

Data tables

1. Workforce size and distribution

Table 1.1 Headcount (ongoing employees)

	30 June 2023	30 June 2024
All APS job families	151,058	170,186
Data and Research job family	4,813	5,506
ICT and Digital Solutions job family	6,757	7,556

Table 1.2 Proportion of ongoing APS workforce

	30 June 2023	30 June 2024
All APS job families	100.0%	100.0%
Data and Research job family	3.2%	3.2%
ICT and Digital Solutions job family	4.5%	4.4%

Table 1.3 Headcount (non-ongoing employees)

	30 June 2023	30 June 2024
All APS job families	19,071	15,157
Data and Research job family	444	381
ICT and Digital Solutions job family	234	320

Table 1.4 State with largest gap: ongoing APS workforce distribution compared to broader labour market distribution

	30 June 2023	30 June 2024
All APS job families	n/a	n/a
Data and Research job family	-	+29% (ACT)
ICT and Digital Solutions job family	-	+54% (ACT)

Table notes: Data sourced from the APS Employment Database – Data Release Tables as at 30 June 2023 and 30 June 2024, and Australian Labour Market (weighted average, ANZSCO-4), ABS Labour Force September 2024 release, EQ08 May 2024. Non-ongoing employee count includes non-ongoing (specified term), non-ongoing (specified task) and casual employment categories.

2. Attraction, recruitment and retention (ongoing employees only)

Table 2.1 Number of ongoing engagements to the APS

	FY 2022-23	FY 2023-24
All APS job families	22,056	30,540
Data and Research job family	406	746
ICT and Digital Solutions job family	636	845

Table 2.2 Mobility rate

	FY 2022-23	FY 2023-24
All APS job families	5.4%	5.3%
Data and Research job family	3.4%	3.4%
ICT and Digital Solutions job family	3.3%	3.0%

Table 2.3 Average length of service (years)

	30 June 2023	30 June 2024
All APS job families	12.1	11.2
Data and Research job family	12.4	11.4
ICT and Digital Solutions job family	13.1	12.6

Table 2.4 Average length of service at time of separation from the APS (years)

	30 June 2023	30 June 2024
All APS job families	12.5	11.3
Data and Research job family	12.5	13.9
ICT and Digital Solutions job family	13.8	14.8

Table 2.5 Voluntary separation rate (resignations from the APS), ongoing employees only

	FY 2022-23	FY 2023-24
All APS job families	4.9%	4.3%
Data and Research job family	4.3%	2.8%
ICT and Digital Solutions job family	3.6%	3.2%

Table notes: Data sourced from the APS Employment Database – Data Release Tables as at 30 June 2023 and 30 June 2024. The mobility rate represents the number of movements (promotion to another agency, permanent transfer and transfer to a lower classification) divided by the average headcount for the same period. Average length at time of separation includes all separation types.

3. Diversity (ongoing employees only)

Table 3.1 First Nations

	30 June 2023	30 June 2024
All APS job families	3.5%	3.4%
Data and Research job family	1.6%	1.1%
ICT and Digital Solutions job family	1.7%	1.6%

Table 3.2 Culturally and Linguistically Diverse

	30 June 2023	30 June 2024
All APS job families	24.4%	25.8%
Data and Research job family	30.0%	31.4%
ICT and Digital Solutions job family	39.5%	39.0%

Table 3.3 LGBTIQA+

	2023	2024
All APS job families	8.3%	8.9%
Data and Research job family	9.8%	10.3%
ICT and Digital Solutions job family	7.0%	7.2%

Table 3.4 Female

	30 June 2023	30 June 2024
All APS job families	60.0%	60.2%
Data and Research job family	47.8%	46.7%
ICT and Digital Solutions job family	32.3%	32.5%

Table 3.5 Disability

	30 June 2023	30 June 2024
All APS job families	5.4%	5.6%
Data and Research job family	5.5%	5.7%
ICT and Digital Solutions job family	5.6%	6.0%

Table 3.6 Neurodivergent

	2023	2024
All APS job families	7.3%	8.5%
Data and Research job family	10.7%	11.9%
ICT and Digital Solutions job family	8.8%	9.8%

Table 3.7 Age 55+

	30 June 2023	30 June 2024
All APS job families	18.6%	18.1%
Data and Research job family	14.8%	15.1%
ICT and Digital Solutions job family	20.7%	21.1%

Table notes: Data sourced from the APS Employment Database – Data Release Tables as at 30 June 2023 and 30 June 2024. APS Employee Census data was used to determine the relative proportion of neurodivergent and LGBTIQ+ employees, calculated as the number of employees answering ‘yes’ to neurodivergent or LGBTIQ+ diversity questions as a proportion of all employees responding to the APS Employee Census.

4. Capability

Table 4.1 My workgroup has the appropriate skills, capabilities and knowledge to perform well

	2023	2024
All APS job families	78%	78%
Data and Research job family	81%	82%
ICT and Digital Solutions job family	75%	77%

Table notes: Data sourced from the APS Employee Census, ‘agree’ and ‘strongly agree’ responses, ongoing APS employees only by job family.

5. Employee experience (ongoing APS employees)

Table 5.1 Overall, I am satisfied with my job

	2023	2024
All APS job families	73%	75%
Data and Research job family	77%	79%
ICT and Digital Solutions job family	71%	74%

Table 5.2 I am fairly remunerated (e.g salary, superannuation) for the work that I do

	2023	2024
All APS job families	50%	63%
Data and Research job family	54%	64%
ICT and Digital Solutions job family	44%	57%

Table 5.3 I am satisfied with my non-monetary employment conditions (e.g leave, flexible work arrangements, other benefits)

	2023	2024
All APS job families	75%	82%
Data and Research job family	82%	90%
ICT and Digital Solutions job family	76%	84%

Table 5.4 I want to leave my position as soon as possible/in the next 12 months

	2023	2024
All APS job families	34%	32%
Data and Research job family	31%	30%
ICT and Digital Solutions job family	30%	28%

Table 5.5 I want to leave my position as soon as possible/in the next 12 months (reason = for another position in my agency or the APS)

	2023	2024
All APS job families	71%	72%
Data and Research job family	69%	70%
ICT and Digital Solutions job family	64%	66%

Table 5.6 Top three reasons given for staying in the APS (2023)

	1	2	3
All APS job families	Job security (75%)	Non-monetary employment conditions (53%)	Type/nature of the work (49%)
Data and Research job family	Job security (75%)	Non-monetary employment conditions (65%)	Type/nature of the work (54%)
ICT and Digital Solutions job family	Job security (74%)	Non-monetary employment conditions (54%)	Service to the Australian public (45%)

Table 5.7 Top three reasons given for staying in the APS (2024)

	1	2	3
All APS job families	Job security (75%)	Access to flexible work (64%)	Type/nature of the work (50%)
Data and Research job family	Job security (77%)	Access to flexible work (75%)	Type/nature of the work (55%)
ICT and Digital Solutions job family	Job security (75%)	Access to flexible work (68%)	Service to the Australian public (47%)

Table notes: Data sourced from the APS Employee Census, ongoing APS employees only by job family. Satisfaction with job, remuneration and non-monetary employment conditions reflect the proportion of respondents agreeing and strongly agreeing to the statements. Intentions to leave current position reflect the proportion of respondents indicating their intention to stay in/leave their current position and reasons for staying. Respondents were able to select multiple responses to the question “What are your reasons for staying in the APS”.