjustments to the administered cash held by the ABS on behalf of the Government and reported as such in the Schedule of Administered Cash Flows, and in the Administered Reconciliation Schedule.

## Australian Bureau of Statistics

### Overview

#### The Basis of Preparation

The financial statements are general purpose financial statements and are required by section 42 of the *Public Governance, Performance and Accountability Act 2013*.

The financial statements have been prepared in accordance with:

- *Public Governance, Performance and Accountability (Financial Reporting) Rule 2015* (FRR);
- Australian Accounting Standards and Interpretations – Reduced Disclosure Requirements issued by the Australian Accounting Standards Board (AASB) that apply for the reporting period; and
- AASB 1053 *Application of Tiers of Australian Accounting Standards* and other reporting requirements. The ABS has applied Tier 2 reporting requirements.

The financial statements have been prepared on an accrual basis and are in accordance with the historical cost convention, except for certain assets and liabilities at fair value. Except where stated, no allowance is made for the effect of changing prices on the results or the financial position. The financial statements are presented in Australian dollars.

#### New Accounting Standards

No accounting standard has been adopted earlier than the application date as stated in the standard.

AASB 9 *Financial Instruments* applies to reporting periods on or after 1 January 2018. This standard replaces ASB 139 *Financial Instruments: Recognition and Measurement*. The ABS has adopted the transition options recommended by the Department of Finance. In this respect, comparatives have not been restated, and the ABS has applied the simplified approach in measuring the loss allowance at an amount equal to the lifetime Expected Credit Loss (ECL).

AASB 16 *Leases* will come into effect on 1 July 2019 and replaces AASB 117 *Leases*. AASB 16 will have a significant impact on the recognition and disclosure of leases by the ABS. The new standard requires the ABS as a lessee to recognise a right-of-use asset representing its right to use the underlying leased asset and lease liability representing its obligation to make lease payments. AASB 16 further introduces a new definition of leases. The ABS will evaluate existing and new contractual arrangements as to whether a lease exists.

#### Taxation

The ABS is exempt from all forms of taxation except Fringe Benefits Tax and the Goods and Services Tax (GST).

Revenues, expenses and assets are recognised net of GST except where the amount of GST incurred is not recoverable from the Australian Taxation Office; and for receivables and payables.

#### Reporting of Administered Activities

Administered revenues, and cash flows are disclosed in the administered schedules.

There were no administered expenses, assets, liabilities, contingencies or commitments in 2019 or 2018.

Except where otherwise stated, administered items are accounted for on the same basis and using the same policies as for departmental items, including the application of Australian Accounting Standards.

#### Simplification of the Financial Statements

As part of adopting the Tier 2: Australian Accounting Standards – Reduced Disclosure Requirements and enhancing the quality of disclosure in the ABS's financial statements, the ABS has reduced the length and complexity of its financial statements by:

- removing information that is irrelevant, immaterial or not mandatory
- removing single line item notes that essentially restate information from the primary statements
- combining notes and tables that provide the same information for different line items
- removing notes that contain duplicate information
- reformatting tabular disclosures where possible to make the disclosure easier to understand and to shorten the financial statements.

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While still complying with Australian Accounting Standards and other requirements, the above provides users with clear and concise financial reports that allow a focus on the key information about the performance, position and cash flows of the ABS. There was no change to the comparative operating result or net assets reported.

### Events after the Reporting Period

#### Departmental

There have been no events occurring subsequent to the balance date that would affect the ABS's financial statements for the financial year ended 30 June 2019.

#### Administered

There have been no events occurring subsequent to the balance date that would affect the ABS's financial statements for the financial year ended 30 June 2019.

### Explanations of Major Variances to Budget

The following table provides high level commentary of major variances between the unaudited budgeted information for the ABS published in the Treasury's 2018-19 Portfolio Budget Statements (PBS) and the 2018-19 final outcome as presented in accordance with the Australian Accounting Standards for the ABS.

An explanation for a major variance may not be provided where the item is considered immaterial in the overall context of the financial statements.

As a guide, variances are considered to be 'major' based on the following criteria:

- the variance between budget and actual is greater than 10%; and
- the variance between budget and actual is greater than 2% of the relevant category (Income, Expenses and Equity totals); or
- items which may be considered to be important for the reader's understanding or are relevant to an assessment of the discharge of accountability and to an analysis of performance of the ABS.

Affected line items	Variance to Budget \$'000	Variance to Budget %	Explanations of major variances
<b>Statement of Comprehensive Income</b>			
Suppliers	10,861	12%	The increase in suppliers is primarily due to the implementation of higher asset recognition thresholds, resulting in more lower value assets being expensed which previously may have been capitalised, and additional resources required to deliver information technology solutions. The reclassification from Departmental Capital Budget to Operating was approved at the Mid-Year Economic and Fiscal Outlook update, and not reflected in the original budget.
Depreciation and amortisation	(9,417)	(22%)	The delay in capital projects relating to the Statistical Business Transformation Program and the reduction in assets due to new asset recognition thresholds, impacted on the asset base, resulting in lower depreciation. A reduction in leasehold floor space further contributed to the reduction of the asset base.
Write-down and impairment of other assets	4,064	100%	The variance is driven by the results of the impairment assessment of intangibles, and the annual stocktake process. It is common practice for the ABS not to set a budget for potential write-down and impairment.
Other revenue	(1,069)	(56%)	Other revenue includes resources received free of charge, refunds, credit card rebates and other miscellaneous revenues. The variance is a result of the



**Australian Bureau of Statistics**

			difficulty in providing estimates for some of these revenue sources.
Changes in asset revaluation surplus	(1,034)	(100%)	The variance relates to the downward revaluation of leasehold improvements assets.
<b>Statement of Financial Position</b>			
Cash and cash equivalents	1,438	38%	Cash is drawn down from the Official Public Account for payment on a needs basis. The cash balance varies depending on the timing of debt collection and payments at the reporting date.
Trade and other receivables	(16,482)	(19%)	The majority of this balance represents Appropriation Receivable. The variance is due to an increase in expenditure compared to the original budget.
Leasehold improvements/ Plant and equipment	12,352	31%	The increase in Leasehold Improvements and Plant and Equipment is due to the completion of the Canberra office fitout, and utilisation of capital funding that was recognised in 2017-18 but appropriated in 2018-19.
Prepayments	2,667	23%	Prepayments primarily relate to the recognition of software licences, maintenance contracts, office lease payments and subscriptions. The variance is due to the timing for these payments.
Other payables	(10,687)	(19%)	The variance is primarily related to the lower than expected renewal of user funded survey contracts.
Employee leave provisions	8,112	9%	The variance in employee provisions is mainly due to the decline in the Government bond rate.
<b>Statement of Changes in Equity and Cash Flow Statement</b>			
The above explanations of major variances to the Budget are also applicable to the Statement of Changes in Equity and the Cash Flow Statement.			

## Australian Bureau of Statistics

### 1. Financial Performance

This section analyses the financial performance of the Australian Bureau of Statistics for the year ended 2019.

#### 1.1. Expenses

	2019	2018
	\$'000	\$'000
<b>Note 1.1A: Employee Benefits</b>		
Wages and salaries		
ABS staff	193,674	198,206
Interviewers	15,370	13,267
Census field staff	-	9
<b>Total wages and salaries</b>	<b>209,044</b>	<b>211,482</b>
Superannuation		
Defined contribution plans		
ABS staff	21,040	20,328
Interviewers	2,291	1,874
Census field staff	-	3
<b>Total defined contribution plans</b>	<b>23,331</b>	<b>22,205</b>
Defined benefit plans		
ABS staff	18,448	19,133
Interviewers	585	513
Census field staff	-	1
<b>Total defined benefit plans</b>	<b>19,033</b>	<b>19,647</b>
Leave and other entitlements	32,345	25,778
Separation and redundancies	490	7,834
Other employee expenses	831	1,126
<b>Total employee benefits</b>	<b>285,074</b>	<b>288,072</b>

#### Accounting Policy

Liabilities for 'short-term employee benefits' (as defined in AASB 119 *Employee Benefits*) and termination benefits due within twelve months of the end of the reporting period are measured at their nominal amounts.

The nominal amount is calculated with regard to the rates expected to be paid on settlement of the liability.

Other long-term employee benefits are measured as net total of the present value of the defined benefit obligation at the end of the reporting period minus the fair value at the end of the reporting period of plan assets (if any) out of which the obligations are to be settled directly.

#### Leave

The liability for employee benefits includes provision for annual leave and long service leave. No provision has been made for sick leave as all sick leave is non-vesting and the average sick leave taken in future years by employees of the ABS is estimated to be less than the annual entitlement for sick leave.

The leave liabilities are calculated on the basis of employees' remuneration at the estimated salary rates that will apply at the time the leave is taken, plus the ABS's employer superannuation contribution rates and applicable on-costs, to the extent that the leave is likely to be taken during service rather than paid out on termination.

The liability for long service leave has been determined by reference to the work of the Australian Government Actuary as at 30 June 2019. The estimate of the present value of the liability takes into account attrition rates and pay increases through promotion and inflation.

An independent actuarial valuation of employee benefit liabilities is conducted every three years. The last review was performed by the Australian Government Actuary in June 2017.



## Australian Bureau of Statistics

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### Separation and Redundancy

Provision is made for separation and redundancy benefit payments. The ABS recognises a provision for termination when it has developed a detailed formal plan for the terminations and has informed those employees affected that it will carry out the terminations.

### Superannuation

The ABS's staff are members of the Commonwealth Superannuation Scheme (CSS), the Public Sector Superannuation Scheme (PSS), the PSS accumulation plan (PSSap) or other superannuation funds held outside the Australian Government.

The CSS and PSS are defined benefit schemes for the Australian Government. The PSSap is a defined contribution scheme.

The liability for defined benefits is recognised in the financial statements of the Australian Government and is settled by the Australian Government in due course. This liability is reported in the Department of Finance's administered schedules and notes.

The ABS makes employer contributions to the employees' superannuation scheme at rates determined by an actuary to be sufficient to meet the current cost to the Government, and accounts for the contributions as if they were contributions to defined contribution plans.

The liability for superannuation recognised as at 30 June represents outstanding contributions for the final fortnight of the year.

## Australian Bureau of Statistics

	2019	2018
	\$'000	\$'000
<b>Note 1.1B: Suppliers</b>		
<b>Goods and services supplied or rendered</b>		
Consultants	6,962	7,008
Contractors	15,770	23,145
IT services and communications	23,428	23,511
Printing and subscriptions	2,161	14,482
Building expenses (excluding lease payments)	7,267	8,758
Population survey operations interviewer	5,458	4,225
Census operation costs	-	5
Recruitment and employment related	791	603
Stationery and postage	1,777	28,344
Travel	10,735	10,557
Training	3,416	4,536
Advertising	273	17,317
Other	3,025	2,701
<b>Total goods and services supplied or rendered</b>	<b>81,063</b>	<b>145,192</b>
<b>Goods and services are made of:</b>		
Goods supplied	6,508	20,230
Services rendered	74,555	124,962
<b>Total goods and services supplied or rendered</b>	<b>81,063</b>	<b>145,192</b>
<b>Other suppliers</b>		
Operating lease rentals	16,249	16,714
Workers compensation expenses	3,948	4,718
<b>Total other suppliers</b>	<b>20,197</b>	<b>21,432</b>
<b>Total suppliers</b>	<b>101,260</b>	<b>166,624</b>

### Leasing commitments

The ABS in its capacity as lessee has the following types of operating leases:

#### Leases for office accommodation

Lease payments are subject to annual increases which are either fixed as outlined in the rental agreement or in accordance with upwards movements in the Consumer Price Index. Office accommodation leases may be renewed for up to five years at the ABS's option following a one-off adjustment of rentals to current market levels.

#### Leases for the provision of motor vehicles

No contingent rentals exist. There are no renewal or purchase options available to the ABS.

### Commitments for minimum lease payments in relation to non-cancellable operating leases are payable as follows:

Within 1 year	17,368	10,214
Between 1 to 5 years	84,586	42,453
More than 5 years	96,600	25,953
<b>Total operating lease commitments</b>	<b>198,554</b>	<b>78,620</b>

## Australian Bureau of Statistics

### Accounting Policy

#### Leases

Operating lease payments are expensed on a straight-line basis which is representative of the pattern of benefits derived from the leased assets.

	2019 \$'000	2018 \$'000
<b>Note 1.1C: Write-Down and Impairment of Other Assets</b>		
Impairment of intangible assets <sup>1</sup>	1,984	-
Write-down of property, plant and equipment	344	1,271
Write-down of Intangibles <sup>2</sup>	<u>1,736</u>	<u>553</u>
<b>Total write-down and impairment of other assets</b>	<u>4,064</u>	<u>1,824</u>

1. This amount relates to the impairment provision for some Internally Generated Software (IGSW) assets reflecting the uncertainty around the project re-commencement.

2. This amount represents the disposal of a number of IGSW assets due to technological obsolescence.

### 1.2. Own-Source Revenue and Gains

#### Note 1.2A: Rendering of Services

Rendering of services	<u>47,839</u>	<u>35,868</u>
<b>Total rendering of services</b>	<u>47,839</u>	<u>35,868</u>

### Accounting Policy

Rendering of services include revenue from the provision of statistical services and products.

Revenue from rendering of services is recognised by reference to the stage of completion of contracts at the reporting date. The revenue is recognised when:

- the amount of revenue, stage of completion and transaction costs incurred can be reliably measured; and
- the probable economic benefits associated with the transaction will flow to the ABS.

The stage of completion of contracts at the reporting date is determined by reference to the proportion of costs incurred to date when compared to the estimated total costs of the transaction.

Receivables for goods and services, which have 30 day terms, are recognised at the nominal amounts due, less any impairment allowance amount. Collectability of debts is reviewed at the end of the reporting period. Allowances are made when collectability of the debt is no longer probable. Refer to Note 2.1A for further detail.

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	2019	2018
	\$'000	\$'000
<b>Note 1.2B: Other Revenue</b>		
Resources received free of charge <sup>1</sup>	560	327
Other <sup>2</sup>	284	3,128
<b>Total other revenue</b>	<b>844</b>	<b>3,455</b>

1. This amount relates to the services received free of charge from the Australian National Audit Office financial statements audit, external board members, and staff secondment from the Australian Taxation Office, and Stats NZ.
2. In 2017-18 the ABS received a Comcare premium reduction and a refund of prior year lease payments.

### Accounting Policy

#### Resources received free of charge

Resources received free of charge are recognised as revenue when, and only when, a fair value can be reliably determined and the services would have been purchased if they had not been donated. Use of those resources is recognised as an expense. Resources received free of charge are recorded as either revenue or gains depending on their nature.

#### Other revenue

Other revenue includes all miscellaneous revenue such as various refunds including Comcare premium adjustments.

### Note 1.2C: Other Gains

Other <sup>1</sup>	35	233
<b>Total other gains</b>	<b>35</b>	<b>233</b>

1. This amount includes gains on sale of assets and other gains.

### Accounting Policy

#### Sale of assets

Gains from disposal of non-current assets are recognised when control of the asset has passed to the buyer.

## Australian Bureau of Statistics

### 2. Financial Position

This section analyses the Australian Bureau of Statistics' assets used to generate its financial performance and operating liabilities incurred as a result.

Leasehold improvements and plant and equipment are carried at fair value in accordance with AASB 13 *Fair Value Measurement*. The remaining assets and liabilities disclosed in the statement of financial position do not apply the fair value hierarchy.

Employee related information is disclosed in the People and Relationships section.

#### 2.1. Financial Assets

	2019 \$'000	2018 \$'000
<b>Note 2.1A: Trade and Other Receivables</b>		
Appropriations receivable	65,904	93,594
Goods and services	2,556	3,074
GST receivable from the Australian Taxation Office	2,080	3,350
Other receivables	634	325
<b>Total trade and other receivables (gross)</b>	<b>71,174</b>	<b>100,343</b>
<b>Less impairment loss allowance</b>	<b>(6)</b>	<b>(4)</b>
<b>Total trade and other receivables (net)</b>	<b>71,168</b>	<b>100,339</b>

Credit terms for goods and services were within 30 days (2018: 30 days).

All trade and other receivables are expected to be recovered in no more than 12 months.

#### Reconciliation of the Impairment Allowance Account:

##### Movements in relation to 2019

	Goods and services \$'000	Total \$'000
<b>Opening balance</b>	<b>(4)</b>	<b>(4)</b>
Amounts written off	6	6
Amounts recovered and reversed	-	-
Increase/decrease recognised in net surplus	(8)	(8)
<b>Closing balance</b>	<b>(6)</b>	<b>(6)</b>

#### Accounting Policy

##### Trade receivable

Trade receivables, loans and other receivables that are held for the purpose of collecting the contractual cash flows where the cash flows are solely payments of principal and interest, that are not provided at below-market interest rates, are subsequently measured at amortised cost using the effective interest method adjusted for any loss allowance.

##### Appropriations receivable

Refer to Revenue from Government for accounting policy.

## Australian Bureau of Statistics

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### Impairment of financial assets

AASB 9 *Financial Instruments* replaces the 'incurred loss' model previously used under AASB 139 *Financial Instruments: Recognition and Measurement* with an Expected Credit Losses (ECL) model. Trade and other receivables assets at amortised cost are assessed for impairment at the end of each reporting period. The simplified approach has been adopted in measuring the impairment loss allowance at an amount equal to lifetime ECL.



## Australian Bureau of Statistics

### 2.2. Non-Financial Assets

#### Note 2.2A: Reconciliation of the Opening and Closing Balances of Plant & Equipment and Intangibles

	Leasehold improvements \$'000	Plant and equipment \$'000	Computer software <sup>1</sup> \$'000	Total \$'000
<b>As at 1 July 2018</b>				
Gross book value	33,544	29,859	249,627	313,030
Accumulated depreciation, amortisation and impairment	-	(1,310)	(148,120)	(149,430)
<b>Total as at 1 July 2018</b>	<b>33,544</b>	<b>28,549</b>	<b>101,507</b>	<b>163,600</b>
<b>Additions</b>				
Purchased	1,519	3,335	2,133	6,987
Internally developed	-	-	27,359	27,359
Revaluations and impairments recognised in other comprehensive income <sup>2</sup>	(1,020)	-	-	(1,020)
Impairments recognised in net cost of services	-	-	(1,984)	(1,984)
Depreciation and amortisation	(4,164)	(9,082)	(20,512)	(33,758)
Reclassification	4,253	(4,226)	(28)	(1)
Disposals	-	-	-	-
Write-down of assets	-	(344)	(1,736)	(2,080)
<b>Total as at 30 June 2019</b>	<b>34,132</b>	<b>18,232</b>	<b>106,739</b>	<b>159,103</b>
<b>Total as at 30 June 2019 represented by</b>				
Gross book value	33,850	27,821	243,574	305,245
Work in progress	282	61	26,971	27,314
Accumulated depreciation, amortisation and impairment	-	(9,650)	(163,806)	(173,456)
<b>Total as at 30 June 2019 represented by</b>	<b>34,132</b>	<b>18,232</b>	<b>106,739</b>	<b>159,103</b>

- The carrying amount of computer software include \$96,272 million internally generated software and \$10,467 million purchased software. The ABS engaged an independent assessor to assess impairment of internally generated software. The impairment result was reflected in the Statement of Comprehensive Income in accordance with AASB 136 *Impairment of Assets*.
- The ABS engaged an independent valuer to revalue Leasehold improvements. The decrease in the revaluation was \$1,020 million which was recognised in the asset revaluation reserves in accordance with AASB 116 *Properties, Plant and Equipment*. The make good provision was revalued and increased by \$0,014 million, and disclosed in Note 2.4A Other Provisions.

## Australian Bureau of Statistics

### Contractual commitments for the acquisition of property, plant, equipment and intangible assets

Capital commitments relate to contracts for the acquisition of property, plant, equipment and intangible assets.

Commitments are GST inclusive where relevant.

	<b>&lt; 1 year</b>	<b>1 to 5 years</b>	<b>Total</b>
<b>2018-19 Capital Commitments</b>	<b>\$'000</b>	<b>\$'000</b>	<b>\$'000</b>
Plant and equipment	925	-	925
Intangibles	4,568	3,983	8,551
<b>Total commitments</b>	<b>5,493</b>	<b>3,983</b>	<b>9,476</b>

### Accounting Policy

#### Acquisition of Assets

Assets are recorded at cost on acquisition except as stated below. The cost of acquisition includes the fair value of assets transferred in exchange and liabilities undertaken. Financial assets are initially measured at their fair value plus transaction costs where appropriate.

Assets acquired at no cost, or for nominal consideration, are initially recognised as assets and income at their fair value at the date of acquisition, unless acquired as a consequence of restructuring of administrative arrangements. In the latter case, assets are initially recognised as contributions by owners at the amounts at which they were recognised in the transferor's accounts immediately prior to the restructuring.

#### Asset Recognition Threshold

Purchases of plant and equipment are recognised initially at cost in the statement of financial position. In 2018-19, the ABS implemented new asset recognition thresholds, where asset purchases would have to satisfy thresholds at a unit level as well as on a class level, otherwise they are expensed in the year of acquisition. The ABS increased the class thresholds to \$7,000 for IT Hardware (2017-18: \$1,000), \$7,000 for Plant and equipment (2017-18: \$2,000) and \$30,000 for Leasehold Improvement (2017-18: \$2,000). The table below summarises the asset recognition thresholds for 2018-19:

Asset Class	Unit Threshold <sup>1</sup>	Class Threshold
IT Hardware <sup>1</sup>	\$1,000	\$7,000
Plant and equipment	\$1,000	\$7,000
Leasehold Improvement	\$1,000	\$30,000

1. Laptops are excluded from the Unit Threshold.

The initial cost of an asset includes an estimate of the cost of dismantling and removing the item and restoring the site on which it is located. This is particularly relevant to 'make good' provisions in property leases taken up by the ABS where there exists an obligation to restore the property to its original condition. These costs are included in the value of the ABS's leasehold improvements with a corresponding provision for the 'make good' recognised.

#### Revaluations

Following initial recognition at cost, property, plant and equipment are carried at fair value less subsequent accumulated depreciation and accumulated impairment losses. Valuations are conducted with sufficient frequency to ensure that the carrying amounts of assets did not differ materially from the assets' fair values as at the reporting date. The regularity of independent valuations depend upon the volatility of movements in market values for the relevant assets.

Revaluation adjustments are made on a class basis. Any revaluation increment is credited to equity under the heading of asset revaluation reserve except to the extent that it reversed a previous revaluation decrement of the same asset class that was previously recognised in the surplus/deficit. Revaluation decrements for a class of assets are recognised directly in the surplus/deficit except to the extent that they reversed a previous revaluation increment for that class.

Any accumulated depreciation as at the revaluation date is eliminated against the gross carrying amount of the asset and the asset restated to the revalued amount.

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### Depreciation

Depreciable property, plant and equipment assets are written-off to their estimated residual values over their estimated useful lives to the ABS using, in all cases, the straight-line method of depreciation.

Depreciation rates (useful lives), residual values and methods are reviewed at each reporting date and necessary adjustments are recognised in the current, or current and future reporting periods, as appropriate.

Depreciation rates applying to each class of depreciable asset are based on the following useful lives:

	<b>2019</b>	<b>2018</b>
Leasehold improvements	Lease term	Lease term
Property, plant and equipment	4-10 years*	4-10 years*

\* Within this class, Artwork and Curios have a useful life between 10-100 years.

### Impairment

All assets were assessed for indications of impairment at 30 June 2019. Where indications of impairment exist, the asset's recoverable amount is estimated and an impairment loss recognised if the asset's recoverable amount is less than its carrying amount.

The recoverable amount of an asset is the higher of its fair value less costs of disposal and its value in use. Value in use is the present value of the future cash flows expected to be derived from the asset. Where the future economic benefit of an asset is not primarily dependent on the asset's ability to generate future cash flows, and the asset would be replaced if the ABS were deprived of the asset, its value in use is taken to be its depreciated replacement cost.

### Derecognition

An item of property, plant and equipment is derecognised upon disposal or when no further future economic benefits are expected from its use or disposal.

### Intangibles

The ABS's intangibles comprise purchased and internally developed software for internal use. These assets are carried at cost less accumulated amortisation and accumulated impairment losses.

Software assets were assessed for indications of impairment as at 30 June 2019. Refer to Note 1.1C for further detail.

### Internally Generated Software

In its role as Australia's national statistical entity, the ABS builds and maintains a significant set of internally generated software assets (IGSW) assets. These assets are added to over time, in line with the increasing range of statistical information sought by Government, business and the general community, and the increasing use of technology, particularly in relation to collection, analysis and dissemination activities.

All software developed in-house are capitalised. The costing methodology capitalises direct salary and on costs for programmers. General administration and overhead costs relating to software development are not capitalised. The data capture systems in place to collect effort recording data for programmers are in line with the requirements of the *Public Governance, Performance and Accountability (Financial Reporting) Rule 2015*.

### Asset Recognition Threshold

In 2018-19, the ABS increased the class thresholds to \$50,000 for Purchased Software (2017-18: \$1,000) and \$300,000 for internally generated software (2017-18: \$100,000). The ABS also implemented a unit threshold of \$1,000 for Purchased Software (2017-18: Nil). Purchases of intangible assets are recognised initially at cost in the Statement of Financial Position, except for purchases costing less than the following thresholds, which are expensed in the year of acquisition.

Asset Class	Unit Threshold	Class Threshold
Purchased Software	\$1,000	\$50,000
Internally Generated Software	NA	\$300,000

## Australian Bureau of Statistics

### Amortisation

Software is amortised on a straight-line basis over its anticipated useful life.

The ABS has long term commitments to survey and data collection programs. These are supported by software packages that are required to be maintained for the same time period as the data collection and analysis programs, to ensure consistency in approach and of data treatment.

The useful lives of the ABS's software are:

	<b>2019</b>	<b>2018</b>
Computer software (purchased)	5 years*	5 years*
Computer software (internally generated)	5-15 years*	5-15 years*

\* The above table outlines the range of life in years for computer software, however, the average life is currently 10 years (2018: 10 years).

### Capital Work in Progress

Capital work in progress represents two main asset types: software assets under development, and office refurbishments. Work in progress is disclosed in the intangibles, and property, plant and equipment balances respectively.

Software assets are not amortised until the year in which the development phase is completed and the asset is operational. Where use of the asset commences after substantial completion of the development phase, but some improvements or enhancements to the system continue to be made, the date of substantial completion is treated as the date of completion and amortisation commences from that date.

## 2.3. Payables

	<b>2019</b>	2018
	<b>\$'000</b>	\$'000
<b><u>Note 2.3A: Suppliers</u></b>		
Trade creditors and accruals	<b>15,013</b>	23,415
Operating lease rentals	<b>7,670</b>	6,454
<b>Total suppliers payables</b>	<b>22,683</b>	29,869

Settlement is usually made within 30 days.

### Accounting Policy

#### Suppliers and Other Payables

Supplier and other payables are recognised at amortised cost. Liabilities are recognised to the extent that the goods or services have been received (and irrespective of having been invoiced). Supplier and payables are derecognised upon payment.

#### **Note 2.3B: Other Payables**

Salaries and wages	<b>1,952</b>	2,379
Superannuation	<b>335</b>	408
Separations and redundancies	<b>144</b>	2,009
Lease incentives	<b>6,120</b>	7,017
Unearned revenue	<b>34,791</b>	38,576
Other	<b>802</b>	707
<b>Total other payables</b>	<b>44,144</b>	51,096

## Australian Bureau of Statistics

### Accounting Policy

#### Salaries and wages, Superannuation, Separations and redundancies

Refer to Note 1.1A: Employee Benefits for detail.

#### Lease incentives

The ABS has entered into a number of accommodation leases, which include lease incentives taking the form of 'free' leasehold improvements. Under interpretation 115 *Operating Lease - Incentives*, all incentives in relation to operating leases are required to be classified as an integral part of the net consideration of the lease for the leased asset, irrespective of the incentives nature, form, or timing of payments.

Where an asset is acquired by means of an incentive under an operating lease, the asset is capitalised at the fair value of the lease incentive at the inception of the contract, and a liability is recognised at the same time, for the same amount.

Operating lease payments are expensed on a straight-line basis which is representative of the pattern of benefits derived from the leased assets.

#### Unearned revenue

Unearned revenue includes revenue from provision of statistical consultancies and revenue from other entities for statistical surveys. The unearned revenue is recognised on a stage of completion basis over the period of the provision of services as provided.

## 2.4. Provisions

### Note 2.4A: Other Provisions

	<b>Make good provision \$'000</b>
<b>As at 1 July 2018</b>	<b>509</b>
Unwinding of discount or change in discount rate	11
Revaluation	14
<b>Total as at 30 June 2019</b>	<b>534</b>

The ABS currently has two agreements (2018: two) for the leasing of premises which have provisions requiring the ABS to restore the premises to their original condition at the conclusion of the lease. The ABS has made a provision to reflect the present value of these obligations.

### Significant Accounting Judgements and Estimates

#### Make good

The ABS currently holds ten leases for office space around Australia. All the lease agreements include a make good clause.

It is considered that two make good arrangements are likely to be exercised as it is probable that an outflow of resources will be required to settle the obligation and the amount can be reliably determined. The provision represents the estimated costs of making good leasehold premises in accordance with AASB 137 *Provisions, Contingent Liabilities and Contingent Assets*.

For the remaining eight leases, it is considered probable that the make good requirement will not be exercised.

## Australian Bureau of Statistics

### 3. Funding

This section identifies the Australian Bureau of Statistics' funding structure.

#### 3.1. Appropriations

##### Note 3.1A: Annual Appropriations ('Recoverable GST exclusive')

	2019	2018
Departmental	\$'000	\$'000
Ordinary annual services <sup>1</sup>	335,563	328,937
Advance to the Finance Minister <sup>2</sup>	-	122,000
Capital Budget <sup>3</sup>	14,349	19,928
Receipts retained under PGPA Act – Section 74	47,885	50,218
Equity Injections <sup>4</sup>	19,970	23,298
<b>Total appropriations</b>	<b>417,767</b>	<b>544,381</b>
Appropriations applied (current and prior years)	(430,804)	(516,635)
Variance <sup>5</sup>	(13,037)	27,746

- Revenue from Government reported in the Statement of Comprehensive Income is \$330.246 million, \$5.317 million less than appropriated. The difference relates to the recognition of \$5.317 million in 2017-18 through the departmental supplementation process.
- Advance to the Finance Minister (AFM) relates to the additional funding the ABS received to conduct the Australian Marriage Law Postal Survey in 2017-18.
- Departmental Capital Budgets (DCB) are appropriated through Appropriation Acts (No. 1, 3 and 5). They form part of the ordinary annual services, and are not separately identified in the Appropriation Acts. In 2018-19, the ABS was appropriated \$6.334 million in *Appropriation Bill (No. 3)* which included \$5.472 million of DCB that was quarantined under section 51 of the *Public Governance, Performance and Accountability Act 2013*, and was reclassified to Departmental operating funding.
- The equity injection amount in the Statement of Changes in Equity excludes \$6.368 million for capital budget recognised in 2017-18.
- The negative variance primarily represents prior year appropriations being applied in the current year.

##### Note 3.1B: Unspent Annual Appropriations ('Recoverable GST exclusive')

	2019	2018
Departmental	\$'000	\$'000
<i>Appropriation Act (No. 1) 2016-17</i>	-	851
<i>Appropriation Act (No. 1) 2016-17- Capital Budget (DCB) - Non Operating</i>	-	564
<i>Appropriation Act (No. 2) 2016-17 - Non Operating - Equity Injection</i>	-	6,402
<i>Appropriation Act (No. 1) 2017-18</i>	-	61,804
<i>Appropriation Act (No. 1) 2017-18- Capital Budget (DCB) - Non Operating</i>	-	11,492
<i>Appropriation Act (No. 2) 2017-18 - Non Operating - Equity Injection</i>	-	796
<i>Appropriation Act (No. 1) 2018-19</i>	52,427	-
<i>Appropriation Act (No. 1) 2018-19- Capital Budget (DCB) - Non Operating</i>	4,213	-
<i>Appropriation Act (No. 2) 2018-19 - Non Operating - Equity Injection</i>	2,829	-
<i>Appropriation Act (No. 3) 2018-19 - Operating</i>	6,334	-
<i>Appropriation Act (No. 4) 2018-19 - Non Operating - Equity Injection</i>	101	-
Cash at bank	5,200	2,234
<b>Total departmental</b>	<b>71,104</b>	<b>84,143</b>

## Australian Bureau of Statistics

### 4. People and Relationships

This section describes a range of employment and post-employment benefits provided to our people and our relationships with other key people.

#### 4.1. Key Management Personnel Remuneration

Key management personnel (KMP) are those persons having authority and responsibility for planning, directing and controlling the activities of the entity, directly or indirectly, including any director (whether executive or otherwise) of the ABS.

In 2017-18, KMP included official internal and external members of the Executive Board, the 2021 Census Board and the Statistical Business Transformation (SBT) Executive Program Board. In 2018-19, the ABS reviewed and considered how board members were classified as KMP. The ABS gave consideration to the substance of an officer's membership of the board over the form. As a result of the review, the ABS has determined that the Australian Statistician and the Deputy Australian Statisticians are KMP of the ABS.

The ABS also reviewed the definition of officers who have acted in a KMP position. The ABS assessed that officers who are acting in a KMP position for a continuous period of 12 weeks or more will be considered as a KMP of the ABS for the acting period. Where the officer was acting in a KMP position for less than 12 weeks, the ABS will further assess if the officer had undertaken any decision making that had a significant impact on planning, directing and controlling of the activities of the ABS.

In 2018-19, there were no officers acting in a KMP position for a continuous period of 12 weeks or more. Two officers were identified as acting in a KMP position for less than 12 weeks. It was confirmed that in the duration of their acting arrangements, they had not undertaken any significant decision making that would qualify them for inclusion as KMP for the purposes of this disclosure.

KMP remuneration is prepared on an accrual basis and reported in the table below:

	2019 \$'000	2018 \$'000
Short-term employee benefits		
Base Salary	1,580	2,663
Other benefits and allowances <sup>1</sup>	152	172
Total Short-term employee benefits	1,732	2,835
Board remuneration fees for external board members	-	74
Post-employment benefits - Superannuation	276	399
Other long-term benefits - Long Service Leave <sup>1</sup>	131	220
Termination benefits	-	277
<b>Total key management personnel remuneration expenses<sup>2</sup></b>	<b>2,139</b>	<b>3,805</b>

1. Other benefits and allowances include motor vehicle benefits, car parking and related fringe benefits tax, and other allowances. Refer to the Accounting Policy section in Note 1.1A: Employee Benefits for more detail. In 2017-18, as required under the Department of Finance Resource Management Guide 125 *Commonwealth Entities Financial Statements Guide* (RMG 125), annual leave paid and the net movement in annual leave balance were disclosed as part of Other long-term employee benefits. In 2018-19, as required under the revised RMG 125, annual leave and the net movement in annual leave balance are included as part of Short-term employee benefits. The 2017-18 comparatives have been adjusted to reflect this new classification requirement.

2. The Portfolio Minister and Cabinet Ministers are KMP of the ABS. The Portfolio Minister and Cabinet Ministers' remuneration and other benefits are set by the Remuneration Tribunal, not paid by the ABS, and are disclosed in the Australian Government's Consolidated Financial Statements.

## Australian Bureau of Statistics

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The total number of KMP that are included in the above table is four, consisting of the Australian Statistician and three Deputy Australian Statisticians (2018: 13).

### 4.2. Related Party Disclosures

AASB 124 *Related Party Disclosures* requires the ABS to disclose transactions with its related parties. Where KMP has an association with an entity where a conflict has the potential to arise, in addition to the duty to disclose that association, the KMP absents him/herself from both the discussion and the decision-making process.

#### Related Party Relationships

The ABS is an Australian Government controlled entity. Related parties of the ABS include but are not limited to:

- KMP as outlined in 4.1;
- Close family members of KMP as outlined in 4.1; and
- Organisations controlled by these KMP and their close family members.

Related parties to the ABS also include the Portfolio Minister, Cabinet Ministers and other Australian Government entities.

#### Transactions with Related Parties

Given the breadth of Government activities, related parties may transact with the government sector in the same capacity as ordinary citizens. Such transactions include the payment or refund of taxes, receipt of a Medicare rebate or higher education loans. These transactions are not disclosed in this note.

There were no other loans, grants, guarantees or debts forgiven to any KMP or their close family members or organisation controlled by these KMP and/or by their close family members. Transactions with KMP related entities that occur in the normal course of the ABS's operations are incidental and conducted on terms no more favourable than similar transactions with other employees or customers. Any vendor relationships with such entities are at arm's length and comply with the ABS's procurement policy.

All transactions were conducted under normal terms and conditions and exclude the GST.

#### Other Related Parties Disclosures

- The Australian Statistician is a non-judicial member of the Australian Electoral Commission.



## Australian Bureau of Statistics

### 5. Managing Uncertainties

This section analyses how the Australian Bureau of Statistics manages the financial risks within its operating environment.

#### 5.1. Contingent Assets and Liabilities

The ABS did not have any contingent assets or liabilities at 30 June 2019 for departmental and administered (2018: Nil).

#### 5.2. Financial Instruments

	2019	2018
	\$'000	\$'000
<b>Note 5.2A: Categories of Financial Instruments</b>		
<b>Financial Assets under AASB 139</b>		
<b>Loans and receivables</b>		
Cash and cash equivalents	-	2,234
Trade and other receivables	-	3,395
<b>Total loans and receivables</b>	<b>-</b>	<b>5,629</b>
<b>Financial Assets under AASB 9</b>		
<b>Financial assets at amortised cost</b>		
Cash and cash equivalents	5,200	-
Trade and other receivables	3,184	-
<b>Total financial assets at amortised cost</b>	<b>8,384</b>	<b>-</b>
<b>Total financial assets</b>	<b>8,384</b>	<b>5,629</b>
<b>Financial Liabilities</b>		
<b>Financial liabilities measured at amortised cost</b>		
Trade creditors and accruals	15,013	23,415
<b>Total financial liabilities measured at amortised cost</b>	<b>15,013</b>	<b>23,415</b>
<b>Total financial liabilities</b>	<b>15,013</b>	<b>23,415</b>

## Australian Bureau of Statistics

### Classification of financial assets on the date of initial application of AASB 9

Financial assets class	Note	AASB 139	AASB 9 new	AASB 139	AASB 9
		original classification	classification	carrying amount at 1 July 2018 \$'000	carrying amount at 1 July 2018 \$'000
Cash and cash equivalents		Loans and receivables	Amortised Cost	2,234	2,234
Trade receivables	2.1A	Loans and receivables	Amortised Cost	3,395	3,395
<b>Total financial assets</b>				<b>5,629</b>	<b>5,629</b>

### Reconciliation of carrying amounts of financial assets on the date of initial application of AASB 9

Financial assets at amortised cost	AASB 139	Reclassification	Re-measurement	AASB 9
	carrying amount at 1 July 2018 \$'000			carrying amount at 1 July 2018 \$'000
Loans and receivables				
Cash and cash equivalents	2,234	-	-	2,234
Trade receivables	3,395	-	-	3,395
<b>Total amortised cost</b>	<b>5,629</b>	<b>-</b>	<b>-</b>	<b>5,629</b>

<b>Note 5.2C: Net Losses on Financial Assets</b>	2019 \$'000	2018 \$'000
<b>Financial assets at amortised cost</b>		
Impairment	8	5
<b>Net gains on financial assets at amortised cost</b>	<b>8</b>	<b>5</b>

### Accounting Policy

#### Assessment of Impact of AASB 9 Financial Instruments

The ABS reviewed its financial assets and liabilities categories against AASB 9 *Financial Instruments* (AASB 9) requirements, including the Solely Payments of Principal and Interest test and the Business Model assessment to determine the appropriate classification for recognition and measurement purposes. The outcome of this assessment is that AASB 9 has no significant impact on the classification or assessment of financial assets and liabilities held by the ABS. Cash and cash equivalents, goods and services receivable, suppliers and other payables will continue to be classified and measured at amortised cost.

The ABS has adopted the Expected Credit Losses model in assessing the impairment of its goods and services receivable.

#### Financial Assets

With the implementation of AASB 9 for the first time in 2019, the ABS classifies its financial assets in the following categories:

- financial assets at fair value through profit or loss;
- financial assets at fair value through other comprehensive income; and
- financial assets measured at amortised cost.

## Australian Bureau of Statistics

The classification depends on both the ABS's business model for managing the financial assets and contractual cash flow characteristics at the time of initial recognition. Financial assets are recognised when the entity becomes a party to the contract and, as a consequence, has a legal right to receive or a legal obligation to pay cash and derecognised when the contractual rights to the cash flows from the financial asset expire or are transferred upon trade date.

The ABS classifies and recognises its financial assets, and financial liabilities at amortised cost.

Comparatives have not been restated on initial application.

### Financial Assets at Amortised Cost

Financial assets included in this category need to meet two criteria:

1. the financial asset is held in order to collect the contractual cash flows; and
2. the cash flows are solely payments of principal and interest (SPPI) on the principal outstanding amount.

Amortised cost is determined using the effective interest method.

### Effective Interest Method

Income is recognised on an effective interest rate basis for financial assets that are recognised at amortised cost.

### Impairment of Financial Assets

Financial assets are assessed for impairment at the end of each reporting period based on Expected Credit Losses, using the general approach which measures the loss allowance based on an amount equal to lifetime expected credit losses where risk has significantly increased, or an amount equal to 12-month expected credit losses if risk has not increased.

The simplified approach for trade, contract and lease receivables is used. This approach always measures the loss allowance as the amount equal to the lifetime expected credit losses.

A write-off constitutes a derecognition event where the write-off directly reduces the gross carrying amount of the financial asset.

### Financial Liabilities

Financial liabilities are classified as either financial liabilities at 'fair value through profit or loss' or other financial liabilities.

Financial liabilities are recognised and derecognised upon 'trade date'.

### Financial Liabilities at Amortised Cost

Financial liabilities, including borrowings, are initially measured at fair value, net of transaction costs. These liabilities are subsequently measured at amortised cost using the effective interest method, with interest expense recognised on an effective interest basis.

Supplier and other payables are recognised at amortised cost. Liabilities are recognised to the extent that the goods or services have been received (and irrespective of having been invoiced).

All payables are expected to be settled within 12 months except where indicated.

## Australian Bureau of Statistics

### 6. Other Information

#### 6.1. Aggregate Assets and Liabilities

	2019	2018
	\$'000	\$'000
<b>Note 6.1A: Aggregate Assets and Liabilities</b>		
<b>Assets expected to be recovered in:</b>		
No more than 12 months	83,519	108,280
More than 12 months	<u>166,084</u>	<u>164,546</u>
<b>Total assets</b>	<u>249,603</u>	<u>272,826</u>
<b>Liabilities expected to be settled in:</b>		
No more than 12 months	76,433	91,420
More than 12 months	<u>90,882</u>	<u>80,824</u>
<b>Total liabilities</b>	<u>167,315</u>	<u>172,244</u>





# SECTION THREE MANAGEMENT AND ACCOUNTABILITY



# Chapter 6

## Corporate governance



### Introduction

As an agency of the Australian Government, the ABS is accountable to the Parliament, and ultimately to the public, through the Treasury ministers, the Parliamentary committee process, and the tabling of its annual report.

As the Accountable Authority for the ABS, the Australian Statistician is required to establish and maintain an appropriate system of risk oversight and management for the ABS. This includes an appropriate system of internal controls which sets out corporate governance structures and processes. These controls assist ABS staff members to undertake their responsibilities in a way that meets community expectations of public accountability, probity and transparency.

Corporate governance arrangements ensure the effective operation of the ABS, including transparent decision-making, accountable leadership, sound risk management, and effective planning and review processes.

### Governance fora

An important feature of ABS corporate governance is the role played by governance boards, councils and committees. These fora provide critical avenues for decision making, seeking and providing advice, and facilitating consultation. Activities undertaken by ABS governance committees include: developing policies and strategies, identifying ABS priorities, assessing and responding to risks, and monitoring performance.

In November 2018 the Executive Board reviewed the effectiveness of the governance model implemented in mid-2017. The Board endorsed updates to membership and responsibilities of each forum to further strengthen the governance structure that enables effective and efficient decision making within the ABS.

Following the review, internal ABS governance fora are now more clearly defined within one of three categories:

1. primary governance boards: principal decision-making bodies that support the Australian Statistician
2. advisory committees: some decision-making powers in line with delegation from primary governance boards
3. engagement fora: no decision-making powers; provides advice and facilitates engagement with internal and external stakeholders.

The major governance fora in place for 2018–19 are outlined in Table 6.1.



**Table 6.1: Governance fora 2018–19**

<b>Primary governance boards</b>
<p><b>Executive Board</b></p> <p>The Executive Board is a decision-making board, chaired by the Australian Statistician, to provide leadership and strategic oversight of the ABS. It provides advice to the Australian Statistician in order for him, as the authorised decision maker under the PGPA Act, to determine direction, policy, priorities, and to ensure the efficient, economical and ethical operations of the ABS.</p>
<p><b>Audit Committee</b></p> <p>The ABS Audit Committee provides independent assurance and assistance to the Australian Statistician on financial and performance reporting responsibilities, risk oversight and management, and the system of internal controls, including those applied to ensure legislative compliance and the execution of ABS functions. The current Chair of the ABS Audit Committee is Ms. Jennifer Clark.</p>
<b>Sub-Committees to the ABS Executive Board</b>
<p><b>Data Innovations and Statistical Strategy Committee</b></p> <p>The Data Innovations and Statistical Strategy Committee is an advisory committee that guides the strategic direction of the statistical program and drives data and statistical innovation in the ABS. It assists with the prioritisation of ABS data and statistical futures, consistent with the ABS strategic priorities and directions as set by the Executive Board. It also ensures data and statistical assets of the ABS are sustained and enhanced for the future.</p>
<p><b>People Committee</b></p> <p>The People Committee is responsible for providing cross-group engagement and effective input on the monitoring, prioritisation and operational decisions associated with people, capability and partnership functions. It includes representatives from each of the ABS diversity networks.</p>
<p><b>Security Committee</b></p> <p>The Security Committee is responsible for ensuring the ABS complies with its legal and legislative requirements related to security. Its purpose is to ensure there are adequate internal policies, guidelines and effective practices which meet the security and privacy related requirements of relevant government policy i.e. the Protective Security Policy Framework, and the Information Security Manual.</p>
<p><b>Resource Prioritisation Committee</b></p> <p>The Resource Prioritisation Committee is responsible for ensuring cross-group engagement on the planning, prioritisation, and allocation of resources. The Committee provides advice on strategic and key issues impacting the financial stability of the ABS; it oversees the effective planning and allocation of resources and monitors allocations and expenditure to ensure rigour, discipline and transparency. In addition, the Committee advises on adjustments to resource allocations in response to high priority in-year and emerging issues, supports effective risk management frameworks, and provides feedback and advice on relevant policies.</p>
<b>Advisory committees</b>
<p><b>Australian Statistics Advisory Council</b></p> <p>The Australian Statistics Advisory Council (ASAC) is the ABS' key advisory body and is established under the <i>Australian Bureau of Statistics Act 1975</i>. ASAC provides independent advice to the Minister responsible for the ABS and the Australian Statistician on improvement of statistical services, longer-term statistical priorities, and other relevant matters. It also reports to the Parliament annually. The chairperson of ASAC is Professor Gary Banks AO.</p>
<p><b>Statistical Business Transformation Program Executive Board</b></p> <p>The Statistical Business Transformation (SBT) Program is the flagship transformation initiative of the ABS. This advisory board was established to provide high-level and independent advice and guidance to the Australian Statistician. The Board has overarching visibility of the SBT Program and is responsible for advising on investment decisions and associated commitments to government, ensuring the ongoing alignment of the SBT Program with the strategic direction and goals of the ABS.</p>

**Table 6.1: Governance fora 2018–19 cont.**

<p><b>2021 Census Executive Board</b></p> <p>The 2021 Census Board, chaired by the Australian Statistician, provides advice around achievement of 2021 Census Program objectives, and monitoring the planning, development, operation, and delivery phases of the 2021 Census Program.</p>
<p><b>2021 Census Delivery Committee</b></p> <p>The 2021 Census Delivery Committee, chaired by the Census Senior Responsible Officer (SRO), is responsible for providing advice, and monitoring and reviewing preparations for the 2021 Census, including but not limited to the following: adherence to the agreed design principles; determining whether delivery elements are within the agreed scope and budget; monitoring risks and response plans; securing the input and agreement of senior stakeholders to ensure progress of the program; assuring operational stability and effectiveness; and monitoring privacy and security plans.</p>
<p><b>Disclosure Review Committee</b></p> <p>The Disclosure Review Committee (DRC) advises the Chief Methodologist on the disclosure risks and mitigation strategies associated with the dissemination of microdata and, on an exception basis, aggregate statistics. The Committee may also initiate reviews to continuously improve procedures, processes and policies, or undertake investigations where warranted or where directed by the Executive Board.</p>
<p><b>Statistical Business Transformation Program Delivery Board</b></p> <p>The Statistical Business Transformation Program (SBTP) Delivery Board is responsible for driving the program and delivering outcomes and benefits. This includes, but is not limited to: formulating the yearly program and recommending the program to the SBT Program Executive Board; defining the acceptable risk profile and risk thresholds for the program; and ensuring that the program delivers within its agreed boundaries.</p>
<p><b>National Health and Safety Committee</b></p> <p>The National Health and Safety Committee (NHSC) is the forum at which the ABS, its workers and their representatives discuss organisational health and safety matters and issues. It plays a key role in our work health and safety (WHS) governance by: receiving and considering information and issues; making decisions and recommendations on organisational WHS matters; and identifying safety matters for appropriate decision-making by the People Committee.</p>
<p><b>Methodology Advisory Committee</b></p> <p>The Methodology Advisory Committee (MAC), chaired by the Chief Methodologist, is an expert advisory group of statisticians and data scientists drawn mainly from, but not restricted to, universities across Australia and New Zealand. The function of the Committee is to provide expert advice to the Chief Methodologist on selected methodological issues that arise across the production of national statistics e.g. survey design, data linkage, analysis, confidentialisation and dissemination.</p>
<p><b>Economics Statistics Advisory Group</b></p> <p>The Economic Statistics Advisory Group (ESAG) is an advisory committee to the Deputy Australian Statistician, Statistical Services Group. It is an important mechanism through which the user community can provide feedback on current and planned ABS developments in the field of economic statistics. This Group nurtures the interaction between senior ABS executives and key user groups including influential researchers, policy advisors and decision makers who have a sound appreciation of the use and value of economic statistics.</p>
<p><b>Population and Social Statistics Advisory Group</b></p> <p>The Population and Social Statistics Advisory Group (PSSAG) is an advisory committee to the Deputy Australian Statistician, Statistical Services Group. It is an important mechanism through which the user community can provide feedback on current and planned ABS developments in the field of population and social statistics. This Group nurtures the interaction between the ABS and informed users of population and social statistics to gain valuable input from their knowledge and expertise.</p>
<p><b>State Statistical Forum</b></p> <p>The State Statistical Forum (SSF), chaired by the Deputy Australian Statistician, Statistical Services Group, is an information sharing and engagement body. It supports effective interaction between the ABS and the states and territories to address common statistical issues.</p>

Changes to governance fora during 2018–19:

- creation of the Data Innovations and Statistical Strategy Committee, formed through the merger of the Statistical Strategy Committee and the Data Integration Sub-Committee
- cessation of the Service Improvement Steering Committee, Statistical Strategy Committee, and Data Integration Sub-Committee
- change of name from Resource Prioritisation and Finance Committee to Resource Prioritisation Committee.

## Australian Statistics Advisory Council

The Australian Statistics Advisory Council (ASAC, the Council) is the ABS' key advisory body and was established under the *Australian Bureau of Statistics Act 1975*. In line with its legislated functions, ASAC represents government and community interests by providing independent advice to the Minister responsible for the ABS and to the Australian Statistician on the improvement of Australia's current statistical services and longer-term statistical priorities. The Council also reports annually to Parliament.

The Chairperson of the Council is Professor Gary Banks AO, Professorial Fellow at the Melbourne Institute of Applied Economic and Social Research. ASAC members are drawn from a broad cross-section, including the Australian Government, state and territory governments, business and academia. The Council's diversity helps shape the advice it provides on the ABS' strategic management and transformation. ASAC also provides valuable input into the directions and priorities of the ABS work program. The representation of all states and territories on the Council is critical to achieving whole-of-government support for improvements to the statistical system.

As set out in the *Australian Bureau of Statistics Act 1975*, the role of the Council is to advise the Minister and the Statistician in relation to:

- a) the improvement, extension and coordination of statistical services provided for public purposes in Australia
- b) annual and longer-term priorities and programs of work that should be adopted in relation to major aspects of the provision of those statistical services
- c) any other matters relating generally to those statistical services.



*Australian Statistics Advisory Council – March 2019*

## ASAC's mission

The mission of the Council is to contribute to the effective development of Australia's statistical assets, by providing the Minister and the Australian Statistician with independent, relevant and timely advice on national priorities.

Further information on ASAC, including its annual report, can be found at [www.asac.gov.au](http://www.asac.gov.au).

## Changes in Council membership

The past year saw a number of changes to the Council's membership.

The Council welcomed the appointment of the following senior state/territory government representatives in the second half of 2018: Mr David Braines-Mead, Deputy Under Treasurer (Northern Territory); and Mr Alistair Jones, Executive Director (Economic Business Unit), Department of Treasury (Western Australia).

Community representation on the Council also increased in the first half of 2019, with the appointment of Mr Adam Boyton, Chief Economist (Business Council of Australia), and Ms Meghan Quinn PSM, Deputy Secretary, Macroeconomic Group (The Treasury). In addition, two members of the Council accepted re-appointment: Professor Deborah Cobb-Clark, Professor of Economics (The University of Sydney), and Dr Luci Ellis, Assistant Governor (Reserve Bank of Australia).

## Risk oversight and management

The ABS implemented a new Risk Management Framework in 2018–19. While risk management continues to centre on the vigilance and initiative of staff and managers, the ABS has adopted a layered approach to risk that ensures an appropriate level of monitoring and oversight at both the business unit and enterprise levels. While our most complex projects and business critical functions adopt a very active stance on risk, other aspects of our business that are less exposed to irregular and uncertain environmental forces adopt a less intensive model that is, nevertheless, equally fit-for-purpose.

Our new Risk Governance and Accountability Arrangements have established a comprehensive set of responsibilities and accountabilities for staff and managers and allocated clear roles to specialist subject-matter committees for close oversight of relevant risk categories. The Terms of Reference for all internal committees have been reviewed and updated as necessary to ensure risk management responsibilities are both prominent and unambiguous. The ABS uses 11 risk categories, with tailored risk appetite levels, to give structure to our risk analyses and reporting.

The ABS continues to apply the '3 Lines of Defence' model for our risk management, which combines: suitably trained and attentive business-unit level staff and managers; appropriately skilled and accessible corporate risk advisors and third party consultants; and independent expert external auditors. This proven model is further reinforced for our high-risk projects, such as Census 2021, with dedicated staff and advisors who can facilitate and sustain a level of focused risk management appropriate to the activity.

The Executive Board has continued to play an active role in shaping and overseeing the strategic risk appreciation process. In addition to quarterly routine risk reports, the Board actively solicits risk 'deep dives' for areas of significant or emerging risk. This is further reinforced through the use of senior executive level project boards that maintain active oversight of major project risks. As in past years, the Executive Board has been active in communicating the importance of improved risk consciousness within the business. In 'town hall' presentations to the organisation, and in Group-level gatherings, individual members of the Board have routinely stressed the importance of continuing to work on further maturing our risk capability.

The ABS Audit Committee has also played a critical role in sharpening the focus on risk assessment and management. This injection of external independent advice continues to provide the ABS with insight into better practice and is a trusted source of positive critique for the Australian Statistician and the wider Executive Board on the effectiveness of our risk management framework and risk culture.

## Fraud control

The ABS has a Fraud Control Plan in line with the Commonwealth Fraud Control Framework 2017 and requirements of Section 10 of the Public Governance, Performance and Accountability Rule 2014 (the Fraud Rule). It includes strategies for ensuring all reasonable fraud control measures are taken and provides the framework and associated guidance for fraud prevention, detection, investigation or otherwise dealing, reporting, and procedures that meet the specific needs of the ABS and broader government obligations. This includes activities to build on fraud awareness and guidance for staff on reporting fraud through appropriate mechanisms. It is also supported by a fraud risk assessment which records identified fraud risks, treatment strategies, responsibilities, dates for implementation and reporting obligations.

The ABS Fraud Control Plan is reviewed and updated biennially. The fraud risk assessment is reviewed every two years or more frequently where the ABS has identified significant changes to fraud risk exposure. The ABS Audit Committee has oversight of ABS fraud control activity.

A fraud control assessment was conducted by an independent assessor in the December 2017–January 2018 period. This assessment found that ‘Compared to 2016, the ABS’ residual fraud risk has decreased due to increased oversight of existing controls and the implementation of new controls in key areas’. Nonetheless, changes in the nature of fraud risk mean that the ABS must continue to be alert to the potential for fraud. The fraud risk assessment specifically pointed to the growing use of flexible working arrangements and the risk posed by third parties as aspects of ABS operations that require close attention in future.

## Compliance with finance law

Sections 17AG and 17BE of the PGPA Rule require that Commonwealth entities’ annual reports must include a statement of any significant issues or instances of non-compliance in relation to the finance law. Entities must also notify the responsible Minister under paragraph 19(1)(e) of the PGPA Act during the reporting period and outline the actions taken to remedy the non-compliance. As the Finance Minister has responsibility for the finance law, accountable authorities should also provide a copy of their notifications of significant non-compliance with the finance law to the Finance Minister.

The ABS has not identified any instances of significant or systemic non-compliance in 2018–19.

## Security

Security of information provided to the ABS is key to maintaining the high levels of trust that enable the ABS to operate effectively and fulfil its mission. In June 2019 the Information Security Branch was merged into a new Security and Infrastructure Branch to bolster the operational governance of the ABS computer network.

The ABS’ statistical work programs rely on information technology (IT) systems, and the ABS invests in significant security controls and risk assurance functions to support these systems.

The Security and Infrastructure Branch collaborates with relevant business areas to ensure systems monitoring, security assessments and management of IT-related risks are consistent with the ABS' operational and risk management requirements. Security controls and risk assurance functions are supported by a regular testing regime, informed by expert security services including Australian Government cyber intelligence entities.

All ABS premises are physically secured against unauthorised access. Entry is through electronically controlled access systems, activated by individually coded access cards and monitored by closed circuit television. Areas of the ABS producing particularly sensitive data, such as market sensitive statistics, are subject to further protective security assurances including additional personnel security background checks.

The ABS computer network has a secure gateway which allows connection to internet services including the ABS website. The secure gateway was established in accordance with Australian Government guidelines and is reviewed bi-annually by an accredited independent assessor endorsed by the Australian Signals Directorate. Access to ABS computing systems is based on personal identifiers and strong authentication services. Databases are accessible only by approved users. The computer systems are regularly monitored and usage is audited. There were no unauthorised access incidents into ABS computing systems during 2018–19.

The ABS is taking a strong approach to ensure the security of the upcoming Census in 2021. Drawing on the MacGibbon Review of the incidents surrounding the Census in 2016, and other insights, the ABS has enacted additional security governance measures, ensuring security is built into all systems that will support the taking of the Census in 2021.

## Privacy

As an Australian Government agency, the ABS must comply with the *Privacy Act 1988*, including the Australian Privacy Principles. These govern the way personal information about any person – including staff, customers and respondents – should be collected, stored, used and disclosed. The ABS' Privacy Policy is published on the ABS website: <http://www.abs.gov.au/websitedbs/D3310114.nsf/Home/Privacy+Policy>.

In 2018 the Australian Government amended the *Privacy Act 1988* to further protect the privacy of Australians. The amendments introduced the *Privacy Amendment (Notifiable Data Breaches) Act 2017* on 22 February 2018 and the Privacy (Australian Government Agencies – Governance) APP Code 2017 (Privacy Code) on 1 July 2018. The ABS has not had a notifiable data breach and was compliant with the requirements of the Privacy Code from date of commencement (July 2018).

The ABS has a Privacy Officer and a Privacy Champion, both of whom are active in promoting privacy in the ABS. They provide leadership and advice on privacy issues and promote a positive privacy culture that values and protects personal information, while also assisting the ABS to meet the legislative requirements of the Privacy Code. The ABS participated in, and was a sponsor of, Privacy Awareness Week in 2018–19 to promote awareness of privacy within the ABS.

## Protecting the privacy of Australians

The continued trust and support of our survey respondents and information providers is critical to the ABS. We maintain the secrecy of the information provided to us, as required by the *Census and Statistics Act 1905*, while also ensuring that we meet the additional requirements of the *Privacy Act 1988*, the Notifiable Data Breaches scheme and the Privacy Code.

The ABS continues to take a strong ‘privacy by design’ approach to protecting the privacy of Australians. As planning and preparation for the 2021 Census of Population and Housing ramps up, so does its privacy program to ensure the information provided by people participating in and working on the Census is kept private. Preparation of a privacy impact assessment of the 2021 Census is underway. It will be undertaken by an independent service provider and will be published on the ABS website 12 months before the Census is held in August 2021.

## Information Publication Scheme

As an agency subject to the *Freedom of Information Act 1982* (FOI Act), the ABS is required to publish information to the public as part of the Information Publication Scheme (IPS).

Each agency must display a plan on its website showing what information it publishes in accordance with the IPS requirements.

The ABS’ IPS plan is available on the ABS website at <https://www.abs.gov.au/websitedbs/D3310114.nsf/home/information+publication+scheme>.

## External scrutiny

### Australian National Audit Office reviews

The ANAO published two performance audits in 2018–19 that examined aspects of ABS business.

The first of these was the *Report on Statistical Business Transformation Program – Managing Risk* which began in late 2017 and was finalised in August 2018. This review identified areas of improvement in the oversight of risk that have been comprehensively addressed through the finalisation of the new Enterprise Risk Management Framework.

The second review of relevance was the *Closing the Gap* report which looked at the arrangements for monitoring, evaluating and reporting progress towards ‘Closing the Gap’ in Aboriginal and Torres Strait Islander disadvantage. The review found that the ABS had successfully collated and reported data to the support agencies with program oversight responsibilities. The ABS has accepted, and is implementing, the recommendation that quality assurance checks and approvals are more systematically documented.

### Statistical Business Transformation Program – Gateway Reviews

The ABS has been the subject of five Gateway Reviews of the Statistical Business Transformation Program (SBTP), the most recent being in January 2019. These reviews are conducted on behalf of the Department of Finance.

The January 2019 review looked at the Program in relation to: policy context and strategic fit; business case and stakeholders; risk management; review of current phase; assessment of intended outcomes and benefits; and readiness for next review phase. In addition to a comprehensive review of program documentation, the review team interviewed senior staff from across the ABS. The ABS received positive feedback from the review team about the commitment and professionalism of all the staff interviewed.

The ABS has accepted and is addressing the six recommendations made by the Gateway Review Team.

The next mid-stage review of the Program is scheduled for mid-November 2019.

## Other reviews

There were no other external reviews in 2018–19 that had a significant effect on the operations of the entity, with no reports issued by the Commonwealth Ombudsman.

The Office of the Australian Information Commissioner issued a decision (AICmr 7) on 25 February 2019 where part of the ABS' decision to withhold information under s55K of the *Freedom of Information Act 1982* was set aside and a new decision was made by the Information Commissioner. There were no other individual or administrative review decisions of significance to the ABS.

There were no adverse comments or findings relating to the ABS from the Auditor-General, the Commonwealth Ombudsman, or courts or tribunals during 2018–19.

## Submissions to parliamentary committees

**Table 6.2: Submissions to parliamentary committees 2018–19**

Committee/Inquiry	Description of submission/information provided
<b>Independent Review of the Australian Public Service</b>	In July 2018, the ABS provided a submission to the Committee of the Independent Review of the Australian Public Service headed by David Thodey and further wrote to Mr Thodey on 14 March 2019.
<b>United Nations Global Study on Children Deprived of Liberty</b>	In July 2018, the ABS contributed to the Attorney-General's Department request for input into the United Nations' Global Study on Children Deprived of Liberty.
<b>Senate Select Committee on Stillbirth Research and Education</b>	Following on from the ABS' submission to the Senate Select Committee on Stillbirth Research and Education in June 2018, two ABS staff participated in a panel discussion with members of other Commonwealth agencies on 7 September 2018.
<b>Joint Committee of Public Accounts and Audit – Inquiry into Australian Government contract reporting</b>	In November 2018, the ABS provided a response to a question from the Joint Committee of Public Accounts and Audit's Inquiry into Australian Government Contract Reporting regarding contracts with the 'big four' consulting firms (Deloitte, EY, KPMG and PwC) in the last five years.
<b>Norfolk Island Inter-Departmental Committee</b>	In December 2018, the ABS provided a brief update on ABS services and activities on Norfolk Island to the Norfolk Island Inter-Departmental Committee.
<b>Senate Community Affairs Legislation Committee – The framework surrounding the prevention, investigation and prosecution of industrial deaths in Australia</b>	In February 2019, the ABS provided input to the Department of Human Services response to a Question on Notice from the Senate Community Affairs Legislation Committee inquiry into industrial death rates.
<b>Royal Commission into Aged Care Quality and Safety</b>	On 12 February 2019, Program Manager, Health and Disability Branch appeared as a witness to give evidence on behalf of the Australian Bureau of Statistics regarding data sources related to health and ageing.
<b>Senate Standing Committees on Legal and Constitutional Affairs – The effectiveness of the current temporary skilled visas system in targeting genuine skills shortages</b>	In March 2019, the ABS provided a response to a Question on Notice from the Senate Legal and Constitutional Affairs References Committee inquiry into the effectiveness of the current temporary skilled visa system in targeting genuine skills shortages.
<b>NSW Government – The Special Commission of Inquiry into the Drug 'Ice'</b>	In March, and again in May 2019, the ABS provided submissions to the NSW Government's Special Commission of Inquiry into the Drug 'Ice'.
<b>SA Government – Economic and Finance Committee's inquiry into the economic contribution of migration to South Australia</b>	In June 2019, the ABS provided a written submission regarding data availability in support of a scheduled appearance before the committee on 3 July 2019.



## Procurement

ABS procurement and contracting activities are undertaken in accordance with the Commonwealth Procurement Rules. These rules are applied consistently to procurement activities through the Accountable Authority Instructions, supporting operational guidelines and procurement framework.

Information on procurements expected to be undertaken are advertised in an annual procurement plan, available from the AusTender website. This plan is reviewed and updated throughout the year.

No contracts with the value of \$100,000 or greater (inclusive of GST) were let during 2018–19 that did not provide for the Auditor-General to have access to the contractor's premises.

### Initiatives to support small business

The ABS supports small business participation in the Australian Government procurement market. Small and Medium Enterprises (SMEs) and Small Enterprise participation statistics are available on the Department of Finance website.

ABS procurement practices support SMEs by adopting whole-of-government solutions to simplify interactions. This includes using the Commonwealth Contracting Suite for low-risk procurements valued under \$200,000.

The ABS recognises the importance of ensuring that small businesses are paid on time. The results of the Survey of Australian Government Payments to Small Business are available on the Department of the Treasury website.

### Consultancies

The ABS engages consultants when it requires specialist expertise or when independent research, review or assessment is required. Decisions to engage consultants during 2018–19 were made in accordance with the PGPA Act and related regulations, including the Commonwealth Procurement Rules and relevant internal policy.

Annual reports contain information about actual expenditure on contracts for consultancies. Information on the value of contracts and consultancies is available on the AusTender website.

During 2018–19, 38 new consultancy contracts were entered into involving total actual expenditure of \$3.5 million. In addition, 29 ongoing consultancy contracts were active during the period, involving total actual expenditure of \$4.2 million (Table 6.3).

There were two major drivers of the ABS' continued use of consultancy services in 2018–19:

- The ABS' Statistical Business Transformation Program (SBTP) – the nature and stage of this project have necessitated that the ABS work closely with the ICT industry and other stakeholders, utilising both consultants and contractors, to deliver the transformation program and provide independent assurance services to the program.
- The establishment of the 2021 Census Work Program and related consultancy services such as independent assurance and continued assistance with the Program Management Office.

**Table 6.3: Number and expenditure on consultants, 2018–19**

No. of new contracts entered into during the period	38
Total actual expenditure during the period on new contracts (inc. GST)	\$3,494,802
No. of ongoing contracts engaging consultants that were entered into during a previous period	29
Total actual expenditure during the period on ongoing contracts (inc. GST)	\$4,162,725

## Exempt contracts

During the 2018–19 financial year the ABS did not exempt any contracts or standing offers from publication on AusTender on the basis that they would disclose exempt information under the *Freedom of Information Act 1982*.

## Asset management

The ABS' asset management policies are set out in the Accountable Authority Instructions and supporting financial management procedures, which is in accordance with relevant accounting standards and Department of Finance requirements. Further details on the ABS' asset policies are contained in note 2.2 of the Financial Statements.

An asset register records details of all assets held by the ABS. An annual stocktake is conducted to ensure the accuracy and completeness of the information held on the register. The capital management plan sets out the ABS' longer-term asset requirements and funding sources for ongoing asset replacement and investment. The capital budget process is integrated with strategic planning and is conducted in conjunction with the annual operating budget process.

## Advertising and market research

Under section 311A of the *Commonwealth Electoral Act 1918*, the ABS is required to disclose payments over \$13,800 (GST inclusive) for advertising and market research in the annual report.

During 2018–19, the ABS' total expenditure for advertising and market research over the reporting threshold was \$798,448 (GST inclusive) (Table 6.4), the vast majority of which was expended on explorative research on public attitudes and behaviours towards Census and media monitoring services.

Further information on these advertising campaigns is available at [www.abs.gov.au](http://www.abs.gov.au) and in the reports on Australian Government advertising prepared by the Department of Finance. Those reports are available on the Department of Finance's website.

**Table 6.4: Advertising and market research payments over \$13,800, 2018–19**

Organisation	Purpose	Expenditure (\$, GST inclusive)
<b>Market research organisations</b>		
Night Parrot Pty Ltd	2021 Census Communication Review	65,434
Taylor Nelson Sofres Australia Pty Limited	Explorative Research on public attitudes and behaviours to Census	346,500
Insight Analytics Pty Ltd	2021 Census Behavioural Research	80,000
<b>Advertising (Campaign and non-campaign advertising)</b>		
Universal McCann	2018–19 General Recruitment Advertising	34,825
Universal McCann	National Aboriginal and Torres Strait Islander Health Survey (NATSIHS) Radio Advertising	17,068
Dentsu Mitchell Media Australia Pty Ltd	2018–19 General Recruitment Advertising	16,042
Universal McCann	2018–19 Graduate Recruitment Advertising	15,974
Australian Public Service Commission	2018–19 Graduate Recruitment Advertising	15,000
<b>Public relations organisations</b>		
2B Advertising and Design	Longitudinal Study of Australian Children (LSAC) Product Suite Graphic Design	15,213
Isentia Pty Ltd	Media Monitoring Services	190,464
<b>Total Payments over \$13,800 (GST Inclusive)</b>		<b>798,448</b>

# Chapter 7

## Management of human resources

### Introduction

The ABS human resource (HR) management function is a key enabler for ensuring the ABS has the right people in the right place at the right time, to meet Australia's need for quality information to inform important decisions.

As at 30 June 2019, there were a total of 3,200 operative and inoperative staff employed by the ABS, including:

- 2,652 operative staff employed under the *Public Service Act 1999*
- 99 inoperative staff employed under the *Public Service Act 1999*
- 440 operative interviewers employed under the *Australian Bureau of Statistics Act 1975*
- 8 inoperative interviewers employed under the *Australian Bureau of Statistics Act 1975*
- the Australian Statistician, by statutory appointment under the *Australian Bureau of Statistics Act 1975*.

Tables 7.1 to 7.8 provide a breakdown of ABS staffing levels as at 30 June 2019 and compare them with levels as at 30 June 2018. The tables include information on staff gender, employment type and status, classification, location, and diversity.

**Table 7.1: Total ongoing employees by gender, location and employment status, at 30 June 2018 & 2019<sup>(a)</sup>**

Location	At June 30 2018					At June 30 2019				
	Male		Female		Total	Male		Female		Total
	Full-time	Part-time	Full-time	Part-time		Full-time	Part-time	Full-time	Part-time	
NSW	77	41	60	84	262	81	46	59	88	274
Vic. <sup>(b)</sup>	221	31	184	110	546	225	39	173	130	568 <sup>(c)</sup>
Qld	70	23	68	71	232	66	23	54	82	225
SA	64	25	70	73	232	68	27	71	83	249
WA	51	16	25	59	151	49	21	34	65	169
Tas.	40	11	32	41	124	41	13	38	42	134
ACT	463	42	420	135	1060	461	50	412	134	1058 <sup>(c)</sup>
NT	7	7	9	14	37	6	7	11	17	41
<b>Total</b>	<b>993</b>	<b>196</b>	<b>868</b>	<b>587</b>	<b>2644</b>	<b>997</b>	<b>226</b>	<b>852</b>	<b>641</b>	<b>2718<sup>(c)</sup></b>

(a) Counts include the Australian Statistician, interviewers and inoperative staff.

(b) Includes staff located in offices in Dandenong, Geelong and Melbourne.

(c) Includes sex indeterminate staff: 1 in Vic. and 1 in the ACT. Total (ongoing and non-ongoing) sex indeterminate staff in 2018-19 was 3.

**Table 7.2: Total non-ongoing employees by gender, location and employment status, at 30 June 2018 & 2019<sup>(a)</sup>**

Location	At June 30 2018					At June 30 2019				
	Male		Female		Total	Male		Female		Total
	Full-time	Part-time	Full-time	Part-time		Full-time	Part-time	Full-time	Part-time	
NSW	7	17	4	15	43	6	3	4	2	15
Vic. <sup>(b)</sup>	54	59	67	109	289	51	47	61	74	233
Qld	10	5	10	18	43	4	5	3	4	16
SA	11	1	12	2	26	18	3	14	3	38
WA	26	15	42	9	92	16	3	8	2	29
Tas.	2	0	2	1	5	3	0	2	1	6
ACT	49	17	34	12	112	61	19	54	10	145 <sup>(c)</sup>
NT	0	2	1	3	6	0	0	0	0	0
<b>Total</b>	<b>159</b>	<b>116</b>	<b>172</b>	<b>169</b>	<b>616</b>	<b>159</b>	<b>80</b>	<b>146</b>	<b>96</b>	<b>482<sup>(c)</sup></b>

(a) Counts include interviewers and inoperative staff.

(b) Includes staff located in offices in Dandenong, Geelong and Melbourne.

(c) Includes sex indeterminate staff: 1 in the ACT. Total (ongoing and non-ongoing) sex indeterminate staff in 2018-19 was 3.

**Table 7.3: Ongoing Public Service Act employees by gender, classification and employment status, at 30 June 2018 & 2019<sup>(a)(b)(c)</sup>**

Classification	At June 30 2018 <sup>(d)</sup>					At June 30 2019 <sup>(e)</sup>				
	Male		Female		Total	Male		Female		Total
	Full-time	Part-time	Full-time	Part-time		Full-time	Part-time	Full-time	Part-time	
SES 3	1	0	2	0	3	1 <sup>(e)</sup>	0	3	0	4
SES 2	4	0	6 <sup>(d)</sup>	0	10	5	0	6 <sup>(e)</sup>	0	11
SES 1	17 <sup>(d)</sup>	0	15	1 <sup>(d)</sup>	33	17 <sup>(e)</sup>	0	12 <sup>(e)</sup>	2 <sup>(e)</sup>	31
EL 2	75	3	41	10	129 <sup>(d)</sup>	75	2	48	14	139 <sup>(e)</sup>
EL 1	201	25	154	75	455 <sup>(d)</sup>	196	26	157	80	459 <sup>(e)</sup>
APS 6	285	19	239	110	653 <sup>(d)</sup>	308	23	240	122	693 <sup>(e)</sup>
APS 5	177	14	203	82	476 <sup>(d)</sup>	198	13	221	88	520 <sup>(e)</sup>
APS 4	206	10	183	33	432 <sup>(d)</sup>	164	15	131	35	347 <sup>(e)(f)</sup>
APS 3	25	0	23	7	55 <sup>(d)</sup>	28	0	30	5	63
APS 2	1	1	1	0	3	1	1	1	0	3
APS 1	0	0	0	0	0	0	0	0	0	0
Other <sup>(g)</sup>	0	0	0	0	0	3	0	3	0	6
<b>Total</b>	<b>992</b>	<b>72</b>	<b>867</b>	<b>318</b>	<b>2249</b>	<b>996</b>	<b>80</b>	<b>852</b>	<b>346</b>	<b>2276<sup>(f)</sup></b>

(a) Includes all operative and inoperative ABS staff employed under the *Public Service Act 1999*.

(b) Excludes the Australian Statistician and interviewers.

(c) Counts are based on nominal classification.

(d) 2018 includes 99 inoperative ongoing staff (by level: SESB2-2 female; SESB1-1 male & 1 female; EL2-2 male & 4 female; EL1-3 male & 17 female; APS6-7 male & 32 female; APS5-1 male & 17 female; APS4-1 male & 10 female; APS3-1 male).

(e) 2019 includes 98 inoperative ongoing staff (by level: SESB3-1 male; SESB2-2 female; SESB1-1 male & 2 female; EL2-4 male & 3 female; EL1-5 male & 17 female; APS6-3 male & 24 female; APS5-5 male & 17 female; APS4-3 male & 10 female; APS3-1 female).

(f) Includes sex indeterminate staff: 2 APS4 staff. Total (ongoing and non-ongoing) sex indeterminate staff in 2018-19 was 3.

(g) All staff included in the 'Other' category in 2018-19 were cadets.

**Table 7.4: Non-ongoing Public Service Act employees by gender, classification and employment status, at 30 June 2018 & 2019** <sup>(a)(b)(c)</sup>

Classification	At June 30 2018					At June 30 2019 <sup>(d)</sup>				
	Male		Female		Total	Male		Female		Total
	Full-time	Part-time	Full-time	Part-time		Full-time	Part-time	Full-time	Part-time	
SES 3	0	0	0	0	0	0	0	0	0	0
SES 2	1	0	0	0	1	1	0	0	0	1
SES 1	1	0	0	0	1	1	0	0	0	1
EL 2	3	1	3	1	8	3	2	1	2	8
EL 1	3	4	2	2	11	12	5	4	3	24
APS 6	20	7	8	3	38	29	9	13	1	52 <sup>(d)</sup>
APS 5	17	2	18	4	41	14	0	19	4	37
APS 4	80	6	80	8	174	68	5	72	15	160
APS 3	22	6	26	12	66	27	7	33	12	80 <sup>(e)</sup>
APS 2	1	46	0	77	124	4	51	4	53	112
APS 1	0	0	0	0	0	0	0	0	0	0
Other <sup>(g)</sup>	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>148</b>	<b>72</b>	<b>137</b>	<b>107</b>	<b>464</b>	<b>159</b>	<b>79</b>	<b>146</b>	<b>90</b>	<b>475<sup>(e)</sup></b>

(a) Includes all operative and inoperative ABS staff employed under the *Public Service Act 1999*.

(b) Excludes interviewers.

(c) Counts are based on nominal classification.

(d) 2019 includes 1 inoperative non-ongoing female APS6.

(e) Includes sex indeterminate staff: 1 APS3. Total (ongoing and non-ongoing) sex indeterminate staff in 2018–19 was 3.

**Table 7.5: Public Service Act employees by location and employment type, at 30 June 2018 & 2019** <sup>(a)(b)</sup>

Location	At 30 June 2018 <sup>(c)</sup>			At 30 June 2019 <sup>(d)</sup>		
	Ongoing	Non-ongoing	Total	Ongoing	Non-ongoing	Total
NSW	165	12	177	169	14	183
Vic. <sup>(e)</sup>	473	247	720	478	231	709
Qld	171	14	185	158	13	171
SA	181	17	198	196	38	234
WA	102	66	168	116	28	144
Tas.	98	4	102	102	6	108
ACT	1041	104	1145	1038	145	1183
NT	18	0	18	19	0	19
<b>Total</b>	<b>2249</b>	<b>464</b>	<b>2713</b>	<b>2276</b>	<b>475</b>	<b>2751</b>

(a) Includes all operative and inoperative ABS staff employed under the *Public Service Act 1999*.

(b) Excludes the Australian Statistician and interviewers.

(c) Includes 99 inoperative ongoing staff at 30 June 2018.

(d) Includes 98 inoperative ongoing staff and 1 inoperative non-ongoing staff at 30 June 2019.

(e) Includes staff located in offices in Dandenong, Geelong and Melbourne.

**Table 7.6: Number of interviewers by location and employment type, at 30 June 2018 & 2019<sup>(a)</sup>**

Location	At 30 June 2018 <sup>(b)</sup>			At 30 June 2019 <sup>(c)</sup>		
	Ongoing	Non-ongoing	Total	Ongoing	Non-ongoing	Total
NSW	97	31	<b>128</b>	105	1	<b>106</b>
Vic.	73	42	<b>115</b>	90	2	<b>92</b>
Qld	61	29	<b>90</b>	67	3	<b>70</b>
SA	51	9	<b>60</b>	53	0	<b>53</b>
WA	49	26	<b>75</b>	53	1	<b>54</b>
Tas.	26	1	<b>27</b>	32	0	<b>32</b>
ACT	18	8	<b>26</b>	19	0	<b>19</b>
NT	19	6	<b>25</b>	22	0	<b>22</b>
<b>Total</b>	<b>394</b>	<b>152</b>	<b>546</b>	<b>441</b>	<b>7</b>	<b>448</b>

(a) Includes all operative and inoperative interviewers.

(b) Includes 4 inoperative ongoing interviewers at 30 June 2018.

(c) Includes 8 inoperative ongoing interviewers at 30 June 2019.

## ABS workforce strategy

The ABS Workforce Strategy 2015–2019 provides a strategic outlook for transforming our workforce and driving high performance. It complements the ABS Corporate Plan and focuses exclusively on the workforce culture and capability. A revised Workforce Strategy is being developed in 2019 to reflect updated ABS strategic priorities.

### ABS workforce planning

Workforce planning ensures the ABS can respond to both external and internal changes in its operating environment. At the strategic level, the ABS workforce plan considers talent management, succession planning, employee engagement and organisational and cultural change.

Workforce planning supports the dynamic nature of the ABS work program by ensuring the organisation has the capabilities required to deliver economic and social indicators that support national decision making and inform policy development. As we move to the next phase of our ongoing transformation, workforce plans are being reviewed to focus on building capabilities to support emerging priorities in the areas of information leadership and the delivery of innovative new statistical services.

### Shaping the culture of the ABS

Since 2015, the ABS has identified organisational culture as one of six critical success factors for organisational transformation. The inclusion of organisational culture was in response to a number of independent reviews which called for cultural change to position the ABS for the future, with a shift to become a more open, engaged and outward-looking agency, working in partnership with others. In 2017, the ABS developed a culture change strategy and conducted a benchmark assessment of its actual and desired future culture using the

Organisational Culture Inventory (OCI). This work culminated in the development of 'ABS: Our Culture 2018–2021' – a statement which outlines organisational expectations and articulates associated high-performance behaviours.

Leaders have particular responsibility to demonstrate and encourage behaviour that reinforces our cultural intent at all times. ABS SES officers and Directors have committed to uphold this responsibility and embody behaviours that lead to high performance in individuals and teams.

In 2018–19 the Australian Statistician drove leader-led culture change through a range of activities, including:

- executive leadership coaching, workshops, interviews and 360-degree feedback assessments
- regular leadership summits themed around the desired behaviours articulated in the 'ABS: Our Culture 2018–2021' statement
- culture action sessions with staff at all levels to identify and act on data-driven local culture change initiatives
- identification of high performance EL2 behaviours and routines which have been shared with staff and are expected to be displayed across the ABS
- embedding high performance behaviours, aligned with our cultural aspirations, in the ABS' new Job Design model.

An evaluation of the culture change work indicates the SES feel well prepared to lead the cultural element of ABS Transformation. Results from the 2018 APS Employee Census indicated improvements in both the internal satisfaction with the organisation's culture and the processes in place to support this change.

The ABS will repeat the OCI process in 2019 to track progress towards our preferred culture. We will also continue our commitment to recognising behaviours that support the ongoing culture change, via our Recognition Program.

## Workplace diversity and inclusion in the ABS

In August 2018, the ABS launched its first ABS Inclusion and Diversity Strategy 2018–21 which sets out our intention to continue to create workplaces that better reflect our community, are more inclusive and benefit from the diverse skills, perspectives and experiences of our employees. The strategy recognises that our people are key to fulfilling the ABS' purpose and successfully transforming our organisation.

The Australian Statistician, David W. Kalisch, continued to drive inclusion and diversity initiatives in his role as a Male Champion of Change for STEM (Science, Technology, Engineering and Mathematics) by signing up to the Male Champions of Change Impact Report 2018. This is the first consolidated review of the strategy to accelerate the advancement of women in leadership and achieve gender equality.

### Fostering inclusion

To support our commitment to be an inclusive and diverse organisation, some highlights from 2018–19 have included:

- launching the ABS Reconciliation Action Plan 2018–2021 (RAP) with our Aboriginal and Torres Strait Islander employee network (Youmpla)

- creating a new role to support Aboriginal and Torres Strait Islander Employment and Development programs within the ABS
- implementing Disability Confident Managers, Disability Confident Workforce and SBS Cultural Competence Program (CCP) e-learning modules
- conducting training for SES staff in becoming 'LGBTI+ Allies'
- implementing a Reasonable Workplace Adjustments (RWA) passport and RWA employee and manager guides to provide support for people with disability
- launching the first employee 'My Story – Talking Disability and Mental Health' which is available to all staff via an Inclusion and Diversity on-demand video library
- participating, partnering and utilising a range of diverse recruitment activities and strategies aimed at making our workforce more representative of the Australian population.

### Multicultural access and equity

The ABS is committed to improving engagement and responding to the needs of Australians from diverse cultural and linguistic backgrounds. Strategies and policies are developed that are inclusive, and specific engagement strategies are developed as required. For example, the upcoming 2021 Census program has employed Inclusive Strategy Managers to ensure appropriate stakeholder engagement with Culturally and Linguistically Diverse (CALD) communities and accurate counting of communities during the forthcoming Census.

### ABS workforce diversity profile

Table 7.7 provides a breakdown of the number of Aboriginal and Torres Strait Islander people employed in the ABS. Table 7.8 indicates the number of staff identifying as having a disability.

**Table 7.7: Public Service Act Indigenous employees by employment type, at 30 June 2018 & 2019<sup>(a) (b)</sup>**

	At 30 June 2018	At 30 June 2019
Ongoing	23	25
Non-ongoing	2	2
<b>Total</b>	<b>25</b>	<b>27</b>

(a) Includes all operative and inoperative staff employed under the *Public Service Act 1999*.

(b) Excludes interviewers.

**Table 7.8: Number of Public Service Act employees identifying as having a disability by employment type, at 30 June 2018 & 2019<sup>(a) (b)</sup>**

	At 30 June 2018	At 30 June 2019
Ongoing	59	61
Non-ongoing	2	5
<b>Total</b>	<b>61</b>	<b>66</b>

(a) Includes all operative and inoperative staff employed under the *Public Service Act 1999*.

(b) Excludes interviewers.



## Disability reporting mechanism

The *National Disability Strategy 2010–2020* sets out a ten-year national policy framework to improve the lives of people with disability, promote participation and create a more inclusive society. The ABS contributes to the whole-of-government two-yearly report which tracks progress against each of the six outcome areas of the Strategy and presents a picture of how people with disability are faring. This report can be found at [www.dss.gov.au](http://www.dss.gov.au).

Since 2007–08, the Australian Public Service Commission (APSC) has reported at a whole-of-government level in relation to disability via the *State of the Service Report* and the *APS Statistical Bulletin*. These reports are available at [www.apsc.gov.au](http://www.apsc.gov.au).

## Training and development

In line with the *ABS Workforce Strategy 2015–2019*, the ABS is reshaping its workforce capability to ensure we have the right people with the right skills to achieve transformation.

### Key achievements in 2018–19

- Forty three graduates commenced the 2019 ABS Graduate Development Program. This program supports graduates to quickly build professional capability and includes workshops, seminars, group projects and SES shadowing opportunities. This year, the ABS ranked 16th in the Top 100 Graduate Employers list produced by the GradAustralia Student Survey (up from 17th in 2018).
- To support a blended learning model, the ABS hosts a range of eLearning programs on its internal Learning Management System (LMS). The suite of programs includes induction and mandatory training, statistical capability courses, systems training, as well leadership and management courses. Based on data extracted from the LMS, across the 2018–19 financial year, approximately 7,300 hours of this learning was completed by ABS staff. Of these hours, approximately 6,080 were dedicated to induction and mandatory training.
- Online learning was also made available to ABS staff through the external provider, Lynda.com. Across the 2018–19 financial year, 1,842 hours of online learning was undertaken by staff, around a wide range of topics. The courses that were most accessed were based around Microsoft Excel, project management, and programming.
- Face to face courses on leadership and management (including adaptive leadership, leading teams through change, personal efficiency and coaching for performance) were delivered across the year to ABS staff representing a total of 440 training days. Over 700 ABS staff took part in the Management Fundamentals face-to-face training courses.
- New diagnostic assessment tools were introduced to strengthen people leadership and management capabilities across the ABS. These included Hermann Brain Dominance Instrument (HBDI) and Life Styles Inventory (LSI). Investment was made in internal capability development, offering these tools in-house. In excess of 250 staff have engaged with these tools and have been able to use the results to improve communication, decision making and problem solving skills.

## Recruitment

The efficiency and effectiveness of the ABS depends on attracting and retaining the right people.

### Key achievements in 2018–19

In 2018–19 ABS recruitment processes included recruitment of:

- 42 graduates, who commenced the Graduate Development Program in February 2019
- 152 ongoing engagements (with 74 of these being ABS non-ongoing employees who accepted an ongoing position)
- 279 new temporary staff
- 289 promotions
- 58 ongoing Field Interviewers and 131 Community Advisors across Australia.

## Workplace health and safety

The ABS is committed to fostering a proactive and collaborative approach to the management of work health, safety and wellbeing in the workplace. Specialist teams of work health and safety (WHS) advisors and rehabilitation specialists focus on wellbeing at work, preventing injury and illness, early intervention if injury or illness occurs, and rehabilitation and return to work programs.

The ABS' specialist teams work alongside the ABS People Committee, and multiple ABS Health and Safety Committees, to design and implement health and wellbeing initiatives and regulate WHS policy and guidelines. A significant achievement in 2018–19 was the 68% reduction in workers' compensation premium costs (Table 7.9). The reduced premium rate was achieved through proactive and person-centred services for maintaining employee health at work, early return to work, and durable return to work.

### Workplace health and safety regulation

There are a number of specific WHS roles in the ABS filled by trained staff. These include First Aid Officers, Health and Safety Representatives (HSRs) and wardens. These positions have remained occupied with appropriately skilled and trained ABS employees over the period 2018–19.

The ABS has one national, one field-based and eight site-based Health and Safety Committees. These committees met quarterly as required in 2018–19, and in addition to business as usual items, consulted on and finalised a new Work Health and Safety Statement of Commitment.

### Provisional Improvement Notices, investigations and inspections

There were no Provisional Improvement Notices (PINs) issued by Health and Safety Representatives (HSRs) under the *Work Health and Safety Act 2011* (WHS Act). Further, there were no improvement notices issued by Comcare (the regulator) under the WHS Act during the period.

Under the WHS Act, the ABS is required to report all 'notifiable incidents' that occur in the course of conducting ABS business. A notifiable incident is defined as: a death of a person, a serious illness or injury, or a dangerous incident. The ABS reported one notifiable incident in the period and one safety investigation completed.

The ABS has worked collaboratively with Comcare implementing improved practices to reduce the risk of workplace injury and to reduce workers' compensation claim numbers and duration. A Comcare verification inspection was finalised.

### Rehabilitation and workers' compensation

The ABS Comcare premium rate for 2018–19 was 0.74% of total salary (excluding GST) (Table 7.9). The 2018–19 premium figure represents a 68% reduction from 2017–18.

**Table 7.9: Comcare workers' compensation premium rate, 2014–15 to 2018–19**

	2014–15	2015–16	2016–17	2017–18	2018–19
<b>ABS premium rate (percentage of total salary)</b>	2.46	2.21	2.2	1.59	0.74
<b>Overall scheme premium rate</b>	1.93	1.85	1.72	1.23	0.85

The ABS Rehabilitation Management System (RMS) is the framework for achieving rehabilitation objectives and compliance with the Comcare scheme. The RMS has been the subject of continuous improvement, with the planned corrective action closed early in 2019. Further to this, the internal audit program returned a 95% compliance result.

Responsive management of rehabilitation has seen a high rate of application of Early Intervention (EI) strategies in 42 cases in order to manage the risk of compensation liability. Outside this, the ABS has had five claims for workers' compensation accepted by Comcare with a date of injury occurring during the 2018–19 financial year. An additional three claims made by ABS employees were disallowed by Comcare.

Of the claims where liability was accepted by the insurer (Comcare), there were three injury claims (2 lodged by ABS interviewers and one by an office-based employee) and two disease claims (one ABS interviewer and one office-based employee).

### Attendance management

In 2018–19, the average number of days of unscheduled absence per full-time equivalent (FTE) was 12 days (Table 7.10), a slight decrease from 2017–18.

**Table 7.10: Unscheduled absence: days per FTE, 2016–17 to 2018–19<sup>(a)(b)</sup>**

	2016–17	2017–18	2018–19
<b>ABS</b>	11.8	12.3	12
<b>Australian Government (Large Agency) median</b>	12.3	12.5	n/a <sup>(c)</sup>

(a) Excludes interviewers, non-ongoing Census Data Processing Centre staff, and Census field staff.

(b) Totals do not include workers compensation.

(c) The Australian Government (Large Agency) median for 2018–19 was not available at the time of preparing this report.

## Workplace relations

### Executive remuneration

Executive remuneration at the ABS refers to the remuneration of Key Management Personnel (KMP), Senior Executive Service (SES) employees, and Other Highly Paid Staff. Tables 7.11 and 7.12 outline the remuneration paid to KMP and SES employees. During the reporting period ending 30 June 2019, the ABS identified no Other Highly Paid Staff.

The Australian Statistician determines the remuneration for all SES employees at the ABS. In determining SES remuneration arrangements, the Australian Statistician considers:

- recommendations from the ABS SES Remuneration Committee
- contemporary remuneration arrangements and pay relativities with reference to the wider Australian Public Service
- the Australian Public Service Remuneration Survey (conducted by the Australian Public Service Commission)
- individual performance
- salary relative to other ABS SES employees
- the position of individual salaries in the market.

The ABS SES Remuneration Committee makes recommendations to the Australian Statistician on SES Band 1 and 2 employment conditions and remuneration. The ABS SES Remuneration Committee is comprised of:

- Deputy Australian Statistician, Statistical Services Group
- Deputy Australian Statistician, Census and Data Services Group
- Deputy Australian Statistician, Corporate Services and Transformation Group
- General Manager, People, Capability and Communication Division.

**Table 7.11: Information about remuneration for key management personnel, at 30 June 2019<sup>(a)</sup>**

Name	Position title	Short-term benefits			Post-employment benefits	Other long-term benefits		Termination benefits <sup>(b)</sup>	Total remuneration
		Base salary	Bonuses <sup>(b)</sup>	Other benefits and allowances <sup>(c)</sup>	Superannuation contributions	Long service leave	Other long-term benefits		
David Kalisch	Australian Statistician	532,576	0	140,276	93,254	75,614	0	0	841,720
Jenet Connell <sup>(d)</sup>	Deputy Australian Statistician	329,991	0	3,155	58,669	25,461	0	0	417,276
Luise McCulloch	Deputy Australian Statistician	386,688	0	3,723	64,966	24,958	0	0	480,335
Teresa Dickinson	Deputy Australian Statistician	331,309	0	3,829	59,551	4,520	0	0	399,209

(a) KMP remuneration is prepared on an accrual basis as required under the *Public Governance, Performance and Accountability Rule 2014* (PGPA Rule).

(b) In 2018–19, there were no bonuses nor termination benefits paid to KMP.

(c) Other benefits and allowances include car parking and related fringe benefits tax, and other allowances.

(d) Part-year – appointed 3 September 2018.



**Table 7.12: Information about remuneration for senior executives, at 30 June 2019** <sup>(a)(b)(c)(d)</sup>

Total remuneration bands	Number of senior executives	Short-term benefits <sup>(e)</sup>			Post-employment benefits	Other long-term benefits <sup>(f)</sup>	Termination benefits <sup>(g)</sup>	Total remuneration	
		Average base salary	Average bonuses <sup>(h)</sup>	Average other benefits and allowances	Average superannuation contributions <sup>(i)</sup>	Average long service leave	Average other long-term benefits	Average termination benefits	Average total remuneration
\$0-\$220,000	18	93,538	0	3,437	20,421	5,539	0	-	122,935
\$220,001-\$245,000	7	182,682	0	5,700	33,779	11,321	0	-	233,482
\$245,001-\$270,000	16	194,106	0	2,149	35,062	13,982	0	11,587	256,886
\$270,001-\$295,000	4	222,003	0	2,836	39,896	15,914	0	-	280,649
\$295,001-\$320,000	1	232,903	0	2,065	43,049	17,657	0	-	295,674
\$320,001-\$345,000	2	263,845	0	2,118	48,181	25,760	0	-	339,904
\$345,001-\$370,000	3	266,922	0	17,967	44,217	22,180	0	-	351,287
\$370,001-\$395,000	3	247,380	0	2,135	41,774	20,098	0	66,583	377,972

- (a) This table is prepared on an accrual basis as required under the PGPA Rule.
- (b) In 2018–19, there were 26 fortnightly pays.
- (c) This table reports the average total remuneration of Senior Executives who received remuneration during the reporting period.
- (d) Those ABS officers that have been classified as Key Management Personnel (as per Table 7.9) have not been included in this table disclosure.
- (e) The Short-term benefits is comprised of:
  - 1) the average of Base salary (including: paid and accrued; paid while on annual leave; paid while on sick leave; higher duties allowance; and purchased annual leave); and
  - 2) the average of Other benefits and allowances (motor vehicle allowance, car parking and related fringe benefits tax, and other allowances).
- (f) The Other long-term benefits is the average amount of long services leave accrued and deferred (more than 12 months) for the reporting period. It also includes the average of any salary paid while on long services leave.
- (g) The Termination benefits is the average amount of termination payment for the reporting period.
- (h) In 2018–19, there were no bonuses paid to Senior Executives.
- (i) The Superannuation contributions is the average of the ABS' superannuation contributions, including productivity component, for the reporting period.

## Employment arrangements

Table 7.13 presents the employment arrangements for ABS staff employed under the *Public Service Act 1999* as at 30 June 2019.

ABS interviewers are engaged under the *Australian Bureau of Statistics Act 1975* in accordance with the Census and Statistics Regulation 2016. The ABS Interviewers Enterprise Agreement 2017 is the employment instrument that applies to ABS interviewers (448 as at 30 June 2019).

**Table 7.13: ABS employment arrangements, at 30 June 2019<sup>(a)</sup>**

	SES	Non-SES	Total
ABS employees covered by the Australian Bureau of Statistics Enterprise Agreement 2019	n/a	2,703	2,703
Individual Flexibility Arrangements (IFA) made under the Australian Bureau of Statistics Enterprise Agreement 2019 as at June 30 2019	n/a	9	9
SES employees covered by Determination under s. 24(1) of the <i>Public Service Act 1999</i> (Includes SES employees on long term leave, secondment and temporary transfer to other agencies)	48	0	48
<b>Total</b>	<b>48</b>	<b>2,703</b>	<b>2,751</b>

(a) The 9 employees with an IFA are included in the 2,703 ABS employees.

## Salary arrangements

The ABS Enterprise Agreement 2019 outlines the salary arrangements for non-SES ABS employees employed under the *Public Service Act 1999*.

Table 7.14 shows the salary ranges for ABS employees at 30 June 2019.

**Table 7.14: Salary ranges by classification level, at 30 June 2019<sup>(a)(b)</sup>**

	Minimum Salary	Maximum Salary
SES 3	262,701	n/a <sup>(a)</sup>
SES 2	210,161	257,447
SES 1	168,129	204,907
EL 2	124,537	149,822 <sup>(b)</sup>
EL 1	99,756	115,316
APS 6	81,196	91,696
APS 5	72,279	81,188
APS 4	64,256	72,275
APS 3	56,955	64,202
APS 2	53,119	56,372
APS 1	43,719	49,994
Other - Graduate	58,587	72,275
<b>TOTAL</b>	<b>43,719</b>	<b>262,701<sup>(a)</sup></b>

(a) There is no maximum salary range for the SES 3 cohort.

(b) EL2 pay point 4 only accessible as detailed in clauses 15.1 and 15.2 of the ABS Enterprise Agreement 2019.

There are no performance pay arrangements in the ABS.

## Performance management in the ABS

The ABS is committed to being a high performing public agency, promoting a people oriented culture through focus on leadership, communication, innovation and engagement.

### Office-based staff

Where there are concerns about employee performance, specialist teams work with employees and managers, implementing early strategies to improve performance. Where concerns remain, ABS managers work with their employees by implementing an informal Performance Improvement Plan (PIP).

The ABS initiated three PIPs for ongoing office-based staff during 2018–19, with four in total completed in the period. Of these four, one employee improved performance, and one voluntarily reduced their classification prior to the end of the PIP. Where an employee's performance has not improved through a PIP, a formal underperformance process commences. Two employees were the subject of formal processes to manage underperformance following a PIP. Of the two formal underperformance processes commenced, one employee resigned, and one employee was reassigned duties at the same level.

During 2018–19, the ABS commenced four investigations into suspected breaches of the APS Code of Conduct by ongoing ABS office-based employees. None involved privacy breaches. One employee resigned prior to finalisation of the investigation, while three investigations are yet to be finalised. One investigation that had commenced in 2017–18 was completed in 2018–19, which resulted in a breach finding and no sanction being applied.

No non-ongoing contracts for office-based employees were terminated early during 2018–19.

### ABS interviewers

As with office-based employees, where there are concerns about an ABS interviewer's performance, the employee and manager work together to implement an informal PIP. During 2018–19, one ABS interviewer commenced a PIP, and one ABS interviewer moved from a PIP into a formal underperformance process. This underperformance process was completed within the period, which resulted in an ABS interviewer having their employment terminated.

There were no misconduct investigations instigated for ABS interviewers during the period, and no non-ongoing employment contracts were ceased early.





# SECTION FOUR

## APPENDICES



# Appendix A

## Resource statement



### Entity Resource Statement 2018–19

		Actual available appropriation for	Payments made	Balance remaining
		2018–19 \$'000 (a)	2018–19 \$'000 (b)	2018–19 \$'000 (a) – (b)
<b>Ordinary Annual Services<sup>1</sup></b>				
	Departmental appropriation <sup>2</sup>	474,740	406,566	68,174
	<b>Total</b>	<b>474,740</b>	<b>406,566</b>	<b>68,174</b>
<b>Total ordinary annual services</b>	<b>A</b>	<b>474,740</b>	<b>406,566</b>	<b>68,174</b>
<b>Other services<sup>3</sup></b>				
<b>Departmental non-operating</b>				
	Equity injections	27,168	24,238	2,930
	<b>Total</b>	<b>27,168</b>	<b>24,238</b>	<b>2,930</b>
<b>Total other services</b>	<b>B</b>	<b>27,168</b>	<b>24,238</b>	<b>2,930</b>
<b>Total resourcing and payments</b>	<b>A+B</b>	<b>501,908</b>	<b>430,804</b>	<b>71,104</b>

1. *Appropriation Act (No. 1) 2018–19 and Appropriation Act (No. 3) 2018–19*. This may also include prior-year departmental appropriation and section 74 retained revenue receipts.
2. Includes an amount of \$19.821 million in 2018–19 for the departmental capital budget (DCB). In 2018–19, \$5.472 million of DCB was reclassified to departmental operating funding. For accounting purposes, this amount has been designated as 'contributions by owners'.
3. *Appropriation Act (No. 2) 2018–19 and Appropriation Act (No. 4) 2018–19*. This may also include prior-year equity injections.

## Expenses for Outcome 1

Outcome 1: Decisions on important matters made by governments, business and the broader community are informed by objective, relevant and trusted official statistics produced through the collection and integration of data, its analysis, and the provision of statistical information.	Budget*	Actual Expenses	Variation
	2018–19 \$'000 (a)	2018–19 \$'000 (b)	2018–19 \$'000 (a) – (b)
<b>Program 1.1: Australian Bureau of Statistics</b>			
Departmental expenses			
Departmental appropriation <sup>1</sup>	382,397	379,063	3,334 <sup>2</sup>
Expenses not requiring appropriation in the budget year	35,930	45,112	(9,182) <sup>3</sup>
<b>Total for Program 1.1</b>	<b>418,327</b>	<b>424,175</b>	<b>(5,848)</b>
<b>Total expenses for Outcome 1</b>	<b>418,327</b>	<b>424,175</b>	<b>(5,848)</b>
		2018–19	2017–18
<b>Average staffing level (number)</b>		<b>2,479</b>	<b>2,539</b>

\* Full year budget, including any subsequent adjustment made to the 2018–19 budget at Additional Estimates.

1. Departmental appropriation combines ordinary annual services (*Appropriation Acts No. 1 and 3*) and retained revenue receipts under section 74 of the *Public Governance, Performance and Accountability Act 2013*.
2. The variance is primarily due to lower than expected retained revenue receipts.
3. The variance primarily relates to the movement in employee provisions as a result of the decline in the government bond rate, the write-down and impairment of intangible assets.

# Appendix B

## Ecological sustainability



### Introduction

In 2018–19, the ABS continued its commitment to the principles of ecologically sustainable development as outlined in the *Environment Protection and Biodiversity Conservation Act 1999* (EPBC Act). This commitment was reaffirmed in 2018–19 with the update of the ABS Environmental Policy.

In accordance with the EPBC Act, the ABS has two key roles relating to ecologically sustainable development. The first is the ABS' responsibility for providing statistics on the environment and environmental issues to enable informed decision making. The second is the impact of the ABS' operations on the environment and the action being taken by the ABS to minimise that impact.

In accordance with sub-section 516A (6), of the EPBC Act, the ABS' performance is outlined below.

#### **516A (6) (a) How do the activities of the organisation, and the administration of legislation by the organisation, accord with the principles of ecologically sustainable development?**

In accordance with the principles of ecologically sustainable development, the ABS pursues environmentally positive practices by:

- seeking to minimise adverse environmental impacts from its operations
- complying with relevant Commonwealth and Territory environment legislation and the Australian Government's environmental policies and initiatives
- working towards continuously improving our environmental performance.

The ongoing environmental considerations for the ABS are:

- targeting reductions in energy usage and the generation of waste
- complying with relevant Commonwealth and Territory environment legislation and the Australian Government's environmental policies and initiatives
- encouraging and promoting environmentally sound procurement practices in compliance with Commonwealth Procurement Rules
- providing for an environmentally sound workplace and implementing environmentally sound work practices
- monitoring our energy performance and green lease commitments and implementing processes of continuous improvement
- supporting and promoting an environmentally responsible culture.

### 516A (6) (b) How do the outcomes specified in a relevant Appropriations Act contribute to ecologically sustainable development?

The ABS receives appropriation for the purpose of producing statistics that inform decision making on a wide range of social and economic matters.

The ABS works closely with the community and governments to further build information on environmental statistics, to complement the more established information bases on population, society and the economy. The focus of this development work is the integration of environmental statistics with Australia's economic and social statistics.

For more information on ABS statistical publications and developments, please refer to the ABS website ([www.abs.gov.au](http://www.abs.gov.au)) for:

- Agriculture
- Rural and Regional Statistics
- Environment
- Energy
- Water
- Land
- Ecosystems.

### 516A (6) (c) What is the effect of the organisation's activities on the environment?

The ABS' activities are predominately office-based and have the potential to affect the environment through consumption of energy and water, waste production and waste sent to landfill. The ABS seeks to improve its performance by measuring and managing:

- energy consumption and greenhouse gas pollution across its offices
- paper consumption
- carbon emissions in transportation
- water usage
- waste sent to landfill, whilst increasing recycling of packaging and waste
- the procurement of environmentally friendly products.

In 2018–19, the ABS completed its cycle of lease renewals on ABS properties. With the exception of our warehouse property, all have Green Lease Schedules designed to build a collaborative approach with landlords to managing environmental impacts of the ABS and the buildings it occupies.

### 516A (6) (d) What measures are taken by the organisation to minimise the impact of its activities on the environment?

The ABS has sought to minimise its impact on the environment through a number of measures, including:

- finalising the roll out of activity-based work fit outs across all ABS offices to decrease office footprints by an additional 20%. In 2018–19, all ten of the ABS offices have been completed. This has reduced the environmental impact of fit out, furniture production, and the necessary operational services, particularly electricity
- reducing energy consumption and waste in fit outs, where possible, by including energy efficient LED lights and smart lighting technologies in all tenanted areas. New office fit outs include T5 lighting systems, incorporating daylight harvesting, to reduce consumption nationally
- the recent refit and base building works of the ABS Canberra Office achieved on average an 86% recycling of building waste against a targeted 80%

- maximising the amount of furniture and equipment reused for all property fit out projects and where this is not possible, recyclable materials from damaged and non-resaleable furniture have been harvested
- reducing the demand for paper and hard copies. ABS publications are available on the ABS website, and computer-assisted interviewing is used in place of paper forms, where possible. We have also reduced the number of multi-functional devices (MFDs) in our tenancies to further reduce paper usage
- reducing the impact of travel on the environment. Improvements in video conferencing equipment and software, and increasing the number of video conferencing facilities and supporting virtual teams across offices to reduce the requirement to travel
- providing recycling services to all office-based staff, including:
  - recycling paper, bottles, aluminium cans, steel cans, plastic and cardboard products in all offices
  - recycling mobile phones, batteries, polystyrene in all sites where contractor packaging removal was not part of the contracts or service agreements
  - maintaining organic recycling of kitchen waste at ABS House Canberra.

### **Complying with relevant Commonwealth and Territory environment legislation and the Australian Government’s environmental policies and initiatives**

The ABS has maintained its Information and Communications Technology (ICT) Energy Management Plan initiatives, developed in accordance with the Australian Government ICT Sustainability Plan 2010–2015, which included for 2018–19:

- managed renewal of servers and storage, utilising the latest available technology
- procuring high efficiency MFDs, with sustainability features including:
  - black drums using less toner and producing 33% more pages before needing service or replacement
  - spent black toner cartridges doubling as waste bottles, eliminating a consumable part
- utilising “Print on Demand” functionality on all printers and MFDs
- utilising duplex printing and copying
- halving standby–timeout period on MFDs to 15 minutes, down from over 30 minutes.

### **Encouraging and promoting environmentally sound procurement practices in compliance with Commonwealth Procurement Rules by:**

- maintaining procurement of 10% green energy as part of the whole-of-government energy contract for ABS House and 10% green energy for the Sydney, Melbourne, Geelong, Dandenong and Adelaide Offices
- including environmental and whole-of-life-cycle clauses as part of the tender and evaluation process in most procurement activities
- leasing vehicles which are the most environmentally effective option for the class according to the Green Vehicle Guide and the further reduction of the fleet over the past twelve months from nine to seven vehicles
- procuring paper from suppliers who are Supply Nation Certified First Nation businesses and have PEFC certification
- purchasing office equipment with a high energy efficiency rating.

### **Providing an environmentally sound workplace and implementing environmentally sound work practices**

All staff have access to flexible working arrangements, which has reduced the need to work at ABS offices full-time. This has reduced staff travel to and from offices, and reduced associated office resources use, such as electricity, paper and furniture.

A knowledge framework, incorporating digital recordkeeping rather than paper records, has been implemented, with automatic recordkeeping facilities for ABS workgroup databases.

Environmental efficiency measures have been incorporated into the market testing process for new leases with the integration of Green Lease Schedules for each new tenancy. We also have sought buildings with management systems to control tenancy lighting and drive reductions in energy use.

Re-manufactured and recycled cartridges for photocopiers, faxes and printers are used wherever possible, and used printer cartridges are recycled.

Technological solutions are used to allow collaboration and sharing of information virtually rather than by hardcopy.

### **Monitoring our energy performance and green lease commitments, and implementing processes of continuous improvement**

The ABS monitors its:

- office energy consumption for all sites
- Canberra office waste, including organic waste
- Canberra office water consumption
- national staff numbers
- office attendance
- national paper consumption
- national fleet operations.

### **Supporting and promoting an environmentally responsible culture**

ABS fosters an environmentally responsible culture by supporting local Green Teams to raise environmental awareness and develop local initiatives. These are supported by a senior executive as Environment Champion, to promote and support sustainability initiatives.

ABS collaborates with other APS agencies and other interested organisations in Melbourne and Canberra on sustainability initiatives.

# Appendix C

## Errors and omissions



### **ABS Annual Report 2017–18**

#### **Page 66**

The following content was omitted; it should have preceded Table 6.5: Number of staff identifying as having disability employed in the ABS, 2017–18.

The *National Disability Strategy 2010–2020* sets out a ten-year national policy framework to improve the lives of people with disability, promote participation and create a more inclusive society. The ABS contributes to the whole-of-government two-yearly report which tracks progress against each of the six outcome areas of the Strategy and presents a picture of how people with disability are faring. This report can be found at [www.dss.gov.au](http://www.dss.gov.au).

Since 2007–08, the Australian Public Service Commission (APSC) has reported at a whole-of-government level in relation to disability via the State of the Service Report and the *APS Statistical Bulletin*. These reports are available at [www.apsc.gov.au](http://www.apsc.gov.au).







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## Glossary



<b>ABS</b>	Australian Bureau of Statistics
<b>ACLD</b>	Australian Census Longitudinal Dataset
<b>ACMID</b>	Australian Census and Migrants Integrated Dataset
<b>ADI</b>	Authorised Deposit-taking Institutions
<b>AEC</b>	Australian Electoral Commission
<b>AIHW</b>	Australian Institute of Health and Welfare
<b>ANAO</b>	Australian National Audit Office
<b>APRA</b>	Australian Prudential Regulation Authority
<b>API</b>	Application Programming Interface
<b>APS</b>	Australian Public Service
<b>APSC</b>	Australian Public Service Commission
<b>ASAC</b>	Australian Statistics Advisory Council
<b>ASGS</b>	Australian Statistical Geography Standard
<b>ATO</b>	Australian Tax Office
<b>BAS</b>	Business Activity Statement
<b>BAU</b>	Business as usual
<b>BCS</b>	Business Characteristics Survey (an ABS Survey)
<b>BERD</b>	Business Expenditure on Research and Development (an ABS survey)
<b>BIT</b>	Business income tax
<b>BLADE</b>	Business Longitudinal Analytical Data Environment
<b>BLE</b>	Basic Longitudinal Extract
<b>BOP</b>	Balance of Payments
<b>CAH</b>	Central Analytics Hub
<b>CALD</b>	Culturally and Linguistically Diverse
<b>CCP</b>	Cultural Competence Program
<b>CDIS</b>	Coordinated Direct Investment Survey
<b>Census</b>	Census of Population and Housing, conducted every five years under the authority of the <i>Census and Statistics Act 1905</i> . The Census aims to measure accurately the number of people and dwellings in Australia on Census Night, and a range of their key characteristics.

<b>CPI</b>	Consumer Price Index
<b>CPIS</b>	Coordinated Portfolio Investment Survey
<b>Data integration</b>	Bringing information from different sources together for statistical and research purposes.
<b>DataLab</b>	Facility delivering remote access to data and increased ability to handle large datasets with faster processing through new /external servers.
<b>DAWR</b>	Department of Agriculture and Water Resources
<b>DCB</b>	Departmental capital budget
<b>DFAT</b>	Department of Foreign Affairs and Trade
<b>DGI</b>	Data Gaps Initiative
<b>DIIS</b>	Department of Industry, Innovation and Science
<b>DIPA</b>	Data Integration Partnership for Australia
<b>DISS</b>	Data Innovations and Statistical Strategy Committee
<b>DoEE</b>	Department of Environment and Energy
<b>DRC</b>	Disclosure Review Committee
<b>DSS</b>	Department of Social Services
<b>EAS</b>	Economic Activity Survey (an ABS survey)
<b>EB</b>	Executive Board
<b>EDAN</b>	Economic Data and Analysis Network
<b>EDME</b>	Enterprise Data Management Environment
<b>EFS</b>	Economic and Financial Statistics
<b>EI</b>	Early Intervention
<b>EL</b>	Executive Level
<b>Electoral boundaries</b>	The ASGS Commonwealth Electoral Divisions are an ABS approximation of Australian Electoral Commission (AEC) electoral division boundaries. An AEC electoral division boundary is an area legally prescribed for the purpose of returning one member to the House of Representatives, Australia's Federal Lower House of Parliament.
<b>EPBC Act</b>	<i>Environment Protection and Biodiversity Conservation Act 1999</i>
<b>ESAG</b>	Economic Statistics Advisory Group
<b>Flex Works</b>	An ABS initiative designed to aid employees to work more flexibly
<b>FOI Act</b>	<i>Freedom of Information Act 1982</i>
<b>FTE</b>	Full-time equivalent (employees)
<b>FWP</b>	Forward Work Program
<b>G20</b>	The G20 (or Group of Twenty) is an international forum for the governments and central bank governors from 19 countries and the European Union (EU).
<b>GDP</b>	Gross Domestic Product
<b>GOVERD</b>	Survey of Research and Experimental Development, Government (an ABS survey)



<b>GPS</b>	Global Positioning System
<b>GSS</b>	General Social Survey (an ABS survey)
<b>GST</b>	Goods and Services Tax
<b>HBDI</b>	Hermann Brain Dominance Instrument
<b>HLS</b>	Health Literacy Survey (an ABS survey)
<b>HSR</b>	Health and safety representative
<b>HR</b>	Human resources
<b>IAOS</b>	International Association for Official Statistics
<b>ICD</b>	International Classification of Diseases
<b>ICT</b>	Information and communications technology
<b>IFA</b>	Individual Flexibility Arrangement
<b>IIP</b>	International Investment Position
<b>IMF</b>	International Monetary Fund
<b>IP Australia</b>	IP Australia is an agency of the Department of Industry, Innovation and Science. IP Australia administers intellectual property rights and legislation relating to patents, trademarks, registered designs and plant breeder's rights in Australia.
<b>IPLORD</b>	Intellectual Property Longitudinal Research Data (from IP Australia)
<b>IPS</b>	Information Publication Scheme
<b>JVS</b>	Job Vacancy Survey (an ABS survey)
<b>KMP</b>	Key Management Personnel
<b>LEED</b>	Linked Employer-Employee Dataset
<b>LGBTI+</b>	Lesbian, gay, bisexual, transgender, intersex
<b>LMS</b>	Learning Management System
<b>Loc-I</b>	Location Integration Capability (location index)
<b>LSAC</b>	Longitudinal Study of Australian Children (an ABS survey)
<b>LSI</b>	Life Styles Inventory
<b>MAC</b>	Methodology Advisory Committee
<b>MADIP</b>	Multi-Agency Data Integration Project
<b>MCM</b>	Management Capabilities Module (an ABS survey)
<b>MoU</b>	Memorandum of Understanding
<b>MP</b>	Member of Parliament
<b>MRR</b>	Metadata Registry and Repository
<b>n/a</b>	not applicable
<b>NCIS</b>	National Coronial Information System
<b>NGI</b>	Next Generation Infrastructure
<b>NHSC</b>	National Health & Safety Committee

<b>Notifiable incident</b>	An incident is notifiable to Comcare if it rises out of the conduct of the business or undertaking by the ABS, and results in the death, serious injury or serious illness of a person or involves a dangerous incident.
<b>NSO</b>	National Statistical Office
<b>OCI</b>	Organisational Cultural Inventory
<b>Outposted officer</b>	An ABS officer posted to work temporarily within another agency
<b>PAYG</b>	Pay as you go (relating to tax)
<b>PBS</b>	Portfolio Budget Statement Pharmaceutical Benefits Scheme
<b>PDPs</b>	Policy Delivery Plans
<b>PEAN</b>	Physical Environment Analytical Network
<b>PGPA Act</b>	<i>Public Governance, Performance and Accountability Act 2013</i>
<b>PGPA Rule</b>	Public Governance, Performance and Accountability Rule 2014
<b>PM&amp;C</b>	Department of the Prime Minister and Cabinet
<b>PNPERD</b>	Private Non-Profit Expenditure on Research and Development (an ABS survey)
<b>Protari</b>	An Application Programming Interface (API) that enables the generation of insights from tabular data.
<b>PSSAG</b>	Population and Social Statistics Advisory Group
<b>R&amp;D</b>	Research and development
<b>RBA</b>	Reserve Bank of Australia
<b>RAP</b>	Reconciliation Action Plan
<b>RMS</b>	Rehabilitation Management System
<b>RWA</b>	Reasonable Workplace Adjustment
<b>s.</b>	section (legislation)
<b>SBTP/SBT Program</b>	Statistical Business Transformation Program
<b>SDDS</b>	Special Data Dissemination Standard
<b>SDG</b>	Sustainable Development Goals
<b>Secondment</b>	An employee working temporarily in another agency or department.
<b>SES</b>	Senior Executive Service Socio-economic status
<b>SHWAU</b>	Social, Health and Welfare Analytical Unit
<b>SIAM</b>	Security Identity and Access Management
<b>SIGBOX</b>	Secure dropbox. A secure approach to the management of pre-embargo briefings with Commonwealth agencies.
<b>SIH</b>	Survey of Income and Housing (an ABS survey)
<b>SME</b>	Small and Medium Enterprises





<b>Social licence</b>	Ongoing support and/or acceptance from the community and stakeholders
<b>SOS</b>	The Australian Public Service (APS) Employee State of the Service Census
<b>SRHA</b>	Stakeholder Relationship Health Assessment
<b>SSF</b>	State Statistical Forum
<b>SSS</b>	Special Social Survey (an ABS survey)
<b>STEM</b>	Science, technology, engineering and mathematics
<b>Unscheduled absence</b>	Any form of leave which has not been approved in advance, including bereavement, carers, compensation, sick (both with and without evidence) and unauthorised leave
<b>VET</b>	Vocational education and training
<b>WHS</b>	Workplace health and safety
<b>WHS Act</b>	<i>Work Health and Safety Act 2011</i>

# Reference material

## List of requirements



Part of Report	Description	Requirement	Page no.
<b>Letter of transmittal</b>	A copy of the letter of transmittal signed and dated by accountable authority on date final text approved, with statement that the report has been prepared in accordance with section 46 of the Act and any enabling legislation that specifies additional requirements in relation to the annual report.	Mandatory	iii
<b>Aids to access</b>	Table of contents.	Mandatory	iv
	Alphabetical index.	Mandatory	129–136
	Glossary of abbreviations and acronyms.	Mandatory	119–123
	List of requirements.	Mandatory	124–128
	Details of contact officer.	Mandatory	ii
	Entity's website address.	Mandatory	ii
<b>Review by accountable authority</b>	Electronic address of report.	Mandatory	ii
	A review by the accountable authority of the entity.	Mandatory	2–9
<b>Overview of the entity</b>	A description of the role and functions of the entity.	Mandatory	11
	A description of the organisational structure of the entity.	Mandatory	13–15
	A description of the outcomes and programmes administered by the entity.	Mandatory	13
	A description of the purposes of the entity as included in corporate plan.	Mandatory	11
	Name of the accountable authority or each member of the accountable authority	Mandatory	13
	Position title of the accountable authority or each member of the accountable authority	Mandatory	13
	Period as the accountable authority or member of the accountable authority within the reporting period	Mandatory	13
	An outline of the structure of the portfolio of the entity.	Portfolio departments mandatory	n/a
	Where the outcomes and programs administered by the entity differ from any Portfolio Budget Statement, Portfolio Additional Estimates Statement or other portfolio estimates statement that was prepared for the entity for the period, include details of variation and reasons for change.	If applicable, Mandatory	n/a

Part of Report	Description	Requirement	Page no.
<b>Report on the Performance of the entity</b>			
<b>Annual performance Statements</b>	Annual performance statement in accordance with paragraph 39(1)(b) of the Act and section 16F of the Rule.	Mandatory	24–46
<b>Report on Financial Performance</b>	A discussion and analysis of the entity's financial performance.	Mandatory	47–79
	A table summarising the total resources and total payments of the entity.	Mandatory	108–109
	If there may be significant changes in the financial results during or after the previous or current reporting period, information on those changes, including: the cause of any operating loss of the entity; how the entity has responded to the loss and the actions that have been taken in relation to the loss; and any matter or circumstances that it can reasonably be anticipated will have a significant impact on the entity's future operation or financial results.	If applicable, Mandatory.	109
<b>Management and Accountability</b>			
<b>Corporate Governance</b>	Information on compliance with section 10 (fraud systems)	Mandatory	iii, 87
	A certification by accountable authority that fraud risk assessments and fraud control plans have been prepared.	Mandatory	iii
	A certification by accountable authority that appropriate mechanisms for preventing, detecting incidents of, investigating or otherwise dealing with, and recording or reporting fraud that meet the specific needs of the entity are in place.	Mandatory	iii
	A certification by accountable authority that all reasonable measures have been taken to deal appropriately with fraud relating to the entity.	Mandatory	iii
	An outline of structures and processes in place for the entity to implement principles and objectives of corporate governance.	Mandatory	82–92
	A statement of significant issues reported to Minister under paragraph 19(1)(e) of the Act that relates to noncompliance with Finance law and action taken to remedy noncompliance.	If applicable, Mandatory	87
	<b>External Scrutiny</b>	Information on the most significant developments in external scrutiny and the entity's response to the scrutiny.	Mandatory
	Information on judicial decisions and decisions of administrative tribunals and by the Australian Information Commissioner that may have a significant effect on the operations of the entity.	If applicable, Mandatory	89–90
	Information on any reports on operations of the entity by the Auditor General (other than report under section 43 of the Act), a Parliamentary Committee, or the Commonwealth Ombudsman.	If applicable, Mandatory	89–90
	Information on any capability reviews on the entity that were released during the period.	If applicable, Mandatory	n/a

Part of Report	Description	Requirement	Page no.
<b>Management of Human Resources</b>	An assessment of the entity's effectiveness in managing and developing employees to achieve entity objectives.	Mandatory	91–105
	Statistics on the entity's employees on an ongoing and nonongoing basis, including the following: (a) statistics on fulltime employees; (b) statistics on parttime employees; (c) statistics on gender (d) statistics on staff location	Mandatory	93–94
	Statistics on the entity's APS employees on an ongoing and nonongoing basis; including the following: <ul style="list-style-type: none"> <li>• Statistics on staffing classification level;</li> <li>• Statistics on fulltime employees;</li> <li>• Statistics on parttime employees;</li> <li>• Statistics on gender;</li> <li>• Statistics on staff location;</li> <li>• Statistics on employees who identify as Indigenous.</li> </ul>	Mandatory	94–95, 98
	Information on any enterprise agreements, individual flexibility arrangements, Australian workplace agreements, common law contracts and determinations under subsection 24(1) of the <i>Public Service Act 1999</i> .	Mandatory	104
	Information on the number of SES and nonSES employees covered by agreements etc identified in paragraph 17AG(4)(c).	Mandatory	104
	The salary ranges available for APS employees by classification level.	Mandatory	104
	A description of nonsalary benefits provided to employees.	Mandatory	n/a
	Information on the number of employees at each classification level who received performance pay.	If applicable, Mandatory	n/a
	Information on aggregate amounts of performance pay at each classification level.	If applicable, Mandatory	n/a
	Information on the average amount of performance payment, and range of such payments, at each classification level.	If applicable, Mandatory	n/a
	Information on aggregate amount of performance payments.	If applicable, Mandatory	n/a
	<b>Assets Management</b>	An assessment of effectiveness of assets management where asset management is a significant part of the entity's activities	If applicable, mandatory
<b>Purchasing</b>	An assessment of entity performance against the <i>Commonwealth Procurement Rules</i> .	Mandatory	91



Part of Report	Description	Requirement	Page no.
<b>Consultants</b>	A summary statement detailing the number of new contracts engaging consultants entered into during the period; the total actual expenditure on all new consultancy contracts entered into during the period (inclusive of GST); the number of ongoing consultancy contracts that were entered into during a previous reporting period; and the total actual expenditure in the reporting year on the ongoing consultancy contracts (inclusive of GST).	Mandatory	91
	A statement that <i>“During [reporting period], [specified number] new consultancy contracts were entered into involving total actual expenditure of \$[specified million]. In addition, [specified number] ongoing consultancy contracts were active during the period, involving total actual expenditure of \$[specified million].”</i>	Mandatory	91
	A summary of the policies and procedures for selecting and engaging consultants and the main categories of purposes for which consultants were selected and engaged.	Mandatory	91
	A statement that <i>“Annual reports contain information about actual expenditure on contracts for consultancies. Information on the value of contracts and consultancies is available on the AusTender website.”</i>	Mandatory	91
<b>Australian National Audit Office Access Clauses</b>	If an entity entered into a contract with a value of more than \$100 000 (inclusive of GST) and the contract did not provide the AuditorGeneral with access to the contractor’s premises, the report must include the name of the contractor, purpose and value of the contract, and the reason why a clause allowing access was not included in the contract.	If applicable, Mandatory	n/a
<b>Exempt contracts</b>	If an entity entered into a contract or there is a standing offer with a value greater than \$10 000 (inclusive of GST) which has been exempted from being published in AusTender because it would disclose exempt matters under the FOI Act, the annual report must include a statement that the contract or standing offer has been exempted, and the value of the contract or standing offer, to the extent that doing so does not disclose the exempt matters.	If applicable, Mandatory	n/a
<b>Small business</b>	A statement that <i>“[Name of entity] supports small business participation in the Commonwealth Government procurement market. Small and Medium Enterprises (SME) and Small Enterprise participation statistics are available on the Department of Finance’s website.”</i>	Mandatory	91
	An outline of the ways in which the procurement practices of the entity support small and medium enterprises.	Mandatory	91
	If the entity is considered by the Department administered by the Finance Minister as material in nature—a statement that <i>“[Name of entity] recognises the importance of ensuring that small businesses are paid on time. The results of the Survey of Australian Government Payments to Small Business are available on the Treasury’s website.”</i>	If applicable, Mandatory	91
<b>Financial Statements</b>	Inclusion of the annual financial statements in accordance with subsection 43(4) of the Act.	Mandatory	47–79
<b>Executive Remuneration</b>	Information about executive remuneration in accordance with Subdivision C of Division 3A of Part 23 of the Rule.	Mandatory	102–103

Part of Report	Description	Requirement	Page no.
<b>Other Mandatory Information</b>			
	If the entity conducted advertising campaigns, a statement that <i>"During [reporting period], the [name of entity] conducted the following advertising campaigns: [name of advertising campaigns undertaken]. Further information on those advertising campaigns is available at [address of entity's website] and in the reports on Australian Government advertising prepared by the Department of Finance. Those reports are available on the Department of Finance's website."</i>	If applicable, Mandatory	92
	If the entity did not conduct advertising campaigns, a statement to that effect.	If applicable, Mandatory	n/a
	A statement that <i>"Information on grants awarded by [name of entity] during [reporting period] is available at [address of entity's website]."</i>	If applicable, Mandatory	n/a
	Outline of mechanisms of disability reporting, including reference to website for further information.	Mandatory	99
	Website reference to where the entity's Information Publication Scheme statement pursuant to Part II of FOI Act can be found.	Mandatory	89
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