



ANNUAL REPORT

2025-26



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Our Story. Our Future.

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The 2025–26 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 Maluililgal people, Badu Island artist Naseli Tamwoy.

Acknowledgement of Country

The Australian Bureau of Statistics acknowledges Aboriginal and Torres Strait Islander peoples as the Traditional Owners and Custodians of Country throughout Australia where we work, learn and live. We recognise their continuing connection to land, waters and community. 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 2026.

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 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 2025–26:

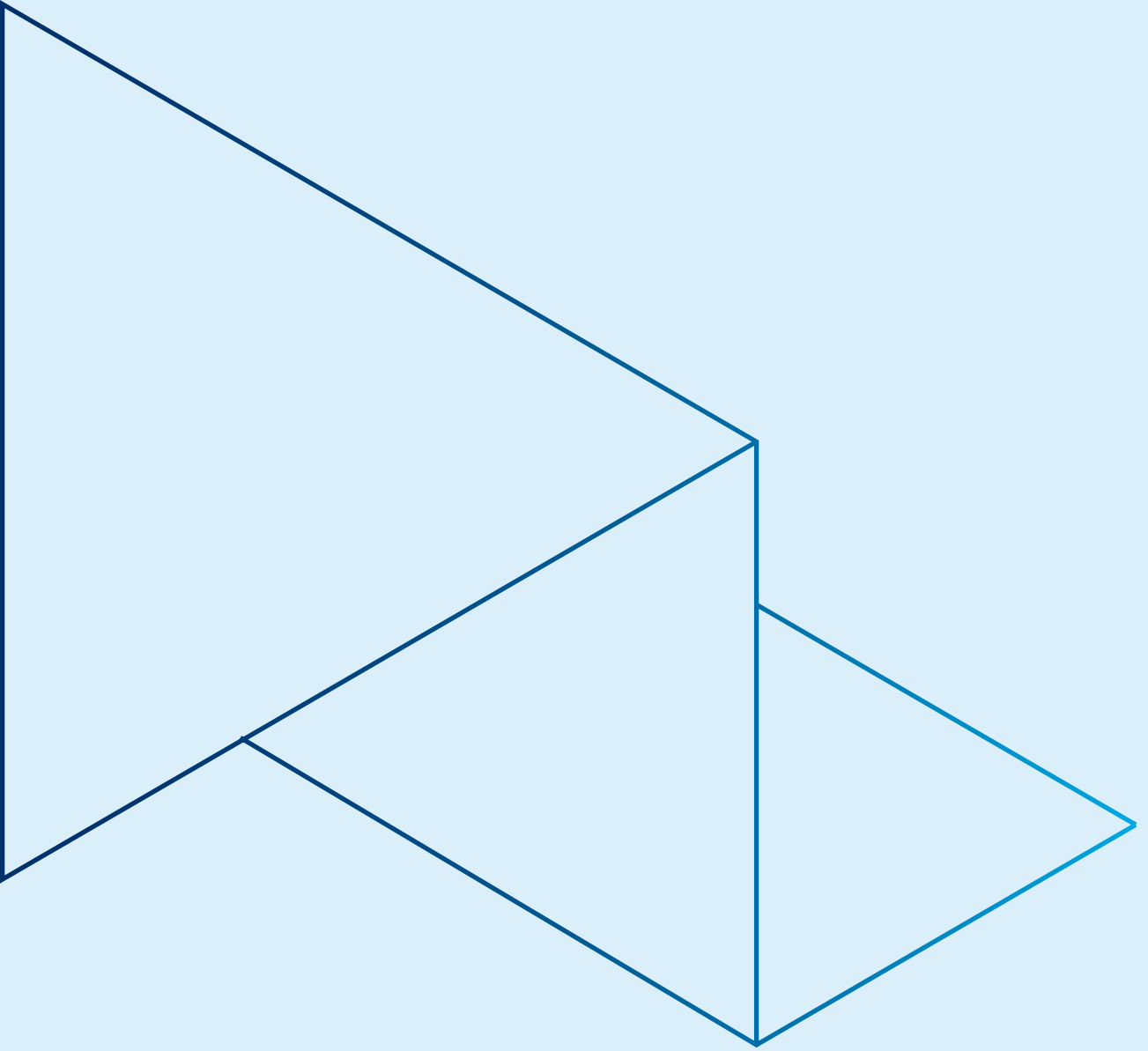
- the ABS has prepared fraud risk assessments and a fraud control plan
- the ABS has fraud prevention, detection, investigation and reporting mechanisms in place that meet its specific needs
- I have taken all reasonable measures to appropriately deal with fraud relating to the ABS.

Yours sincerely



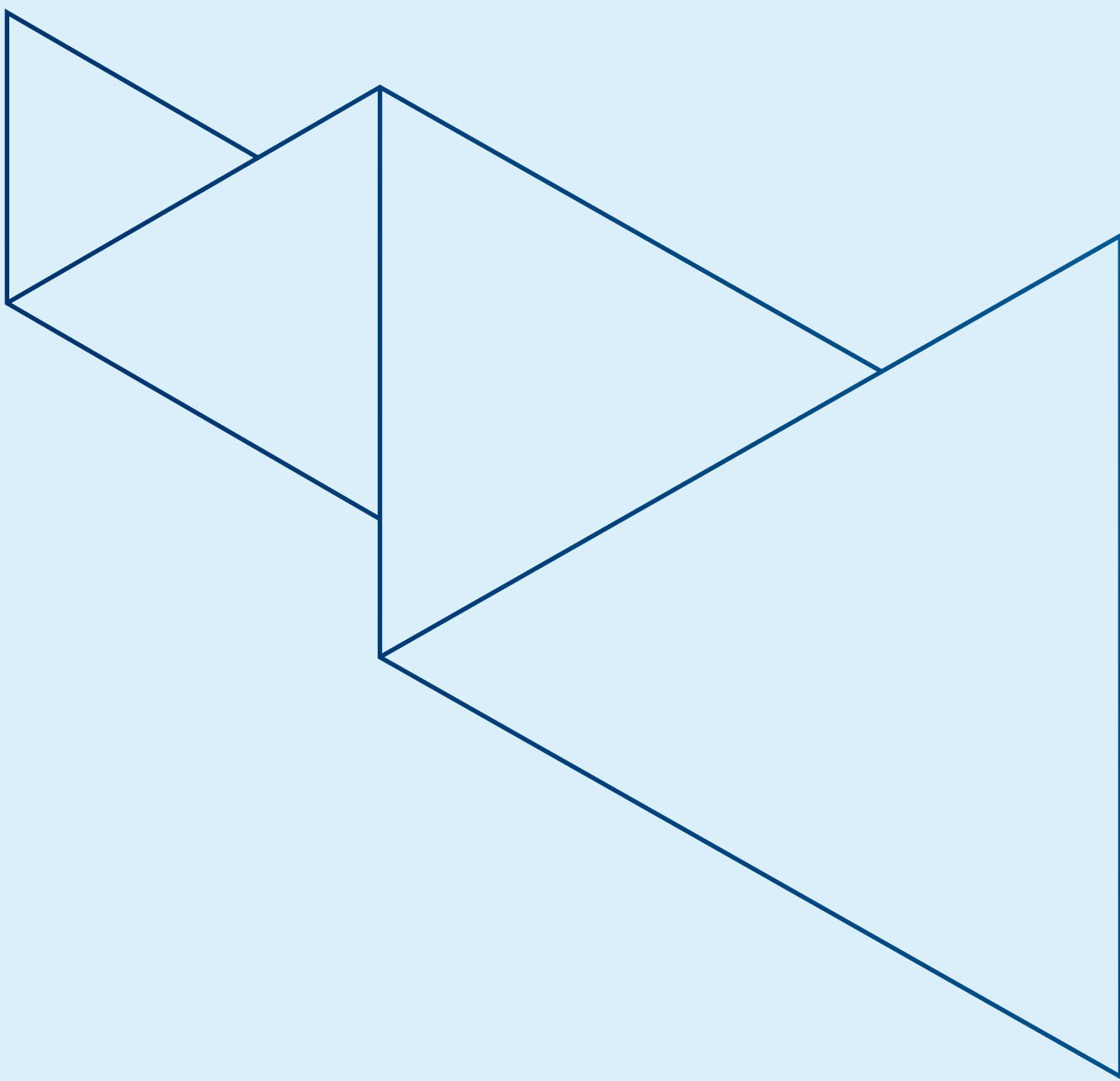
Dr David Gruen AO
Australian Statistician

16 September 2026



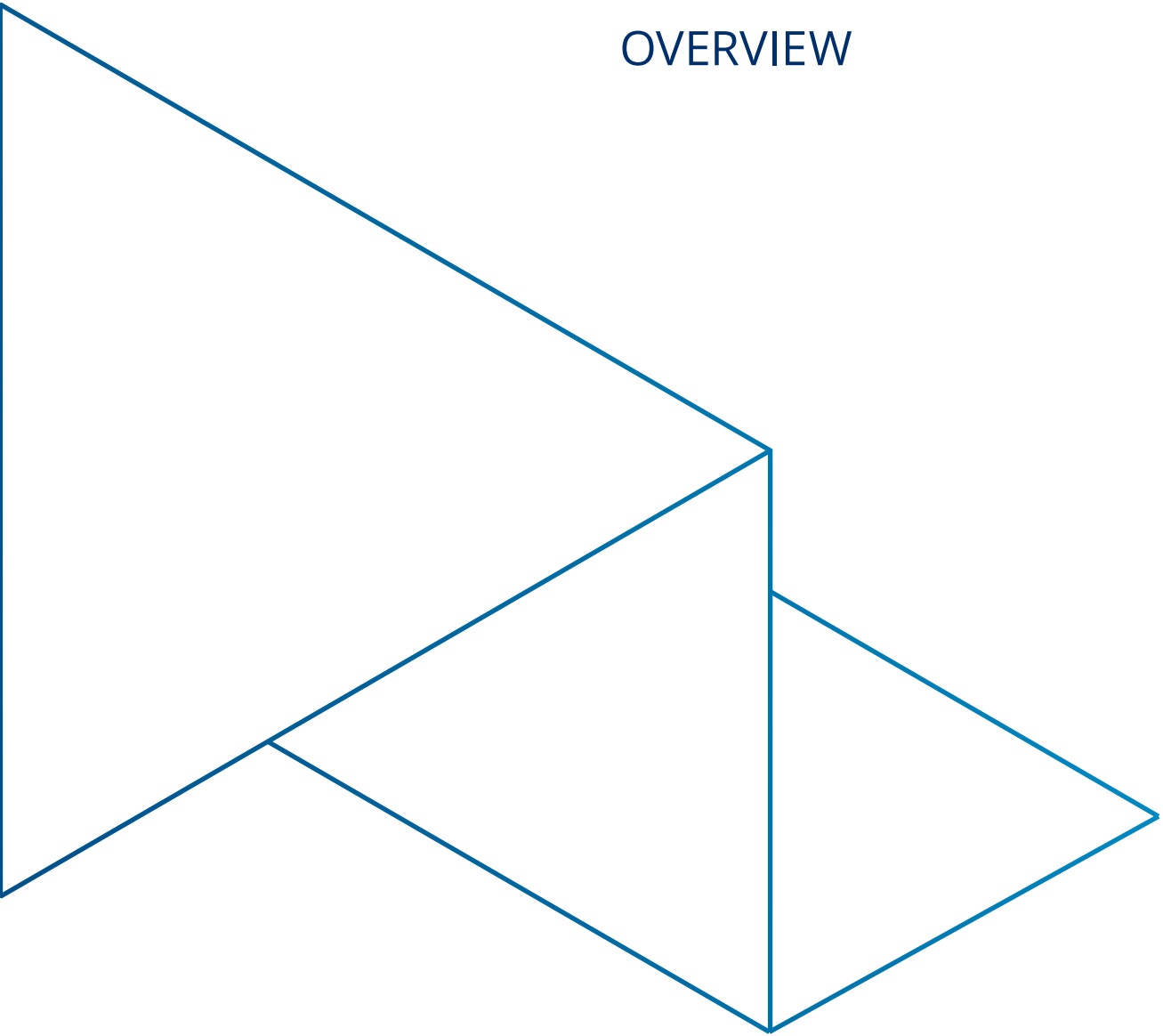
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SECTION ONE

OVERVIEW



Australian Statistician's review



Dr David Gruen AO
Australian Statistician

Introduction

I am pleased to present the ABS Annual Report for 2025–26. This report outlines the key activities and achievements of the ABS over the past year, which reflect our ongoing efforts to deliver independent, trusted statistics and insights that support decision-making across Australia.

Throughout 2025–26, we strengthened our data systems, expanded and enhanced our data

and statistical offerings and prepared for major national collections. Our work continues to evolve to meet Australia's information needs.

Delivering a new inflation benchmark

One of the most significant achievements this year was the introduction of a complete Monthly Consumer Price Index (CPI) on 26 November 2025, establishing a new national benchmark for measuring inflation. The shift from a quarterly to a monthly headline series provides an earlier measure of changes in the rate of inflation and supports more responsive monetary and fiscal policy decisions that have a direct impact on all Australians.

The ABS worked closely with government, industry and academic users to ensure the monthly CPI is robust, high quality and aligned with international standards. This included incorporating new and enhanced data sources such as childcare data and advancing innovations in data processing and analysis to deliver more timely and reliable economic insights. The ABS also released materials to support users in understanding the transition, including historical monthly data and guidance on interpreting monthly movements.

2026 Census

A key focus this year was preparing for the 2026 Census of Population and Housing, conducted on 11 August. Several important milestones were achieved to support operational readiness and deliver a positive experience for participants. These included:

- finalising and publishing the 2026 Census Topics and Data Release Plan, following extensive public consultation and testing. The 2026 Census included new questions on sexual orientation and gender for people

aged 16 years and over, and updates to several existing questions to improve data quality and inclusivity to meet emerging data needs.

- conducting a large-scale Census Test involving a sample of 51,752 dwellings across selected regions, which played a key role in preparing for, and assuring, the 2026 Census. The test confirmed the effectiveness of systems and processes, providing assurance of operational readiness ahead of Census Night.
- collaborating closely with Services Australia to introduce a new way to access the online Census form through myGov, which supports the Australian Government's broader goal of making myGov a key front door for online services.

As the largest statistical collection undertaken in Australia, the Census provides valuable insights into Australia's people, households and communities. Data from the 2026 Census will be released in phases, beginning in June 2027, with subsequent releases through 2027 and early 2028.

Modernising data acquisition

The ABS made progress on the Data Acquisition Modernisation Program, a major enterprise initiative transforming how we collect data and interact with people and businesses. The program was developed to counter long-term declining response rates and rising data acquisition costs by delivering simpler, more accessible and digitally enabled experiences for survey participants.

Work during the year focused on moving key surveys off legacy IT systems. This included decommissioning the Blaise platform, operations management systems and infrastructure which has supported ABS survey collection since we began collecting data online. Completing this transition aligns these surveys with standard online ABS collection practices, supports modern instrument development and strengthens the systems underpinning several critical national statistics.

In parallel, work was undertaken to strengthen the digital foundations of data acquisition through integration and testing of a new cloud-based survey platform, which will modernise how surveys are designed and make it easier for data providers to complete our surveys. The contact centre was also upgraded, using modern tools and processes to improve the provider experience.

Measuring what matters

The ABS successfully delivered the first of the reinstated annual General Social Surveys (GSS) on 6 May 2026, following funding provided by the Australian Government in the 2024–25 Budget. The GSS plays an important role in supporting more regular reporting of a range of metrics in the Department of the Treasury's *Measuring What Matters* Framework.

The ABS published the *Measuring What Matters* dashboard on 15 September 2025, providing insights into Australians' social characteristics, wellbeing and lived experiences. The 2025 dashboard included updates to 44 of the framework's 50 indicators, with headline metrics updated for 35 indicators. As part of the ABS' responsibility for annual updates to the dashboard, data from the GSS will be used to update 13 wellbeing metrics, starting from the 2026 dashboard update.

The 2025 GSS also incorporated several initiatives delivered through the Data Acquisition Modernisation Program. Respondents were able to complete the survey online or by telephone interview, using a questionnaire designed to work seamlessly across devices including mobile phones. This approach supports our commitment to reducing the burden on survey providers and making it easier for people and businesses to provide information.

Growth in the use of integrated data

Demand for the ABS' integrated data assets continued to grow in 2025–26. The Person-Level Integrated Data Asset (PLIDA), which brings together information on areas such as healthcare, education, government payments, personal income tax and population, and the Business Longitudinal Analysis Data Environment (BLADE), which combines business data from across government, support policy development, program evaluation and research. Since 2017, more than 850 projects and 5,000 researchers have accessed PLIDA and BLADE, with 344 projects accessing integrated data as at July 2026. Many projects now use both PLIDA and BLADE, demonstrating the growing value of integrated data in providing insights to inform decisions affecting Australians and Australian businesses.

Harnessing Artificial Intelligence

During 2025–26, the ABS made significant progress in applying Artificial Intelligence (AI) to improve the productivity and efficiency of statistical operations. A major achievement was the operational deployment of the Whole of Australian Government Coding Service (Coding Service), which uses machine learning to support faster and more consistent coding across statistical collections.

The Coding Service has already delivered substantial efficiency gains, saving 1,130 hours of manual effort to code occupation data for the *Causes of Death, Australia* publication. Building on this success, we are planning to embed the service more broadly across the organisation and explore additional applications in statistical production and data acquisition.

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. Key initiatives for 2026–27 and beyond include:

- processing, assuring and releasing high-quality 2026 Census data from June 2027. We have begun planning for the 2031 Census, ensuring Australia's largest statistical collection continues to evolve in response to changing community expectations and emerging data needs.
- progressing work to modernise the ABS, including migration of statistical collections to efficient and secure cloud-based tools. We will also commence implementing updated international classifications and standards that will maintain international statistical comparability and enable the ABS to measure the modern economy, including the impact of AI and the value of digital industries, closing crucial information gaps for policymakers.
- expanding our integrated data assets, which are supporting answers to complex policy questions and enabling research that benefits the Australian community. We will establish the National Veterans' Data Asset (NVDA) in partnership with the Department of Veterans' Affairs, the Australian Institute of Health and Welfare, the Department of Defence and the National Suicide Prevention Office. The NVDA will use PLIDA infrastructure to bring together deidentified longitudinal data for research and analysis to improve outcomes for veterans and their families.
- partnering with the Department of Health, Disability and Ageing to deliver the 2027 National Health Survey and the 2028 Survey of Disability, Ageing and Carers. These collections will provide important insights into the health, wellbeing and care needs of Australians and inform the design and evaluation of government policies and services.

Acknowledgments

I want to acknowledge the dedication and professionalism of the ABS workforce. Over the past year, staff have continued to deliver high-quality statistics and insights and responded to new opportunities and challenges. I am proud of what we have achieved together and thank all ABS staff for their contributions.

I also thank the Australian people for their continuing support and trust in the ABS. The willingness of survey respondents and data providers to contribute information is fundamental to our work. Without their support, we could not produce the high-quality and timely data that Australia relies on.

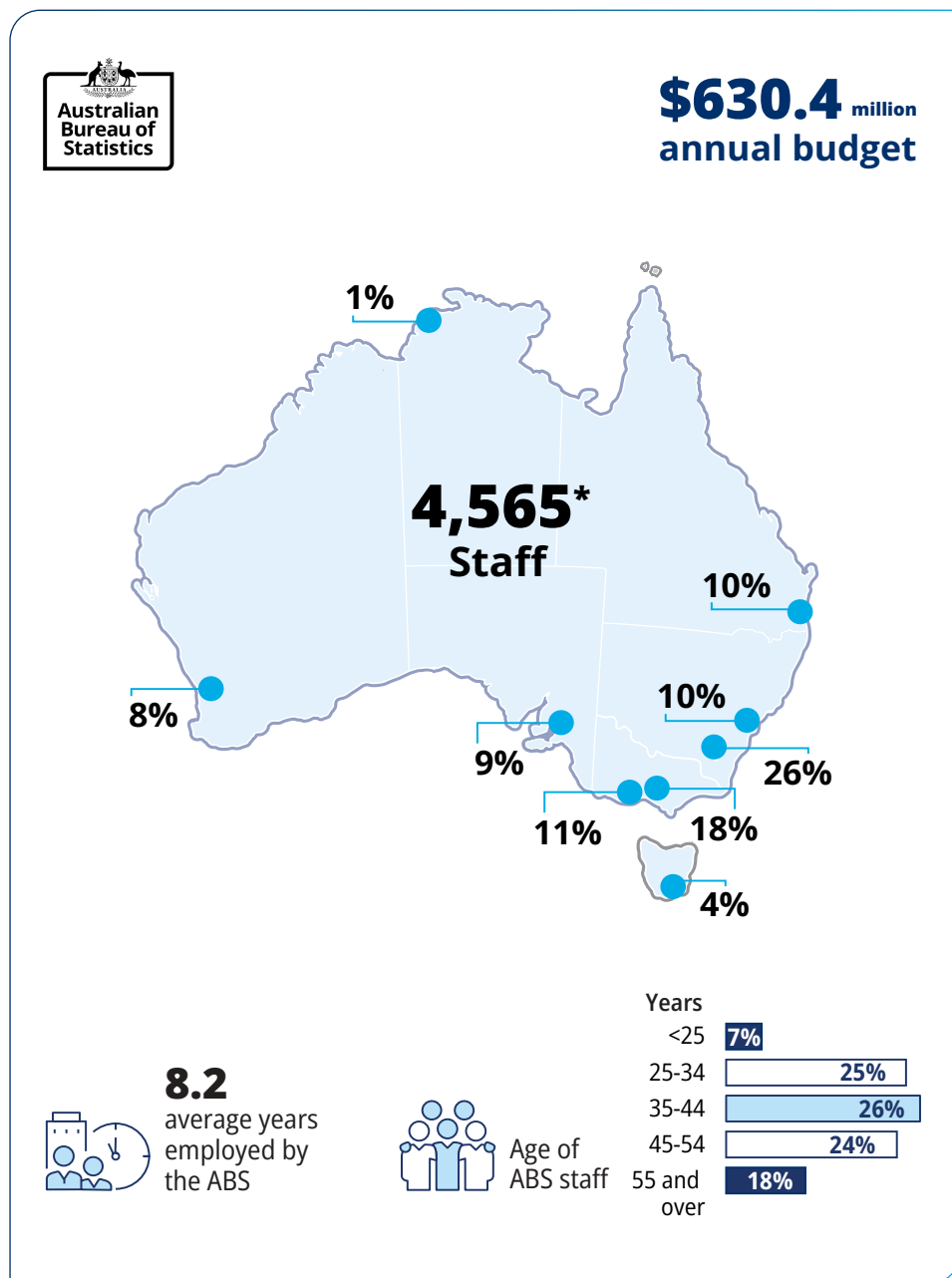
The ABS also benefits from strong partnerships across Australia and internationally. I am grateful to the organisations and national statistical offices that share their expertise, experience and innovation to help strengthen official statistics.

I would also like to thank Professor Emeritus Ian Harper AO, Chair of the Australian Statistics Advisory Council and fellow Council members for their advice and support.

Finally, I thank the Assistant Minister, the Hon Dr Andrew Leigh MP, for his continued support of the ABS during 2025–26.

ABS at a glance

Figure 2.1 ABS at a glance, as at 30 June 2026



● All ABS employees located in capital cities and Geelong
 * Includes 1,042 employees working on the Census



421 statistical releases to inform decisions



93 thousand estimated businesses surveyed to support official statistics



28 thousand Census Test responses to ensure readiness for the 2026 Census



130 thousand users opted in to participate in the 2026 Census through the myGov pathway



210 integrated datasets available to researchers in the ABS DataLab



1,790 researchers supported to access ABS integrated data

75 
from last year



22 million calls to the ABS API Service

11 million 
from last year



174 APS Data Graduates recruited across 34 agencies 38 placed at the ABS



28 million ABS website sessions

7 million 
from last year



667 thousand ABS social media followers

111 thousand 
from last year

Some numbers have been rounded.

Purpose and plan

The ABS informs Australia's important decisions by delivering relevant, trusted and objective data, statistics and insights.

As set out in the Corporate Plan 2025–26, the ABS achieves its purpose through 3 key activities:

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

In 2025–26, the ABS assessed its performance in achieving its purpose using 8 performance measures across these 3 key activities.

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

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.

Agency overview

The ABS is Australia's trusted source of official statistics and data insights

Every day, governments, businesses, researchers and communities rely on ABS data to better understand Australia and make informed decisions about its future.

The ABS collects, analyses and shares official statistics on the issues that matter most to Australians, including the economy, population, society, business and the environment. From measuring inflation and employment, to tracking population growth and social trends, the ABS provides an evidence base that helps shape public policy, services and investment across the nation.

As the steward of Australia's statistical system, the ABS provides the frameworks, standards and infrastructure that support the production and use of official statistics. By coordinating national statistical activities, managing key data assets and enabling the safe use of data for statistical and research purposes, the ABS helps maximise the value of data while maintaining public trust and protecting privacy.

The ABS also plays a key role in strengthening data capability across government. As the lead agency for the Australian Public Service (APS) Data Profession, it supports the development of a highly skilled workforce that can effectively use data to inform decision-making and deliver better outcomes for Australians.

Figure 2.2 shows the ABS organisational structure as at 30 June 2026. The Australian Statistician is the ABS Accountable Authority and a statutory office holder established under the *Australian Bureau of Statistics Act 1975*.¹ Dr David Gruen AO held this position for the full 2025–26 reporting period.



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

The ABS is an independent statutory authority within the Treasury portfolio and operates as part of the Australian Government. It is accountable to the Parliament and the Australian public through its responsible ministers, parliamentary committee processes, and the tabling of its annual report.

During the 2025–26 reporting period, the Hon Dr Andrew Leigh MP, Assistant Minister for Productivity, Competition, Charities and Treasury, was the minister responsible for the ABS.

1 <https://www.legislation.gov.au/C2004A00282/latest/text>

Organisational structure

Figure 2.2 Organisational structure, as at 30 June 2026



Cooperation and collaboration

In 2025–26, 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

- **Digital investment planning:** the ABS partnered with the Digital Transformation Agency (DTA) to mature our approach to legacy system management, digital investment planning and benefits realisation. The partnership enabled the ABS to better align modernisation priorities with government objectives and contribute to frameworks that can be applied across the broader public sector.
- **Securing the 2026 Census:** the ABS expanded its strategic partnerships with the Australian Signals Directorate (ASD) and Australian Cyber Security Centre (ACSC) and worked closely with delivery partners Amazon Web Services (AWS), Slalom Australia and CyberCX to strengthen our cyber security readiness for the 2026 Census. By combining ABS operational knowledge with the expertise of its government and industry partners, these collaborations have enhanced the security and resilience of Census technology services while maintaining strong delivery momentum.
- **2026 Census preparation:** we partnered with Services Australia to deliver contact centre services and a new myGov pathway for Census participation. Working with Australian Government cybersecurity experts, we ensured a safe and secure Census experience and engaged a broad range of private, not-for-profit and public sector partners and suppliers to support the delivery of the 2026 Census. The ABS also worked closely with the ABS Roundtable on Aboriginal and Torres Strait Islander Statistics to inform the design and planning of the 2026 Census, embedding cultural safety considerations and the priorities and diversity of Aboriginal and Torres Strait Islander peoples throughout.
- **Closing the Gap:** we co-chair the Data Policy Partnership (DPP) with the NSW Coalition of Peaks. The DPP's primary function is to make recommendations to the Joint Council on Closing the Gap to progress Priority Reform Four: Shared Access to Data and Information at a Regional Level², and improve data on Priority Reforms and socioeconomic outcomes, targets and indicators under the National Agreement on Closing the Gap.³
- **Disability data measures:** the ABS partnered with the Department of Health, Disability and Ageing to advance a nationally consistent approach to disability data collection in response to the Disability Royal Commission's recommendations. Early work demonstrates the value

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

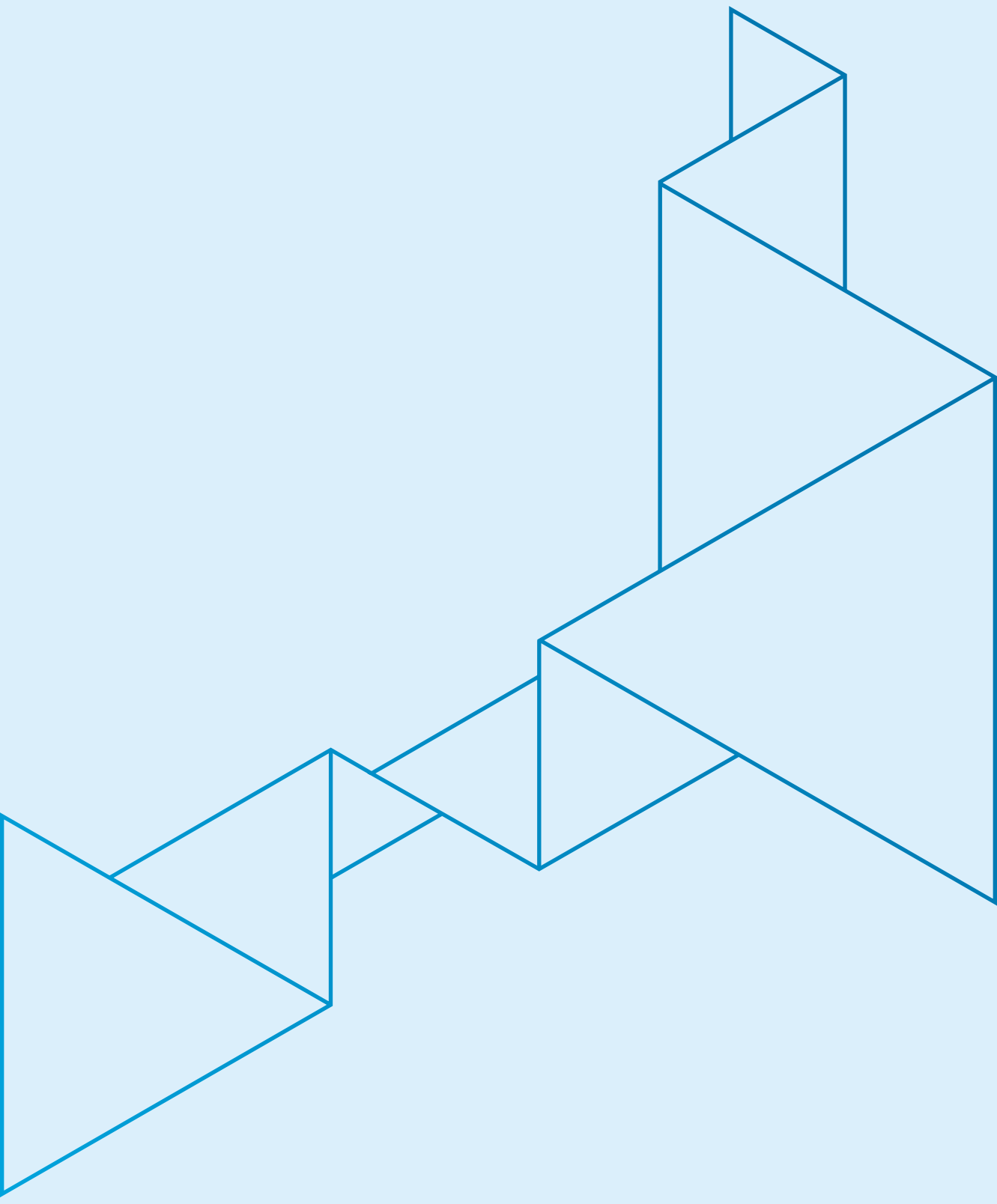
3 <https://www.closingthegap.gov.au/national-agreement>

of a common framework and minimum question set for producing comparable disability data.

- **New insights on disadvantaged children:** we continued our partnership with the ACT Government, South Australian Government and the University of Adelaide through the pilot Life Course Data Initiative to strengthen the evidence base for addressing entrenched disadvantage, inform long-term policy responses, and support communities to access data and build capability for local decision making.
- **Economic modernisation:** we worked with the Reserve Bank of Australia (RBA), the Department of the Treasury and leading economists to transition to a complete monthly CPI, establishing a new national benchmark for measuring inflation. We also worked with the RBA, the Department of the Treasury and state and territory government departments to support the modernisation of the Labour Force Survey.

Key international engagements

- The Australian Statistician supported international statistical cooperation through membership on the Bureau of the Organisation for Economic Co-operation and Development (OECD) Committee on Statistics and Statistical Policy (CSSP), and the United Nations Economic Commission for Europe (UNECE) Conference of European Statisticians.
- We contributed to the United Nations Statistical Commission (UNSC), providing strategic leadership on environmental-economic accounting, including through the co-chairing of the United Nations Committee of Experts on Environmental-Economic Accounting (UNCEEA).
- We represented Australia at the OECD CSSP presenting on progress towards implementing the updated System of National Accounts and Balance of Payments Manual.
- We worked with the Department of Foreign Affairs and Trade to build statistical capability in Indonesia, Timor-Leste, Papua New Guinea, Fiji and the Pacific.
- We co-chaired the Executive Board of the High-Level Group on Modernisation of Official Statistics (HLG-MOS). HLG-MOS is administered by the UNECE and consists of a coalition of willing and able countries and organisations who initiate and coordinate international collaboration dedicated to modernising methods, technology and official statistics practises. During 2025–26, the ABS actively participated in projects to improve cost efficiency in data collection, the use of multiple data sources in statistics and work ensuring AI is applied responsibly.



Special articles

Special article 1

Modernising the Consumer Price Index to meet the needs of Australians



KEY ACTIVITY

Produce high-quality statistics and insights

1

The CPI is one of Australia's most important economic indicators. For decades, it has helped governments, businesses and households understand changes in inflation and the cost of living to make informed decisions.

As the economy and community expectations have evolved, so too has the need for more timely economic information. In November 2025, the ABS delivered an important

addition to Australia's economic data with the release of Australia's first complete Monthly CPI. For the first time, comprehensive measures of inflation became available every month rather than every quarter.

"This is a major milestone for Australia and important enhancement to key economic data as we mark the transition from the quarterly CPI to the complete Monthly CPI as Australia's primary measure of headline inflation."

Dr David Gruen AO, Australian Statistician

From quarterly to monthly

The move to monthly inflation reporting builds on the ABS' long history of innovation in measuring price change. Over time, measuring the CPI has evolved to reflect changes in consumer behaviour, technology and new data sources. The complete Monthly CPI provides a comprehensive measure of inflation each month, including seasonally adjusted and underlying inflation measures, along with detailed capital city information.

Publishing inflation data monthly provides a timelier picture of economic conditions. It allows changes in inflation to be identified sooner and gives decision-makers earlier access to information that can influence economic and policy decisions affecting all Australians.

Delivering the transformation

Delivering a complete Monthly CPI required more than increasing publication frequency. Supported by Australian Government investment through the Big Data, Timely Insights Phase 2 transformation program, the ABS redesigned its CPI production process and rebuilt the underlying technology platform in a secure cloud environment. The new platform can process large and more complex datasets, improves operational resilience and supports future innovation.

The transformation also introduced new data sources and statistical methods. High-quality datasets, including childcare data, provide a more contemporary and detailed view of consumer spending. These sources enable prices to be measured more frequently and comprehensively than was previously possible.

The transition to a complete Monthly CPI demonstrates how the ABS can modernise its statistical systems while maintaining the trust, quality and transparency that underpin official statistics. New methods and systems were rigorously tested, and the ABS worked closely with the Reserve Bank of Australia, the Department of the Treasury, leading economists, academia and the private sector throughout development and implementation. Users of the CPI data have been supported by ABS articles⁴ explaining the changes and providing additional analysis of the monthly data.

Benefits already being realised

The benefits of a monthly CPI are already being realised. More timely inflation data supports a better understanding of economic conditions and cost-of-living pressures. The Reserve Bank of Australia welcomed the introduction of the complete Monthly CPI⁵, describing it as "a significant milestone" that brings Australia in line with international best practice and, over time, will support "well informed and timely monetary policy decisions".

With the introduction of monthly inflation reporting, Australia is now aligned with all other G20⁶ countries that publish inflation data monthly. The achievement demonstrates how investment in modern data, technology and statistical capability can strengthen Australia's statistical system and ensure the ABS continues to deliver trusted data and insights for the nation.

While the introduction of the complete Monthly CPI represents a major milestone, the ABS continues to modernise its CPI systems and processes. Work is underway to uplift collection capabilities and retire remaining legacy platforms, completing the transition to a fully modernised end-to-end CPI production environment.

4 <https://www.abs.gov.au/statistics/economy/price-indexes-and-inflation/consumer-price-index-australia/latest-release#article-archive>

5 <https://www.rba.gov.au/publications/smp/2025/nov/box-c-the-transition-to-a-complete-monthly-cpi.html>

6 The G20 (Group of Twenty) is an international forum for the world's major economies consisting of 19 countries, the European Union, and the African Union.

Special article 2

Governance of Indigenous data



2

KEY ACTIVITY

Exercise leadership
in strengthening
Australia's data
capabilities

The APS Framework for Governance of Indigenous Data (the Framework) aims to give Aboriginal and Torres Strait Islander peoples greater influence over how government-held data about them is collected, managed, accessed and used. At the ABS, implementation of the Framework builds on longstanding efforts to strengthen the governance of Aboriginal and Torres Strait Islander data and statistics. These efforts are led by the

Centre for Aboriginal and Torres Strait Islander Statistics (CoATSIS), whose Engagement Management Unit (EMU) works directly with communities to build relationships, support participation in data collection activities, and improve access to statistical information. The Framework reinforces and complements this work by further embedding Indigenous Data Governance across the organisation.

Working in partnership

The ABS is committed to working in genuine partnership with Aboriginal and Torres Strait Islander peoples to enhance governance of Indigenous data. Since 2013, the ABS Roundtable on Aboriginal and Torres Strait Islander Statistics has provided cultural advice and expertise to improve statistical solutions. The Roundtable met twice in 2025–26, focusing on improving Aboriginal and Torres Strait Islander access to Census, integrated and administrative data at a regional level.



ABS Roundtable on Aboriginal and Torres Strait Islander Statistics members and ABS staff at the October 2025 meeting at ABS House on Nggunawal Country.

Established in 2025 under the National Agreement on Closing the Gap, the Data Policy Partnership (DPP) brings together Aboriginal and Torres Strait Islander representatives and state and territory governments to achieve better data outcomes for Aboriginal and Torres Strait Islander people and communities. Co-chaired by Mr Sharif Deen, the Acting Chief Executive Officer of the Aboriginal Legal Service (NSW/ACT) and ABS Deputy Australian Statistician, Dr Phillip Gould, the DPP met 3 times in 2025–26 to progress Priority Reform 4 of the Closing the Gap Agreement, strengthening shared decision-making.

Building capability

Building data capability is essential to improving access to government-held data. In 2025–26, CoATSIS delivered TableBuilder training to Aboriginal and Torres Strait Islander community organisations, including the NSW Coalition of Aboriginal Peak Organisations. A training package using the latest National Aboriginal and Torres Strait Islander Health Survey data was also developed to support organisations and communities to access, understand and use health information relevant to their needs.

Data access and systems

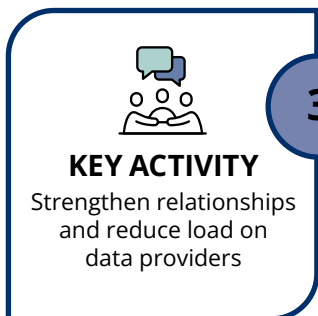
The ABS is strengthening its Data Asset Inventory through the addition of an Indigenous data identifier, making it easier for users to identify relevant datasets. Through the EMU, the ABS also works with communities and organisations to connect them with ABS data that support local priorities and decision-making.

To better understand community data needs, 100 Aboriginal and Torres Strait Islander stakeholders were surveyed about ABS data products. The results have informed plans for how 2026 Census data will be disseminated.

The ABS Data Consultancy Service has been tailoring statistical solutions for remote Aboriginal communities to pilot the potential of integrated data to answer community queries. The ABS also expanded DataLab access by including Aboriginal Community Controlled Organisations in the Safe People element of the Five Safes Framework, helping these organisations access and use data more effectively.

Special article 3

Transition of the Labour Force Survey from legacy systems



3

As part of our 10-year modernisation plan, the ABS is improving how it collects information for the Labour Force Survey and other key surveys through the Data Acquisition Modernisation (DA Mod) Program. Supported by Australian Government funding through the 2024–25 Mid-Year Economic and Fiscal Outlook (MYEFO), these reforms are providing secure, modern digital ways for people to participate in ABS surveys, while reducing reliance on older, more costly face-to-face interviewing methods.

This represents the most significant update to ABS labour statistics collection since 2014. By replacing legacy collection systems with a modern digital platform and updated collection approach, the ABS is strengthening our ability to produce high-quality labour market statistics, improve the experience of survey respondents and build a more resilient and sustainable survey program for the future.

Improving the user experience for survey participants

A key achievement of the DA Mod Program has been the successful migration of the Labour Force Survey from legacy collection systems to a modern platform. This provides a more intuitive and flexible experience for participants, allowing them to complete the survey on the device of their choice, including smartphones.

Survey content has also been streamlined, and the collection approach has been redesigned, making participation easier whilst improving our ability to provide supplementary labour market insights in the future. Core labour force questions continue to be collected from all participants throughout their eight months in the survey, while supplementary labour market information is now collected through a dedicated Labour Supplementary Survey completed in the final month of participation. This enables supplementary labour market information to be collected continuously throughout the year, rather than twice a year under the previous approach.

Benefits realised and expected

This modernisation has delivered both immediate and long-term benefits for survey participants, the ABS and users of labour market statistics.

Survey participants can now complete the survey online using the device that suits them, including a smartphone. Streamlined survey content has also made participation quicker and easier, with online response increased and almost half of online respondents completing their survey on a smartphone.

"This is one of the most significant changes to how we collect labour market information in recent years. It modernises the experience for participants while helping ensure we can continue producing the high-quality statistics Australians rely on."

Bindi Kindermann, General Manager, People and Place Division

For the ABS, the new approach improves operational efficiency, reduces reliance on ageing technology and strengthens the long-term sustainability of labour statistics production.

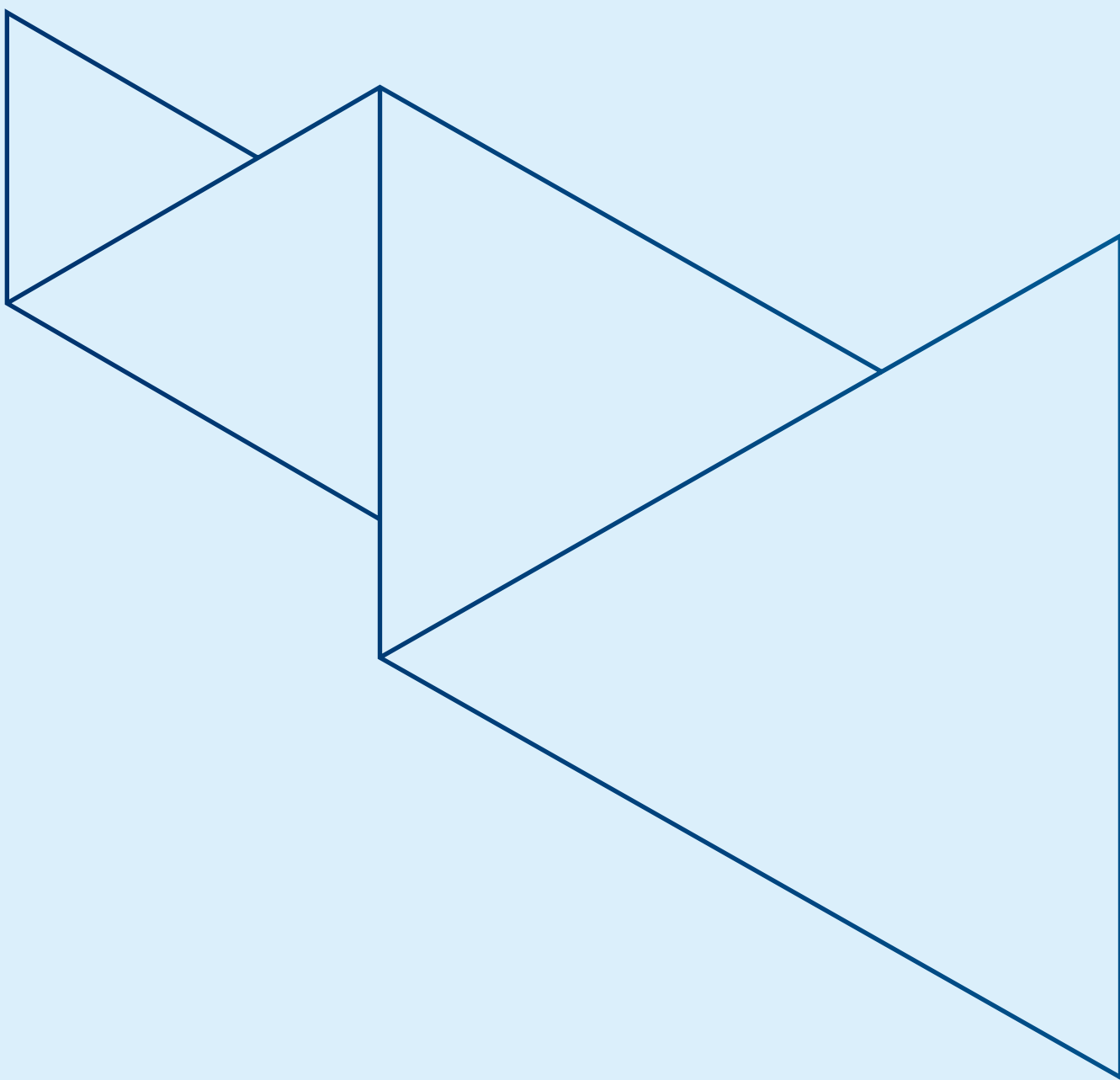
From a statistical perspective, the modernisation supports the ongoing production of high-quality labour force statistics while maintaining response rates. The redesigned approach to collecting data on labour force supplementary topics will increase the annual sample size from around 21,000 households to more than 30,000 households. This larger sample will create opportunities to produce more frequent statistics on selected labour market topics in the future.

Managing risk throughout the transition

Maintaining the quality and reliability of Labour Force statistics was a key priority throughout the transition. To minimise risk, the ABS progressively implemented these changes in 2026, onboarding survey rotation groups in stages rather than all at once. This phased approach enabled close monitoring of results and the ability to identify and address any issues quickly.

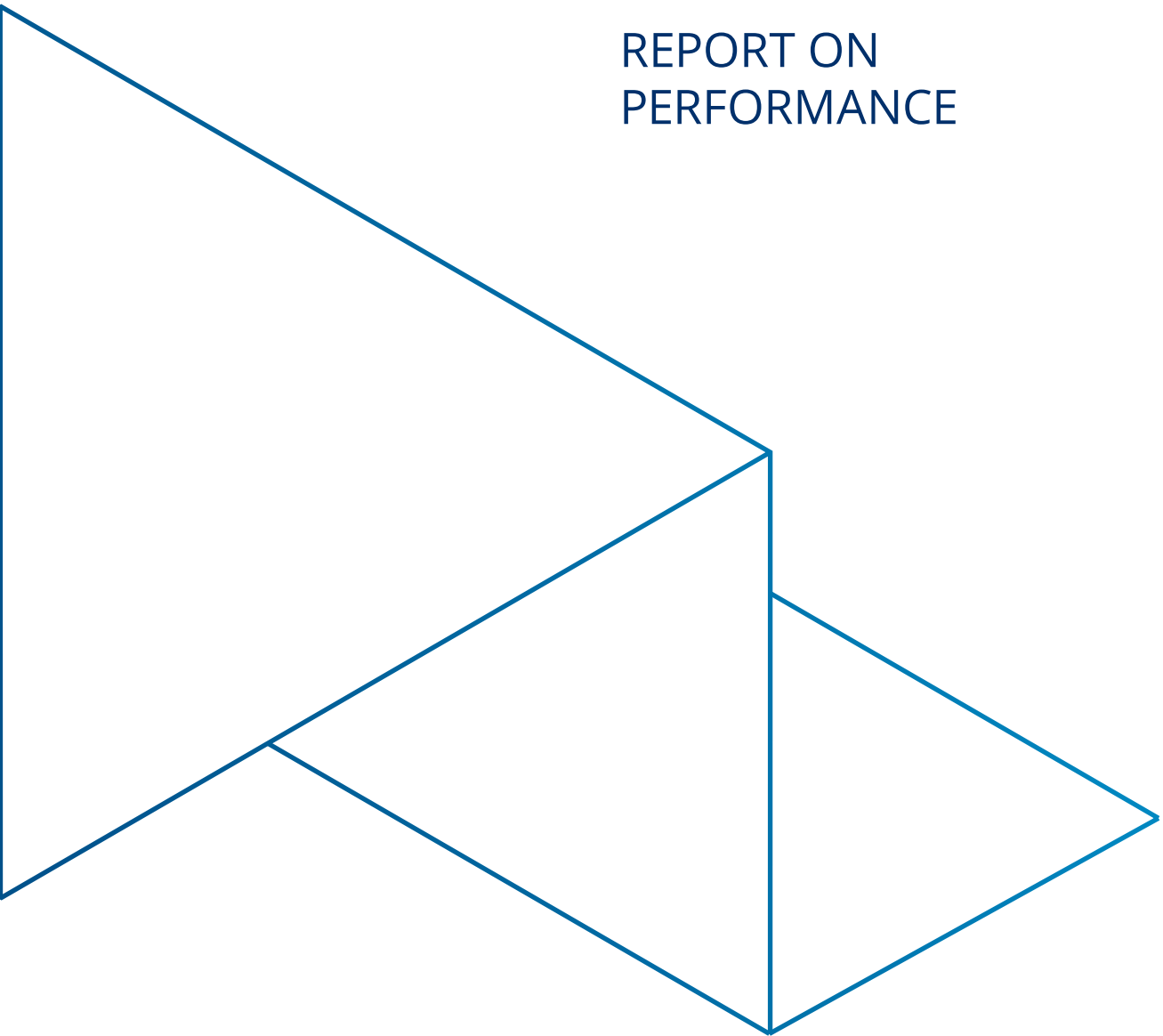
The ABS supported the transition with a range of quality assurance and risk management measures, including a 2,000-household field test, contingency planning, enhanced quality checks, and the use of administrative data such as Single Touch Payroll data to validate survey outputs. The ABS also worked closely with stakeholders, advisory groups and methodological experts throughout the process.

Together, these measures helped ensure a smooth transition while maintaining confidence in the quality, continuity and reliability of Australia's labour market statistics.



SECTION TWO

REPORT ON PERFORMANCE



Annual Performance Statement

Introductory Statement

As the accountable authority for the Australian Bureau of Statistics (ABS), I present the ABS Annual Performance Statement 2025–26, 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 2025–26 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 2026, assessed against the purpose, key activities and performance measures relevant to the ABS published in the:

- ABS Corporate Plan 2025–26.⁷
- ABS Portfolio Budget Statements 2025–26.⁸



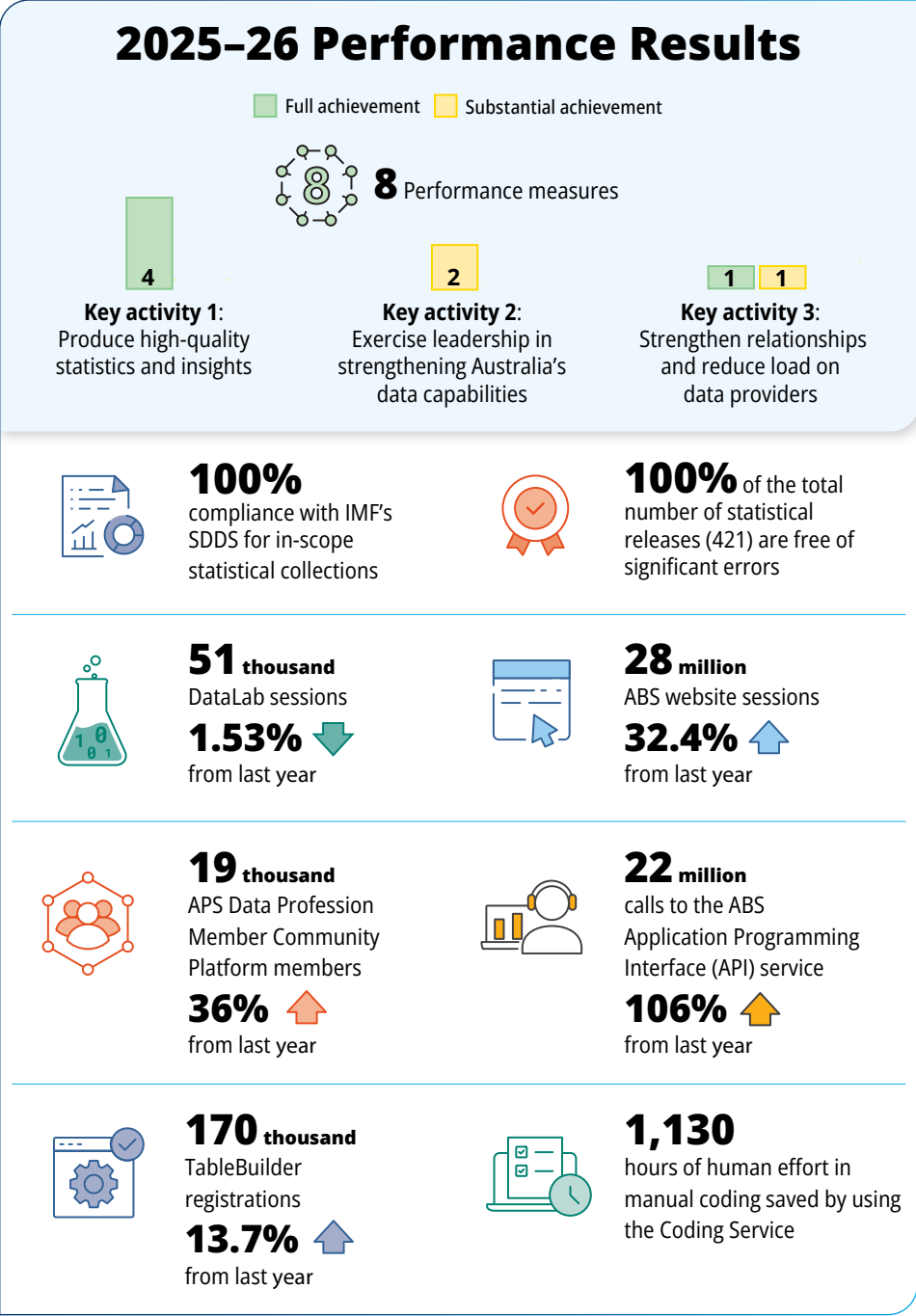
Dr David Gruen AO

Australian Statistician

⁷ <https://www.abs.gov.au/about/our-organisation/corporate-reporting/abs-corporate-plan/2025-26>

⁸ The ABS entry in the Portfolio Budget Statements 2025–26 for the Treasury portfolio is contained in *Budget 2025–26 – Portfolio Budget Statements 2025–26: Budget Related Paper No. 1.15 – Treasury Portfolio*, pp. 63–80. (<https://treasury.gov.au/sites/default/files/2025-06/pbs-treasury-2025-26.pdf>).

Figure 4.1 Annual Performance Statement 2025–26 dashboard



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 2025 to 30 June 2026. The Statement presents the results of the ABS’ performance over the financial year against the performance criteria in the ABS Portfolio Budget Statements (PBS) 2025–26 and ABS Corporate Plan 2025–26.⁹ 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 2025–26 outlined eight measures for assessing performance for the reporting period. The results are summarised below. 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 2024–25.

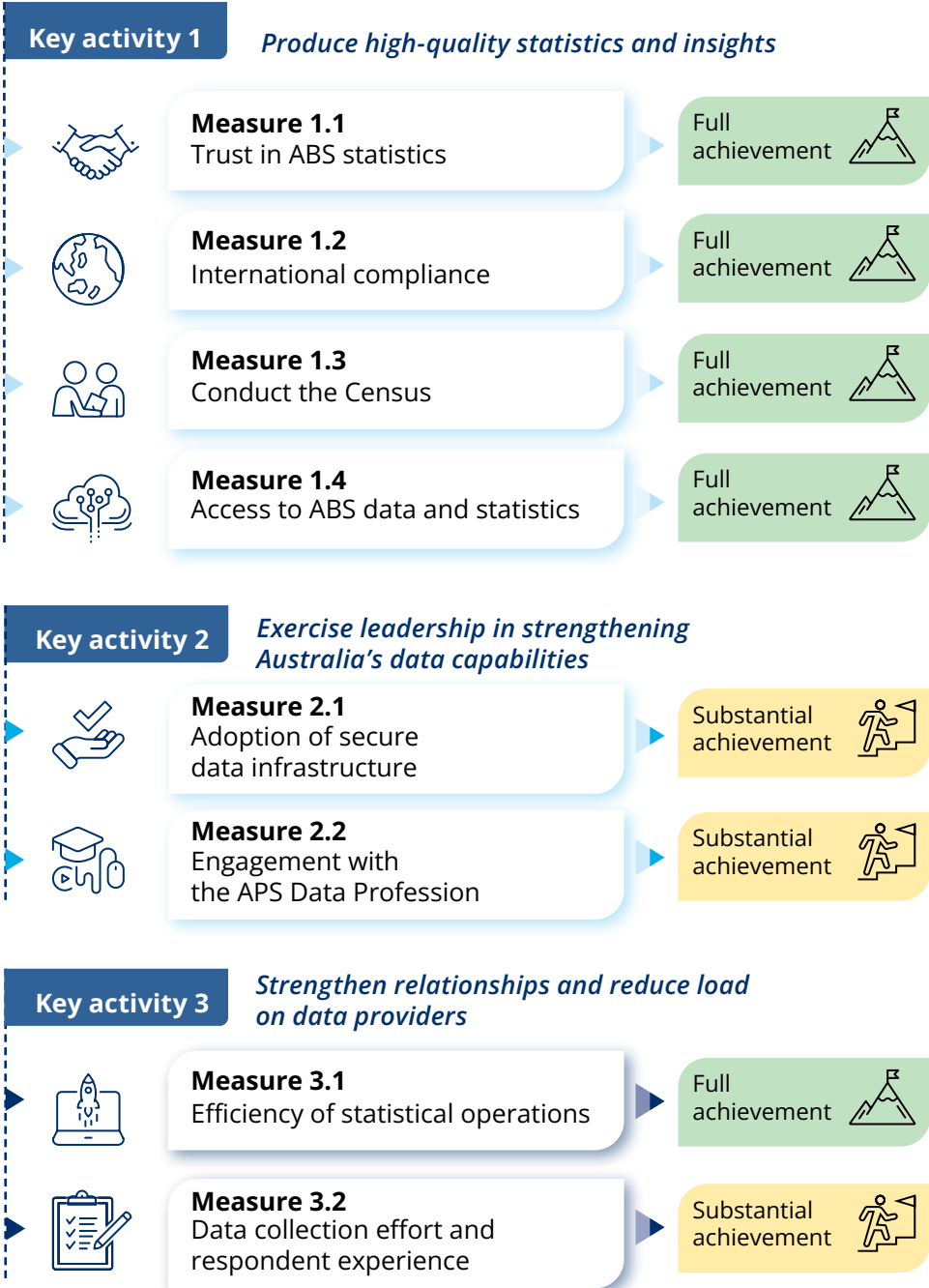
Performance ratings

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 not available due to the frequency of the testing, unavailability of information, or establishing a benchmark	Result not available due to the frequency of the testing, unavailability of information, or establishing a benchmark

9 <https://www.abs.gov.au/about/our-organisation/corporate-reporting/abs-corporate-plan/2025–26/performance-information>

Summary of performance results by key activity¹⁰



¹⁰ Method 1 under Measure 1.1 and Method 1 under Measure 3.2 were not assessed in 2025–26 and were therefore excluded from the overall performance assessment of those measures.

Analysis of performance against purpose

In 2025–26, the ABS demonstrated achievement against its purpose and all 3 key activities as outlined in the ABS Corporate Plan 2025–26. The ABS effectively managed a dynamic operating environment, maintained proactive oversight of strategic and operational risks, invested in organisational capability, and continued strong partnerships with Government, business and the community. These efforts supported the delivery of high-quality statistics and insights that informed important decision-making across Australia.

Of the 8 performance measures published in the ABS Corporate Plan 2025–26, 5 were fully achieved and 3 were substantially achieved.

Operating environment management

During 2025–26, demand for timely, high-quality official statistics and data services continued to grow, alongside increasing expectations for data sharing, integration and more responsive insights. This required balancing user needs, rising operating costs and resource constraints while maintaining the quality, integrity and trustworthiness of official statistics. The ABS also operated in a challenging environment marked by ongoing declines in survey response rates, rapid technological change, and evolving community expectations. The demand for highly skilled professionals continued to create recruitment and capability challenges, requiring careful workforce planning and prioritisation of critical capabilities.

To respond to these challenges and changing expectations, the ABS continued to shape the next phase of its modernisation program during 2025–26. Building on platforms and capabilities delivered through recent Australian Government investments, the program will strengthen statistical and data infrastructure, support the adoption of updated international standards and the responsible use of artificial intelligence (AI), and further modernise how the ABS collects, analyses and shares data. These investments will enable the ABS to continue delivering objective, relevant and trusted statistics and data services that inform important decisions by governments, businesses and the broader community.

The ABS continued to improve access to data, statistics and analytical services while maintaining privacy and data confidentiality. Growth was driven by increased use of digital channels, including Application Programming Interfaces (APIs), website traffic and TableBuilder, reflecting the ongoing shift toward digital and self-service data products. The ABS also continued to increase the use of administrative data to either shorten surveys or eliminate the need to survey businesses, thereby reducing provider burden and improving the efficiency of statistical operations.

Factors affecting achievement of purpose

Some performance outcomes were adversely affected by challenges associated with providing a contemporary online experience in the ABS'

ageing systems, which contributed to online completion of the Monthly Population Survey remaining below target. Performance was also affected by slower-than-anticipated uptake of secure infrastructure services, particularly due to legislative and legal constraints, broader cross-government budgetary pressures and processes, and competing platforms. In addition, changes to user behaviour reduced engagement with some services, including views and downloads of resources available through the APS Data Profession Member Community Platform.

Analysis against ABS' 3 key activities that support its purpose

Key activity 1: Produce high-quality statistics and insights

The ABS delivered trusted, relevant and high-quality statistics and insights that informed decision-making across Government, business and the Australian community. The ABS maintained rigorous quality standards for statistical outputs, continued to comply with international statistical standards, and met key milestones toward the 2026 Census. Access to ABS data products and services also continued to grow, reflecting the value and relevance of ABS statistics and insights.

Key activity 2: Exercise leadership in strengthening Australia's data capabilities

The ABS continued to provide leadership through the APS Data Profession and initiatives that support secure data sharing. APS Data Profession memberships continued to grow, supporting capability development and knowledge sharing across the Australian Public Service. While the number of executed agreements for the Secure Environment for Analysis of Data (SEAD) remained unchanged, interest remained strong and additional organisations are expected to onboard in 2026–27. These activities strengthened Australia's capacity to use data effectively and responsibly to improve policy, service delivery and research outcomes.

Key activity 3: Strengthen relationships and reduce load on data providers

The ABS continued to reduce provider burden through more efficient approaches to data collection and processing. This included increasing the use of administrative data, applying automated coding solutions and modernising survey collection systems. The Whole of Government Coding Service delivered significant efficiencies, while investment in data acquisition modernisation is improving the user experience for survey respondents. These activities support sustainable data collection and make it easier for households and businesses to provide information to the ABS.

Key activity 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 2025–26, the ABS assessed performance against key activity 1 using four 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 2025–26, performance measures 1.1, 1.2, 1.3, and 1.4 were assessed as fully achieved. Further explanation is provided below.

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

Rating:
full achievement



Context

Maintaining a strong level of trust in the ABS is crucial for achieving high survey response rates. This trust signifies the confidence households, businesses and other data providers have that the information they provide 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, high 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) 		
2025–26 TARGET 	2025–26 RESULT 	2025–26 RATING 
At least 85% level of trust in the ABS and ABS statistics	Not assessed in 2025–26. Assessment occurs every five years	Not assessed
Analysis The CTASS was not conducted in 2025–26. Therefore, this method is not included in the assessment of performance measure 1.1 trust in ABS statistics. The next survey is scheduled for 2029–30, in line with the five-year collection cycle. The most recent CTASS, conducted in 2024–25, found that 90% of the general community and 99% of informed users trusted the ABS as an organisation. It also found that 89% of the general community and 100% of informed users trusted ABS statistics.		
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.

Method 2: Number of statistics released on the ABS website are free of significant errors

2025-26 TARGET 	2025-26 RESULT 	2025-26 RATING 
100% of statistics released on the ABS website are free of significant errors	100% of statistics were released free of significant errors on the ABS website.	Full achievement 

Analysis

Between 1 July 2025 and 30 June 2026, there were 421 statistical releases published to the ABS website, 10 releases less than the previous financial year.

In 2025-26 there were no significant errors in the statistical releases published on the website. 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.

While no significant errors were identified, one non-significant error was identified in the background CPI tables¹¹ accompanying the Consumer Price Index (CPI), January 2026 release. The error affected the 'Contribution to percentage change' in five supporting tables where old weights had been used in the calculations. The affected five supporting tables were corrected and republished within one day of the error being identified. The error did not affect any headline CPI figures, including the headline inflation rate, trimmed mean, indexes or index movements.

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 re-release.

¹¹ <https://www.abs.gov.au/media-centre/media-statements/background-cpi-tables-be-republished>

Measure 1.2 International compliance – ABS statistics meet the 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 enable 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.

Method: Compliance with International Monetary Fund (IMF) Special Data Dissemination Standard (SDDS) ¹² 		
2025–26 TARGET 	2025–26 RESULT 	2025–26 RATING 
IMF assess the ABS to be 100% compliant with the SDDS for in-scope collections	Assessed as compliant based on the IMF Summary of Observance.	Full achievement 

12 <https://dsbb.imf.org/sdds>

Continued

Analysis		
Australia has subscribed to the SDDS since April 1996, with the ABS maintaining compliance to date. Compliance relates directly to the ABS' ability to release key economic and population statistics with appropriate coverage, frequency and timeliness set by the standard. These key statistics comprise national and international accounts, labour market data on employment and wages and earnings, Consumer Price Index (CPI) and population estimates. The ABS reports annually to the IMF on its compliance with the SDDS. Based on the material the ABS provides, the IMF publishes a summary of observance against the SDDS standard on its website. In 2025 the ABS' transition to a complete Monthly CPI improved the frequency and timeliness of Australia's inflation statistics, supporting adherence to international data dissemination standards and aligning Australia more closely with international best practice. 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).		
Type of data	Methodology	Data source
Quantitative / Output	The annual SDDS assessment is made on a calendar year basis and typically available on the IMF website in the first or second quarter of the following calendar year. During this process, the IMF assesses us on our 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 five 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*.¹³

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.

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

Method: Successful completion of the 2025 Census Operational Readiness Exercise (ORE)

2025-26 TARGET 	2025-26 RESULT 	2025-26 RATING 
Census ORE is completed and the evaluation report is agreed and accepted by the 2026 Census Executive Board	The Census ORE evaluation was completed, with findings presented to the 2026 Census Executive Board in December 2025. The final evaluation report was submitted in March 2026 and endorsed by the Board on 18 March 2026.	Full achievement 

Analysis

The 2025 ORE was held in August 2025 as the first, and only, major field test ahead of the 2026 Census. It involved a sample of 51,752 dwellings, split into four test models to meet key objectives. An additional opt-in model was offered through myGov, with a cap of 40,000 responses. It provided an opportunity to test operational procedures and the data flow across different environments including dissemination and systems.

The test sample was divided into 5 models which were:

- Model 1: Standard addressed letter with Census number and temporary passcode (with visit from field staff)
- Model 2: myGov targeted communications (no visit)
- Model 3: Addressed letter with no census number (no visit)
- Model 4: Drop Off Paper Form on Approach (with visit). This was a self-response model.
- Model 5: Remote Area Enumeration (with visit)

An evaluation of the Post Enumeration Survey, dissemination datasets, and the flow of data through dissemination systems and processes was also added as an addendum to the ORE evaluation report in July 2026.

The 2026 Census was conducted on 11 August 2026. Data from the 2026 Census will be released in phases, beginning in June 2027, with subsequent releases through 2027 and early 2028.

Continued

Type of data	Methodology	Data source
Qualitative / Quantitative / Output	The Census is the biggest and most comprehensive survey ABS undertakes, aiming to collect detailed information on every person and household in Australia. The successful completion of the major phases of the Census demonstrates our capability to conduct a large-scale data collection, ensuring high-quality and reliable statistics that inform critical decisions for Australia’s future.	ORE evaluation documented in the Census Executive Board briefing records.

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.

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

2025–26 TARGET 	2025–26 RESULT 	2025–26 RATING 
1% increase on benchmark ¹⁴	25.5% increase on benchmark	Full achievement 

Analysis

The ABS is committed to improving access to data, statistics and analytical services, while maintaining privacy and data confidentiality. The composite index provides a balanced measure of demand across multiple access channels and reflects the ongoing shift toward digital and self-service data products, including APIs.

In 2025–26, the composite index increased strongly to 125.5% (a growth of 25.5%), continuing the upward trend of recent years and demonstrating sustained demand for ABS data and services. Growth was driven by increased use of digital channels, including APIs, website traffic and TableBuilder. While some service measures declined, this reflects users' increasing preference for freely available and self-service access options.

Overall, the result highlights the ABS' success in expanding access to data and adapting to changing user needs and technology.

Calls to API services rose by 106% from 10,730,201 in 2024–25 to 22,116,123 in 2025–26, driven by a 117% increase in calls to ABS Data API. There is no evidence of significant traffic from Artificial Intelligence systems. A high volume of calls from custom user-agents and python-based systems suggests increased automated API access, possibly due to AI coding assistants making it easier to build and launch automated tools. Indicator API had a 4% increase from last year, consistent with a steady increase in unique monthly users.

To ensure accurate reporting, 1,793,138 calls were excluded from the 2025–26 total due to a single user making excessive one-data-point requests for 2021 Census data in July-August 2025. Identical traffic from the same user was removed from 2024–25 reporting. No further anomalous traffic was found in 2025–26.

14 The previous year's result has been used as the benchmark (composite index value of 157.2).

Continued

DataLab Sessions declined by 795 sessions (or 1.53%) in 2025–26, from 52,115 to 51,320 sessions. This decrease is due to system security enhancements which may have reduced the number of short-duration sessions and changed user login patterns, resulting in a decline in recorded sessions. Invoices for customised data services fell from 307 to 236, 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. Count of ABS website sessions rose by 32.4% from 21,229,114 in 2024–25 to 28,117,848 in 2025–26. This is a considerable traffic increase driven in part by the monthly Consumer Price Index as well as interest in the upcoming Census (particularly recruitment pages). Registered users for TableBuilder grew to 170,254 in 2025–26, up 13.7% from 149,722 in 2024–25, reflecting increasing demand for TableBuilder and continued user engagement with ABS data products. Growth has been supported by the return of on-screen tables, ongoing dataset releases and the accessibility of TableBuilder offerings, which continue to meet a wide range of analytical needs.		
Type of data	Methodology	Data source
Quantitative / Output	An index that combines channel access, with each channel having the same weight. 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.	• 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.

Key activity 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, 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 2025–26, the ABS assessed performance for Key activity 2 using two 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 our engagement with Australian Public Servants who use data for informed decision making.

For 2025–26, performance measures 2.1 and 2.2 were 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:

substantial achievement



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.

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

2025–26 TARGET 	2025–26 RESULT 	2025–26 RATING 
14 agreements	10 agreements	Substantial achievement 

Analysis

SEAD Performance Measures (2025–26):

The number of executed agreements was maintained at 10 throughout 2025–26, sustaining strong partnerships in secure infrastructure arrangements. While no new agreements were executed during the year, two additional partners agreed in principle to be onboarded. This positions the ABS to increase the total number of agreements to 12 in 2026–27.

Mitigation

SEAD continued to attract interest through the financial year, with meaningful enquiries and engagement from multiple prospective partner organisations. Despite this interest, uptake of secure infrastructure has been slower than anticipated due to a range of factors largely outside of ABS control. These include legislative and legal constraints in providing SEAD, broader cross-government budgetary pressures and processes, and competing platforms.

Two SEAD partners have progressed to the final stages of signing their SEAD agreement and although having faced different delays, both agreements are expected to be signed early in 2026–27. Feedback on the SEAD service from existing and onboarding partners remains positive.

Type of data	Methodology	Data source
Quantitative / Output	Number of SEAD agreements (either external [MoU] or internal [SLA]) relates to the provisioning of one SEADpod, unless otherwise specified.	- SEADpod identifiers from the Microsoft Azure cloud system. - Executed SEAD agreements (either MoU or SLA).

Measure 2.2 Engagement with the APS Data Profession – enhancing our 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 Data Profession aims to raise 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 APS Data Profession Member Community Platform (MCP) is an online platform 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 		
2025–26 TARGET 	2025–26 RESULT 	2025–26 RATING 
5% increase on benchmark ¹⁵	36% increase on benchmark	Full achievement 
Analysis The Profession provides members with access to a range of events, resources and artefacts promoted by the APSC and agencies across the APS and is supported by governance groups comprising representatives from APS agencies. The combined total for MCP membership and interactions has remained stable (30,466 in 2024–25 compared to 30,894 in 2025–26). The number of MCP members grew by 4,924 in 2025–26, with a total of 18,629 members as of 30 June 2026, which is 36% up from last year (13,705). 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 count and multiplied by 100.	Data Profession Community home page.

15 The previous year's result has been used as the benchmark (13,705 MCP members).

Method 2: Number of interactions with the MCP 		
2025–26 TARGET 	2025–26 RESULT 	2025–26 RATING 
5% increase on benchmark ¹⁶	27% decrease on benchmark	Substantial achievement 
Analysis Member engagement on the MCP is driven by the community itself. To encourage participation, the Profession regularly posts discussion threads designed to prompt engagement, supports 10 Communities of Practice where members can connect and share knowledge, and maintains a library of resources and artefacts that members can access and download. 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. The number of MCP interactions was 12,265 in 2025–26. This was 70% of the target number of interactions. The target number of interactions was 17,599 or 5% higher than the number in 2024–25 (16,761). The number of interactions includes total threads and replies posted on the platform, as well as library entries and their views and downloads. Library activity accounts for the majority of interactions recorded on the platform. The decline in interactions was primarily driven by lower views and downloads of library content. In contrast, participation through discussion threads and replies has remained relatively stable over the past 2 years, indicating continued member engagement across the platform. The reduction in library activity reflects a lower volume of new resources and artefacts being added compared with the period immediately following the APS Data Profession's introduction to the platform, when a substantial body of content was established. As the rate of new content publication has moderated, views and downloads of library resources have also declined, contributing to the overall reduction in interactions.		

16 The previous year's result has been used as the benchmark (16,761 MCP interactions).

Continued

Mitigation		
Fostering meaningful engagement across the Members Community Platform (MCP) remains a key priority. To support member interaction, the APS Data Profession will develop an MCP Engagement Plan with a focus on increasing participation across the platform by: • reviewing Communities of Practice (CoPs) to identify the factors contributing to high-performing communities and opportunities to revitalise less active groups • establishing a forward calendar of events, announcements and learning opportunities to encourage interaction, knowledge sharing and collaboration • strengthening partnerships with Community Leads by providing the support, guidance and resources they need to foster engagement within their communities • increasing the availability of relevant library resources by encouraging members and communities to contribute and share content, and promoting new artefacts through targeted communications and community activities to support sharing, awareness and learning. This work will help the MCP to remain a valuable environment for APS Data Profession members to connect, learn and share knowledge.		
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.

Key activity 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*,¹⁷ 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 2025–26, the ABS assessed performance for Key activity 3 using two performance measures:

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

For 2025–26, performance measure 3.1 was assessed as fully achieved, and 3.2 was assessed as substantially achieved. Further explanation is provided below.

Measure 3.1 Efficiency of statistical operations – improving data collection and processing methods.



Rating:
full 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.

17 <https://www.finance.gov.au/publications/strategy/data-and-digital-government-strategy>

Method: Use of Whole of Australian Government Coding Service to improve the efficiency of statistical operations

2025–26 TARGET 	2025–26 RESULT 	2025–26 RATING 
10% reduction in human effort (hours and minutes) to code occupation data in the Causes of Death statistical collection compared to using the legacy index coder	88% reduction in human effort (hours and minutes) to code occupation data in the Causes of Death statistical collection compared to using the legacy index coder	Full achievement 

Analysis		
The most recent <i>Causes of Death, Australia release</i> (reference period 2024, published 14 November 2025) was the first to include coded occupation data for coroner-referred deaths. This coding used the Coding Service, enabling occupation information to be coded for a sample of 25,850 death records. Coding these records using the service took 148.4 hours, compared with an estimated 1,278.7 hours using manual coding, an 88 per cent reduction in human coding effort. The Coding Service has improved the efficiency of statistical operations by enabling data processing capabilities across a broader range of datasets. Work is underway to support its expanded use as an enterprise-wide data coding capability, to deliver further efficiencies.		
Type of data	Methodology	Data source
Qualitative / Efficiency	Comparing the time taken (staff hours) to code occupation data in the Causes of Death statistical collection using the legacy index coder against the Whole of Australian Government Coding service.	A quote to manually code occupation data in the Causes of Death statistical collection using the legacy index coder.

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 reduce 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

2025–26 TARGET	2025–26 RESULT	2025–26 RATING
No target – benchmark year	285,153 hours	Not assessed
Analysis		
There were 285,153 hours of user burden recorded from 32 different collections in 2025–26. ¹⁸		
Businesses report the time taken to complete each ABS survey. These times are used to calculate the burden for individual surveys, which contribute to the total hours of provider burden. In 2025–26, a new methodology was implemented to calculate burden with greater consistency and accuracy. Consequently, the 2025–26 results are not directly comparable to previous benchmark figures set in 2020–21 and will form a new benchmark against which future performance will be measured.		

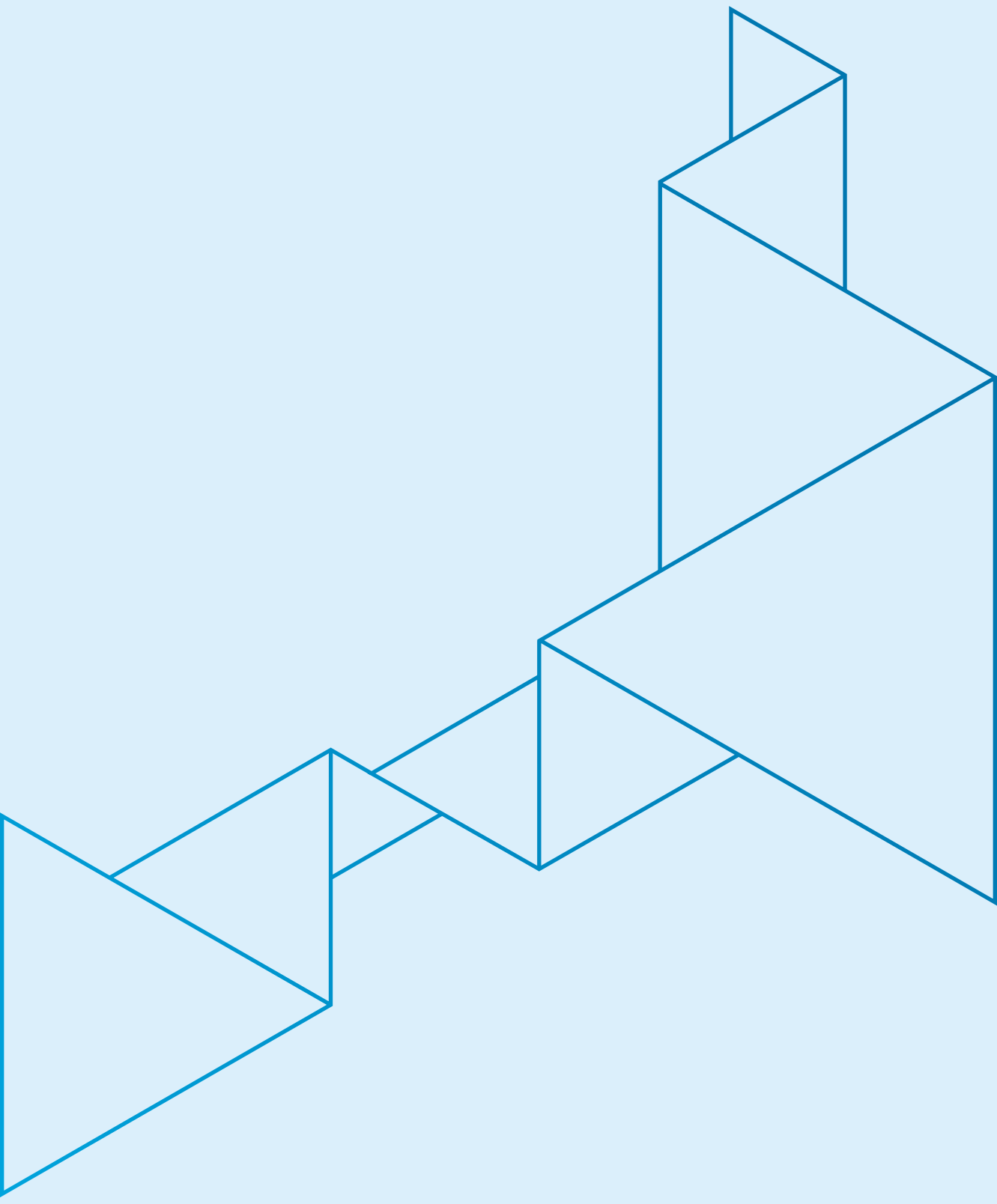
¹⁸ Total time taken for each business survey has been allocated to a financial year based on the due date for that collection – that is, the date that the survey was due to be completed by, not the reference period to which the survey relates. Some business survey areas within the ABS cannot provide time taken estimates (for surveys conducted late in the financial year) in time for inclusion in this benchmark. A time taken value for these surveys has been estimated based on previously reported values. Surveys that are conducted across multiple financial years will be apportioned across reference periods.

Continued

Therefore, this method is not included in the assessment of performance measure 3.2 data collection effort and respondent experience. The ABS aims to reduce burden on businesses by making it easier and quicker to provide data and by reducing the amount of data sourced directly from businesses. This includes partnering with other government, industry and commercial entities to source administrative data to either shorten surveys or to eliminate the need to survey businesses. For example, enhancements to the ABS Monthly Household Spending Indicator have led to the cessation of the monthly Retail Business Survey in July 2025. Several agricultural production, commodity and land management collections have ceased as a result of the Modernising ABS Agricultural Statistics program. The Survey of Employment and Earnings, Local Government Finance Statistics and Motor Vehicle Use Surveys have all ceased with their statistical outputs now derived from administrative data sources. From time to time, the ABS needs to conduct additional surveys to respond to emerging information needs. In May 2026, the ABS reinstated the Survey of Business Conditions and Sentiments in response to supply chain disruptions and price shocks following the closure of the Strait of Hormuz. The survey provided timely and relevant information to support government decision-making and policy responses. However, the collection also introduced additional reporting burden on participating businesses.		
Type of data	Methodology	Data source
Quantitative / Efficiency	Indication of time taken to complete business surveys provided by respondents.	Collection Management System.

Method 2: Percentage of households responding online 		
2025–26 TARGET 	2025–26 RESULT 	2025–26 RATING 
42% of households complete the Monthly Population Survey online ¹⁹	36.6% of households complete the Monthly Population Survey online	Substantial achievement 
Analysis Online completion of the Monthly Population Survey was 36.6% in 2025–26, which is lower than the 42% target and lower than the 2024–25 online completion rate which was 36.9%. This outcome reflects the difficulty of providing a contemporary online experience for households in ABS’ ageing systems. From April 2026, the ABS commenced transitioning the survey to a new platform. This has given survey participants a modern, easy and secure way to complete the Labour Force Survey. Participants can now complete the survey on a mobile device of their choice, including smartphones. Early outcomes are encouraging, with indicative data suggesting online completion above 47% among participants using the new platform from April to June, with just under half doing so from a mobile device.		
Mitigation The ABS is modernising how it collects data in the Labour Force Survey, helping ABS to continue to produce high-quality labour market statistics, support strong participation, and make it simpler and more convenient for participants. These changes are part of the ABS Data Acquisition Modernisation Program, funded through the 2024–25 Mid-Year Economic and Fiscal Outlook (MYEFO).		
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.

¹⁹ The target for 2024–25 was 41% of households to complete the Monthly Population Survey online.



Financial Statements



INDEPENDENT AUDITOR'S REPORT

To the Assistant Minister for Productivity, 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 2026:

- (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 2026 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 2026 and for the year then ended:

- Statement by the Australian Statistician and Chief Financial Officer;
- Statement of Comprehensive Income;
- Statement of Financial Position;
- Statement of Changes in Equity;
- Cash Flow Statement; and
- Notes to the financial statements, comprising 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.

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



Anne Rainger

Engagement Executive

Delegate of the Auditor-General

Canberra

17 September 2026

Australian Bureau of Statistics

Financial Statements
for the period ended 30 June 2026

Statement by the Australian Statistician and Chief Finance Officer

In our opinion, the attached financial statements for the year ended 30 June 2026 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

16 September 2026



David Hayes
Acting Chief Finance Officer

16 September 2026

Statement of Comprehensive Income
for the period ended 30 June 2026

	Notes	2026 \$'000	2025 \$'000	Original Budget \$'000
NET COST OF SERVICES				
Expenses				
Employee benefits	1A	516,142	422,903	431,744
Suppliers	1B	178,699	145,014	215,851
Depreciation and amortisation	4A	45,778	41,257	42,873
Finance costs	1C	2,056	1,468	1,374
Impairment loss / (Reversal of impairment loss) on financial instruments		(28)	2	-
Write-down and impairment of other assets	1D, 4A	346	3,157	-
Losses from asset sales		44	-	-
Total expenses		743,037	613,801	691,842
Own-Source Income				
Own-source revenue				
Revenue from contracts with customers	2A	65,760	57,771	50,000
Rental income	2B	505	550	491
Other revenue	2C	2,607	2,091	226
Total own-source revenue		68,872	60,412	50,717
Gains				
Gains on lease termination		663	265	-
Total gains		663	265	-
Total own-source income		69,535	60,677	50,717
Net cost of services		(673,502)	(553,124)	(641,125)
Revenue from Government		613,469	522,744	618,354
Deficit		(60,033)	(30,380)	(22,771)
OTHER COMPREHENSIVE INCOME				
Items not subject to subsequent reclassification to net cost of services				
Changes in asset revaluation reserve		3,208	1,221	-
Total comprehensive (loss)		(56,825)	(29,159)	(22,771)

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

Original budget is as published in the 2025-26 Portfolio Budget Statements presented to the Parliament in May 2025.

Statement of Financial Position

as at 30 June 2026

	Notes	2026 \$'000	2025 \$'000	Original Budget \$'000
ASSETS				
Financial assets				
Cash and cash equivalents		4,562	4,807	4,787
Trade and other receivables	3A	71,031	77,716	62,548
Total financial assets		75,593	82,523	67,335
Non-financial assets^{1 2}				
Leasehold improvements	4A	22,455	20,874	25,322
Buildings	4A	87,733	83,022	89,337
Plant and equipment	4A	17,292	16,537	22,412
Intangibles	4A	45,033	52,569	43,535
Prepayments		21,447	24,860	26,918
Total non-financial assets		193,960	197,862	207,524
Total assets		269,553	280,385	274,859
LIABILITIES				
Payables				
Suppliers		14,579	16,866	12,051
Other payables	5A	55,719	46,921	49,552
Total payables		70,298	63,787	61,603
Interest bearing liabilities				
Leases	6A	99,597	94,007	97,638
Total interest bearing liabilities		99,597	94,007	97,638
Provisions				
Employee provisions	7A	136,434	119,431	110,278
Other provisions	7B	1,997	2,081	2,737
Total provisions		138,431	121,512	113,015
Total liabilities		308,326	279,306	272,256
Net assets / (liabilities)		(38,773)	1,079	2,603
EQUITY				
Contributed equity		494,936	477,963	496,202
Reserves		41,430	38,222	37,001
Accumulated deficit		(575,139)	(515,106)	(530,600)
Total equity		(38,773)	1,079	2,603

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

Original budget is as published in the 2025-26 Portfolio Budget Statements presented to the Parliament in May 2025.

^{1.} Right-of-use assets relate to office and motor vehicle leases and are included in the Buildings and Plant and equipment asset classes, respectively.

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

Statement of Changes in Equity
for the period ended 30 June 2026

	2026 \$'000	2025 \$'000	Original Budget \$'000
CONTRIBUTED EQUITY			
Opening Balance	477,963	452,325	477,963
Contribution by owners			
Equity injection	11,234	14,406	1,843
Departmental capital budget	5,739	11,232	16,396
Total transaction with owners	16,973	25,638	18,239
Closing balance as at 30 June	494,936	477,963	496,202
RETAINED EARNINGS			
Opening Balance	(515,106)	(484,726)	(507,829)
Comprehensive income			
(Deficit) for the period	(60,033)	(30,380)	(22,771)
Closing balance as at 30 June	(575,139)	(515,106)	(530,600)
ASSET REVALUATION RESERVES			
Opening Balance	38,222	37,001	37,001
Comprehensive income			
Other comprehensive income	3,208	1,221	-
Closing balance as at 30 June	41,430	38,222	37,001
TOTAL EQUITY			
Opening Balance	1,079	4,600	7,135
Comprehensive income			
(Deficit) for the period	(60,033)	(30,380)	(22,771)
Other comprehensive income	3,208	1,221	-
Total comprehensive income	(56,825)	(29,159)	(22,771)
Contributions by owners			
Equity injection	11,234	14,406	1,843
Departmental capital budget	5,739	11,232	16,396
Total transaction with owners	16,973	25,638	18,239
Total equity as at 30 June	(38,773)	1,079	2,603

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

Original budget is as published in the 2025-26 Portfolio Budget Statements presented to the Parliament in May 2025.

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.

Budgetary Reporting
for the period ended 30 June 2026

	2026 \$'000	2025 \$'000	Original Budget \$'000
OPERATING ACTIVITIES			
Cash received			
Appropriations	633,265	529,232	618,354
Sales of goods and rendering of services	56,969	64,588	49,606
GST received (net)	19,458	16,283	13,828
Other	1,251	1,312	100
Total cash received	710,943	611,415	681,888
Cash used			
Employees	488,974	411,493	430,011
Suppliers	193,376	162,194	230,401
Interest payments on lease liabilities	1,982	1,398	1,374
Section 74 receipts transferred to OPA	11,500	22,100	-
Total cash used	695,832	597,185	661,786
Net cash from / (used by) operating activities	15,111	14,230	20,102
INVESTING ACTIVITIES			
Cash received			
Proceeds from sales of property, plant and equipment	130	-	-
Total cash received	130	-	-
Cash used			
Purchase of leasehold improvements	4,672	2,483	8,604
Purchase of plant and equipment	7,519	7,523	7,792
Purchase of intangibles	7,957	17,101	1,843
Total cash used	20,148	27,107	18,239
Net cash from / (used by) investing activities	(20,018)	(27,107)	(18,239)
FINANCING ACTIVITIES			
Cash received			
Contributed equity	13,296	13,221	1,843
Departmental capital budget	9,118	11,620	16,396
Total cash received	22,414	24,841	18,239
Cash used			
Principal payments of lease liabilities	17,752	14,889	20,102
Total cash used	17,752	14,889	20,102
Net cash from / (used by) financing activities	4,662	9,952	(1,863)
Net increase/ (decrease) in cash held	(245)	(2,925)	-
Cash and cash equivalents at the beginning of the reporting period	4,807	7,732	4,787
Cash and cash equivalents at the end of the reporting period	4,562	4,807	4,787

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

Original budget is as published in the 2025-26 Portfolio Budget Statements presented to the Parliament in May 2025.

Budgetary Reporting

for the period ended 30 June 2026

1. Budget Variance Commentary

The following table provides commentary on major variances between the ABS budget information published in the Treasury's 2025-26 Portfolio Budget Statements (PBS) and the audited 2025-26 financial statements.

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

As a guide, variances are considered to be 'major' where:

- both of following quantitative thresholds are met:
 - the variance between budget and actual is greater than 10%; and
 - the variance between budget and actual is greater than 2% of the relevant category (Income, Expenses, Assets, Liabilities, and Equity totals); or
- the item is considered important to the reader's understanding or relevant to an analysis of the ABS' performance.

Affected line items	Actual 2026	Original Budget 2026	Variance	Variance	Explanations of major variances
	\$000	\$000	\$000	%	
Statement of Comprehensive Income					
Employee benefits	516,142	431,744	84,398	20%	The variance was primarily attributable to the 3.4% ABS staff pay increase, higher leave provisions arising from updated actuarial assumptions, additional non-ongoing and casual staff to support the 2026 Census operations, use of ABS staff instead of contractors for major programs, and additional staff to deliver user-funded work.
Suppliers	178,699	215,851	(37,152)	(17%)	The variance was primarily attributable to reduced contractor expenditure as ongoing staff were used to deliver major programs, along with reductions in discretionary spending through internal cost controls to mitigate the expected operating loss.
Revenue from contracts with customers	65,760	50,000	15,760	32%	The ABS delivered a higher volume of user-funded surveys and statistical consultancies than originally budgeted, particularly through the Family and Community Experiences Survey, National Disability Data Asset and the National Health Survey.
Statement of Financial Position					
Plant and equipment	17,292	22,412	(5,120)	(23%)	The variance was primarily attributable to the reclassification of funding from capital to operating to support the continued transition of the ABS' ICT environment to a

Budgetary Reporting
for the period ended 30 June 2026

Affected line items	Actual 2026	Original Budget 2026	Variance	Variance	Explanations of major variances
	\$000	\$000	\$000	%	
					modern, cloud-based operating environment and a shift to service-based delivery models.
Prepayments	21,447	26,918	(5,471)	(20%)	The variance was primarily attributable to improved cash management practices associated with the ABS' needs-based appropriation arrangements. Historically, the ABS entered into prepayment arrangements covering periods of up to five years. To better align cash drawdowns with operational funding requirements, the ABS has sought to minimise prepayments extending beyond two years unless there is a clear business need.
Suppliers	14,579	12,051	2,528	21%	The variance was primarily due to the timing differences between the recognition of expenses and their subsequent settlement. Payments are generally made within 20 days of receipt of goods or services and a correctly rendered tax invoice.
Other payables	55,719	49,552	6,167	12%	The variance was primarily attributable to the 14-day accrual of salary and superannuation expenses for Census field staff. Due to the timing and scale of Census operations, these accruals could not be estimated with a high degree of accuracy when the original budget was prepared.
Employee provisions	136,434	110,278	26,156	24%	The variance was primarily attributable to the changes in the parameters applied in the valuation of employee leave liabilities, particularly increases in on-cost rates and probability factors following the Australian Government Actuary's assessment. These parameter changes are inherently uncertain and are not budgeted for.

Statement of Changes in Equity and Cash Flow Statement

The above explanations of major variances to the Original Budget are also applicable to the Statement of Changes in Equity and the Cash Flow Statement.

Notes to the financial statements

Overview
Note 1: Expenses.....
Note 2: Income
Note 3: Financial assets.....
Note 4: Non-financial assets.....
Note 5: Payables.....
Note 6: Interest bearing liabilities.....
Note 7: Provisions
Note 8: Appropriations.....
Note 9: Net cash appropriation arrangements.....
Note 10: Key management personnel remuneration
Note 11: Related party disclosures.....
Note 12: Contingent assets and liabilities
Note 13: Financial instruments.....
Note 14: Current / non-current distinction for assets and liabilities

Overview

The Australian Bureau of Statistics (ABS) is an Australian Government-controlled not-for-profit entity. It has one outcome: 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 insights from the effective and safe use of available data.

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

The ABS collects fines under the *Census and Statistics Act 1905* as an administered activity on behalf of the Australian Government.

Going Concern

As at 30 June 2026, the ABS' current liabilities exceeded its current assets by \$25.6 million, and it reported net liabilities of \$38.8 million. The net liabilities position primarily reflected the net cash operating deficit of \$28.8 million for the 2025–26 financial year, as disclosed in Note 9: Net Cash Appropriation Arrangements.

The ABS considers that it remains a going concern and will be able to meet its obligations as and when they fall due. This assessment reflects the ABS' status as a non-corporate Commonwealth entity and its inclusion within the Australian Government reporting entity. The continued existence of the ABS in its present form and the continuation of its current programs are dependent on the Government policy and continuing funding by Parliament for the ABS' administration and programs.

The ABS can only be abolished or significantly restructured through a decision of the Government or legislative change. The ABS Executive Board is not aware of any intention by the Government to wind up, abolish or materially reduce the operations of the ABS over the next financial year. The ABS Executive Board allocates its budget annually and actively reviews its financial position and cash flows to satisfy itself that the ABS continues to operate as a going concern.

Accordingly, the financial statements have been prepared on a going concern basis.

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:

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

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

The financial statements are presented in Australian dollars and values are rounded to the nearest thousand dollars unless otherwise specified.

New Accounting Standards

Adoption of New Australian Accounting Standard Requirements

The following amending standards were issued prior to the signing of the statement by the Australian Statistician and the Chief Finance Officer, are not applicable to the current reporting period and are not expected to have a material impact on the ABS in future reporting periods. The ABS has included this information to assist users in understanding the assessment undertaken.

Standard / Interpretation	Nature of change in accounting policy, transitional provisions, and adjustment to financial statements
AASB 2024-2 Amendments to Australian Accounting Standards – Classification and Measurement of Financial Instruments (AASB 2024-2)	AASB 2024-2 applies to annual periods beginning on or after 1 January 2026. AASB 2024-2 amends AASB 7 <i>Financial Instruments: Disclosures</i> and AASB 9 <i>Financial Instruments</i> in relation to the classification and measurement requirements in AASB 9 and related requirements in AASB 7. This Standard amends requirements related to: (a) settling financial liabilities using an electronic payment system; and (b) assessing contractual cash flow characteristics of financial assets with environmental, social and corporate governance (ESG) and similar features. This Standard also amends disclosure requirements relating to investments in equity instruments designated at fair value through other comprehensive income and adds disclosure requirements for financial instruments with contingent features that do not relate directly to basic lending risks and costs. The ABS settles its liabilities through established electronic payment systems and holds only simple financial instruments measured at amortised cost (including cash, receivables and payables). These instruments meet the solely payments of principal and interest (SPPI) criteria under Chapter 4 of AASB 9 <i>Financial Instruments</i> and do not include ESG-linked or other sustainability-related features. The ABS does not hold equity investments or other complex financial instruments. Accordingly, the amendments introduced by AASB 2024-2 are not expected to result in changes to the classification, measurement or material disclosures in the ABS' financial statements.
AASB 2024-3 Amendments to Australian Accounting Standards – Annual Improvements Volume 11 (AASB 2024-3)	The Standard applies to annual periods beginning on or after 1 January 2026. AASB 2024-3 makes minor amendments to AASB 1 <i>First-time Adoption of Australian Accounting Standards</i>, AASB 7 <i>Financial Instruments: Disclosures</i>, AASB 9 <i>Financial Instruments</i>, AASB 10 <i>Consolidated Financial Statements</i> and AASB 107 <i>Statement of Cash Flows</i> to address inconsistencies or to clarify requirements. As a Tier 2 not-for-profit public sector entity, the ABS does not expect the adoption of AASB 2024-3 to result in any changes to the recognition or measurement of assets or liabilities. Any impacts are expected to be editorial or presentational in nature, aimed at improving clarity only, with no effect on reported balances.
AASB 2025-2 Amendments to Australian Accounting Standards – Classification and Measurement of Financial Instruments: Tier 2 Disclosures (AASB 2025-2)	AASB 2025-2 applies to annual periods beginning on or after 1 January 2026. AASB 2025-2 amends AASB 1060 <i>General Purpose Financial Statements-Simplified Disclosures for For-Profit and Not-for-Profit Tier 2 Entities</i>. The amendments require a Tier 2 entity to disclose information related to financial instruments with contractual terms that could change the amount of the contractual cash flows based on the occurrence or non-occurrence of a contingent event. Such an event must not relate directly to changes in basic lending risks and costs. For example, the terms of a financial liability could specify changes in the cash flows if the entity reduces its carbon emissions. The ABS does not hold financial instruments with contingent or variable cash flow features. Accordingly, no changes to recognition or measurement are expected. Additional disclosures would only be required if future contracts were to introduce contingent or variable payment arrangements.
AASB 18 <i>Presentation and Disclosure in Financial Statements</i> (AASB 18)	AASB 18 applies to annual reporting periods beginning on or after 1 January 2027. Earlier application is permitted. However, AASB applies to not-for-profit public sector entities for annual reporting periods beginning on or after 1 January 2028. AASB 18 will replace AASB 101 <i>Presentation of Financial Statements</i>. As a result, the requirements in AASB 101 will be: (a) replaced by new requirements in AASB 18; (b) transferred to AASB 18 with only limited wording changes; or (c) moved to AASB 108 <i>Basis of Preparation of Financial Statements</i> or AASB 7 <i>Financial Instruments: Disclosures</i> with only limited wording changes. AASB 18 has also introduced changes to AASB 107 <i>Statement of Cash Flows</i>, AASB 133 <i>Earnings per Share</i> and AASB 134 <i>Interim Financial Reporting</i>.

Standard / Interpretation	Nature of change in accounting policy, transitional provisions, and adjustment to financial statements
	The implications for the ABS are expected to be limited to presentation and formatting changes, including the revised statement of profit or loss structure (operating, investing and financing categories) and related cash flow classification requirements. No impacts on recognition, measurement, or net results are expected, and the ABS has not early adopted the standard.

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

There were no administered expenses, revenue, assets, liabilities, cash flows, contingencies or commitment for the period ended 30 June 2026 (2025: Nil). There was no administered budget for 2026 (2025: Nil).

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

Events After the Reporting Period

Prior to 30 June 2026, the ABS initiated an Expression of Interest process for a voluntary redundancy program. Formal offers and estimates of redundancy entitlements were provided to employees after the reporting date. At the date of signing these financial statements, employee acceptances and the associated redundancy payment calculations remain in progress.

As the voluntary redundancy offers were made after 30 June 2026 and employee acceptances remain in progress, no present obligation existed at the reporting date. Accordingly, no liability has been recognised in the financial statements for the year ended 30 June 2026. The acceptance of voluntary redundancy offers and the related redundancy payments represent a non-adjusting event after the reporting period.

Other than the voluntary redundancy program, there have been no events occurring after the reporting date that have materially affected, or may materially affect, the ABS' financial statements for the year ended 30 June 2026.

Note 1: Expenses

	2026	2025
	\$'000	\$'000
Note 1A: Employee benefits		
Wages and salaries		
ABS staff	359,281	310,733
Interviewers	16,164	10,264
Census field staff	17,692	33
Total wages and salaries	393,137	321,030
Superannuation		
Defined contribution plans		
ABS staff	54,005	41,111
Interviewers	2,807	1,700
Census field staff	2,119	4
Total defined contribution plans	58,931	42,815
Defined benefit plans		
ABS staff	18,901	16,987
Interviewers	260	231
Census field staff	36	-
Total defined benefit plans	19,197	17,218
Leave and other entitlements	43,900	40,194
Separation and redundancies	405	849
Other employee expenses	572	797
Total employee benefits	516,142	422,903

Accounting Policy

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

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

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

Leave

The liability for employee benefits includes provision for annual leave and long service leave.

The leave liabilities are calculated on the basis of employees' remuneration at the estimated salary rates that will be applied at the time the leave is taken, including the ABS' employer superannuation contribution rates 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 2026 has been determined with reference to the Australian Government Actuary's June 2026 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.

Separation and Redundancy

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

An employee who accepts an offer of a voluntary redundancy with a redundancy benefit and whose employment is terminated by the Australian Statistician under section 29 of the *Public Service Act 1999* on the grounds that the employee is excess to the requirements of the ABS, is entitled to payment of a redundancy benefit of an amount

equal to two weeks' salary for each completed year of continuous service capped at 24 years, plus a pro rata payment for completed months of service, subject to any minimum amount the employee is entitled to under the National Employment Standards (NES). The amount of the payment and funding was \$0.405 million as at 30 June 2026 (2025: \$0.849 million). This \$0.405 million does not relate to the matter disclosed in the Events After the Reporting Period note.

Superannuation

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

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

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

The ABS makes employer contributions to the employees' defined 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 2026 represents outstanding contributions.

	2026 \$'000	2025 \$'000
Note 1B: Suppliers		
Goods and services supplied or rendered		
Contractors and contracts for services	58,728	62,059
IT services and communications	57,266	48,781
Travel	11,819	7,520
Building expenses (excluding lease payments)	8,206	6,248
Consultants	5,421	4,220
Printing and subscriptions	19,188	3,711
Staff development and recruitment	2,841	3,374
Stationery and postage	2,407	1,077
Legal costs	286	329
Advertising	553	332
Other ¹	6,153	4,992
Total goods and services supplied or rendered¹	172,868	142,643
Goods supplied	23,805	6,825
Services rendered	149,063	135,818
Total goods and services supplied or rendered¹	172,868	142,643
Other suppliers		
Short-term leases ^{1,2}	2,518	256
Workers compensation expenses	3,313	2,115
Total other suppliers	5,831	2,371
Total suppliers	178,699	145,014

1. The classification of supplier expenses was reviewed and updated, including the comparative figures, to provide a more accurate and transparent presentation of expenses. Equipment hire expenses of \$0.198 million reported as Other in 2024-25 were reclassified to Short-term leases. There was no impact on the operating result.
2. The ABS has short-term leases for 2026 Census support offices, car parks, and motor vehicles. As at 30 June 2026, the associated lease commitments amounted to \$1.405 million, inclusive of GST (2025: Nil).

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

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.

	2026	2025
	\$'000	\$'000
Note 1C: Finance costs		
Interest on lease liabilities	1,982	1,398
Unwinding of discount	74	70
Total finance costs	2,056	1,468

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

	2026	2025
	\$'000	\$'000
Note 1D: Write-down and impairment of other assets		
Impairment of intangibles	204	2,926
Impairment of property, plant and equipment	142	231
Total write-down and impairment of other assets	346	3,157

Note 2: Income

	2026	2025
	\$'000	\$'000
Note 2A: Revenue from contracts with customers		
Revenue from contracts with customers	65,760	57,771
Total revenue from contracts with customers	65,760	57,771
Disaggregation of revenue from contracts with customers		
By major product / service line:		
User funded surveys	36,585	32,842
Data subscriptions	5,308	4,332
Statistical consultancies	23,867	20,597
	65,760	57,771
By type of customer:		
Australian Government entities (related parties)	59,686	54,866
State and Territory Governments	2,027	409
Non-government entities	4,047	2,496
	65,760	57,771
Timing of transfer of goods and services:		
Overtime	65,070	57,771
Point in time	690	-
	65,760	57,771

Accounting Policy

The ABS enters into Memoranda of Understanding (MOUs) and Service Delivery Agreements (SDAs) with external parties to deliver specific services. These arrangements are underpinned by enforceable agreements that are sufficiently specific to enable the ABS to determine when the performance obligations are satisfied in exchange for consideration. Revenue is recognised either over time or at a point in time upon completion of services, depending on the nature of the contract.

For user-funded surveys, revenue is recognised over time where the work performed has no alternative use and the ABS has an enforceable right to payment. Revenue is measured using an input method based on the expected costs to complete the work. Cost estimates are derived from staffing profiles, employee effort assessments and supplier costs provided by expense managers, and are reviewed by revenue managers against approved budgets, original project costings and project outputs delivered. The ABS considers the resulting cost attributions to be a reasonable representation of the resources consumed in delivering user-funded activities.

Revenue from consultancies and subscription services is recognised over time where the customer simultaneously receives and consumes the benefits as they are provided. Where the contracts do not meet the criteria for recognition over time, revenue is recognised at a point in time.

A contract liability is recognised for consideration received in advance of satisfying the performance obligations under a contract. Contract liabilities are recognised as 'revenue from contracts with customers' as the related performance obligations are satisfied. Contract liabilities are reported as unearned revenue in Note 5A: Other Payables.

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

Trade and other receivables measured at amortised cost are assessed for impairment at the end of each reporting period. The simplified approach is applied in measuring the impairment loss allowance, which is recognised at an amount equal to lifetime expected credit losses.

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.

	2026 \$'000	2025 \$'000
Note 2B: Rental income		
Subleasing right-of-use assets	505	550
Total rental income	505	550

The ABS sub-leased part of its offices to other Commonwealth entities. These leases are classified as operating leases for financial reporting purposes.

Maturity analysis of operating lease income receivables:

	2026 \$'000	2025 \$'000
Within 1 year	505	505
One to two years	324	505
Two to three years	-	324
Total undiscounted lease payments receivable	829	1,334

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

	2026 \$'000	2025 \$'000
Note 2C: Other revenue		
Resources received free of charge		
Remuneration of auditors	130	120
Comcover premium offset	1,419	1,409
Other government entities	283	283
Other	775	279
Total other revenue	2,607	2,091

The ABS' auditor is the Australian National Audit Office, which has engaged Deloitte Touche Tohmatsu to assist with the audit.

The ABS subscribed to Deloitte Access Economics publications totalling \$1,335 (2025: \$1,339), excluding GST.

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

	2026	2025
	\$'000	\$'000
Note 3A: Trade and other receivables		
Goods and services receivables		
Goods and services	14,782	6,725
Total goods and services receivables	14,782	6,725
Appropriation receivables		
Operating	50,694	58,990
Departmental capital budget	3,026	6,405
Equity injection	328	2,390
Total appropriation receivables	54,048	67,785
Other receivables		
GST receivable from the Australian Taxation Office	1,974	2,939
Other receivables	229	297
Total other receivables	2,203	3,236
Total trade and other receivables (gross)	71,033	77,746
Less expected credit loss allowance	(2)	(30)
Total trade and other receivables (net)	71,031	77,716

Credit terms for goods and services were within 30 days (2025: 30 days). Refer to Note 2A: Revenue from contracts with customers for accounting policy.

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.

Appropriations receivable

Refer to Revenue from government for accounting policy.

Impairment of financial assets

Trade and other receivables assets at amortised cost are assessed for impairment at the end of each reporting period. The simplified approach has been adopted in measuring the impairment loss allowance at an amount equal to lifetime expected credit loss.

Note 4: Non-financial assets

Note 4A: Reconciliation of the Opening and Closing Balances of Property, Plant and Equipment and Intangibles

	Leasehold improvements ¹ \$'000	Buildings ¹ \$'000	Plant and equipment ¹ \$'000	Intangibles \$'000	Total \$'000
As at 1 July 2025					
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 1 July 2025	20,874	83,022	16,537	52,569	173,002
Additions					
Purchased or internally developed	4,966	-	6,568	7,508	19,042
Right-of-use assets	-	23,186	156	-	23,342
Revaluations and impairments recognised in other comprehensive income	2,247	-	1,178	-	3,425
Write-down of impairment of assets recognised in net cost of services	-	-	(141)	(205)	(346)
Depreciation and amortisation	(5,632)	-	(6,786)	(14,839)	(27,257)
Depreciation on right-of-use assets	-	(18,475)	(46)	-	(18,521)
Disposals	-	-	(174)	-	(174)
Total as at 30 June 2026	22,455	87,733	17,292	45,033	172,513
Total as at 30 June 2026 represented by					
Gross book value	22,824	162,760	17,298	244,460	447,342
Work in progress	98	-	973	870	1,941
Accumulated depreciation, amortisation and impairment	(467)	(75,027)	(979)	(200,297)	(276,770)
Total as at 30 June 2026 represented by	22,455	87,733	17,292	45,033	172,513
Carrying amount of right-of-use assets	-	87,733	138	-	87,871

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.

Revaluations of Leasehold improvements and Plant and equipment

A revaluation was conducted in accordance with the revaluation policy stated at the Revaluations section in the Accounting Policy. On 30 June 2026, an independent valuer conducted the revaluations. The fair values of assets were estimated using both the cost approach and the market approach. The valuation premise used to measure the fair value of an asset is established based on its highest and best use.

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

	2026	2025
	\$'000	\$'000
Contractual Commitments		
Leasehold improvements	9	2,766
Plant and equipment	3,425	2,262
Intangibles	-	5,179
Total commitments	3,434	10,207

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 2025-26 financial year.

	2026	2025
Leasehold improvements	\$2,000 individual purchases \$30,000 group purchases	\$30,000
Property, plant and equipment (PP&E) ¹	\$2,000 individual purchases \$10,000 group purchases	\$10,000, other than where these form part of a group of similar items which are significant in total
Intangibles (Internally developed software)	\$300,000	\$300,000
Intangibles (Purchased software)	\$2,000 individual purchases \$50,000 group purchases	\$50,000

¹ Desktop computers, laptops, and monitors are exempted from the asset recognition threshold and are treated as capital in nature.

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.

Intangibles

The ABS' intangibles comprise purchased software and internally developed software for internal use. These assets are carried at cost less accumulated amortisation and accumulated impairment losses. The ABS builds and maintains a significant set of internally developed 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 2026.

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 revaluations 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.

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.

JLL, a professional valuer, conducted a revaluation assessment over the ABS' non-financial assets (excluding intangibles and ROU assets) at 30 June 2026.

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 2025-26.

	2026	2025
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 2026. 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

	2026	2025
	\$'000	\$'000
Note 5A: Other payables		
Salaries and wages	20,762	11,755
Superannuation	3,093	1,922
Separations and redundancies	-	171
Unearned revenue	31,352	32,649
Other	512	424
Total other payables	55,719	46,921

Accounting Policy

Salaries and wages, Superannuation, Separations and redundancies

Refer to Note 1A: Employee benefits for details.

Unearned revenue

Unearned revenue is for the provision of statistical consultancies and statistical surveys where moneys are received in advance of performance obligations in the agreement being satisfied. Refer to Note 2A: Revenue from contracts with customers for details.

Suppliers

Suppliers include trade creditors and accruals and are recognised at amortised cost. Liabilities are recognised to the extent that goods or services have been received, regardless of whether they have been invoiced. Supplier payables are derecognised when payment is made. Settlement is generally made within 20 days (2025: 20 days).

Note 6: Interest-bearing liabilities

	2026	2025
	\$'000	\$'000
Note 6A: Leases		
Lease liabilities	99,597	94,007
Total leases	99,597	94,007

Total cash outflows for leases for the year ended 30 June 2026 were \$19.734 million (2025: \$16.287 million). This comprised \$17.752 million in principal payments and \$1.982 million in interest payments (2025: \$14.889 million and \$1.398 million, respectively).

The ABS, in its capacity as lessee, has a geographically dispersed lease portfolio comprising office accommodation and fleet motor vehicles. With the exception of a small number of motor vehicle leases, the lease liability balance relates to property leases, which are typically long-term and contain extension options. The majority of 2026 Census leases have terms of between 12 and 18 months and do not contain extension options.

Where practicable, the ABS seeks to include extension options in new leases to provide operational flexibility. These options are exercisable only by the ABS and not by the lessors. The ABS assesses, at the lease commencement, whether it is reasonably certain to exercise the extension options. This assessment is reassessed if a significant event or change in circumstances occurs that is within the ABS' control and affects the likelihood of exercising the options.

Maturity analysis - contractual undiscounted cash flows

Within 1 year	18,775	15,039
Between 1 to 5 years	52,681	56,951
More than 5 years	37,499	29,631
Total leases	108,955	101,621

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, that conveys the right to use an asset (the underlying asset) for a period of time in exchange for consideration.'

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

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

Note 7: Provisions

	2026	2025
	\$'000	\$'000
Note 7A: Employee provisions		
Leave	<u>136,434</u>	<u>119,431</u>
Total employee provisions	<u>136,434</u>	<u>119,431</u>

Accounting Policy

Leave

Refer to Note 1A: Employee benefits for details.

Note 7B: Other provisions

	Total
	\$'000
As at 1 July 2025	2,081
Additions	288
Amounts reversed	(663)
Unwinding of discount or change in discount rate	74
Revaluation	<u>217</u>
Total as at 30 June 2026	1,997

Accounting Policy

Make-good provision

The ABS currently recognises six 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: Appropriations

Note 8A: Annual appropriations

Annual Appropriations for 2026

	Annual Appropriation \$'000	Adjustments to appropriation ³ \$'000	Total appropriation \$'000	Appropriation applied (current and prior years) \$'000	Variance ⁴ \$'000
Departmental					
Ordinary annual services ¹	622,860	81,279	704,139	703,289	850
Capital Budget ^{1,2}	16,396	-	16,396	9,118	7,278
Other services					
Equity Injections ¹	11,234	-	11,234	13,296	(2,062)
Total departmental	650,490	81,279	731,769	725,703	6,066

- \$20.048 million was quarantined and reappropriated for a reclassification of appropriations.
 - \$10.657 million (\$6.217 million from *Appropriation Act (No. 1) 2025-2026* and \$4.440 million from *Supply Act (No. 1) 2025-2026*) was reclassified from departmental capital budget to ordinary annual services and reappropriated through *Appropriation Act (No. 3) 2025-2026*.
 - \$9.391 million was reclassified from ordinary annual services to equity injections and reappropriated through *Appropriation Act (No. 4) 2025-2026*.
- 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.
- Adjustments to appropriations represent receipts retained under section 74 of the PGPA Act, including retainable GST receipts.
- The variances represent prior year appropriations applied in the current year.

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

- \$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*.
- 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.
- Adjustments to appropriations include GST related receipts retained under the section 74 of the *Public Governance, Performance and Accountability Act 2013* (PGPA Act). In 2024–25, the ABS has changed the presentation of appropriations disclosed in the appropriation note to include GST amounts retained under section 74 of the PGPA Act. In prior years, retainable GST under section 74 of the PGPA Act was excluded from the appropriation note.

Note 8B: Unspent annual appropriations

	2026 \$'000	2025 \$'000
Departmental		
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
Supply Act (No. 2) 2025-26	6,832	-
Appropriation Act (No. 1) 2025-2026	48,228	-
Appropriation Act (No. 1) 2025-2026	6,851	-
Appropriation Act (No. 3) 2025-2026	11,857	-
Appropriation Act (No. 4) 2025-2026	328	-
Cash at bank	4,562	4,807
Total departmental	78,658	88,194

During 2025-26, \$20.048 million was quarantined and reappropriated for a reclassification of appropriations.

- \$10.657 million (\$6.217 million from *Appropriation Act (No. 1) 2025-2026* and \$4.440 million from *Supply Act (No. 1) 2025-2026*) was reclassified from departmental capital budget to ordinary annual services and reappropriated through *Appropriation Act (No. 3) 2025-2026*.
- \$9.391 million was reclassified from ordinary annual services to equity injections and reappropriated through *Appropriation Act (No. 4) 2025-2026*.

Note 9 Net cash appropriation arrangements

	2026 \$'000	2025 \$'000
Total comprehensive loss - as per the Statement of Comprehensive Income	(56,825)	(29,159)
<i>Plus: depreciation / amortisation of assets funded through appropriations (departmental capital budget funding and/ or equity injections)</i> ¹	27,257	25,999
<i>Plus: depreciation of right-of-use assets</i> ²	18,521	15,258
<i>Less: lease principal repayments</i> ²	(17,752)	(14,889)
Net Cash Operating Surplus/ (Deficit)	(28,799)	(2,791)

¹ From 2010-11, the Government introduced net cash appropriation arrangements where revenue appropriations for depreciation/amortisation expenses of non-corporate Commonwealth entities and selected corporate Commonwealth entities were replaced with a separate capital budget provided through equity appropriations. Capital budgets are to be appropriated in the period when cash payment for capital expenditure is required.

² The inclusion of depreciation/amortisation expenses related to ROU leased assets and the lease liability principal repayment amount reflects the cash impact of AASB 16 *Leases*, which does not directly reflect a change in appropriation arrangements.

Note 10: Key management personnel remuneration

	2026 \$'000	2025 \$'000
Australian Bureau of Statistics		
Short-term employee benefits ¹	2,072	1,823
Post-employment benefits - Superannuation	329	288
Other long-term benefits – Long Service Leave	121	97
Termination benefits	29	-
Total key management personnel remuneration expenses²	2,551	2,208

Key management personnel (KMP) are those persons who have the authority and responsibility for planning, directing and controlling the activities of the ABS, directly or indirectly. This includes personnel who have temporarily performed the relevant roles for a continuous period of 12 weeks or more.

The ABS has determined that its KMP are the Australian Statistician and the members of the ABS Executive Board, including the three Deputy Australian Statisticians (DASs).

The number of KMP positions is four (2025: four). The total number of KMP included in the above table is five (2025: five). During 2025-26, one DAS retired on 6 March 2026. A new DAS acted in the KMP role from 28 August 2025 to 16 April 2026 and was subsequently appointed to the DAS position on 17 April 2026.

There were no other officers acting in a KMP position for a continuous period of 12 weeks or more.

1. This includes base salary and other benefits, including car parking and related fringe benefits tax.
2. The KMP remuneration disclosed above excludes the remuneration and other benefits of the Portfolio Minister. The Portfolio Minister is the KMP of the ABS; however, their remuneration and other benefits are set by the Remuneration Tribunal, are not paid by the ABS, and are disclosed in the Australian Government Consolidated Financial Statements.

Note 11: Related party disclosures

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

Transactions with related parties

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

Significant transactions with related parties may include:

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

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

Note 12: Contingent assets and liabilities

The ABS did not have any contingent assets or liabilities at 30 June 2026 (2025: 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 13: Financial instruments

	2026	2025
	\$'000	\$'000
Note 13A: Categories of financial instruments		
Financial assets at amortised cost		
Cash and cash equivalents	4,562	4,807
Trade and other receivables	15,009	6,992
Total financial assets at amortised cost	19,571	11,799
Total financial assets	19,571	11,799
Financial Liabilities		
Financial liabilities measured at amortised cost		
Trade creditors and accruals	14,579	16,866
Total financial liabilities measured at amortised cost	14,579	16,866
Total financial liabilities	14,579	16,866
Note 13B: Net (gains) or losses on financial assets		
Financial assets at amortised cost		
Impairment / (Reversal of impairment)	(28)	2
Net (gains) or losses on financial assets at amortised cost	(28)	2

Accounting Policy

Financial assets

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

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

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 (SPPI) on the principal outstanding amount.

Amortised cost is determined using the effective interest method.

Effective interest method

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

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 the SPPI 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 general 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

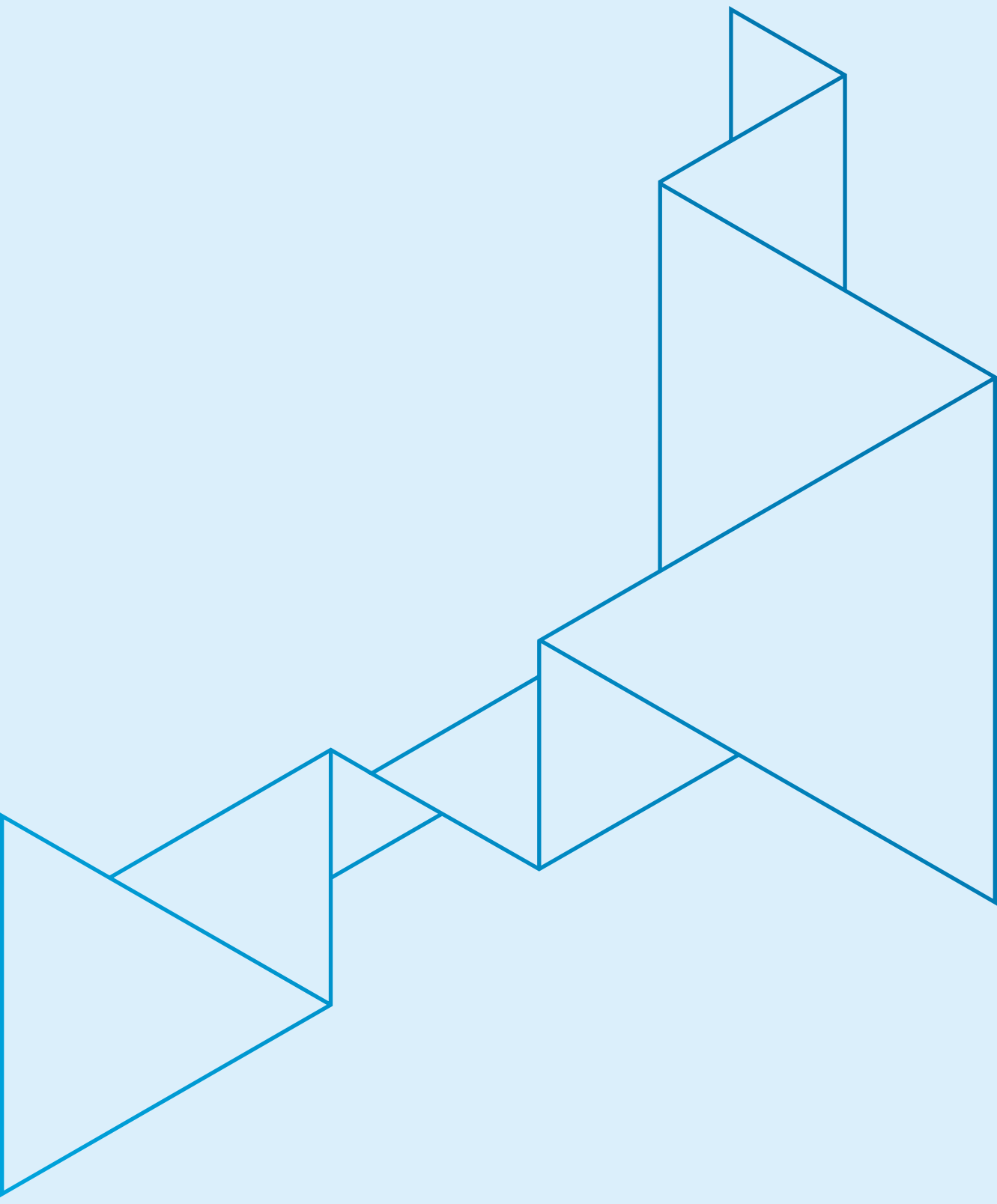
Financial liabilities, including borrowings, are initially measured at fair value, net of transaction costs. These liabilities are subsequently measured at amortised cost using the effective interest method, with interest expense recognised on an effective interest basis.

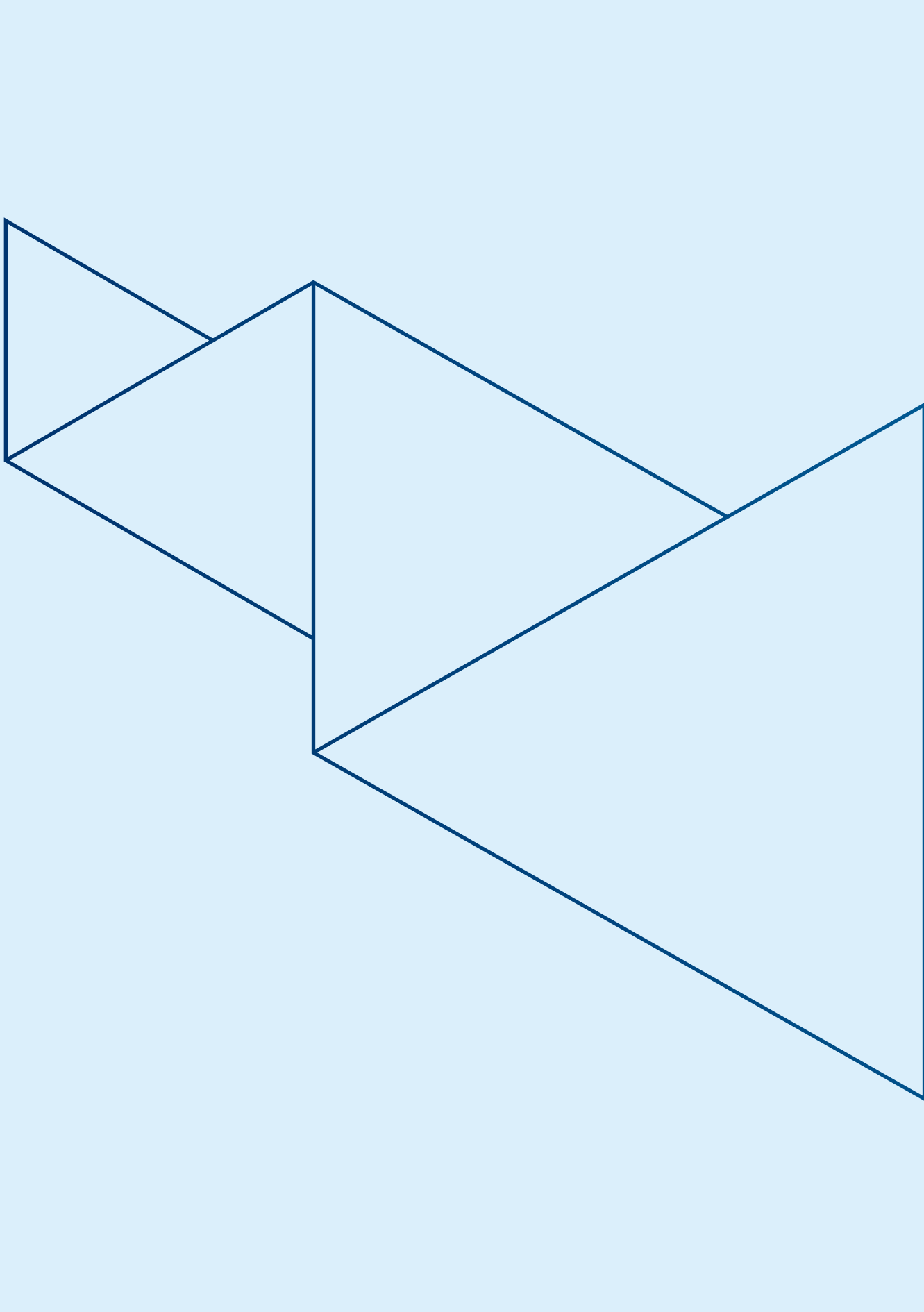
Supplier and other payables are recognised at amortised cost. Liabilities are recognised to the extent that the goods or services have been received (and irrespective of having been invoiced).

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

Note 14: Current / non-current distinction for assets and liabilities

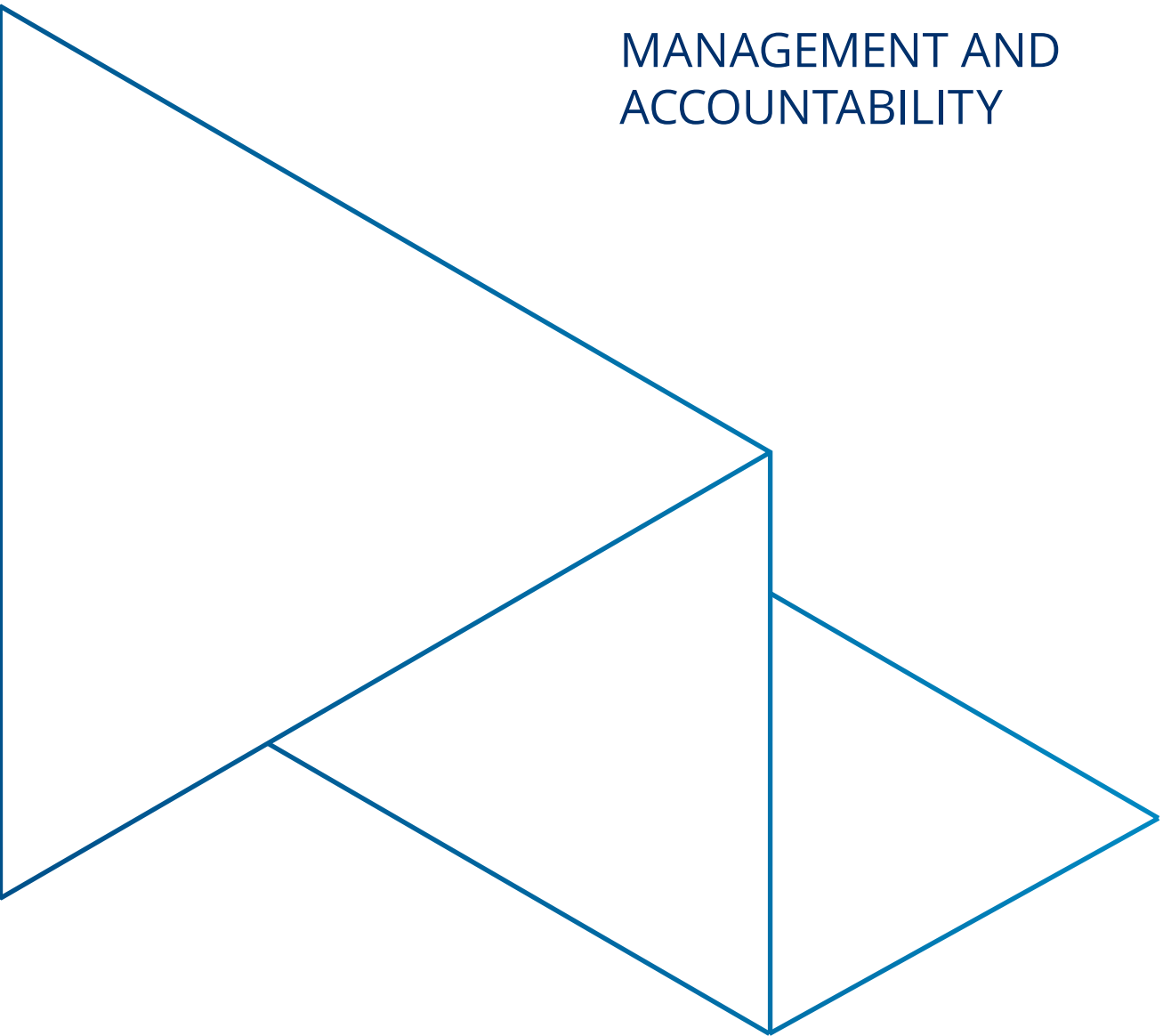
	2026	2025
	\$'000	\$'000
Note 14A: Current / non-current distinction for assets and liabilities		
Assets expected to be recovered in:		
No more than 12 months		
Cash and cash equivalents	4,562	4,807
Trade and other receivables	71,031	77,716
Prepayments	17,767	21,776
Total no more than 12 months	93,360	104,299
More than 12 months		
Leasehold improvements	22,455	20,874
Buildings	87,733	83,022
Plant and equipment	17,292	16,537
Intangibles	45,033	52,569
Prepayments	3,680	3,084
Total more than 12 months	176,193	176,086
Total assets	269,553	280,385
Liabilities expected to be settled in:		
No more than 12 months		
Suppliers	14,579	16,866
Other payables	48,826	39,099
Leases	16,909	13,601
Employee leave	38,641	33,417
Other	-	663
Total no more than 12 months	118,955	103,646
More than 12 months		
Other payables	6,893	7,822
Leases	82,688	80,406
Employee leave	97,793	86,014
Other	1,997	1,418
Total more than 12 months	189,371	175,660
Total liabilities	308,326	279,306





SECTION THREE

MANAGEMENT AND ACCOUNTABILITY



Corporate governance

Introduction

The ABS corporate governance structure supports the achievement of our purpose by promoting sound decision-making, effective risk management, the appropriate use and management of public resources and the agency's financial sustainability.

The Australian Statistician, as the Accountable Authority for the ABS, is responsible for establishing and maintaining an appropriate system of risk oversight, management and internal control. These arrangements enable ABS staff to perform their duties in a manner that meets the community's expectations of public accountability, probity, and transparency.

The ABS' governance arrangements provide oversight of the planning, delivery and performance of its activities, supporting transparency, accountability, integrity and effective decision-making.

Legislative compliance

Our legislation

The ABS conducts its activities in accordance with the following legislation, which establishes its functions, powers and responsibilities:

- *Australian Bureau of Statistics Act 1975*²⁰
- *Census and Statistics Act 1905*²¹
- *Census and Statistics Regulation 2016*²²
- *Census and Statistics (Information Release and Access) Determination 2018*.²³

The ABS also ensures it complies with a 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),²⁴ 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 OAIC on its website²⁵, the Australian Government Transparency

20 <https://www.legislation.gov.au/C2004A00282/latest/versions>

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

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

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

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

25 <https://www.oaic.gov.au>

Portal²⁶ and at data.gov.au.²⁷

Under Part II, section 8 of the FOI Act, the ABS is required to publish information as part of the Information Publication Scheme (IPS).²⁸ 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.²⁹

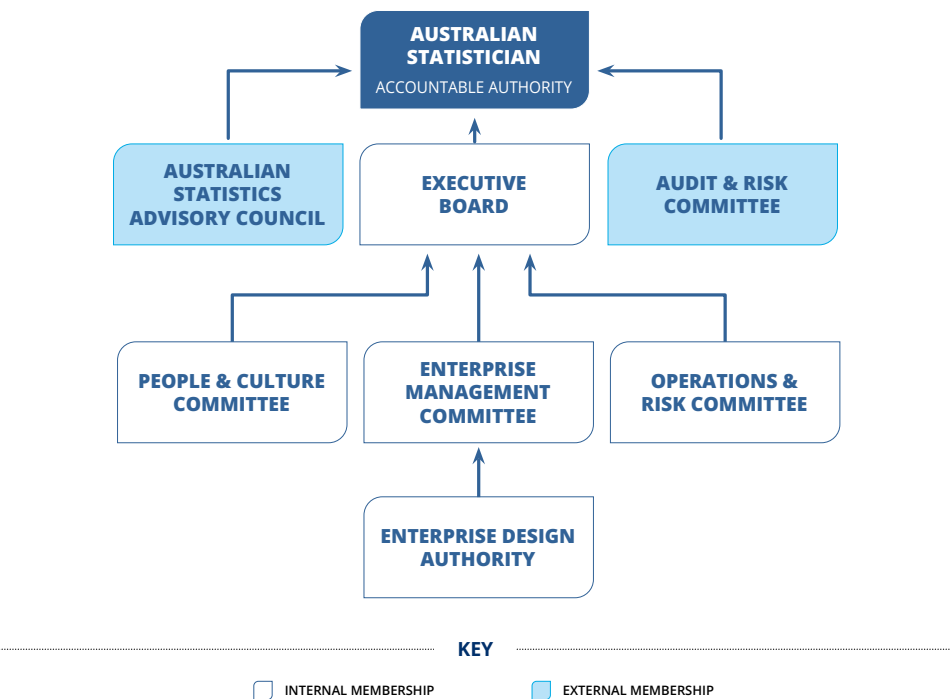
Compliance with Finance Law

In 2025–26, 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 PGPA Act.

Governance committees

Figure 6.1 outlines the ABS’ governance committee structure as at 30 June 2026. Additional information about each governance forum is provided in Table 6.1.

Figure 6.1 ABS’ governance committee structure, as at 30 June 2026



26 <https://www.transparency.gov.au>

27 <https://www.data.gov.au>

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

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

Table 6.1 Overview of ABS governance forums, as at 30 June 2026

Australian Statistics Advisory Council
Established under the <i>Australian Bureau of Statistics Act 1975</i> (ABS Act), the Australian Statistics Advisory Council (ASAC) is the key advisory body to the Minister responsible for the ABS and the Australian Statistician on statistical services. ASAC provides advice on improving, extending and coordinating statistical services, as well as on annual and longer-term priorities for the ABS work program, and other matters relating to these statistical services. The Minister, the Australian Statistician, or both may seek ASAC's advice on these matters. 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 Executive Board provides advice to the Australian Statistician as the Accountable Authority 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 provide independent advice to the Australian Statistician on the appropriateness of the ABS' financial and performance reporting responsibilities, system of risk oversight and management and system of internal control.
Enterprise Management Committee
The Enterprise Management Committee (EMC) is a sub-committee of the Executive Board. The EMC supports the Executive Board by providing advice and assistance on the ABS' strategic direction, statistical priorities, work program, enterprise sustainability and investment, resource prioritisation and allocation, enterprise risk management, and business continuity planning.
Operations and Risk Committee
The Operations and Risk Committee (ORC) is a sub-committee of the Executive Board. The ORC supports the Executive Board by providing advice and assistance on risk management, fraud and corruption control, internal audit, 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 of the Executive Board. The PCC supports the Executive Board by providing advice and assistance relating to strategic workforce matters to ensure the ABS attracts, develops and retains a capable and engaged workforce.
Enterprise Design Authority
The Enterprise Design Authority (EDA) is a sub-committee of the EMC. The EDA provides senior leadership and stewardship of the ABS' enterprise design, ensuring that change across the organisation is coherent, strategically aligned and delivers long-term enterprise value. The EDA ensures that proposed programs and initiatives are informed by enterprise design considerations before matters progress to the EMC.

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.³⁰

There were three Committee members (including the Chair) for the entirety of the reporting period, with a fourth Member from December 2025. Membership details, including the experience and expertise of each member, are provided in Table 6.2.

Table 6.2 Audit and Risk Committee membership, 2025–26

		Background - Experienced board member, committee chair and adviser. - Extensive executive career in corporate finance and investment banking. Experience - 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 20 audit, risk and finance committees in the Australian Government and private sectors over the past 30 years. - Currently chair of audit and risk committees in a number of Australian Government entities. Specialised knowledge - Business, finance, governance, performance reporting, audit, risk management and project management. Membership - Fellow of the Australian Institute of Company Directors since 1993.
Jennifer Clark (Chair)		
Meetings: attended/ total	Total annual remuneration (GST inc.)	
6/6 	\$42,000 	

30 <https://www.abs.gov.au/about/legislation-and-policy/audit-and-risk-committee/ABS%20Audit%20and%20Risk%20Committee%20Charter%202026-27.pdf>
<https://www.abs.gov.au/about/legislation-and-policy/audit-and-risk-committee>



Will Laurie

Meetings:
attended/
total

6/6



Total annual
remuneration
(GST inc.)

\$21,120



Background

- Senior executive leadership roles in professional accounting and audit entities, such as PricewaterhouseCoopers and Boyce Chartered Accountants.
- Chairman of birdsnest (on-line retailer) and Tarahawk Pty Ltd (property management).

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.



Don Cross

Meetings:
attended/
total

6/6



Total annual
remuneration
(GST inc.)

\$21,120



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 function.

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.

		Background - Chief Information Officer, Defence Digital Group, responsible for the Department of Defence's digital, cyber, communications and enterprise ICT capabilities. - Brings over 35 years of leadership experience across defence, mining, resources, technology, supply chain and digital transformation sectors.	
Chris Crozier		Experience - Executive leadership of large-scale technology and cyber security programs. - Enterprise digital transformation, including large-scale Enterprise Resource Planning, cloud, operational technology and digital ecosystem modernisation. - Member of Australian Government governance forums, and audit and risk committees, including the Board Audit and Risk Committee for the Australian Maritime Safety Authority.	
Meetings: attended/ total	Total annual remuneration (GST inc.)	Specialised knowledge Enterprise digital transformation, cyber security, ICT governance, data strategy and management of complex technology environments.	
2/2^(a) 	Nil^(b) 	Membership Graduate Member of the Australian Institute of Company Directors.	

- (a) Part-year membership – Mr Chris Crozier’s membership commenced on 17 December 2025.
- (b) As a Commonwealth employee, Mr Crozier is not eligible for additional remuneration for his membership on the ABS Audit and Risk Committee.



**Professor
Emeritus Ian Harper AO
ASAC Chair**

Australian Statistics Advisory Council

The Australian Statistics Advisory Council (ASAC) is established under the ABS Act. As set out in the ABS Act (subsection 18(1)), the role of ASAC is 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 (as at 30 June 2026). The ASAC reports annually to the Parliament. Further information on the ASAC and its activities can be found on the ABS website.³¹

Risk management

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

In 2025–26, the ABS continued to strengthen its risk management capability to support the delivery of relevant, timely and high-quality statistics in a complex operating environment. This included regular review and analysis of enterprise risks to ensure they remained aligned with ABS' strategic priorities and operating context. The ABS also continued to strengthen its risk culture and maturity by promoting informed decision-making, innovation and calculated risk taking.

Risk oversight was provided through established corporate governance committees, including the Operations and Risk Committee (ORC) which provides strategic advice to the Executive Board and the Audit and Risk Committee (ARC). These arrangements supported the active monitoring of strategic and operational risks and ensured ongoing senior oversight and organisational stewardship of our enterprise risks.

Fraud and corruption control

The *ABS Fraud and Corruption Control Plan 2025–27* (FCCP) was reviewed and updated in 2025–26 and is reviewed biennially.

The FCCP describes key fraud and corruption risks to the ABS and the measures in place to prevent, detect and respond to fraud and corruption, including review of fraud risk exposure when there is a substantial change in the ABS operating environment or to internal functions and practices.

Fraud and corruption awareness remains an integral part of the ABS commitment to fraud and corruption control and promoting a culture of integrity. During 2025–26:

- staff were regularly reminded to protect public resources, personal information and market sensitive information
- training and guidance were provided to:
 - support the prevention of fraudulent behaviour and corrupt conduct including mandatory induction training; and
 - assist staff and managers to identify fraud and corruption and report suspected instances through appropriate channels
- fraud and corruption detection, prevention and countermeasures was promoted during the International Fraud Awareness Week.

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

Fraud control and incidents of potential fraud were reported to the ARC throughout 2025–26.

Internal audit arrangements

Internal audits provide independent advice and assurance to the Australian Statistician on the effectiveness of ABS governance, risk management and performance arrangements. They assess compliance with legislative and policy obligations, and the effectiveness of financial and operational controls.

The internal audit program supports the 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 twice each year, to ensure that identified risks are addressed and agreed mitigations are implemented.

During 2025–26, the ABS' internal auditors undertook a compliance program to assess compliance with key corporate obligations and audits on:

- privacy of Census data collection by third parties
- trading restrictions
- security of unit level inside information
- payroll key controls.

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 APS Code of Conduct and Values, to ensure ethical standards are upheld in accordance with the *Public Service Act 1999*.³²

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

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

External scrutiny

Privacy Impact Assessments

In 2025–26, the ABS published 2 Privacy Impact Assessments (PIAs), both of which were conducted by independent consultants. These assessments reflect our commitment to privacy, transparency and responsible data governance. The PIAs evaluated the privacy implications of two key initiatives and confirmed alignment with the *Privacy Act 1988* and the *Australian Government Agencies Privacy Code*.³³

The PIAs published during 2025–26 were:

- **2026 Census of Population and Housing Phase 3:** conducted independently by Information Integrity Solutions. This PIA assessed new and evolving privacy considerations associated with Census operations, including the sharing of Census data under the *Data Availability and Transparency Act 2022*³⁴, the use of administrative data to enhance the Census dataset, access to separate Census forms, third-party vendor management, the Post Enumeration Survey and Census refusals processes. The report acknowledged the ABS' robust privacy governance arrangements and found that the ABS is taking appropriate steps to meet its obligations under the Privacy Act. The ABS agreed to all six recommendations arising from this assessment.
- **Detailed Justice Data:** conducted by Maddocks, this PIA assessed the privacy impacts of incorporating detailed justice data as an enduring dataset into the Person Level Integrated Data Asset for reuse in approved research projects. It confirmed ABS compliance with privacy legislation and acknowledged the strong frameworks and controls in place for managing the heightened sensitivities associated with justice-related data. The ABS agreed to all three recommendations arising from this assessment.

All PIAs and ABS responses are available on the ABS website³⁵ reinforcing the ABS' commitment to openness and accountability in its data practices.

Australian National Audit Office performance audits

On 27 May 2026, the Australian National Audit Office published its performance audit report, *Cyber Security Readiness for the 2026 Census*.³⁶ The objective of the audit was to assess the readiness of cyber security arrangements for the 2026 Census. The audit made four recommendations focused on Census risk management arrangements, cyber security advisory arrangements, security architecture documentation and risks to cyber security readiness stemming from the broader ABS ICT environment. The ABS accepted all recommendations. All recommendations relating to the 2026 Census were implemented for the 2026 Census. Further work is underway to implement and embed the recommendations holistically across the ABS through an enterprise-wide approach in preparation for the 2031 Census.

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

34 <https://www.legislation.gov.au/C2022A00011/latest/text>

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

36 <https://www.anao.gov.au/work/performance-audit/cyber-security-readiness-the-2026-census>

Other reviews and reports

There were no external reviews of the ABS completed in 2025–26 that had a significant effect on the operations of the entity.

There were no adverse comments or findings relating to the ABS from 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 2025–26.

As noted above, the Auditor General undertook a performance audit, *Cyber Security Readiness for the 2026 Census*, and made recommendations to the ABS. The recommendations relating to the 2026 Census were implemented in full prior to the 2026 Census. Further enterprise-wide work is underway to implement and embed the recommendations holistically across the ABS in preparation for the 2031 Census.

Data governance

The ABS manages data as a strategic asset to support the delivery of high-quality statistics and insights for Australia. Strong governance arrangements help ensure data is handled appropriately, legislative requirements are met, and public confidence is maintained. The Chief Data Officer provides enterprise leadership for the strategic use and management of data across the organisation.

During 2025–26, the ABS released the ABS Data Strategy 2025–30, strengthening the foundations for the effective use of data and emerging technologies. Aligned with the Australian Government's *Data and Digital Government Strategy*³⁷, the Strategy reinforces the ABS' commitment to privacy, transparency and the responsible use of data.

The ABS also strengthened its approach to artificial intelligence (AI) through the appointment of a Chief AI Officer and an AI Accountable Official, publication of our AI Transparency Statement, and continued implementation of the Australian Government's Policy for the *Responsible Use of AI in Government*³⁸. These initiatives support the safe, ethical, and transparent adoption and use of AI, maintaining confidence in ABS data, statistics, and insights.

The rapid advancement of frontier AI technologies is also reshaping the cyber security landscape, accelerating both the scale and sophistication of potential threats. While the ABS has developed strong cyber security capabilities, the operating environment continues to evolve at an unprecedented pace, requiring organisations to detect, assess and respond to threats more rapidly than before. In response, the ABS is accelerating its cyber resilience by enhancing real-time monitoring, threat detection and response capabilities, increasing automation, and adopting a more proactive security operating model. These investments are in response to the evolving threat environment and safeguard the data and systems that support Australia's official statistics program.

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

38 <https://www.digital.gov.au/ai/ai-in-government-policy>

The ABS continued to provide secure data integration, sharing, and access services, applying the *Five Safes Framework*³⁹ and managing its ICT environment and data assets in accordance with the *Protective Security Policy Framework*⁴⁰ (PSPF) and the *Information Security Manual*⁴¹. Data collection, processing and dissemination systems incorporate privacy and security controls by design, and are supported by ongoing maintenance, monitoring and independent assurance activities. These measures ensure compliance with legislative and policy obligations, while strengthening the resilience, reliability and integrity of ABS data and services.

During the reporting period, the ABS updated its cyber security policies and practices to respond to evolving risks and emerging threats. The ABS cyber policies, protocols and guidance materials support staff to apply secure practices while they acquit their duties. The ABS Chief Information Security Officer (CISO) plays a key cultural advocacy role across the agency by delivering timely and topical communications on emerging threats and providing practical learning sessions which elevates the ABS' cyber consciousness and reduces human risk factors.

Governance of Indigenous Data

The ABS remains committed to implementing the APS Framework for Governance of Indigenous Data (the Framework) to build strong governance over data related to Aboriginal and Torres Strait Islander people. The Framework supports efforts to implement the National Agreement on Closing the Gap, in particular Priority Reform Three (Transforming Government Organisations) and Priority Reform Four (Shared Access to Data and Information at the Regional Level). Implementation actions build to deliver outcomes in relation to partnering with Aboriginal and Torres Strait Islander people, building data-related capabilities, providing knowledge of data assets and building an inclusive data system.

Key achievements in 2025–26 include:

- facilitating data access for Justice Reinvestment Program initiatives, including those led by Aboriginal Community Controlled Organisations
- delivering training sessions to build data related capabilities in areas such as accessing and interpreting data, using TableBuilder, data visualisation, and understanding ABS geographies
- embedding the Framework guidelines into new and existing internal policies to ensure they align with the principles of transparency, accessibility and cultural sensitivity
- improving ease of access to microdata in the ABS DataLab environment by expanding eligibility to include Aboriginal Community Controlled Organisations and revising the microdata access form to provide easily understood and transparent advice on how to request access to data held by the ABS
- rolling out culturally informed programs to improve the cultural capability of ABS staff.

39 <https://www.abs.gov.au/statistics/understanding-statistics/data-confidentiality-guide/five-safes-framework>

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

41 <https://www.cyber.gov.au/business-government/asds-cyber-security-frameworks/ism>

Procurement

The ABS approach to procurement activities is consistent with the principles of the PGPA Act and related regulations, including the Commonwealth Procurement Rules and relevant internal policies. This is further supported by the Accountable Authority Instructions and 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 all procurement processes. Information on significant procurements to be undertaken via an open approach to market is advertised in an annual procurement plan, available on the AusTender website.⁴² 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. Information on small and medium enterprise (SME) and small business participation in Commonwealth procurement is available on the Department of Finance website.

The ABS supports SME participation in procurement activities by adopting whole-of-Australian-Government procurement solutions that simplify engagement with government. This includes complying with the Commonwealth Procurement Framework, reducing unnecessary compliance burdens, using plain English documentation, and applying standardised contract terms, such as the Commonwealth Contracting Suite and Commonwealth Purchase Order Terms, for low-risk procurements valued at under \$1 million. The ABS also uses government purchase cards for low-value procurements where appropriate.

Consultancy contracts

The ABS engages consultants when specialist expertise is required or when an independent review, assessment, or research activity is necessary. Before engaging a consultant, ABS assesses its obligations under the *APS Strategic Commissioning Framework* to ensure the required skills, expertise, or capacity cannot be sourced internally. Where consultancy services are engaged, appropriate knowledge transfer and capability-building measures are incorporated to maximise value and support organisational capability. Decisions to engage consultants are made in accordance with the PGPA Act, associated rules and regulations, including the Commonwealth Procurement Rules, and relevant internal policies and procedures.

During 2025–26, 13 new reportable consultancy contracts were entered into involving total actual expenditure of \$3,451,520. In addition, 23 ongoing reportable consultancy contracts were active during the period, involving total actual expenditure of \$3,113,413 (see Tables 6.3 and 6.4).

⁴² <https://www.tenders.gov.au/>

Table 6.3 Expenditure on reportable consultancy contracts, 2025–26

	Number	Expenditure \$'000 (GST inc.)
New contracts entered into during the reporting period	13	3,452
Ongoing contracts entered into during a previous reporting period	23	3,113
Total	36	6,565

Table 6.4 Organisations receiving a share of reportable consultancy contracts, 2025–26

Name of organisation 	Organisation ABN	Expenditure \$'000 (GST inc.)
TBWA Melbourne Pty Ltd	96 060 197 382	1,540
KPMG	51 194 660 183	1,292
ORIMA Research Pty Ltd	77 076 347 914	712
Parbery Consulting	40 620 308 027	613
Culture HQ Pty Ltd	39 634 920 013	495

Non-consultancy contracts

During 2025–26, 127 new reportable non-consultancy contracts were entered into, involving total actual expenditure of \$48,578,887. In addition, 322 ongoing reportable non-consultancy contracts were active during the period, involving total actual expenditure of \$143,684,593 (see Tables 6.5 and 6.6).

Table 6.5 Expenditure on reportable non-consultancy contracts, 2025–26

	Number	Expenditure \$'000 (GST inc.)
New contracts entered into during the reporting period	127	48,579
Ongoing contracts entered into during a previous reporting period	322	143,685
Total	449	192,264

Table 6.6 Organisations receiving a share of reportable non-consultancy contracts, 2025–26

Name of organisation 	Organisation ABN	Expenditure \$'000 (GST inc.)
Evolve FM Pty Ltd	52 605 472 580	28,958
Amazon Web Services Australia Pty Ltd	63 605 345 891	14,813
Data#3 Limited	31 010 545 267	13,055
Slalom Australia Pty Ltd	71 635 861 004	11,463
Accenture Australia Pty Ltd	49 096 776 895	8,540

Exempt contracts

During 2025–26, 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, including right-of-use assets and office accommodation fit-outs, plant and equipment, intangible assets, artworks and curios. The asset management policies are set out in the Accountable Authority Instructions and supporting financial management procedures and comply with relevant accounting standards and legislative requirements. Further information on asset accounting policies is provided in Note 4 to the Financial Statements.

The ABS maintains an asset register and conducts an annual stocktake to ensure the completeness and accuracy of information recorded in the register. Asset acquisitions and disposals are monitored against the capital management plan, which outlines strategic asset requirements, funding sources and replacement priorities. Periodic risk-based reviews of key asset classes and asset-related events are undertaken to verify asset records and assess asset condition, utilisation and business needs.

Advertising and market research

Under section 311A of the *Commonwealth Electoral Act 1918*, the ABS is required to disclose payments over \$17,300 (GST inclusive) for advertising and market research in the annual report.⁴³

During 2025–26, the ABS total expenditure for advertising and market research over the reporting threshold was \$4,688,720 (GST inclusive, rounded to the nearest \$) (see Table 6.7). The majority was expended on advertising services for the 2026 Census.

Further information on these advertising campaigns is available on the ABS website and in the reports on Australian Government advertising prepared by the Department of Finance. Those reports are available on the Department of Finance's website.⁴⁴

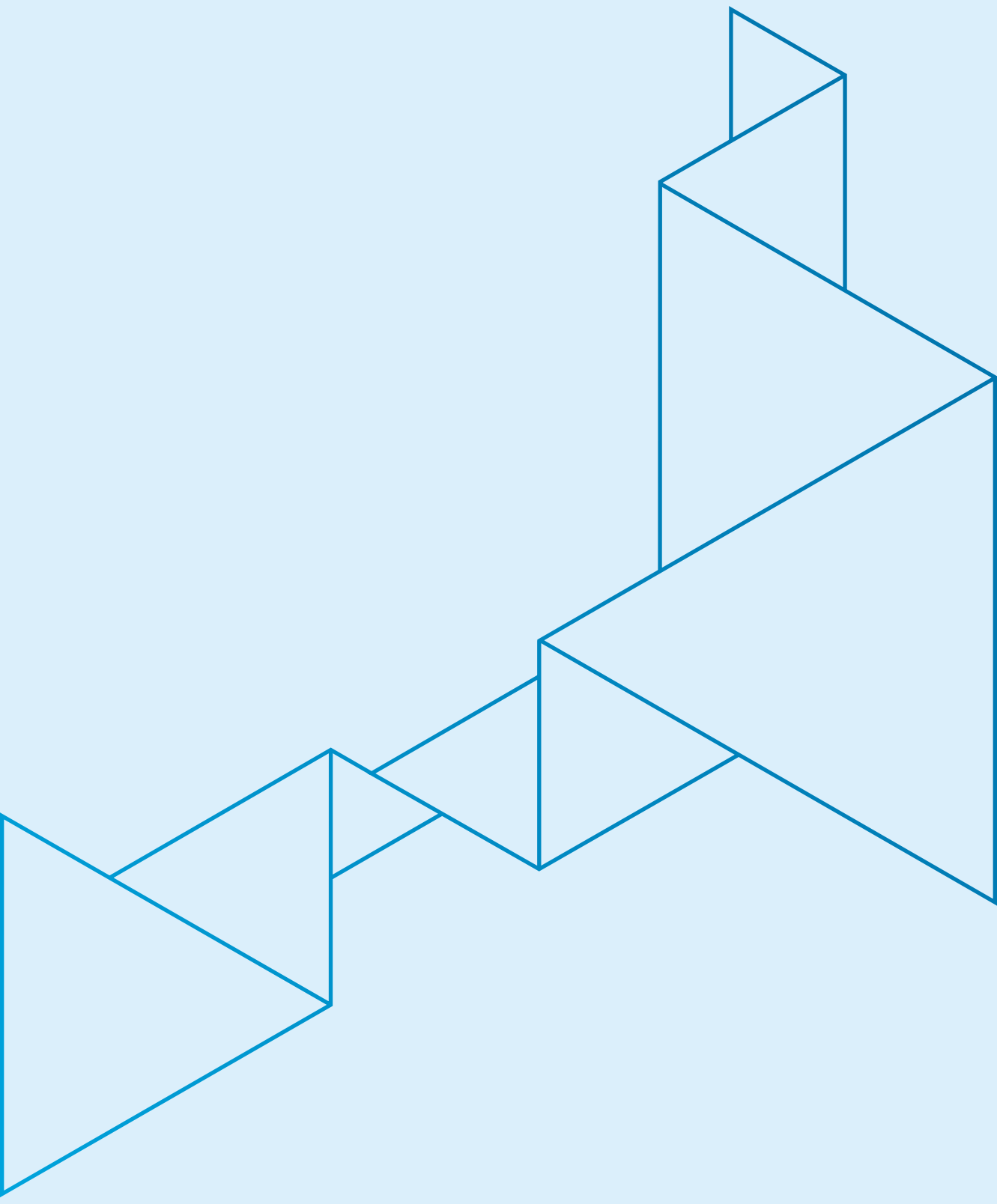
43 <https://www.legislation.gov.au/Series/C1918A00027>

https://www.aec.gov.au/parties_and_representatives/public_funding/threshold.htm

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

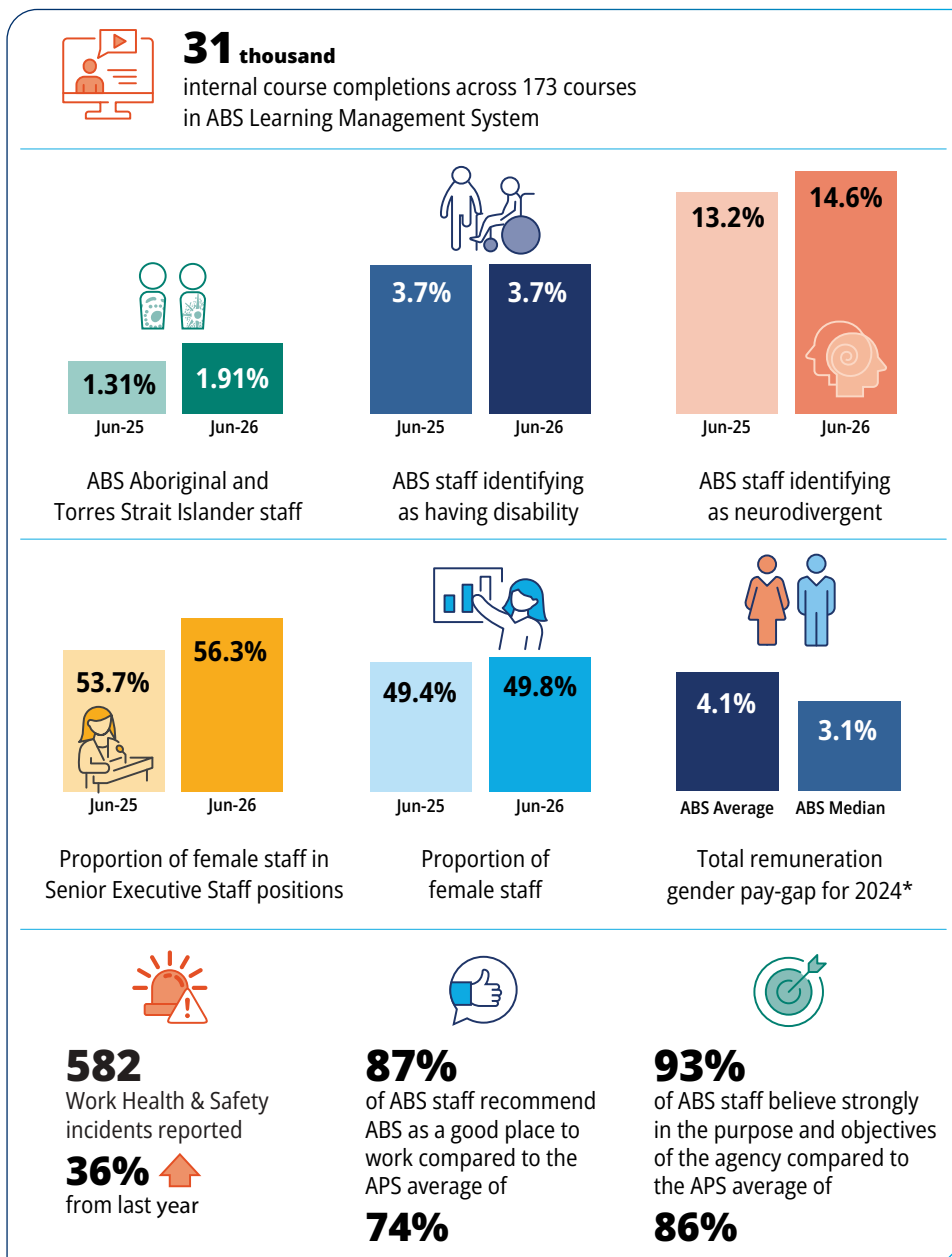
Table 6.7 Advertising and market research payments over \$17,300, 2025–26

Organisation 	Purpose 	Expenditure \$' (GST inc.) 
Market research organisations 		
ORIMA Research Pty Ltd	Development of the 2026 Census campaign	652,291
Advertising (campaign and non-campaign advertising) 		
TBWA Melbourne Pty Ltd	2026 Census Advertising	1,540,000
Universal McCann	Census Recruitment Advertising Campaign	839,403
Culture HQ Pty Ltd	2026 Census Advertising	495,000
Think HQ Pty Ltd	2026 Census Advertising	342,798
The Trustee for the PromoGear Trust	Census 2026 Merchandise promotional items	193,875
33 Creative Pty Ltd	2026 Census Advertising	111,365
Universal McCann	2026 Census Advertising Campaign	66,660
Australian Public Service Commission	APSC advertising for APS jobs	45,510
Universal McCann	Census ORE Non-Campaign Advertising	22,138
Internal media monitoring services 		
Streem Pty Ltd	Media Monitoring Services	284,664
Falcon.io ApS	Social Media Monitoring Services	95,016
Total payments over \$17,300 (GST inc.)		4,688,720



Management of human resources

Figure 7.1 Human resources dashboard 2025–26



Introduction

Our human resource management function focuses on implementing contemporary ways of working to attract, retain, grow and support a professional workforce to deliver our strategic priorities. Effective and pro-active human resource management remains fundamental to our capacity to achieve our purpose.

In 2025–26, we continued to prioritise the development of a skilled, diverse and resilient workforce, with a strong emphasis on staff wellbeing and safety, 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 improve employee experience and engagement. It also presents data on workforce composition and diversity indicators in line with the *APS Workforce Strategy 2025*.⁴⁵

We have a 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

Our workforce strategy plays an important role in ensuring we maintain a workforce that is professional, statistically expert and adaptable in a complex and ever-changing operating environment.

The *ABS Workforce Strategy 2021–25* has now been formally closed. The strategy has played a key role in supporting a professional, skilled and future-focused workforce, ensuring we are well positioned to meet current and emerging priorities.

Building on the achievements and insights gained through its implementation, we are developing a refreshed 5-year workforce strategy to further align talent investments with our vision, Corporate Plan, enterprise shifts and contemporary ways of working.

Implementation of the refreshed strategy will commence in 2026–27 through our strategic workforce plan and supporting divisional workforce plans, providing a coordinated approach to workforce planning and capability development across the organisation.

45 <https://www.apsc.gov.au/initiatives-and-programs/aps-workforce-strategy-2025>

Workforce planning

To support the *ABS Workforce Strategy 2026–31*, we are developing the *ABS Strategic Workforce Plan 2026–31*. The Strategy will establish the long-term direction, while the Plan will provide a clear roadmap for implementation, outlining priorities, timeframes and intended outcomes.

The Plan will also prioritise investment in the core people infrastructure that enables consistent, scalable workforce decisions. This includes contemporary role statements, a capability catalogue and skills profiling. It will also support learning and career pathways, workforce mobility, and consistent workforce planning templates and guidance.

Workforce profile

As at 30 June 2026, there were a total of 4,565 staff employed by the ABS (both operative and inoperative) including:

- 3,998 operative staff employed under the *Public Service Act 1999*
- 133 inoperative staff employed under the *Public Service Act 1999*⁴⁶
- 427 operative interviewers employed under the *Australian Bureau of Statistics Act 1975*
- 6 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 provide a breakdown of ABS staffing levels as at 30 June 2026 and compares them with levels as of 30 June 2025. The tables include information on gender, employment type and status, classification, location and diversity.⁴⁷

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

47 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 7.1 Ongoing staff by gender, location and employment status, as at 30 June 2025 & 2026^(a)

	As at 30 June 2025					As at 30 June 2026				
	Male		Female		Total	Male		Female		Total
Location	Full-time	Part-time	Full-time	Part-time		Full-time	Part-time	Full-time	Part-time	
NSW	153	41	101	61	356	157	45	105	70	377
Vic^(c)	473	50	370	167	1,060	479	56	367	190	1,092
Qld	147	28	127	72	374	145	31	127	89	392
SA	126	21	119	83	349	122	24	125	87	358
WA	112	16	65	45	238	108	22	70	54	254
Tas	54	19	38	33	144	53	21	41	33	148
NT	6	3	4	8	21	6	4	12	11	33
ACT	458	46	419	123	1,046	439	37	403	110	989
Total	1,529	224	1,243	592	3,611^(b)	1,509	240	1,250	644	3,668^(b)

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

(b) Includes 23 in 2025 and 25 in 2026 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 Dandenong, Geelong and Melbourne. Other states and territories have a single office in the capital city.

Table 7.2 Non-ongoing staff by gender, location and employment status, as at 30 June 2025 & 2026^(a)

	As at 30 June 2025					As at 30 June 2026				
	Male		Female		Total	Male		Female		Total
Location	Full-time	Part-time	Full-time	Part-time		Full-time	Part-time	Full-time	Part-time	
NSW	8	5	8	2	23	29	4	27	27	87
Vic^(c)	15	33	21	56	125	65	53	55	89	262
Qld	2	4	5	6	17	23	2	40	19	84
SA	7	0	7	3	17	27	0	15	19	61
WA	19	11	6	10	46	32	17	28	49	126
Tas	3	0	2	0	5	5	0	8	10	23
NT	4	0	0	0	4	20	0	15	0	35
ACT	18	14	18	15	65	52	39	47	63	201
Total	76	67	67	92	306^(b)	253	115	235	276	897^(b)

(a) Counts include interviewers and inoperative staff.

(b) Includes 4 in 2025 and 18 in 2026 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 Dandenong, Geelong and Melbourne. Other states and territories have a single office in the capital city.

Table 7.3 Ongoing Public Service Act staff by gender, classification and employment status, as at 30 June 2025 & 2026^{(a)(b)}

	As at 30 June 2025 ^(c)					As at 30 June 2026 ^(d)				
	Male		Female		Total	Male		Female		Total
Classifica- tion	Full- time	Part- time	Full- time	Part- time		Full- time	Part- time	Full- time	Part- time	
SES 3	2	0	1	0	3	2	0	1	0	3
SES 2	5	0	5	0	10	5	0	4	0	9
SES 1	16	0	19	4	39	15	0	22	3	40
EL 2	91	3	91	17	202	86	3	92	13	194
EL 1	313	35	240	103	691	317	29	245	97	688
APS 6	446	38	370	124	978	435	37	359	120	951
APS 5	268	19	252	83	622	335	22	279	103	739
APS 4	358	17	223	55	653	284	13	206	49	552
APS 3	17	1	24	4	46	21	4	27	6	58
APS 2	12	16	18	38	84	8	8	15	39	70
APS 1	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0
Total	1,528	129	1,243	428	3,350^(e)	1,508	116	1,250	430	3,328^(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 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).

(d) Includes 132 inoperative ongoing staff (by level and gender: SESB1 – 1 male & 5 female; EL2 – 3 male & 8 female; EL1 – 5 male & 30 female; APS6 – 8 male & 24 female; APS5 – 4 male & 26 female; APS4 – 6 male & 7 female; APS3 – 1 male; APS2 – 1 male & 3 females).

(e) Includes 22 in 2025 and 24 in 2026 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 2025 & 2026^{(a)(b)}

	As at 30 June 2025 ^(c)					As at 30 June 2026 ^(d)				
	Male		Female		Total	Male		Female		Total
Classifica- tion	Full- time	Part- time	Full- time	Part- time		Full- time	Part- time	Full- time	Part- time	
SES 3	0	0	0	0	0	0	0	0	0	0
SES 2	0	0	0	0	0	0	0	0	0	0
SES 1	1	1	0	1	3	0	0	1	1	2
EL 2	1	2	0	1	4	1	1	0	2	4
EL 1	7	2	3	3	15	10	1	9	2	22
APS 6	15	2	11	4	32	57	6	46	8	117
APS 5	7	0	23	3	33	119	1	120	11	251
APS 4	28	5	21	5	59	50	4	36	16	106
APS 3	17	35	9	29	90	15	66	21	89	191
APS 2	0	20	0	46	66	1	36	2	53	92
APS 1	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0
Total	76	67	67	92	306^(e)	253	115	235	182	803^(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 0 inoperative non-ongoing staff.

(d) Includes 1 inoperative non-ongoing staff member (by level and gender: APS6 - 1 female).

(e) Includes 4 in 2025 and 18 in 2026 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 2025 & 2026^{(a)(b)}

 Clas-sifica-tion	As at 30 June 2025							As at 30 June 2026						
	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	10	0	10	0	0	0	10	9	0	9	0	0	0	9
SES 1	35	4	39	1	2	3	42	37	3	40	1	1	2	42
EL 2	182	20	202	1	3	4	206	178	16	194	1	3	4	198
EL 1	553	138	691	10	5	15	706	562	126	688	19	3	22	710
APS 6	816	162	978	26	6	32	1,010	794	157	951	103	14	117	1,068
APS 5	520	102	622	30	3	33	655	614	125	739	239	12	251	990
APS 4	581	72	653	49	10	59	712	490	62	552	86	20	106	658
APS 3	41	5	46	26	64	90	136	48	10	58	36	155	191	249
APS 2	30	54	84	0	66	66	150	23	47	70	3	89	92	162
APS 1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	2,771	557	3,328	143	159	302	3,656^(c)	2,758	546	3,304	488	297	785	4,131^(c)

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

(b) Counts are based on nominal classification.

(c) Includes 26 in 2025 and 42 in 2026 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 7.6 Public Service Act staff by location and employment type, as at 30 June 2025 & 2026^(a)

 Location	As at 30 June 2025 ^(b)			As at 30 June 2026 ^(c)		
	Ongoing	Non-ongoing	Total	Ongoing	Non-ongoing	Total
NSW	298	23	321	299	66	365
Vic^(d)	1,013	126	1,139	1,034	251	1,285
Qld	332	17	349	335	74	409
SA	318	18	336	321	49	370
WA	214	46	260	218	112	330
Tas	119	5	124	118	14	132
NT	13	4	17	21	35	56
ACT	1,043	67	1,110	982	202	1,184
Total	3,350	306	3,656	3,328	803	4,131

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

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

(c) Includes 132 inoperative ongoing staff and 1 inoperative non-ongoing staff member as at 30 June 2026.

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

Table 7.7 Interviewers by location and employment type, as at 30 June 2025 & 2026^(a)

	At 30 June 2025 ^(b)			At 30 June 2026 ^(c)		
	Ongoing	Non-ongoing	Total	Ongoing	Non-ongoing	Total
NSW	61	0	61	81	21	102
Vic	53	0	53	67	14	81
Qld	45	0	45	60	12	72
SA	32	0	32	37	15	52
WA	25	0	25	37	15	52
Tas	27	0	27	32	10	42
NT	8	0	8	12	0	12
ACT	9	0	9	13	7	20
Total	260	0	260	339	94	433

(a) Includes all operative and inoperative interviewers.

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

(c) Includes 5 inoperative ongoing interviewers and 1 inoperative non-ongoing interviewer as at 30 June 2026.

Table 7.8 Public Service Act Aboriginal and Torres Strait Islander staff by employment type, as at 30 June 2025 & 2026^(a)

	As at 30 June 2025	As at 30 June 2026
Ongoing	43	52
Non-ongoing	5	27
Total	48	79

(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 2025 & 2026^(a)

	As at 30 June 2025	As at 30 June 2026
Ongoing	124	116
Non-ongoing	12	36
Total	136	152

(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 2025–26. 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

During 2025–26, the ABS progressed six enterprise-level development priorities to support the last stage of the *ABS Workforce Strategy 2021–25*. Each priority was developed in consultation with senior leadership and business areas through the ABS Capability Representative Network.

The *ABS Workforce Strategy 2026–31* will continue to build on these capability priorities, with targeted investment a focus of the *ABS Strategic Workforce Plan 2026–31*.

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

Connection and engagement

We continue to embed and invest in our suite of initiatives to support workforce connection, engagement and productivity. These include:

- **ABS Welcome Program:** ensures every new starter experiences a consistent, engaging and supportive onboarding experience.
- **ABS Employee Value Proposition:** ABS' commitment to providing meaningful work and a shared purpose, flexible working arrangements, diverse development opportunities, and a collaborative approach to solution delivery.
- **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.

Continuing to improve connection has also been a focus of our current Agency Action Plan. In 2025–26, we have:

- developed a Modernisation Communication Toolkit and SES Communication Guide for senior leaders to foster a more connected and high-performing workforce
- created new guidance materials to promote new ways to connect and work using the M365 suite.

Workplace diversity and inclusion

The ABS is committed to building a diverse, inclusive and respectful workplace where all employees feel valued and able to contribute their best. Through the *ABS Inclusion and Diversity Strategy 2022–26*, we continue

to strengthen inclusion, accessibility and belonging across our workforce, recognising that diverse skills, perspectives and experiences support innovation, better decisions making and improved outcomes for the Australian community.

During 2025–26, key achievements included:

- completed the ABS 2023–25 Innovate Reconciliation Action Plan (RAP). Of the 64 deliverables, 45 (75%) were achieved, 11 (18%) were partially achieved and 4 (7%) were not achieved. Work commenced on the next Innovate RAP to build on achievements and address areas for improvement.
- launched the ABS Cultural Capability Songline. Based on the APS Cultural Capability Framework and informed by the lived experience of ABS Aboriginal and Torres Strait Islander employees, the Songline provides a practical learning pathway for employees to develop cultural capability.
- launched the ABS Culturally and Linguistically Diverse (CALD) Action Plan 2025–27, aligned with the APS Culturally and Linguistically Diverse Employment Strategy and Action Plan.
- completed mandatory reporting to the Workplace Gender Equality Agency (WGEA), including selecting 3 gender equality targets to achieve or improve by December 2028.
- promoted the Hidden Disabilities Sunflower initiative to raise awareness and support employees with non-visible disabilities.
- continued the Harassment and Workplace Support Officer service for all employees.
- delivered Pride in Diversity training across all ABS offices during Transgender Awareness Week.
- hosted a cross-agency panel discussion with participants from the ABS, CSIRO, Bureau of Meteorology and Geoscience Australia to celebrate International Day Against Homophobia, Biphobia, Intersex Discrimination and Transphobia (IDAHOBIT).
- progressed development of the Neurodiversity Managers and Staff Support Guide.
- celebrated and promoted inclusion through events including Carers Week, Harmony Day, International Day of People with Disability, Pride Month, Wear it Purple Day, Transgender Awareness Week, International Women's Day, NAIDOC Week and National Reconciliation Week.

Diversity networks

Employee diversity networks play an important role in delivering the objectives of the ABS Inclusion and Diversity Strategy by supporting connection, inclusion and belonging across the organisation.

During 2025–26, the ABS had 6 employee diversity networks, supported by 12 senior Inclusion and Diversity Champions and 3 Senior Executive Sponsors. The networks are:

- **Culturally and Linguistically Diverse (CALD):** supporting employees from

diverse cultural backgrounds and promoting a culturally inclusive and representative workplace.

- **Disability and Carers:** creating supportive relationships for staff with disability and caring responsibilities through connection, advocacy and peer support.
- **Gender Equity:** creating inclusion and reducing bias across gender identities.
- **Neurodiversity:** supporting employees who are, or think they may be, neurodivergent, as well as their managers and colleagues, while promoting awareness, understanding and allyship across the ABS.
- **Pride:** bringing together people who identify as lesbian, gay, bisexual, transgender, intersex and queer (LGBTQIA+) and their allies.
- **Yakeen:** supporting Aboriginal and Torres Strait Islander staff.

Supporting an inclusive 2026 Census of Population and Housing

The 2026 Census demonstrated the ABS' commitment to ensuring all Australians could participate, regardless of their cultural background, language, disability or communication needs. The ABS implemented a national Culturally and Linguistically Diverse (CALD) engagement strategy and worked closely with community organisations, service providers and stakeholders across Australia to support participation.

The ABS employed a diverse Census workforce, including Aboriginal and Torres Strait Islander employees, multilingual staff, Census Engagement Managers, Local Engagement Officers and Community Field Officers who worked with communities to raise awareness of the Census and available support services.

To support participation, Census information and assistance were made available in a range of languages and accessible formats, including Easy Read, audio, Auslan, Braille and large-print materials. The ABS also partnered with interpreting and specialist support services to help ensure all Australians could participate.

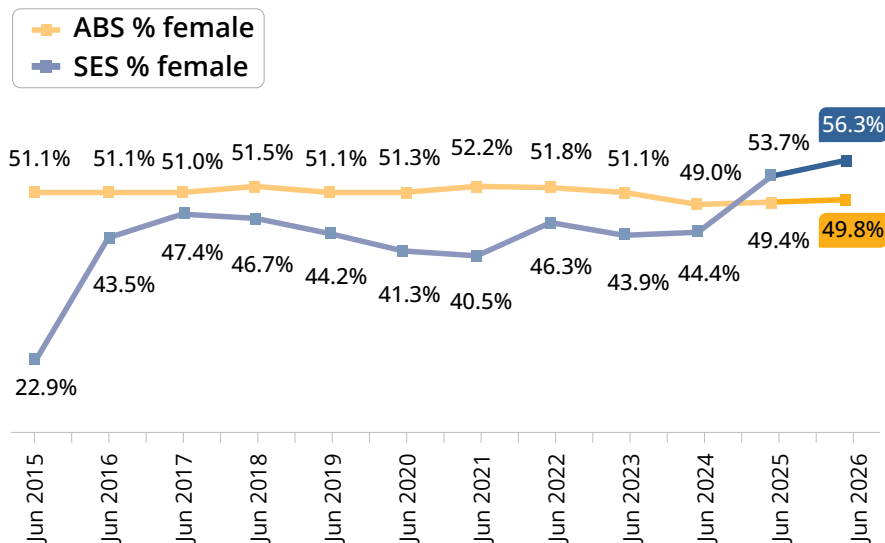
These initiatives reflect the ABS' ongoing commitment to ensuring its services, engagement approaches and data collections are accessible, inclusive, and representative of the diversity of the Australian community.

Gender balance

The Australian Statistician, Dr David Gruen AO, continued to drive inclusion and diversity initiatives in his role as an executive sponsor of the ABS Gender Equity and Pride networks.

Since June 2016, the ABS has maintained female representation at over 40% in its Senior Executive Service (SES) (see Figure 7.2).

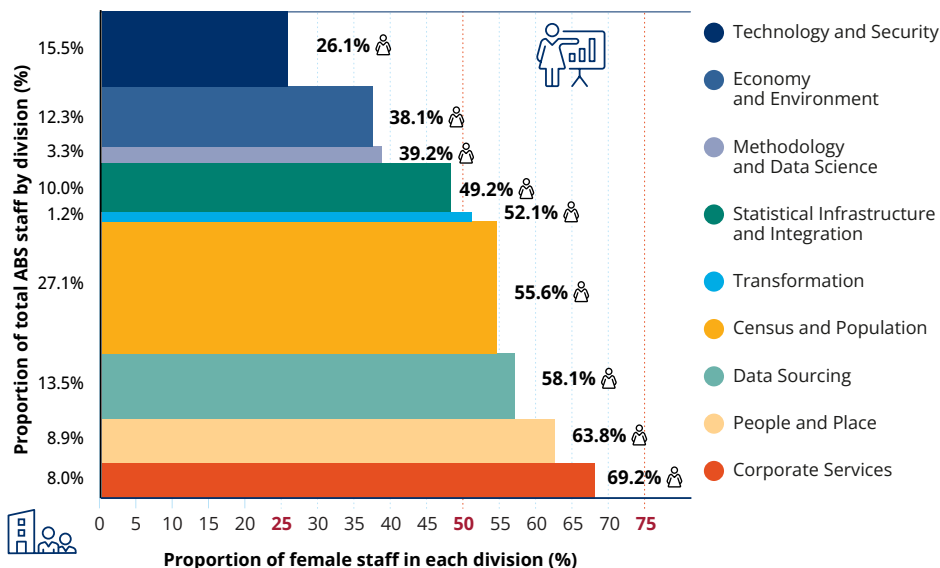
Figure 7.2 Proportion of female staff in the ABS, SES and all staff, June 2015 to June 2026^{(a)(b)}



- (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 employees in the workforce marginally under 50%, however, there is a wide range in the proportion of female employees across divisions in the ABS. In the ABS' most male-dominated division (Technology and Security), the proportion of female employees is just over 26%, while in our most female-dominated division (Corporate Services), the proportion is over 69% (see Figure 7.3).

Figure 7.3 Proportion of female staff by division, as at 30 June 2026^(a)



- (a) Excludes inoperative staff and staff on outward temporary transfer.

Gender pay gap

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

In 2022, the ABS commenced reporting on its APS and non-APS workforces to the WGEA. The most recently available WGEA gender pay gap data, for the 2025 calendar year, showed that the ABS average total remuneration gender pay gap was 4.1% and its median total remuneration gender pay gap was 3.1%. Both the ABS average and median total remuneration gender pay gaps are within the WGEA target range of $\pm 5\%$.

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.

WGEA gender equality targets

Consistent with the WGEA new gender equality targets framework, the ABS has selected three evidence-based targets that reflect our commitment to fostering a more equitable and inclusive workplace. The WGEA framework requires large employers to identify and work towards three measurable targets over a three-year period, with at least one numeric target, to drive meaningful progress in gender equality. The three targets chosen by the ABS have been informed by our workforce data and are focused on areas where we can make the greatest impact, ensuring accountability, transparency and continuous improvement in the experience of our people. By 31 December 2028, the ABS aims to:

- increase representation of women in graduate roles by +5 percentage points (from 27% to 32%),
- increase representation of men in promotions to manager by +4 percentage (from 41% male to 45% male), and
- increase uptake of primary parental leave by men by +3 percentage points (from 40% to 43%)

Together, these targets will help guide and measure the ABS' progress towards a more gender-equitable workplace. By embedding gender equality considerations into our workforce planning, leadership practices and employee experience, we aim to create an environment where all employees have equitable opportunities to contribute, develop and succeed. We will continue to monitor our progress, learn from the outcomes achieved and remain accountable for delivering meaningful and sustainable change in support of our people and organisational performance.

Gender equality reporting

In line with commitments made under *Working for Women: A Strategy for Gender Equality*, Australian Government departments have committed to report on their efforts to achieve gender equality and build gender analysis capability, in their annual reports. As part of this initiative, this annual report includes a case study to demonstrate how the ABS is working towards the ambition of a better, gender equal Australia for everyone.

The ABS supports the objectives of *Working for Women: A Strategy for Gender Equality*⁴⁸ by providing high-quality data and insights that support measurement and reporting of gender outcomes in Australia. Through a range of household, labour, health and social statistics, the ABS produces information across the following priority areas of the Strategy: gender-based violence, unpaid and paid care, economic equality and security, and health. Together, these statistics provide a foundation for governments and agencies to understand gender disparities, identify inequalities, develop policies, target interventions and monitor progress towards gender equality over time.

- **Gender-based violence:** The Personal Safety Survey (PSS) provides national data on the prevalence, nature and impacts of violence against women and men aged 18 years and over. This includes experiences of physical violence, sexual violence, partner emotional and economic abuse, stalking, sexual harassment, partner violence and retrospective experiences of physical and sexual abuse before the age of 15.
- **Family and Domestic Violence Offenders:** The Criminal Justice Data Asset (CJDA) links information on individuals who come into contact with the criminal justice system — including police recorded offenders⁴⁹, criminal court defendants⁵⁰, and adult prisoners under the authority of corrective services⁵¹. Intended as a national enduring longitudinal data asset, once in production (expected in second half of 2027), the CJDA can provide insights on how offenders of family and domestic violence are held to account by the criminal justice system, tracking their pathways through policing, courts, and corrective services over time.
- **Unpaid and paid care:** The ABS measures caring responsibilities, unpaid care, childcare use and workforce participation through collections such as the Survey of Disability, Ageing and Carers, Labour Force Survey, Time Use Survey, General Social Survey, Childhood Education and Care Survey, Job Search and Mobility Survey, Survey of Employee Earnings and Hours and the Census of Population and Housing.

48 <https://genderequality.gov.au/working-for-women/working-women-strategy-overview>

49 <https://www.abs.gov.au/statistics/people/crime-and-justice/recorded-crime-offenders/latest-release>

50 <https://www.abs.gov.au/statistics/people/crime-and-justice/criminal-courts-australia/latest-release>

51 <https://www.abs.gov.au/statistics/people/crime-and-justice/prisoners-australia/latest-release>

- **Economic equality and security:** ABS data provides comprehensive insights into women's economic outcomes through collections such as the Labour Force Survey, Average Weekly Earnings, Employee Earnings and Hours, Characteristics of Employment, Household Income and Wealth, Retirement and Retirement Intentions, Jobs in Australia, and Personal Income in Australia.
- **Health:** The ABS supports gender-responsive health policy through data from the National Health Survey, National Study of Mental Health and Wellbeing, National Nutrition and Physical Activity Survey, Survey of Disability, Ageing and Carers, Patient Experience Survey, Causes of Death, and Life Expectancy Tables.

The Census of Population and Housing also provides comprehensive and geographically detailed information on employment, income, education, unpaid caring responsibilities, family composition, housing, cultural diversity and location. Together with the ABS Gender Indicators framework, Census and survey data provide a robust evidence base for measuring and understanding gender outcomes, identifying emerging issues, evaluating policy impacts and tracking progress towards gender equality.

ABS data and statistics inform efforts to prevent and respond to gender-based violence, understand the interactions between caring responsibilities and workforce participation, measure economic equality and security, and identify disparities in health and wellbeing. Our data and insights support the transparency, monitoring and accountability objectives of the Working for Women reporting framework and help governments assess the effectiveness of actions taken to improve outcomes for women and girls across Australia.

Case study – ABS' Experimental Estimates of Unpaid Care

In September 2023, the Australian government released Working Future: The Australian Government's White Paper on Jobs and Opportunity. This paper highlighted gaps in labour market data on unpaid care which, if addressed, would strengthen evidence-based policy decisions.

The ABS was subsequently funded to develop estimates of both the total time spent on unpaid care and its monetary value. This work has played a significant role in highlighting the contribution of unpaid care to Australian society and the economy. Furthermore, it provides valuable insights into potential barriers to labour force participation, as time dedicated to unpaid care may reduce opportunities for paid employment, leading to forgone earnings and superannuation accumulation.

As well as producing new estimates of unpaid care, the ABS has enhanced the extensive paid work information available through the Labour Account by incorporating sex and age dimensions. These data were first published in March 2026 and provide an important point of comparison for understanding and valuing unpaid care alongside paid economic activity.

Since late 2024, the ABS has published a series of information papers providing detailed conceptual and methodological guidance on the measurement of unpaid care, alongside a time series of estimates commencing in 2006.

These estimates show that unpaid care is disproportionately undertaken by females. Across the time series, the value of unpaid care provided by females has generally been more than 50 per cent higher than that provided by males. This disparity is especially pronounced in unpaid childcare, where females contribute approximately twice the amount of care as males. In the September quarter 2025, the value of unpaid care undertaken by females was estimated at \$286.5 billion, compared with \$174.6 billion for males.

Disability reporting mechanism

The ABS is committed to improving the lives of people with disability through *Australia's Disability Strategy 2021–31*, 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. A range of reports on the progress of the Strategy's actions and outcome areas is published and available online.

The *APS Disability Employment Strategy 2020–25* aimed to increase employment of people with disability across the APS to 7% by 2025. The ABS is improving its employment outcomes by developing inclusive policies and programs to attract, recruit and retain people with disability. This includes utilising the APSC's RecruitAbility scheme, in addition to ABS initiatives such as the 'What do you need?' campaign which highlights reasonable workplace adjustments to help staff with disability perform their role. On 26 May 2026, the ABS recognised Global Accessibility Awareness Day by raising awareness of the importance of digital accessibility and inclusive design. Employees were encouraged to consider how accessible digital products, services and communications enable greater participation for people with disability. The Digital Experience and Design team promoted the ABS Design Guidelines, which include practical accessibility standards, and highlighted support available to teams to embed accessibility into projects and service delivery. This activity reinforced the ABS commitment to creating accessible and inclusive digital experiences for employees and the wider community. The ABS also supports the Hidden Disability Sunflower initiative, which allows employees to voluntarily share that they have a disability or condition that may not be immediately apparent.

People development

In 2025–26, the ABS continued to focus capability uplift on key enterprise objectives and strategic priorities. These priorities expanded to include data and digital capabilities needed to support the workforce adapt to the changing digital environment while continuing to deliver quality services and uphold public trust and security.

Key achievements in 2025–26

The ABS enhanced its learning and development offerings through new technologies and streamlined resource hubs with proficiency-based learning resources, increasing visibility and access. New learning solutions were designed to be flexible and scalable enabling participation in development opportunities best suited to learning needs and availability. The learning and development program was further complemented by access to APS Academy offerings.

Internal course offerings covered a range of capability areas, including leadership, management, privacy, security, work health and safety, inclusion and diversity, data science, analytics and statistics. A total of 30,565 internal course completions were recorded in 2025–26 with Essential Learning, comprising a series of mandatory training modules for all ABS employees, the main contributor. This year the ABS has introduced new resource hubs which offer an alternate learning experience and are designed to complement the way people access learning resources.

Some key learning initiatives are outlined below.

Data science and analytics – an ABS perspective

The ABS developed a blended learning solution consisting of a suite of new eLearning modules and a resource portal to support workforce capability development in data science and analytics and related emerging technologies. The initiative provides ABS-specific practical guidance on data science and analytics tools, programming languages and statistical production practices, supporting future-ready ways of working.

New management capability resources

In 2025–26, the ABS' focus was on building learning solutions that offered the organisation scalable and accessible learning resources available to learners at the point of need.

As part of our commitment to building and strengthening leadership capabilities, the ABS launched the Management Scenarios eLearning resource in December 2025. This interactive, scenario-based resource helps managers navigate different management scenarios with confidence and integrity. The 'choose your own adventure' style allows participants to step through conversations and decisions based on their best judgement, receiving feedback along the way.

Following the success of the 2024–25 Managers' Lounge program, the program evolved in 2025–26. Content areas were broadened, with resources updated and made accessible in a central, self-service repository. This enables leaders to implement teams or location-based learning targeted to their specific needs and circumstances. The program continues to foster the sharing of experiences, practical advice, and leadership confidence in a supportive environment.

Development and Performance Agreement (DPA) refresh

The Development and Performance Agreement (DPA) platform was refreshed to support a more contemporary and user-focused approach to performance and development. The enhanced platform provides clearer guidance on expectations and access to a range of supporting resources, helping employees and managers engage more effectively in the performance and development process.

A strong emphasis has been placed on regular performance and development conversations throughout the year, encouraging ongoing feedback, discussion of behaviours and identification of development opportunities. These continuous interactions strengthen the value of DPAs and support a more streamlined approach to completing formal mid-cycle and end-of-cycle reviews.

To further support managers, a new Manager Dashboard was introduced, providing real-time visibility of team DPA and Essential Learning completion. This enables managers to monitor progress more effectively, support accountability, and promote timely completion of key development and compliance activities across their teams.

Graduate Development Program

The ABS Graduate Development Program continued to demonstrate strong performance and sustained interest, with 100 graduates successfully completing the program in 2025 and 52 graduates commencing in 2026. While the 2026 intake was smaller than previous year, recruitment remained focused on building capability in priority areas, particularly data to support the ABS' current and future workforce needs.

The program comprises core and elective components delivered through virtual and in-person events. Graduates build capability and networks through interactive workshops, panel discussions, seminars and Senior Executive shadowing. These experiences complement the capstone group project, which challenges graduates to address real business issues and contribute to organisational outcomes across the ABS.

A key highlight this year was the opportunity for many graduates to gain exposure to the 2026 Census through rotational placements and selected short-term field support opportunities.

APS Academy engagement

The ABS continued to strengthen workforce capability by leveraging learning and development opportunities available through the APS Academy and APS Learn. Participation in expert-led sessions on contemporary public sector issues increased, supporting the development of current and emerging capabilities. Employees also engaged strongly with APS professional networks covering data, digital, human resources, finance and contract management, providing opportunities to connect with peers and share experiences across the APS.

Engagement with APS Learn remained strong during the reporting period, with 1,021 course completions recorded. A total of 517 employees participated in one or more of the 186 courses accessed on the platform. 'AI in Government Fundamentals' had the highest number of completions at 239, highlighting the growing importance in the use of digital capability across the APS.

Interest in live learning opportunities also remained high. During the year, 221 employees attended one or more of 77 live learning events, resulting in 415 total attendances. The *Turn Plain Text into Coded Data Using AI*, the most attended session, attracted 49 participants, reflecting increasing interest in the practical application of emerging technologies in contemporary public sector work.

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 experience for new starters and expedited onboarding timelines.

Key achievements in 2025–26

The ABS' Recruitment Strategy led to:

- 52 graduate commencements: 38 data stream graduates, 6 ICT graduates, 4 digital graduates, 1 indigenous pathways graduate and 3 accounting and financial management graduates.
- 70 ongoing engagements: 32 (46%) of these were new APS staff. 29 (41%) were ABS non-ongoing staff who accepted an ongoing position and 9 (13%) were permanent transfers into the ABS from other APS agencies.

- 845 new temporary office-based staff (including 60 temporary transfers from another APS agency and 785 new non-ongoing staff) 211 promotions; 215 jobs advertised (across both ongoing and non-ongoing vacancies) with 92 of these jobs externally advertised. These jobs attracted a total of 10,712 applications.
- 274 HSO Field Interviewer engagements: 130 ongoing roles and 144 temporary roles.

The ABS is in its 7th year of leading the Data Stream for the Australian Government Graduate Program. In February 2026, 170 data graduates commenced their APS data career, continuing to uplift data capability across the APS. The recruitment campaign for the 2027 intake commenced in March 2026. More than 2,800 applications were submitted to fill approximately 170 data graduate positions across 31 participating agencies.

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*⁵²
- the *Public Sector Workplace Relations Policy 2026*⁵³
- 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.

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

53 <https://www.apsc.gov.au/sites/default/files/2026-05/Australian%20Government%20Public%20Sector%20Workplace%20Relations%20Policy%202026.pdf>

Table 7.10 Information about remuneration for key management personnel, as at 30 June 2026^(a)

		Short-term benefits			Post employment benefits	Other long-term benefits		Termination benefits	Total remuneration
Name	Position title	Base salary	Bonuses ^(b)	Other benefits and allowances ^(c)	Superannuation contributions	Long service leave	Other long-term benefits ^(b)		
David Gruen	Australian Statistician	\$757,595	0	\$4,505	\$111,382	\$48,958	0	0	\$922,440
Phillip Gould	Deputy Australian Statistician	\$355,976	0	\$4,505	\$52,525	\$18,557	0	0	\$431,563
Brenton Goldsworthy	Deputy Australian Statistician	\$398,586	0	\$4,505	\$70,722	\$29,425	0	0	\$503,238
Elizabeth Williamson	Deputy Australian Statistician ^(d)	\$294,192	0	\$3,780	\$50,659	\$21,385	0	0	\$370,016
Kylie Bryant	Deputy Australian Statistician ^(e)	\$247,822	0	\$725	\$43,685	\$2,384	0	\$29,206	\$323,822
Total		\$2,054,171	0	\$18,020	\$328,973	\$120,709	0	\$29,206	\$2,551,079

(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 2025–26, there were no bonuses or other long-term benefit.

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

(d) Part Year - 28 August 2025 to 30 June 2026.

(e) Part Year - 1 July 2025 to 6 March 2026.

**Table 7.11 Information about remuneration for senior executives,
as at 30 June 2026^{(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 ^(j)	Average other benefits and allowances	Average superannuation contributions ^(k)	Average long service leave	Average other long- term benefits ^(l)	Average termination benefits	Average total remuneration
\$0 - \$220,000	26	\$90,907	0	\$2,279	\$18,997	\$3,870	0	0	\$116,053
\$220,001 - \$245,000	5	\$186,934	0	\$4,490	\$36,261	\$8,853	0	0	\$236,538
\$245,001 - \$270,000	5	\$201,081	0	\$4,687	\$42,245	\$10,398	0	0	\$258,411
\$270,001 - \$295,000	11	\$226,226	0	\$4,603	\$39,911	\$12,424	0	0	\$283,164
\$295,001 - \$320,000	10	\$247,654	0	\$4,694	\$44,334	\$11,690	0	0	\$308,372
\$320,001 - \$345,000	3	\$268,083	0	\$4,528	\$49,501	\$11,165	0	0	\$333,277
\$345,001 - \$370,000	6	\$285,043	0	\$4,688	\$51,434	\$19,074	0	0	\$360,239
\$370,001 - \$395,000	3	\$303,828	0	\$4,528	\$51,322	\$16,996	0	0	\$376,674

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

(b) In 2025–26, 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 2025–26, there were no bonuses nor other long-term benefits paid to senior executives.

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

Table 7.12 Information about remuneration for other highly paid staff, as at 30 June 2026^{(a)(b)(c)}

		Short-term benefits ^(d)			Post employment benefits	Other long-term benefits ^(e)		Termination benefits ^(f)	Total remuneration
Total remuneration bands	Number of other highly paid staff	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 ^(g)	Average total remuneration
\$265,000 - \$270,000	0	0	0	0	0	0	0	0	0
\$270,001 - \$295,000	1	\$235,970	0	0	\$37,043	\$13,450	0	0	\$286,463
\$295,001 - \$320,000	1	\$154,356	0	\$123,135	\$32,274	\$7,286	0	0	\$317,051

- (a) This table is prepared on an accrual basis as required under the PGPA Rule.
- (b) In 2025–26, 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 2025–26, there were no bonuses, other long-term benefit, nor termination benefits paid to Other Highly Paid Staff.
- (h) The superannuation contributions are the average of the ABS' superannuation contributions, including productivity component, for the reporting period.

Employment arrangements

Table 7.13 presents the employment arrangements for ABS staff employed under the *Public Service Act 1999* as at 30 June 2026.

Interviewers are engaged under the *Australian Bureau of Statistics Act 1975* and in accordance with the *Census and Statistics Regulation 2016*. The *ABS Interviewers Enterprise Agreement 2024–27* is the employment instrument that applies to ABS interviewers (433 staff as at 30 June 2026).⁵⁴

Table 7.13 ABS employment arrangements, as at 30 June 2026^(a)

	SES	Non-SES	Total
ABS staff covered by the <i>ABS Enterprise Agreement 2024–27</i>	0	4,077	4,077
Individual Flexibility Arrangements (IFA) made under the <i>ABS Enterprise Agreement 2024–27</i> as at 30 June 2026	0	38	38
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) ^(b)	54	0	54
Total	54	4,077	4,131

(a) The 38 staff with an IFA are included in the 4,077 ABS staff.

(b) Includes 3 SES who have formally retired but remain in the system until their leave entitlements are exhausted.

Salary arrangements

The *ABS Enterprise Agreement 2024–27* outlines the salary arrangements for non-SES ABS staff employed under the *Public Service Act 1999*.⁵⁵

54 <https://www.fwc.gov.au/document-view/agreements/australian-bureau-of-statistics-interviewers-enterprise-agreement-2024?from=search>

55 <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 2026

	Minimum salary \$	Maximum salary \$
SES 3	313,307	N/A ^(a)
SES 2	250,646	307,042
SES 1	200,517	244,380
EL 2	151,797	182,616 ^(b)
EL 1	121,755	140,557
APS 6	99,734	111,767
APS 5	88,834	98,959
APS 4	79,125	88,096
APS 3	70,477	78,255
APS 2	62,775	68,710
APS 1	57,497	60,946
Other^(c)	32,770	70,477

(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 2024–27*.

(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 is committed 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, support and promote 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 ABS' *WHS Strategic Plan 2021–26*, strategic investment has been made in a range of WHS initiatives in 2025–26, which included the completion of a psychosocial survey. The survey assessed psychosocial risk factors and provided recommendations on staff wellbeing, engagement, and organisational resilience.

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).⁵⁶

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 29 notifiable incidents to the regulator in 2025–26.

During 2025–26, Comcare conducted 5 compliance inspections with no further inspectorate action required following 4 closed enquiries. Comcare undertook one proactive inspection of ABS Risk Management and did not identify any non-compliance with the WHS Act or *Work Health and Safety Regulations*.⁵⁷

Rehabilitation and workers' compensation

Despite continued WHS initiatives, early intervention strategies and a positive return-to-work rate, in 2025–26 ABS experienced a continued increase in workers' compensation claims. This is reflected in a rise to the Comcare worker's compensation premium rate from 0.47% of payroll in 2024–25 to 0.58% in 2025–26, which remains below the Commonwealth average of 0.98% (see Table 7.15).

⁵⁶ <https://www.legislation.gov.au/C2011A00137/2018-07-01/text>

⁵⁷ <https://www.legislation.gov.au/F2011L02664/latest/text>

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

	2017–18	2018–19	2019–20	2020–21	2021–22	2022–23	2023–24	2024–25	2025–26
ABS	1.50	0.93	0.50	0.50	0.56	0.47	0.38	0.47	0.58
Overall scheme	1.23	1.06	0.85	0.85	0.83	0.83	0.84	0.95	0.98

Attendance management

In 2025–26, the average number of days of unscheduled absence per Full-Time Equivalent (FTE) was 12 days (see Table 7.16).

Table 7.16 Unscheduled absence: days per FTE, 2019–20 to 2025–26^{(a)(b)}

	2019–20	2020–21	2021–22	2022–23	2023–24	2024–25	2025–26
ABS	12.0	11.0	11.9	12.4	11.7	11.7	12.0
Australian Government (Large Agency) median	13.3	12.5	13.1	13.4	13.4	14.0	N/A ^(c)

(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 2025–26 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 employees

Where there are concerns about employee performance, the People Management and Wellbeing section (PMaW) work with employees and managers to implement strategies to improve performance.

In 2025–26 PMaW provided support on 24 performance matters for ongoing employees. Of those, 8 improved their performance, 3 moved to a new role, 2 resigned and 11 continue to be supported.

Where performance concerns are not resolved, ABS managers work with employees to implement a Performance Improvement Plan (PIP). In 2025–26, there were 4 PIPs initiated for ongoing office-based employees, one of which continues to be supported through this process.

Following a PIP, should performance not improve, a formal Managing Under-Performance (MUP) process commences. Three of the PIPs undertaken proceeded to a formal MUP. One employee resigned upon receiving a preliminary decision to terminate employment, whilst the remaining 2 are currently being supported through the MUP process.

In 2025–26, 11 interventions were made to manage non-ongoing employee performance, with 4 of those electing to resign and one resulting in termination of employment.

ABS field interviewers

PMaW also provides support to managers to uplift interviewer performance. In 2025–26, this included supporting 9 performance matters involving ABS interviewers. Of these interviewers, 3 improved their performance, 2 resigned and one interviewer was delivered a preliminary decision to terminate which did not progress due to their contract ending prior to the final determination.

There was one PIP from the 2024–25 period which continued into 2025–26, subsequently proceeding to a MUP. This interviewer resigned upon receiving a preliminary decision to terminate employment.

Staff misconduct

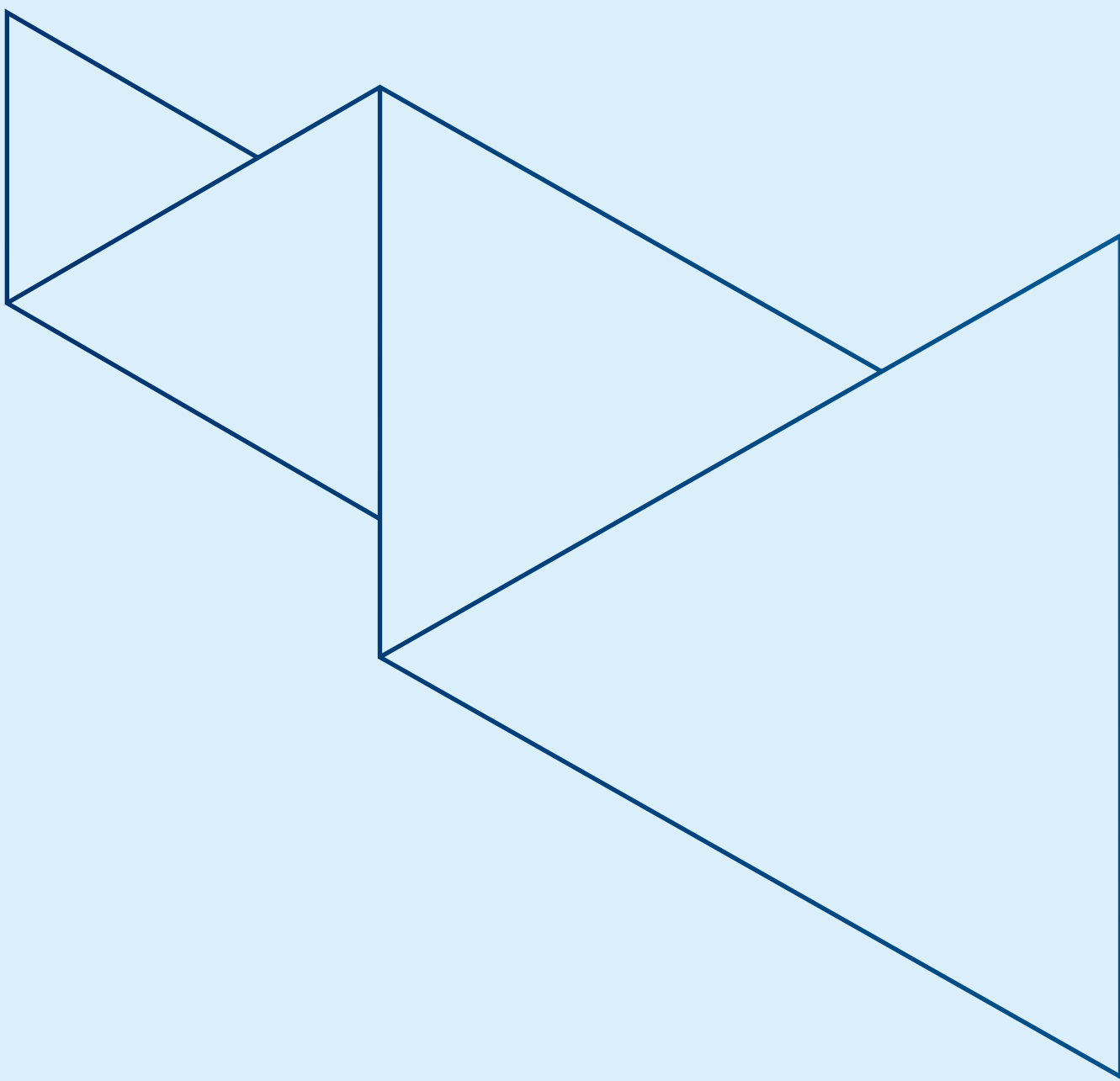
Office-based employees

During 2025–26, the ABS undertook 7 investigations into suspected breaches of the APS Code of Conduct by ongoing office-based employees. Following investigation, breaches were confirmed on 6 of these matters, with one matter currently under investigation.

Of the 6 confirmed matters, sanctions were applied to 4 matters only, with sanction decisions ranging from a reduction in classification or salary, reprimand and formal warning, including the requirement to complete additional training where relevant. One matter resulted in a cessation of section 26 employment with the sanction decision to be made by the home agency, whilst the remaining matter is awaiting a sanction decision.

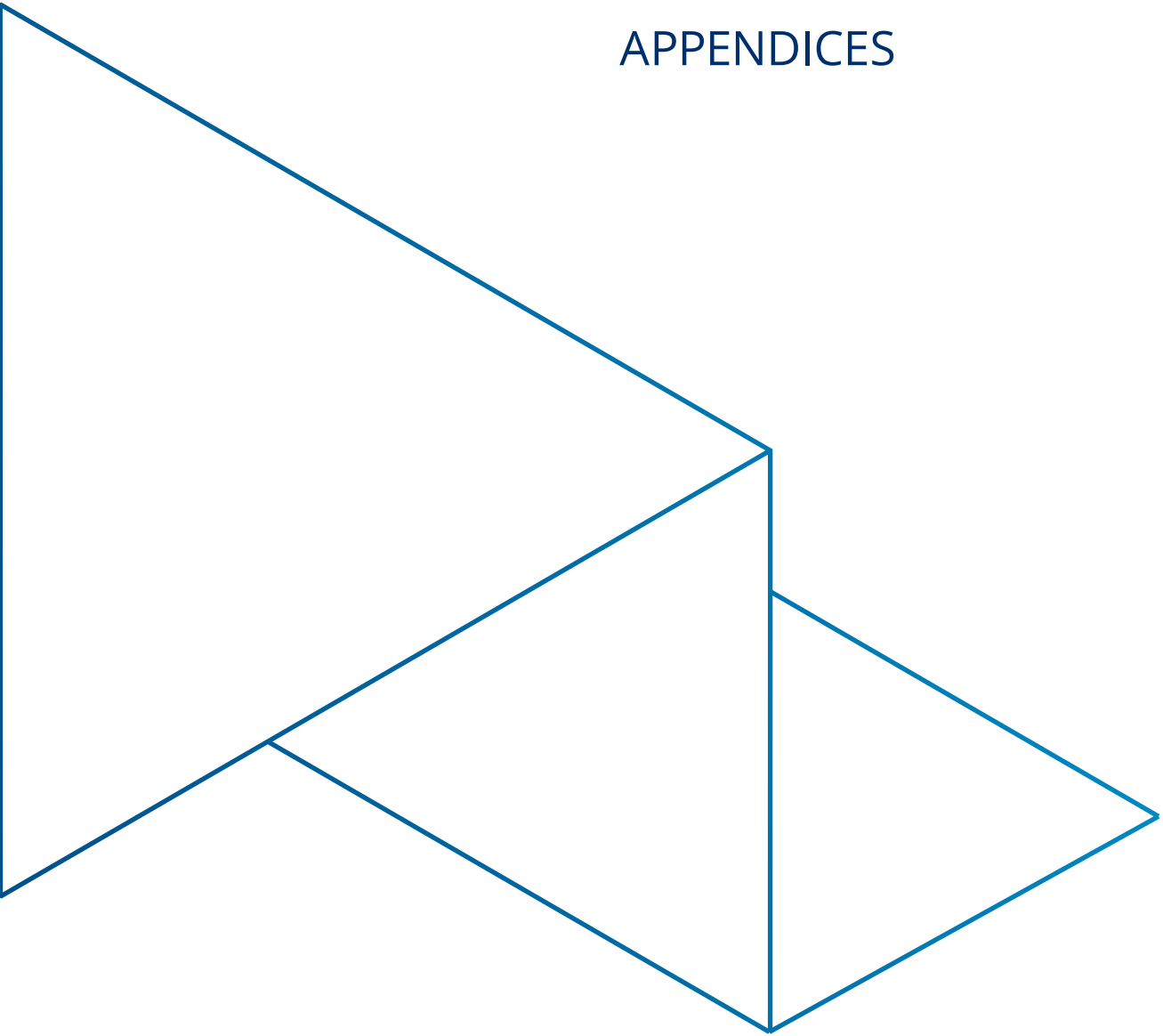
ABS field interviewers

During 2025–2026, one misconduct investigation was undertaken for an ongoing interviewer for suspected breaches of the Interviewers' Values and Code of Conduct. The matter was finalised with alleged breaches confirmed, with a sanction decision of termination of employment applied.



SECTION FOUR

APPENDICES



Resource Statements

Entity Resource Statement

	Current available appropriation 2025-26 \$'000 (a)	Payments made 2025-26 \$'000 (b)	Balance remaining 2025-26 \$'000 (a) - (b)
Departmental			
Annual appropriations - ordinary annual services ^{1,2}	720,535	642,205	78,330
Prior year appropriations available - ordinary annual services	70,202	70,202	-
Annual appropriations - other services - non-operating ³	11,234	10,906	328
Prior year appropriations available - other services - non-operating	2,390	2,390	-
Total departmental annual appropriations	804,361	725,703	78,658
Total departmental resourcing	804,361	725,703	78,658
Total resourcing and payments for the ABS	804,361	725,703	78,658

- 1 *Supply Act (No. 1) 2025-26 and Appropriation Act (No. 1 and 3) 2025-26.* This also includes retained revenue receipts under section 74 of the *Public Governance, Performance and Accountability Act 2013* (PGPA Act).
- 2 Departmental capital budgets are not separately identified in *Supply Act (No. 1) 2025-26 and Appropriation Act (No. 1 and 3) 2025-26* and form part of ordinary annual services items. For accounting purposes, this amount has been designated as a 'contribution by owner'.
- 3 *Supply Act 2 2025-26 and Appropriation Act (No. 2 and 4) 2025-26.*

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* 2025–26 \$'000 (a)	Actual expenses 2025–26 \$'000 (b)	Variation 2025–26 \$'000 (a) – (b)
Program 1.1: Australian Bureau of Statistics			
Departmental expenses			
Departmental appropriation	629,333	646,444	(17,111)
s74 External Revenue ¹	50,717	67,040	(16,323)
Expenses not requiring appropriation in the Budget year ²	22,298	29,553	(7,255)
Departmental total	702,348	743,037	(40,689)
Total expenses for Program 1.1	702,348	743,037	(40,689)

Outcome 1 totals by appropriation type			
Departmental expenses			
Departmental appropriation	629,333	646,444	(17,111)
s74 External Revenue ¹	50,717	67,040	(16,323)
Expenses not requiring appropriation in the Budget year ²	22,298	29,553	(7,255)
Departmental total	702,348	743,037	(40,689)
Total expenses for Outcome 1	702,348	743,037	(40,689)

	2024–25	2025–26
Average staffing level (number)	3,229	3,556

* Full-year budget, including any subsequent adjustment made to the 2025–26 Budget at Additional Estimates.

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.

Climate disclosure and environmental sustainability

Introduction

The ABS remains committed to the principles of ecologically sustainable development outlined in the *Environment Protection and Biodiversity Conservation Act 1999* (EPBC Act). This appendix satisfies the reporting requirements of section 516A of the EPBC Act and outlines the ABS' approach to environmental sustainability, climate-related governance, risk management and operational emissions during 2025–26.

The ABS continued implementing the Commonwealth Climate Disclosure Policy and supporting the Australian Government's *Net Zero in Government Operations Strategy* during 2025–26. These initiatives support the identification, management and disclosure of climate-related risks and opportunities across Commonwealth entities.

Environmental sustainability and climate resilience support the ABS purpose of informing Australia's important decisions through the delivery of relevant, trusted and objective data, statistics and insights. By managing environmental impacts and climate-related risks, the ABS helps ensure the continuity of its operations and maintains its ability to deliver reliable information to governments, businesses and the community in a changing environment.

Key achievements during 2025–26

Key achievements during 2025–26 included completion of the ABS' first Climate Risk and Opportunity Assessment, integration of climate-related risks into governance and risk management processes, continued implementation of the ABS Emissions Reduction Plan and ongoing improvements in the environmental performance of ABS workplaces and operations.

- Established the ABS climate risk baseline for future annual reviews.
- Identified climate-related exposures across critical business functions.
- Identified adaptation opportunities through digital delivery and distributed operating models.
- Improved understanding of potential future operational impacts under climate change scenarios.

Governance

The Australian Statistician is accountable for maintaining effective governance, risk management and internal control systems, including

oversight of climate-related risks and opportunities.

Climate-related governance is embedded within the ABS Risk Management Framework and broader governance arrangements. During 2025–26, the ABS continued integrating climate considerations into organisational planning, risk management and operational decision-making processes.

Governance achievements during 2025–26

- Completion of the ABS' first Climate Risk and Opportunity Assessment.
- Establishment of a baseline understanding of climate-related risks and opportunities across ABS operations.
- Review of climate risk exposure across field operations, ICT systems, property management and enterprise-wide financial and policy areas.
- Continued development of Commonwealth Climate Disclosure capability and readiness.

Risk management

The ABS continued to strengthen its management of climate-related risks through integration with enterprise risk management, business continuity planning and operational resilience activities.

During 2025–26, the ABS completed its first Climate Risk and Opportunity Assessment using Commonwealth climate risk guidance and recognised climate risk management frameworks. The assessment considered current operating conditions and a 2050 medium-emissions scenario involving approximately 2–3°C of global warming.

The assessment identified that climate-related risks are currently manageable but are likely to increase over time without continued adaptation and resilience measures.

Key climate risks identified

The most significant climate-related risks for the ABS were found to be:

- dependency on non-ABS infrastructure including electricity, telecommunications, transport networks and data centres
- impacts on field operations arising from floods, bushfires, cyclones and heatwaves
- disruption to staff safety, travel and respondent engagement activities
- ICT availability and connectivity risks associated with climate-related events
- increasing operational complexity and costs associated with climate-related disruption.

The assessment found that the ABS' greatest exposures are concentrated within Field Operations, Information and Communications Technology, Property Management, and Systemic, Financial and Policy Risks.

Climate opportunities identified

The Climate Risk and Opportunity Assessment reinforced that climate risk should not be treated solely as an environmental matter but as an enterprise resilience issue affecting operational continuity, workforce safety, ICT systems, property management, procurement and service delivery.

The assessment identified several opportunities to strengthen organisational resilience which will be further reviewed in 2026–27. These include:

- increased use of digital and administrative data collection methods
- geographically distributed work models
- geographically redundant ICT systems and business continuity arrangements;
- resource efficiency initiatives
- strengthening the ABS' role as a trusted provider of information during periods of disruption.

Emissions Reduction Plan

The ABS continued implementing its Emissions Reduction Plan in support of the Australian Government's Net Zero in Government Operations Strategy.

Key initiatives included:

- improved monitoring and modelling
- activity-based workplace arrangements reducing accommodation footprints
- sustainable office fit-outs
- energy-efficient lighting systems
- remote working and collaboration technologies
- recycling and waste diversion programs
- energy-efficient ICT equipment procurement
- digital delivery of services and statistical products.

Performance against targets

The table below shows ABS performance against key environmental metrics. The increase in all areas, excluding non-Census office growth, is a result of reporting at the agency level and is attributable to increased business activity associated with the 2026 Australian Census.

The significant increase in reported solid waste was also influenced by improvements in data quality and the inclusion of additional sites in the 2025–26 reporting period.

Measure	2024–25 Result	2025–26 Result	Movement
Total emissions (Location Based)	1,157.05	1,473.34	316.28
Total emissions (Market Based)	744.42	1,072.67	328.25
Renewable electricity consumption	931,811.02	1,079,410.24	147,599.22
Office footprint reduction	0	0	0
Business travel emissions	975.03	1,142.1	167.07
Waste diversion/recycling	16.71	35.40	18.69

Climate-related financial impacts

The Climate Risk and Opportunity Assessment identified potential future financial impacts associated with climate-related disruption. These include increased delivery costs, greater complexity in field operations, ICT resilience and recovery costs, property resilience investment requirements, supplier and procurement cost increases and investments in alternative data collection methods.

While no immediate funding decisions were sought through the assessment process, these risks will continue to be monitored through future planning, governance and risk management activities.

Climate-related risks were assessed during 2025–26 and did not result in any material disruption to ABS operations or have a material impact on the ABS financial position. However, the Climate Risk and Opportunity Assessment identified a range of future risks requiring ongoing monitoring and management.

Reviewing environmental performance

Work has begun on the Environmental Management System reporting enhancements and data quality improvements, including the modelling of office environmental performance indicators by site usage and staff attendance, and improving the validity and credibility of data being collected at the larger offices. In scope is waste generation and treatment, power use, and water usage. This work will progress into 2026–27, aimed to address the following opportunities and risks:

- refinement of climate risk methodologies
- integration of climate risks into enterprise risk management
- business continuity testing

- validation of climate controls and risk ownership
- review of ICT and supplier dependencies

Emissions reporting

The ABS reports greenhouse gas emissions in accordance with:

- section 516A of the *Environment Protection and Biodiversity Conservation Act 1999*;
- the Commonwealth *Emissions Reporting Framework*;
- the Commonwealth *Climate Disclosure Framework*; and
- the *Net Zero in Government Operations Strategy*.

Emissions Summary

During 2025–26 the ABS generated 2,650.84 tCO₂-e of Greenhouse Gas Emissions using the location-based reporting approach, an increase from 2,148.79 tCO₂-e in 2024–25. These changes relate to the increase in the ABS property portfolio and change in business needs and behaviours in the lead up to the 2026 Australian Census, and improvements in solid waste recording and estimations.

Greenhouse gas emissions inventory

Table B.1 ABS greenhouse gas emissions inventory using the location-based method, 2025–26

Emission Source	Scope 1	Scope 2	Scope 3	Total
Electricity (location-based approach)	N/A	1,346.75	126.59	1,473.34
Natural gas	N/A	N/A	N/A	N/A
Solid waste	17.66	N/A	17.74	35.40
Refrigerants	N/A	N/A	N/A	N/A
Fleet and other vehicles	86.93	N/A	21.42	108.35
Domestic commercial flights	N/A	N/A	612.52	612.52
Domestic hire car	N/A	N/A	26.78	26.78
Domestic travel accommodation	N/A	N/A	394.45	394.45
Other energy	N/A	N/A	N/A	N/A
Total t CO₂-e	104.59	1,346.75	1,199.50	2,650.84

N/A = not applicable

- (1) Scope 2, Scope 3 and Total Emissions are presented as tonnes carbon dioxide equivalent (t CO₂-e).
- (2) Electricity emissions are calculated using the location-based method.
- (3) Refrigerants are being phased and are an optional source in 2025–26 emissions reporting.

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, 2025–26

Emission Source	Scope 2	Scope 3	Total	Electricity
Electricity (Location Based Approach)	1,346.75	126.59	1,473.34	2,245,349.40
Electricity (Market Based Approach)	944.42	128.26	1072.67	1,165,939.16
Total Renewable Electricity	N/A	N/A	N/A	1,079,410.24
Renewable Power Percentage	N/A	N/A	N/A	388,220.92
Jurisdictional Renewable Power Percentage	N/A	N/A	N/A	691,189.33
GreenPower	N/A	N/A	N/A	N/A
Large-scale Generation Certificates	N/A	N/A	N/A	N/A

N/A = not applicable

- (1) The table above presents emissions related to electricity usage both the location-based and the market-based accounting methods.
- (2) Scope 2, Scope 3 and Total Emissions are presented as tonnes carbon dioxide equivalent (t CO₂-e). Electricity data is reported in kilowatt hours (kWh).
- (3) 3. Total Renewable Electricity excludes behind-the-meter solar other than generation used to create large-scale generation certificates.
- (4) The Renewable Power Percentage (RPP) accounts for the portion of electricity used, from the grid, that falls within the Renewable Energy Target (RET).
- (5) Jurisdictional Renewable Power refers to the Jurisdictional Renewable Power Percentage (JRPP). Currently, the Australian Capital Territory is the only jurisdiction with a JRPP.

Data quality and limitations

Due to the evolving nature of Commonwealth emissions reporting, limitations may exist in relation to waste reporting, travel emissions data, shared tenancy arrangements, billing timeframes and other externally sourced information. Data quality and completeness will continue to improve as reporting capability matures.

In addition, the Census 2026 work program has had a significant effect on the Agency performance and reporting across 2025–26. A review of influences directly attributable to the Census program is being undertaken to ensure ongoing operational considerations and performance monitoring is not adversely affected and any lessons learnt can be developed into shorter term strategies for future application.

Performance summary

During 2025–26, the ABS strengthened its capability to identify, assess and manage climate-related risks while continuing to support the Australian Government's climate disclosure and net zero objectives. The establishment of a climate risk baseline provides a foundation for continuous improvement

in resilience, governance and environmental performance across the ABS operations.

Contribution to ecologically sustainable development

The ABS contributes to ecologically sustainable development through the production of statistical information that supports environmental management, policy development and evidence-based decision-making.

The ABS continues to produce and publish statistics relating to agriculture, energy, water, waste, environmental management, ecosystems, land use and regional communities.

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.⁵⁸

⁵⁸ <https://www.abs.gov.au/statistics>

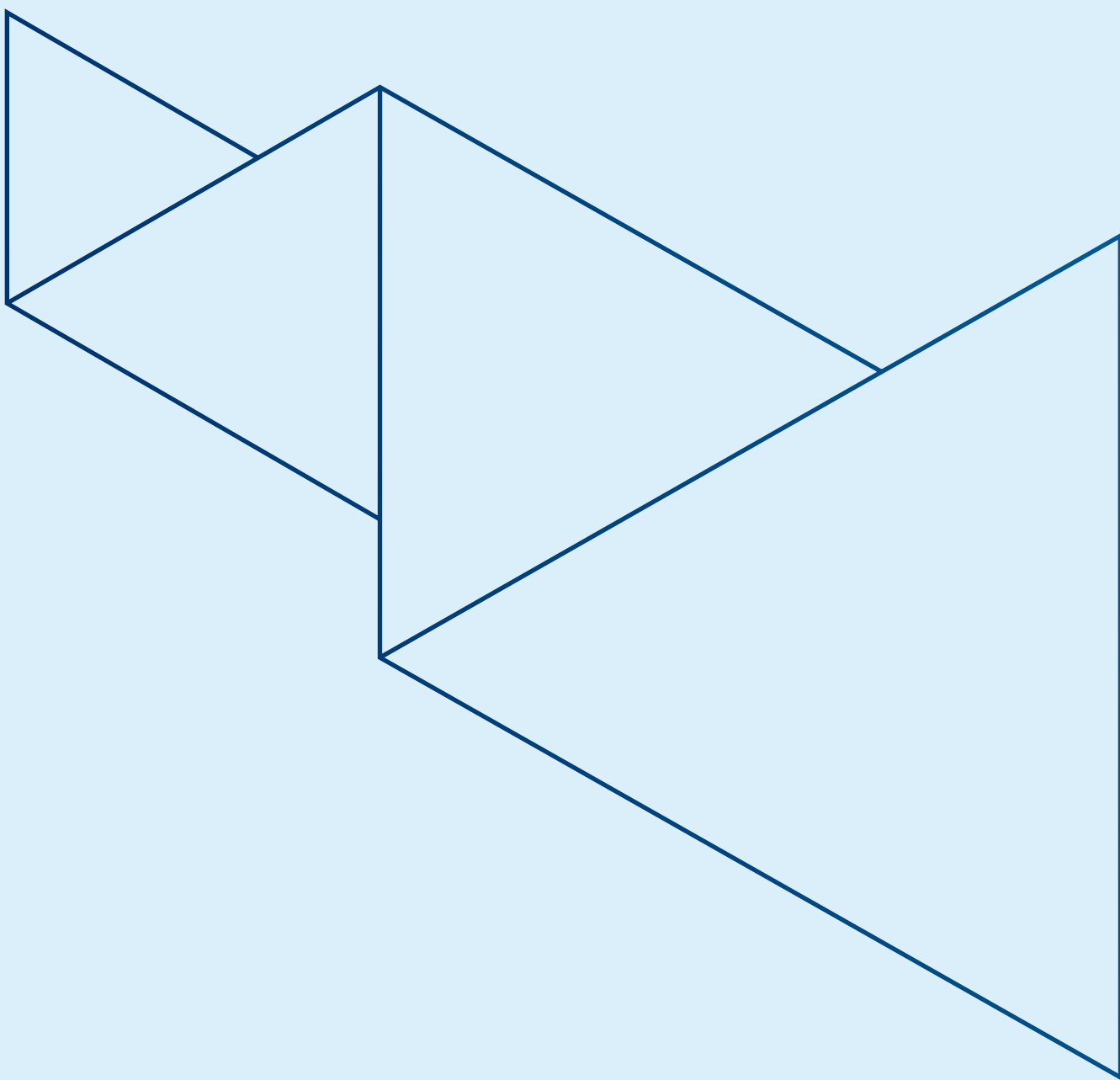
Errors and omissions

ABS Annual Report 2024–25

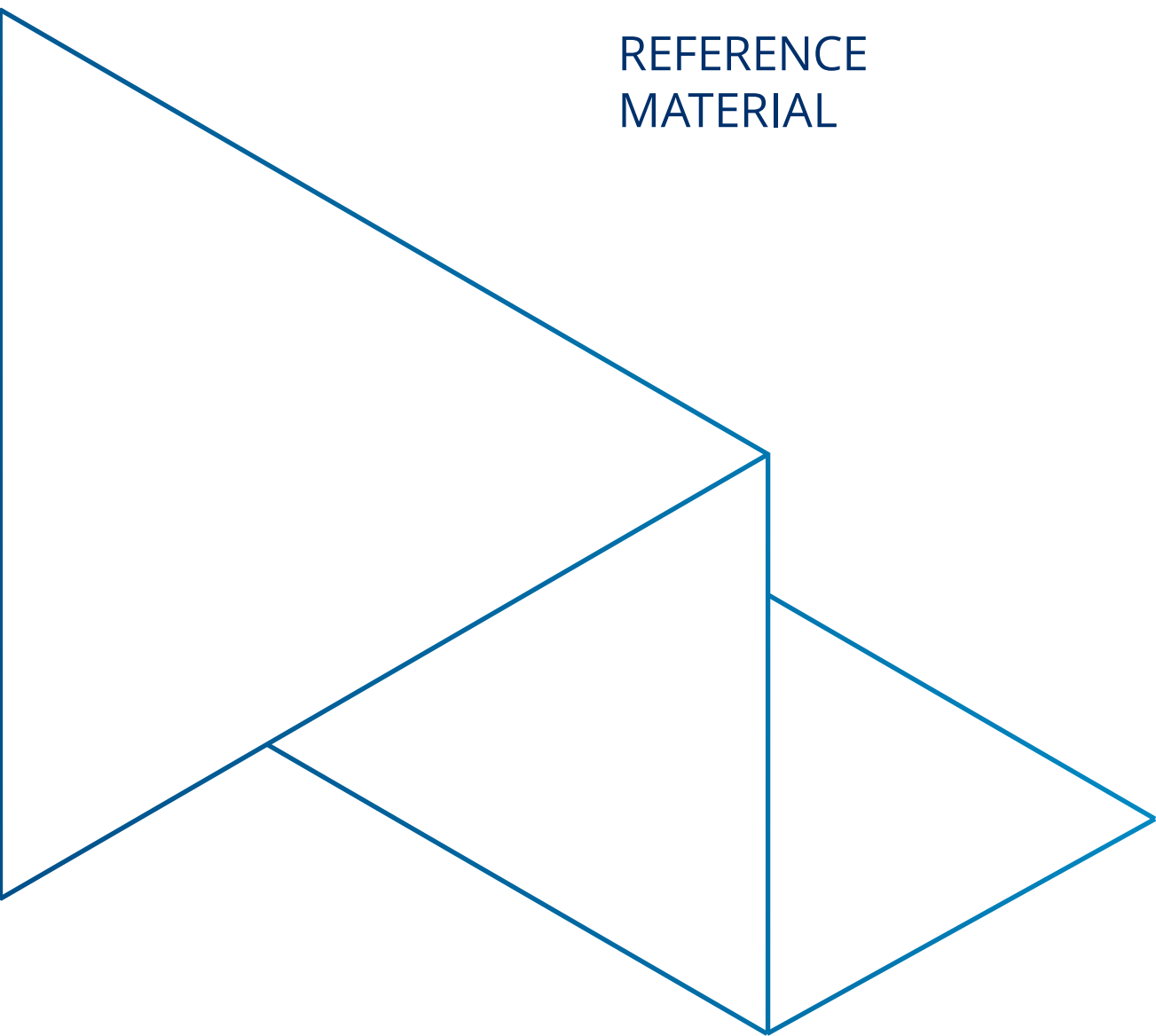
SECTION TWO REPORT ON PERFORMANCE (page 27)

In the 2024–25 Annual Performance Statement, under Method 1: Community Trust in ABS Statistics Survey (CTASS), an inconsistency has been identified in this measures result. The percentage of informed users who trust the ABS as an organisation was reported as 100% instead of 99%. The difference resulted from adding rounded figures for those who ‘trust it a great deal’ (70%) and ‘tend to trust it’ (30%) rather than the more accurate method of reporting the total percentage of informed users who either trust the ABS a great deal or tend to trust it, out of all informed users surveyed, which rounds down to 99%. Aligning the methods has not impacted the full achievement rating. The updated content is provided below.

Method 1: Community Trust in ABS Statistics Survey (CTASS) 		
2024–25 TARGET 	2024–25 RESULT 	2024–25 RATING 
At least 85% level of trust in ABS and ABS statistics	Trust in ABS • 90% for the ABS as an organisation among the general community • 99% for the ABS as an organisation among informed users Trust in ABS statistics • 89% for ABS statistics among the general community • 100% for ABS statistics among informed users	Full achievement 



SECTION FIVE
REFERENCE
MATERIAL



Abbreviations and acronyms

ABS	Australian Bureau of Statistics
ABS Act	<i>Australian Bureau of Statistics Act 1975</i>
ACSC	Australian Cyber Security Centre
AGA	Australian Government Actuary
AI	Artificial Intelligence
AO	Officer of the Order of Australia
API	Application Programming Interface
APS	Australian Public Service
APSC	Australian Public Service Commission
ARC	Audit and Risk Committee
ASAC	Australian Statistics Advisory Council
ASD	Australian Signals Directorate
AWS	Amazon Web Services
CALD	Culturally and Linguistically Diverse
Census	Census of Population and Housing
CISO	Chief Information Security Officer
CJDA	Criminal Justice Data Asset
CoATSIS	Centre for Aboriginal and Torres Strait Islander Statistics
CO₂-e	Carbon Dioxide Equivalent
CoPs	Communities of Practice
CPI	Consumer Price Index
CSIRO	Commonwealth Scientific and Industrial Research Organisation

CSSP	Committee on Statistics and Statistical Policy
CSS	Commonwealth Superannuation Scheme
CTASS	Community Trust in ABS Statistics Survey
DA Mod	Data Acquisition Modernisation Program
DPA	Development and Performance Agreement
DPP	Data Policy Partnership
DTA	Digital Transformation Agency
EDA	Enterprise Design Authority
EMC	Enterprise Management Committee
EMU	Engagement Management Unit
EPBC Act	<i>Environment Protection and Biodiversity Conservation Act 1999</i>
FCCP	Fraud and Corruption Control Plan
FOI Act	<i>Freedom of Information Act 1982</i>
FTE	Full-time equivalent
G20	Group of Twenty
GA4	Google Analytics 4
GSS	General Social Survey
GST	Goods and Services Tax
HLG-MOS	High-Level Group on Modernisation of Official Statistics
HSO	Health Service Officers
ICT	Information and Communications Technology
IDAHOBIT	International Day Against Homophobia, Biphobia, Interphobia and Transphobia
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
LGBTIQA+	Lesbian, Gay, Bisexual, Transgender, Intersex, Queer, Asexual and other identities not specifically named
MCP	Member Community Platform - APS Data Profession
MoU	Memorandum of Understanding
MPS	Monthly Population Survey
MUP	Managing Under-Performance
MYEFO	Mid-Year Economic and Fiscal Outlook
NAIDOC	National Aborigines and Islanders Day Observance Committee
NVDA	National Veterans' Data Asset
OAIC	Office of the Australian Information Commissioner
OECD	Organisation for Economic Co-operation and Development
ORC	Operations and Risk Committee
ORE	Operational Readiness Exercise
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
PMaW	People Management and Wellbeing section
PSPF	<i>Protective Security Policy Framework</i>
PSS	Public Sector Superannuation Scheme
RAP	Reconciliation Action Plan
RBA	Reserve Bank of Australia
RET	Renewable Energy Target
RPP	Renewable Power Percentage
SDDS	Special Data Dissemination Standard
SEAD	Secure Environment for Analysing Data
SES	Senior Executive Service
SLA	Service Level Agreement
SME	Small and Medium Enterprise
t	Tonnes
UNCEEA	United Nations Committee of Experts on Environmental-Economic Accounting
UNECE	United Nations Economic Commission for Europe
UNSC	United Nations Statistical Commission
WGEA	Workplace Gender Equality Agency
WHS	Work health and safety
WHS Act	<i>Work Health and Safety Act 2011</i>

Glossary

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.
Accountable authority	Under the PGPA Act, the person or group of persons responsible for and control over, each Commonwealth entity's operations.
Artificial Intelligence	It is a machine-based system that, for explicit or implicit objectives, infers, from the input it receives, how to generate outputs such as predictions, content, recommendations, or decisions that can influence physical or virtual environments. Different AI systems vary in their levels of autonomy and adaptiveness after deployment.
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.
Consumer Price Index (CPI)	It is a measure of changes in retail prices of a constant basket of goods and services representative of consumption expenditure by resident households.
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.
Group of Twenty (G20)	An international forum for the world's major economies consisting of 19 countries, the European Union, and the African Union.
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.
myGov	A simple and secure way to access arrange 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, organization, 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.
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	157
17AJ(c)	Glossary of abbreviations and acronyms	Mandatory	148
17AJ(d)	List of requirements	Mandatory	152
17AJ(e)	Details of contact officer	Mandatory	ii
17AJ(f)	Entity's website address	Mandatory	li
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	22
17AD(c)(ii)	Report on Financial Performance		
17AF(1)(a)	A discussion and analysis of the entity's financial performance	Mandatory	50
17AF(1)(b)	A table summarising the total resources and total payments of the entity	Mandatory	132
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, 92
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	86
17AG(2)(c)	An outline of structures and processes in place for the entity to implement principles and objectives of corporate governance	Mandatory	87
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	87
	Audit Committee		
17AG(2A)(a)	A direct electronic address of the charter determining the functions of the entity's audit committee	Mandatory	89
17AG(2A)(b)	The name of each member of the entity's audit committee	Mandatory	89
17AG(2A)(c)	The qualifications, knowledge, skills or experience of each member of the entity's audit committee	Mandatory	89
17AG(2A)(d)	Information about the attendance of each member of the entity's audit committee at committee meetings	Mandatory	89
17AG(2A)(e)	The remuneration of each member of the entity's audit committee	Mandatory	89
	External Scrutiny		
17AG(3)	Information on the most significant developments in external scrutiny and the entity's response to the scrutiny	Mandatory	94

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	94
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	94
17AG(3)(c)	Information on any capability reviews on the entity that were released during the period	If applicable, Mandatory	94
Management of Human Resources			
17AG(4)(a)	An assessment of the entity's effectiveness in managing and developing employees to achieve entity objectives	Mandatory	103
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 employee (c) statistics on gender (d) statistics on staff location	Mandatory	105
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	106
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	125
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	125
17AG(4)(c)(ii)	The salary ranges available for APS employees by classification level	Mandatory	126
17AG(4)(c)(iii)	A description of non-salary benefits provided to employees	Mandatory	126
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	99

PGPA Rule Reference	Description	Requirement	Page no.
	Purchasing		
17AG(6)	An assessment of entity performance against the Commonwealth Procurement Rules	Mandatory	97
	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	97
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	97
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	97
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	97
	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	98
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	98
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	98
	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	99
	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	97
17AG(10)(b)	An outline of the ways in which the procurement practices of the entity support small and medium enterprises	Mandatory	97
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	97
	Financial Statements		
17AD(e)	Inclusion of the annual financial statements in accordance with subsection 43(4) of the Act	Mandatory	50
	Executive Remuneration		
17AD(da)	Information about executive remuneration in accordance with Subdivision C of Division 3A of Part 23 of the Rule	Mandatory	121
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	99
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	117
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	86
17AH(1)(e)	Correction of material errors in previous annual report	If applicable, mandatory	141
17AH(2)	Information required by other legislation	Mandatory	99, 127, 134

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