



# ANNUAL REPORT 2021–22



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The ABS Annual Report 2021–22 can be found at: [www.transparency.gov.au/publications](http://www.transparency.gov.au/publications)



### Acknowledgement of country

The Australian Bureau of Statistics acknowledges Aboriginal and Torres Strait Islander peoples as the Traditional Owners and Custodians of Country throughout Australia where we work, learn and live. We recognise their continuing connection to land, waters and community and pay our respects to their cultures and Elders, past, present and emerging.



The Hon Dr Andrew Leigh MP  
Assistant Minister for Competition, Charities and Treasury

Dear Assistant Minister

I am pleased to present the annual report for the Australian Bureau of Statistics (ABS) for the year ended 30 June 2022.

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 an annual report be given to the entity's responsible Minister for presentation to the Parliament.

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

As required by section 10 of the *Public Governance, Performance and Accountability Rule 2014*, I certify that:

- the agency has prepared fraud risk assessments and a fraud control plan
- the agency has in place fraud prevention, detection, investigation and reporting mechanisms that meet its specific needs
- I have taken all reasonable measures to appropriately deal with fraud relating to the agency
- there have been no significant instances of fraud identified during 2021–22.

Yours sincerely

A handwritten signature in black ink that reads "David Gruen".

**Dr David Gruen AO**  
Australian Statistician

27 September 2022



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# SECTION ONE

## OVERVIEW



# Chapter 1

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## Australian Statistician's review

### Introduction

With the COVID-19 pandemic continuing through 2021–22, the ABS continued to adapt its work program and ways of working to deliver the statistics, information and insights governments and the community needed.

As pandemic-driven restrictions changed across states and territories, often in response to rapidly growing outbreaks, the ABS adapted its protocols for conducting surveys across the country, including for the 18th Census of Population and Housing. It did so to safeguard the health and safety of staff and survey respondents and to achieve the highest response rates possible in the circumstances.

### Delivering the 2021 Census

The ABS conducted the 18th Census of Population and Housing on 10 August 2021. Despite the challenges presented during the second year of the COVID-19 pandemic, the Census was delivered successfully and the ABS released high quality Census data on schedule on 28 June 2022.

The ABS focussed on delivering a seamless experience for the Australian public and made innovative changes to help people complete the Census as effortlessly as possible. This included providing a response window that allowed people to complete their Census early, at a time convenient to them. The 2021 Census communication campaign encouraged this approach, contributing to the highest response ever received before Census night and a reduction in the number of reminder letters required for non-responding dwellings, from a predicted 6.7 million to 2.8 million.

The Census digital service also included new self-service options. Australians were able to report unoccupied homes or request a paper form and could complete their online form even if they had not yet received their Census letter or their dog had eaten it. This accounted for 20 per cent of all online responses.

Census self-service and online support options reduced the number of calls handled by Census call centres from 1.2 million in 2016 to 650,000 in 2021 and consequently allowed the wait times to be significantly reduced with nearly 90 per cent of calls answered within five minutes, exceeding our target. More detail about the successful implementation of the 2021 Census can be found in Chapter 3 – Special articles.

## Building data integration capability

The ABS continued to release statistics and information to guide Australia's policy responses to the COVID-19 pandemic. This included provisional and preliminary releases, statistics based on new, alternative data sources (such as the Australian Taxation Office (ATO) Single Touch Payroll (STP) data) and rapid household and business surveys. These provided more up-to-date insights into household and business responses to rapidly evolving circumstances. Read more about this initiative in case study 1 in Chapter 4 – Annual Performance Statement.

The Multi-Agency Data Integration Project (MADIP) contains high-value, people-centred and regularly updated datasets that cover many aspects of the Australian population. MADIP is being widely used, including to provide a detailed study of the employment outcomes over time of women in STEM (Science, Technology, Engineering and Mathematics). This initiative is detailed in case study 2 in Chapter 4 – Annual Performance Statement.

The ABS is looking to source data from all tiers of government – Australian, state, territory and local. We are evolving how we integrate data with our existing data assets about people, locations and businesses for faster, better and more useful insights.

Our involvement in the Australian Climate Service, through partnership with the Bureau of Meteorology, the Commonwealth Scientific and Industrial Research Organisation, and Geoscience Australia continues to bring together climate and natural hazard information to inform responses to Australia's changing climate.

## Developing and acquiring new data assets

The ABS continued to secure access to administrative and transaction datasets from both the public and private sectors to produce timely, frequent and high-quality statistics, reduce business and household survey response burden, and support policy development.

Over the past 12 months, the ABS has focused on securing long term access to private sector transactions data for statistical purposes. This includes extending and enhancing existing data agreements with banks and establishing new agreements with major retailers, as well as exploring a range of new data relationships with other data owners.

In October 2021, we began releasing a new monthly indicator of business turnover, based on Business Activity Statements submitted to the ATO and in February 2022, the ABS released a second monthly indicator which provides a measure of household consumption. This indicator is based on about 800 million bank transactions by households each month (with these data provided by Australia's major banks in aggregated, de-identified form). The Retail Trade Survey covers about 30 per cent of household consumption, whereas the new measure, based on banks' transactions data, covers 68 per cent of household consumption.

## Looking Forward

The ABS will experience a range of challenges during 2022–23 which will put our business-as-usual work program and core statistics under pressure. These challenges include a high proportion of staff absences (mainly due to COVID-19), higher-than-usual levels of staff attrition in critical areas, the war for talent, declining response rates and our continued reliance on legacy IT systems. This will require careful management to direct our resources to maximise the value we can bring to the Australian public.

We are seeing an increasing demand for our services. The ABS will continue to provide leadership across the Australian Government to lift Australian Public Service (APS) data capability, securely share data, and help extract maximum value from public sector data to inform public policy. The ABS will deliver several key initiatives over 2022–23 and beyond:

- Development and release of a monthly Consumer Price Index indicator.
- Vocational National Data Asset will bring together data on Vocational Education and Training participation with outcome indicators such as income, employment status and participation in further study.
- Improved regional labour market information, through improving the availability of labour market statistics and insights for people living outside capital cities.
- Longitudinal national data asset linking police recorded criminal offenders in Australia's criminal courts with adult prisoners in the corrective services systems. The dataset will show how people move and interact within and across the justice system nationally, something currently not possible. The dataset can potentially link with other datasets held by Australian, state and territory governments for deeper analysis of criminal offenders.
- National Disability Data Asset will comprise of a collection of linked, de-identified datasets from across multiple Australian, state and territory governments' systems on people with disability and their pathways through services.
- Leading the APS uplift in data capabilities through the Data Profession, in partnership with the Australian Public Service Commission.

## Acknowledgements

I take this opportunity to pay tribute to the commitment, professionalism, and capability of the skilled staff of the ABS, and to thank the Australian people for their continuing support and trust in the ABS. Without our talented staff and the participation of our survey respondents, we would not be able to produce the information that shapes Australia's important decisions.

I particularly call out the efforts of our corporate teams – people management and wellbeing and our technical support staff who managed the impacts of COVID-19 across all our locations. Establishing working from home arrangements and provisioning our ICT was done to the highest standards.

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

I would also like to thank the outgoing Chair of the Australian Statistics Advisory Council, Professor Gary Banks AO and the incoming chair, Professor Ian Harper AO, as well as the Council members for their advice, insights and ongoing support. The ABS is grateful for the considered contributions from all members of our other specialist advisory groups.

Finally, I would like to acknowledge the support of our former Minister, the Hon Michael Sukkar MP, and current Minister, the Hon Dr Andrew Leigh MP for their support throughout 2021–22.

**Dr David Gruen AO**

**Australian Statistician**

# Chapter 2

## ABS at a glance



**507**  
statistical  
releases

**24,089**

DataLab  
sessions



**18,199,269**  
ABS website sessions

**9,706,204**

calls to the ABS application  
programming interface (API) service



ABS social media followers – **Total 328,821**



**153,789\***  
Facebook



**84,842**  
Twitter



**66,535**  
LinkedIn



**18,035**  
Instagram



**2,110**  
YouTube

\* Includes 26,624 for Census Facebook account

As at 30 June 2022 for previous 12 months

## Purpose and plan

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

To achieve its purpose, during 2021–22 the ABS focused on six objectives:

1. Produce high-quality statistics.
2. Generate timely new insights.
3. Improve access to ABS statistics.
4. Strengthen data capability across the Australian Public Service.
5. Reduce burden on data providers.
6. Maintain a capable and well-governed Commonwealth agency.

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 works collaboratively with other government entities to maximise the use of public and private sector data for statistical purposes and improve the Australian Government's data capability. The ABS advises official bodies on producing and using data and statistics, formulates standards, works with states and territories and liaises internationally.

The ABS produces a corporate plan annually to document its objectives over a four-year period. It describes the operating environment, lists key activities, and provides performance measures and targets used to report performance each financial year. A copy of the ABS Corporate Plan 2021–22 can be found on the ABS website.<sup>1</sup>

## 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*.<sup>2</sup>

Dr David Gruen AO, the Australian Statistician, was the accountable authority throughout 2021–22.

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

## Responsible Minister

The ABS is an independent statutory authority within the Treasury portfolio and operates as part of the Australian Government. The ABS is accountable to the Parliament and ultimately the public through the Treasurer and the Assistant Minister for Competition, Charities and Treasury, the Parliamentary Committee process and the tabling of its annual report.

From 1 June 2022, the Hon Dr Andrew Leigh MP, Assistant Minister for Competition, Charities and Treasury is responsible for the ABS.

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<sup>1</sup> <https://www.abs.gov.au/ausstats/abs@.nsf/mf/1005.0>

<sup>2</sup> <https://www.legislation.gov.au/Details/C2019C00184>



### **The Hon Dr Andrew Leigh MP**

Assistant Minister for Competition, Charities and Treasury

*(1 June 2022 – current)*

Prior to the change of government in May 2022, the Hon Michael Sukkar MP, former Assistant Treasurer, Minister for Housing, and Minister for Homelessness, Social and Community Housing, was responsible for the ABS.



### **The Hon Michael Sukkar MP**

Former Assistant Treasurer, Minister for Housing, Minister for Homelessness, Social and Community Housing

*(29 May 2019 – 22 May 2022)*

## **ABS Portfolio Budget Statement outcome and program**

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

### **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**

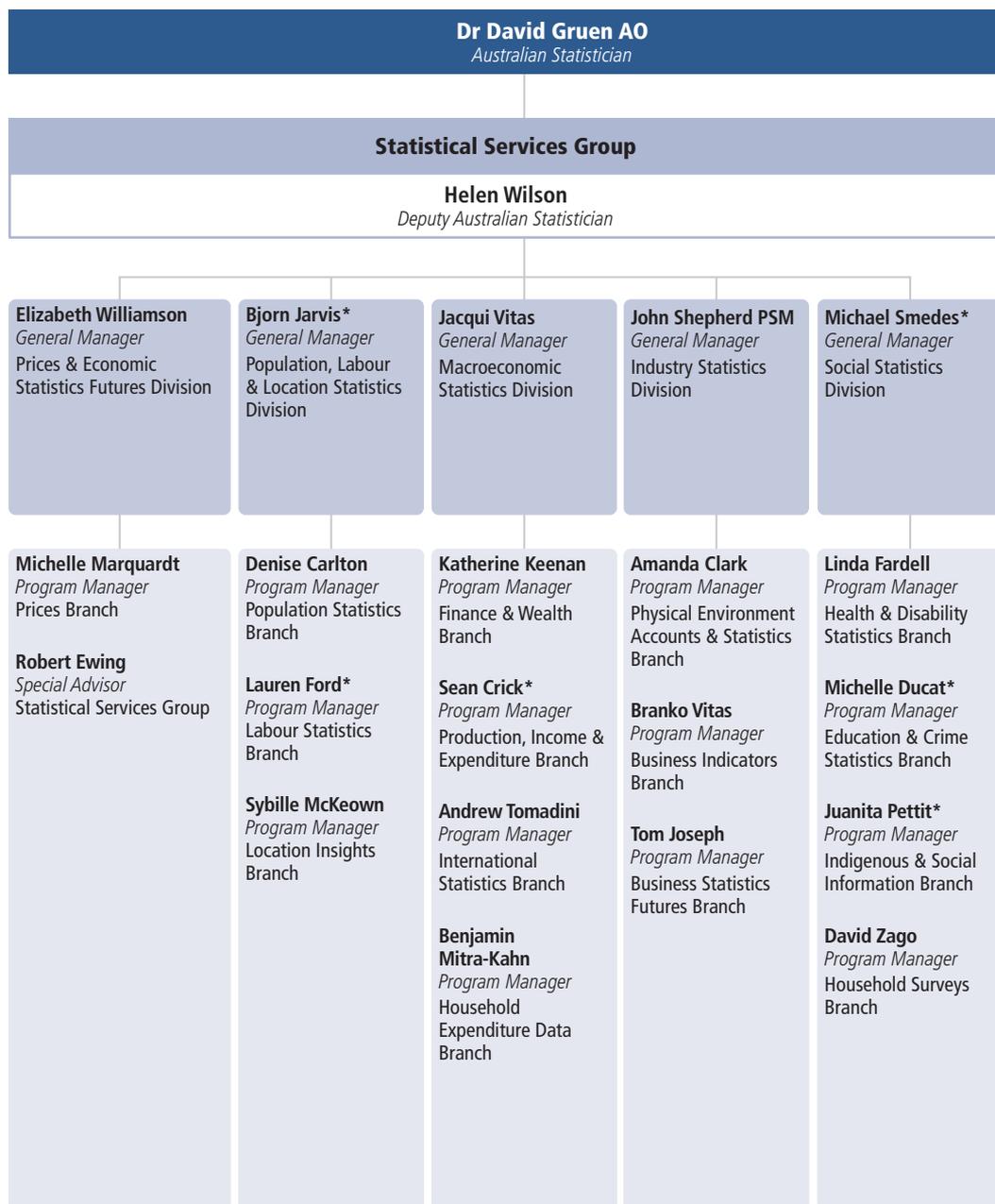
This program contributes to the outcome through delivery of high-quality statistical information to inform Australia's most important issues and through engaging with users within government, business, and the community to ensure they have the confidence in the statistical resources available to enable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

During 2021–22, the ABS was a trusted provider of high-quality and timely data, statistics and insights. It delivered 507 statistical publications across economic, population, social and environment areas. Core economic and population statistics met standards set by the International Monetary Fund. The ABS Annual Performance Statement for 2021–22 is provided in Chapter 4.

The ABS Portfolio Budget Statement, which outlines the agency's outcome, program and deliverables, is available on the Treasury website.<sup>3</sup>

<sup>3</sup> <https://treasury.gov.au/publication/portfolio-budget-statements-2021-22>

Figure 2.1 Organisational chart, at 30 June 2022



**ABS staff members**  
ABS field staff, APS & EL staff, contractors

**Dr David Gruen AO**  
Australian Statistician

**Census & Data Services Group**

**Teresa Dickinson PSM**  
Deputy Australian Statistician

**Anders Holmberg**  
General Manager  
(Chief Methodologist)  
Methodology  
Division

**Marcel van Kints**  
General Manager  
(Chief Data Officer)  
Data Strategy,  
Integration &  
Services Division

**Duncan Young**  
General Manager  
Census & Data  
Acquisition  
Division

**Kristen Stone**  
Program Manager  
Methodology  
Transformation  
Branch

**Paul Schubert**  
Program Manager  
Statistical  
Methodology  
Branch

**Celia Moss**  
Program Manager  
Data Strategy &  
Services Branch

**George Holton**  
Program Manager  
Integrated Data  
Assets & Solutions  
Branch

**AJ Lanyon**  
Program Manager  
Statistical  
Infrastructure  
Branch

**David Waymouth**  
Program Manager  
National Data  
Acquisition Centre

**Leanne Harmon**  
Program Manager  
Data Acquisition  
Taskforce

**Mark Harding**  
Program Manager  
Census 2021  
Data Operations  
Branch

**Georgia Chapman\***  
Program Manager  
Census 2026  
Branch

**Enterprise Services Group**

**Jenet Connell**  
Deputy Australian Statistician & Chief Operating Officer

**Lane Masterton**  
General Manager  
Corporate Services  
Division

**Gemma Van Halderen**  
General Manager  
(Chief Risk Officer)  
Enterprise  
Strategy &  
Communications  
Division

**Steve Hamilton**  
General Manager  
(Chief Information  
Officer)  
Technology &  
Security Division

**Nick Stanton**  
Program Manager  
(Chief Financial  
Officer)  
Finance &  
Procurement  
Branch

**Kylie Saines\***  
Program Manager  
People Services  
Branch

**Lisette Aarons\***  
Program Manager  
People Strategies  
& Capability  
Branch

**Michael Meagher**  
Program Manager  
Risk, Planning &  
Policy Branch

**Jenny Telford**  
Program Manager  
Customer  
Experience &  
Communications  
Branch

**Stephen Cross\***  
Program Manager  
Applications &  
Capability Branch

**Helen Robson**  
Program Manager  
Major Projects  
Branch

**Julian Doak**  
Program Manager  
(Chief Information  
Security Officer)  
Security &  
Infrastructure  
Branch

**Adam Rumbold\***  
Program Manager  
IT Strategy &  
Architecture  
Branch

**ABS staff members**  
ABS field staff, APS & EL staff, contractors

\*Acting, temporary or contractor

# Chapter 3

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## Special articles

### Special article 1

#### 2021 Census

Australia's 18th Census of Population and Housing delivered on its objectives of being smooth running, well supported and delivering high quality data. The Census exceeded its quality targets with a response rate of 96.1 per cent of occupied dwellings and the lowest undercount ever recorded (0.7 per cent).

*'The Census is clearly fit-for-purpose for all of its uses, including the most important uses like rebasing the population estimates.'* – Census Statistical Independent Assurance Panel.<sup>4</sup>

Census plans and strategies were adapted due to the COVID-19 pandemic to ensure the health and wellbeing of staff and the community was protected while the Census continued to schedule. The Census received responses from over 25 million people with nearly four out of every five responses (78.9 per cent) received through the online form. The Statistical Independent Assurance Panel found the *'ABS approach to conducting the 2021 Census during the pandemic was impressive and well managed'*.

The 2021 Census ensured a smooth and easy experience by focussing on the user journey and undertaking user-centred design. The development of self-service options helped nearly two million people participate in the Census online, even if they had lost or not received a Census letter.

All aspects of the 2021 Census were designed with data security and privacy protection as overarching goals. Almost one billion attempted cyber-security attacks on the Census Digital Service were successfully repelled and more than 130,000 malicious IP addresses blocked during the Census period. Independent Privacy Impact Assessments (PIA) were carried out well in advance of the Census and all recommendations implemented in full.

The 2021 Census website was designed with accessibility of all Australians in mind and was awarded with 'Government Website of the Year' at the Australian Access Awards.<sup>5</sup>

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4 <https://www.abs.gov.au/census/about-census/census-statistical-independent-assurance-panel-report#2021-census-statistical-independent-assurance-panel>

5 <https://www.accessibility.org.au/australian-access-awards-2021-and-the-winners-are/>

The successful delivery of the Census was made possible due to the strong support the ABS received from partners across government and more than fifty private sector vendors. The partnerships were underpinned by rigorous selection processes, collaborative relationships, strong governance, regular reviews and independent assurance. The success of the partnership approach was recognised with the ABS and the Australian Signals Directorate being awarded the 2021–22 Spirit of the Service Award by the Institute of Public Administration Australia ACT for collaboration. The award recognised '2021 Census: building trust and partnerships to achieve excellence in cyber security'.<sup>6</sup>

The first release of Census data was on 28 June 2022, with the data launch live streamed to over 9,000 people and broadcast live on television. In the first week following release, the Census generated 13,775 news clips with a 78.2 million potential total audience reach. 'Census' was a trending topic on Twitter on release day and there were 9,000 social media mentions. The coverage focussed on Census data and what it tells us about Australia, all positive or neutral.

Data releases from the 2021 Census continue through to June 2023 in parallel with the initiation of the 2026 Census program. The 2026 Census program will make significant re-use of successful strategies and investments from the 2021 Census, while undertaking innovation to reduce current and emerging risks.

## Special article 2

### The Australian Climate Service

Established in July 2021, the Australian Climate Service (ACS) is a virtual partnership, bringing together expertise and data from the ABS, the Bureau of Meteorology, Commonwealth Scientific and Industrial Research Organisation (CSIRO) and Geoscience Australia. The ACS delivers data, expertise and advice to its customers – the National Recovery and Resilience Agency and Emergency Management Australia.<sup>7</sup>

Guided by the recommendations in the Royal Commission into National Natural Disaster Arrangements, the ACS helps the Australian Government and community better understand the threats posed by natural disasters and to limit their impacts now and in the future.<sup>8</sup> The ABS brings social and economic information to the partnership, enabling a more complete picture of the vulnerability of geographical locations.

In the first half of 2022, during the floods in Queensland and New South Wales, the ACS provided data and expert input to Australian Government decision makers who were providing advice and activating rapid response actions. Through the ACS, the ABS provided demographic and economic data for areas impacted by the floods, assisting the Australian Government to understand the communities and businesses they were helping so that they could better target support.

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6 <https://www.act.ipaa.org.au/sos202122winners>

7 From September 1 2022, the two agencies have been merged and renamed National Emergency Management Agency.

8 <https://naturaldisaster.royalcommission.gov.au/>

The ABS drew on a range of existing products, capabilities and data assets to respond to these requests as quickly as possible, providing priority socio-economic information. For the flood affected areas the ABS:

- used our geospatial capability together with the ABS Population Grid to provide population estimates for affected areas
- harnessed the ABS Business Register and Business Longitudinal Analysis Data Environment to provide data on the characteristics of businesses in affected areas
- used our Data by Region to provide the latest insights about the economy, industry, health, education, income and employment in affected areas.

Heading into the next high risk weather season, the ABS will provide updated data, including from the 2021 Census. The ACS will contribute new insights on the vulnerability of communities, drawing on the ABS integrated data assets like Multi-Agency Data Integration Project, a secure data asset providing whole-of-life insights about Australians, such as the interactions between their characteristics, use of services and outcomes.

The ACS partnership provides the ABS opportunities to improve the responsiveness of critical information that enables timely decisions that protect the safety of, and provide support to, Australian communities.



# SECTION TWO

## REPORT ON PERFORMANCE



# Chapter 4

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## Annual Performance Statement 2021–22

### Introductory Statement

As the accountable authority for the Australian Bureau of Statistics (ABS), I present the 2021–22 Annual Performance Statement of the ABS, as required under paragraph 39(1) (a) and (b) of the *Public Governance, Performance and Accountability Act 2013* (PGPA Act). In my opinion, based on advice from ABS management and the Audit and Risk Committee, this performance statement accurately reflects the performance of the ABS against the performance criteria included in its Portfolio Budget Statement (PBS) and the ABS Corporate Plan, and fully complies with subsection 39(2) of the PGPA Act.<sup>9</sup>

Signed



**Dr David Gruen AO**

Australian Statistician

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<sup>9</sup> The ABS Portfolio Budget Statement is contained in Budget 2021–22 – *Portfolio Budget Statements 2021–22: Budget Related Paper No. 1.13* – Treasury Portfolio, pp. 63–77, [https://treasury.gov.au/sites/default/files/2021-05/TSY\\_PBS\\_2021-22.pdf](https://treasury.gov.au/sites/default/files/2021-05/TSY_PBS_2021-22.pdf)

## ABS purpose

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

## Results

This Statement presents the results against the performance criteria from the ABS PBS 2021–22 and performance measures from the ABS Corporate Plan 2021–22 for the period 1 July 2021 to 30 June 2022.<sup>10</sup> All results relate to one program in the *Treasury Portfolio PBS: 1.1 Australian Bureau of Statistics*.

The ABS has continued to deliver on its purpose to help governments, businesses, and the community, and to support Australia's economy, environment and society.

In 2021–22, the ABS has demonstrated the achievement of its objectives. Of the eight performance measures in the 2021–22 Corporate Plan, the ABS fully achieved six, substantially achieved one and partially achieved one.<sup>11</sup>

### 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.

## Summary of results by Objective

- **Objective 1 – Produce high-quality statistics:** Two measures were fully achieved and one measure was substantially achieved.
- **Objective 2 – Generate timely new insights:** One measure was fully achieved.
- **Objective 3 – Improve access to ABS statistics:** One measure was fully achieved.
- **Objective 4 – Strengthen data capability across the APS:** One measure was fully achieved.
- **Objective 5 – Reduce burden on data providers:** One measure was fully achieved and one measure was partially achieved.

## Measure scale

	Single method	Multiple methods
<b>Full achievement</b>	Result was 100% of the target.	All results were 100% of the target.
<b>Substantial achievement</b>	Result was greater than or equal to 66% but less than 100% of the target.	The lowest result was greater than or equal to 66% but less than 100% of the target.
<b>Partial achievement</b>	Result was greater than or equal to 33% but less than 66% of the target.	The lowest result was greater than or equal to 33% but less than 66% of the target.
<b>Limited or no achievement</b>	Result was less than 33% of the target.	The lowest result was less than 33% of the target.
<b>Not assessed</b>	Result not available due to the frequency of the testing, unavailability of information, or establishing a benchmark.	Result not available due to the frequency of the testing, unavailability of information, or establishing a benchmark.

10 *ABS Corporate Plan – 2021–22*, <https://www.abs.gov.au/AUSSTATS/abs@.nsf/allprimarymainfeatures/ED09CF8070B516CCCA25863B00040961?opendocument>

11 The ABS Portfolio Budget Statement is contained in *Budget 2021–22 – Portfolio Budget Statements 2021–22: Budget Related Paper No. 1.13 – Treasury Portfolio*, pp. 63–77, [https://treasury.gov.au/sites/default/files/2021-05/TSY\\_PBS\\_2021-22.pdf](https://treasury.gov.au/sites/default/files/2021-05/TSY_PBS_2021-22.pdf)

# Objective 1

## Produce high-quality statistics<sup>12</sup>

ABS data and statistics inform important decisions made by governments, business and the wider community. They underpin fiscal and monetary policies and inform the delivery of programs and services vital to the health and wellbeing of Australians. The ABS produces statistics to inform monitoring and decision-making for numerous aspects of the Australian economy and society.

ABS data and statistics also support a strong well-functioning democracy. ABS data contributes to fair electoral boundaries by accurately showing the relative population growth of communities in different locations and changing population densities. Just as importantly, ABS statistics provide accurate information on a range of matters critical to public debate.

The detailed ABS statistical work program for 2021–22 is provided in the ABS Forward Work Program.<sup>13</sup>

Performance against this objective in 2021–22 was assessed by three performance measures:

- **1.1 Trust in ABS Statistics** – level of trust in the ABS and its statistics.
- **1.2 International compliance** – ABS statistics meet standards for National and International Accounts, Labour Force, Unemployment, Consumer Price Index, and Estimated Resident Population.
- **1.3 Conduct the Census** – implementation of the Census to deliver trusted data.

For 2021–22, measures 1.2 and 1.3 were assessed as **fully achieved**. Measures 1.1 was assessed as **substantially achieved**. Further explanation related to these measures is provided below.

### Measure 1.1 Trust in ABS Statistics – level of trust in the ABS and its statistics

**Overall result:** Substantial achievement of target

**Context:** A high level of trust in the ABS across the community reflects confidence among households, businesses, and other data suppliers that the data they provide will be secure and the official statistics produced will be unbiased and objective. Without trust in both the institution and the statistics produced, the ABS could not maintain high survey response rates.

High survey response rates mean more data. This generally enables the ABS to produce higher quality statistics to inform Australia’s important decisions.

Community trust in the quality, timeliness, and integrity of ABS statistics continues to remain high. The next Community Trust in ABS Statistics Survey (CTASS) will be conducted in 2024–25.

<sup>12</sup> ABS Corporate Plan 2021–22, Objective 1, <https://www.abs.gov.au/ausstats/abs@.nsf/Lookup/by%20Subject/1005.0~2021-22~Main%20Features~Objectives~6#Objective1>, and Performance Information, <https://www.abs.gov.au/ausstats/abs@.nsf/Lookup/by%20Subject/1005.0~2021-22~Main%20Features~Performance%20Information~7>

<sup>13</sup> Forward Work Program 2021–22 to 2024–25, <https://www.abs.gov.au/ausstats/abs@.nsf/Lookup/by%20Subject/1005.0~2021-22~Main%20Features~Forward%20Work%20Program~8>

**Method 1:** Community Trust in ABS Statistics Survey (CTASS)

**Target:** At least 85% level of trust in ABS and ABS statistics

**Result:** Not assessed as the CTASS was not undertaken in 2021–22. It is a five-yearly survey, last undertaken in 2019–20. The next survey will be conducted in 2024–25.

**Method 2:** Number of statistics released free of significant errors<sup>14</sup>

**Target:** 100% of statistics are released free of significant errors

**Result:** Substantial achievement

For the period 1 July 2021 to 30 June 2022, 99.4% of statistics were released to the ABS website free of significant errors.

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**Analysis:** Between 1 July 2021 and 30 June 2022, there were 507 statistical releases published to the ABS website, a decrease of 24 releases (4.5%) on the previous financial year.

During 2021–22, three releases (equating to less than 1%) were published with a significant error, the same number as the previous financial year.

In each case identified, the ABS updated the statistical release on the website. Two tier 1 releases were corrected on the same day, and one tier 2 release was corrected 25 days later. The errors were:

- incorrect data entered into section of Building Approvals (Tier 1 – corrected same day)
- related content missing for the International Trade in Services: Concepts, Sources and Methods (Tier 1 – corrected same day)
- commentary associated with number of first home buyers was incorrect (Tier 2 – corrected after 25 days).

The low percentage of statistical releases published with a significant error demonstrates the continued high-quality of ABS statistical releases.

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<sup>14</sup> An error is significant if it could mislead a user in relation to the value of a statistical indicator of national or state importance.

**Measure 1.2 International compliance** – ABS statistics meet standards for National and International Accounts, Labour Force, Unemployment, Consumer Price Index, and Estimated Resident Population

**Overall result:** Full achievement of target

**Context:** The ABS has continued to produce key economic and population statistics with appropriate coverage, frequency, and timeliness as independently assessed by the International Monetary Fund (IMF) against the Special Data Dissemination Standard (SDDS).<sup>15</sup> Achievement against this standard is the ABS' overarching performance criterion from its PBS.

ABS' reputation is based on the continued provision of quality statistics that meet expected standards. Adherence to the independent IMF standard engenders a high degree of credibility in ABS statistics. The results of the IMF assessment provide users with the ability to objectively compare Australia's statistical capability and capacity with international counterparts. ABS official statistics adhere to published Australian and international standards which are available on the ABS website.

**Method:** Compliance with IMF SDDS

**Target:** IMF assess ABS to be 100% compliant with SDDS for in-scope collections

**Result:** Full achievement of target

The IMF has assessed Australia's data provision as compliant with the SDDS across all categories.

**Analysis:** Australia has subscribed to the SDDS since April 1996 and has maintained its compliance to date.

Compliance relates directly to the ABS' ability to release key economic and population statistics with appropriate coverage, frequency and timeliness set by the standard. These key statistics comprise of national and international accounts including the Balance of Payments; labour market data on employment and wages and earnings; Consumer Price Index; and population estimates.

The ABS reports annually to the IMF on its compliance with the SDDS. Based on the material the ABS provides, the IMF publishes a summary of observance against the SDDS on its website.<sup>16</sup> Australia's Annual Observance Report of the Special Data Dissemination Standard for 2021 was published on the IMF Dissemination Standards Bulletin Board in mid-June 2022. This measure has been assessed as compliant, based on the report published on the IMF website.

<sup>15</sup> <https://dsbb.imf.org/sdds>

<sup>16</sup> <https://dsbb.imf.org/sdds/country/AUS/summary-of-observance>

**Measure 1.3 Conduct the Census** – implementation of the Census to deliver trusted data

**Overall result:** Full achievement of target

**Context:** Every five years, the ABS conducts the Census of Population and Housing (the Census). The Census measures the number and key characteristics of people in Australia on Census night, and provides a snapshot of the economic, social, and cultural make-up of the nation. The Census is a legislated obligation under the *Census and Statistics Act 1905*.<sup>17</sup>

The ABS' interaction with every household in the country creates a dataset to help governments, businesses, and not-for-profit organisations across the country make informed decisions. It informs decisions on electoral boundaries and underpins funding to states, territories, and local governments. It also informs decisions for services and infrastructure such as roads, childcare, hospitals, and schools for every community in Australia. The Census is a tool for investment decisions made by businesses across all sectors of the economy and is used by community groups to inform support for some of the most vulnerable people in Australia.

Data from the Census serves as a definitive baseline to which other data can be added and compared for the next five years and beyond. The Census improves the accuracy of population estimates for Australia in each state, territory, and local government area.

For this performance cycle, the targets relate to the response rate to the 2021 Census, user sentiment towards conduct of the Census and validation of the quality of the 2021 Census data.

**Method 1:** Response rate to the 2021 Census

**Target:** 95% response rate

**Result:** Full achievement of target

The 2021 Census achieved a final response rate of 96.1%, which exceeded the target of 95%.

**Analysis:** Response rate is a standard measure used to assess data quality. The overall private dwelling response rate for Australia for the 2021 Census was 96.1%. The private dwelling response rate is calculated as a percentage by dividing the number of responding private dwellings by the number of private dwellings identified as occupied on Census night.

The 2021 Census Statistical Independent Assurance Panel concluded the high response rate for private dwellings (96.1%) was an outstanding achievement given the challenges provided by the COVID-19 pandemic, and comparable to response rates seen in other countries' censuses.

<sup>17</sup> <https://www.legislation.gov.au/Details/C2020C00296>

**Method 2:** Independent survey of user sentiment toward the 2021 Census

**Target:** 80% of the community support the Census

**Result:** Full achievement of target

The results of the independent survey of user sentiment toward the 2021 Census found 82% of people agreed it was important for everyone to participate, which exceeded the target of 80%.

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**Analysis:** Hall & Partners (whole-of-government campaign evaluation agency) undertook benchmark, tracking, and evaluation research between June and October 2021 to gauge awareness, understanding, confidence in and positive perceptions around the Census before and during the campaign.

The research involved a 15-minute online survey of the general public (2,710 people) across all Australian states and territories.

In response to the question asking the extent to which they agreed 'it is important for everyone to participate in the Census', 82% agreed, 15% neither agreed nor disagreed, while only 3% disagreed.

**Method 3:** Validation of the quality of 2021 Census data by the Independent Assurance Panel

**Target:** 2021 Census data is of a comparable quality to previous censuses

**Result:** Full achievement of target

The 2021 Census Statistical Independent Assurance Panel has concluded the 2021 Census data is of a comparable quality to the 2011 and 2016 Censuses.

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**Analysis:** The 2021 Census Statistical Independent Assurance Panel has concluded the 2021 Census data is fit-for-purpose, is of comparable quality to the 2011 and 2016 Censuses and can be used with confidence.

In forming its view, the Panel examined several key topics, including Sex, Age, Income, Counts of Aboriginal and Torres Strait Islander peoples, Country of birth, Language, Ancestry, and Religion. The Panel's analysis revealed that the items reviewed had results consistent with previous censuses and/or independent data sources and/or align with observations consistent with expected societal change or COVID-19 pandemic impacts.

## Objective 2

### Generate timely new insights<sup>18</sup>

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The ABS engages with key clients and users of its data to meet their needs.

The ABS continues to release statistical products to meet the critical demands of government and business for health, employment, consumer spending, and other relevant information to inform decision making. The ABS is also enhancing its data integration assets and infrastructure. The ABS is using new data sources to address emerging information needs, augment existing products, and validate existing methodologies. This will continue ABS efforts to inform important social, environmental, economic, health and other policy issues.

Performance against this objective was assessed by one performance measure:

- **2.1 Stakeholder needs are met** – new statistics or insights are used to inform priority policy or decisions.

For 2021–22, measure 2.1 was assessed as **fully achieved**. Further explanation related to this measure is provided below.

**Measure 2.1 Stakeholder needs are met** – new statistics or insights are used to inform priority policy or decisions

**Overall result:** Full achievement of target

**Context:** The ABS continues to modernise by responding to the needs of government, business, and the community for more timely data, and is tapping into opportunities to source data from all tiers of government. The ABS is evolving its integration of these alternative sources with existing datasets about people, locations, and businesses, to generate faster, better and more useful insights to inform policy.

The ABS is delivering more timely indicators of the Australian economy, society and environment, including a set of monthly economic indicators comprising business turnover, household spending and employee earnings; geographically detailed information about regional labour markets; monthly inflation measures; more geographic specific information about the housing supply and homelessness; gender indicators related to workplace equality and gender pay gap; data on supply chain resilience; and climate and natural hazard information on the vulnerability of locations and communities, to better prepare for disasters and recovery.

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<sup>18</sup> ABS Corporate Plan 2021–22, Objective 2, <https://www.abs.gov.au/ausstats/abs@.nsf/Lookup/by%20Subject/1005.0~2021-22~Main%20Features~Objectives~6#Objective2>, and Performance Information, <https://www.abs.gov.au/ausstats/abs@.nsf/Lookup/by%20Subject/1005.0~2021-22~Main%20Features~Performance%20information~7>

**Method:** Case studies showing how new statistics or insights are used by clients

**Case studies:**

1. Use of Single Touch Payroll data from the Australian Taxation Office (ATO) to create new insights to inform and evaluate government policy e.g. Treasury real-time labour market tracker, Weekly Payroll Jobs and Wages, business turnover indicator.
2. Insights into the employment outcomes of women in STEM: longitudinal analysis using MADIP.

**Result:** Full achievement of target

See case study 1 (pg. 30) and case study 2 (pg. 31)

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**Analysis:** Clients are using new statistics and insights produced by the ABS to inform and enable evaluation of government policies. The ABS fully achieved this target in 2021–22 by combining various sources of administrative data already held by governments with data collected by the ABS to create new statistics and insights more rapidly.

Case study 1: highlights the ABS' integration of administrative data from the ATO with existing data in Multi-Agency Data Integration Project (MADIP) and the Business Longitudinal Analysis Data Environment (BLADE) to create new statistics and more timely insights to help governments measure the effect of COVID-19 pandemic relief interventions; understand the impact of economic shocks on wages and jobs; monitor changes in the economy in real time; and track COVID-19 pandemic vaccine rates in critical industries.

Case study 2: highlights the use of the MADIP data asset to help governments examine the employment and earnings outcomes of science, technology, engineering and mathematics (STEM) graduates for Women in STEM project and the STEM Equity Monitor delivered by the Department of Industry, Science, Energy and Resources.

## Objective 3

### Improve access to ABS statistics<sup>19</sup>

ABS data and statistics are valuable national assets. There are many users of ABS data and statistics including government entities, local councils, public and not-for-profit organisations, academics, researchers, students, businesses, public policy institutes, local community groups, and other private sector agencies. The ABS is committed to improving access, while ensuring privacy and confidentiality is maintained.

Performance against this objective was assessed by one performance measure:

- **3.1 Access to ABS data and statistics** – access to data products and services.

For 2021–22, measure 3.1 was assessed as **fully achieved**. Further explanation related to this measure is provided below.

#### Measure 3.1 Access to ABS data and statistics – access to data products and services

**Overall result:** Full achievement of target

**Context:** The ABS provided access to statistics through a range of channels, including the ABS website, DataLab, TableBuilder, and customised data requests. Users of ABS statistics can access them freely on the ABS website or by configuring their systems to an Application Programming Interface (API). Machine-to-machine access provides a fast avenue for regular users to import data into their systems. Microdata, available at a cost, is also released to the virtual DataLab, which supports researchers to undertake complex research work more efficiently.

To increase awareness of ABS statistics, the ABS continues to use social media platforms to engage with the Australian public, and proactively engage media and industry. The ABS regularly releases a range of snapshots and infographics on its social media platforms which provide notice of key upcoming releases and highlight topical statistics.

**Method:** Composite index of channel access:

- Calls to an API service
- Number of Datalab sessions
- Invoices for customised data services
- Count of ABS website sessions
- Registered users of TableBuilder

**Target:** 102

**Result:** Full achievement of target

The overall index value for 2021–22 was 129.0. This represents a 29.0% growth from the benchmark value of 100 in 2020–21.

<sup>19</sup> ABS Corporate Plan 2021–22, Objective 3, <https://www.abs.gov.au/ausstats/abs@.nsf/Lookup/by%20Subject/1005.0~2021-22~Main%20Features~Objectives~6#Objective3>, and Performance Information, <https://www.abs.gov.au/ausstats/abs@.nsf/Lookup/by%20Subject/1005.0~2021-22~Main%20Features~Performance%20information~7>

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**Analysis:** The ABS continues to make it easier to access its data products and services and has increased and diversified the access channels available to its users over recent years. This composite index gives a balanced indication of performance and smooths the effect of single-channel fluctuations. This is particularly important as new methods for providing access, such as APIs, replace other access methods.

The increase in 2021–22 compared to the benchmark was driven by increased access through DataLab, new TableBuilder users and website sessions.

**ABS Data APIs** enable fast automated access to ABS statistics as they are released. The total usage of ABS Data APIs decreased in 2021–22, with a total of 9,706,204 calls to API services. The reduction was due to transition to a new suite of APIs and the withdrawal of the old suite of APIs. Use of the new ABS Data API grew significantly in the latter part of 2021–22, indicating a likely return to growth in API calls in 2022–23.

Detailed microdata is made available in the **Datalab** to government and academic researchers working on projects approved by the ABS and key government data stakeholders. Users of this service tend to have a high level of statistical literacy and seek to use sophisticated statistical information to address complex research questions or policy issues. From July 2021 to June 2022, the number of DataLab sessions (3 minutes or more) increased from 15,520 to 24,089. This increase over the previous year reflects a sustained surge in demand by governments and university researchers to access microdata products in response to topical issues and emerging themes across the economy.

**Invoices for customised data requests** in 2021–22 decreased by 5.1%, down from 408 to 387 invoices.<sup>20</sup> This is the fifth year in the Census data cycle, which is typically when the lowest number of customised Census data requests are received. An increase is expected in 2022–23 following the release of 2021 Census data.

Organisations may subscribe to a **TableBuilder** product and allow any employee to access data under their organisation's account.<sup>21</sup> TableBuilder is heavily used by government, universities, and private sector organisations. At the end of 2021–22 there were over 105,000 registered users from approximately 2,000 organisations (across all TableBuilder products). This included over 12,000 new users.

There were 18,199,269 **website sessions** recorded in 2021–22, a 20% increase over the 15,187,394 recorded last year. On the day of Census (10 August 2021) there were 453,071 sessions, compared to 60,530 sessions the same day the previous year. On the day of the 2021 Census data release (28 June 2022), the number of website sessions was 146,573, a 249% increase over the 41,965 sessions on the same day the previous year.

From 1 July 2021 to 30 June 2022, the number of new users visiting the website was 10,865,063, a 28% increase from last year. On the day of the 2021 Census data release (28 June 2022), the number of users was 118,812, representing an increase of 234% from the same date the previous year (35,525).

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20 In 2020–21, the ABS benchmark figure presented the number of line items within an invoice rather than invoice for a customised data request.

21 Access to data in TableBuilder Basic is open to anyone, whilst use of TableBuilder Pro incurs a fee.

## Objective 4

### Strengthen data capability across the APS<sup>22</sup>

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The ABS is leading the whole of Australian Public Service (APS) uplift in data capabilities. The Australian Statistician is the Head of the Data Profession, working closely with the Australian Public Service Commission and the Digital Profession. The ABS has been working across the APS to develop the foundations and specific offerings to encourage the uplift of both generalist and specialist data skills across the public sector.

Performance against this objective was assessed by one performance measure:

- **4.1 Senior Executive Service (SES) data capability** – completion of data leadership training.

For 2021–22, measure 4.1 was assessed as **fully achieved**. Further explanation related to this measure is provided below.

**Measure 4.1 Senior Executive Service (SES) data capability** – completion of data leadership training

**Overall result:** Full achievement of target

**Context:** Data plays a critical role in the day-to-day operations of the APS. All SES leaders require data capabilities, regardless of their specific role.

In 2021–22 a data leadership masterclass and short course were developed by the ABS in collaboration with the ANU Centre for Social Research and Methods. The intent of these learning offerings was to build general data capability and awareness in the APS SES cohort. The courses focused on why data matters in the public service, and how to get value from it. The target audience was SES without a data background and those not in data leadership roles.

The course objectives were to:

- help APS leaders source, use and communicate data appropriately
- help APS leaders recognise the important role data plays in government decision-making, policy development, program and service delivery
- create an environment where data capabilities are understood and prioritised by APS leaders.

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<sup>22</sup> *ABS Corporate Plan 2021–22*, Objective 4, <https://www.abs.gov.au/ausstats/abs@.nsf/Lookup/by%20Subject/1005.0~2021-22~Main%20Features~Objectives~6#Objective4>, and Performance Information, <https://www.abs.gov.au/ausstats/abs@.nsf/Lookup/by%20Subject/1005.0~2021-22~Main%20Features~Performance%20information~7>

**Method:** Number of APS SES officers who complete data leadership training

**Target:** Two pilot courses are delivered with a total of 40 attendees

**Result:** Full achievement of target

The number of APS SES officers who completed the data leadership training offered was above the target, with three pilot courses delivered, and a total of 66 attendees.

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**Analysis:** SES participants in the training courses broadly met the target audience: three quarters were from a non-data background, and most used data sometimes or often in some way in their role.

By the end of the pilot program, participants reported improved confidence in identifying appropriate data sources to support briefings and policy papers drafted by staff; being able to respond appropriately to data breaches; and identifying and developing data capabilities in staff.

## Objective 5

### Reduce burden on data providers<sup>23</sup>

The ABS strives to reduce the burden on data providers. The ABS collaborates with clients and providers, with the aim of increasing their understanding of the value of their data, and reducing the burden placed on them. Where data collection is needed, the ABS uses statistical techniques to ensure the load is shared as evenly as possible. The ABS is constantly reviewing data collection methods to reduce the effort required by businesses and individuals providing data and enabling them to respond more quickly to data requests.

Performance against this objective was assessed by two performance measures:

- **5.1: Burden on survey respondents** – total time taken by respondents to complete business surveys.
- **5.2: Efficiency of statistical operations** – improve efficiency with which data is collected.

For 2021–22, measure 5.1 was assessed as **fully achieved**. Measure 5.2 was assessed as **partially achieved**. Further explanation related to these measures is provided below.

**Measure 5.1 Burden on survey respondents** – total time taken by respondents to complete business surveys

**Overall result:** Full achievement of target

**Context:** The ABS is reducing burden on businesses by making it easier and quicker to provide data by redesigning survey forms, reducing the number of questions, and switching to electronic forms instead of paper-based forms.

The ABS uses a range of methods, including data integration, administrative data, and sampling techniques, to reduce duplication across its collections and limit the survey burden on both households and businesses. The ABS limits the period each individual business is in a sample for repeating business surveys; minimises the number of different ABS surveys for which the same business is selected; and minimises the chance that households are selected in more than one ABS survey.

The ABS partners with other government agencies to use existing data to supplement (and therefore shorten) surveys, and with commercial entities to source alternative data (e.g. supermarket scanner data used to produce the Consumer Price Index) to substitute for survey data where possible.

**Method:** Total time taken for survey respondents to complete business surveys

**Target:** No increase on benchmark<sup>24</sup>

**Result:** Full achievement of target

For the period 1 July 2021 to 30 June 2022, the total time taken by respondents to complete business surveys was 316,216 hours. This represents a 6.7% decrease compared to 1 July 2020 to 30 June 2021.

<sup>23</sup> ABS Corporate Plan 2021–22, Objective 5, <https://www.abs.gov.au/ausstats/abs@.nsf/Lookup/by%20Subject/1005.0~2021-22~Main%20Features~Objectives~6#Objective5>, and Performance Information, <https://www.abs.gov.au/ausstats/abs@.nsf/Lookup/by%20Subject/1005.0~2021-22~Main%20Features~Performance%20information~7>

<sup>24</sup> A benchmark value of 338,964 hours was set in 2020–21 with an expected measurable decrease from 2022–23. Note, the target in the ABS Corporate Plan 2021–22 was expressed as '0 percentage point decrease on benchmark'. This has been changed for readability.

**Analysis:** The ABS collects information from a selection of over 2.7 million Australian businesses. In 2021–22, the total time taken to complete business surveys was 316,216 hours from 38 business surveys. This represents a 6.7% decrease in hours compared to 2020–21.

The top three surveys which contributed to the greatest decrease were the Agricultural Census, Average Weekly Earnings survey and Business Indicator survey. The Agricultural Census reported a 45% decrease compared to 2015–16, largely attributed to a decrease in the number of questions in the survey from 91 to 26. The Average Weekly Earnings survey reported a 14.2% decrease mainly to the move to an e-form last year and new question sequencing which simplified form completion for businesses. The Business Indicator survey reported a 3% decrease compared to 2020–21.

Other reasons for the decrease include the discontinuation of the Land Management Practices survey, which was last conducted in 2015–16, resulting in a decrease of 20,625 hours of time taken in 2021–22 compared to 2020–21. In addition, the Rural Environment and Agricultural Commodities survey was not conducted in 2021–22 due to it being an Agriculture Census year, representing a decrease of 13,062 hours. Further to this, the Transport Industry survey was not run in 2020–21, however, the survey was run in 2021–22, increasing the time taken by 4,114 hours.

**Measure 5.2 Efficiency of statistical operations** – improve efficiency with which data is collected

**Overall result:** Partial achievement of target

**Context:** The principal objective of the ABS in relation to providers is to impose the lowest level of burden possible, while at the same time meeting its obligations to provide governments, businesses, and the community with high-quality official statistics. The ABS is committed to improving access to its data and products and reducing burden on businesses and households that respond to surveys. The ABS has collaborated with other entities and harnessed new technologies to improve the ease with which providers and users engage with the ABS.

Efforts include improving survey design, increasing the use of administrative and other alternative data sources to reduce the need to collect data directly from households and businesses, and using behavioral research to help understand how data providers interact with ABS survey materials.

The case studies for this measure demonstrate how specific initiatives undertaken by the ABS have reduced the inputs required to produce its increasingly diverse suite of high-quality statistical products.

**Method:** Case studies showing efficiencies made in collecting data for statistical purposes

**Case studies:**

1. Reducing the size of the Agricultural Census form to reduce burden on providers.
2. Use of the Big Data, Timely Insights initiative to replace the Monthly Retail survey.

**Results:** Partial achievement of target

See case study 3 (pg. 32) and case study 4 (pg. 33).

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**Analysis:** More efficient data collection reduces burden on survey respondents. Efficiency measures include traditional approaches, such as reduction in the size of survey forms or better sequencing of questions within survey forms, and more modern approaches such as increasing the use of alternative data sources to reduce the need to conduct surveys.

Case study 3 outlines the efforts made to reduce the size of the 2020–21 Agricultural Census survey form, and the time it takes to complete the form by participating agricultural businesses.

The ABS introduced a new monthly indicator of business turnover in August 2021 using the ATO's Business Activity Statement data and a new Monthly Household Spending Indicator in February 2022 derived from aggregated, de-identified bank transactions data. This measure is partially achieved on the basis ABS will be engaging with clients in 2022–23 about the new monthly indicators to develop options to reduce survey burden on businesses. (See case study 4).

Case study 4 outlines the experience to date, and learnings from, the new Monthly Household Spending Indicator and the further work needed to develop options to reduce survey burden on businesses selected in the monthly Retail Business survey.

## Case Study 1 (Measure 2.1)

### **Use of Single Touch Payroll data from the Australian Taxation Office to create new insights to inform and evaluate government policy e.g. Treasury real-time Labour Market Tracker, Weekly Payroll Jobs and Wages, Business Turnover Indicator.**

The ABS has been able to respond to growing demands for more timely data by unlocking the potential of high-quality and high-frequency administrative data to deliver new and improved indicators, much closer to real time.

The ABS sources a range of administrative data from the Australian Taxation Office (ATO) for statistical purposes. Most recently, the ABS has combined these data with existing data assets to produce new statistics and insights that have helped the government to measure the effect of COVID-19 pandemic relief interventions, understand the impact of economic shocks on wages and jobs, monitor changes in the economy, and track COVID-19 pandemic vaccine rates in critical industries.

For example, by integrating Single Touch Payroll (STP) data with the Multi-Agency Data Integration Project (MADIP) and the Business Longitudinal Analysis Data Environment (BLADE) data assets, the ABS has equipped the government with the means to monitor numerous aspects of the labour market in as close to real time as possible. This has helped to inform forecasts, and policy development and assessment, by allowing an examination of how the labour market is tracking relative to what is expected. During 2021–22, the STP data linked to MADIP was updated fortnightly.

The **Treasury Labour Market Tracker** project also used STP data linked with JobKeeper and JobSeeker data to examine labour market transitions during the COVID-19 pandemic. Insights were captured directly by the Department of the Treasury being able to access information about COVID-19 pandemic relief programs in conjunction with other demographic information in MADIP and were used to inform Australia's economic response to COVID-19.

STP data has also enabled almost real time measurement of changes in jobs and wages paid in Australia. During the peak of the COVID-19 pandemic, weekly data was released fortnightly. From January 2022, the **Weekly Payroll Jobs and Wages** series moved to monthly release as part of becoming a core monthly indicator of activity in the labour market and the first of a new suite of statistics to be sourced from STP data.

In addition, the Department of Health COVID-19 Vaccines Strategy project also used STP data linked with Australian Immunisation Register data to examine COVID-19 vaccination rates by industry of employment. Insights from this project are regularly used by the National COVID-19 Vaccine Taskforce for targeted interventions to boost vaccine uptake.

Another example beyond STP data is the ABS' **Monthly Business Turnover Indicator** (MBTI). This is an experimental indicator of business turnover derived from monthly Business Activity Statement data provided by the ATO. It provides timely and more frequent insights into changes in economic activity. The indicator has been well received by key stakeholders, such as the Department of the Treasury, that need to understand how the economy is performing in real time.

*'The recent ABS MBTI series provides a timely indicator of activity across industries which helps inform Treasury's macroeconomic analysis, including ahead of quarterly GDP releases. We look forward to the continued development of this data series.'*<sup>25</sup>

Laze Pejoski, Director, Industry Analysis Unit, Department of the Treasury.

25 GDP – Gross Domestic Product

## Case Study 2 (Measure 2.1)

### **Insights into the employment outcomes of women in STEM: longitudinal analysis using MADIP.**

The Department of Industry, Science, Energy and Resources (DISER) project 'Women in STEM' followed the pathways of women's participation in STEM through their journey from higher education to the workforce to provide insights to help inform policy and enable more targeted support for women as they embark on their STEM careers.<sup>26</sup>

DISER commissioned the ABS to analyse the outcomes of STEM graduates using the Multi-Agency Data Integration Project (MADIP) data asset. MADIP contains information on education, government payments, income and taxation, employment and population demographics. The analysis provided DISER with new insights to inform policy evaluation – to understand additional challenges faced by women and to provide further evidence for previously known barriers to engagement with STEM. In addition, the analysis explored career pathways showing the impacts of career breaks on women's employment and earnings outcomes.

The data provided by ABS through MADIP will continue to provide the evidence base to drive ongoing improvements to:

- support the monitoring of women in STEM education policies and the implementation of new policies to increase the participation of women engaging in further education in STEM fields
- provide evidence to support and identify gaps in programs aimed at improving the employment opportunities for women qualified in STEM.

Findings from this study and future analysis contribute to DISER's STEM Equity Monitor.<sup>27</sup>

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<sup>26</sup> Department name change effective 1 July 2022 – Department of Industry, Science and Resources

<sup>27</sup> <https://www.industry.gov.au/publications/stem-equity-monitor>

## Case Study 3 (Measure 5.2)

### **Reducing the size of the Agricultural Census form to reduce burden on providers.**

The Agricultural Census supports the production of detailed regional information on agricultural production, land, and irrigation practices.

The ABS reviews the content of each Agricultural Census, consulting with government and industry, to ensure topics collected reflect national information priorities. With more than 100,000 agricultural businesses participating in the 2020–21 Agricultural Census, a key objective was to reduce the reporting burden on these businesses.

In comparison to the previous Agricultural Census conducted for the 2015–16 reference year, the number of questions asked in the 2020–21 Agricultural Census was halved, and the paper form reduced in length by over a third. A key consideration in reducing the number of survey questions was feedback from agricultural businesses to ensure all questions could be readily answered. The average time taken to complete the Agricultural Census reduced from 70 minutes in 2015–16 to 38 minutes in 2020–21.

A set of assessment criteria was used to develop content for the 2020–21 Agricultural Census intended to capture the key principles of an Agricultural Census and was consistent with the criteria used to inform the 2021 Census of Population and Housing content review process. The approach to assessing content for the Agricultural Census has subsequently been applied in the development of content for the 2021–22 Rural Environment and Agricultural Commodities survey, a sample survey of the agricultural business population reaching approximately 25,000 businesses annually.

The ABS continues to pursue other opportunities to reduce the reporting burden across its Agricultural Statistics program, including through the consolidation and supplementation of the survey program with alternative data sources and improved statistical methods. An alternative data source that is demonstrating promise in being re-used for statistical purposes is the Levy Payers Registers data collected by the Department of Agriculture, Water and the Environment.<sup>28</sup>

The ABS plans to continue to reduce the burden on agricultural businesses by transforming the production of agricultural statistics over the next four years. The 2020–21 Agricultural Census will be the last Agricultural Census conducted by the ABS.

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<sup>28</sup> Department name change effective 1 July 2022 – Department of Agriculture, Fisheries and Forestry (DAFF)

## Case Study 4 (Measure 5.2)

### **Use of the Big Data, Timely Insights initiative to replace the Monthly Retail Trade survey.**

The Big Data, Timely Insights program commenced in May 2021 to deliver a set of new monthly economic indicators; prove a pathway off legacy IT systems; and develop options to reduce survey burden on businesses.

An experimental monthly business turnover indicator was the first delivery from the Program. Released monthly since August 2021, the new indicator is derived from monthly Business Activity Statement data and provides timely and more frequent insights into changes in economy activity.

A new experimental indicator to measure monthly household spending has also been delivered, with the first release in February 2022. This indicator uses bank transactions data to provide insights into changes in consumer spending and is a leading indicator of Household Final Consumption Expenditure. The ABS monthly Retail Trade survey covers 30% of household consumption compared with the new indicator which covers 68% by capturing transactions missing from the Retail Trade survey. However, the new indicator is still experimental and needs maturing before it can be used to replace the monthly Retail Trade survey as the source for around half of GDP.

Discussions with the users of the new household spending indicator, including its use in the production of GDP estimates, is continuing in 2022–23 including developing options to reduce survey burden on businesses selected in the monthly Retail Business survey.

# Analysis of performance against purpose

## Operating environment

The ABS has continued to emphasise the delivery of high-quality official statistics and generating new insights from the effective use of new and existing sources of available data. Factors contributing to performance outcomes include (but are not limited to):

- increasing demand and competition within the labour market for skilled employees at all levels with advanced data and digital qualifications and experience
- growing demand from clients for more detailed statistical information to inform complex analysis and assessments, including location specific data to support communities and the targeting of government services
- increasing access to alternative government and other data sources, and collaborations between government agencies leading to the better use of large government datasets
- increasing challenges to obtain responses to our surveys, particularly household surveys, and subsequent impact on response rates and revisions to published statistical series
- continuing expectations from businesses and the community for the ABS to continue to improve the efficiency with which data is collected, and reduce the burden on data providers, including through reuse of data already provided to government
- the passing of the *Data Availability and Transparency Act 2022* on 31 March 2022, to support the sharing of data sensibly and securely across accredited organisations.

## Key activities

In 2021–22, the ABS undertook a diverse range of activities to achieve its purpose, including:

- conducting Australia's 18th Census, the 2021 Census of Population and Housing during the COVID-19 pandemic
- publishing information from the Survey of Income and Housing 2019–20, including the distribution of income and wealth by various household characteristics
- providing detailed information on who is potentially exposed and how vulnerable they may be to natural hazards, which enables a comprehensive picture of the vulnerability of particular locations, to help prevent or prepare for natural hazards
- providing information on mortality through a monthly release, which provided information on the cause of death, and informed the public policy response to the COVID-19 pandemic
- enabling over 200 projects across government and academia using MADIP, the Multi-Agency Data Integration Project, which combines information on health, education, government payments, income and taxation, employment and population demographics, and can be used to answer complex social and economic questions
- the data integration project linking the Australian Immunisation Register and deaths data to MADIP to generate insights for the Australian COVID-19 vaccine and treatment strategy, including information about vaccine uptake and health outcomes across socio-demographic cohorts and geographic areas
- the Labour Market Tracker Project, which integrated job-related data, including ATO's STP data to MADIP and BLADE to enable close to real time monitoring of the labour market and the Australian economy during the COVID-19 pandemic
- securing long term access to non-government transactions data for statistical purposes, through data agreements

- release of a monthly household spending indicator using bank transactions data, which covers 68% of household spending compared to the long-standing Retail Trade survey with only about 30% coverage
- publication of the Weekly Payroll Jobs and Wages in Australia, which is sourced from the ATO's STP data and provides information on payroll jobs and wages
- being part of a cross-government collaboration on supply chain resilience, in which the ABS provided data and expertise to assist develop targeted and proportionate responses to disruption risk in critical supply chains of priority commodities
- establishing the Vocational Education and Training (VET) National Data Asset with the National Skills Commission, to provide insights about outcomes for students who participate in VET courses, including whether graduates from the VET sector gain employment or do further study, and how participating in VET affects their future income or their need for government assistance
- developed and implemented a data leadership course to help uplift data skills for senior public sector leaders and continued to develop opportunities and pathways for other APS employees to uplift data proficiency.

### Specific factors affecting achievement of purpose

The ABS fully or substantially achieved most measures and targets, notwithstanding the challenges in the ABS' operating environment. The factors which affected ABS performance included:

- **COVID-19 pandemic** – the continuing impact of illness from COVID-19 and the wider effects of the pandemic generated workforce absences and subsequent workload pressure on those still at work. This led to slower than expected delivery of some projects within the ABS and in collaboration with other agencies similarly affected.
- **Response rates** to household and business surveys continued to be adversely affected by the pandemic in general and by the tight labour market. Delays from the previous 6-12 months coupled with the prospect of further illness and disruptions is placing response rates for some surveys at risk. The ABS is engaging closely with its stakeholders to identify alternative approaches to ensure they receive fit for purpose data to inform important policy decisions. During COVID-19, response rates declined further, and many responses were late. This resulted in a higher workload in the data acquisition area to follow up with late responders; compressed processing time in statistical production areas; increased imputation; and a higher workload overall.
- **Labour market** – the tight labour market made it harder to attract and retain specialist interviewers to undertake surveys, making surveys more challenging and expensive to conduct. The ABS also continues to face significant competition from the public and private sectors for people with specialist data and digital skills. This pressure is compounded by higher attrition rates as staff seek employment opportunities outside the organisation.
- **Heightened user demands** – a high level of demand for ABS expertise and expectations for the breadth and sophistication of support across government within a fixed resource environment.

# Chapter 5

## Financial statements



### INDEPENDENT AUDITOR'S REPORT

#### To the Assistant Minister for Competition, Charities and Treasury

#### Opinion

In my opinion, the financial statements of the Australian Bureau of Statistics (the Entity) for the year ended 30 June 2022:

- (a) comply with Australian Accounting Standards – Simplified Disclosures 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 2022 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 as at 30 June 2022 and for the year then ended:

- Statement by the Accountable Authority and Chief Financial Officer;
- Statement of Comprehensive Income;
- Statement of Financial Position;
- Statement of Changes in Equity;
- 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 (including Independence Standards)* (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 – Simplified Disclosures 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 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



Mark Vial  
Executive Director  
Delegate of the Auditor-General

Canberra

26 August 2022

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

In our opinion, the attached financial statements for the year ended 30 June 2022 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 

Dr David Gruen  
Australian Statistician  
26 August 2022

Signed 

Nick Stanton  
Chief Financial Officer  
26 August 2022

**Australian Bureau of Statistics**  
**Statement of Comprehensive Income**  
*for the period ended 30 June 2022*

	Notes	2022 \$'000	2021 \$'000	Original Budget 2022 \$'000
<b>NET COST OF SERVICES</b>				
<b>Expenses</b>				
Employee benefits	1.1A	444,497	335,978	495,384
Suppliers	1.1B	163,207	106,609	133,136
Depreciation and amortisation	2.2A	52,157	50,186	60,664
Finance costs	1.1C	1,608	1,741	1,644
Impairment loss on financial instruments		76	-	-
Write-down and impairment of other assets	1.1D	214	18,800	-
Losses from asset sales		481	-	-
Other expenses		68	-	-
<b>Total expenses</b>		<b>662,308</b>	<b>513,314</b>	<b>690,828</b>
<b>Own-Source Income</b>				
<b>Own-source revenue</b>				
Revenue from contracts with customers	1.2A	59,353	43,209	71,800
Rental income	1.2B	762	734	762
Other revenue	1.2C	1,385	1,652	-
<b>Total own-source revenue</b>		<b>61,500</b>	<b>45,595</b>	<b>72,562</b>
<b>Gains</b>				
Other gains		197	272	220
<b>Total gains</b>		<b>197</b>	<b>272</b>	<b>220</b>
<b>Total own-source income</b>		<b>61,697</b>	<b>45,867</b>	<b>72,782</b>
<b>Net cost of services</b>		<b>(600,611)</b>	<b>(467,447)</b>	<b>(618,046)</b>
Revenue from Government		579,470	414,382	573,760
<b>Deficit</b>		<b>(21,141)</b>	<b>(53,065)</b>	<b>(44,286)</b>
<b>OTHER COMPREHENSIVE INCOME</b>				
<b>Items not subject to subsequent reclassification to net cost of services</b>				
Changes in asset revaluation reserve		1,746	3,155	-
<b>Total comprehensive loss</b>		<b>(19,395)</b>	<b>(49,910)</b>	<b>(44,286)</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 Australian Bureau of Statistics (the ABS) gains control of the appropriation. Appropriations receivable are recognised at their nominal amounts. Departmental capital budgets are accounted for as contributions by owners.

Losses from asset sales

Losses from disposal of assets are recognised when control of the asset has passed to the buyer.

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 2022*

	Notes	2022 \$'000	2021 \$'000	Original Budget 2022 \$'000
<b>ASSETS</b>				
<b>Financial assets</b>				
Cash and cash equivalents		4,744	4,508	3,500
Trade and other receivables	2.1A	119,571	99,449	87,545
<b>Total financial assets</b>		<b>124,315</b>	<b>103,957</b>	<b>91,045</b>
<b>Non-financial assets</b>				
Leasehold improvements	2.2A	26,255	28,488	27,387
Buildings <sup>1</sup>	2.2A	118,598	134,444	118,718
Plant and equipment <sup>1</sup>	2.2A	11,959	18,023	20,579
Intangibles	2.2A	70,362	84,006	92,383
Prepayments		14,333	12,739	14,820
<b>Total non-financial assets</b>		<b>241,507</b>	<b>277,700</b>	<b>273,887</b>
<b>Total assets</b>		<b>365,822</b>	<b>381,657</b>	<b>364,932</b>
<b>LIABILITIES</b>				
<b>Payables</b>				
Suppliers	2.3A	8,855	13,791	26,102
Other payables	2.3B	62,499	56,451	48,824
<b>Total payables</b>		<b>71,354</b>	<b>70,242</b>	<b>74,926</b>
<b>Interest bearing liabilities</b>				
Leases	2.4	127,149	140,520	129,339
<b>Total interest bearing liabilities</b>		<b>127,149</b>	<b>140,520</b>	<b>129,339</b>
<b>Provisions</b>				
Employee leave		109,060	114,451	112,544
Other	2.5A	1,087	1,979	1,453
<b>Total provisions</b>		<b>110,147</b>	<b>116,430</b>	<b>113,997</b>
<b>Total liabilities</b>		<b>308,650</b>	<b>327,192</b>	<b>318,262</b>
<b>Net assets</b>		<b>57,172</b>	<b>54,465</b>	<b>46,670</b>
<b>EQUITY</b>				
Contributed equity		432,592	410,490	435,433
Reserves		35,239	33,493	30,338
Accumulated deficit		(410,659)	(389,518)	(419,101)
<b>Total equity</b>		<b>57,172</b>	<b>54,465</b>	<b>46,670</b>

1. Right-of-use assets under AASB16 *Leases* relating to office and motor vehicle leases are included in Buildings, and Plant and equipment respectively.

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 2022*

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**Accounting Policy**

Cash and cash equivalents

Cash is recognised at its nominal value and held at bank.

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 2022*

	Retained earnings		Asset revaluation reserves		Contributed equity		Total equity	
	2022	Original Budget 2022	2022	Original Budget 2022	2022	Original Budget 2022	2022	Original Budget 2022
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
<b>Opening balance</b>								
Balance carried forward from previous period	(389,518)	(336,453)	33,493	30,338	410,490	410,490	54,465	66,013
<b>Comprehensive income</b>								
Deficit for the period	(21,141)	(53,065)	-	-	-	-	(21,141)	(44,286)
Other comprehensive income	-	-	1,746	3,155	-	-	1,746	3,155
<b>Total comprehensive income</b>	<b>(21,141)</b>	<b>(53,065)</b>	<b>1,746</b>	<b>3,155</b>	<b>-</b>	<b>-</b>	<b>(19,395)</b>	<b>(44,286)</b>
<b>Transactions with owners</b>								
<b>Contributions by owners</b>								
Equity injection - appropriations	-	-	-	-	9,526	25,268	9,526	25,268
Departmental capital budget <sup>1</sup>	-	-	-	-	12,576	12,741	12,576	12,741
<b>Total transactions with owners</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>22,102</b>	<b>38,009</b>	<b>22,102</b>	<b>38,009</b>
<b>Closing balance as at 30 June</b>	<b>(410,659)</b>	<b>(389,518)</b>	<b>35,239</b>	<b>33,493</b>	<b>432,592</b>	<b>410,490</b>	<b>57,172</b>	<b>46,670</b>

1. Departmental capital budget was appropriated \$15,807 million through Appropriation Act (No. 1) 2021-2022. In 2021-22, \$3,231 million was quarantined under section 51 of the PGPA Act due to a reclassification between capital and operating budgets and is no longer available as capital.

**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 2022*

	Notes	2022 \$'000	2021 \$'000	Original Budget 2022 \$'000
<b>OPERATING ACTIVITIES</b>				
<b>Cash received</b>				
Appropriations		614,256	418,285	570,441
Sales of goods and rendering of services		61,182	52,899	72,584
Net GST received		16,779	13,704	8,466
Other		1,590	1,193	361
<b>Total cash received</b>		<b>693,807</b>	<b>486,081</b>	<b>651,852</b>
<b>Cash used</b>				
Employees		450,754	325,362	490,550
Suppliers		183,694	125,081	143,302
Interest payments on lease liabilities		1,595	1,736	1,644
Section 74 receipts transferred to OPA		40,900	16,800	-
Other		68	-	-
<b>Total cash used</b>		<b>677,011</b>	<b>468,979</b>	<b>635,496</b>
<b>Net cash from operating activities</b>		<b>16,796</b>	<b>17,102</b>	<b>16,356</b>
<b>INVESTING ACTIVITIES</b>				
<b>Cash received</b>				
Proceeds from sales of property, plant and equipment		181	99	100
<b>Total cash received</b>		<b>181</b>	<b>99</b>	<b>100</b>
<b>Cash used</b>				
Purchase of leasehold improvements		1,292	1,653	3,600
Purchase of plant and equipment		2,352	6,709	9,574
Purchase of intangibles		7,262	28,021	11,769
<b>Total cash used</b>		<b>10,906</b>	<b>36,383</b>	<b>24,943</b>
<b>Net cash (used by) investing activities</b>		<b>(10,725)</b>	<b>(36,284)</b>	<b>(24,843)</b>
<b>FINANCING ACTIVITIES</b>				
<b>Cash received</b>				
Contributed equity		7,524	25,402	9,136
Departmental capital budget		4,971	9,392	15,729
<b>Total cash received</b>		<b>12,495</b>	<b>34,794</b>	<b>24,865</b>
<b>Cash used</b>				
Principal payments of lease liabilities		18,330	17,191	16,378
<b>Total cash used</b>		<b>18,330</b>	<b>17,191</b>	<b>16,378</b>
<b>Net cash from/(used by) financing activities</b>		<b>(5,835)</b>	<b>17,603</b>	<b>8,487</b>
<b>Net increase/(decrease) in cash held</b>		<b>236</b>	<b>(1,579)</b>	<b>-</b>
Cash and cash equivalents at the beginning of the reporting period		4,508	6,087	3,500
<b>Cash and cash equivalents at the end of the reporting period</b>		<b>4,744</b>	<b>4,508</b>	<b>3,500</b>

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

### Notes to the Financial Statements

#### Overview

The ABS is an Australian Government controlled entity. It is a not-for-profit entity. The ABS is registered in Australia and with a registered office located at 45 Benjamin Way, Belconnen ACT 2617.

The ABS informs Australia's important decisions by delivering relevant, trusted, and objective data, statistics and insights. The ABS maintains its emphasis on the delivery of high-quality official statistics and drawing new information insights from effective and safe use of available data.

#### The Basis of Preparation

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

The financial statements have been prepared in accordance with:

- a) *Public Governance, Performance and Accountability (Financial Reporting) Rule 2015* (FRR); and
- b) Australian Accounting Standards and Interpretations – Including simplified disclosures for Tier 2 Entities under AASB 1060 issued by the Australian Accounting Standards Board (AASB) that apply for the reporting period.

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.

#### Accounting Judgments and Estimates

In the process of applying the accounting policies listed in the notes, the ABS has made judgements in relation to the impairment provision of Internally Generated Software (IGSW) assets. The ABS engages independent reviewers to assess the IGSW for impairment as per the requirements of AASB 136 *Impairment of Assets*. Where indicators of impairment exist, an amount of impairment is determined based around the uncertainty of its future usability.

The liability for long service leave and annual leave is determined by reference to the work of the Australian Government Actuary (AGA). The estimate of the present value of the liability takes into account attrition rates and pay increases through promotion and inflation.

#### New Accounting Standards

All new accounting standards that were issued prior to the sign-off date and are applicable to the current reporting period did not have a material effect on the ABS' financial statements. No accounting standard has been adopted earlier than the application date as stated in the standard.

Standard/ Interpretation	Nature of change in accounting policy, transitional provisions, and adjustment to financial statements
AASB 1060 <i>General Purpose Financial Statements – Simplified Disclosures for For-Profit and Not-for-Profit Tier 2 Entities</i>	AASB 1060 applies to annual reporting periods beginning on or after 1 July 2021 and replaces the reduced disclosure requirements (RDR) framework. The application of AASB 1060 involves some reduction in disclosure compared to the RDR with no impact on the reported financial position, financial performance and cash flows of the entity.

## Australian Bureau of Statistics

### Notes to the Financial Statements

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#### 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.

#### Reporting of Administered Activities

There were no administered expenses, assets, liabilities, contingencies or commitments as at 30 June 2022 (2021: Nil). 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.

#### Impacts of COVID-19

The COVID-19 pandemic impacted on the collection of data where face to face engagement was required. This reduced the amount of user funded revenue which was able to be recognised in 2021-22.

During the year the ABS carried out a fair value review of its property, plant and equipment asset classes, an actuarial assessment of employee provisions, and an impairment review of its internally generated software. There were no indicators that COVID-19 had an impact on the reported values of these items which would significantly affect the ABS' financial position and its ability to continue as a going concern.

#### Events after the Reporting Period

##### Departmental

There have been no events occurring subsequent to the balance sheet date that would affect the ABS' financial statements for the financial year ended 30 June 2022.

##### Administered

There have been no events occurring subsequent to the balance sheet date that would affect the ABS' financial statements for the financial year ended 30 June 2022.

**Australian Bureau of Statistics**  
Notes to the Financial Statements

**Explanations of Major Variances to Budget**

The following table provides commentary of major variances between the unaudited ABS budgeted information published in the Treasury's 2021-22 Portfolio Budget Statements (PBS) and the audited 2021-22 financial statements.

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, Assets, Liabilities, 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	Actual 2022	Original Budget 2022	Variance	Variance	Explanations of major variances
	\$000	\$000	\$000	%	
<b>Statement of Comprehensive Income</b>					
Employee benefits	444,497	495,384	(50,887)	(10%)	The variance is a result of lower-than-expected Census field employee costs, and a decrease in leave provisions due to movements in the bond rate.
Suppliers	163,207	133,136	30,071	23%	The variance is mainly driven by costs to deliver the Census related to advertising and postage and the impact of increased ICT expenditure, part of which is the transition from an on-premises to cloud-based operating environment.
Depreciation and amortisation	52,157	60,664	(8,507)	(14%)	The variance mainly relates to revised depreciation rates due to the re-life of the 2021 Census Digital Service asset.
Revenue from contracts with customers	59,353	71,800	(12,447)	(17%)	The variance mainly relates to deferrals in the survey field work impacted by the COVID-19 pandemic.
Changes in asset revaluation reserve	1,746	-	1,746	100%	The variance primarily relates to the upward revaluation of Leasehold Improvement assets. Changes in asset revaluation reserve is inherently uncertain and is not budgeted for.
<b>Statement of Financial Position</b>					
Cash and cash equivalents	4,744	3,500	1,244	36%	The cash balance varies depending on the timing of receipts and payments at the reporting date.
Trade and other receivables	119,571	87,545	32,026	37%	The variance is primarily a result of increased appropriations receivable balance due to deferrals in user-funded surveys, and an underspend in capital.
Leasehold improvements/Plant and equipment	38,214	47,966	(9,752)	(20%)	The variance primarily relates to the impact of the supply chain delays for ICT infrastructure, impacted by the COVID-19 pandemic.

**Australian Bureau of Statistics**  
Notes to the Financial Statements

Affected line items	Actual 2022	Original Budget 2022	Variance	Variance	Explanations of major variances
	\$000	\$000	\$000	%	
Intangibles	70,362	92,383	(22,021)	(24%)	The variance is primarily due to the impact of the ICT transition to a cloud-based operating environment.
Suppliers payables	8,855	26,102	(17,247)	(66%)	This variance is due to the finalisation of the Census, and the impact of delays in the delivery of ICT Hardware related to the global supply chain issues.
Other payables	62,499	48,824	13,675	28%	The variance mainly relates to an increase in unearned revenue. Unearned revenue balances are influenced by the timing of payments but also delays in surveys, which were impacted by the COVID-19 pandemic.

**Statement of Changes in Equity and Cash Flow Statement**

The variances in the Statement of Changes in Equity and Cash Flow Statement primarily reflect the flow on effect from the variances above.

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## 1. Financial Performance

This section analyses the financial performance of the Australian Bureau of Statistics for the year ended 30 June 2022.

### 1.1. Expenses

	2022	2021
	\$'000	\$'000
<b>Note 1.1A: Employee Benefits</b>		
Wages and salaries		
ABS staff	280,478	235,621
Interviewers	17,736	12,485
Census field staff	62,711	11,305
<b>Total wages and salaries</b>	<b>360,925</b>	<b>259,411</b>
Superannuation		
Defined contribution plans		
ABS staff	30,720	26,646
Interviewers	2,697	1,761
Census field staff	5,024	938
<b>Total defined contribution plans</b>	<b>38,441</b>	<b>29,345</b>
Defined benefit plans		
ABS staff	19,032	18,734
Interviewers	470	403
Census field staff	325	110
<b>Total defined benefit plans</b>	<b>19,827</b>	<b>19,247</b>
Leave and other entitlements	23,782	26,876
Separation and redundancies	616	700
Other employee expenses	906	399
<b>Total employee benefits</b>	<b>444,497</b>	<b>335,978</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 be applied at the time the leave is taken, including the ABS' 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.

An independent actuarial valuation of employee benefit liabilities is conducted every three years. The liability for long service leave and annual leave has been determined by reference to the work of the Australian Government Actuary (AGA) for 30 June 2022. The estimate of the present value of the liability takes into account attrition rates and pay increases through promotion and inflation.

## Australian Bureau of Statistics

### Notes to the Financial Statements

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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.

#### Termination Benefits

An employee who accepts an offer of a voluntary redundancy with a redundancy benefit and whose employment is terminated by the Australian Statistician under section 29 of *the Public Service Act 1999* on the grounds that the employee is excess to the requirements of the ABS, is entitled to payment of a redundancy benefit of an amount equal to two weeks' salary for each completed year of continuous service, plus a pro rata payment for completed months of service, subject to any minimum amount the employee is entitled to under the National Employment Standards (NES). The amount of its obligation is \$0.519 million as at 30 June 2022 (2021: Nil) and the extent of funding is \$0.519 million as at 30 June 2022 (2021: Nil).

#### Superannuation

The ABS' 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' defined benefit 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.

**Australian Bureau of Statistics**  
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	2022	2021
	\$'000	\$'000
<b>Note 1.1B: Suppliers</b>		
<b>Goods and services</b>		
Consultants	4,021	5,985
Contractors and contracts for services	37,437	32,744
IT services and communications	37,539	32,426
Printing and subscriptions	4,880	12,275
Building expenses (excluding lease payments)	9,654	7,684
Recruitment and employment related	1,535	1,620
Stationery and postage	21,506	2,521
Travel	10,272	4,243
Training	2,021	1,281
Advertising	24,983	600
Other	5,063	3,815
<b>Total goods and services supplied or rendered</b>	<b>158,911</b>	<b>105,194</b>
<b>Goods and services are made of:</b>		
Goods supplied	9,170	15,731
Services rendered	149,741	89,463
<b>Total goods and services supplied or rendered</b>	<b>158,911</b>	<b>105,194</b>
<b>Other suppliers</b>		
Operating lease rentals <sup>1</sup>	1,014	391
Workers compensation expenses	3,282	1,024
<b>Total other suppliers</b>	<b>4,296</b>	<b>1,415</b>
<b>Total suppliers</b>	<b>163,207</b>	<b>106,609</b>

1. The above lease disclosures should be read in conjunction with the accompanying notes 1.1C, 1.2B, 2.2A and 2.4.

The ABS had no short-term lease commitments as at 30 June 2022.

**Accounting Policy**

**Short-term leases and leases of low-value assets**

The ABS has elected not to recognise right-of-use assets and lease liabilities for short-term leases of assets that have a lease term of 12 months or less and leases of low-value assets (less than \$10,000). The ABS recognises the lease payments associated with these leases as an expense on a straight-line basis over the lease term.

## Australian Bureau of Statistics

### Notes to the Financial Statements

	2022	2021
	\$'000	\$'000
<b>Note 1.1C: Finance Costs</b>		
Interest on lease liabilities <sup>1</sup>	1,595	1,736
Unwinding of discount	13	5
<b>Total finance costs</b>	<b>1,608</b>	<b>1,741</b>

1. Interest on lease liabilities relates to the discharge of lease liabilities disclosed in Note 2.4. Lease payments under AASB 16 *Leases* is required to be split into interest and repayment. The interest on the lease liabilities is recognised as Finance Costs in this note and in the Cash Flow Statement. The repayment which reduces the lease liabilities is presented in the Cash Flow Statement.

The above lease disclosures should be read in conjunction with the accompanying notes 1.1B, 1.2B, 2.2A and 2.4.

#### Accounting Policy

All borrowing costs are expensed as incurred.

#### Note 1.1D: Write-Down and Impairment of Other Assets

Impairment of intangibles <sup>1</sup>	-	1,534
Write-down of property, plant and equipment <sup>2</sup>	94	109
Write-down of intangibles <sup>3</sup>	120	17,157
<b>Total write-down and impairment of other assets</b>	<b>214</b>	<b>18,800</b>

1. This amount relates to the impairment provision of Internally Generated Software (IGSW) assets reflecting the uncertainty around its future usability.
2. This amount represents the write-off of a number of Property, Plant and Equipment assets due to obsolescence.
3. This amount largely represents the write-off of a number of IGSW assets due to technological obsolescence.

**Australian Bureau of Statistics**  
Notes to the Financial Statements

**1.2. Own-Source Revenue and Gains**

	2022	2021
	\$'000	\$'000
<b>Own-Source Revenue</b>		
<b>Note 1.2A: Revenue from Contracts with Customers</b>		
Rendering of services	59,353	43,209
<b>Total revenue from contracts with customers</b>	<b>59,353</b>	<b>43,209</b>
<b>Disaggregation of revenue from contracts with customers</b>		
<b>Major product / service line:</b>		
User funded surveys	43,082	29,285
Data subscriptions	1,977	1,870
Statistical consultancies	14,294	12,054
	<b>59,353</b>	<b>43,209</b>
<b>Type of customer:</b>		
Australian Government entities (related parties)	54,012	38,559
State and Territory Governments	2,301	1,755
Non-government entities	3,040	2,895
	<b>59,353</b>	<b>43,209</b>
<b>Timing of transfer of goods and services:</b>		
Over time	59,353	43,209
	<b>59,353</b>	<b>43,209</b>

**Accounting Policy**

Revenue from the rendering of services is recognised in accordance with AASB 15 and AASB 1058.

The major streams of rendering of services revenue are associated with user funded surveys, consultancies and the provision of subscription services. The ABS applies the five-step revenue recognition model in determining the recognition of revenue. This is described below:

Step 1: Identify the contract with the customer

Step 2: Identify the performance obligations

Step 3: Determine the transaction price

Step 4: Allocate the transaction price to the performance obligations in the contract

Step 5: Recognise revenue when or as the ABS satisfies a performance obligation

The transaction price is the total amount of consideration to which the ABS expects to be entitled in exchange for transferring promised goods or services to a customer. The consideration promised in a contract with a customer may include fixed amounts, variable amounts, or both.

**Australian Bureau of Statistics**  
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The ABS recognises revenue over time for user funded surveys where the ABS does not have an alternative use and it has an enforceable right to payment for work performed. The ABS uses an input method based on the costs expected to measure the revenue.

The ABS recognises revenue at a point in time for user funded surveys when the performance obligations, as per the contract are met.

Consultancies and the provision of subscription services revenue are recognised over time as the customer simultaneously receives and consumes the benefits as they are provided.

Where a revenue stream does not meet the scope of AASB 15, the ABS has considered its treatment under AASB 1058. An example of revenue recognised under AASB 1058 is the resources received free of charge received by the ABS from the Australian National Audit Office providing Audit Services. The services are recognised as revenue at a point in time when services are delivered.

Receivables for goods and services, which have 30-day terms, are recognised at the nominal amounts due less any impairment allowance account. Collectability of debts is reviewed at end of the reporting period. Allowances are made when collectability of the debt is no longer probable.

	2022	2021
	<b>\$'000</b>	<b>\$'000</b>
<b>Note 1.2B: Rental Income</b>		
<b>Operating lease</b>		
Lease income	<u>762</u>	<u>734</u>
<b>Total rental income</b>	<b><u>762</u></b>	<b><u>734</u></b>

**Operating Leases**

The ABS subleases part of the Adelaide and Perth offices to other Commonwealth entities. In this arrangement, the ABS recognises rental income and continues to bear all the risks and rewards of the underlying lease.

**Maturity analysis of operating lease income receivables:**

	2022	2021
	<b>\$'000</b>	<b>\$'000</b>
Within 1 year	1,034	762
One to two years	1,072	793
Two to three years	510	826
Three to four years	472	258
Four to five years	485	213
More than 5 years	<u>317</u>	<u>448</u>
<b>Total undiscounted lease payments receivable</b>	<b><u>3,890</u></b>	<b><u>3,300</u></b>

The above lease disclosures should be read in conjunction with the accompanying notes 2.2A and 2.4.

**Australian Bureau of Statistics**  
Notes to the Financial Statements

	2022	2021
	\$'000	\$'000
<b>Note 1.2C: Other Revenue</b>		
Resources received free of charge		
Remuneration of auditors <sup>1</sup>	126	126
Other entities <sup>2</sup>	420	1,067
Other <sup>3</sup>	<u>839</u>	<u>459</u>
<b>Total other revenue</b>	<b><u>1,385</u></b>	<b><u>1,652</u></b>

1. The ABS' auditor is the Australian National Audit Office who has engaged Deloitte to assist with the assignment. An amount of \$0.068 million (net of GST) relating to non-audit services fees performed by Deloitte has been recorded in Note 1.1B Suppliers.
2. The amount relates to the services received free of charge for the secondment from the Australian Taxation Office (2022: \$0.420 million; 2021: \$0.069 million) and the recognition of non-cash services contributed as part of a project (2022: Nil; 2021: \$0.998 million).
3. Other revenue consists primarily of rebates and refunds during the financial year.

**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.

**Australian Bureau of Statistics**  
Notes to the Financial Statements

## 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

	2022 \$'000	2021 \$'000
<b>Note 2.1A: Trade and Other Receivables</b>		
Appropriations receivable	108,772	93,051
Goods and services	8,859	3,515
GST receivable from the Australian Taxation Office	1,280	2,267
Other receivables	668	622
<b>Total trade and other receivables (gross)</b>	<b>119,579</b>	<b>99,455</b>
<b>Less impairment loss allowance</b>	<b>(8)</b>	<b>(6)</b>
<b>Total trade and other receivables (net)</b>	<b>119,571</b>	<b>99,449</b>

Credit terms for goods and services were within 30 days (2021: 30 days).

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

#### Reconciliation of the Impairment Allowance Account:

<b>Movements in relation to 2022</b>		
	Goods and services \$'000	Total \$'000
<b>Opening balance</b>	<b>(6)</b>	<b>(6)</b>
Amounts written off	-	-
Increase/decrease recognised in net cost of services	(2)	(2)
<b>Closing balance</b>	<b>(8)</b>	<b>(8)</b>

## Australian Bureau of Statistics

### Notes to the Financial Statements

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#### **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.

##### Impairment of financial assets

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 expected credit loss.

## Australian Bureau of Statistics Notes to the Financial Statements

### 2.2. Non-Financial Assets

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

	Leasehold improvements \$'000	Buildings <sup>1</sup> \$'000	Plant and equipment <sup>1</sup> \$'000	Computer software <sup>2</sup> \$'000	Total \$'000
<b>As at 1 July 2021</b>					
Gross book value	28,488	171,793	15,862	252,002	468,145
Work in progress	-	-	3,027	24,955	27,982
Accumulated depreciation, amortisation and impairment	-	(37,349)	(866)	(192,951)	(231,166)
<b>Total as at 1 July 2021</b>	<b>28,488</b>	<b>134,444</b>	<b>18,023</b>	<b>84,006</b>	<b>264,961</b>
<b>Additions</b>					
Purchased or internally developed	1,492	-	2,238	4,853	8,583
Right-of-use assets	-	5,036	-	-	5,036
Revaluations and impairments recognised in other comprehensive income <sup>3</sup>	1,219	-	408	-	1,627
Write-down of assets recognised in net cost of services	-	-	(94)	(120)	(214)
Depreciation and amortisation	(5,007)	-	(7,747)	(18,460)	(31,214)
Depreciation on right-of-use assets	-	(20,882)	(61)	-	(20,943)
Reclassification	63	-	(146)	83	-
Disposals	-	-	(662)	-	(662)
<b>Total as at 30 June 2022</b>	<b>26,255</b>	<b>118,598</b>	<b>11,959</b>	<b>70,362</b>	<b>227,174</b>
<b>Total as at 30 June 2022 represented by</b>					
Gross book value	25,613	166,635	12,781	271,045	476,074
Work in progress	1,492	-	778	1,988	4,258
Accumulated depreciation, amortisation and impairment	(850)	(48,037)	(1,600)	(202,671)	(253,158)
<b>Total as at 30 June 2022 represented by</b>	<b>26,255</b>	<b>118,598</b>	<b>11,959</b>	<b>70,362</b>	<b>227,174</b>
<b>Carrying amount of right-of-use assets</b>					
	-	118,598	49	-	118,647

1. Right-of-use assets under AASB16

Leases relating to office leases and motor vehicle leases are included in Buildings, and Plant and equipment respectively.

2. Assets under work in progress are capitalised when available for use. For further detail, refer to the Capital Work in Progress section in the Accounting Policy.

3. Revaluations of non-financial assets and intangible assets

All revaluations were conducted in accordance with the revaluation policy stated at the Revaluations section in the Accounting Policy. On 30 June 2022, an independent valuer conducted a revaluation. The cost approach and the market approach were applied in estimating fair values and an assumption was made in the form of market uncertainty with the Australian economy continuing to be affected by the COVID-19 pandemic.

**Australian Bureau of Statistics**  
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**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 exclusive where relevant.

	2022	2021
	\$'000	\$'000
<b>Capital Commitments</b>		
Leasehold improvements	-	21
Plant and equipment	4,921	1,300
Intangibles	19	1,633
<b>Total commitments</b>	<b>4,940</b>	<b>2,954</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. The table below summarises the asset recognition thresholds:

Asset Class	Unit Threshold <sup>1</sup>	Class Threshold
IT hardware <sup>1</sup>	\$1,000	\$10,000
Plant and equipment	\$1,000	\$10,000
Leasehold improvements	\$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' leasehold improvements with a corresponding provision for the 'make good' recognised.

Lease Right-of-Use (ROU) Assets

Leased ROU assets are capitalised at the commencement date of the lease and comprise of the initial lease liability amount, initial direct costs incurred when entering into the lease less any lease incentives received. These assets are accounted for by Commonwealth lessees as separate asset classes to corresponding assets owned outright, but included in the same column as where the corresponding underlying assets would be presented if they were owned.

On initial adoption of AASB 16 the ABS has adjusted the ROU assets at the date of initial application by the amount of any provision for onerous leases recognised immediately before the date of initial application. Following initial application, an impairment review is undertaken for any right of use lease asset that shows indicators of impairment and an impairment loss is recognised against any right of use lease asset that is impaired. Lease ROU assets continue to be measured at cost after initial recognition in the ABS' financial statements.

**Australian Bureau of Statistics**  
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Revaluations

Following initial recognition at cost, property, plant and equipment (excluding ROU assets) are carried at fair value (or an amount not materially different from 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 depends 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.

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:

	2022	2021
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.

The depreciation rates for ROU assets are based on the commencement date to the earlier of the end of the useful life of the ROU asset or the end of the lease term.

Impairment

All assets were assessed for indications of impairment at 30 June 2022. 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 impairment result is reflected in the Statement of Comprehensive Income in accordance with AASB 136 *Impairment of Assets*.

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' 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 2022. Refer to Note 1.1D: Write-Down and Impairment of Other Assets for further detail.

## Australian Bureau of Statistics

### Notes to the Financial Statements

#### Internally Generated Software

The ABS builds and maintains a significant set of internally generated software assets (IGSW) assets. All software developed in-house are capitalised in accordance with the asset recognition threshold. 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

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. The recognition thresholds for intangible assets are summarised below:

Asset Class	Unit Threshold	Class Threshold
Purchased software	\$1,000	\$50,000
Internally generated software	N/A	\$300,000

#### 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' software are:

	2022	2021
Computer software (purchased)	5-15 years*	5-15 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 (2021: 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 capitalised when available for use. 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.

**Australian Bureau of Statistics**  
Notes to the Financial Statements

**2.3. Payables**

	2022	2021
	\$'000	\$'000
<b>Note 2.3A: Suppliers</b>		
Trade creditors and accruals	8,855	13,791
<b>Total suppliers payables</b>	<b>8,855</b>	<b>13,791</b>

Settlement is usually made within 20 days (2021: 20 days).

**Accounting Policy**

Suppliers and Other Payables

Suppliers 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	7,746	9,144
Superannuation	1,265	1,320
Separations and redundancies	519	-
Unearned revenue	52,354	45,372
Other	615	615
<b>Total other payables</b>	<b>62,499</b>	<b>56,451</b>

**Accounting Policy**

Salaries and wages, Superannuation, Separations and redundancies

Refer to Note 1.1A: Employee Benefits for detail.

Unearned revenue

Unearned revenue is for the provision of statistical consultancies and statistical surveys.

**Australian Bureau of Statistics**  
Notes to the Financial Statements

**2.4. Leases**

	2022	2021
	\$'000	\$'000
<b>Note 2.4: Leases</b>		
Lease liabilities	127,149	140,520
<b>Total leases</b>	<b>127,149</b>	<b>140,520</b>

Total cash outflow for leases for the year ended 30 June 2022 was \$19.925 million (2021: \$18.927 million).

**Maturity analysis - contractual undiscounted cash flows**

Within 1 year	16,573	19,562
Between 1 to 5 years	54,708	66,818
More than 5 years	66,013	66,013
<b>Total leases</b>	<b>137,294</b>	<b>152,393</b>

The ABS in its capacity as lessee has office space and fleet motor vehicles.

The above lease disclosures should be read in conjunction with the accompanying notes 1.1C, 1.2B and 2.2A.

**Accounting Policy**

For all new contracts entered into, the ABS considers whether the contract is, or contains a lease. A lease is defined as 'a contract, or part of a contract, that conveys the right to use an asset (the underlying asset) for a period of time in exchange for consideration'.

Once it has been determined that a contract is, or contains a lease, the lease liability is initially measured at the present value of the lease payments unpaid at the commencement date, discounted using the interest rate implicit in the lease, if that rate is readily determinable, or the ABS' incremental borrowing rate.

Subsequent to initial measurement, the liability will be reduced for payments made and increased for interest. It is remeasured to reflect any reassessment or modification to the lease. When the lease liability is remeasured, the corresponding adjustment is reflected in the right-of-use asset or profit and loss depending on the nature of the reassessment or modification.

**2.5. Provisions**

**Note 2.5A: Other Provisions**

	Make good provision
	\$'000
<b>As at 1 July 2021</b>	<b>1,979</b>
Amounts used	(589)
Amounts reversed	(197)
Unwinding of discount or change in discount rate	13
Revaluation	(119)
<b>Total as at 30 June 2022</b>	<b>1,087</b>

For the make good provision, the amount of any expected reimbursement is \$1.087 million and the written down value of assets for that expected reimbursement is \$0.355 million.

## Australian Bureau of Statistics

### Notes to the Financial Statements

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#### Accounting Judgements and Estimates

##### Make good provision

The ABS currently holds 10 leases for office space around Australia. Two lease agreements include make good clauses.

Provision for make good liability is made where 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*.

### 3. Funding

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

#### 3.1. Appropriations

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

##### Annual Appropriations for 2022

	Annual Appropriation \$'000	Adjustments to appropriation <sup>2</sup> \$'000	Total appropriation \$'000	Appropriation applied (current and prior years) \$'000	Variance <sup>3</sup> \$'000
<b>Departmental</b>					
Ordinary annual services	579,370	68,548	647,918	641,568	6,350
Capital Budget <sup>1</sup>	15,807	-	15,807	4,971	10,836
Other services					
Equity Injections	9,526	-	9,526	7,524	2,002
<b>Total departmental</b>	<b>604,703</b>	<b>68,548</b>	<b>673,251</b>	<b>654,063</b>	<b>19,188</b>

1. Departmental Capital Budgets 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 2021-22, \$3.231 million was quarantined under section 51 of the PGPA Act due to a reclassification between capital and operating budgets and is no longer available as capital.
2. Adjustments to appropriations include PGPA Act section 74 receipts (\$68.448 million) and PGPA Act section 75 transfers (\$0.1 million). The function of <http://www.data.gov.au> was transferred from the Digital Transformation Agency to the ABS under section 75 of the PGPA Act. For detail, Refer to Note 6.2 Restructuring.
3. The variances represent undrawn current year appropriations.

##### Annual Appropriations for 2021

	Annual Appropriation \$'000	Receipts retained under PGPA Act - Section 74 \$'000	Total appropriation \$'000	Appropriation applied (current and prior years) \$'000	Variance <sup>2</sup> \$'000
<b>Departmental</b>					
Ordinary annual services	414,382	56,868	471,250	459,933	11,317
Capital Budget <sup>1</sup>	12,741	-	12,741	9,392	3,349
Other services					
Equity Injections	27,645	-	27,645	25,402	2,243
<b>Total departmental</b>	<b>454,768</b>	<b>56,868</b>	<b>511,636</b>	<b>494,727</b>	<b>16,909</b>

1. 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.
2. The variances represent undrawn current year appropriations.

**Australian Bureau of Statistics**  
Notes to the Financial Statements

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

	<b>2022</b>	2021
	<b>\$'000</b>	\$'000
<b>Departmental</b>		
Appropriation Act (No. 1) 2020-2021	17	79,131
Appropriation Act (No. 1) 2020-2021 - Capital Budget (DCB) - Non Operating	-	393
Appropriation Act (No. 2) 2020-2021 - Non Operating - Equity Injection	-	2,243
Supply Act (No. 1) 2021-2022	-	3,851
Supply Act (No. 1) 2020-2021 - Capital Budget (DCB) - Non Operating	2,855	7,433
Appropriation Act (No. 1) 2021-2022	89,079	-
Appropriation Act (No. 1) 2021-2022 - Capital Budget (DCB) - Non Operating <sup>1</sup>	12,576	-
Appropriation Act (No. 2) 2021-2022 - Non Operating - Equity Injection	3,855	-
Appropriation Act (No. 4) 2021-2022 - Non Operating - Equity Injection	390	-
Cash at bank	4,744	4,508
<b>Total departmental</b>	<b>113,516</b>	<b>97,559</b>

1. Departmental Capital Budgets were appropriated \$15.807 million through Appropriation Act (No. 1) 2021-2022. In 2021-22, \$3.231 million was quarantined under section 51 of the PGPA Act due to a reclassification between capital and operating budgets and is no longer available as capital.

**3.2. Net Cash Appropriation Arrangements**

**Note 3.2A: Net Cash Appropriation Arrangements**

	<b>2022</b>	2021
	<b>\$'000</b>	\$'000
<b>Total comprehensive loss - as per the Statement of Comprehensive Income</b>	<b>(19,395)</b>	<b>(49,910)</b>
<i>Plus: depreciation/amortisation of assets funded through appropriations (departmental capital budget funding and/or equity injections)<sup>1</sup></i>	<b>31,214</b>	30,328
<i>Plus: depreciation of right-of-use assets<sup>2</sup></i>	<b>20,943</b>	19,858
<i>Less: lease principal repayments<sup>2</sup></i>	<b>(18,330)</b>	<b>(17,191)</b>
<b>Net Cash Operating Surplus/ (Deficit)</b>	<b>14,432</b>	<b>(16,915)</b>

1. From 2010-11, the Government introduced net cash appropriation arrangements where revenue appropriations for depreciation/amortisation expenses of non-corporate Commonwealth entities and selected corporate Commonwealth entities were replaced with a separate capital budget provided through equity appropriations. Capital budgets are to be appropriated in the period when cash payment for capital expenditure is required.
2. The inclusion of depreciation/amortisation expenses related to ROU leased assets and the lease liability principal repayment amount reflects the cash impact on implementation of AASB 16 Leases, which does not directly reflect a change in appropriation arrangements.

#### 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 ABS, directly or indirectly, including its director (whether executive or otherwise).

In 2021-22, the total number of KMPs was five (2021: six), consisting of the Australian Statistician, three Deputy Australian Statisticians and one Acting Deputy Australian Statistician. During the period of 11 weeks continuous acting, the officer was involved in decision making that would qualify inclusion as a KMP.

	<b>2022</b>	2021
	<b>\$'000</b>	\$'000
<b>Short-term employee benefits</b>		
Base Salary	1,766	1,744
Other benefits and allowances <sup>1</sup>	17	22
<b>Total Short-term employee benefits</b>	<b>1,783</b>	1,766
<b>Post-employment benefits - Superannuation</b>	<b>314</b>	296
<b>Other long-term benefits - Long Service Leave<sup>2</sup></b>	<b>(36)</b>	(12)
<b>Total key management remuneration expenses<sup>3</sup></b>	<b>2,061</b>	2,050

1. Other benefits and allowances include car parking and related fringe benefits tax, and other allowances.

2. The negative amount is primarily as a result of a decrease in long service leave provisions due to movements in the bond rate.

3. The Portfolio Minister and Cabinet Ministers are KMPs of the ABS, however their remuneration and benefits are not paid by the ABS, and are disclosed in the Australian Government's Consolidated Financial Statements.

## Australian Bureau of Statistics

### Notes to the Financial Statements

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#### 4.2. Related Party Disclosures

AASB 124 *Related Party Disclosures* requires the ABS to disclose transactions with its related parties. Where a 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 parent entity to the ABS is the Australian Government. The ABS is an Australian Government controlled entity. Related parties of the ABS are:

- KMPs as outlined in 4.1;
- Close family members of KMPs; and
- Organisations controlled by KMPs 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 transactions, procurements, 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' operations are incidental and conducted on normal terms and conditions 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' procurement policy.

## 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 2022 for departmental and administered (2021: Nil).

### 5.2. Financial Instruments

	2022	2021
	\$'000	\$'000
<b>Note 5.2A: Categories of Financial Instruments</b>		
<b>Financial assets at amortised cost</b>		
Cash and cash equivalents	4,744	4,508
Trade and other receivables	9,519	4,131
<b>Total financial assets at amortised cost</b>	<b>14,263</b>	<b>8,639</b>
<b>Total financial assets</b>	<b>14,263</b>	<b>8,639</b>
<b>Financial Liabilities</b>		
<b>Financial liabilities measured at amortised cost</b>		
Trade creditors and accruals	8,855	13,791
<b>Total financial liabilities measured at amortised cost</b>	<b>8,855</b>	<b>13,791</b>
<b>Total financial liabilities</b>	<b>8,855</b>	<b>13,791</b>
<b>Note 5.2B: Net Losses on Financial Assets</b>		
<b>Financial assets at amortised cost</b>		
Impairment	76	-
<b>Net gains on financial assets at amortised cost</b>	<b>76</b>	<b>-</b>

## Australian Bureau of Statistics

### Notes to the Financial Statements

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#### **Accounting Policy**

##### Financial Assets

In accordance with AASB 9 *Financial Instruments*, the ABS classifies its financial assets in the following categories:

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

The classification depends on both the ABS' 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.

##### 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.

## 6. Other Information

### 6.1. Current/non-current distinction for assets and liabilities

	2022	2021
	\$'000	\$'000
<b>Note 6.1A: Current/non-current distinction for assets and liabilities</b>		
<b>Assets expected to be recovered in:</b>		
<b>No more than 12 months</b>		
Cash and cash equivalents	4,744	4,508
Trade and other receivables	119,571	99,449
Prepayments	11,537	10,362
<b>Total no more than 12 months</b>	<b>135,852</b>	<b>114,319</b>
<b>More than 12 months</b>		
Leasehold improvements	26,255	28,488
Buildings	118,598	134,444
Plant and equipment	11,959	18,023
Intangibles	70,362	84,006
Prepayments	2,796	2,377
<b>Total more than 12 months</b>	<b>229,970</b>	<b>267,338</b>
<b>Total assets</b>	<b>365,822</b>	<b>381,657</b>
<b>Liabilities expected to be settled in:</b>		
<b>No more than 12 months</b>		
Suppliers	8,855	13,791
Other payables	62,405	54,343
Leases	15,122	17,978
Employee leave	31,169	30,706
<b>Total no more than 12 months</b>	<b>117,551</b>	<b>116,818</b>
<b>More than 12 months</b>		
Other payables	94	2,108
Leases	112,027	122,542
Employee leave	77,891	83,745
Other	1,087	1,979
<b>Total more than 12 months</b>	<b>191,099</b>	<b>210,374</b>
<b>Total liabilities</b>	<b>308,650</b>	<b>327,192</b>

**Australian Bureau of Statistics**  
Notes to the Financial Statements

**6.2. Restructuring**

**Note 6.2A: Departmental Restructuring**

	2022
	Data.gov.au Digital Transformation Agency <sup>1</sup>
	\$'000
<b>Expenses assumed</b>	
Recognised by the receiving entity	970
Recognised by the losing entity	100
<b>Total expenses assumed</b>	<b>1,070</b>

1. Responsibility for the data.gov.au domain name was assumed from the Digital Transformation Agency to the ABS following a decision of the Prime Minister on 5 July 2021, effective 1 January 2022.
2. No assets or liabilities were transferred.
3. There were no departmental restructures in 2020-21.



# SECTION THREE MANAGEMENT AND ACCOUNTABILITY



# Chapter 6

## Corporate governance

### Introduction

The ABS is an independent statutory authority within the Treasury portfolio and operates as part of the Australian Government. The ABS is accountable to the Parliament and ultimately the public through the Treasurer and the Assistant Minister for Competition, Charities and Treasury, 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 agency. This includes having internal controls which support ABS staff members to undertake their responsibilities in a way that meets community expectations of public accountability, probity and transparency.

The ABS corporate governance arrangements contribute to the effective operation of the agency through transparent decision making, accountable leadership, sound risk management, and effective planning and review processes.

### Governance fora

ABS governance fora make decisions, seek and provide advice and consult and share information. ABS governance committees identify ABS priorities, review and approve policies and strategies, assess and respond to risks, oversee the implementation of new or revised controls, and monitor performance.

ABS governance fora at 30 June 2022 are outlined in Table 6.1.

**Table 6.1: Governance fora, at 30 June 2022**

<b>Primary governance boards</b>
<b>Executive Board</b>
The Executive Board supports the Australian Statistician to provide leadership and strategic oversight of the ABS. It also assists the Australian Statistician, as the authorised decision maker under the <i>Public Governance, Performance and Accountability Act 2013</i> (PGPA Act), to determine direction, policy, and priorities, and ensure the efficient, economical, and ethical operation of the ABS.
<b>Audit and Risk Committee</b>
The ABS Audit and Risk Committee provides independent assurance and advice to the Australian Statistician on financial and performance reporting, risk oversight and management, and the system of internal controls, including those applied to ensure legislative compliance and the execution of ABS functions.
<b>Australian Statistics Advisory Council</b>
The Australian Statistics Advisory Council provides independent advice to both 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. More information on Australian Statistics Advisory Council is provided below.

## **Sub-committees to the Executive Board**

### **Enterprise Management Committee**

The Enterprise Management Committee is the sole sub-committee to the Executive Board and is responsible for the management, coordination, and planning of allocated resources; risk management; and monitoring the delivery of enterprise projects.

## **Advisory committees**

### **Census Executive Board**

The Census Executive Board provides oversight for the strategic direction of the 2026 Census Program and monitors delivery of the 2021 Census Program.

### **2026 Census Program Initialisation Board**

The 2026 Census Program Initialisation Board has responsibility for key Program-level decision making for the initial design phase of the Census. It monitors preparations for the 2026 Census and provides advice to support the achievement of the Program objectives.

### **Collections Program Committee**

The Collections Program Committee is responsible for overseeing, monitoring, and prioritising the statistical collection schedule including managing risks and considering potential new approaches and efficiencies.

### **Disclosure Review Committee**

The Disclosure Review Committee 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 is empowered to initiate reviews to improve procedures, processes, and policies, or undertake investigations where warranted or where directed by the Executive Board.

### **Labour Statistics Advisory Group**

The Labour Statistics Advisory Group provides expert external advice on strategies and decisions related to the labour statistics program.

### **Methodology Advisory Committee**

The Methodology Advisory Committee provides expert advice to the Chief Methodologist on methodological issues that arise across the production of national statistics e.g. survey design, data linkage, analysis, confidentialisation, and dissemination.

### **National Health and Safety Committee**

The National Health and Safety Committee enables the ABS, its workers, and their representatives to discuss organisational work, health and safety (WHS) matters. The Committee considers WHS information and issues; makes decisions on WHS matters; and makes recommendations to the People Committee.

### **People Committee**

The People Committee is responsible for monitoring and prioritisation of operational decisions associated with people and capability functions. It includes representatives from each of the ABS diversity networks.

Notable changes to governance for during 2021–22:

- The 2021 Census Delivery Committee was created to monitor and review preparations for the 2021 Census including providing advice on design principles, scope and budget, risks, operations, privacy and security. Since collection of the 2021 Census data has concluded, the Committee has ceased operations and held its final meeting on 24 November 2021.
- The 2026 Census Program Initialisation Board was established by the Census Executive Board on 9 December 2021. The first meeting of the 2026 Census Program Initialisation Board was held on 24 February 2022.<sup>29</sup>
- The Audit Committee changed its name to the Audit and Risk Committee in July 2021 to highlight the risk oversight role of the Committee in addition to its audit functions.

## Audit and Risk Committee

The Audit and Risk Committee provided independent advice to the Australian Statistician on the appropriateness of ABS financial and performance reporting, risk management, and system of internal controls. The Committee's functions are documented in the Audit and Risk Committee Charter, which can be viewed on the ABS website.<sup>30</sup>

There were four Committee members (including the Chair) during the reporting period. Membership details, including the experience and expertise of each member, are provided in Table 6.2 below.

**Table 6.2: Audit and Risk Committee membership, 2021–22**

Member name	Qualifications, knowledge, skills, and experience	Number of meetings attended/total number of meetings	Total annual remuneration (GST inclusive)
Jennifer Clark (Chair)	<p><b>Background</b></p> <ul style="list-style-type: none"> <li>• Extensive executive career in corporate finance and investment banking.</li> </ul> <p><b>Experience</b></p> <ul style="list-style-type: none"> <li>• Broad range of board and committee roles in fields such as financial services, maritime, and defence.</li> <li>• Held committee roles in over 20 audit, risk and finance committees in the Australian Government and private sectors over the past 30 years.</li> <li>• Currently chair, deputy chair, or independent member of committees in a number of Australian Government entities.</li> </ul> <p><b>Specialised knowledge</b></p> <ul style="list-style-type: none"> <li>• Business, finance, governance, performance reporting, audit, risk management, and project management.</li> </ul> <p><b>Membership</b></p> <ul style="list-style-type: none"> <li>• Fellow of the Australian Institute of Company Directors since 1993.</li> </ul>	6/6	\$37,812.50

<sup>29</sup> The last meeting of the 2026 Census Program Initialisation Board was on 6 July 2022. It was replaced by the Census Program Board.

<sup>30</sup> <https://www.abs.gov.au/about/legislation-and-policy/audit-and-risk-committee/Audit%20and%20Risk%20Committee%20Charter%202021.pdf>

Member name	Qualifications, knowledge, skills, and experience	Number of meetings attended/total number of meetings	Total annual remuneration (GST inclusive)
Loftus Harris AM	<p><b>Background</b></p> <ul style="list-style-type: none"> <li>Experienced company chairman, director, and advisor.</li> <li>Former chief executive officer and senior executive in state government and Australian Government departments.</li> <li>Former senior Australian Trade Commissioner.</li> </ul> <p><b>Experience</b></p> <ul style="list-style-type: none"> <li>Extensive corporate governance, senior management, and strategy experience.</li> <li>Chair, director, or member of numerous committees and boards including public, private, industry, and academic sectors.</li> <li>15 years of audit and risk committee memberships.</li> </ul> <p><b>Specialised knowledge</b></p> <ul style="list-style-type: none"> <li>Strategic economic development, public administration, international trade and investment, and major events.</li> </ul> <p><b>Membership</b></p> <ul style="list-style-type: none"> <li>Fellow of the Australian Institute of Company Directors.</li> <li>Former national president of the Australian Institute of Export.</li> </ul>	6/6	\$21,120
Will Laurie	<p><b>Background</b></p> <ul style="list-style-type: none"> <li>Senior executive leadership roles in professional accounting and audit entities, such as PriceWaterhouseCoopers and Boyce Chartered Accountants.</li> <li>Chairman of birdsnest (on-line retailer) and Tarahawk Pty Ltd (property management).</li> </ul> <p><b>Experience</b></p> <ul style="list-style-type: none"> <li>Over 20 years' experience as chair or an external member of audit and risk committees for Australian Government and ACT entities.</li> </ul> <p><b>Specialised knowledge</b></p> <ul style="list-style-type: none"> <li>Expertise in Australian Government financial and performance management, measurement, analysis, and reporting.</li> </ul>	6/6	\$21,120
Jennifer Scott	<p><b>Background</b></p> <ul style="list-style-type: none"> <li>Senior finance executive of eBay and Expedia, and transformation businesses including banking and education.</li> </ul> <p><b>Experience</b></p> <ul style="list-style-type: none"> <li>Leadership and advisory roles in digital business transformation, including culture and technological change.</li> <li>Extensive experience in finance, performance, and analysis using modern data techniques.</li> </ul> <p><b>Specialised knowledge</b></p> <ul style="list-style-type: none"> <li>Expertise in the application of digital technology for business transformation, private sector accountability, and finance.</li> </ul> <p><b>Membership</b></p> <ul style="list-style-type: none"> <li>Fellow of the Chartered Institute of Accountants (UK) and a Chartered Accountants (Aust.) designate.</li> </ul>	6/6	\$21,120

## Australian Statistics Advisory Council

The Australian Statistics Advisory Council (ASAC, the Council) is established under the *Australian Bureau of Statistics Act 1975*. As set out in the Act, the role of the Council in 2021–22 was to provide independent advice to the minister responsible for the ABS and the Australian Statistician on:

- the improvement, extension, and coordination of statistical services provided for public purposes in Australia
- 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
- any other matters relating generally to those statistical services.

The Chair of the Council is Professor Ian Harper AO, the Dean and Director of the Melbourne University Business School and a member of the Reserve Bank of Australia Board. The Council reports annually to Parliament.

Further information on ASAC and its activities can be found in its annual report available on the ABS website.<sup>31</sup>

## Fraud control

The ABS Fraud Control Plan is reviewed and updated at least biennially. It describes key fraud risks to the ABS and the measures in place to prevent, detect and respond to fraud, including review of fraud risk exposure when there is a substantial change in the ABS operating environment or to internal functions or practices.

A comprehensive independent fraud risk assessment was conducted between February and April 2022. The Fraud Control Plan was updated following this assessment to ensure it appropriately reflects countermeasures for the key fraud risks assessed.

Fraud awareness continues to be a key part of the ABS' commitment to fraud control. The ABS participated in the annual International Fraud Awareness Week in 2021 and actively promoted the importance of fraud prevention. Staff are regularly reminded of the need to protect public resources, personal information, and market sensitive information.

Fraud control and incidents of potential fraud were reported to the Audit and Risk Committee throughout 2021–22.

There have been no significant instances of fraud identified during the period.

## Compliance with finance law

In 2021–22, the ABS did not identify or report any matters of significant or systemic non-compliance with the finance law to the Finance Minister under paragraph 19(1)(e) of the Public Governance, Performance and Accountability Rule 2014 (PGPA Rule).

## Information Publication Scheme

Entities subject to the *Freedom of Information Act 1982* (FOI Act) are required to publish information as part of the Information Publication Scheme (IPS), outlined in Part II of the FOI Act. 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.<sup>32</sup>

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<sup>31</sup> <https://www.abs.gov.au/ausstats/abs@.nsf/mf/1002.0>

<sup>32</sup> <https://www.abs.gov.au/about/legislation-and-policy/freedom-information/information-publication-scheme>

## External scrutiny

### Privacy Impact Assessments

In 2021–22, the ABS published four Privacy Impact Assessments (PIA). The PIA for the National Health Measures Study (NHMS) and update for the PIA for the Multi-Agency Data Integration Project (MADIP) were independently conducted by Maddocks.

The NHMS is part of the Intergenerational Health and Mental Health Study (2020–23) to inform research and policy to improve health outcomes for Australians. The study is voluntary and compiles information on selected biomedical markers of chronic disease, nutrition, and environmental measures. The PIA recognised the ABS' proactive approach to consider and address privacy risks and recommended improvements to be incorporated into the final design for the study.

The update to the PIA for the MADIP considered new categories of data, increased volume of data, expanded outputs and changed data handling processes. The report made six recommendations to enhance compliance with the Australian Privacy Principles and to advance privacy best practice. The ABS agreed to all the recommendations.

The Office of the Australian Information Commissioner (OAIC) conducted a privacy assessment of Australian Government entities' compliance with s15.1 of the Privacy (Australian Government Agencies - Governance) Code 2017 (Code), which makes it mandatory for entities to publish a register of their PIAs on their respective websites. The assessment found the ABS to be compliant with the code.<sup>33</sup>

The PIAs and the ABS responses are available on the ABS website.<sup>34</sup>

### Australian National Audit Office Performance Audits

There were no ANAO audits of the ABS in 2021–22.

### Other reviews and reports

There were no other external reviews completed in 2021–22 that had a significant effect on the operations of the entity. There were no adverse comments or findings relating to the ABS from the Auditor-General, a Parliamentary Committee, the Commonwealth Ombudsman, or courts or tribunals. In addition, no individual or administrative review decisions by the OAIC were of significance to the ABS during 2021–22.

### Purchasing

The ABS approach to procuring goods and services is consistent with the principles of the Commonwealth Procurement Rules. These rules are applied consistently to procurement activities through the Accountable Authority Instructions, supporting operational guidelines and procurement frameworks.

Information on significant procurements expected to be undertaken, via an open approach to market (released on AusTender) are advertised in an annual procurement plan, available from the AusTender website. This plan is reviewed and updated throughout the year.

Annual reports contain information about actual expenditure on contracts for consultancies and non-consultancy contracts, while information on contract values is available on the AusTender website.

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33 <https://www.oaic.gov.au/privacy/privacy-registers/privacy-codes-register/australian-government-agencies-privacy-code>

34 <https://www.abs.gov.au/about/legislation-and-policy/privacy/privacy-impact-assessments>

## 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.<sup>35</sup>

ABS procurement practices support SMEs by adopting whole-of-government solutions to simplify interactions. This includes complying with the Commonwealth Procurement Framework, using the Commonwealth Contracting Suite for low-risk procurements valued under \$200,000, and using credit cards for procurements under \$10,000.

The ABS recognises the importance of ensuring that small businesses are paid on time. The Pay On-Time Survey Performance Reports of Australian Government are available on the Treasury website.<sup>36</sup>

## Consultancy contracts

The ABS engages consultants when it requires specialist expertise or when independent research, review, or assessment is required. Decisions to engage consultants during 2021–22 were made in accordance with the PGPA Act and related regulations, including the Commonwealth Procurement Rules and relevant internal policy.

During 2021–22, 29 new consultancy contracts were entered into involving total actual expenditure of \$1,200,074. In addition, 24 ongoing consultancy contracts were active during the period, involving total actual expenditure of \$2,693,951 (see Tables 6.3 and 6.4).

The 2021 Census program was the main user of consultancy services in 2021–22. Services undertaken include:

- independent assurance
- advertising services
- market research
- management advisory.

**Table 6.3: Expenditure on reportable consultancy contracts, 2021–22**

	Number	Expenditure \$ (GST inclusive)
New contracts entered into during the reporting period	29	1,200,074
Ongoing contracts entered into during a previous reporting period	24	2,693,951
<b>Total</b>	<b>53</b>	<b>3,894,025</b>

**Table 6.4: Organisations receiving a share of reportable consultancy contracts, 2021–22<sup>(a)(b)</sup>**

Name of Organisation	Expenditure \$ (GST inclusive)
The Architecture Practice (ABN 97 169 445 354)	176,387
PricewaterhouseCoopers (ABN 20 607 773 295)	152,831
Portable Australia Pty Ltd (ABN 82 118 683 828)	149,787
DBM Consultants Pty Ltd (ABN 20 053 336 799)	128,999
Meld Studios Pty Ltd (ABN 70 141 246 611)	120,000

(a) Organisations that received the 5 largest shares.

(b) Based on total expenditure by organisation, not expenditure by contract.

<sup>35</sup> <https://www.finance.gov.au/government/procurement/statistics-australian-government-procurement-contracts>

<sup>36</sup> <https://treasury.gov.au/small-business/pay-time-survey-performance-reports>

## Non-consultancy contracts

During 2021–22, 220 new non-consultancy contracts were entered into involving total actual expenditure of \$43,165,084. In addition, 282 ongoing non-consultancy contracts were active during the period, involving total actual expenditure of \$109,811,989 (see Tables 6.5 and 6.6).

The 2021 Census program was one of the main drivers for non-consultancy expenditure in 2020–21 along with property management and ICT goods and services.

**Table 6.5: Expenditure on reportable non-consultancy contracts, 2021–22**

	Number	Expenditure \$ (GST inclusive)
New contracts entered into during the reporting period	220	43,165,084
Ongoing contracts entered into during a previous reporting period	282	109,811,989
<b>Total</b>	<b>502</b>	<b>152,977,073</b>

**Table 6.6: Organisations receiving a share of reportable non-consultancy contracts, 2021–22<sup>(a)(b)</sup>**

Name of Organisation	Expenditure \$ (GST inclusive)
Australia Post (ABN 28 864 970 579)	20,888,618
Amazon Web Services (ABN 63 605 345 891)	8,402,137
Accenture Australia Pty Ltd (ABN 49 096 776 895)	1,970,908
Evolve FM (ABN 52 605 472 580)	1,398,261
Oracle Corporation Australia Pty Limited (ABN 80 003 074 468)	1,067,443

(a) Organisations that received the 5 largest shares.

(b) Based on total expenditure by organisation, not expenditure by contract

## Exempt contracts

During the 2021–22 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. They accord with relevant accounting standards and other legislative requirements. Further details on the ABS asset policies are contained in note 2.2 of the Financial Statements.

An asset register is maintained, and an annual stocktake is conducted to ensure the completeness of information recorded in the register. A capital management plan details the strategic asset requirements and funding sources for ongoing asset management and replacement.

## Advertising and market research

Under section 311A of the *Commonwealth Electoral Act 1918*, the ABS is required to disclose payments over \$14,500 (GST inclusive) for advertising and market research in the annual report.

During 2021–22, the ABS total expenditure for advertising and market research over the reporting threshold was \$27,166,017 (GST inclusive) (Table 6.7), the vast majority of which was expended on the 2021 Census.

Further information on these advertising campaigns is available on the ABS website and in the reports on Australian Government advertising prepared by the Department of Finance. Those reports are available on the Department of Finance website.<sup>37</sup>

**Table 6.7: Advertising and market research payments over \$14,500, 2021–22**

Organisation	Purpose	Expenditure \$ (GST inclusive)
<b>Market research organisations</b>		
DBM Consultants Pty Ltd	2021 Census Data Release Benchmark & Tracking Research	128,999
Meld Studios Pty Ltd	2021 Census User Feedback Research	215,050
Hall and Partners Pty Ltd	2021 Census Campaign Research	148,976
<b>Advertising (campaign and non-campaign advertising)</b>		
Universal McCann	2021 Census Advertising	27,718,816
Universal McCann	Graduate Recruitment Advertising	53,391
BMF Advertising Pty Ltd	2021 Census Advertising	301,908
Promo Gear	2021 Census Merchandise	115,487
<b>Public relations organisations</b>		
33 Creative Pty Ltd	2021 Census Aboriginal Torres Strait Islander Communication Development	260,466
Horizon Communication Group Pty Ltd	2021 Census PR Agency	233,200
Ogilvy Australia Pty Ltd	2021 Census Culturally and Linguistically Diverse Communication Development	320,733
Australian Broadcasting Corporation	2021 Census Media Partnership	80,000
<b>Internal media monitoring services</b>		
Stream Pty Ltd	Media Monitoring Services	269,841
Stream Pty Ltd	2021 Census Communication Analysis	35,750
<b>Total payments over \$14,500 (GST inclusive)</b>		<b>29,882,618</b>

<sup>37</sup> <https://www.finance.gov.au/publications/reports/advertising>

# Chapter 7

## Management of human resources

### Introduction

The human resource management function is a key enabler for ensuring the ABS workforce has the capability and capacity to mobilise the right people in the right place at the right time, to achieve its objectives.

As at 30 June 2022, there were a total of 3,481 operative and inoperative staff employed by the ABS, including:

- 2,855 operative staff employed under the *Public Service Act 1999*
- 134 inoperative staff employed under the *Public Service Act 1999*<sup>38</sup>
- 473 operative interviewers employed under the *Australian Bureau of Statistics Act 1975*
- 18 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 2022 and compare them with levels as at 30 June 2021. The tables include information on gender, employment type and status, classification, location and diversity.

**Table 7.1: Total ongoing staff by gender, location, and employment status, at 30 June 2021 & 2022<sup>(a)</sup>**

Location	At June 30 2021					At June 30 2022				
	Male		Female		Total	Male		Female		Total
	Full-time	Part-time	Full-time	Part-time		Full-time	Part-time	Full-time	Part-time	
NSW	85	47	51	96	280	112	45	64	94	316
Vic. <sup>(b)</sup>	242	37	186	143	609	279	35	238	130	683
Qld	65	21	69	86	241	83	21	69	92	266
SA	66	27	79	84	256	94	33	97	94	318
WA	64	25	47	59	195	67	23	54	64	208
Tas.	42	16	37	45	140	46	20	36	48	150
NT	8	8	22	13	51	5	8	10	13	36
ACT	450	46	410	135	1041	469	41	403	143	1058
<b>Total</b>	<b>1022</b>	<b>227</b>	<b>901</b>	<b>661</b>	<b>2813<sup>(c)</sup></b>	<b>1155</b>	<b>226</b>	<b>971</b>	<b>678</b>	<b>3035<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 non-binary staff.

38 Staff on leave for a duration of three months or more are deemed inoperative.

**Table 7.2: Total non-ongoing staff by gender, location, and employment status, at 30 June 2021 & 2022<sup>(a)</sup>**

Location	At June 30 2021					At June 30 2022				
	Male		Female		Total	Male		Female		Total
	Full-time	Part-time	Full-time	Part-time		Full-time	Part-time	Full-time	Part-time	
NSW	14	2	17	3	36	3	13	3	4	23
Vic. <sup>(b)</sup>	79	60	102	112	354	54	9	82	28	174
Qld	13	7	10	4	34	8	10	9	5	32
SA	23	8	19	5	55	8	2	5	6	21
WA	27	3	26	3	59	14	6	6	10	36
Tas.	10	6	7	10	33	9	1	4	3	17
NT	9	0	14	0	23	1	0	1	0	2
ACT	162	40	136	32	372	67	10	52	11	141
<b>Total</b>	<b>337</b>	<b>126</b>	<b>331</b>	<b>169</b>	<b>966<sup>(c)</sup></b>	<b>164</b>	<b>51</b>	<b>162</b>	<b>67</b>	<b>446<sup>(c)</sup></b>

(a) Counts include interviewers and inoperative staff.

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

(c) Includes non-binary staff.

**Table 7.3: Ongoing Public Service Act staff by gender, classification, and employment status, at 30 June 2021 & 2022<sup>(a)(b)(c)</sup>**

Classification	At June 30 2021 <sup>(d)</sup>					At June 30 2022 <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	0	0	3	0	3	0	0	3	0	3
SES 2	8	0	3	0	11	7	0	2	1	10
SES 1	14	1	12	0	27	16	0	13	0	29
EL 2	74	3	57	15	149	78	3	70	18	169
EL 1	209	18	160	77	464	235	22	172	87	516
APS 6	300	23	240	113	676	351	25	269	130	775
APS 5	188	18	215	91	512	217	21	227	87	552
APS 4	221	15	199	54	490	244	13	209	59	529
APS 3	6	0	12	4	22	6	0	5	4	15
APS 2	1	1	0	0	2	0	1	0	0	1
APS 1	0	0	0	0	0	0	0	1	0	1
Other <sup>(f)</sup>	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>1021</b>	<b>79</b>	<b>901</b>	<b>354</b>	<b>2356<sup>(g)</sup></b>	<b>1154</b>	<b>85</b>	<b>971</b>	<b>386</b>	<b>2600<sup>(g)</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) 2021 includes 106 inoperative ongoing staff (by level: SESB2 – 1 male; EL2 – 4 male & 3 female; EL1 – 7 male & 13 female; APS6 – 12 male & 27 female; APS5 – 4 male & 19 female; APS4 – 6 male & 10 female).

(e) 2022 includes 130 inoperative ongoing staff (by level: SESB2 – 1 male; SESB1 – 1 male; EL2 – 5 male & 6 female; EL1 – 7 male & 23 female; APS6 – 14 male & 29 female; APS5 – 5 male & 12 female; APS4 – 10 male & 15 female; APS3 – 2 female).

(f) All staff included in the 'Other' category were cadets.

(g) Includes non-binary staff.

**Table 7.4: Non-ongoing Public Service Act staff by gender, classification, and employment status, at 30 June 2021 & 2022<sup>(a)(b)(c)</sup>**

Classification	At June 30 2021 <sup>(d)</sup>					At June 30 2022 <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	0	0	0	0	0	0	0	0	0	0
SES 2	0	0	0	0	0	0	0	0	0	1
SES 1	1	0	0	0	1	1	0	0	0	0
EL 2	0	7	3	3	13	0	4	1	0	5
EL 1	9	5	10	3	27	4	1	2	2	9
APS 6	73	9	45	10	137	14	8	12	1	36
APS 5	85	9	96	10	200	23	2	34	3	62
APS 4	114	9	126	19	270	96	5	86	19	207
APS 3	52	31	46	33	163	23	3	26	12	64
APS 2	3	56	5	91	155	3	1	1	0	5
APS 1	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>337</b>	<b>126</b>	<b>331</b>	<b>169</b>	<b>966<sup>(f)</sup></b>	<b>164</b>	<b>24</b>	<b>162</b>	<b>37</b>	<b>389<sup>(f)</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) 2021 includes 4 inoperative non-ongoing staff (by level: EL2 – 1 female; APS5 – 2 female; APS3 – 1 female).

(e) 2022 includes 5 inoperative non-ongoing staff (by level: EL2 – 1 male; APS5 – 1 female; APS4 – 2 female; APS3 – 1 male).

(f) Includes non-binary staff.

**Table 7.5: Public Service Act staff by location and employment type, at 30 June 2021 & 2022<sup>(a)(b)</sup>**

Location	At 30 June 2021 <sup>(c)</sup>			At 30 June 2022 <sup>(d)</sup>		
	Ongoing	Non-ongoing	Total	Ongoing	Non-ongoing	Total
NSW	170	36	206	209	8	217
Vic. <sup>(e)</sup>	517	354	871	603	159	762
Qld	170	34	204	197	20	217
SA	205	55	260	266	16	282
WA	139	59	198	154	26	180
Tas.	104	33	137	116	17	133
NT	31	23	54	16	2	18
ACT	1020	372	1392	1039	141	1180
<b>Total</b>	<b>2356</b>	<b>966</b>	<b>3322</b>	<b>2600</b>	<b>389</b>	<b>2989</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 106 inoperative ongoing staff and 4 inoperative non-ongoing staff at 30 June 2021.

(d) Includes 130 inoperative ongoing staff and 5 inoperative non-ongoing staff at 30 June 2022.

(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 2021 & 2021<sup>(a)</sup>**

Location	At 30 June 2021 <sup>(b)</sup>			At 30 June 2022 <sup>(c)</sup>		
	Ongoing	Non-ongoing	Total	Ongoing	Non-ongoing	Total
NSW	110	0	<b>110</b>	107	15	<b>122</b>
Vic.	92	0	<b>92</b>	80	15	<b>95</b>
Qld	71	0	<b>71</b>	69	12	<b>81</b>
SA	51	0	<b>51</b>	52	5	<b>57</b>
WA	56	0	<b>56</b>	54	10	<b>64</b>
Tas.	36	0	<b>36</b>	34	0	<b>34</b>
NT	20	0	<b>20</b>	20	0	<b>20</b>
ACT	20	0	<b>20</b>	18	0	<b>18</b>
<b>Total</b>	<b>456</b>	<b>0</b>	<b>456</b>	<b>434</b>	<b>57</b>	<b>491</b>

(a) Includes all operative and inoperative interviewers.

(b) Includes 13 inoperative ongoing interviewers at 30 June 2021.

(c) Includes 18 inoperative ongoing interviewers at 30 June 2022.

## Workforce strategy

The *ABS Workforce Strategy 2021–25* was launched in October 2021 and is a key enabling strategy under the ABS Enterprise Strategy, developed to ensure the ABS remains a highly professional, statistically expert and data capable workforce and delivers on its strategic priorities. The Workforce Strategy calls out six workforce goals that ABS aspires to, and that guide ABS workforce investments:

- We are capable.
- We are collaborative.
- We are connected.
- We are leaders.
- We are curious.
- We are an employer of choice.

Key Workforce Strategy initiatives advanced in 2021–22 included:

- re-imagining the ABS recruitment processes to improve hiring effectiveness
- unblocking mobility opportunities to increase the frequency of intra and inter divisional movements to advance priority work
- delivery of a refreshed approach to location to secure and retain talent and leverage the ABS' geographic footprint.

## Workforce planning

Workforce planning supports continued delivery of enhanced public value by building organisational capability and statistical expertise. This enables the ABS to deliver trusted and reliable official statistics required by Australia's decision makers.

Workforce planning supports the implementation of the Workforce Strategy, embedding organisation-wide capability to plan for, and respond to, external influences and changing business requirements. It ensures the ABS workforce is well equipped to meet cyclical business needs and rises to the challenge of measuring a changing economy, population, society and environment.

## Shaping the flexible work environment

The ABS offers a range of flexible working arrangements to staff, which include but are not limited to 'flex time', part-time arrangements, job sharing and teleworking.

Since the onset of the COVID-19 pandemic the ABS has seen a significant increase in the uptake of flexible work arrangements. The increase in the number of staff working from home has significantly changed the perceptions of flexible working practices in the ABS.

The ABS undertook a flexible work pilot in 2020–21 to understand the personal and operational impacts of an increase in flexible working. The results of the pilot highlighted the positive influence flexible work has on workforce diversity, recruitment, retention and staff engagement. The report continues to be shared with other Australian Public Service (APS) entities, as they review and adjust their flexible work practices.

The ABS undertook a flexible work review in 2021–22 which confirmed the results of the initial pilot and highlighted the continued importance of local offices – to keep people connected, collaborating and celebrating. The ABS recognises the need to be more deliberate when designing offices so that social and professional connections are built at a local level. This will be a focus area in the ABS in 2022–23.

## Workplace diversity and inclusion

The ABS is committed to building an inclusive and diverse culture. The *ABS Inclusion and Diversity Strategy 2018–21* sets the ABS' intention to continue to create diverse and inclusive workplaces that reflect the Australian community, and enable staff to best apply their diverse skills, perspectives, and experiences.<sup>39</sup> Staff consultation on the *ABS Inclusion and Diversity Strategy 2022–26* is completed and the revised strategy will be launched in the last quarter of 2022.

The ABS has six staff networks designed for staff to connect, share knowledge and experiences, and foster meaningful and sustainable work relationships celebrating and promoting inclusion and diversity in the ABS. The networks, supported by eight senior Inclusion and Diversity Champions and four Senior Executive Sponsors, are open to diversity group staff and allies:

- Culturally and Linguistically Diverse – sharing knowledge and experiences of people across a range of cultural backgrounds.
- Disability and Carers – creating supportive relationships for staff with disability and caring responsibilities.
- Gender Equity – creating inclusion and reducing bias across all gender identities.
- Neurodiversity – for staff who are (or think they may be) neurodivergent, their managers and colleagues.
- Pride – bringing together people who may identify as lesbian, gay, bisexual, transgender, intersex and queer (LGBTI+).
- Yakeen – supporting Aboriginal and Torres Strait Islander staff.

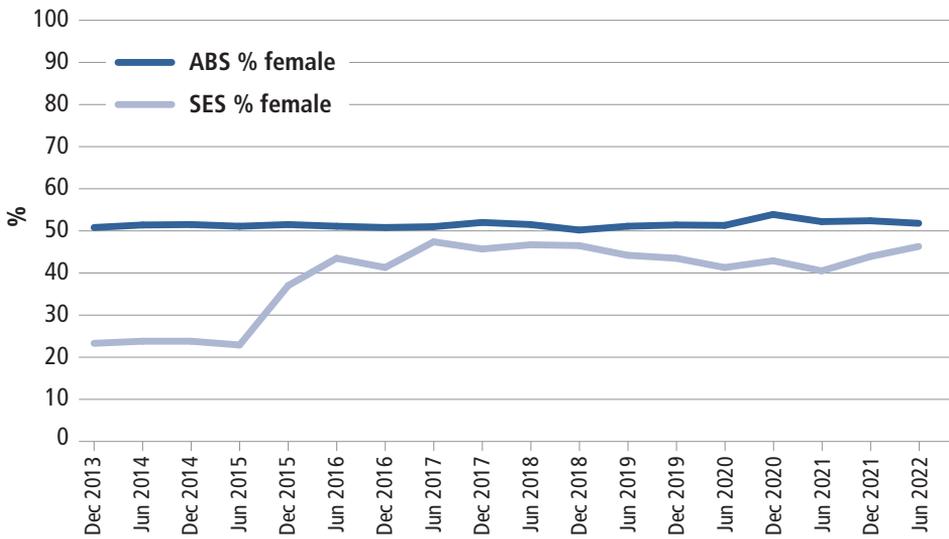
The Australian Statistician, Dr David Gruen AO, continued to drive inclusion and diversity initiatives in his role as a Champion of Change for STEM (science, technology, engineering, and mathematics). Since June 2016, the ABS has maintained female representation at over 40% in its Senior Executive Service (SES) (see Figure 7.1). According to the Champions of Change Coalition Impact Report 2021 the ABS was one of only four (out of 13) organisations that achieved the 40% or above target for female representation in identified role types.<sup>40</sup>

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39 <https://www.abs.gov.au/ausstats/abs@.nsf/mf/1010.0>

40 <https://championsofchangecoalition.org/resource/champions-of-change-coalition-2021-impact-report/>

**Figure 7.1: Proportion of female staff in the ABS, Senior Executive Service (SES) and all staff, December 2013 to June 2022<sup>(a)(b)</sup>**



(a) SES percentages are based on nominal classification and include the Australian Statistician.

(b) Excludes inoperative staff and staff on outward temporary transfer.

## Gender Pay Gap

Since 2017–18 gender pay gap information has been calculated for APS entities by the Australian Public Service Commission (APSC) from data provided to the APS Employee Database (APSED). The most recently available gender pay gap data, from 2020, indicated that the ABS gender pay gap was 1.6%. This compared well with the overall APS gender pay gap of 6.6%.

The ABS is committed to attracting diverse groups by ensuring its recruitment and selection processes are inclusive. Actions undertaken in 2021–22 included:

- Trialling a ‘purpose statement’ as part of the interview questions to provide clarity to candidates as to what capability the panel is assessing. Panels have suggested this has been useful and the ABS will be looking to implement this innovation more widely. For example, *‘the purpose of the following question is to understand how you engage, communicate and interact with other people in the workplace.’*
- Refreshed application questions regarding disability and reasonable adjustment.<sup>41</sup> For example:
  - ‘Do you have a disability?  
*Reasonable adjustments will be provided to candidates with disabilities on request. Employment opportunities will not be denied to anyone because of the need to make reasonable adjustments for a person’s disability.’*
  - ‘Common reasonable adjustments include (noting this list is not exhaustive and you can request any reasonable adjustment to meet your needs): reading time before interview, material in large font, interview questions in a written format, additional time at interview, undertaking an interview at a particular time of day. \*For further information please contact the contact officer.’
  - ‘Note: you are not required to provide a doctor’s certificate to request or receive reasonable adjustments for this recruitment process. If you’re successful in gaining a role with the ABS and require reasonable adjustments in the workplace (relating to disability/illnesses or injuries) you may need to provide medical evidence.’

41 A reasonable adjustment is any form of assistance or adjustment that is necessary, possible and reasonable to reduce or eliminate barriers at work.

## Fostering inclusion

To support the ABS' commitment to be an inclusive and diverse organisation, in 2021–22 the ABS and its employees:

- engaged an Aboriginal and Torres Strait Islander Liaison and Strategy Officer to support the development of cultural confidence, cultural integrity and a culturally safe workplace for all ABS employees including providing support for Aboriginal and Torres Strait Islander staff and their teams
- created the Guide to Managing Aboriginal and Torres Strait Islander Staff – to help build cultural competence and create cultural safety in our workplace
- developed an introductory level Neurodiversity learning module in learning systems
- promoted and celebrated days of significance and importance (virtually, where COVID-19 pandemic restrictions prevented face to face). For example, the ABS celebrated Neurodiversity Week, Harmony Day, National Reconciliation Week, NAIDOC Week, Wear it Purple Day, and International Women's Day
- engaged with other APS entities - ABS Diversity network members shared their experiences in a panel session on flexible working with the Department of Agriculture, Water and Energy.<sup>42</sup>

## 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 accessible and inclusive, and engagement strategies are developed as required.

### 2021 Census

The 2021 Census program supported the ABS' commitment to being an inclusive and diverse agency through the following actions:

- Attracted, employed and retained more Aboriginal and Torres Strait Islander candidates than we have in previous Censuses (6.2% of all office and field employees working on the Census identified as Aboriginal and/or Torres Strait Islander).
- Increased employment of field officers and field managers and community field officers who identified as Aboriginal or Torres Strait Islander from 4% in 2016 to 6.7% in 2021.
- Included a diversity clause in the contract with our recruitment vendor.
- Introduced affirmative measures for field positions for the first time in 2021.
- 18,500 field staff participated in a Cultural Awareness eLearning program.
- 162 Managers completed Provide a Safe Workplace for Aboriginal and Torres Strait Islander People face-to-face training.
- Created resources and supports to help people complete the Census, including:
  - instruction information in 48 languages
  - braille and large print forms made more easily accessible
  - an Easy Read guide
  - instructional videos and MP3 audio recordings of questions on the website
  - fill in form sessions delivered across the country, with multi-lingual staff present at most of these sessions (languages were guided by stakeholder engagement)
  - for the first time, a successful trial Auslan session.

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42 Now the Department of Agriculture, Fisheries and Forestry.

## Workforce diversity profile

**Table 7.7: Public Service Act Aboriginal and Torres Strait Islander staff by employment type, at 30 June 2021 & 2022<sup>(a)(b)</sup>**

	At 30 June 2021	At 30 June 2022
Ongoing	42	37
Non-ongoing	13	3
<b>Total</b>	<b>55</b>	<b>40</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 staff identifying as having disability by employment type, at 30 June 2021 & 2022<sup>(a)(b)</sup>**

	At 30 June 2021	At 30 June 2022
Ongoing	59	68
Non-ongoing	23	7
<b>Total</b>	<b>82</b>	<b>75</b>

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

(b) Excludes interviewers.

## Disability reporting mechanism

*Australia's Disability Strategy 2021–2031* (the Strategy) is the overarching framework for inclusive policies, programs and infrastructure that will support people with disability to participate in all areas of Australian life.<sup>43</sup> It sets out where practical changes will be made to improve the lives of people with disability in Australia. It acts to ensure the principles underpinning the United Nations Convention on the Rights of Persons with Disabilities are incorporated into Australia's policies and programs that affect people with disability, their families and carers. All levels of government have committed to deliver more comprehensive and visible reporting under the Strategy.

Disability reporting is included in the APS State of the Service reports and the APS Statistical Bulletin.<sup>44</sup>

## People development

In line with the ABS Workforce Strategy 2021–25, the ABS is building and reshaping its workforce capability to ensure the right people with the right skills can be easily identified and mobilised.

## Key achievements in 2021–22

The ABS uses a blended learning model that incorporates internally delivered e-learning, face-to-face, and virtual learning opportunities, augmented by external development opportunities.

43 <https://www.disabilitygateway.gov.au/ads>

44 <http://www.apsc.gov.au>

A total of 20,703 internal course completions were recorded in 2021–22. This mostly included data and statistical capability, leadership, management, privacy, security, work health and safety, and diversity and inclusion courses. LinkedIn Learning was also leveraged to provide additional online learning options for staff development. In 2021–22 the ABS launched a new learning program, the Good Manager Program, focussed on supporting managers and teams. Nine individual workshops were designed with 43 masterclass sessions conducted.

The ABS also rolled out a range of additional learning initiatives to build capability more broadly. These included:

### **ATO/ABS Specialist Speaker Series**

2021–22 saw the continuation of our collaborative learning initiative with the Australian Taxation Office, focussing on building data capability. Eight sessions were delivered during the year, with 690 ABS registered participants.

### **Leading, Working and Thriving Seminar Series**

Following the success of the Leading, Working and Thriving Seminar Series in 2020–21 in response to supporting staff during the pandemic, eight new seminars were rolled out in 2021–22, with a total of 2016 views in that year.

### **Graduate Development Program**

Our Graduate Development Program continues to expand, with 40 graduates completing the program in the 2021 calendar year and 97 commencing in 2022. Graduates participate in a range of virtual and in-person learning activities, including workshops, seminars, shadowing and coaching opportunities, panel discussions, a 'hackathon', rotations, formal training sessions, psychometric profiling, communities of practice and summits for previous graduate cohorts.

## **Recruitment**

The ongoing efficiency and effectiveness of the ABS depends on attracting, retaining, and deploying the right people with diverse experiences and skillsets into appropriate roles.

### **Key achievements in 2021–22**

The ABS continues to be the Data Graduate stream lead for the Australian Government Graduate Program.<sup>45</sup> The recruitment campaign for the 2023 intake commenced in February 2022, with 39 entities seeking approximately 300 data graduates.

The ABS also led attraction and recruitment campaigns resulting in:

- 97 ABS graduate commencements
- 454 ongoing engagements (170 of these were new employees, 233 ABS non-ongoing staff who accepted an ongoing position, and 51 were permanent transfers into the ABS from other APS entities)
- 672 new temporary office-based staff (including 13 temporary transfers from another agency and 659 new non-ongoing employees)
- 445 promotions
- 64 ongoing field interviewers.

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<sup>45</sup> <https://www.apsjobs.gov.au/s/graduate-portal/stream/data-stream-MCLCEFMK05ZH4TCQQTNTQBTMBUB4A>

## Workplace health and safety

The ABS is committed to a proactive and collaborative approach to the management of workplace health, safety and wellbeing. 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, rehabilitation and return to work programs and ensuring the ABS maintains a focus on continuous WHS improvement.

ABS specialist teams support the functions of the field and site-based Health and Safety Committees, which advise the National Health and Safety Committee and the People Committee to design and implement health and wellbeing initiatives and regulate WHS policy and procedures. The ABS *WHS Strategic Plan 2021–2025* guides investment in WHS initiatives. Significant achievements in 2021–22 included effective support of the 2021 Census and the launch of the ABS Mental Health and Wellbeing Strategy 2021–22 and accompanying services offer.

In response to the COVID-19 pandemic, the ABS continued to enable staff to work remotely in accordance with jurisdiction-specific health directions and implemented a range of initiatives to support staff wellbeing via the ABS Mental Health and Wellbeing Strategy 2021–22.

## Workplace health and safety regulation

There are several specific WHS roles in the ABS filled by trained staff. These include WHS officers, first aid officers, health and safety representatives and fire wardens. These positions have been occupied with appropriately skilled and trained staff throughout 2021–22.

The ABS has one national, one field-based, and eight site-based Health and Safety Committees. These committees meet quarterly and, in addition to business-as-usual items, were consulted on and finalised a number of redeveloped WHS management system procedures.

## Provisional Improvement Notices, investigations and inspections

There were no Provisional Improvement Notices (PINs) issued by health and safety representatives under the *Work Health and Safety Act 2011* (WHS Act). Further, there were no PINs 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. ABS reported 54 incidents in the period. Comcare determined that only 27 of these were notifiable. Safety investigations were completed for all 54 incidents reported to Comcare.

## Rehabilitation and workers' compensation

The ABS Return to Work (RTW) performance has contributed to its Comcare workers' compensation premium rate rising only slightly, despite the 2021 Census, after reducing over four previous years, from 2.20 per cent of payroll in 2016–17 to 0.56 per cent in 2021–22 (Table 7.9).

**Table 7.9: Comcare workers' compensation premium rate (percentage of total salary)**

	2015–16	2016–17	2017–18	2018–19	2019–20	2020–21	2021–22
ABS	2.21	2.20	1.50	0.93	0.50	0.50	0.56
Overall scheme	1.85	1.72	1.23	1.06	0.85	0.85	0.83

The ABS has continued to strengthen its Rehabilitation Management System, the framework for achieving rehabilitation objectives and compliance with the Comcare scheme. The ABS had 34 claims for workers' compensation within the 2021–22 financial year, of which 19 stemmed from Census operations. Of the 34 claims, 24 have been accepted, 9 were declined, one was withdrawn.

A continuing focus on active case management and early intervention played a key role in reducing the impact of compensation claims and loss of productivity. The effectiveness of the ABS approach is reflected in the continued low number of claims and stable reduction in time lost for active claims from 774 weeks in 2016–17 to 409 weeks in 2021–22. The ABS has made improvements in overall RTW rates since 2020–21, when ABS was below the Australian Government average. In 2021–22 the ABS RTW rate was 83.3% compared to the Australian Government average RTW rate of 74.7%.

## Attendance management

In 2021–22, the average number of days of unscheduled absence per full-time equivalent (FTE) was 11.9 days (Table 7.10).

**Table 7.10: Unscheduled absence: days per FTE, 2017–18 to 2021–22<sup>(a)(b)</sup>**

	2017–18	2018–19	2019–20	2020–21	2021–22
ABS	12.3	12.0	12.0	11.0	11.9
Australian Government (Large Agency) median <sup>(c)</sup>	13.5	13.7	13.3	12.5	n/a <sup>(d)</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 previous years has been updated to reflect the new methodology used to calculate the unscheduled absence rate.

(d) The Australian Government (Large Agency) median for 2021–22 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), SES staff, and other highly paid staff. Tables 7.11, 7.12, and 7.13 outline the remuneration paid to KMP, SES, and other highly paid staff.

The Australian Statistician determines the remuneration for all SES staff 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 APS
- the APS Remuneration Survey (conducted by the APSC)
- individual performance
- salary relative to other ABS SES staff
- 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, Enterprise Services Group.

**Table 7.11: Information about remuneration for key management personnel, at 30 June 2022<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 <sup>(d)</sup>	Other long-term benefits <sup>(b)</sup>	Termination benefits <sup>(b)</sup>	
David Gruen	Australian Statistician	660,116	0	4,012	98,844	(28,209)	0	0	734,763
Jenet Connell	Deputy Australian Statistician	370,612	0	4,479	74,350	(9,643)	0	0	439,798
Teresa Dickinson	Deputy Australian Statistician	358,141	0	4,012	70,970	(1,033)	0	0	432,090
Helen Wilson	Deputy Australian Statistician	314,522	0	4,012	57,669	3,178	0	0	379,381
Lane Masterton	Acting Deputy Australian Statistician <sup>(e)</sup>	62,117	0	876	12,441	(280)	0	0	75,154
<b>Total</b>		<b>1,765,508</b>	<b>0</b>	<b>17,391</b>	<b>314,274</b>	<b>(35,987)</b>	<b>0</b>	<b>0</b>	<b>2,061,186</b>

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

(b) In 2021–22, there were no bonuses, other long-term benefit, nor termination benefits paid to KMP.

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

(d) The negative amount is primarily as a result of a decrease in long service leave provisions due to movements in the bond rate.

(e) Part-year – acting from 13/12/2021 to 01/03/2022.

**Table 7.12: Information about remuneration for senior executives, at 30 June 2022<sup>(a)(b)(c)(d)</sup>**

Total remuneration bands	Number of Senior executives <sup>(e)</sup>	Short-term benefits <sup>(f)</sup>			Post employment benefits	Other longer-term benefits <sup>(g)</sup>		Termination benefits <sup>(h)</sup>	Total remuneration <sup>(i)</sup>
		Average base salary	Average Bonuses <sup>(j)</sup>	Average other benefits and allowances	Average Superannuation contributions <sup>(k)</sup>	Average long service leave <sup>(l)</sup>	Average other long-term benefits <sup>(m)</sup>	Average termination benefits	Average total remuneration
\$0 – \$220,000	18	115,094	0	4,175	20,500	(5,778)	0	1,097	135,088
\$220,001 – \$245,000	9	197,248	0	4,780	34,109	485	0	0	236,622
\$245,001 – \$270,000	12	215,843	0	4,830	38,772	(776)	0	0	258,670
\$270,001 – \$295,000	7	230,017	0	4,899	39,057	2,878	0	0	276,851
\$295,001 – \$320,000	4	260,743	0	4,899	45,365	(3,722)	0	0	307,285
\$320,001 – \$345,000	1	276,327	0	4,899	43,219	5,024	0	0	329,470
\$345,001 – \$370,000	1	302,793	0	4,899	53,923	(16,350)	0	0	345,265
\$370,001 – \$395,000	1	299,814	0	4,899	85,686	(12,785)	0	0	377,614

(a) This table is prepared on an accrual basis as required under the PGPA Rule.

(b) In 2021–22, 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 who have been classified as KMP (as per Table 7.11) have not been included in this table.

(e) The number of senior executives reflects the part year effect of substantive senior executives and the period of time staff acted in a senior executive position.

(f) The short-term benefits are comprised of:

1. the Average 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).

(g) The Other long-term benefits are the average amount of long service leave accrued and deferred (more than 12 months) for the reporting period. It also includes the average of any salary paid while on long service leave.

(h) The Termination benefits are the average amount of termination payment for the reporting period.

(i) Totals may not equal sum of components due to rounding.

(j) In 2021–22, there were no bonuses nor other long-term benefits paid to senior executives.

(k) The Superannuation contributions are the average of the ABS' superannuation contributions, including productivity component, for the reporting period.

(l) The negative amounts are primarily as a result of a decrease in long service leave provisions due to movements in the bond rate.

**Table 7.13: Information about remuneration for other highly paid staff, at 30 June 2022<sup>(a)(b)(c)</sup>**

Total remuneration bands	Number of other highly paid Staff	Short-term benefits <sup>(d)</sup>			Post-employment benefits	Other longer-term benefits <sup>(e)</sup>		Termination benefits <sup>(f)</sup>	Total remuneration
		Average base salary \$	Average bonuses <sup>(g)</sup> \$	Average other benefits and allowances \$	Average superannuation contributions <sup>(h)</sup> \$	Average long service leave \$	Average other long term benefits <sup>(g)</sup> \$	Average termination benefits <sup>(g)</sup> \$	Average total remuneration \$
\$235,001 – \$245,000	1	206,911	0	513	29,872	3,641	0	0	240,937

- (a) This table is prepared on an accrual basis as required under the PGPA Rule.
- (b) In 2021–22, there were 26 fortnightly pays.
- (c) This table reports the average total remuneration of Other Highly Paid staff who received remuneration during the reporting period.
- (d) The short-term benefits are comprised of:
1. the average 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).
- (e) The Other long-term benefits are the average amount of long service leave accrued and deferred (more than 12 months) for the reporting period. It also includes the average of any salary paid while on long service leave.
- (f) The Termination benefits are the average amount of termination payment for the reporting period.
- (g) In 2021–22, there were no bonuses, other long-term benefit, nor termination benefits paid to Other highly paid staff.
- (h) The Superannuation contributions are the average of the ABS' superannuation contributions, including productivity component, for the reporting period.

## Employment arrangements

Table 7.14 presents the employment arrangements for ABS staff employed under the *Public Service Act 1999* as at 30 June 2022.

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 2020 is the employment instrument that applies to ABS interviewers (491 staff as at 30 June 2022).

Census field staff engaged to assist with the undertaking of the Census Operational Readiness Exercise and the 2021 Census of Population and Housing were covered by the *Collective Determination 2020/01* established under the *Australian Bureau of Statistics Act 1975*.

**Table 7.14: ABS employment arrangements, at 30 June 2022<sup>(a)</sup>**

	SES	Non-SES	Total
ABS staff covered by the <i>Australian Bureau of Statistics Enterprise Agreement 2019</i>	0	2993	2993
Individual Flexibility Arrangements (IFA) made under the <i>Australian Bureau of Statistics Enterprise Agreement 2019</i> as at June 30 2022	0	30	30
SES staff covered by Determination under s. 24(1) of the <i>Public Service Act 1999</i> (includes SES staff on long term leave, secondment, and temporary transfer to other agencies)	42	0	42
<b>Total</b>	<b>42</b>	<b>2993</b>	<b>3035</b>

- (a) The 30 staff with an IFA are included in the 2993 ABS staff.

## Salary arrangements

*Public Service (Subsection 24(1) – Australian Bureau of Statistics Non-SES Employees) Determination 2022* outlines the salary arrangements for non-SES ABS staff employed under the *Public Service Act 1999*.

**Table 7.15: Salary ranges by classification level, at 30 June 2022<sup>(a)(b)</sup>**

	Minimum Salary	Maximum Salary
SES 3	272,510	n/a <sup>(a)</sup>
SES 2	218,008	267,060
SES 1	174,407	212,558
EL 2	132,031	158,836 <sup>(b)</sup>
EL 1	105,758	122,254
APS 6	86,081	97,214
APS 5	76,629	86,073
APS 4	68,122	76,624
APS 3	60,382	68,065
APS 2	53,002	59,763
APS 1	46,349	52,805
Other <sup>(c)</sup>	62,112	76,624

(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*.

(c) 'Other' comprised of graduate staff.

There are no performance pay arrangements in the ABS.

## Non-salary benefits

The ABS provided a range of non-salary benefits to staff including:

- mentoring and coaching programs
- capability development programs
- a confidential employee assistance program for staff and their immediate families
- study assistance for eligible staff
- access to flexible working arrangements
- contributions to relevant professional memberships
- an annual influenza vaccination program
- airline lounge memberships for eligible staff.

ABS staff are also eligible to participate in salary sacrifice arrangements for non-salary benefits such as novated lease vehicles.

## Performance management in the ABS

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

## Office-based staff

Where there are concerns about staff performance, specialist teams work with staff and managers implementing early strategies to improve performance. In 2021–22, 36 interventions were made with ongoing staff; of those, 22 improved their performance and 14 are being actively managed.

In situations where performance concerns did not improve after a set period, managers worked with staff to implement Performance Improvement Plans (PIP). The ABS initiated three PIPs for ongoing office-based staff during 2021–22; of those, one employee met the required expectations.

Where a staff member's performance does not improve through a PIP, a formal Managing Under-Performance (MUP) process commences. Two ongoing staff were the subject of a formal MUP process. One of these processes concluded, with the Delegate determining that the staff member's APS classification be reduced. The other MUP is not yet finalised.

Performance improvement processes were initiated for 26 non-ongoing staff. Of these, 13 improved their performance, 10 resigned, one employee had their employment terminated, and two continue to have strategies in place to improve their performance.

## **ABS interviewers**

As with office-based staff, where there are concerns about an interviewer's performance the staff and manager work together to implement a PIP. During 2021–22, no ongoing ABS interviewers commenced a PIP. One non-ongoing interviewer resigned from employment following discussions regarding their performance prior to a PIP being put in place.

## **Staff misconduct**

### **Office-based staff**

During 2021–22 the ABS undertook three investigations into suspected breaches of the *APS Code of Conduct* by ongoing office-based staff members. All three investigations resulted in breach findings and sanction/s were applied.

The ABS received 15 enquiries regarding potential misconduct by non-ongoing employees. Formal misconduct investigations were undertaken for six cases. Of these two staff members resigned and four staff members had their employment terminated.

### **ABS interviewers**

There were two misconduct investigations completed for ongoing Interviewers. Both resulted in breach findings and sanctions were applied. There were no non-ongoing Interviewers investigated for potential breach of the *APS Code of Conduct*.



# SECTION FOUR

## APPENDICES



# Appendix A

## Resource statements

### Entity Resource Statement 2021–22

	<b>Actual available appropriation for</b>	<b>Payments made</b>	<b>Balance remaining</b>
	2021–22 \$'000 (a)	2021–22 \$'000 (b)	2021–22 \$'000 (a) – (b)
<b>Departmental</b>			
Annual appropriations – ordinary annual services <sup>1,2</sup>	755,810	646,539	109,271
Annual appropriations – other services - non-operating <sup>3</sup>	11,769	7,524	4,245
<b>Total departmental annual appropriations</b>	<b>767,579</b>	<b>654,063</b>	<b>113,516</b>
<b>Total departmental resourcing</b>	<b>767,579</b>	<b>654,063</b>	<b>113,516</b>
<b>Total resourcing and payments for the ABS</b>	<b>767,579</b>	<b>654,063</b>	<b>113,516</b>

1 *Appropriation Act (No. 1) 2021–22, and Appropriation Act (No. 3) 2021–22.* This may also include prior-year departmental appropriation and section 74 external revenue.

2 Departmental capital budgets are not separately identified in *Appropriation Bill (No. 1, 3, 5)* and form part of ordinary annual services items. For accounting purposes, this amount has been designated as a 'contribution by owner'.

3 *Appropriation Act (No. 2) 2021–22, and Appropriation Act (No. 4) 2021–22.* This may also include prior-year equity injections amount.

## Expenses for Outcome 1

<b>Outcome 1:</b> 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.	<b>Budget*</b>	<b>Actual Expenses</b>	<b>Variation</b>
	2021–22 \$'000 (a)	2021–22 \$'000 (b)	2021–22 \$'000 (a) – (b)

<b>Program 1.1: Australia Bureau of Statistics</b>			
Departmental expenses			
Departmental appropriation <sup>1</sup>	650,695	640,034	10,661
Expenses not requiring appropriation in the Budget year <sup>2</sup>	24,082	22,274	1,808
<b>Departmental total</b>	<b>674,777</b>	<b>662,308</b>	<b>12,469</b>
<b>Total expenses for Program 1.1</b>	<b>674,777</b>	<b>662,308</b>	<b>12,469</b>

<b>Outcome 1 totals by appropriation type</b>			
Departmental expenses			
Departmental appropriation <sup>1</sup>	650,695	640,034	10,661
Expenses not requiring appropriation in the Budget year <sup>2</sup>	24,082	22,274	1,808
<b>Departmental total</b>	<b>674,777</b>	<b>662,308</b>	<b>12,469</b>
<b>Total expenses for Outcome 1</b>	<b>674,777</b>	<b>662,308</b>	<b>12,469</b>

	2020–21	2021–22
<b>Average staffing level (number)</b>	2,796	3,364

\* Full-year budget, including any subsequent adjustment made to the 2021–22 Budget at Additional Estimates.

- 1 Departmental appropriation combines ordinary annual services (*Appropriation Act No. 1 and 3*) and retained revenue receipts under section 74 of the *Public Governance, Performance and Accountability Act 2013*.
- 2 Expenses not requiring appropriation in the Budget year are made up of depreciation and amortisation expenses for non-Rights-of-Use (ROU) assets, resources received free of charge, impairment loss on financial instruments, impairment and write down of assets, make good expenses, and impacts of movements in the bond rate.

# Appendix B

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## Environmental sustainability

### Introduction

In 2021–22, 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 appendix meets the requirements of sub-section 516A (6) of the EPBC Act.

### Alignment of ABS activities to 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, state, and territory environment legislation and the Australian Government environmental policies and initiatives
- working towards continuously improving environmental performance
- supporting and promoting an environmentally responsible culture.

### Contribution to ecologically sustainable development by outcomes funded by the Appropriations Act

The ABS receives appropriation for the purpose of producing statistics on a wide range of social and economic matters which contribute to ecologically sustainable development. 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.

For more information on products and developments, please refer to the ABS website for statistics relating to agriculture, people and communities (for regional statistics), environmental management, energy, water, waste, land and ecosystems.<sup>46</sup>

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<sup>46</sup> <https://www.abs.gov.au/statistics>

## The effect of ABS activities on the environment

The ABS' activities are predominately office-based and affect the environment through:

- 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 and technological solutions.

## Measures taken to reduce the impact of activities by the ABS on the environment

The ABS seeks to actively manage and improve its performance through targeted initiatives as opportunities arise. Key initiatives include:

- implementing activity-based work fit-outs across all offices to decrease office footprints by at least 20%. This has reduced the environmental impact of fit out, furniture production, and the necessary operational services, particularly electricity
- minimising the environmental impact of fit out construction works by seeking to reuse existing furniture, a preference for adjusting existing fit out instead of clean floor starts, and separation of building waste to limit landfill and promote recycling
- reducing energy consumption and waste in fit outs, where possible, by including energy efficient LED lights and lighting systems, smart lighting technologies and daylight harvesting
- making ABS publications electronically available on the ABS website and using computer-assisted interviewing in place of paper forms, where possible
- continuing improvement to the video-conferencing equipment and software to support increased working from home, and reducing travel through the use of virtual teams and external video collaboration
- 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 and 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 in Canberra
- renewal of laptops issued to all staff which are 'Energy Star Certified' and 48% more energy efficient than the previous issued laptop
- procuring high efficiency multifunction devices, 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
- procuring paper from suppliers who are 'Supply Nation Certified First Nation' businesses, and is fully recycled or 'Programme for the Endorsement of Forest Certification' certified
- purchasing office equipment/appliances with a high energy efficiency rating.

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

## **Reviewing and increasing the effectiveness of those measures**

The ABS reviewed its commitment to environmental sustainability performance in 2021–22 and continues to be committed to a refresh of its 'Environmental Management System' and a reassessment of performance targets.

The ABS also supports staff participation in local 'Green Teams' to raise environmental awareness and develop local initiatives.



# SECTION FIVE

## REFERENCE MATERIAL



# Reference material

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## Glossary

<b>Administrative data</b>	Administrative data is information collected by government entities, businesses, or other organisations for various purposes, including registrations, transactions and record keeping, usually during the delivery of a service.
<b>Application Programming Interface</b>	Software that allows two applications to talk to each other. They allow machine-to-machine transfer of data from the ABS to users.
<b>Big data</b>	Big data refers to data that contains greater variety, arriving in increasing volumes and with more velocity.
<b>Business Longitudinal Analysis Data Environment (BLADE)</b>	An economic data tool combining tax, trade and intellectual property data with information from ABS surveys to provide a better understanding of the Australian economy and businesses performance over time.
<b>Business Register</b>	ABS' Business Register is a list of organisations which undertake economic activity in Australia sourced from the Australian Business Register, the Australian Taxation Office and via ABS profiling of large, and/or complex businesses.
<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>Comcare</b>	The national authority for work health and safety, and workers' compensation.
<b>COVID-19</b>	COVID-19 is the name given to the significant novel coronavirus that led to a global pandemic that is ongoing.
<b>CTASS</b>	Community Trust in ABS Statistics Survey (a five-yearly independent survey of the general community and informed users).
<b>Customised data request</b>	Also known as a 'consultancy'; cost-recovered customer requests for ABS data not available for free.
<b>Data integration</b>	Bringing information from different sources together for statistical and research purposes.
<b>DataLab</b>	Facility delivering remote secure access to data and increased ability to handle large datasets with faster processing through new/external servers.
<b>Hackathon</b>	A hackathon, also known as a codefest, is a social coding event that brings computer programmers and other interested people together to improve upon or build a new software program.
<b>Key Management Personnel</b>	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 that entity.
<b>Multi-Agency Data Integration Project (MADIP)</b>	A secure data asset combining information on health, education, government payments, income and taxation, employment, and population demographics (including the Census) over time.
<b>Microdata</b>	A file where each record or row of the dataset represents information relating to one person, household, or business.
<b>Notifiable incident</b>	An incident is notifiable to Comcare if it arises 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>Pandemic</b>	The worldwide spread of a new disease.
<b>Privacy Impact Assessment (PIA)</b>	A systematic assessment of a project that identifies the impact the project might have on the privacy of individuals, and sets out recommendations for managing, minimising, or eliminating that impact.

<b>Provisional Improvement Notice (PIN)</b>	Tells a business or employer (or other Person Conducting a Business or Undertaking) that a contravention to the <i>Work Health and Safety Act 2011</i> needs to be addressed as soon as possible.
<b>Reportable consultancy contract</b>	A contract reported on the AusTender website i.e. any contract with a value of \$10,000 or more.
<b>Secondment</b>	A staff member working temporarily in another agency or department.
<b>Significant error</b>	An error that could mislead a user in relation to the value of a statistical indicator of national or state importance.
<b>Statistical release</b>	Any product released on the ABS website that has a catalogue number and a reference period, including statistical publications, information papers, research papers, classifications, and standards. Excludes the reissue of any product, and corporate documents such as annual reports, the corporate plan and forward work program.
<b>Single Touch Payroll</b>	A recent regulation that dictates when and how businesses report payroll activity to the Australian Taxation Office, i.e. submitted digitally after each pay day.
<b>TableBuilder</b>	An online self-help tool which enables users to create tables, graphs, and maps of data.
<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>Website session</b>	A session is a group of user interactions with the website that takes place within a given time frame e.g. a single session can contain multiple page views, events, social interactions, and ecommerce transactions.

# Reference material

## List of requirements

PGPA Rule Reference	Part of Report	Description	Requirement	Page no.
<b>17AD(g)</b>	<b>Letter of transmittal</b>			
17AI		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>17AD(h)</b>	<b>Aids to access</b>			
17AJ(a)		Table of contents (print only).	Mandatory	v
17AJ(b)		Alphabetical index (print only).	Mandatory	114-117
17AJ(c)		Glossary of abbreviations and acronyms.	Mandatory	107-108
17AJ(d)		List of requirements.	Mandatory	109-113
17AJ(e)		Details of contact officer.	Mandatory	ii
17AJ(f)		Entity's website address.	Mandatory	ii
17AJ(g)		Electronic address of report.	Mandatory	ii
<b>17AD(a)</b>	<b>Review by accountable authority</b>			
17AD(a)		A review by the accountable authority of the entity.	Mandatory	2-4
<b>17AD(b)</b>	<b>Overview of the entity</b>			
17AE(1)(a)(i)		A description of the role and functions of the entity.	Mandatory	6
17AE(1)(a)(ii)		A description of the organisational structure of the entity.	Mandatory	6, 8-9
17AE(1)(a)(iii)		A description of the outcomes and programmes administered by the entity.	Mandatory	7
17AE(1)(a)(iv)		A description of the purposes of the entity as included in corporate plan.	Mandatory	6
17AE(1)(aa)(i)		Name of the accountable authority or each member of the accountable authority	Mandatory	6
17AE(1)(aa)(ii)		Position title of the accountable authority or each member of the accountable authority	Mandatory	6
17AE(1)(aa)(iii)		Period as the accountable authority or member of the accountable authority within the reporting period	Mandatory	6
17AE(1)(b)		An outline of the structure of the portfolio of the entity.	Portfolio departments - mandatory	n/a
17AE(2)		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

<b>PGPA Rule Reference</b>	<b>Part of Report</b>	<b>Description</b>	<b>Requirement</b>	<b>Page no.</b>
<b>17AD(c)</b>	<b>Report on the Performance of the entity</b>			
	<b>Annual performance Statements</b>			
17AD(c)(i); 16F		Annual performance statement in accordance with paragraph 39(1)(b) of the Act and section 16F of the Rule.	Mandatory	14-35
<b>17AD(c)(ii)</b>	<b>Report on Financial Performance</b>			
17AF(1)(a)		A discussion and analysis of the entity's financial performance.	Mandatory	36-72
17AF(1)(b)		A table summarising the total resources and total payments of the entity.	Mandatory	100-101
17AF(2)		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.	n/a
<b>17AD(d)</b>	<b>Management and Accountability</b>			
	<b>Corporate Governance</b>			
17AG(2)(a)		Information on compliance with section 10 (fraud systems)	Mandatory	iii
17AG(2)(b)(i)		A certification by accountable authority that fraud risk assessments and fraud control plans have been prepared.	Mandatory	iii
17AG(2)(b)(ii)		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
17AG(2)(b)(iii)		A certification by accountable authority that all reasonable measures have been taken to deal appropriately with fraud relating to the entity.	Mandatory	iii
17AG(2)(c)		An outline of structures and processes in place for the entity to implement principles and objectives of corporate governance.	Mandatory	74-82
17AG(2)(d) – (e)		A statement of significant issues reported to Minister under paragraph 19(1)(e) of the Act that relates to non-compliance with Finance law and action taken to remedy non-compliance.	If applicable, Mandatory	78
	<b>Audit Committee</b>			
17AG(2A)(a)		A direct electronic address of the charter determining the functions of the entity's audit committee.	Mandatory	76
17AG(2A)(b)		The name of each member of the entity's audit committee.	Mandatory	76-77
17AG(2A)(c)		The qualifications, knowledge, skills or experience of each member of the entity's audit committee.	Mandatory	76-77
17AG(2A)(d)		Information about the attendance of each member of the entity's audit committee at committee meetings.	Mandatory	76-77
17AG(2A)(e)		The remuneration of each member of the entity's audit committee.	Mandatory	76-77
	<b>External Scrutiny</b>			
17AG(3)		Information on the most significant developments in external scrutiny and the entity's response to the scrutiny.	Mandatory	79
17AG(3)(a)		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	79
17AG(3)(b)		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	79
17AG(3)(c)		Information on any capability reviews on the entity that were released during the period.	If applicable, Mandatory	n/a

PGPA Rule Reference	Part of Report	Description	Requirement	Page no.
<b>Management of Human Resources</b>				
17AG(4)(a)		An assessment of the entity's effectiveness in managing and developing employees to achieve entity objectives.	Mandatory	83-98
17AG(4)(aa)		Statistics on the entity's employees on an ongoing and non-ongoing basis, including the following: (a) statistics on full-time employees; (b) statistics on part-time employees; (c) statistics on gender; (d) statistics on staff location	Mandatory	83-84
17AG(4)(b)		Statistics on the entity's APS employees on an ongoing and non-ongoing basis; including the following: <ul style="list-style-type: none"> <li>• Statistics on staffing classification level;</li> <li>• Statistics on full-time employees;</li> <li>• Statistics on part-time employees;</li> <li>• Statistics on gender;</li> <li>• Statistics on staff location;</li> <li>• Statistics on employees who identify as Indigenous.</li> </ul>	Mandatory	84-85, 90
17AG(4)(c)		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	96
17AG(4)(c)(i)		Information on the number of SES and non-SES employees covered by agreements etc identified in paragraph 17AG(4)(c).	Mandatory	96
17AG(4)(c)(ii)		The salary ranges available for APS employees by classification level.	Mandatory	97
17AG(4)(c)(iii)		A description of non-salary benefits provided to employees.	Mandatory	97
17AG(4)(d)(i)		Information on the number of employees at each classification level who received performance pay.	If applicable, Mandatory	n/a
17AG(4)(d)(ii)		Information on aggregate amounts of performance pay at each classification level.	If applicable, Mandatory	n/a
17AG(4)(d)(iii)		Information on the average amount of performance payment, and range of such payments, at each classification level.	If applicable, Mandatory	n/a
17AG(4)(d)(iv)		Information on aggregate amount of performance payments.	If applicable, Mandatory	n/a
<b>Assets Management</b>				
17AG(5)		An assessment of effectiveness of assets management where asset management is a significant part of the entity's activities	If applicable, mandatory	81
<b>Purchasing</b>				
17AG(6)		An assessment of entity performance against the <i>Commonwealth Procurement Rules</i> .	Mandatory	79
<b>Reportable consultancy contracts</b>				
17AG(7)(a)		A summary statement detailing the number of new reportable consultancy contracts entered into during the period; the total actual expenditure on all such contracts (inclusive of GST); the number of ongoing reportable consultancy contracts that were entered into during a previous reporting period; and the total actual expenditure in the reporting period on those ongoing contracts (inclusive of GST).	Mandatory	80
17AG(7)(b)		A statement that " <i>During [reporting period], [specified number] new reportable consultancy contracts were entered into involving total actual expenditure of \$[specified million]. In addition, [specified number] ongoing reportable consultancy contracts were active during the period, involving total actual expenditure of \$[specified million]</i> ".	Mandatory	80

PGPA Rule Reference	Part of Report	Description	Requirement	Page no.
17AG(7)(c)		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	80
17AG(7)(d)		A statement that <i>"Annual reports contain information about actual expenditure on reportable consultancy contracts. Information on the value of reportable consultancy contracts is available on the AusTender website."</i>	Mandatory	79
<b>Reportable non-consultancy contracts</b>				
17AG(7A)(a)		A summary statement detailing the number of new reportable non-consultancy contracts entered into during the period; the total actual expenditure on such contracts (inclusive of GST); the number of ongoing reportable non-consultancy contracts that were entered into during a previous reporting period; and the total actual expenditure in the reporting period on those ongoing contracts (inclusive of GST).	Mandatory	81
17AG(7A)(b)		A statement that <i>"Annual reports contain information about actual expenditure on reportable non-consultancy contracts. Information on the value of reportable non-consultancy contracts is available on the AusTender website."</i>	Mandatory	79
<b>17AD(daa)</b>	<b>Additional information about organisations receiving amounts under reportable consultancy contracts or reportable non-consultancy contracts</b>			
17AGA		Additional information, in accordance with section 17AGA, about organisations receiving amounts under reportable consultancy contracts or reportable non-consultancy contracts.	Mandatory	80-81
<b>Australian National Audit Office Access Clauses</b>				
17AG(8)		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 Auditor-General 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>				
17AG(9)		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	81
<b>Small business</b>				
17AG(10)(a)		A statement that <i>"[Name of entity] supports small business participation in the Australian Government procurement market. Small and Medium Enterprises (SME) and Small Enterprise participation statistics are available on the Department of Finance's website."</i>	Mandatory	80
17AG(10)(b)		An outline of the ways in which the procurement practices of the entity support small and medium enterprises.	Mandatory	80
17AG(10)(c)		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	80

PGPA Rule Reference	Part of Report	Description	Requirement	Page no.
<b>Financial Statements</b>				
17AD(e)		Inclusion of the annual financial statements in accordance with subsection 43(4) of the Act.	Mandatory	36-72
<b>Executive Remuneration</b>				
17AD(da)		Information about executive remuneration in accordance with Subdivision C of Division 3A of Part 2-3 of the Rule.	Mandatory	93-96
<b>17AD(f) Other Mandatory Information</b>				
17AH(1)(a)(i)		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	82
17AH(1)(a)(ii)		If the entity did not conduct advertising campaigns, a statement to that effect.	If applicable, Mandatory	n/a
17AH(1)(b)		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
17AH(1)(c)		Outline of mechanisms of disability reporting, including reference to website for further information.	Mandatory	90
17AH(1)(d)		Website reference to where the entity's Information Publication Scheme statement pursuant to Part II of FOI Act can be found.	Mandatory	78
17AH(1)(e)		Correction of material errors in previous annual report	If applicable, mandatory	n/a
17AH(2)		Information required by other legislation	Mandatory	92-93, 102-104

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