



ANNUAL REPORT

2024–25



The background of the image features a minimalist, abstract design composed of blue wireframe cubes. One large cube is positioned in the lower-left foreground, and another, slightly smaller cube is located in the upper-right background. The cubes are defined by thin blue lines, creating a sense of depth and perspective.

ANNUAL REPORT

2024–25



Our Story.
Our Future.

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The 2024–25 ABS Annual Report can be found at:

www.transparency.gov.au/publications.

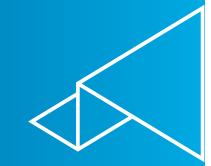


Citation

‘Our Story. Our Future.’ was created by proud Wiradjuri, Wotjobaluk, Yuin and Gumbaynggirr artist Luke Penrith and Maluirlgal people, Badu Island artist Naseli Tamwoy.

Acknowledgement of Country

The ABS 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. We pay our respects to their cultures and Elders, past and present, and extend that respect to all Aboriginal and Torres Strait Islander peoples today.



The Hon Dr Andrew Leigh MP
Assistant Minister for Productivity, Competition, Charities and Treasury
Parliament House
CANBERRA ACT 2600

Dear Assistant Minister

Letter of Transmittal

I am pleased to present the annual report for the Australian Bureau of Statistics (ABS) for the year ended 30 June 2025.

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

The report includes the ABS' audited Financial Statements and Annual Performance Statement in accordance with subsections 43(4) and subsection 39(1)(b) of the PGPA Act.

As required by subsections 10 and 17AG(2)(b) of the *Public Governance, Performance and Accountability Rule 2014*, I certify that for 2024–25:

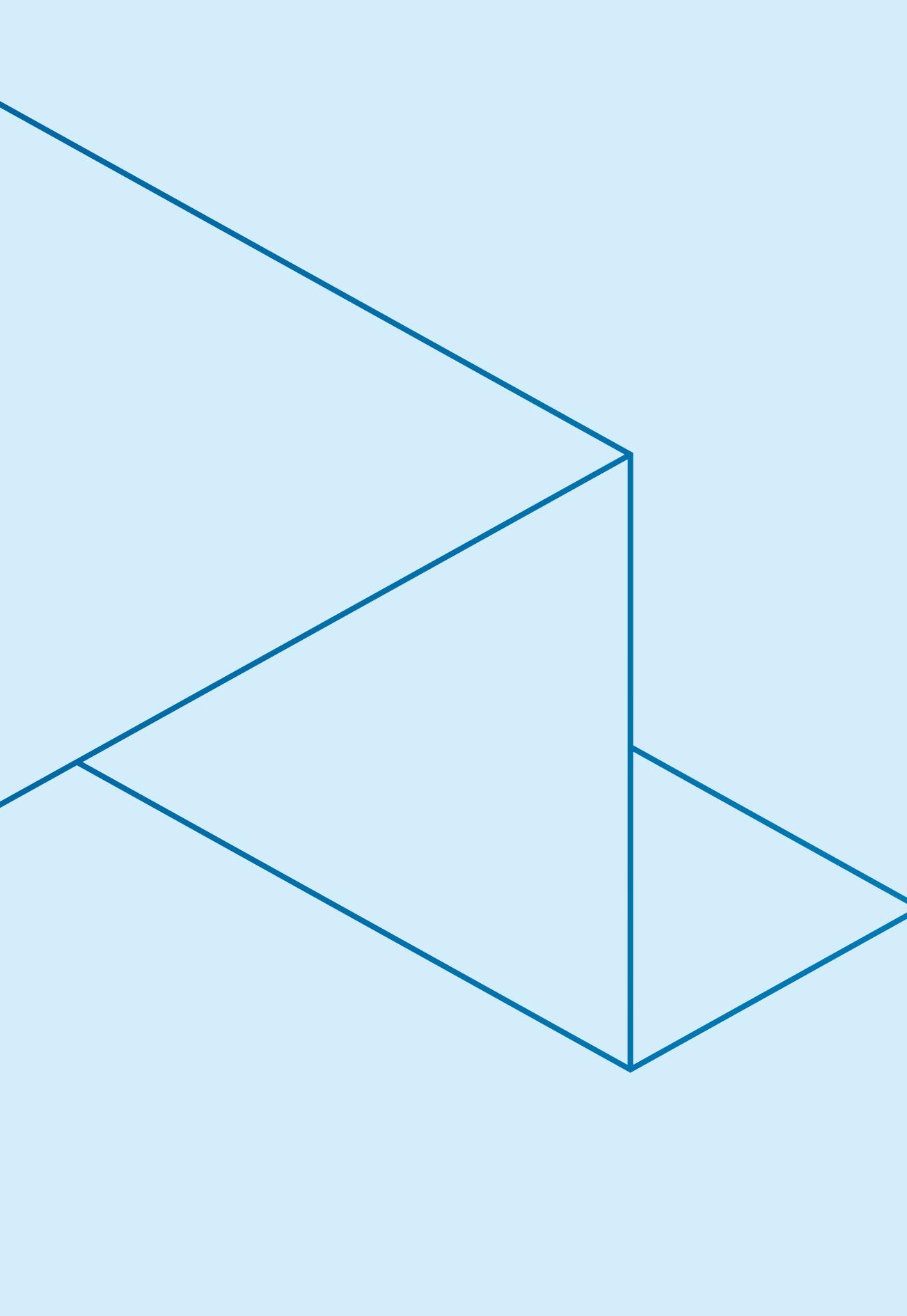
- the ABS has prepared fraud risk assessments and a fraud control plan
- the ABS has fraud prevention, detection, investigation and reporting mechanisms in place that meet its specific needs
- I have taken all reasonable measures to appropriately deal with fraud relating to the ABS.

Yours sincerely

Dr David Gruen AO
Australian Statistician

23 September 2025

www.abs.gov.au



Contents

	Copyright information and contact details	ii
	Letter of transmittal	iii
SECTION ONE	Overview	1
Chapter 1	Australian Statistician's review	2
Chapter 2	ABS at a glance	6
Chapter 3	Special articles	13
SECTION TWO	Report on performance	19
Chapter 4	Annual Performance Statement	20
Chapter 5	Financial Statements	48
SECTION THREE	Management and accountability	79
Chapter 6	Corporate governance	80
Chapter 7	Management of human resources	94
SECTION FOUR	Appendices	119
Appendix A	Resource Statements	120
Appendix B	Climate disclosure and environmental sustainability	122
Appendix C	Errors and omissions	129
SECTION FIVE	Reference material	131
	Abbreviations and acronyms	132
	Glossary	136
	List of requirements	140
	Index	145



SECTION ONE OVERVIEW

Chapter 1

AUSTRALIAN STATISTICIAN'S REVIEW



Dr David Gruen AO
Australian Statistician

Introduction

I am pleased to present the ABS Annual Report for 2024–25. This report outlines the key activities and achievements of the ABS over the past year, reflecting our ongoing efforts to deliver high-quality data and insights that support decision-making across Australia.

From enhancing data systems to preparing major national collections, our work continues to

adapt and respond to the changing needs of governments, businesses and the Australian community.

Collecting data

The ABS strives to be a modern, responsive and trusted national statistical agency. With \$97.9 million in new funding announced in the Mid-Year Economic and Fiscal Outlook, we accelerated our Data Acquisition Modernisation Program. This investment is transforming our collection systems to be more accessible, secure and easy to use, while also upgrading our contact centre and moving off legacy infrastructure in favour of scalable cloud platforms.

We are progressing with the Big Data Timely Insights (BDTI) Phase 2 program to deliver more timely information to decision makers. This phase includes transitioning key data assets to the new cloud analytics environment and introducing modern tools that simplify data management and analysis.

These initiatives will make it easier for respondents to fill in our surveys, will align our systems with contemporary expectations and reduce the time required to provide vital information. They underscore our commitment to maintaining the integrity and reliability of Australia's statistical data.

Towards the 2026 Census

The Census of Population and Housing (Census) is conducted every 5 years, with the next Census to be held in August 2026. The Census produces high quality data that is widely used to inform areas of importance to Australia.

In mid-2024, the ABS completed its review to determine content changes for the questions in the 2026 Census and make recommendations to Government. The Government decided to include a new topic of 'sexual orientation and gender' for people aged 16 years and older. The ABS will make changes to the questions for 10 existing topics in the 2026 Census with the final questions published later this year.

Planning and preparations are well advanced. With under a year to go, operational activities are ramping up—including the production of paper forms, building and security testing of the online form and recruitment of nearly 30,000 Census staff across Australia. A large-scale Census Test was conducted in August 2025 involving approximately 60,000 households across selected regions in Queensland, Victoria, Western Australia and New South Wales. Nearly 20,000 households subscribed via myGov to access the online Census portal, with almost 10,000 completing the Census Test through this platform.

The Census Test is a critical step to ensure the 2026 Census runs smoothly and delivers a safe, secure and positive experience. We tested collection processes and IT systems to ensure the form captures the right information effectively.

Embracing innovative technologies

This year we launched the Whole of Australian Government Coding Service—a machine learning-powered tool that enhances the consistency and utility of workforce data across agencies. This initiative supports improved policy development and research outcomes by improving the quality and comparability of workforce information.

Policymakers and analysts benefit from more reliable insights, enabling informed decisions that reflect the realities of Australia's labour market. This initiative reflects our commitment to data excellence—delivering tools that empower government decision-making and improve outcomes for all Australians.

Over the past two decades, the ABS has embraced digital innovation to transform the way it compiles the Consumer Price Index (CPI). What once relied on manual price collection by field officers is now powered by scanner data, administrative records and web scraping, enabling us to process millions of prices each month.

This shift has improved data quality, reduced costs and allowed for dynamic updates to the CPI basket, which now reflects modern consumption patterns, including streaming, ride sharing and electric vehicles. With continued investment in technology, we will deliver a complete monthly CPI starting on 26 November 2025, aligning Australia with global best practice.

Looking forward

As we look ahead, the ABS remains committed to providing reliable statistics that meet the evolving needs of the Australian community. We will continue to strengthen partnerships and build capability to ensure our data remains relevant, timely and impactful.

Our commitment to maximising the value of data for governments, businesses and the Australian community, remains strong. Looking at 2025–26 and beyond, we will deliver a range of key initiatives:

- Retiring the long-standing Retail Trade Survey, first released in 1951 and replacing it with more timely indicators: the Monthly Household Spending and Business Turnover Indicators. The Household Spending Indicator captures approximately 60% of Household Final Consumption Expenditure—compared to 33% by the Retail Trade Survey.
- Linking the Person-Level Integrated Data Asset (PLIDA) with the Criminal Justice Data Asset, which provides a longitudinal view of interactions with the justice system across Australia—supporting evidence-based policy and contributing to community safety.
- Continuing to grow leadership and expertise in the Australian Public Service (APS) Data Profession, with nearly 210 graduate placements projected for 2026 and nearly 14,000 members engaged through our community platform—building a workforce equipped to harness data for public good.
- Strengthening integrated data capabilities through the Business Longitudinal Analysis Data Environment (BLADE) and the PLIDA, supporting 420 active research projects across government, academia and international partners. These assets are central to our mission of providing high-quality data to support evidence-based decision making.
- Modernising agriculture statistics by using satellite mapping and administrative data—significantly reducing reporting burden while maintaining high-quality outputs.

Acknowledgments

I want to acknowledge the professionalism and commitment of the highly skilled ABS workforce. While there are always challenges, I am incredibly proud of the work we have delivered and thank all ABS staff for their contributions. I also thank the Australian people for their continuing support and trust in the ABS.

Without the continuing support of survey respondents and data providers, the ABS would be unable to deliver the high-quality and timely statistics and insights needed by governments, businesses and the Australian community. The ABS also actively engages with national statistics offices around the world to share experiences and innovations. The contributions of these organisations are significant and I would like to thank them all.

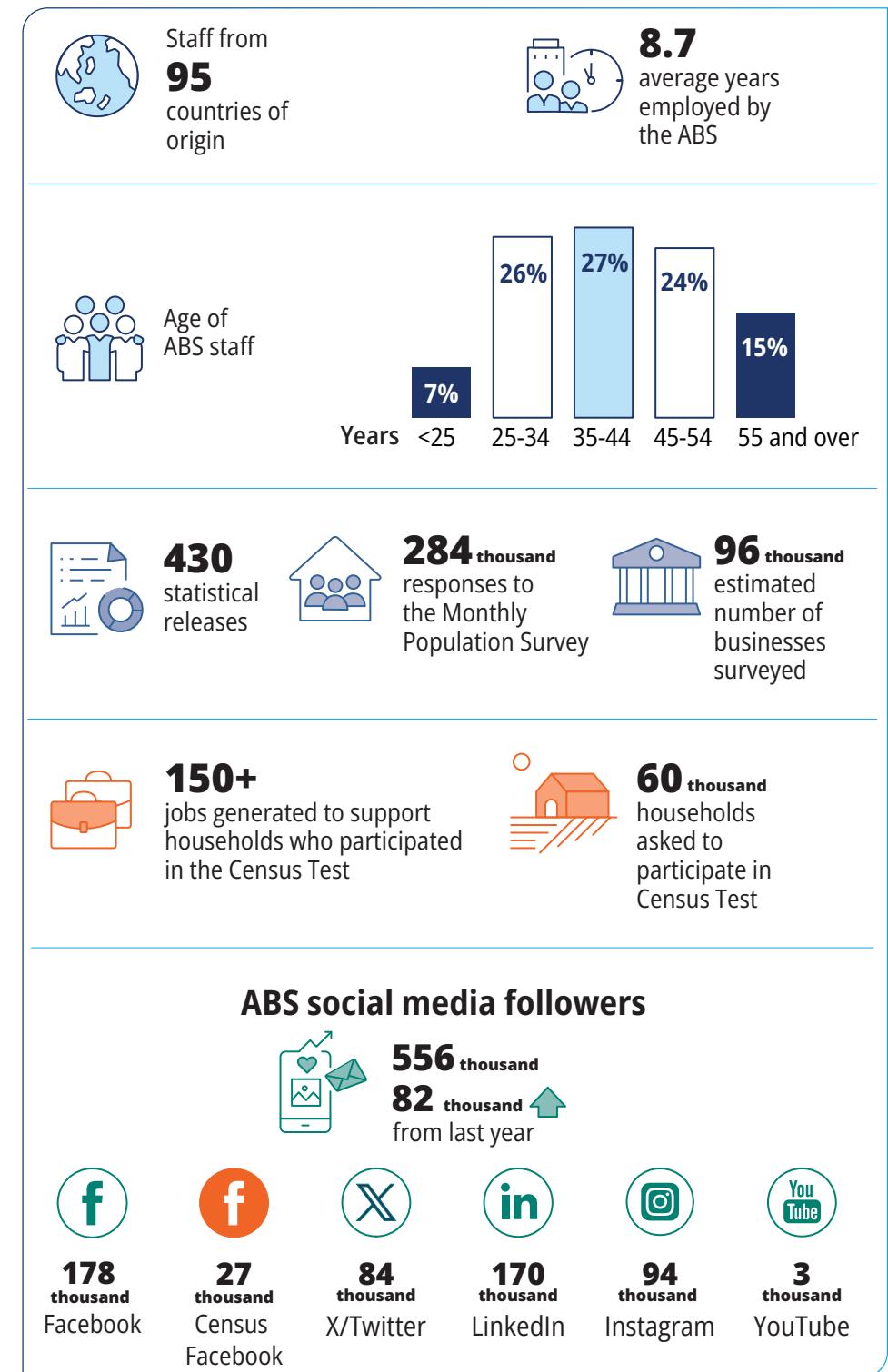
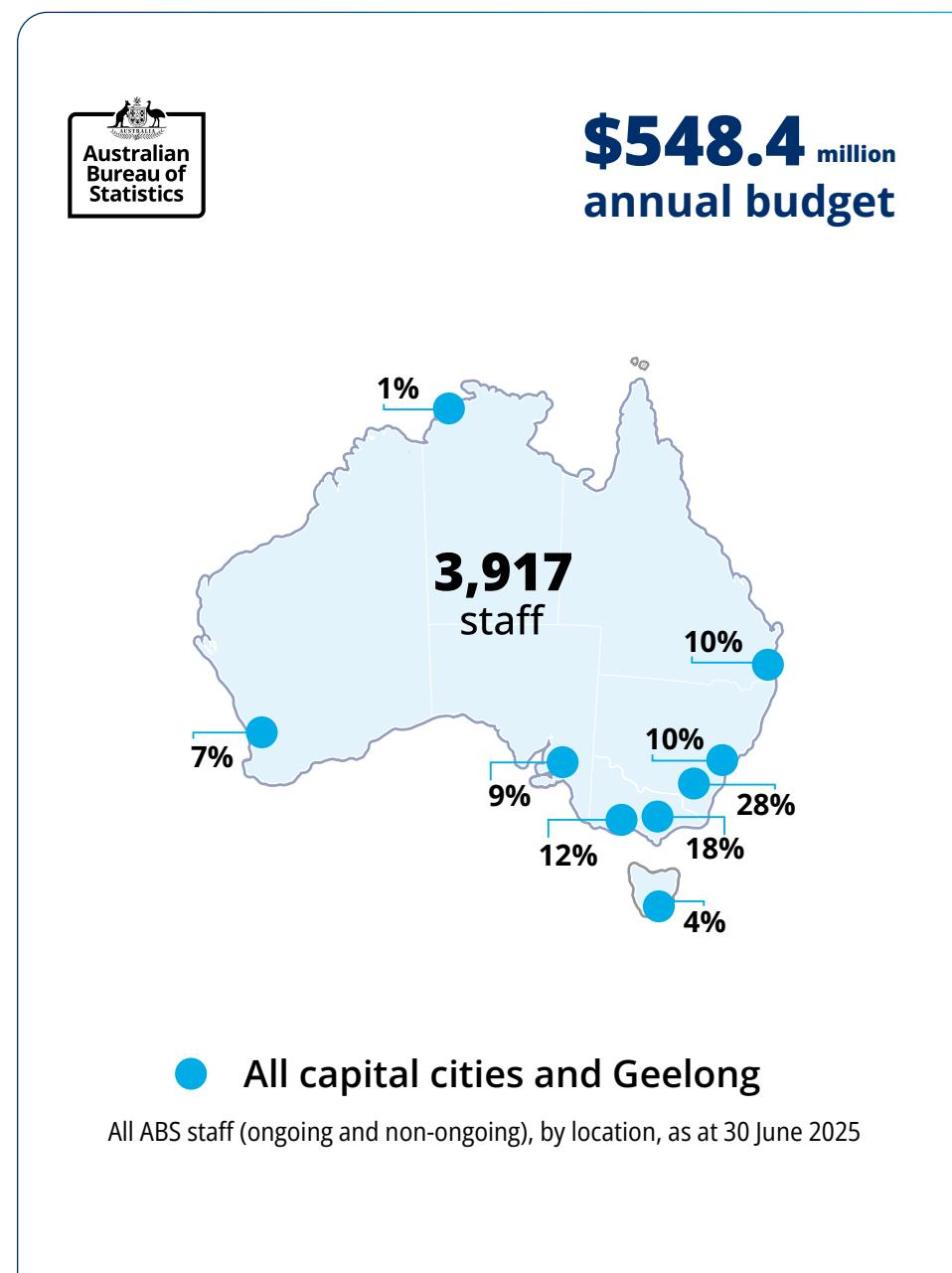
I would also like to thank Professor Emeritus Ian Harper AO, Chair of the Australian Statistics Advisory Council and the other Council members for their advice and continuing support. The ABS is grateful for the thoughtful contributions provided by all members of its other specialist advisory groups.

Finally, I would like to thank the Assistant Minister, the Hon Dr Andrew Leigh MP, for his continuing active support for the ABS throughout 2024–25.

Chapter 2

ABS AT A GLANCE

Figure 2.1 ABS at a glance, as at 30 June 2025 for previous 12 months



Some numbers have been rounded.

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 2024–25, the ABS focused on 3 enterprise-level strategic priorities:

1. Produce high-quality statistics and insights.
2. Exercise leadership in strengthening Australia's data capabilities.
3. Strengthen relationships and reduce load on data providers.

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

The ABS leads the use of public data for statistical purposes and works to improve the Australian Government's data and statistical capabilities. It works in partnership with other organisations to expand the range and quality of statistical data and information available to governments and the community.

The ABS advises official bodies on producing and using data and statistics, formulates standards, works with states and territories and liaises internationally with other national statistical organisations.

The ABS also leads the Australian Public Service (APS) Data Profession, building the data capabilities of the APS workforce.

The ABS produces a corporate plan annually to document its priorities over a 4-year period. It provides an overview of the ABS' operating environment, key priorities and challenges, activities and statistical output, and how the ABS will measure success.

A copy of the ABS Corporate Plan 2024–25¹ can be found on the ABS website.

ABS Portfolio Budget Statements outcome and program

The ABS Portfolio Budget Statements outline 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 2024–25, the ABS was a trusted provider of high-quality and timely data, statistics and insights. It delivered 430 statistical releases across economic, labour, industry, people, health and environment areas. The ABS' core economic and population statistics met the standards set by the International Monetary Fund.

The ABS' Annual Performance Statement for 2024–25 is provided in Chapter 4 and the ABS' Portfolio Budget Statements, detailing the agency's outcome, program and activities are available on the Treasury website.²

Accountable Authority

The ABS is led by the Australian Statistician, a statutory office that is established by the *Australian Bureau of Statistics Act 1975*.³

The Accountable Authority for the ABS is Dr David Gruen AO, the Australian Statistician, who occupied the position for the full 2024–25 reporting period.



The Hon Dr Andrew Leigh MP

Assistant Minister for Productivity, Competition, Charities and Treasury

Responsible Minister

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

The Hon Dr Andrew Leigh MP, Assistant Minister for Productivity, Competition, Charities and Treasury is responsible for the ABS.

Organisational structure

Figure 2.2 shows the ABS' organisational structure as at 30 June 2025.

¹ <https://www.abs.gov.au/about/our-organisation/corporate-reporting/abs-corporate-plan/2024-25>

² <https://treasury.gov.au/publication/portfolio-budget-statements-2024-25>

³ <https://www.legislation.gov.au/Details/C2019C00184>

Figure 2.2 Organisational structure, as at 30 June 2025



Cooperation and collaboration

In 2024–25, the ABS strengthened strategic partnerships across government, industry, academia and community sectors to deliver trusted data and insights that inform national priorities. These collaborations enhanced our responsiveness, built capability and ensured our outputs remained secure, relevant and impactful.

Key domestic collaborations

- **2026 Census preparation:** partnered with the Australian Energy Market Operator, Services Australia, the LGBTIQ+ Expert Advisory Committee and the ABS Round Table on Aboriginal and Torres Strait Islander Statistics to improve Census accuracy, inclusivity and digital engagement.
- **Migrant data insights:** worked with the Department of Home Affairs to develop the Migrant Linked Outcomes using Person-Level Integrated Data Asset (PLIDA), providing deeper insights into migrant experiences.
- **Climate and insurance data:** through the Australian Climate Service, in collaboration with the National Emergency Management Agency and major insurers, developed national vulnerability indexes and the National Insurance Dataset to support climate resilience and affordability analysis.
- **Justice and social outcomes:** partnered with state and territory criminal justice agencies to develop the Criminal Justice Data Asset and with the ACT Government, South Australian Government and the University of Adelaide to pilot the Life Course Data Initiative, linking data to better understand child disadvantage.
- **Environmental-economic reporting:** released Australia's first National Ecosystem Accounts⁴ with the Department of Climate Change, Energy, the Environment and Water, CSIRO and Geoscience Australia, marking a major step forward in environmental-economic reporting.
- **Public sector integrity:** supported the Australian Public Service Commission and the Attorney General's Department on the APS Integrity Data Framework Pilot, advising on data use to identify integrity risks and improve governance.
- **Closing the Gap:** co-chaired the establishment of the Data Policy Partnership with the NSW Coalition of Aboriginal Peak Organisations, the Coalition of Peaks and the National Indigenous Australians Agency, focusing on regional data access under Priority Reform Four⁵ of the National Agreement on Closing the Gap.⁶

⁴ <https://www.abs.gov.au/statistics/environment/environmental-accounts/national-ecosystem-accounts-experimental-estimates/2020-21>

⁵ <https://www.closingthegap.gov.au/national-agreement/priority-reforms>

⁶ <https://www.closingthegap.gov.au/national-agreement>

- **Economic modernisation:** collaborated with the Reserve Bank of Australia, Treasury and leading economists to support the transition to a complete monthly Consumer Price Index (CPI).
- **Digital transformation:** partnered with the Digital Transformation Agency to align governance processes with evolving digital government requirements.

Key international engagements

The ABS continued to lead and contribute globally through:

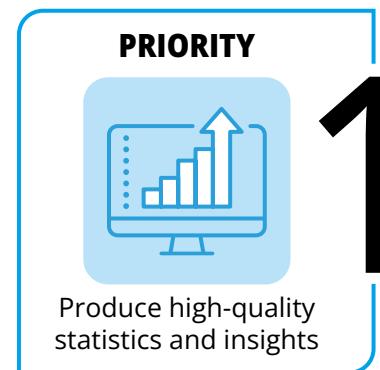
- Supporting the International Monetary Fund on the 7th edition of the Balance of Payments Manual.
- Contributing to the United Nations Statistical Commission on the 2025 System of National Accounts.
- Partnering with the Department of Foreign Affairs and Trade to build statistical capability in Indonesia, Timor-Leste, Papua New Guinea, Fiji and the Pacific.

We remain committed to deepening our partnerships and fostering collaboration to deliver on our role and purpose, providing trusted data and insights that inform decisions and improve the lives of Australians.

Chapter 3

SPECIAL ARTICLES

Special article 1



Data insights to inform Australia's climate challenges

Climate change is a key challenge facing Australia. To understand the nature of this challenge and to adapt appropriately, timely measurement of environmental and socio-economic related change is essential. The ABS is showing leadership through the development and application of a range of frameworks to promote consistent information and insights.

Statistical frameworks use a systematic approach to align conceptual information needs. They are used to draw insights to inform Australia's evidence-based policy and to analyse changes over time in support of our national climate goals and to help manage associated risk.

The System of Environmental and Economic Accounting (SEEA) is an international framework aligned with the System of National Accounts. It helps us understand how the environment and economy interact by showing key environmental activities and assets in both physical and monetary terms. The SEEA brings together economic, environmental and social data in a clear and consistent way to support decision-making.

Using the SEEA, the ABS compiles a number of environmental economic accounts, including energy, water, land and ecosystems.

Through these accounts, the ABS shows aspects of Australia's progress towards Net Zero, which aims to balance the amount of greenhouse gases produced with those removed from the atmosphere.

Table 3.1: Insights on Australia's Net Zero progress using ABS environmental economic accounts

Energy Account	Renewable energy continues to grow as part of Australia's energy mix. In 2022–23, renewable sources supplied 33% of domestically used electricity. From 2010–11 to 2022–23, hydroelectricity production remained steady at around 60 petajoules. In contrast, wind energy increased ninefold to 114 petajoules and solar energy rose 25-fold to reach 151 petajoules.
Water Account	Energy is required to extract, pump and treat water. As water consumption increases, so do emissions. In 2021–22, water extraction by the electricity, gas, water and waste services sector rose by 3%, mainly due to increased water use for hydroelectricity generation.
Ecosystems Account	Between 2015–16 and 2020–21, the amount of carbon physically retained in ecosystems remained stable, however, the estimated value of this carbon storage service increased significantly—from \$19.4 billion to \$43.2 billion—driven by a higher Australian Carbon Unit Auction Price and inflation affecting the return on annuity estimates.
Land Cover Account	Land covered with vegetation helps absorb emissions. In 2011, grasslands were the most widespread land cover type, occupying 492.1 million hectares. By 2024, this had decreased by 30.9% to 340.0 million hectares.

Through our work as a partner of the Australian Climate Service⁷ (ACS), the ABS is also using frameworks to inform the understanding of climate risk.

An important role of the ACS is to facilitate alignment of climate information across government and the private sector by bringing together information about hazards, exposure, vulnerability and impacts (now and projected) to build a national understanding of climate risk.

The ABS has developed the first Australian Climate Exposure and Vulnerability Statistical Framework (ACEV-SF) that promotes a harmonised approach to producing climate exposure and vulnerability data and insights. This is the first step in producing a statistical framework for climate risk and in its current form provides a comprehensive list of relevant indicators, metadata, information sources and quality descriptors across the social, built, economic and natural domains. The framework draws on the Intergovernmental Panel on Climate Change, Sixth Assessment Report and the National Climate Resilience and Adaptation Strategy.

The ACEV-SF will be published by the ACS later in 2025 and promoted as a tool to support and prioritise co-ordinated analysis about climate change and inform future investment and data accessibility planning. In the year ahead, it will be refined through engagement with users of Australia's climate risk data, socialisation with the international statistical community and collaboration with experts.

⁷ The ACS partnership brings together expertise from the Bureau of Meteorology, CSIRO, Geoscience Australia and the ABS to lead the development and delivery of trusted information to support decision-making about adaptation, disaster risk reduction and climate resilience. <https://www.acs.gov.au/>

Figure 3.1. The four connected domains described in the ACEV-SF



Special article 2

PRIORITY



2

Shaping the future of data capability in the APS – the APS Data Profession

Launched in September 2020, the Australian Public Service (APS) Data Profession (the Profession) aims to strengthen data capability across the APS. A partnership between the ABS and Australian Public Service Commission (APSC), the ABS leads the Profession with Australian Statistician, Dr David Gruen AO, as Head of Profession.

The Profession was established in response to the 2019 Independent Review of the APS, which highlighted the pivotal role of data in shaping public policy and enhancing service delivery. Key recommendations included accessing new data sources, leveraging integrated data assets, updating legislation and infrastructure and building expertise in data and digital skills.

Now in its 5th year, the Profession is positioning the ABS as a central player in cultivating a skilled, collaborative data workforce across government. The Profession delivers targeted programs co-designed with agencies to build APS data capability. These include creating entry-level pathways, developing training to enhance data literacy and leadership, and fostering an online community of data professionals. Initiatives aimed at defining data capabilities and roles to address skill gaps have also been valuable.

Co-design and collaboration with partner agencies ensure outputs are relevant across the APS and avoid duplicated efforts. During 2024–25, the Profession partnered with the Departments of Home Affairs; Health, Disability and Ageing; and Agriculture, Fisheries and Forestry, to name a few. Their contributions are building data specialist skills and deepening expertise across the APS.

A cornerstone of the Profession's success is the Members' Community Platform (MCP), launched in 2022. As at 30 June 2025, membership had grown to nearly 14,000 members across federal, state and territory agencies. The MCP hosts 12 Communities of Practice, including 3 shared with the APS Digital Profession. Encouraging peer-to-peer learning, it offers discussion boards, seminars, curated learning resources and job opportunities. Members also have access to the 'In Conversation' video series hosted by Dr Gruen. Guests over the past year included Dr Cathy Foley, Mark Sowden, Dr Ian Oppermann and the Hon Victor Dominello.

The ABS is in its 6th year of streamlining data graduate recruitment across the APS as part of the Australian Government Career Pathways Program. The initiative aims to build data capability by growing the Profession at the entry level. In February 2025, 270 data graduates began their careers in the APS. Recruitment for the 2026 intake launched in March 2025, attracting over 2,300 applications for approximately 210 data graduate positions across 33 participating agencies.

Training remains a core focus. During 2024–25, the Profession facilitated the creation of the 'Introduction to data in government' e-learning modules available to all APS staff via the APS Academy. Topics cover data in the APS, trust in government, evidence-based decision making, evaluation, data storytelling and visualisation, and the APS Data Profession. Data leadership courses have also been central. Nineteen Senior Executive Service (SES) and 106 Executive Level 2 (EL2) staff attended the SES and EL2 Data Leadership Courses in 2024–25. Developed with the Australian National University and APSC, the courses enhance data leadership knowledge and capability, focusing on the role data plays in the work of the public service and issues that have an impact on the availability, integrity and use of data.

The second APS Data Awards were held in November 2024, celebrating excellence in data-driven initiatives. Eight categories recognised data leadership; data sharing and partnerships; data science and analytics; data visualisation and storytelling; data engineering; early career; diversity and inclusion in data; and innovative, ethical and responsible use of AI. Speaking at the event, The Hon Dr Andrew Leigh MP, Assistant Minister for Productivity, Competition, Charities and Treasury reflected on the broader impact of the Profession:

"Through the data profession, you're enriching the APS and the way in which each of us better understand data."

The Hon Dr Andrew Leigh MP, Assistant Minister for Productivity, Competition, Charities and Treasury, 2024 APS Data Awards

The next awards are scheduled for March 2026.

As the Profession enters its next phase, the focus will shift from foundational work to maturing the Profession's offerings. To guide this phase, a survey of APS Chief Operating Officers has been conducted to identify data capability gaps and critical role requirements. Insights from this survey will inform future initiatives and ensure alignment with workforce needs.

Continuing to support the evolution of other Professions will remain a priority. As new Professions join the MCP, the Profession is supporting their growth by sharing engagement strategies and lessons learned. Other collaborations include a joint initiative with the HR Profession to enhance data skills among HR professionals and partnering with the Evaluation Profession by sharing access to senior-level governance groups, using common talent pools through the data graduate stream and integrating evaluation content into Data Leadership courses.

Looking ahead, collaboration and co-design with agencies will remain essential to breaking down silos and driving Whole of Australian Government capability uplift. The *APS Data, Digital and Cyber Workforce Plan*⁸ reinforces this direction, outlining a coordinated approach to building a skilled workforce by 2030. With demand for specialised data expertise continuing to grow, the ABS—through the Profession—is well positioned to lead efforts in achieving the Australian Government's 2030 vision.

⁸ <https://www.dataanddigital.gov.au/workforce>



SECTION TWO
REPORT ON
PERFORMANCE

Chapter 4

ANNUAL PERFORMANCE STATEMENT

Introductory Statement

As the accountable authority for the Australian Bureau of Statistics (ABS), I present the ABS Annual Performance Statement 2024–25, as required under paragraph 39(1)(a) and (b) of the *Public Governance, Performance and Accountability Act 2013* (PGPA Act).

In my opinion, this Annual Performance Statement is based on properly maintained records, accurately reflects the performance of the ABS in 2024–25 and complies with subsection 39(2) of the PGPA Act.

In accordance with subsection 16F of the *Public Governance, Performance and Accountability Rule 2014* (PGPA Rule), this Statement reports on the ABS' performance in the year ended 30 June 2025, assessed against the purpose, key activities and performance measures relevant to the ABS published in the:

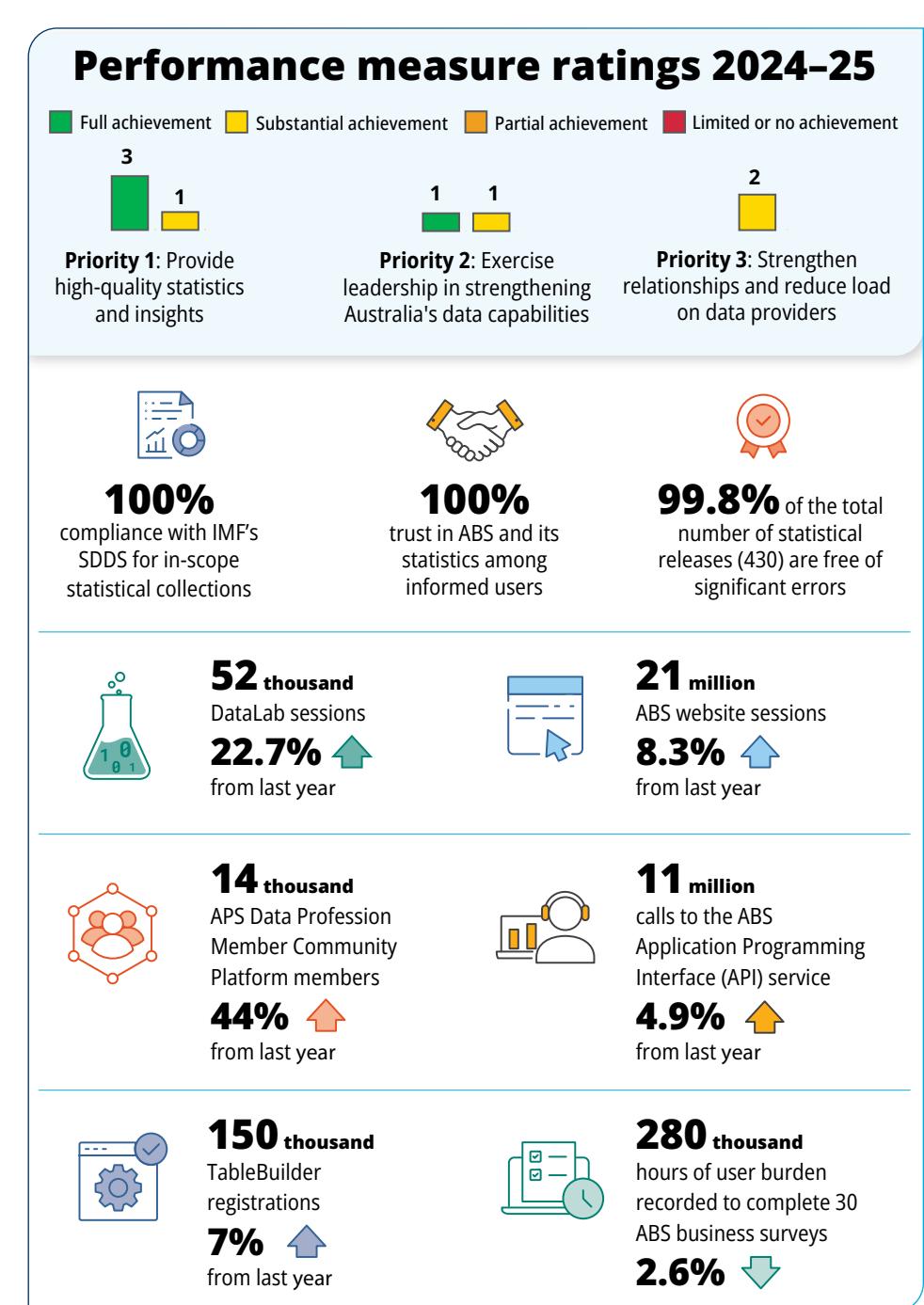
- ABS Corporate Plan 2024–25.⁹
- ABS Portfolio Budget Statements 2024–25.¹⁰



Dr David Gruen AO

Australian Statistician

Figure 4.1 Annual Performance Statement 2024–25 dashboard



⁹ <https://www.abs.gov.au/about/our-organisation/corporate-reporting/abs-corporate-plan/2024-25>

¹⁰ The ABS entry in the Portfolio Budget Statement 2024–25 for the Treasury portfolio is contained in *Budget 2024–25 – Portfolio Budget Statements 2024–25: Budget Related Paper No. 1.15 – Treasury Portfolio*, pp. 63–83. (https://treasury.gov.au/sites/default/files/2024-05/pbs_treasury_2024-25.pdf).

Some numbers have been rounded.

ABS purpose

To inform Australia's important decisions by delivering relevant, trusted and objective data, statistics and insights.

Performance results and analysis

The ABS' Annual Performance Statement (the Statement) reports on the period from 1 July 2024 to 30 June 2025. The Statement presents the results of the ABS' performance over the financial year against the performance criteria in the Treasury Portfolio Budget Statements (PBS) 2024–25 and ABS Corporate Plan 2024–25.^{11,12} All results relate to one program in the Treasury PBS - Australian Bureau of Statistics:

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.

The ABS Corporate Plan 2024–25 outlined 8 measures for assessing performance for the reporting period. The results are summarised on the following page. This Statement provides an assessment of ABS' achievements and analysis of each performance measure. The ABS assessed its results using the same rating scale used for the Annual Performance Statement 2023–24.

Performance ratings

The following ratings were used to determine the overall assessment of each performance measure:

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

¹¹ https://treasury.gov.au/sites/default/files/2024-05/pbs_treasury_2024-25.pdf - pages 74 and 75.

¹² <https://www.abs.gov.au/about/our-organisation/corporate-reporting/abs-corporate-plan/2024-25-performance-measures-and-targets>

Summary of performance results by priority

Priority 1

Produce high-quality statistics and insights



Measure 1.1
Trust in ABS statistics

Substantial achievement



Measure 1.2
International compliance

Full achievement



Measure 1.3
Conduct the Census

Full achievement



Measure 1.4
Access to ABS data and statistics

Full achievement



Priority 2

Exercise leadership in strengthening Australia's data capabilities



Measure 2.1
Adoption of secure data infrastructure

Full achievement



Measure 2.2
Engagement with the APS Data Profession

Substantial achievement



Priority 3

Strengthen relationships and reduce load on data providers



Measure 3.1
Efficiency of statistical operations

Substantial achievement



Measure 3.2
Data collection effort and respondent experience

Substantial achievement



The ABS has made minor changes to the performance measures since 2023–24 to improve clarity, including additional measures and methods to achieve a balanced assessment of overall performance and create better alignment with strategic priorities. These changes support more effective tracking of the achievement of our purpose.

Analysis of performance against purpose

In 2024–25, the ABS demonstrated achievement against its purpose and 3 priorities outlined in the ABS Corporate Plan 2024–25 by effectively navigating the operating environment, managing strategic and operational risks, using internal capabilities and fostering meaningful collaborations. These efforts provided the delivery of relevant, trusted and objective data that informed Australia's most important decisions. Of the 8 performance measures outlined in the Corporate Plan 2024–25, the ABS has fully achieved 4 measures and substantially achieved 4.

Operating environment management

There continues to be rising demand for timely, high-quality official statistics which the ABS has responded to by adopting digital-first tools and alternative data sources. This requires balancing stakeholder needs and resource constraints in a challenging environment where public trust in government institutions is being eroded. At the same time there is substantial demand for the capabilities required by the ABS across the whole of the Australian Public Service (APS).

Factors affecting achievement of purpose

Key challenges impacting on the ABS' ability to achieve targets included:

- **Sourcing data:** There is continued difficulty obtaining data from households and businesses using surveys, driving the ABS to adopt innovative solutions.
- **Talent retention and competition:** Across the APS there is increasing demand for staff with high quality data skills. Whilst the ABS leads the APS Data Profession building that capability, it is also competing for, and a source of, talent.
- **Cybersecurity threats:** Cybersecurity threats continue to become more sophisticated and prevalent posing risks to data integrity and availability.
- **Privacy concerns:** Large-scale private sector data breaches continue to have an adverse impact on trust in government institutions and data providers, impacting data provision.
- **Ageing IT systems:** Although rapidly building new digital solutions the ABS has substantial reliance on ageing IT systems and processes.

Priority 1: Produce high-quality statistics and insights

The ABS delivered trusted, high-quality statistics that met international standards and informed national policy, planning and public discussion. It adapted to rising data demands through digital innovation, safeguarded data integrity amid evolving risks and maintained public trust. A skilled and diverse workforce drove strategic transformation, while strong collaborations across government, academia and international partners enhanced data capability and insight generation. Continued improvements to the digital experience for data users and providers through multiple channels improved data integrity and system resilience. Preparations for the 2026 Census continue, aiming to deliver statistics and insights that respond to Australia's evolving needs.

Priority 2: Exercise leadership in strengthening Australia's data capabilities

Through the APS Data Profession, the ABS continues to strengthen data capabilities within the APS workforce. APS-wide graduate recruitment across 33 agencies and the promotion of the data specialist employee value proposition has contributed to attracting, recruiting and retaining data professionals.

The ABS has responded to demand for a secure cloud-based data access service across government by developing the Secure Environment for Analysing Data (SEAD), aligned with the Five Safes Framework. SEAD offers agencies a self-managed, secure platform to control their data, users, projects and outputs in line with their legislative, policy and risk requirements.

The ABS' international engagements and academic collaborations further advanced statistical methodologies and shared expertise globally.

Priority 3: Strengthen relationships and reduce load on data providers

The ABS has balanced stakeholder needs and data provider burden by enhancing technology and streamlining data collection. The Data Acquisition Modernisation Program aims to improve usability, accessibility and security by adopting a digital first approach to data sourcing.

Collaborations across government harnessed opportunities to support the production of high-quality statistics enabling richer insights and more informed policy decisions. Consultation with key clients and users provided statistics and insights that are relevant and valued.

The ABS continues to review data collection methods to provide information that is being collected efficiently with as little burden on businesses and households as possible.

Priority 1 Produce high-quality statistics and insights

The ABS collects and analyses a broad range of social, economic, business, population and environmental data and produces valuable statistics and insights to inform Australia's important decisions.

ABS data and statistics underpin fiscal and monetary policy and inform the delivery of programs and services vital to the health and wellbeing of Australians. Data and statistics support a strong, well-functioning democracy and provide reliable information on a range of matters critical to public debate.

In 2024–25, the ABS has assessed performance against Priority 1 using 4 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.
- **1.4 Access to ABS data and statistics** – access to data products and services.

For 2024–25, performance measures 1.2, 1.3 and 1.4 were assessed as fully achieved. Measure 1.1 was assessed as substantially achieved. Further explanation is provided below.

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

Rating:
substantial achievement 

Context

Maintaining a strong level of trust in the ABS is crucial to achieving high survey response rates. This trust signifies the confidence households, businesses and other data providers have that their submitted information will remain secure and be used responsibly by the ABS. The public trusts that the statistics generated by the ABS are impartial, objective and accurate. Consequently, elevated survey response rates lead to higher quality data, which in turn produces high-quality statistics that inform Australia's important decisions.

Method 1: Community Trust in ABS Statistics Survey (CTASS)¹³

2024–25 TARGET 	2024–25 RESULT 	2024–25 RATING 
At least 85% level of trust in ABS and ABS statistics	<ul style="list-style-type: none">• Trust in ABS<ul style="list-style-type: none">- 90% for the ABS as an organisation among the general community- 100% for the ABS as an organisation among informed users• Trust in ABS statistics<ul style="list-style-type: none">- 89% for ABS statistics among the general community- 100% for ABS statistics among informed users	Full achievement 

Analysis

The general community results are a modest but notable improvement from 2020, which were an improvement from 2015.

The results from the 2025 CTASS are especially notable given the previous CTASS survey was collected in May 2020, during a period of heightened public trust in government at the time of the COVID-19 pandemic.

The CTASS is conducted every 5 years with the next survey collection scheduled in 2029–30.

Type of data	Methodology	Data source
Quantitative / Output	Independent survey to assess trust in the ABS and ABS statistics among members of the general community and informed users.	Sample statistically representative of the general population of Australia.

¹³ The CTASS is currently conducted every 5 years, with the next survey collection being undertaken in 2029–30.

Method 2: Number of statistics released free of significant errors

2024-25 TARGET 	2024-25 RESULT 	2024-25 RATING 
100% of statistics are released free of significant errors	99.76 % of statistics were released free of significant errors	Substantial achievement 

Analysis

Between 1 July 2024 and 30 June 2025, there were 430 statistical releases published to the ABS website, a decrease of 67 releases on the previous financial year.

In both 2023-24 and 2024-25, one significant error was recorded, representing less than 1% of all releases each year.

In 2024-25, the significant error was incorrect data in time series spreadsheets/data cubes in the Producer Price Indexes (PPI), a tier 1 statistical release, published on 1 November 2024. Tier 1 statistical releases represent the foundation work of a national statistical organisation. The error arose due to incorrect data being manually copied from the Consumer Price Index (CPI) system via a spreadsheet into the PPI processing system. The error was corrected and republished on the following business day, 4 November 2024.

Two additional errors were released to the ABS website during the reporting period but were not significant. An error, either identified by the ABS or by users, is significant if it could mislead a user as to the value of a statistical indicator of national or state importance.

These errors were:

- consumers' out-of-pocket childcare costs overstated in the CPI statistical release, September quarter 2023 onwards¹⁴
- incorrect population estimates and projections in the National Accounts released on 4 December 2024.¹⁵

Continued

Mitigation

Following a review of the manual data entry process, improvements have been implemented to reduce the risk of future errors. In future, the data will be entered directly from the CPI system into the PPI system by an analyst, with a second analyst verifying the data against the original source to ensure accuracy. Documentation outlining the data collection procedures has been updated to reflect the revised process. The procedures now include a sign-off table that records that these checks have been completed.

Type of data	Methodology	Data source
Quantitative / Output	The number of statistics released on the ABS website free of significant errors, expressed as a proportion of all statistical releases published on the ABS website.	Report recording all statistical errors published on the ABS website that require correction and release.

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

Rating:
full achievement



Context

The ABS consistently generates essential economic and population data, ensuring comprehensive coverage, regular updates and timely reporting. This commitment aligns with the Special Data Dissemination Standard (SDDS) which is independently evaluated by the International Monetary Fund (IMF).

By following the IMF standard, ABS' reputation is sustained for delivering high-quality and credible statistics that adhere to expected benchmarks. The IMF assessment results empower users to objectively compare Australia's statistical capabilities with those of other countries. ABS official statistics conform to both Australian and international standards, accessible on the ABS website.

¹⁴ <https://www.abs.gov.au/media-centre/media-statements/forthcoming-correction-child-care-costs-consumer-price-index>

¹⁵ <https://www.abs.gov.au/media-centre/media-statements/national-accounts-population-estimates>

Method: Compliance with International Monetary Fund (IMF) Special Data Dissemination Standard (SDDS)¹⁶ ☀

2024-25 TARGET	2024-25 RESULT	2024-25 RATING
IMF assess ABS to be 100% compliant with SDDS for in-scope collections	Assessed as compliant based on the IMF Summary of Observance	Full achievement 
Analysis		
<p>Australia has subscribed to the SDDS since April 1996, with the ABS maintaining compliance to date.</p> <p>Compliance relates directly to ABS' ability to release key economic and population statistics with appropriate coverage, frequency and timeliness set by the standard for in-scope statistics.</p> <p>The ABS reports annually to the IMF on ABS' compliance with the SDDS. Based on the material the ABS provides, the IMF publishes a Summary of Observance against the SDDS standard on its website. In June 2025, Australia's Annual Summary of Observance Report of the SDDS for 2024 shows that Australia's dissemination policies are in observance with the SDDS standards.</p> <p>The ABS has established cross-agency co-ordination for IMF reporting through an inter-departmental committee. This approach seeks to improve coordination of annual IMF reporting and enhance Australia's overall compliance with the SDDS requirements (not just ABS measures).</p>		
Type of data	Methodology	Data source
Quantitative / Output	The annual SDDS assessment is made on a calendar year basis and is typically available on the IMF website in the first or second quarter of the following calendar year. During this process, the IMF assesses compliance with the SDDS for in-scope collections.	IMF SDDS Summary of Observance Report

Measure 1.3 Conduct the Census

- implementation of the Census to deliver trusted data

Rating:
full achievement



Context

Every 5 years, the ABS undertakes the Census of Population and Housing (the Census). The Census is a legislated obligation under the *Census and Statistics Act 1905*.¹⁷

The Census is the most comprehensive snapshot of the country and tells the story of how Australia and its people are changing. In 2021, it included almost 11 million households and over 25 million people.

Census data provides a rich and valuable insight into the economic, social and cultural make-up of the country by asking questions about a range of topics. The Census improves the accuracy of population estimates for Australia in each state, territory and local government area. It informs decisions on electoral boundaries and underpins funding to states, territories and local governments.

The targets for this measure change each year to reflect the major phases of Census.

¹⁶ <https://dsbb.imf.org/sdds>

¹⁷ <https://www.legislation.gov.au/C1905A00015/latest/text>

Method: Finalise the 2026 Census topics 		
2024-25 TARGET 	2024-25 RESULT 	2024-25 RATING 
Regulations are updated to define the Census topics	The regulations to define the Census topics were updated on 25 March 2025.	Full achievement 
Analysis		
<p>The Australian Government tabled an amendment to the <i>Census and Statistics Regulation 2016</i>¹⁸ in the Australian Parliament which allows the ABS to collect data on a new topic in the 2026 Census.</p> <p>The Census Program has completed a topics review to determine the content changes for the questions in the 2026 Census and made changes to questions for 10 existing topics in the 2026 Census.</p> <p>Details of the 2026 Census topic review and outcome is available on ABS website.¹⁹</p>		
Type of data	Methodology	Data source
Output	The <i>Census and Statistics Regulation 2016</i> is updated with Government endorsed topic changes to the 2026 Census. Once approved by the Governor General, the updated Regulation is listed on the Federal Register of Legislation.	Topic changes (if any) for the 2026 Census are in an updated <i>Census and Statistics Regulation 2016</i> , listed on the Federal Register of Legislation.

Measure 1.4 Access to ABS data and statistics – access to data products and services

Rating:
full achievement



Context

The ABS is a trusted information provider. ABS data products and services offer valuable and timely insights, supporting analysis across various economic and social dimensions to inform policymakers, businesses and other community sectors.

The ABS provides authorised users with secure access to data for research and policy evaluation while safeguarding privacy and confidentiality of the community.

The ABS facilitates access to statistics through multiple channels, including the ABS website, DataLab, TableBuilder and customised data services. All data users can access a wide range of data and statistics on the website for free. For regular users, machine-to-machine access provides a swift way to import data and systems can use an Application Programming Interface (API) for seamless access. Detailed microdata products are available in the ABS DataLab, with cost recovery for users engaged in approved projects.

¹⁸ <https://www.legislation.gov.au/F2016L00706/latest/text>

¹⁹ <https://www.abs.gov.au/statistics/research/outcomes-2026-census-topic-review>

Method: Composite index of channel access:

- Calls to API service
- Number of DataLab sessions
- Number of invoices for customised data services
- Count of ABS website sessions
- Registered users of TableBuilder

2024-25 TARGET 	2024-25 RESULT 	2024-25 RATING 
111	157.2	Full achievement 

Analysis

The ABS continues to improve data services to meet the evolving needs of users, while maintaining privacy and ensuring confidentiality of the data. The composite index provides 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.

In 2024-25, the overall index value continued to increase significantly to 157.2, up from 145.6 in 2023-24, highlighting the growing demand for data and statistics. The mode of access continues to evolve as the ABS adapts to technological advances.

Calls to the API rose by 4.9% from 10,229,231 in 2023-24 to 10,730,201 in 2024-25, driven by a 21% increase in Data API usage following a major upgrade in November 2024 that added new functionality and removed API keys. This was partially offset by a 46% drop in Indicator API requests. Despite fewer calls, unique monthly users of the Indicator API increased, suggesting more efficient or faster data retrieval.

To ensure accurate reporting, 6,806,334 calls were excluded due to a single user generating a significant number of API requests making excessive one-point requests for 2021 Census data. This anomalous traffic, consistent with previous years, was not considered representative of typical system use.

DataLab usage grew in 2024-25 by 22.7%, from 42,478 to 52,115 sessions, reflecting continued demand from researchers working on approved projects. The ABS has maintained and updated data assets to support this growth.

Continued

Invoices for customised data services fell from 416 to 307, largely due to the release of more free data via TableBuilder. While overall requests declined, the complexity of customised data inquiries increased. Many requests are now resolved by directing users to freely available data through other access channels, keeping enquiry volumes steady.

ABS website sessions increased by 8.3% in 2024-25, from 19,603,110 to 21,229,114. This rise coincides with the transition to Google Analytics 4 (GA4), which replaced Universal Analytics (UA) from 1 July 2024. The change in tracking methodology may have contributed to the higher session count.

TableBuilder user registrations increased in 2024-25 by 7%, from 139,621 to 149,722. The ABS continues to release new datasets including Labour Force Survey (2006-2025). Making all TableBuilder products free is driving strong user engagement.

Type of data	Methodology	Data source
Quantitative / Output	For each of the 5 channels, the count for the current year is divided by the count in the benchmark year (2020-21). The composite index is calculated by taking the average of the 5 channels and multiplying by 100.	<ul style="list-style-type: none"> • All incoming API calls are logged in AWS CloudFront and aggregated in Splunk analysis software. Splunk automatically generates monthly reports, ABS generated traffic is manually removed. • A log of DataLab sessions is extracted from Cloud DataLab, allowing a report to be generated of the number of sessions in a reference period. • A manual count of the Sales Orders in OneGov. • Analytics 4 (GA4). • Manual count of TableBuilder registrations.

Priority 2 Exercise leadership in strengthening Australia's data capabilities

As Australia's national statistical agency, the ABS is the custodian of an extensive holding of data and statistical assets which are of national significance. The ABS is committed to improving access to ABS products and services, while ensuring privacy and confidentiality is maintained.

Government agencies use ABS investment and expertise to access secure cloud-based data services required to safely manage data sharing.

The ABS is the lead for the APS Data Profession Stream, aiming to enhance data capabilities across the APS. Collaborating with 25 other agencies, the ABS works on a range of initiatives, including data graduate recruitment, specialised data graduate training and broader enhancement of data skills and literacy within the APS workforce.

In 2024–25, ABS assessed performance for Priority 2 using 2 performance measures:

- **2.1 Adoption of secure data infrastructure** – providing secure data management and data sharing capabilities to support the Australian Government, and state and territory governments.
- **2.2 Engagement with the APS Data Profession** – enhancing engagement with Australian Public Servants who use data for informed decision making.

For 2024–25, performance measure 2.1 was assessed as fully achieved. Measure 2.2 was assessed as substantially achieved. Further explanation is provided below.

Measure 2.1 Adoption of secure data infrastructure – providing secure data management and data sharing capabilities to support the Australian Government, and state and territory governments

Rating:
full achievement



Method: Number of agreements in place for Secure Environment for Analysing Data (SEAD) services

2024–25 TARGET	2024–25 RESULT	2024–25 RATING
10 agreements in place	10 agreements in place	Full achievement

Analysis

The cumulative number of SEADpod agreements has increased by 66% in 2024–25, from 6 (in 2023–24) to 10. Three SEADpods were for ABS internal use and one for external use.

The ABS continues to enhance data sharing by maintaining a contemporary and reliable infrastructure. This allows partners to securely manage their data sharing activities and maximise the value of their data for research and policy purposes.

Type of data	Methodology	Data source
Quantitative / Output	Number of SEAD agreements (either external [Memorandum of Understanding (MoU)] or internal [Service Level Agreement (SLA)]) relates to the provisioning of one SEADpod, unless otherwise specified.	<ul style="list-style-type: none">• SEADpod identifiers from the Microsoft Azure cloud system.• Executed SEAD agreements (either MoU or SLA).

Context

The ABS is a leader in the use of public data for statistical purposes and works to improve the Australian Government's data and statistical capabilities. ABS achieves this, in part, by providing secure data management and data sharing capabilities to support the Australian Government, and state and territory governments make better use of their data.

Measure 2.2 Engagement with the APS Data Profession – enhancing engagement with Australian Public Servants who use data for informed decision-making

Rating:

substantial achievement 

Context

The ABS is leading the APS Data Profession (the Profession), with the Australian Statistician as the Head of Profession. The Profession aims to uplift the data capability of the APS data workforce through defining data capabilities, creating career pathways and providing access to development opportunities. The Profession aims to ensure the APS workforce can attract, develop and retain the data capabilities needed to harness the unprecedented growth in the availability and use of data.

The Profession Member Community Platform (MCP) is an online space that connects data professionals across the APS, as well as state and local governments. The MCP fosters peer-to-peer learning, collaboration and resource sharing, while also supporting active involvement in Communities of Practice (CoPs). Within the platform, members can explore a directory of fellow professionals, access a wide range of capability development materials, engage in discussions and blogs hosted by CoPs, discover new opportunities and make use of a comprehensive resource library.

Method 1: Number of Member Community Platform (MCP) members 

2024–25 TARGET 	2024–25 RESULT 	2024–25 RATING 
5% increase on benchmark	44% increase on benchmark	Full achievement 

Analysis

The MCP was launched in August 2022 and has steadily increased in membership. The number of MCP members grew by 4,161 in 2024–25, with a total of 13,705 members as of 30 June 2025, which is 44% up from last year. The Profession will continue to actively promote the platform to staff working with data across the APS, as well as in state, territory and local governments.

Type of data	Methodology	Data source
Quantitative / Effectiveness	Number of members at the end of the reporting period divided by the previous year's (benchmark) count and multiplied by 100.	Data Profession Community home page.

Method 2: Number of interactions with the MCP 

2024–25 TARGET 	2024–25 RESULT 	2024–25 RATING 
5% increase on benchmark	19% decrease on benchmark	Substantial achievement 

Analysis

The number of MCP interactions was 16,761 in 2024–25. This represents a substantial achievement, at 77% of the target number of interactions. The target number of interactions was 21,836 interactions or 5% higher than the number of interactions in 2023–24.

The number of interactions includes total threads and replies posted on the platform, as well as library entries and their views and downloads.

Mitigation

As the MCP membership base continues to grow, fostering meaningful engagement remains a key challenge. To address this, the Profession will develop a MCP Engagement Plan in 2025–26 with an aim to grow both indicators (membership and interactions). The Strategy will include:

- a review of CoPs to identify high-performing groups and understand why others are inactive
- a forward calendar of events, announcements and learning opportunities designed to spark interaction and knowledge sharing
- strengthening collaboration with Community Leads, a central component of the Strategy, ensuring they are well-supported and equipped to drive engagement within their respective communities.

Type of data	Methodology	Data source
Quantitative / Effectiveness	Number of interactions with the MCP as at the end of the reporting period divided by the previous year's count (benchmark) and multiplied by 100.	Downloadable report of posts and interactions across thread and library entries on the MCP.

Priority 3 Strengthen relationships and reduce load on data providers

The ABS continues to strengthen relationships with all levels of government, academia, business and the not-for-profit sector to generate statistical information to inform and assess the effectiveness of economic, social and environmental policies. The ABS consults key clients and users of ABS data and statistics to ensure innovative statistical products are relevant and valued.

The ABS is committed to reducing the burden on data providers and continuously reviewing data collection methods to ensure information is being collected efficiently. In line with the Government's *Data and Digital Strategy*,²⁰ the ABS strives to collect information in the most efficient and timely way with as little cost as possible imposed on businesses and households.

The ABS is increasing the use of administrative data, including data collected by governments and businesses, to reduce the need to conduct surveys.

In 2024–25, the ABS assessed performance for Priority 3 using 2 performance measures:

- **3.1 Efficiency of statistical operations** – improving data collection methods.
- **3.2 Data collection effort and respondent experience** - improve data collection methods and the experience for businesses and households.

For 2024–25, performance measure 3.1 and 3.2 were assessed as substantially achieved. Further explanation is provided below.

Measure 3.1 Efficiency of statistical operations – improving data collection methods

Rating:

substantial achievement



Context

The ABS aims to enhance the efficiency of statistical operations. This involves lessening the workload for businesses and households participating in surveys. The ABS collaborates with various organisations and uses emerging technologies to streamline interactions between providers and users. By working closely with data providers, the ABS simplifies data collection processes, resulting in more efficient data collections.

²⁰ <https://www.dataanddigital.gov.au/>

Method: Case study showing efficiencies made in collecting data for statistical purposes²¹

CASE STUDY 1

2024–25 TARGET	2024–25 RESULT	2024–25 RATING
Whole of Australian Government coding capability project to deliver a modern machine learning statistical coding capability to a minimum of 3 Australian Government or state government agencies by June 2025. This coder is expected to deliver longer term efficiencies, standardise coding and ensure alignment with current standards when classifying occupations in the Australian and New Zealand Standard Classification of Occupation (ANZSCO). ²²	3 government agencies have registered to use the Coding Service.	Full achievement

²¹ The ABS selects case studies based on Tier 1 (Significant) Projects, prioritising those likely to achieve a major deliverable during the reporting period. The case studies include a quantifiable metric and are reported against the first year covered by this Plan, i.e. 2024–25. Each year, new case studies are selected for reporting against this measure.

²² The Occupation Standard Classification for Australia (OSCA) has replaced ANZSCO as the occupation standard classification for Australia.

CASE STUDY 1:

Analysis

In mid-2025, the ABS launched the Whole of Australian Government Occupation Coding Service (the Coding Service) as an API-accessible platform for registered users across government. This initiative marks a significant step forward in modernising how occupation data is coded, delivering measurable efficiencies and strengthening collaboration across agencies.

The Coding Service is designed to code job titles (occupation labels) and tasks to ABS standard occupation classifications, providing an occupation title and code output for each record entered. It can even recognise and classify a range of text responses with misspellings and common colloquial terms. For example, when a person types 'brickie' into an online form, the coder will recognise that this belongs to Occupation Standard Classification for Australia (OSCA) code 371131 – Bricklayer.

As of 30 June 2025, 3 government agencies (Jobs and Skills Australia, Western Australian Department of Training and Workforce Development and the National Centre for Vocational Education Research) have registered to use the Coding Service. By integrating this tool into their statistical production, agencies and users benefit from increased auto coding rates, which substantially reduces the need for manual coding. This results in lower clerical effort and more efficient resource allocation—allowing staff to focus on quality assurance, analysis and decision-making, rather than data processing.

The Coding Service makes it easier to adopt the new OSCA, streamlining the transition for government agencies and ensuring alignment with contemporary classifications. By simplifying the adoption of OSCA, the Coding Service reduces barriers to implementation and promotes consistent usage across government agencies. This improves the quality and comparability of occupation data.

The Coding Service is a transformative solution that demonstrates how technology and collaboration can drive smarter data practices across government—making it easier to produce occupation data.

“Five minutes to code 100,000 records is pretty exceptional from our perspective, considering it takes people weeks in-house to do that manually.”

Queensland Government Statistician's Office, Queensland Treasury

Type of data	Methodology	Data source
Qualitative / Efficiency	Case study showing efficiencies made in collecting data for statistical purposes. The case study metric collects the number of government agencies registered for the Coding Service.	Technical logs that record calls to the Coding Service that identifies individual agencies.

CASE STUDY 2:

2024-25 TARGET

Replacing the legacy system XIAM with OKTA to improve security and provide a simplified and contemporary experience for survey respondents accessing ABS' digital surveys, measured by 10% reduction in respondent calls for account registration.

2024-25 TARGET 	2024-25 RESULT 	2024-25 RATING 
Compared to previous year: • October = 11.9% increase • April = 38% decrease	Substantial achievement 	

Analysis

Enhancing security and simplicity: the ABS introduces a modern authentication platform, Okta

To deliver a simpler, more secure and contemporary experience for Australians submitting data, a new authentication platform was launched in June 2024. The Okta platform is an industry-standard product which delivers a modern login process that aligns with the expectations of today's digital users.

The Okta platform implementation supports the Australian Government's Digital Service Standards and significantly strengthens ABS' security posture. Throughout the development process, iterative user testing informed key design decisions, ensuring the platform remained user-friendly and accessible.

In November 2024, Multi Factor Authentication (MFA) was activated on the platform for users accessing ABS services. Continued user testing during this phase provided valuable insights, allowing refinements to the interface that improved clarity and ease of use. This additional layer of verification further strengthened the protection of survey responses and reduced the risk of malicious activity, helping to maintain public trust in ABS' data collection systems.

Successful implementation of the Okta platform

The rollout of Okta with MFA was successful, maintaining survey response rates and steady Contact Centre traffic. While aimed at strengthening security, the change also improved user experience. Post-implementation, login-related inquiries declined, despite fluctuations in monthly call volumes. Compared to the previous year, October saw an 11.9% increase in calls, while April saw a 38% decrease.

Internal efficiencies and future readiness

Decommissioning the legacy XIAM system reduced technical and support overheads, supporting broader digital modernisation goals and enhancing the security and usability of ABS services.

Continued from previous page

Mitigation		
The reporting on respondent calls currently relies on manual input by Contact Centre staff. Due to the variability of the monthly respondent call data, a longer assessment period would be required to fully achieve the target.		
Type of data	Methodology	Data source
Qualitative / Efficiency	Case study showing efficiencies made in collecting data for statistical purposes. The case study metric collects call logs in October and April to align with peak call volumes and key system changes.	Client Engagement & Dispatch Unit Pega and Genysys respondent call logs.

Measure 3.2 Data collection effort and respondent experience – improve data collection methods and the experience for businesses and households

Rating:
substantial achievement 

Context

The ABS employs various techniques, such as data integration, administrative data and sampling methods, to reduce the survey burden on households and businesses. The ABS also uses administrative data to either replace or complement surveys.

ABS sampling methods minimise the likelihood of targeting the same businesses or households for multiple surveys.

Additionally, the ABS collaborates with other government agencies to augment surveys using existing data and partners with commercial entities to use transaction data (e.g., supermarket scanner data for calculating the CPI as a substitute for survey data) whenever feasible.

Method 1: Total time taken for survey respondents to complete business surveys

2024–25 TARGET 	2024–25 RESULT 	2024–25 RATING 
17 percentage point decrease on benchmark ²³	17.3 percentage point decrease on benchmark	Full achievement 

Analysis

The ABS collects information from a selection of over 2.6 million Australian businesses. In 2024–25, 280,446 hours of user burden were recorded from 30 business surveys. This represents a 2.6% decrease in hours compared to 2023–24 (288,051 hours) and a decrease of 17.3% compared to the benchmark year of 2020–21 (338,964 hours).

Surveys which made a significant contribution to the respondent burden reduction between the benchmark year and 30 June 2025 include:

- **Business Indicators Survey:** the reduction in burden was 9,623 hours, which likely relates to a sample size reduction and redesign in March 2024.
- **Business Characteristics Survey:** no hours recorded this cycle as the survey transitions from an annual to biennial survey, resulting in a reduction in burden of 7,782 hours.
- **Wage Price Index:** the reduction in burden was 6,180 hours.

Another factor contributing to the reduction in respondent burden has been the discontinuation of surveys prior to 2024–25, including the Land Management Practices Survey (LAMPS), Rural Environment and Agricultural Commodities, Survey of Motor Vehicle Use (SMVU) and Environment Indicators Survey.²⁴ This has resulted in a reduction in burden of 20,625; 13,062; 8,429; and 6,342 hours respectively.

Type of data	Methodology	Data source
Quantitative / Efficiency	Indication of time taken to complete business surveys provided by respondents.	Collection Management System.

²³ Based on a benchmark value of 338,964 hours in 2020–21. The target for 2023–24 was 13 percentage point decrease on that benchmark.

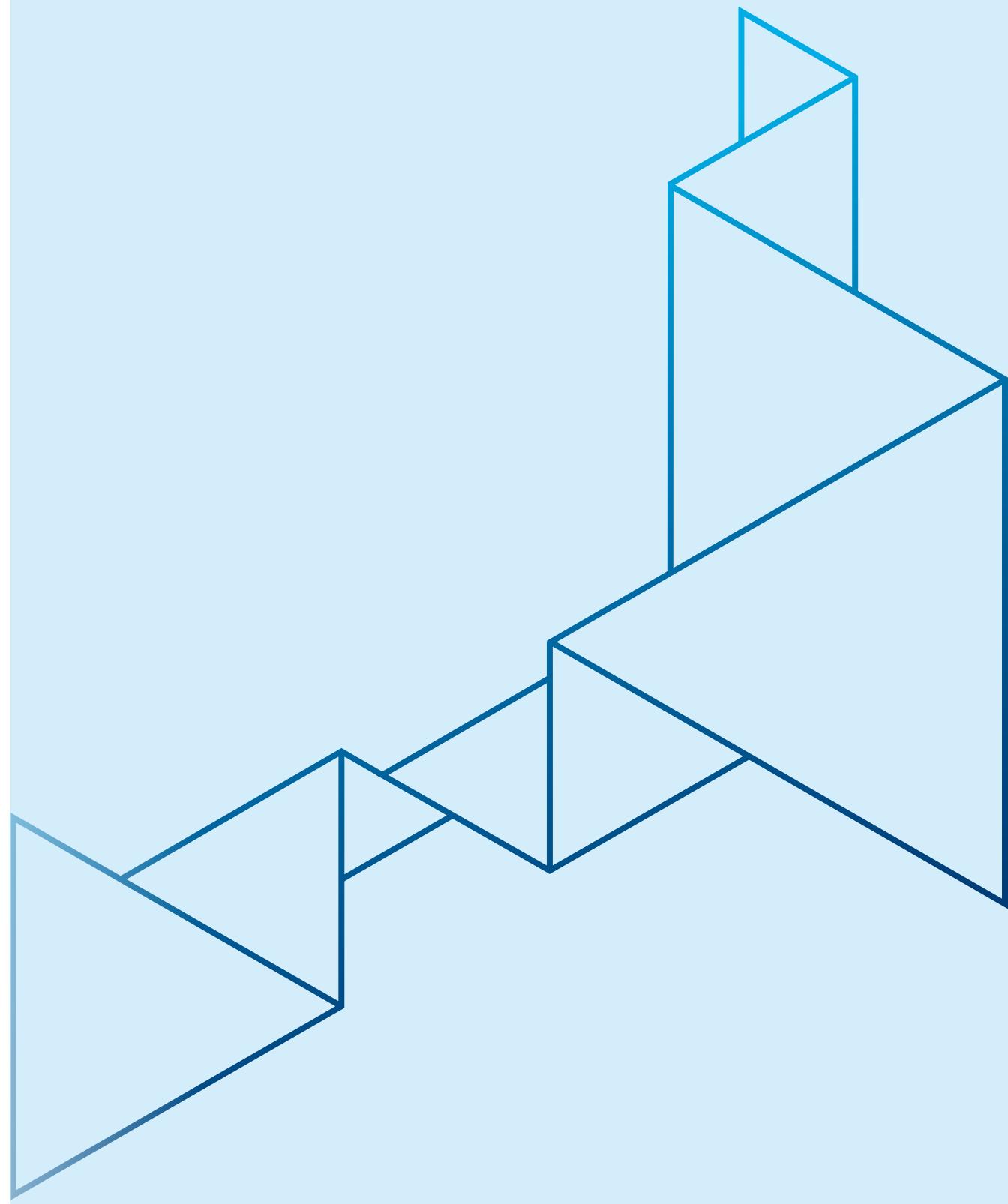
²⁴ Smoothing of data is undertaken for regular surveys that are run every 2–5 years. The raw data is divided equally over the interval years, depending on the frequency of the survey. Consequently, LAMPS (last conducted 2015–16) continued to contribute to respondent burden for 5 years until 2020–21 and SMVU (last conducted 2019–20) for 2 years until 2021–22.

Method 2: Percentage of households responding online

2024-25 TARGET 	2024-25 RESULT 	2024-25 RATING 
41% of households complete the Monthly Population Survey online ²⁵	36.9% of households completed the Monthly Population Survey online	Substantial achievement 
Analysis		
<p>The percentage of households completing the Monthly Population Survey (MPS) online is lower than the expected target and lower than 2023-24 online completion rate, which was 38.9%. During 2024-25, there was an overall increase in households electing to complete their survey via staff supported channels, predominantly telephone with 38.5% of households completing their survey via this channel. This is an increase from 36.9% in 2023-24.</p>		
Mitigation		
<p>The ABS' Data Acquisition Modernisation Program will deliver a contemporary user experience in line with the Government's Digital Experience Policy.²⁶ The Program will deliver a consistent, secure and mobile-friendly digital survey form, intended to improve online participation and stabilise survey responses.</p>		
Type of data	Methodology	Data source
Quantitative / Efficiency	The number of households that fully complete the MPS online as a percentage of all in scope households.	Computer Assisted Interviewer Work Management System.

²⁵ Based on a benchmark value of 40% of households that responded to the Monthly Population Survey (MPS) online in 2023-24.

²⁶ <https://www.digital.gov.au/policy/digital-experience>



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 2025:

- (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 2025 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 2025 and for the year then ended:

- Statement by the Australian Statistician and Chief Finance Officer;
- Statement of Comprehensive Income;
- Statement of Financial Position;
- Statement of Changes in Equity;
- Cash Flow Statement;
- Administered Schedule of Comprehensive Income;
- Administered Schedule of Assets and Liabilities;
- Administered Reconciliation Schedule;
- Administered Cash Flow Statement; and
- Notes to and forming part of the financial statements, comprising material accounting policy information 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 their 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.

GPO Box 707, Canberra ACT 2601
38 Sydney Avenue, Forrest ACT 2603
Phone (02) 6203 7300

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

Ann MacNeill

Engagement Executive

Delegate of the Auditor-General

Canberra

4 September 2025

Australian Bureau of Statistics

Financial Statements

for the period ended 30 June 2025

Statement by the Australian Statistician and Chief Finance Officer

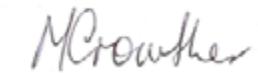
In our opinion, the attached financial statements for the year ended 30 June 2025 comply with subsection 42(2) of the *Public Governance, Performance and Accountability Act 2013* (PGPA Act), and are based on properly maintained financial records as per subsection 41(2) of the PGPA Act.

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.



Dr David Gruen AO
Australian Statistician

4 September 2025



Michelle Crowther FCPA
Chief Finance Officer

4 September 2025

Statement of Comprehensive Income
for the period ended 30 June 2025

	Notes	2025 \$'000	2024 \$'000	Original Budget \$'000
NET COST OF SERVICES Expenses				
Employee benefits				
1A	422,903	374,164	394,165	
Suppliers	1B	145,014	107,467	151,836
Depreciation and amortisation	4A	41,257	42,953	44,716
Finance costs	1C	1,468	1,452	1,338
Impairment loss on financial instruments		2	-	-
Write-down and impairment of other assets	1D, 4A	3,157	628	-
Total expenses		613,801	526,664	592,055
Own-source income				
Own-source revenue				
Revenue from contracts with customers	2A	57,771	72,312	55,191
Rental income	2B	550	1,089	525
Other revenue	2C	2,091	698	226
Total own-source revenue		60,412	74,099	55,942
Gains				
Gains on lease termination		265	-	-
Total gains		265	-	-
Total own-source income		60,677	74,099	55,942
Net cost of services		(553,124)	(452,565)	(536,113)
Revenue from Government		522,744	416,609	509,156
Deficit on continuing operations		(30,380)	(35,956)	(26,957)
OTHER COMPREHENSIVE INCOME				
Items not subject to subsequent reclassification to net cost of services				
Changes in asset revaluation reserve		1,221	1,270	-
Total comprehensive (loss)		(29,159)	(34,686)	(26,957)

The above statement should be read in conjunction with the accompanying notes.

Original budget is as published in the 2024-25 Portfolio Budget Statements presented to the Parliament in May 2024.

Statement of Financial Position
as at 30 June 2025

	Notes	2025 \$'000	2024 \$'000	Original Budget \$'000
ASSETS				
Financial assets				
Cash and cash equivalents		4,807	7,732	3,538
Trade and other receivables	3A	77,716	67,960	63,528
Total financial assets		82,523	75,692	67,066
Non-financial assets ^{1,2}				
Leasehold improvements	4A	20,874	22,718	24,019
Buildings	4A	83,022	88,295	89,013
Plant and equipment	4A	16,537	13,676	20,897
Intangibles	4A	52,569	53,252	43,606
Prepayments		24,860	20,157	15,981
Total non-financial assets		197,862	198,098	193,516
Total assets		280,385	273,790	260,582
LIABILITIES				
Payables				
Suppliers		16,866	13,034	10,728
Other payables	5A	46,921	46,345	42,243
Total payables		63,787	59,379	52,971
Interest-bearing liabilities				
Leases	6A	94,007	99,187	100,441
Total interest-bearing liabilities		94,007	99,187	100,441
Provisions				
Employee leave	7A	119,431	109,336	99,961
Other provisions	7B	2,081	1,288	1,239
Total provisions		121,512	110,624	101,200
Total liabilities		279,306	269,190	254,612
Net assets		1,079	4,600	5,970
EQUITY				
Contributed equity		477,963	452,325	471,361
Asset revaluation reserves		38,222	37,001	35,731
Retained earnings		(515,106)	(484,726)	(501,122)
Total equity		1,079	4,600	5,970

The above statement should be read in conjunction with the accompanying notes.

Original budget is as published in the 2024-25 Portfolio Budget Statements presented to the Parliament in May 2024.

1. Right-of-use assets are included in buildings, and plant and equipment.

2. Prepayments largely relate to software licences, software maintenance and data hosting services.

Statement of Changes in Equity
for the period ended 30 June 2025

	2025 \$'000	2024 \$'000	Original Budget \$'000
CONTRIBUTED EQUITY			
Opening balance	452,325	435,319	452,325
Contribution by owners			
Equity injection	14,406	7,732	3,304
Departmental capital budget	11,232	9,274	15,732
Total transaction with owners	25,638	17,006	19,036
Closing balance as at 30 June	477,963	452,325	471,361
RETAINED EARNINGS			
Opening balance	(484,726)	(448,770)	(474,165)
Comprehensive income			
(Deficit) for the period	(30,380)	(35,956)	(26,957)
Closing balance as at 30 June	(515,106)	(484,726)	(501,122)
ASSET REVALUATION RESERVES			
Opening balance	37,001	35,731	35,731
Comprehensive income			
Other comprehensive income	1,221	1,270	-
Closing balance as at 30 June	38,222	37,001	35,731
Total equity as at 30 June	1,079	4,600	5,970

The above statement should be read in conjunction with the accompanying notes.

Original budget is as published in the 2024-25 Portfolio Budget Statements presented to the Parliament in May 2024.

Accounting Policy

Equity injections

Amounts appropriated which are designated as equity injections for a year (less any formal reductions) and departmental capital budgets are recognised directly in contributed equity in that year.

Cash Flow Statement
for the period ended 30 June 2025

	2025 \$'000	2024 \$'000	Original Budget \$'000
OPERATING ACTIVITIES			
Cash received			
Appropriations	529,232	452,388	508,588
Sales of goods and rendering of services	64,588	67,832	60,365
GST received (net)	16,283	11,894	13,912
Other	1,312	1,191	100
Total cash received	611,415	533,305	582,965
Cash used			
Employees	411,493	367,822	397,882
Suppliers	162,194	117,081	167,259
Interest payments on lease liabilities	1,398	1,414	1,338
Section 74 receipts transferred to OPA	22,100	27,800	-
Total cash used	597,185	514,117	566,479
Net cash from / (used by) operating activities	14,230	19,188	16,486
INVESTING ACTIVITIES			
Cash used			
Purchase of leasehold improvements	2,483	541	2,491
Purchase of plant and equipment	7,523	7,893	12,603
Purchase of intangibles	17,101	8,423	4,425
Total cash used	27,107	16,857	19,519
Net cash from / (used by) investing activities	(27,107)	(16,857)	(19,519)
FINANCING ACTIVITIES			
Cash received			
Contributed equity	13,221	6,527	3,304
Departmental capital budget	11,620	10,330	16,215
Total cash received	24,841	16,857	19,519
Cash used			
Principal payments of lease liabilities	14,889	16,229	17,759
Total cash used	14,889	16,229	17,759
Net cash from / (used by) financing activities	9,952	628	1,760
Net increase / (decrease) in cash held	(2,925)	2,959	(1,273)
Cash and cash equivalents at the beginning of the reporting period	7,732	4,773	4,811
Cash and cash equivalents at the end of the reporting period	4,807	7,732	3,538

The above statement should be read in conjunction with the accompanying notes.

Original budget is as published in the 2024-25 Portfolio Budget Statements presented to the Parliament in May 2024.

Budget Variance Reporting
for the period ended 30 June 2025

Budget Variance Commentary

The original budget for the ABS was presented to Parliament in the May 2024-25 Portfolio Budget Statements.

Major changes in the budget have been explained as part of the variance analysis where relevant. The actuals are prepared in accordance with Australian Accounting Standards. Variances are considered to be major if they are considered important for the reader's understanding or are relevant to an analysis of performance of the ABS.

Statement of comprehensive income

Employee expenses were higher than planned, largely due to more employees being engaged to support tranche two of the Data Acquisition Modernisation Program. This was supported by additional funding received in the 2024-25 Mid-Year Economic and Fiscal Outlook.

Statement of financial position

Receivables were higher than originally budgeted with additional appropriation received via measures agreed through the 2024-25 Mid-Year Economic and Fiscal Outlook. Supplier payables were slightly higher than budgeted due to timing of payments at year-end. Employee provisions reflect the increase in ABS staffing numbers and economic parameter updates since the Budget in May 2024.

Statement of changes in equity

The ABS received an adjustment to appropriations which resulted in a higher than budgeted equity injection in 2024-25. Less departmental capital budget was used than expected in 2024-25 with delays in capital projects.

Cash flow statement

Purchases of plant and equipment was less than budgeted and intangible purchases were higher than budgeted. This intangible increase was due to a reclassification of appropriation to equity to pay for the 2026 Census digital system. Lease liabilities are less than expected due to the downsizing of the Perth office. Cash received variances in financing activities are as per the statement of changes in equity variance analysis above.

Administered Reporting Schedules
for the period ended 30 June 2025

Administered Schedule of Comprehensive Income

	2025 \$'000	2024 \$'000
--	----------------	----------------

NET COST OF SERVICES		
Income		
Revenue		
Non-taxation revenue		
Fines	- 2	
Total own-source revenue	- 2	
Total income	- 2	
Net contribution by services	- 2	
Surplus	- 2	
Total comprehensive income	- 2	

The ABS had no administered revenue and expenses for the period ended 30 June 2025 and no budget for 2025.

Administered Schedule of Assets and Liabilities

The ABS had no administered assets or liabilities at 30 June 2025 (2024: Nil) and no budget for 2025.

Administered Reconciliation Schedule

	2025 \$'000	2024 \$'000
--	----------------	----------------

Opening assets less liabilities as at 1 July	- -	
Net contribution by services		
Income	- 2	
Transfers to the Australian Government		
Transfers to the Official Public Account	- (2)	
Closing assets less liabilities as at 30 June	- -	

Administered Cash Flow Statement

	2025 \$'000	2024 \$'000
--	----------------	----------------

OPERATING ACTIVITIES		
Cash received		
Fines	- 2	
Total cash received	- 2	
Cash and cash equivalents at the beginning of the reporting period	- -	
Cash to Official Public Account	- (2)	
Cash and cash equivalents at the end of the reporting period	- -	

Notes to and forming part of the financial statements

Overview	59
Note 1: Expenses.....	60
Note 2: Income	62
Note 3: Financial assets.....	64
Note 4: Non-financial assets.....	65
Note 5: Payables.....	68
Note 6: Interest bearing liabilities.....	69
Note 7: Provisions	70
Note 8: Contingent assets and liabilities.....	70
Note 9: Key management personnel remuneration.....	71
Note 10: Related party disclosures.....	71
Note 11: Financial instruments	72
Note 12: Current/non-current distinction for assets and liabilities	74
Note 13: Appropriations	75
Note 14: Net cash appropriation arrangements	76

Overview

The Australian Bureau of Statistics (ABS) is a not-for-profit Australian Government controlled entity for the purposes of preparing the financial statements. It has one outcome, which is to inform 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 continued existence of the ABS in its present form is dependent on Government policy and on the continuation of funding by Parliament for the administration of the ABS and its programs.

The ABS actively reviews its financial position and cash flows to continue to operate as a going concern. The ABS is not aware of any intention of the Government to wind up the ABS over the next financial year.

The ABS central office located at 45 Benjamin Way, Belconnen ACT 2617.

The Basis of Preparation

The financial statements are general purpose financial statements and are required by section 42 of the *Public Governance, Performance and Accountability Act 2013* (PGPA Act). The financial statements have been prepared in accordance with:

- Public Governance, Performance and Accountability (Financial Reporting) Rule 2015*; and
- Australian Accounting Standards and Interpretations.

The ABS applies Tier 2 simplified disclosures.

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 and are rounded to the nearest thousand dollars unless otherwise specified.

New Accounting Standards

Adoption of New Australian Accounting Standard Requirements

All new standards, revised standards, interpretations and amending standards that were issued prior to the sign-off date and are applicable to the current reporting period did not have a material financial impact and are not expected to have a future material financial impact on the ABS.

Taxation

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

Reporting of Administered Activities

Administered revenues, expenses, assets, liabilities and cash flows are disclosed in the administered schedules and related notes. 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.

Events After the Reporting Period

There have been no events occurring after the balance sheet date that would affect the ABS' financial statements for the financial year ended 30 June 2025.

Note 1: Expenses

	2025 \$'000	2024 \$'000
Note 1A: Employee benefits		
Wages and salaries		
ABS staff	310,733	268,938
Interviewers	10,264	14,549
Census field staff	33	-
Total wages and salaries	321,030	283,487
Superannuation		
Defined contribution plans		
ABS staff	41,111	33,069
Interviewers	1,700	2,504
Census field staff	4	-
Total defined contribution plans	42,815	35,573
Defined benefit plans		
ABS staff	16,987	16,444
Interviewers	231	437
Total defined benefit plans	17,218	16,881
Leave and other entitlements		
Separation and redundancies		
Other employee expenses		
Total employee benefits	422,903	374,164
Accounting Policy		
Employee benefits		
Accounting policies for employee related expenses are contained in Note 7A: Employee provisions.		
	2025 \$'000	2024 \$'000
Note 1B: Suppliers		
Goods and services		
Contractors and contracts for services	62,059	33,801
IT services and communications	48,781	41,382
Travel ¹	7,520	10,586
Building expenses (excluding lease payments)	6,248	6,359
Consultants ¹	4,220	2,123
Printing and subscriptions	3,711	2,121
Staff development and recruitment ¹	3,374	3,408
Stationery and postage	1,077	1,130
Legal expenses ¹	329	834
Advertising	332	396
Other ¹	5,191	4,077
Total goods and services supplied or rendered	142,842	106,217
Goods supplied	6,825	4,448
Services rendered	136,017	101,769
Total goods and services supplied or rendered	142,842	106,217

Other suppliers

Short-term leases	57	49
Workers' compensation expenses	2,115	1,201
Total other suppliers	2,172	1,250
Total suppliers	145,014	107,467

The ABS has no short-term lease commitments as at 30 June 2025 (2024: Nil).

The lease disclosures should be read in conjunction with the accompanying notes 1C, 2B, 4A, and 6A.

¹ Changes for the comparative period (2023-24) and current period:

- The category recruitment and employment related has been renamed to staff development and recruitment. This updated category (in 2023-24) now includes training costs of \$2,045,000.
- A travel-related expense of \$17,000, previously classified under other in 2023-24, has been reclassified to travel for improved clarity.
- Legal expenses have been disaggregated out from consultants.

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, or leases of low-value assets (less than \$10,000 per asset). The ABS recognises the lease payments associated with these leases as an expense on a straight-line basis over the lease term.

	2025 \$'000	2024 \$'000
Note 1C: Finance costs		
Interest on lease liabilities	1,398	1,414
Unwinding of discount	70	38
Total finance costs	1,468	1,452

The above lease disclosures should be read in conjunction with the accompanying notes 1B, 2B, 4A and 6A.

	2025 \$'000	2024 \$'000
Note 1D: Write-down and impairment of other assets		
Impairment of intangibles	2,926	587
Impairment of property, plant and equipment	231	41
Total write-down and impairment of other assets	3,157	628

Note 2: Income

	2025 \$'000	2024 \$'000
Note 2A: Revenue from contracts with customers		
Revenue from contracts with customers	57,771	72,312
Total revenue from contracts with customers	57,771	72,312
Disaggregation of revenue from contracts with customers		
By major product or service line:		
User funded surveys	32,842	49,910
Data subscriptions	4,332	3,628
Statistical consultancies	20,597	18,774
	57,771	72,312
By type of customer:		
Australian Government	54,866	67,479
State and Territory governments	409	1,856
Non-government entities	2,496	2,977
	57,771	72,312

Accounting Policy

The ABS has signed agreements with other parties for the delivery of specific services through either a Memorandum of Understanding (MOU) or a Service Delivery Agreement (SDA). These arrangements are underpinned by enforceable agreements that are sufficiently specific to allow the ABS to determine when the obligations are satisfied in return for consideration. Revenue is recognised at a point in time on completion of services or over time depending on the contract.

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. Where the contracts do not meet the requirement for recognition over time, they are recognised at a point in time. 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.

A contract liability for unearned revenue is recorded for obligations under contracts for which payment has been received in advance. Contract liabilities unwind as 'revenue from contracts with customers' upon satisfaction of the performance obligations under the terms of the contract. The ABS reports contract liabilities as unearned revenue in Note 5A: Other Payables.

Receivables for goods and services, which have 30-day terms, are recognised at the nominal amounts due less any impairment allowance account.

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.

Revenue from government

Amounts appropriated for departmental appropriations for the year (adjusted for any formal additions and reductions) are recognised as revenue from government when the ABS gains control of the appropriation. Appropriation receivables are recognised at their nominal amounts. Departmental capital budgets are accounted for as contributions by owners.

	2025 \$'000	2024 \$'000
Note 2B: Rental income		
Subleasing right-of-use assets	550	1,089
Total rental income	550	1,089
The ABS sub-leased part of its offices to other Commonwealth entities. These leases are classified as operating leases for financial reporting purposes. The sublease of the Perth office was terminated in July 2024, reducing the ABS' overall property footprint in Perth.		
Maturity analysis of operating lease income receivables		
	2025 \$'000	2024 \$'000
Within one year	505	529
One to two years	505	491
Two to three years	324	505
Three to four years	-	324
Total undiscounted lease payments receivable	1,334	1,849

The above lease disclosures should be read in conjunction with the accompanying notes 1B, 1C, 4A and 6A.

	2025 \$'000	2024 \$'000
Note 2C: Other revenue		
Resources received free of charge		
Remuneration of auditors	120	120
Other entities	1,692	338
Other revenue	279	240
Total other revenue	2,091	698

The ABS' auditor is the Australian National Audit Office.

The ABS subscribed to Deloitte Access Economics for publications totalling \$1,399 for 2024-25 (2023-24: \$1,272).

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.

Contributions of assets at no cost of acquisition or for nominal consideration are recognised as gains at their fair value when the asset qualifies for recognition, unless received from another government entity as a consequence of a restructuring of administrative arrangements or as contributions by owners.

Other revenue

Other revenue includes all revenue not elsewhere classified.

Note 3: Financial assets

	2025 \$'000	2024 \$'000
Note 3A: Trade and other receivables		
Goods and services receivables		
Goods and services	6,725	13,761
Total goods and services receivables	<u>6,725</u>	<u>13,761</u>
Appropriations receivables		
Operating	58,990	43,378
Departmental capital budget	6,405	6,794
Equity injection	2,390	1,205
Total appropriation receivables	<u>67,785</u>	<u>51,377</u>
Other receivables		
GST receivable from the Australian Taxation Office	2,939	2,118
Other receivables	297	732
Total other receivables	<u>3,236</u>	<u>2,850</u>
Total trade and other receivables (gross)	<u>77,746</u>	<u>67,988</u>
Less impairment loss allowance	<u>(30)</u>	<u>(28)</u>
Total trade and other receivables (net)	<u>77,716</u>	<u>67,960</u>

During the 2024-25 financial year, credit terms for goods and services were within 30 days (2024: 30 days).

Accounting Policy

Financial assets

Trade receivables, loans and other receivables are subsequently measured at amortised cost using the effective interest method adjusted for any loss allowance. These are held for the purpose of collecting the contractual cash flows where the payments are of principal and interest only.

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.

Note 4: Non-financial assets

Note 4A: Current year - Reconciliation of property, plant and equipment

	Leasehold improvements \$'000	Buildings \$'000	Plant and equipment ¹ \$'000	Intangibles \$'000	Total \$'000
As at 1 July 2024					
Gross book value	22,391	166,498	14,035	255,169	458,093
Work in progress	1,147	-	536	5,151	6,834
Accumulated depreciation / amortisation and impairment	(820)	(78,203)	(895)	(207,068)	(286,986)
Total as at 1 July 2024	<u>22,718</u>	<u>88,295</u>	<u>13,676</u>	<u>53,252</u>	<u>177,941</u>
Additions					
Purchased or internally developed	2,061	-	8,227	17,798	28,086
Right-of-use assets	-	11,758	-	-	11,758
Revaluations and impairments recognised in other comprehensive income	1,009	-	406	-	1,415
Write-down of impairment of assets recognised in net cost of services	-	-	(231)	(2,926)	(3,157)
Depreciation and amortisation	(4,914)	-	(5,530)	(15,555)	(25,999)
Depreciation on right-of-use assets	-	(15,247)	(11)	-	(15,258)
Disposals	-	(1,784)	-	-	(1,784)
Total as at 30 June 2025	<u>20,874</u>	<u>83,022</u>	<u>16,537</u>	<u>52,569</u>	<u>173,002</u>
Total as at 30 June 2025 represented by					
Gross book value	20,619	153,802	14,465	248,040	436,926
Work in progress	1,114	-	3,127	16,569	20,810
Accumulated depreciation / amortisation and impairment	(859)	(70,780)	(1,055)	(212,040)	(284,734)
Total as at 30 June 2025	<u>20,874</u>	<u>83,022</u>	<u>16,537</u>	<u>52,569</u>	<u>173,002</u>
Carrying amount of right-of-use assets	<u>-</u>	<u>83,022</u>	<u>28</u>	<u>-</u>	<u>83,050</u>

The above lease disclosure should be read in conjunction with the Statement of Financial Position and the accompanying notes 1B, 1C, 2B, and 6A.

No significant items of non-financial assets included in Note 4 are expected to be sold or disposed of within the next 12 months.

¹ These classes of assets are held at fair value except for those classified as right-of-use assets which are carried at cost.

Contractual commitments¹ for the acquisition of property, plant, equipment and intangible assets

	2025	2024
	\$'000	\$'000
Contractual commitments		
Leasehold improvements	2,766	530
Plant and equipment	2,262	3,848
Intangibles	5,179	7,470
Total commitments	10,207	11,848

¹ Commitments are GST inclusive where relevant.

Accounting Policy

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.

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.

Asset recognition threshold

Purchases of plant and equipment are recognised initially at cost in the Statement of Financial Position. The ABS applied the respective thresholds as outlined below for the 2024-25 financial year.

	2025	2024
Leasehold improvements	\$30,000	\$1,000 individual purchases/ \$30,000 group purchases
Property, plant and equipment (PP&E), includes IT equipment	\$10,000, other than where these form part of a group of similar items which are significant in total	\$1,000 individual purchases/ \$10,000 group purchases
Intangibles (Internally developed software)	\$300,000	\$300,000
Intangibles (Purchased software)	\$50,000	\$1,000 individual purchases/ \$50,000 group purchases

Purchases under the asset recognition thresholds are expensed in the year of acquisition.

Asset values include 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 restoration provisions in property leases taken up by the ABS, where an obligation exists to restore the property or location to its original condition. These costs are included in the value of the ABS' leasehold improvements with a corresponding provision for the restoration recognised. The ABS' intangible assets comprise internally developed software and purchased software for internal use. These assets are carried at cost less accumulated amortisation and accumulated impairment losses.

Internally generated software

The ABS builds and maintains a significant set of internally generated software assets. All software developed in-house is capitalised in accordance with the asset recognition threshold. For an item of software to be recognised as an intangible asset it must meet both the definition and recognition criteria set out in AASB 138 *Intangibles*. To meet the definition of an intangible asset, the asset must be separately identifiable; be controlled by the entity; and will result in future economic benefits. Software assets were assessed for indications of impairment as at 30 June 2025.

Right-of-Use (ROU) assets

ROU assets are capitalised at the commencement date of the lease and comprise of the initial lease liability amount and initial direct costs incurred when entering into the lease less any lease incentives received. These assets are accounted for by the ABS 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. ROU assets continue to be measured at cost after initial recognition.

Revaluations

All property, plant and equipment assets are measured at fair value.

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. Expert valuations for property, plant and equipment are usually conducted every three years, however further valuations are undertaken dependent upon the volatility of movements in market values for the relevant assets. The next revaluation is planned for 2025-26.

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 or deficit. Revaluation decrements for a class of assets are recognised directly in the surplus or 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.

Recurring and non-recurring fair value measurements – valuation processes

JLL, a professional valuer, conducted a revaluation assessment over the ABS' non-financial assets (including intangibles) at 30 June 2025.

Depreciation and amortisation

The ABS has made a significant estimate in determining the useful lives over which its assets are depreciated. This estimation is based on the historical experience of similar assets and has been based on valuations provided by independent valuers. The useful lives are assessed on an annual basis and adjustments are made when necessary. 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. Intangible assets are amortised on a straight-line basis over their anticipated useful lives. Depreciation rates applying to each class of depreciable asset are based on the following useful lives for 2024-25.

	2025	2024
Leasehold improvements	Lesser of useful life or lease term	Lesser of useful life or lease term
Property, plant and equipment (PP&E)	4 to 10 years	4 to 10 years
Intangibles (internally developed and purchased software)	5 to 15 years	5 to 15 years
Artworks and curios *	10 to 100 years	10 to 100 years

*Artworks and curios assets are under the property, plant and equipment (PP&E) class.

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 non-financial assets were assessed for impairment indicators at 30 June 2025. Work-in-progress intangibles and indefinite life intangibles are subject to impairment testing each year. Where indications of impairment exist, the asset's recoverable amount is estimated, and an impairment adjustment made if the asset's recoverable amount is less than its carrying amount.

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

Derecognition

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

Note 5: Payables

	2025	2024
	\$'000	\$'000
Note 5A: Other payables		
Salaries, wages and superannuation ¹	13,848	12,530
Unearned revenue	32,649	33,399
Other	424	416
Total other payables	46,921	46,345

¹ This category includes separations and redundancies.

Accounting Policy

Superannuation

The majority of the ABS' employees are members of the Commonwealth Superannuation Scheme (CSS), the Public Sector Superannuation Scheme (PSS) or the PSS accumulation plan (PSSap). However, some employees have elected to be members of other private superannuation funds.

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 defined benefits superannuation scheme at rates determined by an actuary to be sufficient to meet the current cost to the government. The ABS accounts for the contributions as if they were contributions to defined contribution schemes.

The liability for superannuation recognised as at 30 June 2025 represents outstanding contributions.

Suppliers

Settlement is usually made within 20 days (2024: 20 days).

Note 6: Interest-bearing liabilities

	2025	2024
	\$'000	\$'000
Note 6A: Leases		
Lease liabilities	94,007	99,187
Total leases	94,007	99,187

Total cash outflow for leases for the year ended 30 June 2025 was \$16.344 million (2024: \$17.692 million).

It includes \$14.889 million in principal payments, \$0.057 million in short-term or low-value lease payments, and \$1.398 million in interest payments (2024: \$16.229 million, \$0.049 million, \$1.414 million).

Excluding some small motor vehicle leases, the lease liability balance relates to property leases which are typically long term and contain extension options. Where practicable, the ABS seeks to include extension options in new leases to provide operational flexibility. The extension options held are exercisable only by the ABS and not by the lessors. The ABS assesses at the lease commencement date whether it is reasonably certain to exercise the extension options. The ABS reassesses whether it is reasonably certain to exercise the options if there is a significant event or significant changes in circumstances within its control.

The ABS has a geographically dispersed lease portfolio which includes commercial properties and motor vehicles.

Maturity analysis - contractual undiscounted cash flows

Within one year	15,039	15,395
Between one to five years	56,951	43,871
More than five years	29,631	47,587
Total leases	101,621	106,853

The above lease disclosures should be read in conjunction with the accompanying notes 1B, 1C, 2B, and 4A.

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, which 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.

Note 7: Provisions

	2025	2024
	\$'000	\$'000
Note 7A: Employee provisions		
Leave	119,431	109,336
Total employee provisions	119,431	109,336

Accounting Policy

Liabilities for short-term employee benefits and termination benefits due within 12 months of the end of the reporting period are measured at their nominal amounts.

Leave

The liability for employee benefits includes provision for annual leave and long service leave. The leave liabilities are calculated on the basis of employees' remuneration at the estimated salary rates that will apply at the time the leave is taken, including the ABS' employer superannuation contribution rates to the extent that leave is likely to be taken during service rather than paid out on termination.

The liability for long service leave and annual leave as at 30 June 2025 has been determined with reference to the Australian Government Actuary's July 2023 report prepared for the ABS. The estimate of the present value of the liability takes into account attrition rates and pay increases through promotion and inflation.

Note 7B: Other provisions

	2025
	\$'000
As at 1 July 2024	
Additions	1,288
Unwinding of discount or change in discount rate	529
Revaluation	70
Total as at 30 June 2025	2,081

Accounting Policy

Make good provision

The ABS currently recognises four provisions for premises requiring restoration to their original condition at the conclusion of the lease. The provisions reflect the present value of this obligation.

Note 8: Contingent assets and liabilities

The ABS did not have any contingent assets or liabilities at 30 June 2025 (2024: Nil).

Accounting Policy

Contingent liabilities and contingent assets are not recognised in the statement of financial position but are reported in the relevant notes. They may arise from uncertainty as to the existence of a liability or asset or represent an asset or liability in respect of which the amount cannot be reliably measured. Contingent assets are disclosed when settlement is probable but not virtually certain and contingent liabilities are disclosed when settlement is greater than remote.

Note 9: Key management personnel remuneration

	2025	2024
	\$'000	\$'000
Australian Bureau of Statistics		
Short-term employee benefits	1,823	1,850
Post-employment benefits	288	311
Other long-term benefits	97	83
Total key management remuneration expenses	2,208	2,244

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 any director (whether executive or otherwise) of the ABS. This includes those personnel who have temporarily performed the relevant roles for a period of more than twelve weeks.

The ABS has determined the KMP to be the Australian Statistician and members of the ABS' Executive Board which includes all Deputy Australian Statisticians.

The number of KMP roles is four (2024: four). The total number of KMP included in the above table is five (2024: five).

Note 10: Related party disclosures

The ABS is an Australian Government controlled entity. Related parties to the ABS are key management personnel, including the Ministers and Assistant Ministers of the ABS and other Australian Government entities.

Significant transactions with related parties can include:

- the payments of grants or loans
- purchases of goods and services
- asset purchases
- sales transfers or leases
- debts forgiven, and
- guarantees.

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. These transactions have not been separately disclosed in this note.

Giving consideration to relationships with related entities, and transactions entered into during the reporting period, the ABS has determined there are no related party transactions that require separate disclosure.

Note 11: Financial instruments

	2025	2024
	\$'000	\$'000
<u>Note 11A: Categories of financial instruments</u>		
Financial assets at amortised cost		
Cash and cash equivalents	4,807	7,732
Trade and other receivables	6,992	14,465
Total financial assets at amortised cost	11,799	22,197
Total financial assets	11,799	22,197
Financial liabilities measured at amortised cost		
Trade creditors and accruals	16,866	13,034
Total financial liabilities measured at amortised cost	16,866	13,034
Total financial liabilities	16,866	13,034

Note 11B: Net losses on financial assets

Financial assets at amortised cost		
Impairment	2	-
Net loss on financial assets at amortised cost	2	-

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.

Financial assets at amortised cost

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

- a) the financial asset is held in order to collect the contractual cash flows, and
- b) the cash flows are solely payments of principal and interest 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.

Financial assets at fair value through other comprehensive income

Financial assets measured at fair value through other comprehensive income are held with the objective of both collecting contractual cash flows and selling the financial assets and the cash flows meet solely payments of principal and interest test.

Any gains or losses as a result of fair value measurement or the recognition of an impairment loss allowance is recognised in other comprehensive income.

Financial assets at fair value through profit or loss

Financial assets are classified as financial assets at fair value through profit or loss where the financial assets either do not meet the criteria of financial assets held at amortised cost or at fair value through other comprehensive income (i.e. mandatorily held at fair value through profit or loss) or may be designated.

Financial assets at fair value through profit or loss are stated at fair value, with any resultant gain or loss recognised in profit or loss. The net gain or loss recognised in profit or loss incorporates any interest earned on the financial asset.

Impairment of financial assets

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

The ABS has used the simplified approach for trade, contract and lease receivables. 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. All of the ABS' financial liabilities are categorised as other financial liabilities.

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.

Note 12: Current/non-current distinction for assets and liabilities

	2025	2024
	\$'000	\$'000
Note 12A: Current/non-current distinction for assets and liabilities		
Assets expected to be recovered in		
No more than 12 months		
Cash and cash equivalents	4,807	7,732
Trade and other receivables	77,716	67,960
Prepayments	21,776	17,013
Total no more than 12 months	104,299	92,705
More than 12 months		
Leasehold improvements	20,874	22,718
Buildings	83,022	88,295
Plant and equipment	16,537	13,676
Intangibles	52,569	53,252
Prepayments	3,084	3,144
Total more than 12 months	176,086	181,085
Total assets	280,385	273,790
Liabilities expected to be settled in		
No more than 12 months		
Suppliers	16,866	13,034
Other payables	39,099	41,515
Leases	13,601	14,156
Employee leave	33,417	30,719
Other	663	-
Total no more than 12 months	103,646	99,424
More than 12 months		
Other payables	7,822	4,830
Leases	80,406	85,031
Employee leave	86,014	78,617
Other	1,418	1,288
Total more than 12 months	175,660	169,766
Total liabilities	279,306	269,190

Note 13: Appropriations

Note 13A: Annual appropriations

Annual Appropriations for 2025

	Annual Appropriation \$'000	Adjustments to appropriation ³ \$'000	Total appropriation \$'000	Appropriation applied (current and prior years) \$'000	Variance \$'000
Departmental					
Ordinary annual services ¹	533,846	89,056	622,902	599,114	23,788
Capital budget ²	15,732	-	15,732	11,620	4,112
Other services					
Equity injections ¹	14,406	-	14,406	13,221	1,185
Total departmental	563,984	89,056	653,040	623,955	29,085

¹ \$11.102 million was quarantined from *Appropriation Act (No. 1) 2024-2025* under section 51 of the PGPA Act due to a reclassification from the ordinary annual services to the equity injections and reappropriated to the equity injections through *Appropriation Act (No. 4) 2024-2025*.

² \$4.5 million was quarantined from *Appropriation Act (No. 1) 2024-2025* under section 51 of the PGPA Act due to a reclassification from the departmental capital budgets to the ordinary annual services and reappropriated to the ordinary annual services through *Appropriation Act (No. 3) 2024-2025*.

³ 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.

Annual Appropriations for 2024

	Annual Appropriation \$'000	Adjustments to appropriation \$'000	Total appropriation \$'000	Appropriation applied (current and prior years) \$'000	Variance \$'000
Departmental					
Ordinary annual services ¹	418,792	72,172	490,964	493,799	(2,835)
Capital Budget ²	9,274	-	9,274	10,330	(1,056)
Other services					
Equity Injections ¹	7,732	-	7,732	6,527	1,205
Total departmental	435,798	72,172	507,970	510,656	(2,686)

¹ \$2.183 million was quarantined from *Appropriation Act (No. 1) 2023-2024* under section 51 of the PGPA Act due to a reclassification from operating to capital and reappropriated to the equity injection through *Appropriation Act (No. 4) 2023-2024*.

² 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.

Note 13B: Unspent annual appropriations

	2025	2024
	\$'000	\$'000
Departmental		
Supply Act (No. 3) 2022-2023	-	483
Appropriation Act (No. 1) 2023-2024	-	40,493
Appropriation Act (No. 1) 2023-2024	-	6,311
Appropriation Act (No. 3) 2023-2024	-	2,766
Appropriation Act (No. 4) 2023-2024	-	1,205
Appropriation Act (No. 5) 2023-2024	-	2,302
Appropriation Act (No. 1) 2024-2025	34,402	-
Appropriation Act (No. 1) 2024-2025	10,905	-
Appropriation Act (No. 3) 2024-2025	35,690	-
Appropriation Act (No. 4) 2024-2025	2,390	-
Cash at bank	4,807	7,732
Total departmental	88,194	61,292

\$11.102 million was quarantined from *Appropriation Act (No. 1) 2024-2025* under section 51 of the PGPA Act due to a reclassification from the ordinary annual services to the equity injections and reappropriated to the equity injections through *Appropriation Act (No. 4) 2024-2025*.

\$4.5 million was quarantined from *Appropriation Act (No. 1) 2024-2025* under section 51 of the PGPA Act due to a reclassification from the departmental capital budgets to the ordinary annual services and reappropriated to the ordinary annual services through *Appropriation Act (No. 3) 2024-2025*.

Note 14: Net cash appropriation arrangements

	2025	2024
	\$'000	\$'000
Total comprehensive loss – as per the Statement of Comprehensive Income		
	(29,159)	(34,686)
Plus: depreciation/amortisation of assets funded through appropriations (departmental capital budget funding and/or equity injections) ¹	25,999	25,939
Plus: depreciation of right-of-use assets funded through appropriations ²	15,258	17,014
Less: lease principal repayments funded through appropriations ²	(14,889)	(16,229)
Net cash operating surplus / (deficit)	(2,791)	(7,962)

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 appropriation through equity injections reported in a separate departmental capital budget statement. Capital budgets are provided to meet costs associated with replacement of minor assets or maintenance costs that are eligible to be capitalised.

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



SECTION THREE

MANAGEMENT AND ACCOUNTABILITY

Chapter 6

CORPORATE GOVERNANCE

Introduction

The ABS' corporate governance structures are designed to promote the achievement of our purpose, ensure the appropriate use and management of public resources, our risk management systems and the agency's financial sustainability.

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 a system of internal controls which support ABS staff to undertake their responsibilities in a way that meets the community's expectations of public accountability, probity and transparency.

The ABS' corporate governance arrangements oversee planning and delivery of our activities. These arrangements support transparency, accountability, decision making and integrity across the agency. Committees with external members are an important means of receiving feedback from the user community and stakeholders on current and planned activities in the ABS.

Legislative compliance

Our legislation

The ABS conducts its activities, in accordance with its primary legislation which includes:

- *Australian Bureau of Statistics Act 1975*
- *Census and Statistics Act 1905*
- *Census and Statistics Regulation 2016*
- *Census and Statistics (Information Release and Access) Determination 2018*.²⁷

This legislation sets out the ABS' main functions, duties and powers. The ABS also ensures it complies with range of wider applicable legislation. Compliance with legislation enables the ABS to deliver on its strategic objectives while also ensuring we operate within important legal parameters.

Information Publication Scheme

The ABS complies with its obligations under the *Freedom of Information Act 1982* (FOI Act),²⁸ including responding to Office of the Australian Information Commissioner (OAIC) reviews. The ABS provides quarterly and annual statistical returns on freedom of information matters to the OAIC. These statistics are published by the OAIC²⁹ on its website, the Australian Government Transparency

²⁷ <https://www.legislation.gov.au/F2018L01114/latest/text>

²⁸ <https://www.legislation.gov.au/C2004A02562/latest/text>

²⁹ <https://www.oaic.gov.au>

Portal³⁰ and at data.gov.au.³¹

Under Part II, section 8 of the FOI Act, the ABS is required to publish information as part of the Information Publication Scheme (IPS).³² The ABS must display a plan on its website showing what information it publishes in accordance with the IPS requirements. The ABS IPS Agency Plan is available on the ABS website.³³

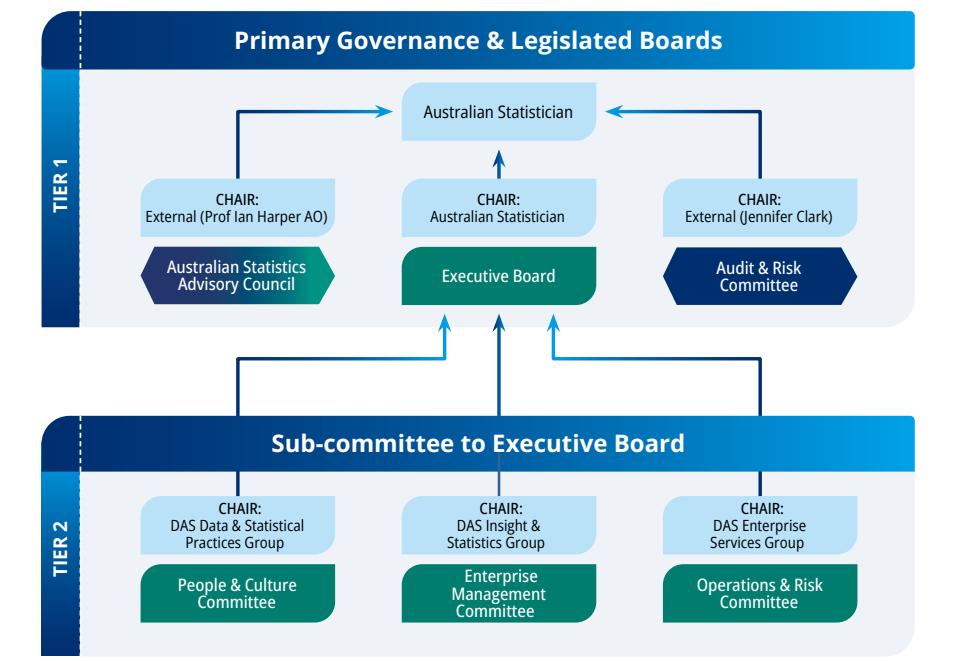
Compliance with Finance Law

In 2024–25, 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 Act 2013* (PGPA Act).

Governance for a

Figure 6.1 provides an overview of the ABS' enterprise committee structure as at 30 June 2025. More detail is provided in Table 6.1.

Figure 6.1 ABS' enterprise committees, as at 30 June 2025



³⁰ <https://www.transparency.gov.au>

³¹ <https://www.data.gov.au>

³² <https://www.oaic.gov.au/freedom-of-information/freedom-of-information-guidance-for-government-agencies/proactive-publication-and-administrative-access/information-publication-scheme>

³³ <https://www.abs.gov.au/about/legislation-and-policy/freedom-of-information/information-publication-scheme-agency-plan>

Table 6.1 ABS' enterprise committees, as at 30 June 2025

Governance committees
Australian Statistics Advisory Council
Established under the <i>Australian Bureau of Statistics Act 1975</i> , the Australian Statistics Advisory Council (ASAC) is the key advisory body to the ABS and its responsible Minister. The ASAC advises on maintaining and enhancing the quality of official statistics and provides input to the directions and priorities of the ABS work program. The ASAC reports to Parliament annually.
Executive Board
The Australian Statistician and Deputy Australian Statisticians form the Executive Board. Chaired by the Australian Statistician, it provides leadership and strategic oversight of the ABS. The Board provides advice to the Australian Statistician as the authorised decision maker under the PGPA Act to determine direction, policy, priorities and the effective, economic and ethical operations of the ABS.
Audit and Risk Committee
The ABS Audit and Risk Committee provides independent advice to the Australian Statistician. The Committee advises on the appropriateness of the ABS' financial reporting, performance reporting, system of risk oversight and management, and system of internal control.
Executive Board sub-committees
Enterprise Management Committee
The Enterprise Management Committee (EMC) is a sub-committee to the Executive Board. The EMC supports the Executive Board with the management, coordination and planning of allocated resources and risk management. It is also responsible for the delivery and management of enterprise projects and new policy proposals.
Operations and Risk Committee
The Operations and Risk Committee (ORC) is a sub-committee to the Executive Board. The ORC supports the Executive Board with advice and assistance relating to risk management, fraud and corruption control, internal audits, security posture, program and project management, information management, property portfolio management, in-year finances and strategic communications.
People and Culture Committee
The People and Culture Committee (PCC) is a sub-committee to the Executive Board. The PCC supports the Executive Board with advice and assistance relating to strategic people matters, ensuring the ABS' workforce is managed efficiently and effectively.

Audit and Risk Committee

The ABS Audit and Risk Committee provides independent advice to the Australian Statistician on the appropriateness of ABS' financial reporting, performance reporting, system of risk oversight and management, and system of internal control.

The Committee's functions are documented in the Audit and Risk Committee Charter, which is reviewed at least annually by the Committee, with changes endorsed by the Australian Statistician. The current and previous versions of the Charter are available on the ABS website.³⁴

There were 3 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.

Table 6.2 Audit and Risk Committee membership, 2024-25

	Jennifer Clark (Chair)	Background
Meetings: attended/total	Total annual remuneration (GST inc.)	<ul style="list-style-type: none"> Experienced board member, committee chair and adviser. Extensive executive career in corporate finance and investment banking.
6/6 	\$40,705 	Experience <ul style="list-style-type: none"> Adviser to the Australian Government in the transport and defence sectors. Broad range of board and committee roles in fields such as financial services, maritime and defence. Held roles in over 25 audit and risk committees in the public and private sectors over the past 30 years. Currently chair of committees in a number of Commonwealth entities. Specialised knowledge <ul style="list-style-type: none"> Business, finance, governance, performance reporting, audit, risk management and project management. Membership <ul style="list-style-type: none"> Fellow of the Australian Institute of Company Directors since 1993.

34 <https://www.abs.gov.au/about/legislation-and-policy/audit-and-risk-committee>

**Background**

- Senior executive leadership roles in professional accounting and audit entities, such as Price Waterhouse, PriceWaterhouseCoopers and Boyce Chartered Accountants.
- Chairman of birdsnest (on-line retailer) and previous directorships in the property, education and research sectors.

Experience

- Over 25 years experience in commercial governance roles as well as the chair or an external member of audit and risk committees for Australian Government and Australian Capital Territory entities.

Specialised knowledge

- Expertise in Australian Government financial and performance management, measurement, analysis and reporting.

Will Laurie

Meetings: attended/total	Total annual remuneration (GST inc.)
6/6	\$21,120



Professor Emeritus Ian Harper AO
ASAC Chair

Australian Statistics Advisory Council

The ASAC is established under the *Australian Bureau of Statistics Act 1975* (the Act). As set out in the Act (subsection 18(1)), the role of ASAC in 2024–25 was to provide independent advice to the Minister responsible for the ABS and the Australian Statistician on:

1. the improvement, extension and coordination of statistical services provided for public purposes in Australia
2. 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
3. any other matters relating generally to those statistical services.

The Chair of ASAC is Professor Emeritus Ian Harper AO, a member of the Reserve Bank of Australia Board. The ASAC reports annually to the Parliament. Further information on the ASAC and its activities can be found on the ABS website.³⁵

Risk management

The ABS Risk Management Policy and Risk Management Framework establishes and maintains appropriate systems and controls for risk oversight and management, in compliance with Australian Government requirements including the *Commonwealth Risk Management Framework*.

In 2024–25, the ABS maintained focus on strengthening its Risk Management Framework to ensure we effectively manage our risks to achieve better outcomes for the Australian community. This included a comprehensive review of enterprise level risks to ensure they reflect our current and strategic operating environment. The outcomes of this in-depth analysis will continue to provide the basis for strengthened risk maturity and culture that embeds calculated risk taking and innovative project delivery.

The ABS has also strengthened its risk governance arrangements by introducing the ORC as a new sub-committee of the ABS Executive Board. The implementation of this new committee supports the Executive Board and the external ARC by providing greater senior oversight of key organisational risks and enabling senior officials to play a greater role in organisational stewardship.

**Background**

- Financial statements audit, internal audit, management assurance, performance and program management.

Experience

- Chair or member of audit and risk committees for Australian Government departments and Corporate Commonwealth Entities delivering policy, regulatory and service delivery functions.

Specialised knowledge

- Social and economic policy, accounting, assurance, financial management, risk management, program management and evaluation.

Membership

- Fellow of the Australian Institute of Chartered Accountants in Australia and New Zealand.
- Certified Practising Accountant.

Don Cross

Meetings: attended/total	Total annual remuneration (GST inc.)
6/6	\$21,120

³⁵ <https://www.abs.gov.au/about/legislation-and-policy/australian-statistics-advisory-council>

Fraud and corruption control

The ABS *Fraud and Corruption Control Plan* is reviewed and updated at least biennially.

It describes key fraud risks to the ABS and 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 enterprise fraud risk assessment was conducted between May and September 2024. An update to the Fraud Control Plan also began following this assessment, to ensure it appropriately reflects countermeasures for the key enterprise fraud and corruption risks assessed and governance arrangements. The development of a new Fraud and Corruption Control Plan reflects the need to review fraud and corruption risk exposure aligned with the new *Commonwealth Fraud and Corruption Control Framework 2024*, which took effect from 1 July 2024.³⁶

Raising fraud and corruption awareness continues to be a key part of the ABS' commitment to fraud and corruption control. The ABS:

- regularly reminds staff to protect public resources, personal information and market sensitive information
- requires new staff to complete ABS' fraud awareness eLearning
- promotes the importance of fraud and corruption detection, prevention and countermeasures during the International Fraud Awareness Week in November each year
- provides guidance materials to staff and managers to help them identify fraud and report suspected instances of fraud through appropriate channels.

Fraud control and incidents of potential fraud were reported to the ABS Audit and Risk Committee throughout 2024–25.

Internal audit arrangements

Internal audits at the ABS provide independent advice and assurance to the Australian Statistician. They assess the effectiveness of ABS' governance, risk management, compliance and performance arrangements, including financial and operational controls.

The internal audit program supports ABS' purpose and priorities, encourages continuous improvement and is guided by an annual audit plan. Internal audit topics are identified through consultation with senior management and the ARC, and consider the strategic and operational risk profile of the ABS. Recommendations arising from internal audits are tracked and reported to the ARC at 3 of its regular meetings each year, to ensure that identified risks are addressed and agreed mitigations are implemented.

During 2024–25, the ABS' internal audit provider undertook audits on:

- Census program reporting

³⁶ <https://www.counterfraud.gov.au/library/framework-2024>

- statistical production standards
- remuneration of field interviewers
- trading restrictions
- Internal Control Framework.

Ethical standards

As Australia's national statistical agency, the ABS demonstrates leadership, trustworthiness and acts with integrity in all its endeavours. We operate transparently, adhering to ethical standards and ensuring data privacy. The ABS expects the highest standard of behaviour and ethical conduct from our staff. We have policies and procedures in place, that align with the Australian Public Service (APS) Code of Conduct and Values, to ensure ethical standards are upheld in accordance with the *Public Service Act 1999*.³⁷

The ABS reports on integrity matters to the Australian Public Service Commission in the APS Integrity Action Plan and also in the APS Agency Survey. The ABS also monitors the ABS' integrity performance quarterly with integrity metrics and holds quarterly meetings with senior staff in human resources, finance, technology and policy areas of the ABS to build a pro-integrity culture at the ABS.

During 2024–25, the ABS promoted the Commonwealth Integrity Survey undertaken by the National Anti-Corruption Commission to staff, resulting in a final response rate of 42% for the ABS. High level findings from the Commonwealth Integrity Survey were positive for the ABS with almost all staff members (97%) confident they can identify corruption in their area of responsibility and most staff members (89%) indicating they were willing to report corruption if they have direct access to specific details.

External scrutiny

Privacy Impact Assessments

In 2024–25, the ABS published 4 Privacy Impact Assessments (PIAs), 3 of which were conducted or finalised by independent consultants. These assessments reflect the ABS' commitment to privacy, transparency and responsible data governance. Each PIA evaluated the privacy implications of major ABS initiatives and confirmed alignment with the *Privacy Act 1988*³⁸ and the *Australian Government Agencies Privacy Code 2017*.³⁹

Key PIAs published during the year included:

- **2026 Census of Population and Housing Phase 2 PIA:** conducted independently by Information Integrity Solutions, this PIA assessed privacy risks associated with new features of the 2026 Census, including digital service delivery via myGov, temporary workforce recruitment and the expanded use of administrative data. The report acknowledged the

³⁷ <https://www.legislation.gov.au/C2004A00538/latest/text>

³⁸ <https://www.legislation.gov.au/C2004A03712/latest/text>

³⁹ <https://www.oaic.gov.au/privacy/privacy-guidance-for-organisations-and-government-agencies/government-agencies/australian-government-agencies-privacy-code>

ABS' strong privacy governance and recommended enhancements in transparency, data ethics oversight and privacy communication. The ABS agreed to all 10 recommendations, with one accepted in principle, reflecting a commitment to further review and refinement during implementation.

- **Person Level Integrated Data Asset (PLIDA) Update PIA:** conducted by Maddocks, this PIA consolidated privacy impacts of changes to PLIDA since 2022. It acknowledged the ABS' proactive privacy management and strong governance. The PLIDA Board and the ABS accepted all 6 recommendations.
- **Criminal Justice Data Asset PIA:** initially commenced by MinterEllison and finalised by Clayton Utz, this PIA examined the development of a new national data asset to support justice-related insights. It confirmed the ABS' compliance with privacy legislation and endorsed its internal controls. The ABS agreed to all 7 recommendations.
- **ACT Justice and Community Safety PIA:** this project specific PIA was undertaken internally by the ABS to assess the integration of ACT criminal justice data into the PLIDA. The PIA found that the ABS' standard data integration and microdata access procedures and protocols were sufficient for this project. Two recommendations were made and accepted.

All PIAs and ABS responses are available on the ABS website⁴⁰ reinforcing the ABS' commitment to openness and accountability in its data practices.

Australian National Audit Office performance audits

There were no Australian National Audit Office (ANAO) audits of the ABS in 2024–25. The ABS monitored ANAO reviews of other Australian Government entities and considered relevant lessons learned to ensure the ABS controls environment reflected better practice where practicable.

Other reviews and reports

There were no other external reviews of the ABS completed in 2024–25 that had a significant effect on the operations of the entity. There was one adverse finding against the ABS from the Federal Circuit and Family Court of Australia relating to payment of long service leave entitlements on cessation of a non-ongoing contract after multiple-year consecutive contracts.

There were no adverse comments or findings relating to the ABS from the Auditor General, a Parliamentary Committee, the Commonwealth Ombudsman or tribunals. In addition, no individual or administrative review decisions by the Office of the Australian Information Commissioner were of significance to the ABS during 2024–25.

Data governance

As Australia's national statistical agency and official source of independent, reliable information, effective data governance and management are essential to ensure the confidentiality, integrity, availability and accessibility

of data while fostering public trust and informed decision-making. With authority to collect, analyse and disseminate official statistics, the ABS relies on robust data management to ensure accuracy, reliability and transparency in national reporting. Data governance is a priority for the Chief Data Officer, who is accountable for driving data culture change, enhancing data governance and maximising the value of data across the organisation. The ABS is an Accredited Data Service Provider under the Data Availability and Transparency (DATA) Scheme, authorised to provide complex data integration, de-identification and secure data access services to support data sharing.

Strong governance frameworks help maintain compliance, privacy and ethical data use. The ABS has a formalised Data Governance Framework in place to ensure data is managed and protected across its lifecycle and risks are reduced, through oversight, principles, policies and processes. Oversight of data is outlined in the Data Stewardship Model which details staff roles and responsibilities for data and processes for effective management throughout the data lifecycle. The ABS manages disclosure risks in line with the Protective Security Policy Framework (PSPF)⁴¹ and the Five Safes Framework⁴² and provides secure data access services that meet 'PROTECTED' level security standards as prescribed in the Australian Government Information Security Manual.⁴³ ABS data systems are subject to information protection and cyber security scrutiny from system inception, subjecting data systems to deep system security design analysis, ongoing security audits, robust security testing, vulnerability management, regular patching and Infosec Registered Assessors Program assessments. These measures and practices ensure the ABS complies with legislative, regulatory, policy and best practice requirements for managing and protecting data, including under the *Census and Statistics Act 1905*, *Privacy Act 1988*, *Archives Act 1983*⁴⁴ and the PSPF.

Raising awareness of data management and governance accountabilities and responsibilities is a key priority. The ABS:

- requires staff to complete mandatory privacy and security awareness training and sign an Undertaking of Fidelity and Secrecy and an Official Secrecy and Legal Obligations Deed of Acknowledgement
- communicates key initiatives and updates to staff through all staff sessions
- provides guidance materials to support compliance and evaluate the effectiveness of data governance and management responsibilities, practices and procedures.

Effective data governance and management helps the ABS mitigate risks as demand for data and statistics grows, to enable the ABS to keep data safe and secure and continue to inform Australia's important decisions by delivering relevant, trusted and objective data, statistics and insights.

41 <https://www.protectivesecurity.gov.au/>

42 <https://www.abs.gov.au/about/data-services/data-confidentiality-guide/five-safes-framework>

43 <https://www.cyber.gov.au/resources-business-and-government/essential-cybersecurity/ism>

44 <https://www.legislation.gov.au/C2004A02796/latest/text>

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

Governance of Indigenous Data

The ABS is committed to implementing the APS Framework for the Governance of Indigenous Data (the Framework).⁴⁵ The Framework was developed and co-designed by APS agencies and Aboriginal and Torres Strait Islander partners to provide Aboriginal and Torres Strait Islander people greater control over how their data are governed within the APS so government-held data better reflects Aboriginal and Torres Strait Islander peoples' priorities and aspirations.

The Framework directs APS agencies to partner with Aboriginal and Torres Strait Islander people, build data-related capabilities, provide knowledge of data assets and build an inclusive data system. This Framework provides a stepping stone towards greater awareness and acceptance by Australian Government agencies of the principles of Indigenous Data Sovereignty by recognising the importance of self-determination. The Framework also supports the National Agreement on Closing the Gap, especially:

- Priority Reform Three: Transforming Government Organisations
- Priority Reform Four: Shared Access to Data and Information at a Regional Level.

Over the next 7 years, the ABS will implement the Framework across our data practices recognising that better outcomes are achieved when Aboriginal and Torres Strait Islander peoples have a meaningful voice in decisions that affect them. This Framework presents an opportunity to build on the ABS' existing commitments, set a foundation for identifying the ABS' Indigenous data holdings, build cultural capability across the agency, strengthen and support partnerships and take further steps to improve the governance of Aboriginal and Torres Strait Islander data and statistics.

Key achievements in 2024–25 include:

- endorsement of the ABS Year One Implementation Plan and 7-year Roadmap
- appointment of the Indigenous Data Champion and advisers
- establishment of internal governance, communications and reporting, including ongoing partnership with the ABS Round Table on Aboriginal and Torres Strait Islander Statistics to support implementation
- agreed on the approach to identification of ABS Indigenous data holdings
- inclusion of the Framework in the ABS Data Governance Framework and Data Strategy.

Procurement

The ABS approach to procuring goods and services is consistent with the principles of the PGPA Act and related regulations, including the *Commonwealth Procurement Rules*⁴⁶ and relevant internal policies. This is further supported by the Accountable Authority Instructions, supporting operational guidance. There is a focus on obtaining value for money, encouraging competition, efficient, effective, economical and ethical use of resources, accountability and transparency in undertaking procurement activities.

⁴⁵ <https://www.niaa.gov.au/resource-centre/framework-governance-indigenous-data>

⁴⁶ <https://www.finance.gov.au/government/procurement/commonwealth-procurement-rules>

Information on significant procurements to be undertaken via an open approach to market is advertised in an annual procurement plan, available from the AusTender website.⁴⁷ 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.

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.⁴⁸

ABS procurement practices support SMEs by adopting Whole of Australian 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 \$10,000.⁴⁹

The ABS recognises the importance of ensuring that small businesses are paid on time, complying with the *Supplier Pay On-Time or Pay Interest Policy*. The *Pay On-Time Survey Performance Reports* of the Australian Government are available on the Treasury website.⁵⁰

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 2024–25 were made in accordance with the PGPA Act and related regulations, including the *Commonwealth Procurement Rules* and relevant internal policy.

During 2024–25, 21 new reportable consultancy contracts were entered into involving total actual expenditure of \$1,011,576.90. In addition, 21 ongoing reportable consultancy contracts were active during the period, involving total actual expenditure of \$2,190,235.53 (see Tables 6.3 and 6.4).

Table 6.3 Expenditure on reportable consultancy contracts, 2024–25

	Number	Expenditure \$'000 (GST inc.)
New contracts entered into during the reporting period	21	1,011
Ongoing contracts entered into during a previous reporting period	21	2,190
Total	42	3,201

⁴⁷ <https://www.tenders.gov.au>

⁴⁸ <https://www.finance.gov.au/government/procurement/statistics-australian-government-procurement-contracts>

⁴⁹ <https://www.finance.gov.au/government/procurement/commonwealth-contracting-suite-frequently-asked-questions-faqs>

⁵⁰ <https://treasury.gov.au/small-business/pay-time-survey-performance-reports>

Table 6.4 Organisations receiving a share of reportable consultancy contracts, 2024–25

Name of organisation 	Organisation ABN	Expenditure \$'000 (GST inc.)
KPMG	51 194 660 183	1,018
ORIMA Research Pty Ltd	77 076 347 914	488
Ernst & Young	75 288 172 749	397
BDO Services Pty Ltd	45 134 242 434	256
Indigenous Professional Services Pty Ltd	32 608 918 252	204

Non-consultancy contracts

During 2024–25, 194 new reportable non-consultancy contracts were entered into, involving total actual expenditure of \$29,300,429.76. In addition, 302 ongoing reportable non-consultancy contracts were active during the period, involving total actual expenditure of \$143,705,713.77 (see Tables 6.5 and 6.6).

Table 6.5 Expenditure on reportable non-consultancy contracts, 2024–25

	Number	Expenditure \$'000 (GST inc.)
New contracts entered into during the reporting period	194	29,300
Ongoing contracts entered into during a previous reporting period	302	143,706
Total	496	173,006

Table 6.6 Organisations receiving a share of reportable non-consultancy contracts, 2024–25

Name of organisation 	Organisation ABN	Expenditure \$'000 (GST inc.)
Evolve FM Pty Ltd	52 605 472 580	21,692
Slalom Australia Pty Ltd	71 635 861 004	16,454
Amazon Web Services Australia Pty Ltd	63 605 345 891	15,713
Data#3 Limited	31 010 545 267	11,425
Chalfont Consulting Pty Ltd	79 648 842 111	8,409

Exempt contracts

During 2024–25, 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 FOI Act.

Asset management

The ABS is responsible for managing its non-financial departmental assets, which include right-of-use assets, office accommodation fit-outs, plant and equipment, intangible assets, artworks and curios items.

We actively monitor asset acquisitions and disposals against an asset management plan and carry out risk-based reviews targeting key asset classes and/or events to update and verify the accuracy of our asset records and review their condition and utility.

Advertising and market research

Under section 311A of the *Commonwealth Electoral Act 1918*, the ABS is required to disclose payments over \$16,300 (GST inclusive) for advertising and market research in the annual report.⁵¹

During 2024–25, the ABS total expenditure for advertising and market research over the reporting threshold was \$1,118,034 (GST inclusive, rounded to the nearest \$) (Table 6.7). The majority was expended on media monitoring services and market research services in preparation for the 2026 Census. The ABS did not undertake any campaign advertising in 2024–25.

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's website.⁵²

Table 6.7 Advertising and market research payments over \$16,900, 2024–25

Organisation 	Purpose 	Expenditure \$'000 (GST inc.) 
Market research organisations 		
ORIMA Research Pty Ltd	Audience Segmentation Research for the 2026 Census	354,680
ORIMA Research Pty Ltd	Census 2026 Temporary Workforce Campaign Design	180,622
The Social Research Centre Pty Ltd	Community Trust in the ABS Statistics Survey 2025	162,792
Department of the Prime Minister and Cabinet	2026 Census Messaging Research BETA	31,256
Advertising (non-campaign advertising) 		
Australian Public Service Commission	Public Service Gazette Recruitment Advertising	54,826
Internal media monitoring services 		
Streem Pty Ltd	Media Monitoring Services	240,730
Reputation.com	Social Media Monitoring Services	93,129
Total payments over \$16,900 (GST inc.)		1,118,034

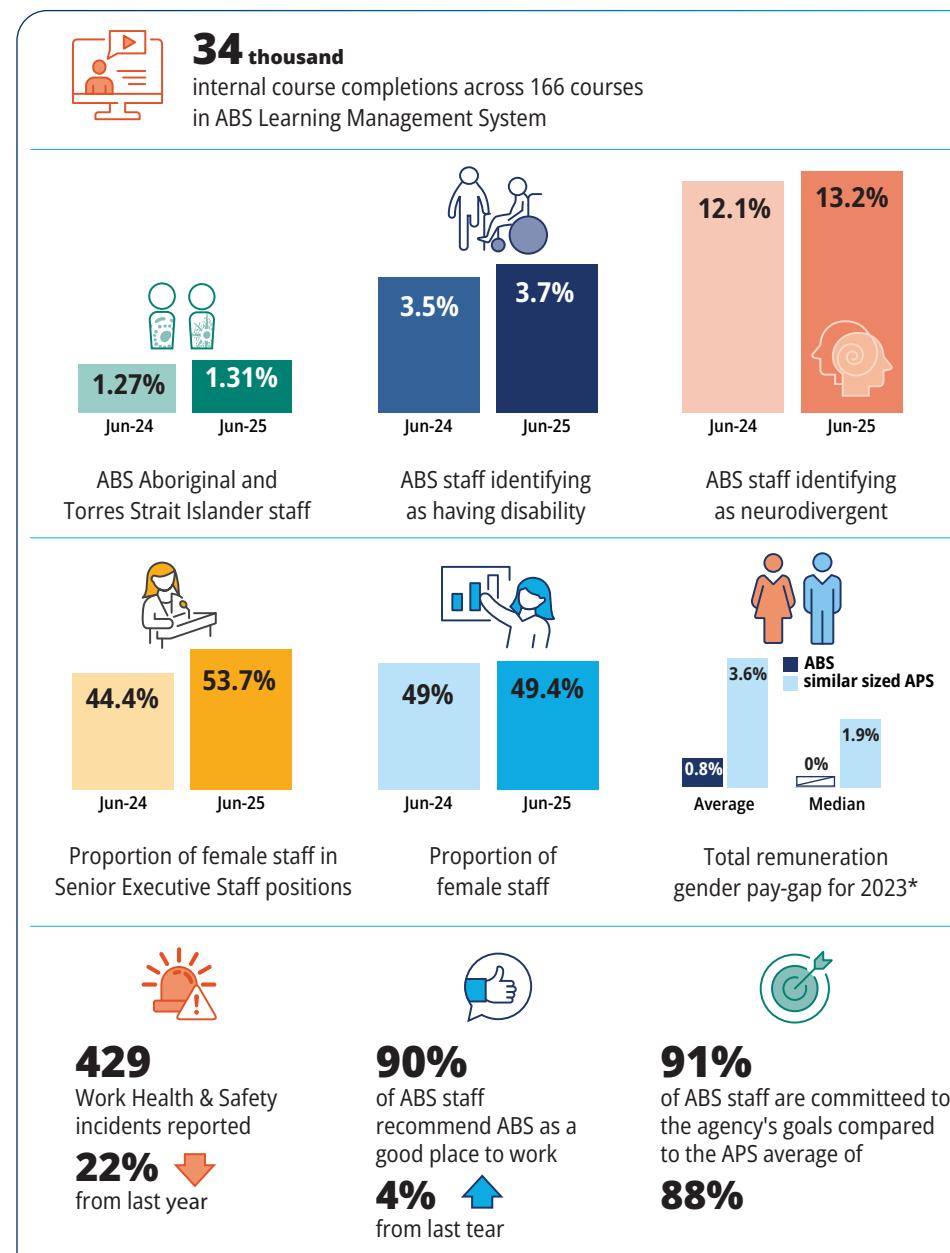
⁵¹ <https://www.legislation.gov.au/C1918A00027/latest/text>

⁵² <https://www.finance.gov.au/publications/reports/advertising>

Chapter 7

MANAGEMENT OF HUMAN RESOURCES

Figure 7.1 Human resources dashboard 2024–25



Some numbers have been rounded.

*calculated annually in Sept-Oct for the previous calendar year, therefore data only available for 2023.

Introduction

The human resource management function of the ABS focuses on implementing contemporary ways of working to attract, retain and grow a professional workforce to deliver the ABS' strategic priorities.

Effective and pro-active human resource management remains fundamental to the ABS' capacity to achieve its purpose and deliver high-quality services to the Australian community.

In 2024–25, the ABS continued to prioritise the development of a skilled, diverse and resilient workforce, with a strong emphasis on staff wellbeing, leadership capability and inclusive workplace practices.

This chapter highlights the major initiatives undertaken during the reporting period, including workforce planning, recruitment and retention efforts, training and development programs and actions to boost staff engagement. It also presents data on staffing composition and diversity indicators in line with the Australian Public Service Commission's (APSC) workforce capability framework.

The ABS has an ongoing commitment to a culture of integrity, collaboration and continuous improvement ensuring our workforce is well-prepared to navigate current and emerging challenges in a dynamic public sector landscape.

Workforce strategy

In a competitive market for data and digital expertise, the ABS' workforce strategy plays an important role in ensuring ABS maintains a workforce that is professional, statistically expert and adaptable. The *ABS Workforce Strategy 2021–25* is underpinned by 6 guiding ambitions that shape every workforce investment - capability, collaboration, connection, leadership, curiosity and being an employer of choice.

During 2025–26, ABS will refresh its Workforce Strategy and unveil a 10-year Strategic Workforce Plan to better inform and align talent investments with the ABS' evolving modernisation agenda, strategic goals and contemporary ways of working. Ultimately, this work will lead to a more cohesive and connected ABS workforce by:

- ensuring that diversity of experience, skills and capabilities are effectively utilised across different workforce segments, maximising enterprise impact
- providing career progression and movement opportunities to all staff, fostering a more dynamic and engaged workforce
- prioritising investment of workforce capabilities that ensure ABS is future-ready.

Workforce planning

The ABS is continuing to strengthen workforce planning approaches, recognising the critical role in driving strategy implementation across the enterprise and within individual work programs. In 2024–25, efforts focused on:

- reviewing and refining divisional workforce plans to ensure they remain relevant, responsive and actively implemented
- enhancing planning processes and tools to support the shift toward business-led, capability-driven workforce planning
- identifying and addressing critical person risks, including the development of targeted succession plans.

We will continue to mature workforce planning at the ABS by integrating further with budget and business cycles, developing a robust job architecture to guide capability development and refining systemised, real-time data to monitor workforce supply and demand.

Workforce profile

As at 30 June 2025, there were a total of 3,917 operative and inoperative staff employed by the ABS, including:

- 3,551 operative staff employed under the *Public Service Act 1999*
- 105 inoperative staff employed under the *Public Service Act 1999*⁵³
- 257 operative interviewers employed under the *Australian Bureau of Statistics Act 1975*
- 3 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 7.9 provides a breakdown of ABS staffing levels as at 30 June 2025 and compares them with levels as of 30 June 2024. The tables include information on gender, employment type and status, classification, location and diversity.⁵⁴

Table 7.1 Ongoing staff by gender, location and employment status, as at 30 June 2024 & 2025^(a)

	As at 30 June 2024					As at 30 June 2025				
	Male		Female		Total	Male		Female		Total
Location	Full-time	Part-time	Full-time	Part-time		Full-time	Part-time	Full-time	Part-time	
NSW	142	44	92	66	344	153	41	101	61	356
Vic^(c)	398	42	318	137	895	473	50	370	167	1060
Qld	121	29	108	78	336	147	28	127	72	374
SA	109	24	112	87	332	126	21	119	83	349
WA	100	17	64	55	236	112	16	65	45	238
Tas	52	20	39	36	147	54	19	38	33	144
NT	7	5	6	8	26	6	3	4	8	21
ACT	466	43	415	116	1040	458	46	419	123	1046
Total	1395	224	1155^(d)	583	3375^{(b)(d)}	1529	224	1243	592	3611^(b)

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

(b) Includes 18 in 2024 and 23 in 2025 staff who identify as non-binary, prefer not to indicate a gender, or use a different term (other than male, female, or non-binary).

(c) Includes staff located in offices in Geelong and Melbourne. Other states and territories have a single office in the capital city.

(d) Includes one staff member located overseas as at 30 June 2024.

Table 7.2 Non-ongoing staff by gender, location and employment status, as at 30 June 2024 & 2025^(a)

	As at 30 June 2024					As at 30 June 2025				
	Male		Female		Total	Male		Female		Total
Location	Full-time	Part-time	Full-time	Part-time		Full-time	Part-time	Full-time	Part-time	
NSW	7	6	5	0	18	8	5	8	2	23
Vic^(c)	25	35	10	86	156	15	33	21	56	125
Qld	9	11	4	3	27	2	4	5	6	17
SA	3	3	7	5	18	7	0	7	3	17
WA	4	4	2	4	14	19	11	6	10	46
Tas	3	1	0	1	5	3	0	2	0	5
NT	0	0	0	0	0	4	0	0	0	4
ACT	21	11	11	5	48	18	14	18	15	65
Total	72	71	39	104	288^(b)	76	67	67	92	306^(b)

(a) Counts include interviewers and inoperative staff.

(b) Includes 2 in 2024 and 4 in 2025 staff who identify as non-binary, prefer not to indicate a gender, or use a different term (other than male, female, or non-binary).

(c) Includes staff located in offices in Geelong and Melbourne. Other states and territories have a single office in the capital city.

⁵³ Staff on leave for a duration of 3 months or more are deemed inoperative.

⁵⁴ Gender information is collected as male, female, non-binary and prefer not to say. Tables referencing gender will use the categories of male and female, with staff recorded as 'non-binary' or 'prefer not to say' included in totals only to protect privacy.

Table 7.3 Ongoing *Public Service Act* staff by gender, classification and employment status, as at 30 June 2024 & 2025^{(a)(b)}

	As at 30 June 2024 ^(c)				As at 30 June 2025 ^(d)					
	Male		Female		Total	Male		Female		Total
Classification	Full-time	Part-time	Full-time	Part-time		Full-time	Part-time	Full-time	Part-time	
SES 3	1	0	2	0	3	2	0	1	0	3
SES 2	6	0	2	1	9	5	0	5	0	10
SES 1	16	0	16	1	33	16	0	19	4	39
EL 2	81	3	90	16	190	91	3	91	17	202
EL 1	283	30	208	85	606	313	35	240	103	691
APS 6	417	32	343	123	915	446	38	370	124	978
APS 5	256	22	265	75	618	268	19	252	83	622
APS 4	309	9	205	51	574	358	17	223	55	653
APS 3	21	1	21	8	51	17	1	24	4	46
APS 2	3	9	2	1	15	12	16	18	38	84
APS 1	1	0	1	0	2	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0
Total	1394	106	1155	361	3032^(e)	1528	129	1243	428	3350^(e)

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

(b) Counts are based on nominal classification.

(c) Includes 110 inoperative ongoing staff (by level and gender: SESB1 – 2 female; EL2 – 2 male & 6 female; EL1 – 7 male & 20 female; APS6 – 10 male & 23 female; APS5 – 4 male & 18 female; APS4 – 2 male & 13 female; APS3 – 1 male & 2 female).

(d) Includes 105 inoperative ongoing staff (by level and gender: SESB1 – 1 female; EL2 – 4 male & 3 female; EL1 – 9 male & 21 female; APS6 – 7 male & 24 female; APS5 – 5 male & 14 female; APS4 – 2 male & 13 female; APS3 – 1 male & 1 female).

(e) Includes 16 in 2024 and 22 in 2025 staff who identify as non-binary, prefer not to indicate a gender, or use a different term (other than male, female, or non-binary).

Table 7.4 Non-ongoing *Public Service Act* staff by gender, classification and employment status, as at 30 June 2024 & 2025^{(a)(b)}

	As at 30 June 2024 ^(c)				As at 30 June 2025 ^(d)					
	Male		Female		Total	Male		Female		Total
Classification	Full-time	Part-time	Full-time	Part-time		Full-time	Part-time	Full-time	Part-time	
SES 3	0	0	0	0	0	0	0	0	0	0
SES 2	1	0	0	0	1	0	0	0	0	0
SES 1	1	0	0	0	1	1	1	0	1	3
EL 2	0	3	0	0	3	1	2	0	1	4
EL 1	6	5	4	2	17	7	2	3	3	15
APS 6	8	3	7	3	21	15	2	11	4	32
APS 5	12	1	7	4	24	7	0	23	3	33
APS 4	41	4	15	5	65	28	5	21	5	59
APS 3	3	26	6	12	47	17	35	9	29	90
APS 2	0	29	0	78	107	0	20	0	46	66
APS 1	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0
Total	72	71	39	104	288^(e)	76	67	67	92	306^(e)

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

(b) Counts are based on nominal classification.

(c) Includes 1 inoperative non-ongoing staff member (by level and gender: APS3 – 1 female).

(d) Includes 0 inoperative non-ongoing staff.

(e) Includes 2 in 2024 and 4 in 2025 staff who identify as non-binary, prefer not to indicate a gender, or use a different term (other than male, female, or non-binary).

Table 7.5 Public Service Act staff by employment status and classification level, as at 30 June 2024 & 2025^{(a)(b)}

Classification	As at 30 June 2024						As at 30 June 2025							
	Ongoing			Non-ongoing			Total	Ongoing			Non-ongoing			Total
	Full-time	Part-time	Total ongoing	Full-time	Part-time	Total non-ongoing		Full-time	Part-time	Total ongoing	Full-time	Part-time	Total non-ongoing	
SES 3	3	0	3	0	0	0	3	3	0	3	0	0	0	3
SES 2	8	1	9	1	0	1	10	10	0	10	0	0	0	10
SES 1	32	1	33	1	0	1	34	35	4	39	1	2	3	42
EL 2	171	19	190	0	3	3	193	182	20	202	1	3	4	206
EL 1	494	115	609	10	7	17	626	558	138	696	10	5	15	711
APS 6	761	157	918	15	6	21	939	818	165	983	26	6	32	1015
APS 5	526	97	623	19	5	24	647	525	102	627	30	3	33	660
APS 4	518	60	578	56	9	65	643	587	72	659	52	10	62	721
APS 3	42	9	51	9	39	48	99	41	5	46	26	65	91	137
APS 2	5	11	16	0	108	108	124	30	55	85	0	66	66	151
APS 1	2	0	2	0	0	0	2	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	2562	470	3032	111	177	288	3320	2789	561	3350	146	160	306	3656

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

(b) Counts are based on nominal classification.

Table 7.6 Public Service Act staff by location and employment type, as at 30 June 2024 & 2025^(a)

Location	As at 30 June 2024 ^(b)			As at 30 June 2025 ^(c)		
	Ongoing	Non-ongoing	Total	Ongoing	Non-ongoing	Total
NSW	264	18	282	298	23	321
Vic^(d)	832	157	989	1013	126	1139
Qld	282	28	310	332	17	349
SA	293	18	311	318	18	336
WA	196	14	210	214	46	260
Tas	118	5	123	119	5	124
NT	15	0	15	13	4	17
ACT	1031	48	1079	1043	67	1110
Total	3032^(e)	288	3320^(e)	3350	306	3656

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

(b) Includes 110 inoperative ongoing staff and 1 inoperative non-ongoing staff as at 30 June 2024.

(c) Includes 105 inoperative ongoing staff and 0 inoperative non-ongoing staff as at 30 June 2025.

(d) Includes staff located in offices in Geelong and Melbourne. Other states and territories have a single office in the capital city.

(e) Includes 1 staff member located overseas as at 30 June 2024.

Table 7.7 Interviewers by location and employment type, as at 30 June 2024 & 2025^(a)

Location	At 30 June 2024 ^(b)			At 30 June 2025 ^(c)		
	Ongoing	Non-ongoing	Total	Ongoing	Non-ongoing	Total
NSW	82	0	82	61	0	61
Vic	67	0	67	53	0	53
Qld	58	0	58	45	0	45
SA	40	0	40	32	0	32
WA	41	0	41	25	0	25
Tas	29	0	29	27	0	27
NT	11	0	11	8	0	8
ACT	14	0	14	9	0	9
Total	342	0	342	260	0	260

(a) Includes all operative and inoperative interviewers.

(b) Includes 13 inoperative ongoing interviewers and 0 inoperative non-ongoing interviewers as at 30 June 2024.

(c) Includes 3 inoperative ongoing interviewers and 0 inoperative non-ongoing interviewers as at 30 June 2025.

Table 7.8 Public Service Act Aboriginal and Torres Strait Islander staff by employment type, as at 30 June 2024 & 2025^(a)

	As at 30 June 2024		As at 30 June 2025	
	Ongoing	Non-ongoing	Ongoing	Non-ongoing
Ongoing			37	43
Non-ongoing			5	5
Total			42	48

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

Table 7.9 Public Service Act staff identifying as having disability by employment type, as at 30 June 2024 & 2025^(a)

	As at 30 June 2024		As at 30 June 2025	
	Ongoing	Non-ongoing	Ongoing	Non-ongoing
Ongoing			100	124
Non-ongoing			16	12
Total			116	136

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

Strategic Commissioning Framework

The ABS operates in line with the APSC's Strategic Commissioning Framework. We have achieved our target to keep the amount of core work outsourced to less than 1% of our Full-Time Equivalent workforce in 2024-25. Core work is done in-house in most cases and any outsourcing of core work is minimal and aligns with the limited circumstances permitted under the Framework.

Capability

In 2024-25 as part of the ABS Workforce Strategy, ABS has delivered year 2 of a Workforce Capability Model across the 4 streams of:

1. **Capability Ecosystem:** implementing manager capability uplift programs designed to leverage social learning and expand networks.
2. **Learning and Development Profession:** enhancing collaboration across ABS Capability Advisers, HR Business Partners and a cross-business Capability Representative Network.
3. **Capability Insights:** ABS approach to workforce capability data, by reviewing current methods and identifying opportunities for further efficiency.
4. **Capability Investment:** progressing an enterprise-wide governance approach to learning and development budgeting and expenditure.

Further information on staff capability development can be found under the People development section in this chapter.

Connection and engagement

In 2024-25, the ABS continued expanding its use of M365 communication and collaboration tools alongside embedding new people-related resources into daily practice - enhancing uptake, strengthening organisational culture and deepening staff engagement. This effort was brought to life through lived experiences of ABS people, who actively engaged with key initiatives, including the:

- **ABS Welcome Program:** ensures every new starter experiences a consistent, engaging and supportive onboarding experience.
- **Our People, Our Offices guide:** equips individuals and teams with simple ideas and tools to make time on-site more productive and meaningful.
- **Local Connections Matter model:** aims to strengthen local networks so all staff (regardless of where they work) stay informed, connected and supported.

Workplace diversity and inclusion

The ABS continues its commitment to inclusive workplaces and workplace cultures that value and celebrate diversity through the ABS *Inclusion and Diversity Strategy 2022-26*.⁵⁵ The Strategy 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.

Diversity networks

The ABS has 6 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 12 senior Inclusion and Diversity Champions and 4 Senior Executive Sponsors are open to diversity group staff and allies:

- **Culturally and Linguistically Diverse (CALD):** sharing knowledge and experiences of people across a range of cultural backgrounds. The network's key focus for 2024-25 was participation in focus groups to capture lived experiences and ideas to inform development of the ABS CALD Action Plan.
- **Disability and Carers:** creating supportive relationships for staff with disability and caring responsibilities. The primary initiative in 2024-25 was the Hidden Disabilities Sunflower project.
- **Gender Equity:** creating inclusion and reducing bias across gender identities. In 2024-25 the network focused on charity drives to support marginalised women in Australian communities.
- **Neurodiversity:** for staff who are (or think they may be) neurodivergent, their managers and colleagues. The network's key focus for 2024-25 was to undertake research and begin development of a managers guide for managing and working with neurodivergent team members.
- **Pride:** bringing together people who identify as lesbian, gay, bisexual, transgender, intersex and queer (LGBTQIA+). In 2024-25, the network focused on building community and allyship within the ABS.
- **Yakeen:** supporting Aboriginal and Torres Strait Islander staff. The key focus for 2024-25 was contributing to governance of the ABS Reconciliation Action Plan (RAP) and providing advice and feedback during development of key RAP deliverables.

Gender balance

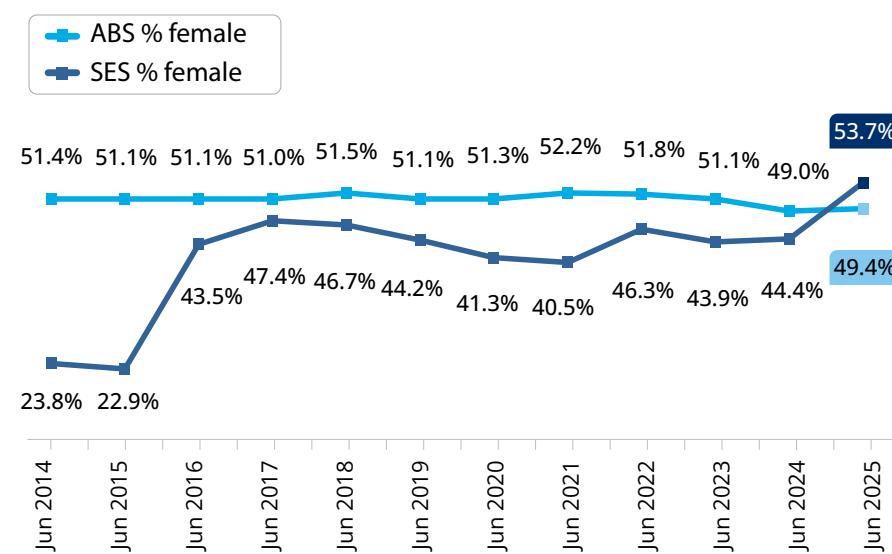
The Australian Statistician, Dr David Gruen AO, continued to drive inclusion and diversity initiatives in his role as a member of the Champions of Change - STEM (science, technology, engineering and mathematics) and Health Group.

Since June 2016, the ABS has maintained female representation at over 40% in its Senior Executive Service (SES) (see Figure 7.2). According to the Champions of Change Coalition Impact Report 2024, the ABS was one of 7 (out of 17) organisations to maintain or achieve the target of 40% or higher female representation in identified role types.⁵⁶

⁵⁵ <https://www.abs.gov.au/about/our-organisation/our-commitments/abs-inclusion-and-diversity-strategy/2022-2026>

⁵⁶ <https://championsofchangecoalition.org/resource/champions-of-change-coalition-2023-impact-report/>

Figure 7.2 Proportion of female staff in the ABS, SES and all staff, June 2014 to June 2025^{(a)(b)}

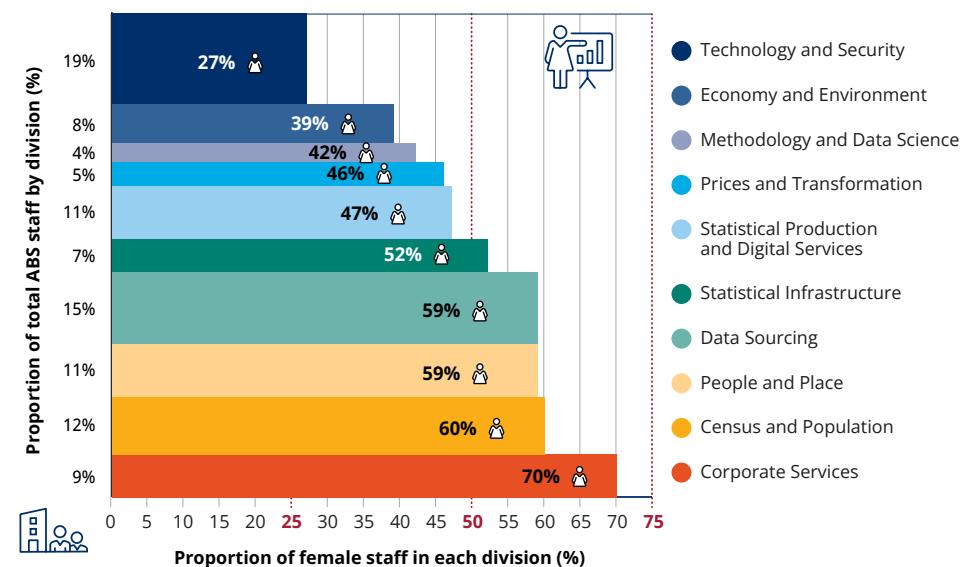


(a) SES percentages are based on nominal classification and exclude the Australian Statistician.

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

There is gender balance in the ABS workforce, with the proportion of female staff in the workforce just over 49%, however, there is a wide range in the proportion of female staff across divisions in the ABS. In the ABS' most male-dominated division (Technology and Security), the proportion of female staff is 27%, while in our most female-dominated division (Corporate Services), the proportion is 70% (see Figure 7.3).

Figure 7.3 Proportion of female staff by division, as at 30 June 2025



Gender pay gap

From 2017 to 2021, the gender pay gap information was calculated for Australian Public Service (APS) entities by the APSC from data provided to the APS Employee Database. This calculation included only APS staff employed under the *Public Service Act 1999*.

In 2022, the ABS commenced reporting on its APS and non-APS workforces to the Workplace Gender Equality Agency (WGEA). The most recently available WGEA gender pay gap data, for the 2023 calendar year, showed that the ABS average total remuneration gender pay gap was 0.8% and its median total remuneration gender pay gap was 0.0%.

These compared well with the average total remuneration gender pay gap of 3.6% and median total remuneration gender pay gap of 1.9% for the comparison group of similar sized Australian Government agencies. The ABS is continuing to work towards attaining and maintaining no gender pay gap by ensuring gender equitable recruitment, selection and career progression practices that enable all staff to develop and advance their careers.

Fostering inclusion

To support the ABS' commitment to be an inclusive and diverse organisation in 2024–25, the ABS and its staff:

- continued our commitment to reconciliation by progressing its 2023–25 *Innovate Reconciliation Action Plan (RAP)*. This RAP was codesigned with ABS Aboriginal and Torres Strait Islander staff supported by an Aboriginal and Torres Strait Islander consultancy business.
- celebrated individuals and teams who have demonstrated a tangible commitment to advancing reconciliation in the ABS through the annual ABS Reconciliation Awards.
- completed mandatory Public Sector reporting to WGEA and voluntary impact reporting to the Champions of Change Coalition.
- subscribed to the Hidden Disabilities Sunflower initiative to raise awareness of and support ABS staff with invisible disabilities.
- held a series of staff focus groups with ABS CALD staff to inform development of an ABS action plan in response to the *APS 2024 CALD Strategy*.
- refreshed and retrained members of the ABS Harassment and Workplace Support Officer network. This is a national network of trained officers who provide information and support to staff by listening, helping to clarify issues (if required), explaining the options and processes available for resolving issues and raising awareness about bullying and harassment in the workplace.
- supported neurodivergent staff and community members. This was acknowledged externally by:
 - one of the ABS Neurodiversity Champions recognised as an SES Star at the 2024 Neurodiversity Community of Practice Awards
 - the 2026 ABS Census Team receiving awards for Corporate Collaboration in the 2023 Neurodiversity Community of Practice Awards.

- promoted inclusion and diversity through celebrations including presentations by relevant external speakers on Wear it Purple Day; International Day Against Homophobia, Biphobia, Interphobia and Transphobia day; Carers Week; Harmony Day; International Day for People with Disabilities; Pride month celebrations; NAIDOC (National Aborigines and Islanders Day Observance Committee) week celebrations; and National Reconciliation Week presentations.

Disability reporting mechanism

The ABS is committed to improve the lives of people with disability through *Australia's Disability Strategy 2021–2031*, which is the overarching framework for inclusive policies, programs and infrastructure that will support people with disability to participate in all areas of Australian life. It sets out practical changes that will 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. The ABS contributes to disability reporting for ABS staff through the APS Employee Census and the APS Statistical Bulletin.⁵⁷ A range of reports on the progress of the Strategy's actions and outcome areas is published and available online.

In December 2020, the Australian Government released the *APS Disability Employment Strategy 2020–25*, which aims to increase employment of people with disability across the APS to 7% by 2025. The ABS is improving employment outcomes by developing inclusive policies and programs to attract, recruit and retain people with disability. This includes utilising the APSC's RecruitAbility scheme and 'What do you need?' campaign which highlights reasonable workplace adjustments to help staff with disability perform their role.

Table 7.9 outlines the number of *Public Service Act 1999* staff with disability.

People development

The Workforce Capability Model delivered as part of the *ABS Workforce Strategy 2021–25* has further embedded capability planning, engagement and evaluation into the ABS' approach to addressing its workforce capability needs, ensuring investment aligns with enterprise objectives and strategic priorities.

Key achievements in 2024–25

The ABS has continued to iterate and innovate its blended learning model and offerings, using opportunities through digital technologies while also focusing on social learning and connections. Development offerings have encompassed a range of learning modalities and the program has been complemented by access to external development opportunities.

⁵⁷ <https://www.apsc.gov.au/initiatives-and-programs/workforce-information/research-analysis-and-publications#the-aps-employee-census>
<https://www.apsc.gov.au/initiatives-and-programs/workforce-information/workforce-data-aps-data-release-and-statistical-bulletins>

A total of 34,067 internal course completions were recorded in 2024–25 across 166 courses. This included leadership, management, privacy, security, work health and safety, inclusion and diversity, data and statistical courses. The ABS has continued to use LinkedIn Learning to provide additional online learning options for staff development with 70,436 videos viewed.

The ABS' effectiveness in supporting workforce capability has been enhanced by targeted learning and development initiatives as outlined below.

From needs analysis to investment

The ABS adopted an end-to-end learning and development process to progress capability uplift aligned with top enterprise development priorities. Learning strategies based on targeted needs analyses were developed and underpinned by evaluation to inform future strategies. This approach has enabled the delivery of an enterprise-level development program that is responsive to organisational needs. It will continue to mature and evolve to meet future opportunities and challenges.

New programs to support management capability

Two new in-person management capability programs were implemented to help participants build their knowledge, skills and networks. The formats included discussion-based workshops that promoted peer-to-peer learning and facilitated workshops that explored fundamental principles and capabilities of effective management. Both programs were strengthened by senior leadership involvement.

Development and Performance Agreement (DPA) refresh

A new approach to DPAs was implemented to enhance the DPA experience. The DPA system was modernised and integrated with the ABS learning platform to better enable individuals to establish links between their goals and actions. Changes to the DPA guidelines, templates and cycle dates were made to further align the DPA process with enterprise planning, improve the user experience and facilitate proactive engagement by individuals.

Graduate Development Program

The ABS Graduate Development Program continued to demonstrate strong performance and sustained interest with 100 graduates successfully completing the program in 2024 and 105 graduates commencing in 2025. Consisting of core and elective components, the program included virtual and in-person events, interactive workshops, panel discussions and seminars. It also incorporated rotational placements, senior leadership shadowing and capstone group projects focused on addressing real business challenges within the ABS.

APS Academy engagement

Across the year, the ABS continued to adopt a one-APS approach to capability development, engaging with the APS Academy and APSLearn, attending APS capability communities of practice and harnessing opportunities to augment the ABS learning and development program. There were 1,398 APSLearn accesses, with almost 1,000 completing coursework and 365 live learning attendances. The most popular offerings were the AI in Government Fundamentals course and the MasterCraft Series.

Recruitment

A strategic approach to vacancy management, optimised by data driven workforce planning, has informed recruitment priorities across the ABS, leading to more efficient and effective hiring practices. This planned approach has strengthened the ABS' understanding of business requirements, enhanced attraction and improved vacancy solutions. By attracting and deploying individuals with diverse skills and experience, the ABS is better positioned to deliver organisational priorities and support future capability needs. In addition, refinements to onboarding processes have promoted a streamlined commencement experience for new starters and expedited onboarding timelines.

Key achievements in 2024–25

The ABS is in its 6th year of leading the data graduate stream for the Australian Government Graduate Program. In February 2025, 270 data graduates commenced their APS data career, continuing to uplift data capability across the APS. The recruitment campaign for the 2026 intake commenced in March 2025. More than 2,300 applications were submitted to fill approximately 210 data graduate positions across 33 participating agencies.

The ABS' Recruitment Strategy has contributed to:

- 106 graduate commencements: 71 data stream graduates, 27 ICT graduates, 2 digital graduates and 6 generalist graduates
- 416 ongoing engagements: 217 (52%) of these were new APS staff, 132 (32%) were ABS non-ongoing staff who accepted an ongoing position and 67 (16%) were permanent transfers into the ABS from other APS agencies
- 341 new temporary office-based staff (including 33 temporary transfers from another APS agency and 308 new non-ongoing staff)
- 217 promotions
- 356 jobs advertised (across both ongoing and non-ongoing vacancies); 112 of these jobs were externally advertised. These jobs attracted a total of 16,376 applications.

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 7.10, 7.11 and 7.12 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:

- the *Public Sector Workplace Relations Policy 2023*⁵⁸
- 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, Insights and Statistics Group
- Deputy Australian Statistician, Data and Statistical Practices Group
- Deputy Australian Statistician, Enterprise Services Group.

⁵⁸ <https://www.apsc.gov.au/sites/default/files/2023-03/Public%20Sector%20Workplace%20Relations%20Policy%202023.pdf>

Table 7.10 Information about remuneration for key management personnel, as at 30 June 2025^(a)

Name	Position title	Short-term benefits		Post employment benefits	Other long-term benefits				
		Base salary \$	Bonuses \$ ^(b)		Other benefits and allowances \$ ^(c)	Superannuation contributions \$	Long service \$ ^(b)	Other long-term benefits \$ ^(b)	
Termination benefits \$	Total remuneration \$								
David Gruen	Australian Statistician	715,451	0	4,595	105,943	36,191	0	0	862,180
Phillip Gould	Deputy Australian Statistician ^(d)	257,516	0	3,539	38,230	23,980	0	0	323,265
Teresa Dickinson	Deputy Australian Statistician ^{(e)(f)}	104,480	0	1,056	15,102	(3,204)	0	0	117,434
Brenton Goldsworthy	Deputy Australian Statistician	373,533	0	4,595	68,372	20,220	0	0	466,720
Kylie Bryant	Deputy Australian Statistician	353,946	0	4,595	60,317	20,117	0	0	438,975
Total		1,804,926	0	18,380	287,964	97,304	0	0	2,208,574

- (a) Key Management Personnel (KMP) remuneration is prepared on an accrual basis as required under the *Public Governance, Performance and Accountability Rule 2014* (PGPA Rule).
- (b) In 2024–25, 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) Part Year - 23 September 2024 to 30 June 2025.
- (e) Part Year - 1 July 2024 to 20 September 2024.
- (f) The negative long service leave amount is due to the settlement of long service leave entitlements upon termination rather than the leave being taken during the employment.

Table 7.11 Information about remuneration for senior executives, as at 30 June 2025^{(a)(b)(c)(d)}

Total remuneration bands	Number of senior executives ^(e)	Short-term benefits ^(f)		Post employment benefits	Other long-term benefits ^(g)		Termination benefits ^(h)	Total remuneration ⁽ⁱ⁾	
		Average base salary \$	Average bonuses ⁽ⁱ⁾ \$		Average other benefits and allowances \$	Average superannuation contributions ^(k) \$	Average long service leave \$		
\$0 - \$220,000	29	78,500	0	5,600	14,663	4,775	0	0	103,538
\$220,001 - \$245,000	8	162,787	0	3,723	31,560	6,940	0	29,064	234,074
\$245,001 - \$270,000	3	210,729	0	4,408	35,947	15,166	0	0	266,250
\$270,001 - \$295,000	12	224,342	0	4,607	40,201	13,227	0	0	282,377
\$295,001 - \$320,000	8	229,178	0	4,260	40,711	16,234	0	13,584	303,967
\$320,001 - \$345,000	6	267,664	0	9,905	45,326	14,599	0	0	337,494
\$345,001 - \$370,000	4	291,203	0	4,607	48,729	14,961	0	0	359,500
\$370,001 - \$395,000	3	239,078	0	3,575	38,990	9,036	0	81,661	372,340

- (a) This table is prepared on an accrual basis as required under the PGPA Rule.
- (b) In 2024–25, there were 26 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 7.10) have not been included in this table.
- (e) The number of senior executives includes full year, part year of substantive senior executives and staff acted in a senior executive position.
- (f) The short-term benefits are comprised of: the average of base salary, including: paid and accrued; paid while on annual leave; paid while on sick leave; higher duties allowance; and purchased annual leave; and the average of other benefits and allowances (motor vehicle allowance, car parking and related fringe benefits tax, overseas allowance and other allowances).
- (g) The other long-term benefits are the average amount of long services leave accrued and deferred (more than 12 months) for the reporting period.
- (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 2024–25, there were no bonuses nor other long-term benefits paid to senior executives (2023–24: nil).
- (k) The superannuation contributions are the average of the ABS' superannuation contributions, including productivity component, for the reporting period.

Table 7.12 Information about remuneration for other highly paid staff, as at 30 June 2025^{(a)(b)(c)}

Total remuneration bands	Number of other highly paid staff	Short-term benefits ^(d)			Post employment benefits	Other long-term benefits ^(e)		Termination benefits ^(f)	Total remuneration
		Average base salary \$	Average bonuses ^(g) \$	Average other benefits and allowances \$	Average superannuation contributions ^(h) \$	Average long service leave \$	Average other long-term benefits ^(g) \$	Average termination benefits ⁽ⁱ⁾ \$	Average total remuneration \$
\$260,000 - \$270,000	0	0	0	0	0	0	0	0	0
\$270,001 - \$295,000	3	153,521	0	37,084	28,601	2,785	0	57,621	279,612

- (a) This table is prepared on an accrual basis as required under the PGPA Rule.
- (b) In 2024–25, there were 26 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: the average of base salary, including: paid and accrued; paid while on annual leave; paid while on sick leave; higher duties allowance; and purchased annual leave; and the average of other benefits and allowances (motor vehicle allowance, car parking and related fringe benefits tax, overseas allowance and other allowances).
- (e) The other long-term benefits are the average amount of long services leave accrued and deferred (more than 12 months) for the reporting period.
- (f) The termination benefits are the average amount of termination payment for the reporting period.
- (g) In 2024–25, there were no bonuses nor other long-term benefits paid to other highly paid staff (2023–24: nil).
- (h) The superannuation contributions are the average of the ABS' superannuation contributions, including productivity component, for the reporting period.

Employment arrangements

Table 7.13 presents the employment arrangements for ABS staff employed under the *Public Service Act 1999* as at 30 June 2025.

Interviewers are engaged under the *Australian Bureau of Statistics Act 1975* and in accordance with the *Census and Statistics Regulation 2016*. The *Australian Bureau of Statistics Interviewers Enterprise Agreement 2024–2027* is the employment instrument that applies to ABS interviewers (260 staff as at 30 June 2025).⁵⁹

Table 7.13 ABS employment arrangements, as at 30 June 2025^(a)

	SES	Non-SES	Total
ABS staff covered by the <i>Australian Bureau of Statistics Enterprise Agreement 2024–2027</i>	0	3,601	3,601
Individual Flexibility Arrangements (IFA) made under the <i>Australian Bureau of Statistics Enterprise Agreement 2024–2027</i> as at 30 June 2025	0	34	34
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)	55	0	55
Total	55	3,601	3,656

- (a) The 34 staff with an IFA are included in the 3,601 ABS staff

Salary arrangements

The *Australian Bureau of Statistics Enterprise Agreement 2024–2027*⁶⁰ outlines the salary arrangements for non-SES ABS staff employed under the *Public Service Act 1999*.

⁵⁹ https://www.abs.gov.au/system/files/documents/5aebebdadbd79d272a7e5ffb2f7c09f2/ABSIInterviewersEnterpriseAgreement2020_Signed.pdf

⁶⁰ <https://www.abs.gov.au/system/files/documents/7fded0e418a532c6822584875be269da/ABS%20Enterprise%20Agreement%202024-2027.pdf>

Table 7.14 Salary ranges by classification level, as at 30 June 2025

 \$	Minimum salary \$	Maximum salary \$
SES 3	303,005	N/A ^(a)
SES 2	242,404	296,946
SES 1	193,924	236,344
EL 2	146,806	176,611 ^(b)
EL 1	117,593	135,935
APS 6	95,714	108,092
APS 5	85,204	95,705
APS 4	75,746	85,199
APS 3	67,139	75,682
APS 2	59,520	66,451
APS 1	54,516	58,714
Other^(c)	31,068	67,139

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

(b) EL2 pay point 4 is only accessible as detailed in clause 49 of the *ABS Enterprise Agreement 2024-2027*.

(c) 'Other' is comprised of cadet/trainee.

Performance pay

The ABS has no performance pay arrangements.

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.

Work health and safety

The ABS remains dedicated to a proactive and collaborative approach to the management of work health and safety (WHS) and employee wellbeing. Our specialised teams, comprising of WHS advisers and rehabilitation specialists, are committed to promoting a healthier work environment. Their focus includes injury and illness prevention, early intervention in the case of incidences, the facilitation of rehabilitation and return-to-work programs and the continuous improvement of WHS standards within ABS.

Guided by the ABS' *WHS Strategic Plan 2021–2026*, strategic investment has been made in a range of WHS initiatives in 2024–25, which included improvements to safety systems for contractor management and sexual harassment.

Work health and safety regulation

Within the ABS, several specialist roles are delegated to trained personnel, including WHS officers, first aid officers, mental health first aid officers, health and safety representatives and fire wardens.

The ABS maintains a network of Health and Safety Committees supported by the specialist National Work Health and Safety team. There is one national, one field-based and 8 site-based committees. These committees meet quarterly and play a crucial role in enhancing WHS consultation and safety culture.

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).⁶¹ Further, there were no PINs issued by Comcare (the regulator) under the WHS Act during the reporting period.

Under the WHS Act, the ABS is required to report all notifiable incidents that occur while conducting ABS business. The ABS reported 12 notifiable incidents to the regulator in 2024–25, 2 resulted in further inspectorate enquiry and subsequently closed without inspectorate action.

During 2024–25, Comcare conducted one proactive inspection of ABS legislative compliance requirements to consultation, representation and participation and did not identify any non-compliance issues to the WHS Act or *Work Health and Safety Regulations 2011*.⁶²

Rehabilitation and workers' compensation

Despite continued WHS initiatives, early intervention strategies and a positive return-to-work rate, in 2024–25 ABS experienced an increase in workers' compensation claims. This is reflected in a rise to the Comcare worker's compensation premium rate from 0.38% of payroll in 2023–24, to 0.47% in 2024–25. Whilst the ABS premium has increased, it remains below the Commonwealth average of 0.95%. (Table 7.15).

⁶¹ <https://www.legislation.gov.au/C2011A00137/latest/text>

⁶² <https://www.legislation.gov.au/F2011L02664/latest/text>

Table 7.15 Comcare workers' compensation premium rate (percentage of total salary)

	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25
ABS	2.20	1.50	0.93	0.50	0.50	0.56	0.47	0.38	0.47
Overall scheme	1.72	1.23	1.06	0.85	0.85	0.83	0.83	0.84	0.95

Attendance management

In 2024–25, the average number of days of unscheduled absence per Full-Time Equivalent (FTE) was 11.7 days (Table 7.16).

Table 7.16 Unscheduled absence: days per FTE, 2018–19 to 2024–25^{(a)(b)}

	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25
ABS	12.0	12.0	11.0	11.9	12.4	11.7	11.7
Australian Government (Large Agency) median^(c)	13.7	13.3	12.5	13.1	13.4	13.4	N/A ^(d)

(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 2024–25 was not available at the time of preparing this report.

Performance management

The ABS is committed to being a high-performing public 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, the People Management and Wellbeing section (PMaW) work with staff and managers to implement strategies to improve performance.

In 2024–25, PMaW provided support on 22 performance matters for ongoing staff. Of those, 5 improved their performance, one left the ABS, 2 resulted in termination and 14 continue to be supported.

When performance concerns are not resolved, ABS managers work with staff to implement a Performance Improvement Plan (PIP). In 2024–25, 5 PIPs were initiated for ongoing office-based staff. Where performance does not improve through a PIP, a formal Managing Under-Performance (MUP) process commences. Of the 5 PIPs undertaken, one staff member's performance improved, 2 staff members proceeded to a formal MUP, one staff member left the ABS and one is currently being supported.

In 2024–25, 3 interventions were made to manage non-ongoing staff performance, with 2 of those electing to leave the ABS before their contract ended and one resulting in termination of employment.

ABS interviewers

As with office-based staff, where there are concerns about an interviewer's performance, the interviewer and manager work together to implement a PIP. During 2024–25, one PIP was undertaken for an interviewer. Performance did not improve during the PIP and the case progressed to a MUP, which is in progress at the time of writing.

Staff misconduct

Office-based staff

During 2024–25, the ABS undertook 5 investigations into suspected breaches of the APS Code of Conduct by ongoing office-based staff.

One matter was subsequently finalised with no breaches found and one matter remains under investigation.

The 3 remaining investigations resulted in breach findings. Of these, sanctions were applied for one and, for the remaining 2, the staff members resigned from the ABS prior to the processes being finalised.

ABS interviewers

During 2024–25, no misconduct investigations were undertaken for ongoing interviewers.



SECTION FOUR

APPENDICES

Appendix A

RESOURCE STATEMENTS

Entity Resource Statement

	Current available appropriation 2024–25 \$'000 (a)	Payments made 2024–25 \$'000 (b)	Balance remaining 2024–25 \$'000 (a) – (b)
Departmental			
Annual appropriations - ordinary annual services ^{1,2}	638,634	552,830	85,804
Prior year appropriations available - ordinary annual services	57,904	57,904	0
Annual appropriations - other services - non-operating ³	14,406	12,016	2,390
Prior year appropriations available - other services - non-operating	1,205	1,205	0
Total departmental annual appropriations	712,149	623,955	88,194
Total departmental resourcing	712,149	623,955	88,194
Total resourcing and payments for the ABS	712,149	623,955	88,194

¹ *Appropriation Acts (No.1 and 3) 2024–2025*. This also includes retained receipts under section 74 of the *Public Governance, Performance and Accountability Act 2013* (PGPA Act).

² Departmental capital budgets are not separately identified in the *Appropriations Act (No.1 and 3) 2024–25* 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 and 4) 2024–25*.

Expenses for Outcome 1

Outcome 1: Decisions on important matters made by governments, business and the broader community are informed by objective, relevant and trusted official statistics produced through the collection and integration of data, its analysis, and the provision of statistical information.	Budget* 2024–25 \$'000 (a)	Actual expenses 2024–25 \$'000 (b)	Variation 2024–25 \$'000 (a) – (b)
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Program 1.1: Australian Bureau of Statistics

Departmental expenses

Departmental appropriation	519,679	524,163	(4,484)
s74 Own resource revenue ¹	66,557	58,600	7,957
Expenses not requiring appropriation in the Budget year ²	26,168	31,038	(4,870)
Departmental total	612,404	613,801	(1,397)
Total expenses for Program 1.1	612,404	613,801	(1,397)

Outcome 1 totals by appropriation type

Departmental expenses

Departmental appropriation	519,679	524,163	(4,484)
s74 Own resource revenue ¹	66,557	58,600	7,957
Expenses not requiring appropriation in the Budget year ²	26,168	31,038	(4,870)
Departmental total	612,404	613,801	(1,397)
Total expenses for Outcome 1	612,404	613,801	(1,397)

	2023–24	2024–25
Average staffing level (number)	2,876	3,229

* Full-year budget, including any subsequent adjustment made to the 2024–25 Budget at the Mid-Year Economic and Fiscal Outlook.

¹ Estimated expenses incurred in relation to receipts retained under section 74 of the PGPA Act.

² Expenses not requiring appropriation in the Budget year are made up of depreciation expenses, amortisation expenses, make good expenses, audit fees, other resources received free of charge, and write-down of assets.

Appendix B

CLIMATE DISCLOSURE AND ENVIRONMENTAL SUSTAINABILITY

Introduction

The ABS maintains a commitment to the principles of ecologically sustainable development as outlined in the *Environment Protection and Biodiversity Conservation Act 1999* (EPBC Act).⁶³ This appendix meets the requirements of sub-section 516A(6) of the EPBC Act.

The *Commonwealth Climate Disclosure Policy*⁶⁴ requires Commonwealth entities to publicly disclose their exposure to climate risks and opportunities, as well as their actions to manage them, delivering transparent and consistent climate disclosures to the Australian public.

As an entity in tranche 1 of Policy implementation, the ABS is required to report foundational criteria against the Year 1 Disclosure requirements: governance, strategy, risk management and metrics and targets.

Governance

The Australian Statistician is accountable for establishing and maintaining systems of internal control and risk oversight. Leveraging our governance framework, we are using existing policies and procedures to manage our risks and opportunities relating to climate change. Through embedding climate risk in existing frameworks, we are delivering on our obligations under the *Australian Government's Approach to Climate Risk and Opportunity Management in the Public Sector 2024–2026*.⁶⁵

Our climate governance is underpinned by the ABS Risk Management Framework (the Framework) and ABS Risk Management Policy, established in accordance with our Accountable Authorities Instructions, the *Commonwealth Risk Management Policy (2023)* and the *Public Governance, Performance and Accountability Act 2013* (PGPA Act). The Framework has been established to ensure alignment with Section 16 of the PGPA Act.

In 2025–26, environmental and climate risk and their potential impact on the ABS' long-term sustainability, will be assessed as part of the broader enterprise risk review process.

The Australian Statistician and the ABS Executive Board have agreed to the following delegated responsibilities:

Role	Responsibility
Chief Sustainability Officer (CSO) - General Manager, Corporate Services Division	Executes the ABS' obligations under the Commonwealth Climate Disclosure Initiative and the Climate Risk and Opportunity Management Program (CROMP) and contributes to the implementation of the <i>Net Zero in Government Operations Strategy</i> . ⁶⁶ The CSO advises the Australian Statistician and Executive Board, including through their role as a member of the Operations and Risk Committee.
Chief Risk Officer (CRO) – Deputy Australian Statistician, Enterprise Services Group	Responsible for overseeing ABS' Risk Management Framework and corporate governance and advising the Australian Statistician and Executive Board, including through their role on the Operations and Risk Committee.
Operations and Risk Committee (ORC)	Cross-functional committee with strategic oversight of the ABS Environmental Management System which includes climate risk.
Environmental Champion	ABS Senior Executive Service (SES) officer promoting environmental initiatives, including climate risks and opportunities within the SES cohort and wider ABS. This role provides support to the CSO and Environmental Manager.
Planning, Compliance and Risk Branch (PCRB)	Responsible for designing, building and implementing the ABS' Risk Management Framework, developing capability internally to manage risk and promoting a positive risk culture. PCRB are responsible for providing in-house risk expertise across the ABS.
National Property and Office Services (NPOS) Section	Responsible for delivering the agency's Environmental Management System and organisation-wide climate risk assessment using CROMP tools and resources. The Director of NPOS is the Environmental Manager.

⁶³ <https://www.legislation.gov.au/C2004A00485/latest/text>

⁶⁴ <https://www.finance.gov.au/government/climate-action-government-operations/commonwealth-climate-disclosure-policy>

⁶⁵ <https://www.dcceew.gov.au/sites/default/files/documents/climate-risk-management.pdf>

⁶⁶ https://www.finance.gov.au/sites/default/files/2023-11/Net_Zero_Government_Operations_Strategy.pdf

Risk management

The *Commonwealth Risk Management Policy* requires all Commonwealth entities to have an appropriate level of risk management capability.

To ensure this capability is built and maintained within the ABS:

- staff with delegated responsibilities completed the CROMP training modules, in preparation for a broader uplift of in-house capability in 2025 and 2026. The scope and level of training will be an identified outcome of the climate risk assessments to be undertaken at the end of 2025
- staff with delegated responsibilities participated in the Net Zero in Government Operations GovTEAMS community
- staff interested in climate risk management were encouraged to complete the Foundations of Net Zero in Government Operations training module.

The ABS commenced an organisation-wide CROMP assessment in accordance with obligations outlined in the *Australian Government's Approach to Climate Risk and Opportunity Management in the Public Sector 2024–2026*.

In 2025–26, workshops will be held with internal business areas to deepen understanding of potential climate risk mitigation strategies and explore opportunities for development.

Key achievements in 2024–25 include:

- commenced work to further define our climate-related risks within ABS' Enterprise Risks
- set the governance arrangements and appointed the CSO and the Environmental Champion
- obtained ORC's endorsement to undertake the climate risk and opportunity assessment.

As we continue to undertake the remaining steps of the CROMP it is expected that the ABS sustainability and risk management maturity will evolve and lift accordingly.

Strategy

Emissions Reduction Plan

In alignment with the *Net Zero in Government Operations Strategy*, the ABS is committed to achieving Net Zero emissions by 2030. Our first Emissions Reduction Plan was finalised and published in August 2024.⁶⁷ It will be reviewed annually to ensure continued relevance and effectiveness, with regular reporting on planned activities and initiatives to support this commitment.

⁶⁷ <https://www.abs.gov.au/about/our-organisation/our-commitments/abs-emissions-reduction-plan>

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 federal, state and territory environment legislation and the Australian Government's environmental policies and initiatives
- focusing on continuous environmental performance improvement
- supporting and promoting an environmentally responsible culture.

Contributing to ecologically sustainable development through outcomes funded by the *Appropriations Act (No.1) 2024–25*⁶⁸

The ABS receives appropriation to produce statistics on a wide range of social and economic matters which contribute to ecologically sustainable development. The ABS partners with community and governments to expand information about the environment through the collection of statistics. This complements the more established information bases on population, society and the economy.

Statistics related to agriculture, people and communities (for regional statistics), environmental management, energy, water, waste, land and ecosystems can be found on the ABS website.⁶⁹

Metrics and targets

In 2024–25, the ABS continued emission reduction initiatives for office energy use, transport, resource efficiency and waste management.

The ABS seeks to actively manage and improve its performance through targeted initiatives and exploiting opportunities as they arise.

In 2025–26, the Environmental Management Program will include the further development of key metrics to track our performance, improve decision making, drive improvements and support the ABS procurement policies and Net Zero 2030 commitments. In consideration are the following current key initiatives:

- Activity-based work fit-outs across all ABS offices have significantly reduced office footprints. This has reduced the environmental impact associated with fit out construction, furniture production and operational services, particularly electricity usage and onsite waste generation. The ABS' initial Activity Based Work model set the number of workstations-to-staff ratio at 80%. Since 2021, as leases and opportunities have allowed, the ABS has reduced that target rate to below 60% to better reflect its teleworking policies. As of June 2025,

⁶⁸ https://www.aph.gov.au/Parliamentary_Business/Bills_Legislation/Bills_Search_Results/Result?bId=r7186

⁶⁹ <https://www.abs.gov.au/statistics>

60% of ABS offices have a workstation-to-staff ratio of 51%. When aggregated across all ABS offices, the overall average is 60%.

- Sustainable fit-out construction practices have been employed across all fit-out capital works contracts and includes reusing existing furniture and modifying existing layouts instead of clean floor starts; separating construction waste to reduce landfill contributions; and promoting recycling throughout the construction process. In 2025–26, the ABS will develop metrics to further develop these practices.
- Energy efficient lighting are included in fit outs such as energy efficient LED lights, smart lighting technologies and daylight harvesting systems to reduce energy consumption and waste.
- ABS statistical releases are published on the ABS website and surveys conducted using computer-assisted interviewing significantly reducing paper usage.
- Upgraded video-conferencing facilities and the migration of all staff to Microsoft Teams have supported remote work and the reduced need for corporate travel.
- All office staff have access to recycling services including:
 - paper, bottles, aluminium and steel cans, plastics and cardboard products
 - mobile phones, batteries and polystyrene at sites without contractor packaging removal
 - organic kitchen waste recycling where provided by landlords.
- Staff laptops upgraded to 'Energy Star Certified' models which are 48% more energy efficient than previous devices.
- High efficiency multifunction devices have been procured featuring:
 - black drums that use less toner and produce 33% more pages before needing service or replacement
 - dual-purpose black toner cartridges that also serve as waste bottles, reducing consumables.
- Preference is given to paper products from 'Supply Nation Certified First Nation' businesses that are able to be fully recycled or certified by the 'Programme for the Endorsement of Forest Certification'.
- Office equipment and appliances are selected based on high energy efficiency ratings to further reduce environmental impact.

In addition, flexible working arrangements available to all staff have reduced the need for full-time office attendance. This has led to reduced commuting, a reduction in leased office space and lower consumption of office resources such as electricity, paper and furniture.

Reviewing and increasing the effectiveness of environmental performance measures

In 2023–24, the ABS appointed a CSO to drive environmental performance improvements. The ABS Environmental Management System was refreshed and performance targets are aligned with the *Australian Government's APS Net Zero Emissions by 2030 Policy*.⁷⁰

In 2024–25, the ABS continued to collaborate with its service providers and landlords to improve performance and to strengthen the quality and transparency of monitoring and reporting.

Emissions reporting

In accordance with the *Net Zero in Government Operations Strategy*, section 516A of the EPBC Act, the ABS is required to report on our operational greenhouse gas emissions.

The Greenhouse Gas Emissions Inventory and Electricity Greenhouse Gas Emissions tables present greenhouse gas emissions for the 2024–25 financial year. The greenhouse gas emissions reported are calculated on the basis of Carbon Dioxide Equivalent (CO₂-e) and in line with the Emissions Reporting Framework.⁷¹ This is consistent with the Whole of Australian Government approach, outlined in the *Net Zero in Government Operations Strategy* and the Commonwealth Climate Disclosure requirements.

In 2024–25, the ABS reduced its greenhouse gas emissions across all sources compared with 2023–24. Using the Location-based method, the total emissions fell by 11% and using the Market-based approach, emissions fell by 14%.

Due to the billing cycles not aligning with the end of the financial year, some electricity and solid waste data was not available during the initial collection process in July – August 2025. Adjustments to the data may be required in future annual reports.

Solid waste data is not collected at all sites due to limitation in facilities. The ABS is working with landlords and contractors to improve the measurement of solid waste.

Emissions from hire cars may be incomplete due to the lack of robust data. The quality of data is expected to improve over time as emissions reporting matures.

⁷⁰ <https://www.finance.gov.au/government/climate-action-government-operations/aps-net-zero-emissions-2030>

⁷¹ <https://www.finance.gov.au/government/climate-action-government-operations/commonwealth-emission-reporting/emissions-reporting-framework>

Table B.1 presents ABS' emissions related to electricity usage using the location-based accounting method.

Table B.1 ABS greenhouse gas emissions inventory using the location-based method, 2024–25

Emission Source	Scope 1 t CO ₂ -e	Scope 2 t CO ₂ -e	Scope 3 t CO ₂ -e	Total t CO ₂ -e
Electricity (location-based approach)	N/A	1,057.43	99.61	1,157.05
Natural gas	-	N/A	-	-
Solid waste	-	N/A	16.71	16.71
Refrigerants	-	N/A	N/A	-
Fleet and other vehicles	11.36	N/A	2.89	14.25
Domestic commercial flights	N/A	N/A	688.56	688.56
Domestic hire car	N/A	N/A	11.54	11.54
Domestic travel accommodation	N/A	N/A	260.68	260.68
Other energy	-	N/A	-	-
Total t CO₂-e	11.36	1,057.43	1,079.99	2,148.79

t = tonnes, CO₂-e = Carbon Dioxide Equivalent, N/A = not applicable

Table B.2 presents the emissions related to electricity usage using both the location-based and the market-based accounting methods.

Table B.2 ABS electricity greenhouse gas emissions, 2024–25

Emission Source	Scope 2 t CO ₂ -e	Scope 3 t CO ₂ -e	Total t CO ₂ -e	Electricity kWh
Location-based electricity emissions	1,057.43	99.61	1,157.05	1,740,963.39
Market-based electricity emissions	655.41	89.01	744.42	809,152.37
Total renewable electricity consumed	N/A	N/A	N/A	931,811.02
Renewable Power Percentage ^(a)	N/A	N/A	N/A	316,768.29
Jurisdictional Renewable Power Percentage ^{(b)(c)}	N/A	N/A	N/A	615,042.74
GreenPower ^(b)	N/A	N/A	N/A	-
Large-scale generation certificates ^(b)	N/A	N/A	N/A	-
Behind the meter solar ^(d)	N/A	N/A	N/A	-
Total renewable electricity produced	N/A	N/A	N/A	-
Large-scale generation certificates ^(b)	N/A	N/A	N/A	-
Behind the meter solar ^(d)	N/A	N/A	N/A	-

t = tonnes, CO₂-e = Carbon Dioxide Equivalent, N/A = not applicable

(a) Listed as *Mandatory renewables* in 2023–24. The renewable power percentage (RPP) accounts for the portion of electricity used, from the grid, that falls within the Renewable Energy Target (RET).

(b) Listed as *Voluntary renewables* in 2023–24.

(c) The Australian Capital Territory is currently the only state with a jurisdictional renewable power percentage (JRPP).

(d) Reporting behind the meter solar consumption and/or production is optional. The quality of data is expected to improve over time as emissions reporting matures.

Appendix C

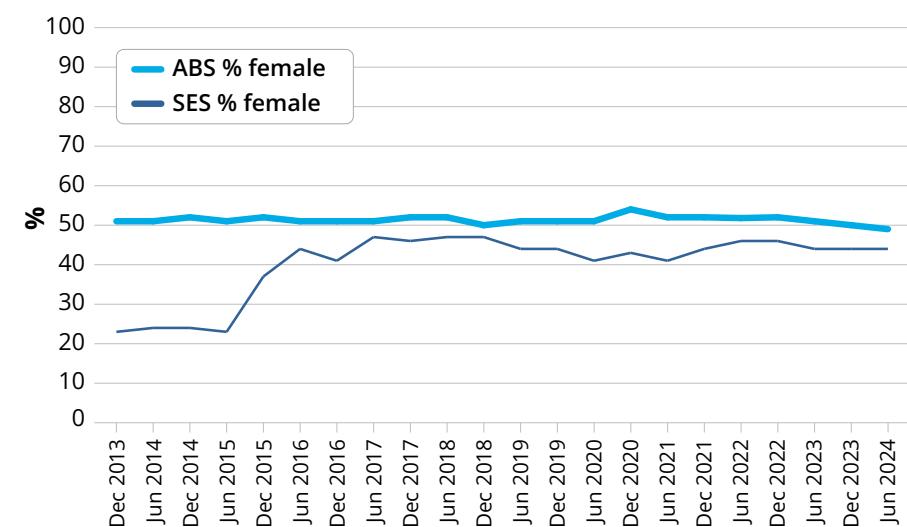
ERRORS AND OMISSIONS

ABS Annual Report 2023–24

Chapter 7 Management of human resources

Page 93 Figure 7.1 Proportion of female staff in the ABS, SES and all staff, December 2013 to June 2024

The data point for June 2022 was omitted from the graph presented in the ABS Annual Report 2023–24. The corrected version is provided below.





SECTION FIVE
REFERENCE
MATERIAL

Reference material

ABBREVIATIONS AND ACRONYMS

AASB	Australian Accounting Standards Board
ABS	Australian Bureau of Statistics
ABS Act	<i>Australian Bureau of Statistics Act 1975</i>
ACEV-SF	Australian Climate Exposure and Vulnerability Statistical Framework
ACS	Australian Climate Service
AGA	Australian Government Actuary
ANAO	Australian National Audit Office
ANZSCO	Australian and New Zealand Standard Classification of Occupations
AO	Office of the Order Australia
API	Application Programming Interface
APS	Australian Public Service
APSC	Australian Public Service Commission
ASAC	Australian Statistics Advisory Council
BLADE	Business Longitudinal Analysis Data Environment
BDTI	Big Data Timely Insights
CALD	Culturally and Linguistically Diverse
Census	Census of Population and Housing
CO ₂ -e	Carbon Dioxide Equivalent
CoPs	Communities of Practice
CPI	Consumer Price Index
CRO	Chief Risk Officer

CROMP	Climate Risk and Opportunity Management Program
CSIRO	Commonwealth Scientific and Industrial Research Organisation
CSO	Chief Sustainability Officer
CSS	Commonwealth Superannuation Scheme
CTASS	Community Trust in ABS Statistics Survey
DAS	Deputy Australian Statistician
DATA	Data Availability and Transparency Scheme
DCB	Departmental Capital Budget
EMC	Enterprise Management Committee
EPBC Act	<i>Environment Protection and Biodiversity Conservation Act 1999</i>
FOI Act	<i>Freedom of Information Act 1982</i>
FRR	<i>Public Governance, Performance and Accountability (Financial Reporting) Rule 2015</i>
FTE	Full-time equivalent
GA4	Google Analytics 4
GST	Goods and Services Tax
IFA	Individual Flexibility Arrangements
IGS	Internally Generated Software
IMF	International Monetary Fund
IPS	Information Publication Scheme
JRPP	Jurisdictional Renewable Power Percentage
KMP	Key Management Personnel
LAMPS	Land Management Practices Survey

LCDI	Life Course Data Initiative
LGBTIQA+	Lesbian, Gay, Bisexual, Transgender, Intersex, Queer, Asexual and other identities not specifically named
MCP	Member Community Platform - APS Data Profession
MFA	Multi Factor Authentication
MoU	Memorandum of Understanding
MUP	Managing Under-Performance
NAIDOC	National Aborigines and Islanders Day Observance Committee
OAIC	Office of the Australian Information Commissioner
OPA	Official Public Account
ORC	Operations and Risk Committee
OSCA	Occupation Standard Classification for Australia
PBS	Portfolio Budget Statements
PCC	People and Culture Committee
PGPA Act	<i>Public Governance, Performance and Accountability Act 2013</i>
PGPA Rule	<i>Public Governance, Performance and Accountability Rule 2014</i>
PIA	Privacy Impact Assessment
PIN	Provisional Improvement Notice
PIP	Performance Improvement Plan
PLIDA	Person Level Integrated Data Asset
PMaW	People Management and Wellbeing section
PPI	Producer Price Index
PSS	Public Sector Superannuation Scheme
PSSap	PSS accumulation plan

RAP	Reconciliation Action Plan
RET	Renewable Energy Target
ROU	Right-of-Use
RPP	Renewable Power Percentage
SDDS	Special Data Dissemination Standard
SEAD	Secure Environment for Analysing Data
SEEA	System of Environmental Economic Accounting
SES	Senior Executive Service
SLA	Service Level Agreement
SMEs	Small and Medium Enterprises
SMVU	Survey of Motor Vehicle Use
STEM	Science, technology, engineering and mathematics
t	Tonnes
UA	Universal Analytics
WGEA	Workplace Gender Equality Agency
WHS	Work health and safety
WHS Act	<i>Work Health and Safety Act 2011</i>
WoAG	Whole of Australian Government

GLOSSARY

Accountable authority	Under the PGPA Act, the person or group of persons responsible for and control over, each Commonwealth entity's operations.
Administrative data	Administrative data is information collected by government entities, businesses, or other organisations for various purposes, including registrations, transactions and record keeping. It is usually collected during the delivery of a service.
Application Programming Interface (API)	Software that allows 2 applications to talk to each other. The API allows machine-to-machine transfer of data from the ABS to users.
Benchmark	A reference point or a baseline for comparison.
Big data	Massive, complex structured and unstructured datasets that are rapidly generated and transmitted from a wide variety of sources.
Business Longitudinal Analysis Data Environment (BLADE)	An economic data tool linking taxation, trade, intellectual property and ABS Business survey data with other administrative data to enable researchers to gain a better understanding of the Australian economy and business performance over time.
Blog	An informational website containing discrete, often informal diary style text entries also known as posts.
Census	The 'Census of Population and Housing' is conducted every 5 years under the authority of the <i>Census and Statistics Act 1905</i> . The Census aims to accurately measure the number of people and dwellings in Australia on Census night and a range of their key characteristics.
Comcare	The national authority for work health and safety and workers' compensation.

Community of Practice (CoP)	A group of individuals united by a shared concern, passion, or challenge who continuously deepen their knowledge and expertise through ongoing interaction, collaboration and the development of a shared understanding.
Community Trust in ABS Statistics Survey (CTASS)	Community Trust in ABS Statistics Survey, an independent survey of the general community and informed users of statistics conducted every 5 years.
Customised data services	Also known as 'consultancies'. These are cost-recovered customer requests for ABS data that is not available for free.
Data integration	Bringing information from different sources together for statistical and research purposes.
DataLab	Facility delivering remote secure access to data and an increased ability to handle large datasets with faster processing through new/external servers. DataLab allows high-end users to undertake real time complex analysis of detailed microdata.
Google analytics	A tool provided by Google to track and report website traffic and user behaviour. It collects data on metrics like page views, sessions and user demographics.
Governance	A system by which an organisation is directed and operated, including the structures and processes that ensure accountability in decision-making at all levels.
Inoperative staff	Staff on leave for a duration of 3 months or more are deemed inoperative.
Key Management Personnel (KMP)	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.
Machine learning	The use of 'models' to discover patterns and learn insights from data for descriptive, predictive or generative purposes. A model is a mathematical representation of patterns in the data and usually becomes more accurate as more high-quality data becomes available.

Microdata	A file where each record or row of the dataset represents information relating to one person, household, or business.
Multi Factor Authentication (MFA)	A security method where users must prove who they are using at least 2 different types of identification to access a system.
myGov	A simple and secure way to access a range of government services online in one place.
Net Zero	Greenhouse gas emissions produced by human activities are balanced by an equal amount of emissions removed from the atmosphere.
Non-ongoing staff	Employees who are engaged for a limited period or purpose, rather than on a permanent (ongoing) basis. Their employment is governed by the <i>Public Service Act 1999</i> and the <i>Public Service Regulations 2023</i> and must comply with the <i>Fair Work Act 2009</i> .
Notifiable incident	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.
Ongoing staff	Permanent employees who are directly employed by an APS agency with no predetermined end date to their employment and are typically engaged under the <i>Public Service Act 1999</i> .
Person Level Integrated Data Asset (PLIDA)	A secure data asset combining information on health, education, government payments, income and taxation, employment and population demographics (including the Census) over time. Formerly known as the Multi-Agency Data Integration Project (MADIP).
Portfolio Budget Statements (PBS)	Inform Members of Parliament and the public of the proposed allocation of resources to government outcomes.
Provisional Improvement Notice (PIN)	Tells a business or employer that a contravention to the <i>Work Health and Safety Act 2011</i> needs to be addressed as soon as possible.
Reportable consultancy contract	An arrangement that is published on the AusTender website as a consultancy.

Reportable non-consultancy contract	Refers to an arrangement that is published on AusTender and is not a reportable consultancy contract i.e. a contract published on AusTender as anything other than a consultancy, is a reportable non-consultancy contract for the purposes of the reporting requirements.
Secondment	Working temporarily in another agency or department.
Significant error	An error that could mislead a user as to the value of a statistical indicator of national or state importance.
Stakeholder	Any individual, group, or organisation that has an interest in or is affected by the activities, decisions, or outcomes of a project, organisation, or system.
Statistical release	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.
Survey	A research method to gather information and opinion from a sample of population by asking relevant questions.
TableBuilder	An ABS online self-help tool which enables users to create tables, graphs and maps of data.
Unscheduled absence	Any form of leave which has not been approved in advance, including bereavement, carers, compensation, sick (both with and without evidence) and unauthorised leave.
Web scraping	An automated process of using software to extract data from websites.
Website session	A period of time during which a user interacts with the ABS website.

LIST OF REQUIREMENTS

PGPA Rule Reference	Description	Requirement	Page no.
17AD(g)	Letter of transmittal		
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
17AD(h)	Aids to access		
17AJ(a)	Table of contents (print only)	Mandatory	v
17AJ(b)	Alphabetical index (print only)	Mandatory	145
17AJ(c)	Glossary of abbreviations and acronyms	Mandatory	136
17AJ(d)	List of requirements	Mandatory	140
17AJ(e)	Details of contact officer	Mandatory	ii
17AJ(f)	Entity's website address	Mandatory	ii
17AJ(g)	Electronic address of report	Mandatory	ii
17AD(a)	Review by accountable authority		
17AD(a)	A review by the accountable authority of the entity	Mandatory	2
17AD(b)	Overview of the entity		
17AE(1)(a)(i)	A description of the role and functions of the entity	Mandatory	8
17AE(1)(a)(ii)	A description of the organisational structure of the entity	Mandatory	10
17AE(1)(a)(iii)	A description of the outcomes and programmes administered by the entity	Mandatory	8
17AE(1)(a)(iv)	A description of the purposes of the entity as included in corporate plan	Mandatory	8
17AE(1)(aa)(i)	Name of the accountable authority or each member of the accountable authority	Mandatory	9
17AE(1)(aa)(ii)	Position title of the accountable authority or each member of the accountable authority	Mandatory	9
17AE(1)(aa)(iii)	Period as the accountable authority or member of the accountable authority within the reporting period	Mandatory	9
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

PGPA Rule Reference	Description	Requirement	Page no.
17AD(c)	Report on the Performance of the entity		
	Annual Performance Statement		
17AD(c)(i); 16F	Annual performance statement in accordance with paragraph 39(1)(b) of the Act and section 16F of the Rule	Mandatory	20
17AD(c)(ii)	Report on Financial Performance		
17AF(1)(a)	A discussion and analysis of the entity's financial performance	Mandatory	48
17AF(1)(b)	A table summarising the total resources and total payments of the entity	Mandatory	120
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
17AD(d)	Management and Accountability		
	Corporate Governance		
17AG(2)(a)	Information on compliance with section 10 (fraud systems)	Mandatory	iii, 86
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	80
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	81
	Audit Committee		
17AG(2A)(a)	A direct electronic address of the charter determining the functions of the entity's audit committee	Mandatory	83
17AG(2A)(b)	The name of each member of the entity's audit committee	Mandatory	83
17AG(2A)(c)	The qualifications, knowledge, skills or experience of each member of the entity's audit committee	Mandatory	83
17AG(2A)(d)	Information about the attendance of each member of the entity's audit committee at committee meetings	Mandatory	83
17AG(2A)(e)	The remuneration of each member of the entity's audit committee	Mandatory	83
	External Scrutiny		
17AG(3)	Information on the most significant developments in external scrutiny and the entity's response to the scrutiny	Mandatory	87

PGPA Rule Reference	Description	Requirement	Page no.
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	88
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	88
17AG(3)(c)	Information on any capability reviews on the entity that were released during the period	If applicable, Mandatory	N/A
Management of Human Resources			
17AG(4)(a)	An assessment of the entity's effectiveness in managing and developing employees to achieve entity objectives	Mandatory	95
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	97
17AG(4)(b)	Statistics on the entity's APS employees on an ongoing and non-ongoing basis; including the following: Statistics on staffing classification level Statistics on full-time employees Statistics on part-time employees Statistics on gender Statistics on staff location Statistics on employees who identify as Indigenous	Mandatory	98
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	113
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	113
17AG(4)(c)(ii)	The salary ranges available for APS employees by classification level	Mandatory	114
17AG(4)(c)(iii)	A description of non-salary benefits provided to employees	Mandatory	114
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
Assets Management			
17AG(5)	An assessment of effectiveness of assets management where asset management is a significant part of the entity's activities	If applicable, mandatory	92

PGPA Rule Reference	Description	Requirement	Page no.
Purchasing			
17AG(6)	An assessment of entity performance against the <i>Commonwealth Procurement Rules</i>	Mandatory	90
Reportable consultancy contracts			
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	91
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	91
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	90
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	91
Reportable non-consultancy contracts			
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	92
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	92
17AD(daa)	Additional information about organisations receiving amounts under reportable consultancy contracts or reportable non-consultancy contracts		
17AGA	Additional information, in accordance with section 17AGA, about organisations receiving amounts under reportable consultancy contracts or reportable non-consultancy contracts	Mandatory	91
Australian National Audit Office Access Clauses			
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 AuditorGeneral with access to the contractor's premises, the report must include the name of the contractor, purpose and value of the contract and the reason why a clause allowing access was not included in the contract	If applicable, Mandatory	N/A

PGPA Rule Reference	Description	Requirement	Page no.
	Exempt contracts		
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	92
	Small business		
17AG(10)(a)	A statement that “[Name of entity] supports small business participation in the Commonwealth Government procurement market. Small and Medium Enterprises (SME) and Small Enterprise participation statistics are available on the Department of Finance’s website.”	Mandatory	91
17AG(10)(b)	An outline of the ways in which the procurement practices of the entity support small and medium enterprises	Mandatory	91
17AG(10)(c)	If the entity is considered by the Department administered by the Finance Minister as material in nature—a statement that “[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.”	If applicable, Mandatory	91
	Financial Statements		
17AD(e)	Inclusion of the annual financial statements in accordance with subsection 43(4) of the Act	Mandatory	48
	Executive Remuneration		
17AD(da)	Information about executive remuneration in accordance with Subdivision C of Division 3A of Part 23 of the Rule	Mandatory	109
17AD(f)	Other Mandatory Information		
17AH(1)(a)(i)	If the entity conducted advertising campaigns, a statement that “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.”	If applicable, Mandatory	93
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 “Information on grants awarded by [name of entity] during [reporting period] is available at [address of entity’s website].”	If applicable, Mandatory	N/A
17AH(1)(c)	Outline of mechanisms of disability reporting, including reference to website for further information	Mandatory	106
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	80
17AH(1)(e)	Correction of material errors in previous annual report	If applicable, mandatory	129
17AH(2)	Information required by other legislation	Mandatory	93, 115, 122

INDEX

A

abbreviations and acronyms, 132-135

Aboriginal and Torres Strait Islander peoples, ii, 3, 90

Accountable Authority, 9, 20, 48-49, 80, 90

achievements (2024-25) *see* Annual Performance Statement

administrative data, 4, 40, 44, 87

advertising and market research, 93

Annual Performance Statement, iii, 9, 20-46
see also performance reporting

Application Programming Interface (API), 21, 33, 34-35, 42

asset management, 92, 93

Audit and Risk Committee (ARC), 82-84, 86

Audits internal, 82, 86-87

Australian National Audit Office (ANAO), 88

AusTender, 91-92

Australian and New Zealand Standard Classification of Occupations (ANZSCO), 41

Australian Bureau of Statistics Act 1975
see Legislation

Australian Public Service Commission (APSC), 16, 87, 93, 95

Australian Statistician, iii, 2-5, 9, 10, 16, 20, 38, 48-49, 51, 71, 80-83, 85-86, 96-97, 103-104, 109-110, 122-123

Australian Statistics Advisory Council (ASAC), 5, 81-82, 85

B

budget *see* Portfolio Budget Statements

C

capability development, 38, 96, 102, 108, 114

case studies, 41-46

Census of Population and Housing
(*also* 2026 Census), 2-3, 7, 11, 23, 25-26, 31-32, 56, 60, 86-87, 93

Census and Statistics Act 1905
see Legislation

Code of Conduct breaches *see* human resources management

Comcare, 115-116

committees *see* corporate governance

Commonwealth Electoral Act 1918
see Legislation

Commonwealth Procurement Rules, 90-91

Community Trust in ABS Statistics Survey (CTASS), 27

contact details, ii

contracts

consultancy and non-consultancy, 91-92

exempt contracts, 92

see also Financial Statements

corporate governance, 80-93

Corporate Plan, 8, 20, 22, 24

D
Data Acquisition Modernisation Program, 2, 25, 46, 56
data capability, 16-17, 25, 38, 108
data governance, 88-89
data integration (*also* data linkage), 44, 88
Data Profession, 4, 8, 16-17, 21, 23, 24-25, 36, 38-39
DataLab, 21, 33-35
Department of Finance (DoF), 68, 91, 93
Deputy Australian Statistician, 10, 71, 82, 109-110
disability, 16, 94, 101, 103, 106
diversity and inclusion *see* human resources management

E
enterprise agreements, 113-114
Environment Protection and Biodiversity Conservation Act 1999 (EPBC Act) *see* Legislation
environmental sustainability, 122-128
Executive Board, 71, 81-82, 85, 122-123
executive remuneration, 109-112
external reviews, 88

F
financial performance
asset management, 92-93
entity resource statements, 120-121
Financial Statements, 48-76
fraud prevention and control, iii, 86
Freedom of Information Act 1982, *see* Legislation

G
gender balance and pay gap, 103-105
Geoscience Australia, 11, 14
glossary, 136-139
governance of indigenous data, 90
governance *fora* *see* corporate governance
graduate recruitment, 16, 25, 36
Gruen AO, Dr David *see* Australian Statistician

H
human resources management, 94-116
attendance management, 115
diversity and inclusion, 17, 102-103
Code of Conduct breaches, 116-117
courses, 94, 107
employment arrangements, 113
flexible working arrangements, 114, 126
LGBTQIA+, 103
non-ongoing staff, 97, 99-100, 108, 117
non-salary benefits, 114
People and Culture Committee, 81-82
people development, 102, 106-107
performance management, 116-117
recruitment, 3, 16, 25, 36, 60-61, 87, 93, 95, 105, 108 *see also* graduate recruitment
rehabilitation management, 115
remuneration, 63, 70-71, 83-84, 87, 94, 105, 109-112
staff gender balance, 94, 103-104
staff location, 6, 96-97, 100-101
staff numbers and profile, 96-106
Strategic commissioning framework, 102
workforce planning, 95-96, 108

I
Indigenous *see* Aboriginal and Torres Strait Islander peoples
Information Publication Scheme (IPS), 81
injury and illness incidence *see* work health and safety
International Monetary Fund (IMF), 9, 12, 29, 30
international standards, 25, 29
interviewers, 60, 87, 96-97, 101, 113, 116-117

K
key management personnel (KMP), 58, 71, 109-110

L
legislation
Australian Bureau of Statistics Act 1975, 9, 80, 82, 85, 96, 113
Census and Statistics Act 1905, 31, 80, 89
Commonwealth Electoral Act 1918, 93
Environment Protection and Biodiversity Conservation Act 1999, 122, 127
Freedom of Information Act 1982, 80
Public Governance, Performance and Accountability Act 2013 (PGPA Act) *see* Legislation
Public Governance, Performance and Accountability Rule 2014 (PGPA Rule), iii, 20, 110
Public Service Act 1999, 87, 96, 98-101, 105-106, 113
Work Health and Safety Act 2011, 115
Leigh, the Hon Dr Andrew *see* Minister responsible for the ABS
letter of transmittal, iii
LGBTQIA+ *see* human resources management
diversity and inclusion, 17, 102

M
Minister responsible for the ABS, iii, 5, 9, 17, 48, 85

N
notifiable incidents, 115

O
organisational structure, 9-10
outcome and program, 8

P
pay *see* remuneration
performance management *see* human resources management
performance reporting
environmental, 122-128
financial *see* financial performance
non-financial *see* Annual Performance Statement

Portfolio Budget Statements (PBS), 8-9, 20, 22, 52-56
procurement, 90-91
privacy impact assessments (PIAs), 87-88
Provisional Improvement Notices (PINs), 115
Public Governance, Performance and Accountability Act 2013 (PGPA Act) *see* Legislation
Public Governance, Performance and Accountability Rule 2014 (PGPA Rule), iii, 20, 110
Public Service Act 1999 *see* Legislation
public trust *see* trust in ABS
purpose of ABS, 8, 22-25, 80

R
Reconciliation Action Plan (RAP), 103, 105
see also Aboriginal and Torres Strait Islander peoples

recruitment *see* human resources management

remote access to data *see* DataLab

remuneration

ABS salary ranges, 114

Audit and Risk Committee members, 83-84

auditors, 63

executive, 109

gender pay gap, 105

key management personnel, 58, 71, 109-110

other highly paid staff, 109, 112

senior executives, 111

resource statements, 120-121

risk management, 80, 82, 85-86, 122-124

S
salary arrangements *see* remuneration

Senior Executive Service (SES) staff

gender balance, 103-104

numbers, 98-99, 104

remuneration, 113-114

social media, 7, 93

staff *see* human resources management

strategic planning *see* Corporate Plan

T
TableBuilder, 21, 33, 34-35
Treasury portfolio, 9, 20, 22
tribunals *see* external reviews
trust in ABS, 5, 21, 23, 26-27

U
underperformance (staff) *see* human resources management

W
website (ABS), ii, 8-9, 21, 28-29, 32-35, 81, 83, 85, 88, 93, 126
work health and safety, 107, 115
Work Health and Safety Act 2011 *see* Legislation
workers' compensation, 61, 115-116

