



ANNUAL REPORT 2017–18





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Guides to ABS services, and other selected documents, including a comprehensive range of ABS statistics are available on the ABS website www.abs.gov.au

The 2017–18 ABS Annual Report can be found at www.abs.gov.au



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Belconnen ACT 2617

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Belconnen ACT 2616
Telephone 02 6252 6705



Australian Statistician

The Hon Stuart Robert MP
Assistant Treasurer

Dear Assistant Treasurer,

I am pleased to present the annual report for the Australian Bureau of Statistics for the year ended 30 June 2018.

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

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

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

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

Yours sincerely

A handwritten signature in blue ink, appearing to read 'David W. Kalisch'.

David W. Kalisch

03 September 2018

ABS contact details

For enquiries about the ABS Annual Report, please contact:

Director, Governance and Performance
Australian Bureau of Statistics
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Belconnen ACT 2616
Telephone: 02 6252 5000
Email: annualreport@abs.gov.au

All ABS documents (including the ABS Annual Report) and statistics are available through the ABS website www.abs.gov.au

For any queries about statistical information, contact the National Information and Referral Service from anywhere in Australia between 9.00am and 4.00pm EST Monday to Friday (excluding public holidays) on **1300 135 070** (from Australia) International clients may call **+61 2 9268 4909**.

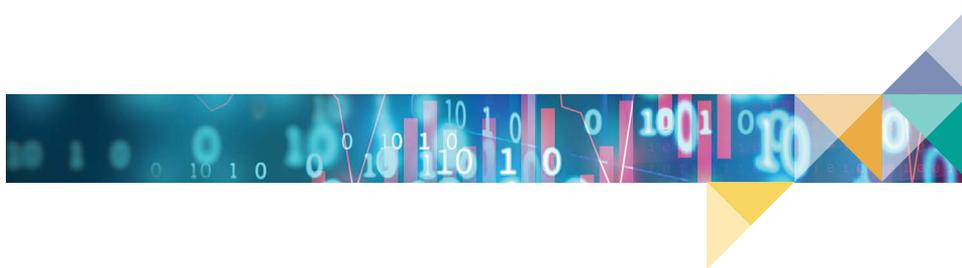
Alternatively, you can email your query to client.services@abs.gov.au

For all media enquiries and interview requests, email media@abs.gov.au or call **1300 175 070**.

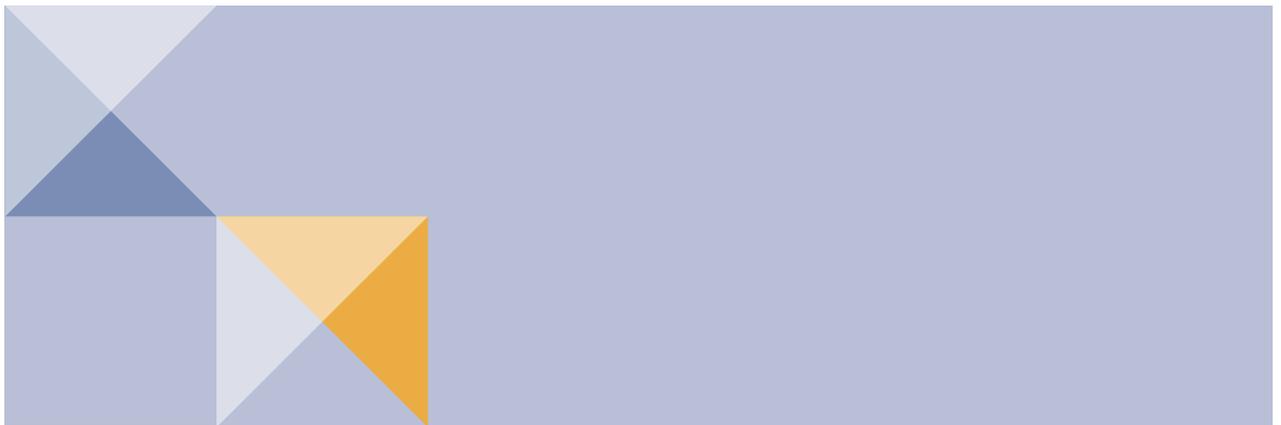
The ABS has offices in every state and territory as listed below

Office	Street address	Postal address
Sydney	Level 8, 44 Market Street Sydney NSW 2000	GPO Box 796 Sydney NSW 2001
Melbourne	Level 3, 818 Bourke Street Docklands VIC 3008	GPO Box 2796 Melbourne VIC 3001
Geelong	Level 2, 12 Gheringhap Street Geelong VIC 3220	PO Box 4459 Geelong VIC 3220
Brisbane	295 Ann Street Brisbane QLD 4000	GPO Box 9817 Brisbane QLD 4001
Adelaide	Level 9, ANZ House 11 Waymouth Street, Adelaide SA 5000	GPO Box 2272 Adelaide SA 5001
Perth	Level 1, The Durack Centre 263 Adelaide Terrace, Perth WA 6000	GPO Box K881 Perth WA 6842
Hobart	200 Collins Street Hobart TAS 7000	GPO Box 66 Hobart TAS 7001
Darwin	Jacana House 39–41 Woods Street Darwin NT 0800	GPO Box 3796 Darwin NT 0801
Canberra	Ground Floor, ABS House 45 Benjamin Way, Belconnen ACT 2617	Locked Bag 10 Belconnen ACT 2616

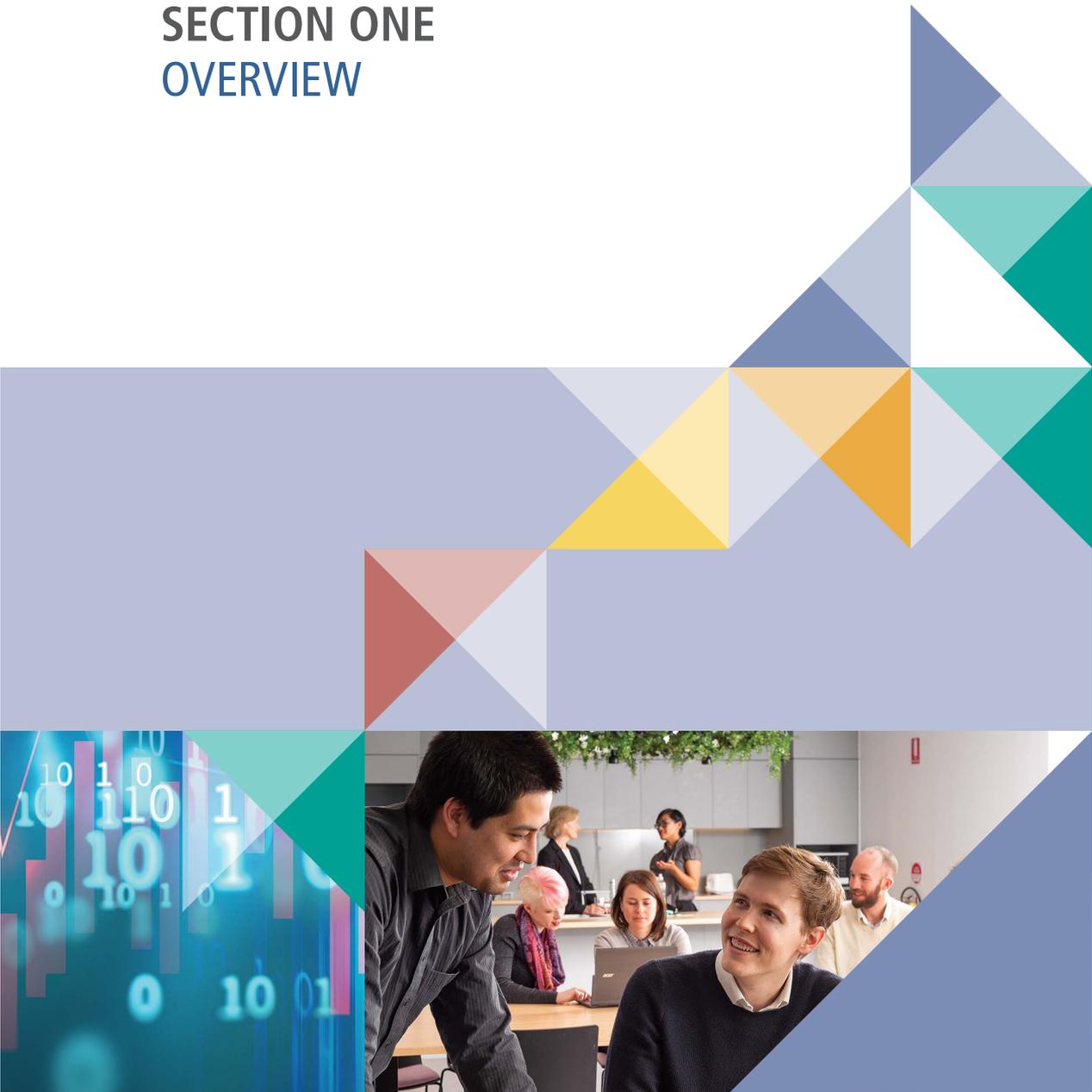
Contents



Copyright information		ii
Letter of transmittal		iii
ABS contact details		iv
Contents		v
Section One	Overview	1
Chapter 1	Australian Statistician's review	2
Chapter 2	ABS at a glance	10
Chapter 3	Special articles	19
Section Two	Report on performance	25
Chapter 4	Annual performance statement	26
Section Three	Management and accountability	47
Chapter 5	Corporate governance	48
Chapter 6	Management of human resources	60
Section Four	Financial reporting	83
Chapter 7	Resource statements	84
Chapter 8	Financial statements	86
Section Five	Appendices	113
	List of requirements	114
	Glossary	119
	Errors and omissions	123
	Index	124



SECTION ONE OVERVIEW



Chapter 1

Australian Statistician's review



The 2017–18 year has been one of delivery, development and design for the Australian Bureau of Statistics (ABS).

The ABS's data is more important than ever in a world of contested "facts" and we are constantly working to maintain the quality and improve the relevance of our important statistical services.

We have continued to deliver high-quality statistics, reprioritised our statistical program, made greater use of available big data instead of imposing on households and businesses, and improved the efficiency and capability of the ABS as an organisation.

ABS highlights for 2017–18

- The ABS released 615 statistical products throughout the year, including more quality data from the 2016 Census.
- There were 17.9 million visits to the ABS website and 2.8 million downloads.
- The ABS designed, planned and delivered the Australian Marriage Law Postal Survey (AMLPS) in less than 100 days and \$40 million under budget.
- ABS was awarded the 2018 Public Sector Innovation Awards, Citizen-Centred Innovation category, recognising its innovative use of agile methodology, rigorous approach to risk management, assurance and fraud control to deliver the AMLPS, with contributions from many partners.
- The ABS was invited to deliver a keynote address to the Conference of European Statisticians on key aspects of the AMLPS.
- The ABS launched an innovative new Labour Account to provide improved information on jobs and other features of the labour market.
- The ABS enhanced the Consumer Price Index (CPI) by maximising the use of transaction data and moved from six-yearly to annual updates of consumer spending patterns.
- In 2018 the ABS was recognised as a leader in the public service when it won the Federal Government Champion Flexible Working Award with Activity-Based Working in all ABS locations, portable computing access and default encouragement of flexible work arrangements.

Delivery of high quality official statistics

ABS delivers core statistics that reflect the everyday lives of all Australians, such as the cost of living, unemployment and wages, and provide the trusted, relevant insights to help inform Australia's important decisions by governments, businesses and citizens.

In 2017–18, the ABS released 615 statistical products relating to economic, social, population and environmental areas. There were 17.9 million visits to the ABS website and 2.8 million downloads of ABS data. The National Accounts alone publish 12,500 statistical series each quarter. The ABS has a significant social media presence compared to other Government agencies, only surpassed by the Bureau of Meteorology's weather site.

Development of new statistical solutions to maximise public value

The ABS is also building its future capability to ensure its relevance in the new Information Age. The ABS has enhanced and reshaped its statistical program to maintain our relevance in a world of contested "facts". We are constantly assessing how to maintain the quality and improve the relevance of our important statistical series. Key initiatives include:

- **The Australian Labour Account** – Understanding the Australian labour market, including wages, is a key focus for the community and policy makers. The ABS has supported this with the development for the first time of the Australian Labour Account. This framework provides estimates of key labour market variables related to jobs, persons, payments for labour and hours of work. A key finding from the Australian Labour Account analysis showed the growth in the number of people with multiple jobs.
- **Consumer Price Index (CPI)** – The ABS has made a number of changes that will enhance the accuracy of the CPI. The ABS has moved from six-yearly reweighting of CPI spending patterns to an annual review and from direct price collection to use of big data or scanner data and web scraping. This has lowered data collection costs and improved the accuracy of the CPI. The ABS is considering the feasibility of producing a monthly CPI, which would deliver a more frequent indicator of household inflation to inform the setting of interest rates, public policy and business decisions, but this would require additional funding.

Data integration – the next frontier to maximise the value of public statistics

The ABS sees Data Integration as the next frontier of statistical organisations. We, along with many other statistical agencies around the world, are focused on making better use of existing data, irrespective of whether the data has been collected by a statistics office or by other public and private organisations.

The ABS partnered with the Department of Education and Training to use data integration to assist in the calculation of socio-economic status scores. This research will assist in the review of existing school funding models relevant to the allocation of Commonwealth funds over the next 10 years.

Recent collaboration between the ABS and the Department of Industry, Innovation and Science and the Treasury has found new insights into the drivers of productivity at the firm level, which can assist policies on economic growth and living standards by exploring the strong relationship between entrepreneurship and job creation in Australia.

Through the Data Integration Partnership for Australia (DIPA), the Australian Government has invested to maximise the use of government data assets. The intention is to create new insights into complex policy questions and evaluate the performance of government programs.

Big data throws new light on old problems

The ABS is also exploring big data sources for the production of official statistics. These include:

- The ABS is working with the Bureau of Infrastructure, Transport and Regional Economics and has demonstrated the feasibility of using telematics data from trucks to provide regular road freight statistics
- Satellite imagery is another source where the ABS has demonstrated that it is possible to produce crop statistics through combining satellite data with small validation samples
- As already mentioned, the ABS is using consumer price information from scanning at supermarket checkouts in its CPI calculations. The ABS is also investigating use of telecommunications data to produce selected statistics.

Designing and conducting a unique national survey in 99 days

The Treasurer directed the ABS on 9 August 2017 to undertake the Australian Marriage Law Postal Survey (AMLPS) to collect statistical information from Australians on whether the law should be changed to allow same-sex couples to marry.

This was a unique undertaking in ABS history and showcased our innovation in successfully delivering the survey. There were no precedents or roadmaps; the ABS had to start from scratch.

With a high public profile and tight timeframes, new ways of working and thinking needed to be applied. These included agile frameworks, continuous planning, collaboration and development. To put this in perspective: the ABS's flagship Census starts five years before a Census survey; the AMLPS was successfully completed in fewer than 100 days and under budget.

This leadership was recently recognised in July 2018 when the AMLPS won the 2018 Public Sector Innovation Awards, Citizen-Centred Innovation category. The ABS combined an innovative use of agile methodology, a rigorous approach to risk management, and assurance and fraud control to deliver the survey. Effective partnerships with a number of public and private organisations were essential to deliver this initiative.

Trust is a core ABS value

Over the past three years we have been pursuing an extensive transformation program improving our organisational effectiveness through our partnerships, strategy, governance, people, culture and infrastructure.

Through all this change, the ABS has an abiding commitment that will not change: we undertake to take all steps within our powers to protect the confidentiality of the data we collect while also producing statistical insights.

In 2017–18, we engaged an independent security consultant to review storage and collection of Census data; implemented new practices for the handling of personal information, including independently-conducted privacy impact assessments; and developed robust frameworks and guidelines for outsourced ICT suppliers.

The ABS has a compact with the community that we will safeguard the necessary, and often sensitive, personal and business information we can legally compel from individuals, households and businesses required to produce our nation's essential official statistics.

New statistical developments have improved the quality of data linkage alongside the introduction of new confidentiality approaches, enabling safe use of sensitive data without compromising the secrecy of sensitive personal and business information.

Although new data sources and methods will enable greater use of data for community benefit, privacy and social licence to collect and use data remains an important dimension for the ABS.

Big data and smaller budgets

The ABS, like all agencies, must manage within the resources provided by government.

Successive governments have reduced the ABS Appropriation over the past decade – in real terms and as a share of government. The ABS provides extraordinary value in terms of the data we produce and make available to the community. We continue to improve our efficiency as an agency.

To ensure we are delivering the best possible value to the taxpayer, the ABS has:

- focused on achieving efficiencies by reducing corporate overheads, including reducing property costs through activity-based working
- increased our use of administrative and transactional data collected by other entities to reduce direct costs to collect information from households and businesses
- prioritised our statistical activities and ceased some activities.

The ABS regularly reviews the relevance and effectiveness of our statistical program. Recently, we have been enhancing the measurement of the non-market sector of the economy, productivity, the labour market and the Consumer Price Index (CPI), while also developing our data integration capability and assets. This has been made possible by prioritising existing ABS resources and some additional funding by the Government.

A review of our work program in 2017 confirmed that our customers are satisfied that the ABS is allocating its resources to the highest priority statistics, including economic and population measurement.

ABS delivering public value

The ABS strives to deliver as much public value as it can from its statistics.

We have to make choices about our work program and where to use scarce resources to ensure the best outcomes for the nation. We make choices across five main dimensions to try and meet our purpose of providing reliable and relevant information for the public good:

1. We continue to produce official national statistics to a high standard and everyone expects us to deliver “perfect” statistics first time, every time with extensive public scrutiny.
2. We try to ensure that our work program is relevant and evolves to meet emerging information needs.
3. We aim to make our data available for important uses while making sure we do not compromise the secrecy of individual personal and business information provided to us on trust. Enhanced confidentiality approaches enable a better balance between increased use and still safe use of sensitive data.
4. We continuously seek to improve the efficiency of our operations, including data capture. We recognise the burden we place on households and businesses to respond to surveys and we look to capitalise as much as possible from existing and emerging information.
5. As we deliver our current statistical program, we are also building the future capability of the organisation so the ABS is well placed to continue operating as an effective national statistical agency into the future.

Although we must make trade-offs on how we use our available (and generally declining) resources, my view is that the ABS has increased its delivery of public value in 2017–18.

From Census 2016 to 2021

The ABS continued to release quality, timely and relevant data from the 2016 Census during 2017–18.

Data from the 2016 Census has provided us with a glimpse into the lives of communities across Australia, and how much we've changed since 2011. From internal migration data we learned that Australia is among the most mobile societies in the world.

Census data informed us that the proportion of Aboriginal and Torres Strait Islander students who had completed year 12 or its equivalent had increased by more than 10 per cent from 2006 to 2016.

Another Census insight into our society showed that driving remains the dominant mode of travel to work with 69 per cent of the working population (more than 6.5 million) commuting by car. This data was also combined with ABS geospatial information, for the first time, allowing people to delve deeper into the data.

There is so much more to learn from the 2016 Census. The broad, wide-ranging and continuing insights from our biggest statistical collection confirm my view that Australia needs to continue regular statistical collections that provide insights around small areas and small populations.

The ABS has started preparing for the 2021 Census. The ABS's flagship program is a major exercise with planning, development, testing, implementation and delivery over a five-year period, drawing on the learnings from our 2016 Census experience and the conduct of the AMLPS.

Further progress with the ABS transformation

The ABS Transformation program is one of the keys to shaping the organisation for the future. In its third year of operation, our Transformation agenda continued to deliver significant improvements across six focus areas of: Environment, Strategy, Governance, People, Culture and Infrastructure.

Examples of ABS transformation are:

- Enhanced consultation processes in the lead-up to decisions on the ABS Forward Work Program
- High level of public trust in the quality of ABS statistics and quality data from the 2016 Census
- The ABS adopts lessons from 2016 Census to successfully implement the 2017 Australian Marriage Law Postal Survey
- The ABS refreshes its purpose, introduces three strategic objectives and endorses new enterprise strategic risks
- The ABS continues to build capability, engagement and diversity of the ABS workforce
- ABS culture change program implemented across the ABS, with a focus on leader-led change and high performance behaviours
- The Statistical Business Transformation Program (SBTP) passed another independent external review, called a Gateway Review. The SBTP, which is a \$257 million program to modernise the ABS's ageing infrastructure, is on the path to successful implementation.

Acknowledgements

I acknowledge the skilled ABS staff for their professionalism, expertise and commitment. I also thank the Australian people for their ongoing support and trust, and acknowledge the many national organisations that supply us with data critical to our statistical collections.

In addition, we rely on many State and Territory agencies that provide essential information for the compilation of economic, social, population and environmental collections. The ABS's ongoing partnerships with Australian government and international agencies have contributed significantly to the relevance and quality of our statistical products.

I also acknowledge the support our Ministers, the Hon Michael McCormack MP (July – Dec 2017) and the Hon Michael Sukkar MP (Jan – June 2018), have provided to us throughout the year.

David W. Kalisch

Australian Statistician

Transforming the ABS 2017–18



Consolidated list of Transformation achievements

ENVIRONMENT	STRATEGY	GOVERNANCE
<p>Improved engagement and consultation:</p> <ul style="list-style-type: none"> Hosted 2,000+ people in 26 locations to showcase 2016 Census data Public consultation on changes to <i>Statistics Determination 1983</i> Implemented 'CitizenSpace' public consultation hub Updated ABS Relationship Management Plan and released stakeholder toolkit 	<p>ABS helps make history – Australian Marriage Law Postal Survey:</p> <ul style="list-style-type: none"> Electoral roll updated to 16M+ 79.5% overall participation Accessible by all Australians Behavioural economics and 'Agile' methodology used Under budget; high trust 	<p>Refreshed purpose statement in ABS Corporate Plan 2017–18: "To inform Australia's important decisions through service delivery, innovation and partnerships"</p>
<p>New Chief Economist position continues to build relationships with economists, commentators</p>	<p>Consultation shapes 2017–18 ABS Forward Work Program key priorities:</p> <ul style="list-style-type: none"> Engagement with stakeholders Risk management and privacy frameworks Improved data dissemination capabilities 	<p>ABS Executive Board endorses new enterprise strategic risks, for 2018 Corporate Plan</p>
<p>Smarter, improved media engagement and better infographics to communicate data</p>	<p>ABS Communication Strategy released: strong focus on improving trust and confidence and promoting engaging statistics</p>	<p>ABS new Governance Committees improve engagement, empowerment and effective risk mitigation and management</p>
<p>More quality 2016 Census data released including Homelessness Data and Socio-Economic Indexes for Areas (SEIFA)</p>	<p>New analysis/advice provided to Department of Education to inform needs based funding for schools</p>	<p>Strengthened privacy practices:</p> <ul style="list-style-type: none"> Privacy Community of Practice established with inaugural meeting Improved plan for privacy management and Independent privacy impact assessments conducted
<p>Public sentiment research</p>	<p>Statistical innovation includes:</p>	<p>Updated microdata access policy improves access for users within ABS's secure data environment</p>
<div data-bbox="279 1009 381 1096" data-label="Image"> </div> <p>(December 2017) shows:</p> <ul style="list-style-type: none"> 88% trust ABS to deliver high quality statistics 84% confident ABS delivers quality Census data 	<ul style="list-style-type: none"> Introduction of annual re-weighting of the CPI Produced a quarterly Labour Account to provide a better picture of employment New hourly earnings help to better understand wage growth New interactive 'journey to work' maps provide easier access to Census data Linking social services data to Census longitudinal dataset – increases understanding of socio-economic issues Release of longitudinal microdata through the Multi-Agency Data Integration Project (MADIP) allows deeper analysis of social, health and economic outcomes for policy making 	<p>Improved cybersecurity increases data protection and ensures ABS staff stay safe online</p>
<p>First ABS stakeholder survey (June 2018):</p> <ul style="list-style-type: none"> 86% satisfied/very satisfied with how they engage with ABS 94% agreed that ABS information/services valuable to their business/organisation 	<p>New suite of Labour Force materials being progressively released to improve understanding of labour statistics</p>	<p>Training and resources delivered to ensure compliance with Notifiable Data Breach Scheme</p>
<p>ABS sponsors 2017 GovHack to increase engagement with developers</p>	<p>Centre of Excellence for Aboriginal and Torres Strait Islander Statistics launched in Darwin</p>	<p>Organisational restructure to better position ABS for the future implemented in April following staff consultation</p>
<p>Australian Marriage Law Postal Survey – wins Citizen-Centred Innovation Award</p>		<p>2021 Census Executive Board established to provide a broader perspective and expertise on cybersecurity/risk planning</p>
<p>ABS wins Public Sector Award at the Australian Multicultural Marketing Awards for 2016 Census</p>		<p>Independent assessor appointed for quality and integrity of 2021 Census data</p>
		<p>ABS participates in digital first pilot to help streamline annual reporting process across government</p>
		<p>ABS wins 2017 Concur Client Innovation Award for travel app</p>
		<p>ASAC provides expert advice to ABS, drawing upon its refreshed membership</p>

Transforming the ABS 2017–18

PEOPLE

Improved access to flexible working/teleworking for all staff through default YES approach resulting in ABS winning 2017 Federal Government "Champion of Flexible Working" award

ABS gender pay audit finds 96+ % of ABS staff don't experience pay gap



ABS maintains 50:50 male/female SES throughout year

Training needs analysis and training videos produced to support staff transition to new infrastructure

Driving performance culture through:

- People and performance training program and
- People Leadership for Transformation pilot program

Economic statistics training week held for internal staff and staff from other agencies

300 staff attend Management Fundamentals Training across all sites:

- 97% rated workshops as good or very good
- 92% consider their knowledge and skills have increased



ABS champions diversity:

- Released Disability and Carers resources for employees
- Strong workplace diversity focus for 2018 graduate recruitment intake

First ABS SES/EL2 summit held to empower leaders, build knowledge and learn from external presenters

CULTURE

Executive Board determines "customer focus" is guiding principle for cultural change

Partnerships and agile practices help achieve successful outcome for AMLPS, reflecting a changing ABS culture

State of the Service results for the ABS:

- 93% agreed "I am happy to go the extra mile"
- 89% agreed "people in my work area treat each other with respect"
- 83% agreed "my agency is committed to a diverse workforce"
- 91% agreed to "continually look for new ways to improve the way we work"
- 91% agreed "supervisor supports the use of flexible work arrangements"

SES benefit from ABS culture change support program:

- 89% feel well prepared to lead culture change
- 76% changed their behaviour after program



ABS Transformation Survey:

- 78% of staff agree that ABS is heading in the right direction

Updated cultural protocols for ABS staff working with Aboriginal and Torres Strait Islander people and communities

Youmpla (Indigenous network) meeting promotes diversity by improved recruitment actions for Aboriginal and Torres Strait Islander People

Work-life balance and good career prospects place ABS 17th in Top 100 Australian Graduate Employers

Statement of Cultural Intent developed

INFRASTRUCTURE

Statistical Business Transformation Program (SBTP) passes mid-cycle Gateway Review with strong support from Independent Reviewers



Improvements to ABS Address Register lead to smarter sample design and better survey outcomes

Multi-award winning ABS Stats Mobile App updated with 2016 Census data

Launched OneGov – first cloud based finance application for Commonwealth Government

SBTP infrastructure used successfully in General Social Survey Dress Rehearsal:

- Survey respondents get a better online experience though improved web interface and registration process
- New data collection tools for ABS interviewers

National Data Acquisition Centre's MoU with Deakin University supports international research and improving survey responses



Successful test of automated 'machine-to-machine' data release – improving timely data access for ABS customers

New ABS website concepts released for user testing and iteration

ABS explores machine learning for Census, data editing and cybersecurity

All ABS sites operate activity based working as refurbishment of ABS House is completed

Chapter 2

ABS at a glance



 **17,952,855**
visits to the
ABS website

2,792,869
downloads of
ABS products



615
statistical products
released



ABS Social Media followers – **Total 181,148**

 88,840 Facebook	 77,418 Twitter	 11,231 LinkedIn	 2,339 Instagram	 1,320 YouTube
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 **17,318**
emails to the
National Information
and Referral Service

48,264 
calls to the
National Information
and Referral Service

1,172,026
TableBuilder, Population
Census Pro and other
data sessions

5,541 
DataLab
sessions

As at 30 June 2018 for previous 12 months

Our purpose

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

To achieve our purpose, the ABS is focusing on three priorities to meet Australia's contemporary and emerging statistical needs over the coming years:

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

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

What we do

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

Our plan

The ABS Corporate Plan, outlining the ABS purpose, strategic priorities, operating environment and performance measures, can be found on the ABS website at www.abs.gov.au.

Our stakeholders

Maintaining the support of authorising entities including the Government, government agencies, and regulatory authorities is critical for the ABS to achieve its purpose. Equally important for our ability to deliver high quality statistics is the maintenance of social licence. The ABS relies on business and the community to provide critically important data. Any actions by the ABS or other entities that erode the trust of providers directly undermine our efforts to collect this data. ABS success relies upon demonstrating to the community and business that we can be trusted to protect their data and deliver reliable statistical information.

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

Noting the increasing importance of privacy in light of well publicised breaches by both public and private sector entities, the ABS has continued to put considerable effort into maintaining the secrecy of the information provided to us, as required by the *Census and Statistics Act 1905*, while also ensuring that we meet the additional requirements of the *Privacy Act 1988*. It is worth noting that there has never been a privacy breach of Census data.

Responsible Minister

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

During 2017–18, the Hon. Michael McCormack MP, Minister for Small Business and Federal Member for Riverina, was the Minister responsible for the ABS until mid-December 2017. The Hon. Michael Sukkar MP, Assistant Minister to the Treasurer and Federal Member for Deakin, was given responsibility for the ABS in early 2018 and retained that responsibility for the remainder of the 2017–18 reporting year.



*Hon. Michael McCormack MP,
Minister for Small Business and Federal
Member for Riverina*



*Hon. Michael Sukkar MP,
Assistant Minister to the Treasurer
and Federal Member for Deakin*

Enabling legislation

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

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

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

The Census and Statistics Act 1905:

- empowers the Australian Statistician to collect statistical information on a broad range of demographic, economic, environmental and social topics
- enables the Australian Statistician to direct a person to provide statistical information, in which case they are legally obliged to do so

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

- requires the ABS to publish the results of these statistical collections
- places a life-long obligation on all ABS officers to maintain the secrecy of information collected under the Act, and provides harsh penalties for those who fail to do so.

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

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

The *Statistics Determination 1983* enables the ABS to release detailed statistical information to a wide range of users for analysis and input into the decision-making processes of governments, businesses and individuals.

The Treasury and the ABS undertook a remake of the *Statistics Determination 1983* as it is subject to a sunset clause on 1 October 2018.

The remake will enable this legislation to better meet the needs of users by providing a more enabling framework for the safe and secure release of information: specifically, detailed statistical information pertaining to businesses and organisations. Commitments to the confidentiality of personal information have been retained.

Compliance with legislation

In order to encourage compliance with the 2016 Census, 2,951 Notices of Direction to complete the Census were issued pursuant to the *Census and Statistics Act 1905*. As of 30 June 2018, 41 matters were referred to the Commonwealth Director of Public Prosecutions for consideration due to persons failing to comply with a Notice of Direction. These matters are progressing through the courts.

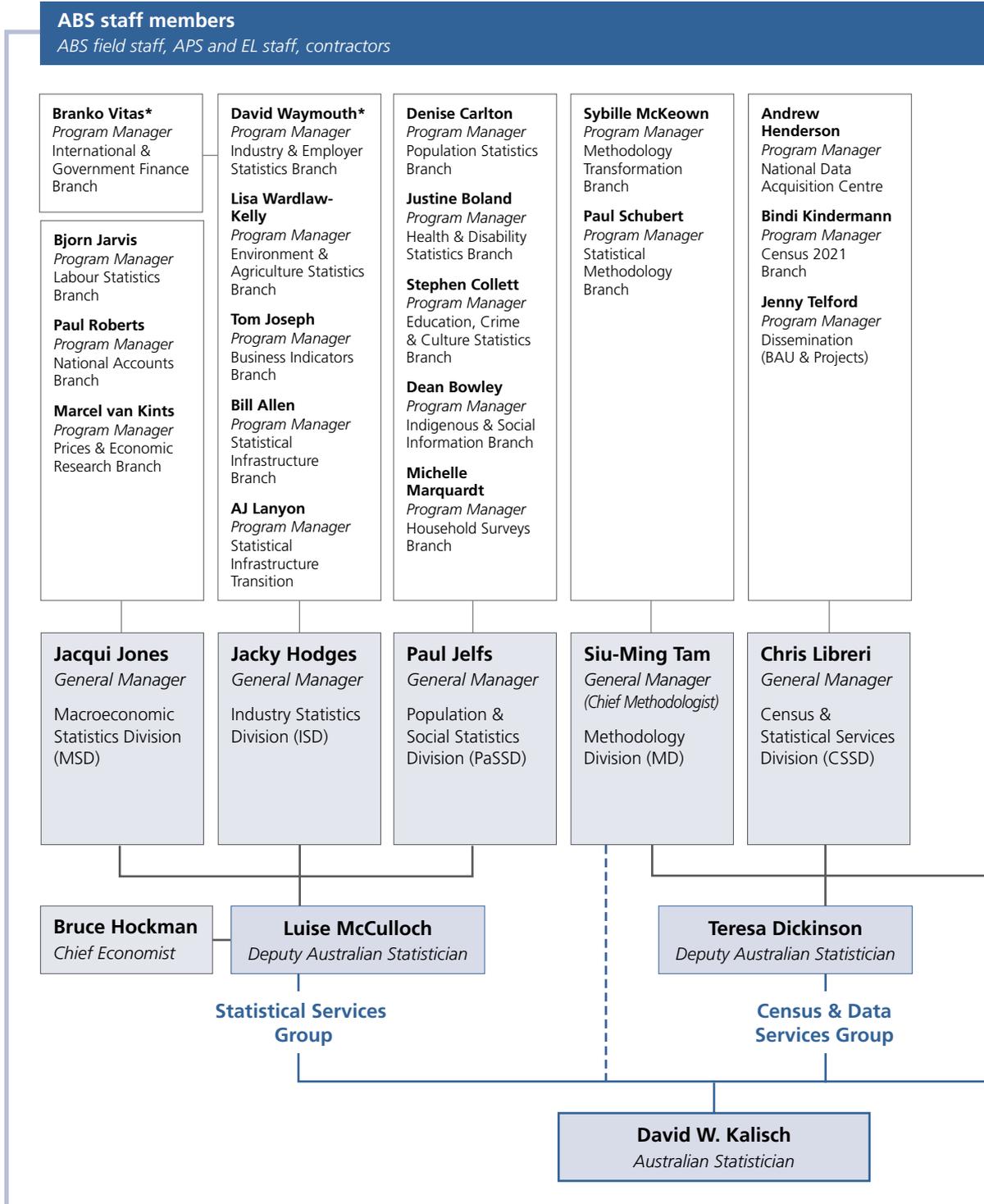
Organisational structure

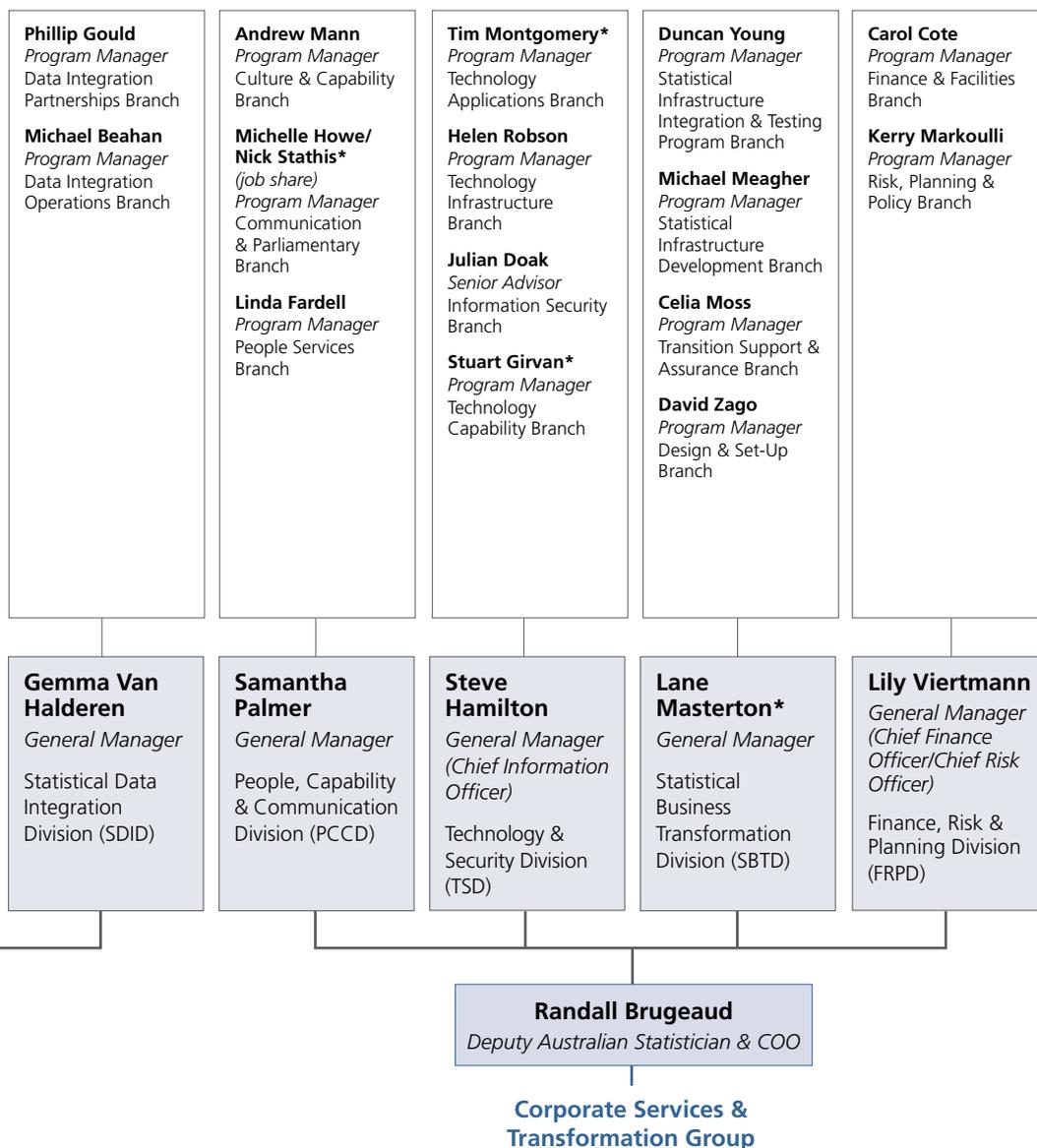
The ABS is led by the Australian Statistician – a statutory office established by the *Australian Bureau of Statistics Act 1975*.

To remain relevant and capitalise on the opportunities of a dynamic information environment, the ABS has been fundamentally transforming across all aspects of the organisation since 2015. Alongside this transformation agenda, the ABS continues to produce a range of economic, industry, population and social statistics to inform Australia's decision-making.

The production of these statistics involves extensive data collection through censuses and surveys as well as from administrative and other transactional data sources. The ABS undertakes extensive analysis and interpretation of the data in order to provide high quality, objective and relevant statistical information that meets user requirements in a variety of formats. The ABS is supported by statistical, corporate and data services that enable the organisation to deliver relevant, trusted, objective data, statistics and insights.

Figure 2.1: Organisational chart
as at 30 June 2018





As at 30 June 2018

*Acting/temporary or contractor

Australian Statistics Advisory Council

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

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

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

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

ASAC's mission

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

Further information on ASAC, including its annual report, can be found at www.asac.gov.au.

Changes in Council membership and Secretary

The past year has seen a number of changes to Council membership and the appointment of a new Council Secretary.

The Council welcomed the appointment of a new senior representative from the government of the Australian Capital Territory – Mr Stephen Miners, Deputy Under Treasurer. Community representation on the Council increased with the appointment of Mr David Byers (Minerals Council of Australia) and Professor Abigail Payne (Melbourne Institute of Applied Economic and Social Research), and the reappointment of Professor Lisa Jackson Pulver AM (Western Sydney University) in April 2018.

In June 2018, Dr Phillip Gould stepped down as Secretary after two years in the role. Dr Gould has left the ABS to take up a position in the new Office of the National Data Commissioner within the Department of the Prime Minister and Cabinet. Dr Gould was replaced by Mr Stephen Collett, who is the Program Manager of Education, Crime & Culture Statistics, Head of the ABS's Melbourne Office and an ABS Reconciliation Champion.



Australian Statistics Advisory Council – February 2018

ABS Portfolio Budget Statement outcome and program

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

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

The ABS's 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.

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

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

The ABS's program deliverables for 2017–18 and onwards (as outlined in its Portfolio Budget Statement) are to:

1. provide a range of statistical outputs, across key economic, population, social and environment subject matter areas that meet the needs of key users in Government, business and community
2. maintain relevant and fit-for-purpose ABS statistical outputs by actively engaging with external stakeholders to understand their needs

3. maximise the value of public data through increasing safe access to ABS microdata holdings and unlocking the potential of data sources by integrating data to create new datasets for statistical, policy and research purposes
4. continue to transform ABS business systems and processes to improve their efficiency and the accessibility of information, and expand the range of statistical solutions available to users
5. deliver results of the 2016 Census of Population and Housing and apply the lessons learned from 2016 to planning for the 2021 Census.

Chapter 3

Special articles



SPECIAL ARTICLE

The Australian Marriage Law Postal Survey

On 9 August 2017, the Australian Treasurer issued a Direction for the ABS to collect statistical information from participating electors on whether or not the law should be changed to allow same-sex couples to marry. Thus began the Australian Marriage Law Postal Survey (AMLPS), a unique undertaking in the ABS's history, and one which would be seen as a landmark event in Australia's national story. Statistics published from the survey would directly inform an important decision for Australia, made by the Australian Parliament in December 2017.

While the ABS conducts many statistical collections, including some very large in scale (and some of which include asking people about their views), the AMLPS was different in many ways. It was designed and conducted in fewer than 100 days and comprised a single question asked of just over 16 million eligible Australians.

Overall, 79.5%, or nearly four out of every five eligible people participated in the survey, with consistent distribution across age groups, gender and geography. This is a strong indicator of quality for a voluntary survey. The Australian population's significant interest in this topic, combined with the statistical collection design and process, made participation easy and ensured quality and integrity. Particular effort was made to ensure the survey was simple and could be completed by all Australians including those travelling or living overseas, those in remote communities, people with disability, and those who spoke a language other than English.

The ABS implemented several new, innovative measures to conduct the AMLPS:

- A simple survey form containing a single question, supported with straightforward instructions that made it easy for participants to understand and respond
- Accuracy of response coding, reviewed by external observers and enabled by the very high proportion of participants providing early responses and following the form's instructions
- Rigorous survey methods that included quality controls and integrity checks, which were subject to independent review and assurance
- Strong protections against fraud that included mechanisms to guarantee that only one response was counted for each participant
- An agile project management approach supported by a dedicated Agile Coach, to enable rapid, coordinated delivery to meet the challenging timeframe.

The AMLPS was delivered in partnership with a host of other agencies. The ABS worked and consulted with almost 30 different Government Departments and Agencies, who provided their expertise, and in some instances their staff, to help deliver an excellent survey. The ABS

also consulted many external stakeholders, and extensively shared information with the Yes and No campaign organisers. Ultimately, a national response rate of 79.5 per cent exceeded all expectations for a voluntary survey.

With only 99 days to deliver this high profile and high risk program, the ABS implemented governance structures that supported rapid delivery, rigorous risk management and central coordination. A designated Taskforce was established immediately following the Government's direction to the ABS to undertake the AMLPS. At its peak, the Taskforce had almost 500 staff (excluding call centre staff).

While many staff on the Taskforce worked long hours in a demanding environment, staff morale remained high throughout the project. End of program reviews showed that staff appreciated the effort invested to create a strong sense of a taskforce community with a positive and open culture, a strong focus on skills rather than hierarchy, regular recognition of achieving milestones, and opportunities to interact regularly with senior leaders.

While the survey was underway, the ABS continued its critical core work. Teams elsewhere in the ABS temporarily released key members to join the Taskforce and experienced their own resource challenges as a result. Their support enabled the work of the AMLPS to be accomplished. It's a testament to them that the ABS continued to meet its regular schedule of high quality data releases during this time.

External independent auditors to the ABS provided assurance over the integrity and quality of the survey process. They described the ABS as innovative, thorough and comprehensive in its approaches.

Following the survey, the ABS published a report on its conduct, transparently detailing the process, outcomes, and lessons learned. The approach was applauded by the Human Rights Disability Commissioner as leading in accessibility, and commended by the Federation of Ethnic Communities' Councils of Australia. The ABS also recently won the IPAA 2018 Public Sector Innovation Award for Citizen-Centred Innovation for the AMLPS.

An Australian National University Social Research Centre survey in late 2017 found that more Australians rated the result of the AMLPS to be the most significant event that respondents had lived through than any other, ahead of the terror attacks of September 11, 2001, and moments such as the Sydney Olympics and the arrival of the internet.

The ABS's decades of experience in national surveys and communication campaigns meant that the Australian Marriage Law Postal Survey was delivered on time, professionally, and for two thirds of the allocated budget. The ABS lived up to its purpose – informing Australia's important decisions.



SPECIAL ARTICLE

Data Integration Partnership for Australia

The Data Integration Partnership for Australia (DIPA) is a coordinated APS-wide investment to maximise the use of Government data assets, allowing cost effective and timely insights into data that is already available. DIPA will lead to improvements in the social and economic welfare of all Australians through more efficient and better targeted, evidence-based Government policies, programs and services.

In May 2017, the Government announced an investment of \$130.8 million over three years to deliver the Data Integration Partnership for Australia. The ABS has been funded \$37.7 million over three years (2017–18 to 2019–20) for its part in the implementation of the partnership.

The ABS's role in DIPA is to apply our technical ability to integrate datasets from across government to produce high-value and enduring data assets for policy and research analysis. Under DIPA, our model for integrating and providing access to data has been policy driven, focusing on policy and research needs of government across social, environmental and economic portfolios, while retaining confidentiality.

The DIPA initiative has enabled the ABS to enhance integrated datasets which have been developed in partnership with other Australian Government agencies since 2014–15. These include the most comprehensive people and business centred data assets in Australia – Multi-Agency Data Integration Project (MADIP) (people centred) and Business Longitudinal Analysis Data Environment (BLADE) (business centred). Through DIPA these assets have been expanded to include longitudinal data from across government and are already being used for policy relevant research, for example:

- MADIP data is being used to support decision making around models for non-Government school funding. This research is now available to help determine the efficient allocation of \$145 billion of Commonwealth funds over the next 10 years.
- BLADE data has delivered key insights into drivers of the Australian economy. For example, in a Department of Industry, Innovation and Science publication 'Entrepreneurship Dynamics in Australia' it was revealed that there is a strong relationship between entrepreneurship and job creation in Australia.

On behalf of the MADIP partner agencies, the ABS commissioned an independent Privacy Impact Assessment (PIA) for MADIP, published on 4 April 2018. Conducting an independent PIA demonstrates a genuine commitment to building privacy protections into the design of MADIP, as well as the government's commitment to transparency and community engagement for data use. The independent PIA is seen as a crucial element in increasing trust in MADIP and other Commonwealth data integration work.

The ABS is collaborating with a number of agencies to deliver additional innovative integrated statistical solutions. For example, to address a key data gap in the area of environmental and location data, the ABS is working with partner agencies including the Department of Environment and Energy to build a Location Integration Capability (LOC-I). This project will enable a consistent and efficient way to conduct location based research on integrated data assets.

During 2017–18, the ABS also focused on improving governance and access arrangements to increase the number of selected researchers able to access MADIP and BLADE data through the ABS DataLab, the current ABS data analysis platform. This has resulted in a significant increase in researcher access, with 89 government officers now with access and a further 48 currently applying (as of June 2018). In addition, selected academic access to MADIP and BLADE occurred in 2017–18 for the first time, with three BLADE and three MADIP academic access trials underway.

Increasing safe access for both government and non-government researchers will continue to be a focus for the ABS in 2018–19, including the testing of innovative solutions such as the use of an Application Programming Interface (API) to access confidentialised DIPA data. Until DIPA, there had been no single coordinated national approach to data integration, and the capacity to link and analyse the Government’s valuable data assets has been limited. Through DIPA, the ABS is making a significant contribution to a whole-of-government initiative to make better use of existing public data.

SPECIAL ARTICLE

Flexible Working Environment

This year the ABS won the 2018 Flexible Working Day Federal Government Champion Award in recognition of its commitment to the development and promotion of flexible working environments across its workforce and offices.

The ABS Flexible Working Environment (FWE) push began in the ABS Adelaide Office back in 2013, when a change in the office environment and supporting policies and guidelines were first trialled. Over the last five years, a focus on the three key contributing factors required to build a flexible workforce and agile business delivery – People, Place and Technology – has seen a positive cultural shift in flexible working attitudes and tangible benefits across the ABS.

The key highlights in 2017–18 for the ABS FWE program have been:

People – Culture and Staff Management

A dedicated program called ABS Flex Works was introduced in January 2018. Flex Works brings together all the flexible working arrangements and opportunities afforded to staff under the one banner. These include teleworking, part time hours, compressed work weeks and job sharing. The aim is to improve the flexibility of working conditions for staff, recognising diversity and work–life balance. Underpinning this is an expectation that managers say ‘yes’ to reasonable flexible work requests from employees and encourage innovative approaches to work.

A flexible approach has improved staff satisfaction with working conditions: in a recent staff survey, 82% of staff are satisfied with access to flexible working arrangements; 32% of staff have a formal teleworking arrangement in place.

Place – Property

The ABS concluded its Activity Based Working (ABW) fitouts with the delivery of the final offices in Hobart and Canberra. All ABS Offices now provide spaces designed to accommodate staff diversity, different work styles, changing business requirements, and to maximise utility of space. Purpose built spaces improve productivity while encouraging healthy work practices and diversity. The combination of good design and flexibility has allowed the ABS to dramatically lower its footprint across all offices by at least 20% of what would have been previously required, yielding a corresponding reduction in ongoing operating costs while providing more functional space.

Technology – ICT enabling strategies

At the forefront of technology considerations are mobility and communication. Each ABS staff member is allocated a laptop to maximise mobility both within and outside of the office and to assist with facilitating teleworking. The ABS Next Generation Desktop gives staff access to all required applications via a secure virtual desktop anywhere, anytime. Development of applications like Skype, office video conferencing facilities, follow me printing, and telephony systems further reduce the reliance on fixed locations and the requirement to work from the office.

FWE has contributed to staff attraction and retention within the ABS, especially for data specialists who are in demand across the economy. It has also increased productivity and allowed better use of available staff time.

Other contributing factors to our success have been the professionalism, adaptability, and willingness of staff to work with management to get this right. This collective attitude has seen many ABS leaders and senior managers also embrace and model flexible work, adding their positive stories to those of ABS staff. The addition of the FWE strategy as part of the ABS's objectives in its *Gender and Diversity Action Plan 2014–17* has also been pivotal and reflective of our commitment.

The ABS will continue to monitor FWE through staff consultation and management fora. A FWE staff survey first conducted in 2016 will be repeated in late 2018 to measure changes in perception of the components of FWE. This will help determine where future effort can be placed to continue to improve FWE and staff support as they balance their work-life demands and their career aspirations.

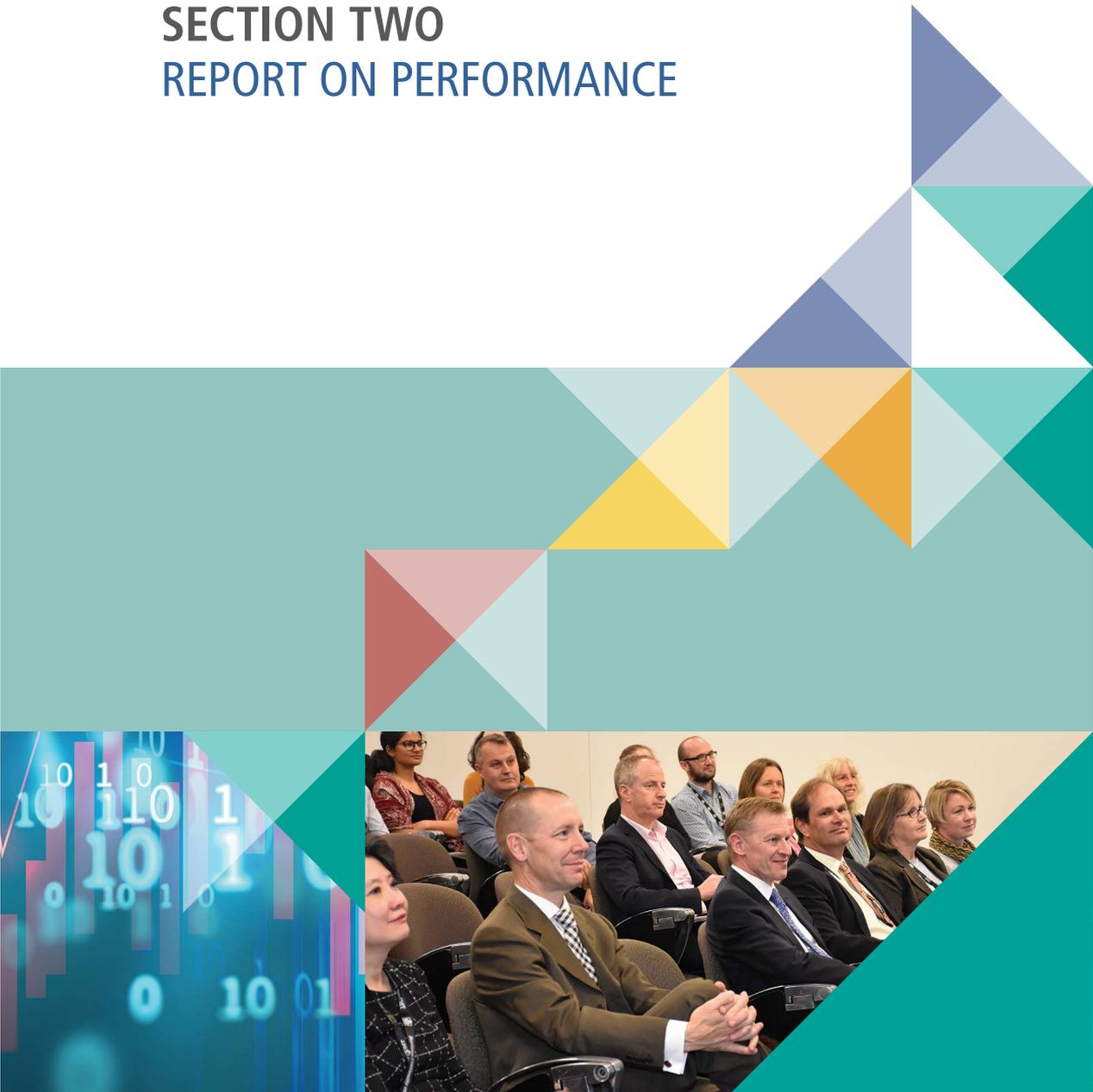


Presentation of the Flexible Working Day Federal Government Champion Award.



SECTION TWO

REPORT ON PERFORMANCE



Chapter 4

Annual performance statement



Introductory Statement

As the accountable authority of the Australian Bureau of Statistics (ABS), I present the 2017–18 annual performance statements of the ABS, as required under paragraph 39(1)(a) of the *Public Governance, Performance and Accountability Act 2013* (PGPA Act). In my opinion, based on advice from ABS management and the Audit Committee, these performance statements accurately reflect the performance of the ABS against the performance criteria included in its Portfolio Budget Statement¹ and Corporate Plan, and comply with subsection 39(2) of the PGPA Act.

Signed 

David W. Kalisch
Australian Statistician

ABS Purpose

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

Results

Results against the criteria from the *ABS Corporate Plan 2017–18 to 2020–21* and the ABS Portfolio Budget Statement (PBS) are described below. All results related to one programme in the Treasury Portfolio Budget Statement: *1.1 Australian Bureau of Statistics* and the ABS Corporate Plan.

Our achievements – performance against purpose

During 2017–18, the ABS has delivered and also commenced many significant initiatives aligned to fulfilling the purpose of informing Australia's important decisions, while operating in a challenging fiscal and resource environment. These include delivering the Australian Marriage Law Postal Survey (AMLPS), delivering high quality data from the 2016 Census of Population and Housing, establishing the work programs to support the Data Integration Partnership for Australia initiative, as well as continuing to deliver the ABS Transformation Program, with particular focus on statistical business, people and culture transformation initiatives. Through the delivery of the core work program, as well as the work to support

¹ ABS Portfolio Budget Statement is contained in Budget 2017–18 – Portfolio Budget Statements 2017–18 – Budget Related Paper No. 1.16 – Treasury Portfolio.

government initiatives, the ABS continues to enable governments, businesses and the community to be better informed to make decisions, ultimately enhancing the wellbeing of all Australians

In 2017, the Treasurer directed the ABS to conduct a voluntary survey on whether the law should be changed to allow same-sex couples to marry. Statistics were published from the AMLPS fewer than 100 days from the announcement. These statistics directly informed a significant policy and legal change in Australia. The survey achieved a 79.5% participation rate, with consistent distribution across age groups, gender and geography, demonstrating that ABS delivers trusted, objective statistics which inform Australia's important decisions. While the survey was a success, and was delivered effectively with the partnership of a number of government departments and private agencies, there was a significant resource impact on the organisation as a result of diverting a large number of highly skilled resources away from the core and transformation work program to deliver the AMLPS. The AMLPS delivery has had a direct impact on the transformation schedule and benefits realisation.

The ABS was awarded the Institute of Public Administration Australia (IPAA) 2018 Public Sector Innovation Award for Citizen-Centred Innovation for the AMLPS. This prestigious award positions the ABS as a leader in innovation, applying new and effective methods to problem solving and project delivery.

The Citizen-Centred Innovation Award recognises departments who have worked with citizens to design and deliver innovative public services. This involves getting to the heart of the citizen's needs to personalise and ultimately improve the citizen's experience of interaction with government agencies.

The ABS also received the Public Sector Award at the Australian Multicultural Marketing Awards (AMMAs), for the 2016 Census campaign with multicultural marketing agency, Ecom. Together with Ecom, the ABS delivered the largest ever national culturally and linguistically diverse Census campaign. Campaign materials were translated into up to 35 languages across multiple platforms and connected with more than 120 multicultural organisations. The campaign proved incredibly successful with particularly high online response rates for people born in China (90.0%), India (85.4%) and Malaysia (82.4%).

In 2017, the Government also funded the Data Integration Partnership of Australia (DIPA) as a coordinated Australian Public Service-wide investment to maximise the use and value of the Government's data assets through data integration. The ABS was entrusted to be the primary Accredited Integrating Authority for the DIPA, and was funded \$37.7 million over three years to work collaboratively with data custodians to produce enduring linked data assets which combine high value data sources to better support policy development, while maintaining security and privacy of information. This initiative is directly aligned to the strategic priority of developing and implementing new statistical solutions to maximise the value of public data, through investing in stakeholder collaboration and ensuring solutions add value to stakeholders.

Stakeholders are continuing to partner with the ABS on a range of innovative projects such as CPI enhancements and changes in the approach for the Agricultural Census, as demonstrated in the case studies, and are engaging resources to build their own capability to enable better use of the range of statistical products provided by the ABS, as demonstrated through the number of new agreements and secondments that have been initiated throughout the year. Enabling the use of ABS products, either through technical solutions, data outputs or developing capability, is a high priority for the ABS to ensure ABS statistics are widely used and insights can be drawn and utilised to inform decision making. This is demonstrated through the data use and data access measures.

The ABS has undergone a number of phased organisation restructures to ensure it maintains contemporary organisation and governance structures that are designed to meet

the needs of the ABS as it progresses through transformation. Changes in the Statistical Services Group structure have reflected a focus on functional alignment across Industry and Macroeconomic statistics. Changes in the Human Resource structure have enabled the People Services Branch to prioritise workforce planning, which is a key identified focus for the ABS in achieving a successful transformation. Both the People and Culture Action Plan (Target 2.3) and the Workforce Strategy (Target 2.4) have continued to be implemented to ensure we are consolidating and enhancing our capability to keep pace with the changing needs of stakeholders and to ensure future sustainability. This includes champions of change, recruiting, graduate programs, workforce planning, job design and activity based working.

Building on our stakeholder relationships has been an ongoing priority to ensure we continue to deliver relevant, trusted and objective statistics and that we are considered trusted and innovative partners. To ensure we maintain focus on our stakeholders, the two-yearly in-depth assessment with key stakeholders has been supplemented by an annual online survey with a range of stakeholders. Our SES also provided feedback on relationships with stakeholders. This will ensure we are delivering the highest priority statistics to inform important decisions. The results reflect that stakeholders are satisfied with the quality, timeliness and range of our statistics (Target 1.2), the uptake of statistics increases each year, including stakeholders reporting increased usage of statistics, data and insights in their work (Target 1.3) and stakeholders agree ABS adds value to their business (Target 3.3). Feedback via the assessment has also identified areas of high importance to stakeholders that the ABS can continue to work on to ensure a customer focus is at the centre of the ABS approach.

Managing risk has been a high focus area for 2017–18. The ABS has refreshed its Risk Management Framework to ensure effective management of risk during this period of transformation, as well as embedding best practice as a standard way of working. Outcomes of the Transformation Program both mitigate risks and generate new risks that need to be actively managed.

The Statistical Business Transformation Program (SBTP) Gateway Review deliverables have also been achieved, recognising the Program's timely delivery of technically complex deliverables, commitment to continuous improvement, and quality planning (Target 2.1). Statistical collections are also progressively being transitioned to SBTP capabilities (Target 2.2), with learnings from each on-boarding process informing the next wave of activity.

*Source: ABS Corporate Plan 2017-18, pg. 14–15

Strategic Priority 1: Provide high quality statistics

This criterion links directly to the ABS Portfolio Budget Statement Target, which has one outcome: "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."

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

Target 1.1: ABS statistics meet target standards*

Context:

The integrity and credibility of the ABS, and productive nature of ABS stakeholder relationships, are built on the ability of the ABS to continue to provide quality statistics that meet international standards as well as assure the Australian public that our products are capable of effectively informing new legislation and policy. We are also required by legislation to meet particular standards in our products.

ABS subscribes to the IMF Special Data Dissemination Standard (SDDS) which allows surveillance of our data provision.

How we will measure this	Result: Achieved
1.1.1 Assessment of key ABS statistics against international and national standards – IMF Standards	<p>1.1.1 ABS continues to produce key economic and population statistics with appropriate coverage, frequency and timeliness as assessed by the International Monetary Fund against the Special Data Dissemination Standard; except where the ABS has made an explicit decision not to do so, following consultation with stakeholders, based on Australian needs and circumstances.</p> <p>In meeting the Standard, Australia has taken two flexibility options in respect of the periodicity and/or timeliness for the dissemination of Production Indexes and Price Indexes. The Standard prescribes monthly dissemination for Production Indexes with timeliness of no later than six weeks after the reference period (whereas Australia's Production Indexes are disseminated quarterly and with a timeliness of no later than one quarter after the end of the reference quarter). For Price Indexes the Standard prescribes monthly dissemination and timeliness of no later than one month after the reference period (whereas Australia's price indexes are disseminated quarterly, within one month of the reference period).</p> <p>In these areas where flexibility in regard to periodicity and timeliness has been exercised, Australia does not believe that an understanding of its current economic circumstances is jeopardised.</p> <p>In addition, Australia has taken permitted calendar flexibility options for the dissemination of the precise release dates of both data on central government operations and data on central government debt. The flexibility options are required for these data categories because the data are approved by the Minister for Finance prior to release and so the precise release dates cannot be guaranteed in advance.</p>

*Source: ABS Corporate Plan 2017-18, pg. 14-15

Strategic Priority 1: Provide high quality statistics

Target 1.2 Key stakeholders are satisfied with the quality, timeliness and range of our statistics*

Context:

Overall: The nature of the ABS business is to ensure that we provide quality statistics to our users and the level of quality is determined by international standards and partner stakeholders. It is critical that the ABS continues to build and maintain trust from its stakeholders in order to maintain relevance into the future. A key ABS risk to achieving this goal is failing to provide relevant, accurate and timely statistics and therefore this is monitored and measured across ABS collections.

1.2.1: Indicates key stakeholders' satisfaction with the quality, timeliness and range of ABS statistics.

1.2.2: Demonstrates key stakeholders' satisfaction with the quality, timeliness and range of ABS statistics.

How we will measure this	Result: Achieved
1.2.1 The two yearly Stakeholder Relationship Health Assessment	<p>1.2.1 Results from the 2018 Stakeholder Relationship Health Assessment survey, which included stakeholders from government, academia, community groups, business and industry bodies, demonstrated that stakeholders used a range of ABS statistics, with Population (including Census), Economy, and Labour the most frequently used.</p> <p>Additionally over 90% of stakeholders surveyed strongly agreed or agreed that the ABS is a credible source of data and information, and a national asset that provides value to Australia².</p> <p>Respondents indicated that²:</p> <ul style="list-style-type: none"> • 85% were very satisfied or satisfied with the quality of the statistics that they use; 10% were neutral • 68% were very satisfied or satisfied with the timeliness of the statistics; 15% were neutral • 66% were very satisfied or satisfied with the range of statistics available; 23% were neutral • 80% were satisfied with the relevance of the statistics; 11% were neutral. <p>Stakeholders identified a desire for greater access to and timeliness of, statistics and services, and modifications to formats. These preferences are beyond the current ABS funding envelope.</p> <p>Respondents noted reduced funding and resources have impacted the range of information available and the quality of outputs.</p> <p>ABS Senior Executive reported that both our Economic and Population and Social Statistics Advisory Groups met twice and our State Statistical Forum met once during the 2017–18 reporting period. A review into the effectiveness of these advisory groups has been completed. The reviews found that stakeholders wish to see them continue with a modified format and more strategic focus. Stakeholders are finding value in the consultation and the opportunity to discuss strategic work program issues with the ABS.</p> <p>Economic trilateral meetings have been held with the Commonwealth Treasury Department and Reserve Bank of Australia. The RBA and Treasury have utilised these meetings to provide the ABS with advice on pilot projects, proposals to enhance the sustainability of Labour Force Estimates, and the future direction of economic measurement.</p>
1.2.2 Stakeholder case studies	1.2.2 Case Study 1: Enhancements to the Consumer Price Index (CPI) (see page 40)

² 6% of respondents did not answer these questions. Any discrepancies between totals and sums of components are due to rounding

*Source: ABS Corporate Plan 2017-18, pg. 14–15

**Strategic Priority 1: Provide high quality statistics****Our Planned Performance:** ABS statistics are widely used.**Target 1.3: The uptake of ABS statistics increases each year, including stakeholders reporting increased usage of ABS statistics, data and insights in their work*****Context:**

Overall: An increase in the uptake of ABS statistics demonstrates that ABS stakeholders have continued trust in ABS delivery of high quality, relevant products. The following suite of measures indicates how the ABS ensures statistics are widely used.

1.3.1: Are more people seeking information from the ABS website? An indicator of trust in the ABS and usage of ABS data.

1.3.2: Are more organisations collaborating with the ABS? An indicator of the value others see in partnering with the ABS and/or gaining greater access to ABS data.

1.3.3: Are more DataLab sessions being used to access ABS data? An indicator of the value others see in working with the ABS and gaining greater access to ABS data.

1.3.4: Is revenue from ABS data consultancies increasing? A monetary indicator of value i.e. how much organisations are prepared to pay for ABS data to contribute to their work.

1.3.5: Do stakeholders use and trust ABS statistics and is usage increasing?

1.3.6: Are there case studies to demonstrate stakeholders' increased usage of ABS statistics, data and insights?

How we will measure this	Result: Achieved
1.3.1 Website usage	1.3.1 64,001,395 page views from 1 July 2017 to 30 June 2018. This is an increase from 63,948,201, an additional 53,134 page views compared to 2016–17. Additional views over this period indicate that the ABS site has remained a relevant source of information over the past twelve months.
1.3.2 Number of new agreements with other entities	1.3.2 In demonstration of uptake of ABS statistics and stakeholders initiating agreements with the ABS in order to utilise ABS statistics, 79 new agreements were made in the 2017–18 financial year.
1.3.3 Use of Datalab	1.3.3 The number of DataLab sessions for the 2017–18 financial year was 5,541. This was a significant increase of 3,919 sessions compared to the previous financial year (Note: figures for previous financial year are from Nov 2016 as that is when the DataLab commenced.) The growth in the number of DataLab sessions is attributed to: greater access being provided to a virtual DataLab environment, rather than requiring users to be onsite in an ABS office to access the DataLab; the progressive decommissioning of the Remote Access Data Laboratory (RADL) tool and migration of users over to the new DataLab; as well as the greater value that DataLab provides to users in the level of detail that they are able to see in DataLab, hence creating a demand for training and access to the new tool.
1.3.4 Consultancy revenue	1.3.4 In demonstration of uptake of ABS statistics, the value of Information Consultancies for the 2017–18 financial year was \$962K. This was achieved with an increase of \$332K on the previous financial year. The increase is primarily driven by the release of the 2016 Census. In addition to consultancy revenue, the ABS has received \$34M in user funded revenue.

*Source: ABS Corporate Plan 2017-18, pg. 14–15

Strategic Priority 1: Provide high quality statistics

How we will measure this	Result: Achieved
1.3.5 The two yearly Stakeholder Relationship Health Assessment	<p>1.3.5 Results from the Stakeholder Relationship Health Assessment survey showed that just over half of stakeholders (52%) used ABS statistics or services on a daily or weekly basis, with a further 25% reporting usage of once or twice a month.</p> <p>Over the last 12 months, 86% of stakeholders either increased or maintained their use of ABS statistics.</p> <p>Just under half (49%) of respondents reported accessing ABS statistics via three or more different channels with the most common being the ABS Website (89%), DataLab, Microdata Download and TableBuilder (66%).</p> <p>The results showed stakeholders used ABS statistics for a range of purposes, with 62% recording three or more different purposes. The most frequently reported were:</p> <ul style="list-style-type: none"> • Policy development or evaluation (66%) • Research (61%) • Modelling and forecasting (48%) <p>ABS statistics were also used for monitoring and market analysis, services planning, and spending decisions and resource/funding allocation.</p>
1.3.6 Stakeholder case studies	1.3.6 Case Study 2: Chief Economist (see page 41)

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

Our Planned Performance: The Statistical Business Transformation Program (SBTP) continues to be implemented to agreed timeframes.

Target 2.1: SBTP achieves mid-point deliverables as assessed by the Gateway Review*

Context:

The Statistical Business Transformation Program (SBTP) is one of the largest transformation programs the ABS has undertaken in recent years, and will enable the ABS to achieve its long and short term goals. The SBTP initiatives will improve capability and productivity across the organisation, and ensure continued support of the ABS stakeholders.

The Gateway Review process is administered by the Department of Finance and is in place to strengthen governance and assurance practices and to assist agencies to successfully deliver major projects and programmes. It was agreed that the 2017 Gateway review would be used to provide the Government assurance that SBTP was on track at the mid-point of the program, and therefore secure the release of the second tranche of program funding.

How we will measure this	Result: Achieved
2.1.1 Gateway Review	2.1.1 The ABS was subject to mid-stage Gateway Reviews of the Statistical Business Transformation (SBT) Program in November/December 2017. This review, conducted on behalf of the Department of Finance, resulted in a Delivery Confidence Assessment (DCA) of Green/Amber, with the report recognising the Program's proven track record in the timely delivery of

*Source: ABS Corporate Plan 2017–18, pg. 14–15

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

	technically complex mid-term deliverables, its commitment to continuous improvement in its Program management and delivery, and the quality of its planning for the next stage. A Green/Amber DCA indicates that 'Successful delivery of the Program to time, cost, quality standards and benefits realisation appears probable. However constant attention will be needed to ensure risks do not become major issues threatening delivery'.
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Target 2.2: Pioneer statistical collections are transitioned to SBTP capabilities***Context:**

The on-boarding of pioneer collections to the transformed ABS environment will provide invaluable insight as to the usability and effectiveness of the new SBTP capabilities. There is currently limited knowledge of the interdependencies and overall operability, and this will provide an opportunity to test the environment whilst still in the warranty period for the products. This is an integral step in the implementation process that will inform further risk management and planning as the transition period progresses.

How we will measure this	Result: Substantially achieved
2.2.1 SBTP Transition Plan performance reports	<p>2.2.1 The General Social Survey Dress Rehearsal and the Health Literacy Survey were the first statistical collections to use new SBTP capabilities. These collections have provided assurance that SBTP capabilities work, and have helped identify improvements for the next round of statistical collections.</p> <p>Health Literacy Survey The Health Literacy Survey (HLS) is currently making use of new telephone interviewing capabilities delivered by the SBT Program. Collection of the HLS is scheduled to run until September 2018, over 55% of Household interviews have been successfully completed as at 30 June 2018.</p> <p>General Social Survey (GSS) Dress Rehearsal in May 2018 Enhanced Data Acquisition capabilities delivered by the SBT Program were successfully proven through a live Dress Rehearsal for the General Social Survey (GSS). The GSS Dress Rehearsal used the new web collection capability and new capabilities for Household Interviewers to collect required information from over 500 selected Households. This is the first time that the ABS has utilised web collection capabilities for a Special Social Survey.</p> <p>Onboarding Migration Tool The Onboarding Migration Tool (OMT) was released in June 2018 and is proving to be an effective way for survey areas to populate and author metadata quickly.</p> <p>Next Collections Scheduled for Onboarding The following collections are scheduled to onboard by February 2019:</p> <ul style="list-style-type: none"> • Survey of Income and Housing (SIH) Dress Rehearsal • Business Expenditure on Research and Development (BERD) Survey • General Social Survey (GSS) Main Event

*Source: ABS Corporate Plan 2017–18, pg. 14–15

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

Our Planned Performance: The ABS builds the capacity and capability of staff, driving cultural change and improving performance.

Target 2.3: People and Culture Action Plan actions are implemented*

Context:

An effective People and Culture Action Plan will support work towards ensuring staffing capability and sustainability, and assist in achieving the People aspect of the ABS transformation goals. The Plan provides actions targeted to achieve the ABS Workforce Strategy's goals. Results are measured through an assessment of the People and Culture Action Plan performance reports.

How we will measure this	Result: Substantially achieved
2.3.1 ABS People and Culture Action Plan performance reports	<p>2.3.1 81% (26 of 32) actions scheduled for the 2017–18 financial year have been implemented. Of the six actions from the <i>ABS People and Culture Action Plan 2017 & 2018</i> that were reported in April as not implemented, one is expected to be delivered in August 2018 (A.23 – ABS Inclusion and Diversity Strategy), while the others are being encapsulated in either alternate or larger pieces of work.</p> <p>Examples of successes resulting from these actions include:</p> <ul style="list-style-type: none"> • ABS was the Federal Government Champion at the <i>2018 Champions of Flexible Working Awards</i>. • All ABS offices have transitioned to Activity Based Working (ABW). Resources were delivered for staff in transitioning to ABW environments. • An ABS Inclusion and Diversity Strategy was developed for all diversity groups. • ABS delivered a Graduate Development Program aligned to transformational and post-transformational needs. The ABS ranked 17th in the GradAustralia Top 100 Student Survey of preferred graduate employers. • Operational Workforce Plans, incorporating identification of critical positions and succession planning, were implemented by all Divisions. • A structured approach to change management was developed for SBTP. Statistical Families all have formally trained Change Leads. • ABS delivered a leader-led culture change program. 89% of SES surveyed feel well prepared to lead culture change in the ABS. 76% had changed the way they behaved and interacted with others. • A Job Design Framework has been developed for the organisation.

*Source: ABS Corporate Plan 2017–18, pg. 14–15

**Strategic Priority 2: Transform the ABS for the future.*****Target 2.4: The ABS Workforce Strategy is developed and implementation has commenced***

Context:
 The ABS Workforce Strategy provides a four-year outlook on key deliverables that aim to achieve a diverse, expert, motivated and agile workforce. The ABS Workforce Strategy is an integral part of the overall ABS Transformation and relates directly to the 'People' and 'Culture' Transformation goals. This strategy is supported by an annual People and Culture Action Plan.
 Results are measured through the assessment of the ABS Workforce Strategy Desired Results and Performance Indicators.

How we will measure this	Result: Substantially achieved
2.4.1 ABS Workforce Strategy performance reports	<p>2.4.1 As at 30 June 2018, 79% (22 of 28) of the Strategy's success measures were reported as on track or within acceptable tolerances. Of the six success measures reported as not being on track or within acceptable tolerances, three are now considered on track:</p> <ul style="list-style-type: none"> • staff perceptions of the utilisation of their skills are positive and increasing (current State of the Service survey results indicates 83% up 6% from 2017) • staffing expenditure within budget (ABS spent according to budget in 2016–17) • proportion of staff who identify as having a disability increases (6% in 2017. 7% in 2018) <p>Three measures are still in progress:</p> <ul style="list-style-type: none"> • management structure and span of control • management of underperformance • Aboriginal and Torres Strait Islander employment <p>Key progress includes:</p> <ul style="list-style-type: none"> • ABS staff are capitalising on contemporary ways of working. Take-up of teleworking and use of virtual teams has increased significantly. The adoption of Flexible Working Environments and Activity Based Working has resulted in savings in ABS floor space across all offices and increased opportunities for diversity and productivity outcomes. • The proportion of women in the ABS SES reached 50% in this financial year, exceeding the target of 46% set for 2020 in the Strategy. • ABS continues to be proactive about staff health and wellbeing. Accepted Comcare claims per 1000 FTE have dropped markedly since the implementation of the plan in 2015 – down from 8.3 to 2.7 claims/FTE. • Two-thirds (66%) of staff responding to the 2017 APS Employee Census believed "senior leaders ensure that work effort contributes to the strategic direction of the agency and the APS". • The ABS Workforce Strategy will be updated in 2018–19 to reflect the evolving operating environment.

*Source: ABS Corporate Plan 2017–18, pg. 14–15

Strategic Priority 3: Develop and implement new statistical solutions to maximise the value of public data.*

Our Planned Performance: The ABS creates new statistical solutions, in collaboration with stakeholders, to deliver information needed for research, policy, planning and targeting of government services and evaluation

Target 3.1: Stakeholders seek out the ABS to undertake statistical activity and collaborate*

Context:

Overall: It is important that the ABS maintains relevance in the national and international statistical scene through continued increases in collaboration and statistical activity with its stakeholders. By meeting this target, the ABS is demonstrating its continued commitment to improving statistical products to meet the demands of the Australian population, as well as effective stakeholder engagement.

The following are a suite of measures which together indicate how the ABS is working with others to create new statistical solutions, in collaboration with stakeholders, to deliver information needed for research, policy, planning and targeting of government services and evaluation:

3.1.1: Are more organisations collaborating with the ABS? An indicator of the value others see in partnering with the ABS

3.1.2: Are more organisations using ABS DataLab to access ABS data? An indicator of the value others see in working with the ABS and gaining greater access to ABS data

3.1.3: Are the number of secondments increasing? An indicator of the value others see in partnering with the ABS and gaining greater access to ABS data and expertise

3.1.4: Is revenue from ABS data consultancies increasing? A monetary indicator of value i.e. how much organisations are prepared to pay for ABS data to contribute to their work

3.1.5: Are there case studies to demonstrate stakeholders' increased usage of ABS statistics, data and insights?

How we will measure this	Result: Achieved
3.1.1 Number of new agreements with other entities	3.1.1 In demonstration of stakeholders initiating new or extending existing agreements with the ABS in order to utilise ABS statistics, 79 new agreements were made in the 2017–18 financial year.
3.1.2 Use of Datalab	3.1.2 Number of active organisations using DataLab for the 2017–18 financial year was 69. This compares to the 32 organisations from the previous financial year (Note: figures for previous financial year are from Nov 2016 as that is when the DataLab commenced.)
3.1.3 Number of secondments	3.1.3 There were 86 secondments into or out of the ABS during 2017–18. Secondments benefit both the ABS and its stakeholders by strengthening relationships and facilitating mutual learning with our partners.
3.1.4 Consultancy revenue	3.1.4 The value of Information Consultancies is a direct measure and indicator of stakeholders seeking out the ABS to meet their information needs. The value for the 2017–18 financial year was \$962K. This was achieved with an increase of \$332K on the previous financial year. The increase is primarily driven by the release of the 2016 Census. In addition to consultancy revenue, the ABS has received \$34M in user funded revenue.
3.1.5 Stakeholder case studies	3.1.5 Case Study 3: Outgoing Passenger Cards (see page 42)

*Source: ABS Corporate Plan 2017-18, pg. 14–15



Strategic Priority 3: Develop and implement new statistical solutions to maximise the value of public data.*

Target 3.2: The use of ABS microdata increases*

Context:

The ABS is committed to developing new statistical solutions, such as DataLab, which provide secure access to highly detailed data for statistical research purposes. The implementation of this project showcased the ABS's ability to meet user demands, and collaborate both internally and externally to meet a common goal. By allowing external users such as commonwealth government officials and academic researchers the ability to access this data, the ABS has improved the overall efficiency of data access to further ensure that the Australian public can make informed decisions based on the data we provide.

Results will be measured through assessing Datalab access, in particular, the increase in numbers of people who have been trained to use Datalab and are accessing the data. In addition to this, we will measure any performance issues and report on functional enhancements that are applied to the project.

How we will measure this	Result: Achieved
3.2.1 Datalab access	<p>3.2.1 The number of users trained in the DataLab for the 2017–18 financial year was 301. This now brings the total of trained DataLab users to 762. The on-boarding and training process has not changed from previous years.</p> <p>The growth in DataLab users is attributed to: greater access being provided to a virtual DataLab environment, rather than requiring users to be onsite in an ABS office to access the DataLab; the progressive decommissioning of the Remote Access Data Laboratory (RADL) tool and migration of users over to the new DataLab; as well as the greater value that DataLab provides to users in the level of detail that they are able to see in DataLab, hence creating a demand for training and access on the new tool that adds great value to the research being undertaken.</p>

Target 3.3: Stakeholders agree ABS adds value to their business*

Context:

Overall: Providing quality products to stakeholders is a key ABS priority. Effective engagement by the ABS with stakeholders and customers enables it to monitor and assess how value is added and continued improvement can be delivered. If the ABS is unable to provide innovative solutions and add further value, it will be unable to meet customer demands and transformation goals.

3.3.1: Feedback from key stakeholders on whether ABS adds value to their business

3.3.2: Demonstrates where key stakeholders consider the ABS has added value to their business

How we will measure this	Result: Achieved
3.3.1 The two yearly Stakeholder Relationship Health Assessment	<p>3.3.1 Results from the Stakeholder Relationship Health Assessment survey show that 94% of stakeholders strongly agreed or agreed with the statement: "ABS statistics, information or services are valuable to my business or organisation".</p> <p>Additionally over 90% of stakeholders strongly agreed or agreed that the ABS is a credible source of data and information, and a national asset that provides value to Australia. Respondents noted reduced funding and resources have impacted the range of information available.</p> <p>68% strongly agreed or agreed that ABS is a driver of data improvements, and 76% that the ABS collaborates effectively with its stakeholders.</p>

*Source: ABS Corporate Plan 2017-18, pg. 14–15

Strategic Priority 3: Develop and implement new statistical solutions to maximise the value of public data.*

	<p>The majority of stakeholders strongly agreed or agreed their ABS contact(s) were open to their needs (83%), approachable (92%), customer focused (73%) and collaborative in their attitude to work (80%). Stakeholders also noted that existing processes added a barrier to reaching subject matter experts, but provided positive feedback about outposted officers and key relationship managers.</p> <p>ABS Senior Executives reported that the implementation of Strategic Partnership Managers (SPMs) into Central Agencies within State Government has been positively received. The Managers are successfully facilitating collaboration between the Commonwealth and State and Territory Governments on innovative statistical solutions to maximise the opportunities from data analytics and data integration and are undertaking peer reviews. The SPMs form a conduit between ABS subject matter areas and their jurisdictional counterparts, helping to grow the business of the ABS and raising the visibility of both ABS products and jurisdictional projects.</p> <p>The ABS and the Department of Foreign Affairs and Trade held a senior round table to develop shared understanding of the implications from the 2017 Foreign Policy White paper. Following there was commitment to pursue further ABS-DFAT collaboration on a range of cross-government priorities including the Sustainable Development Goals and trade statistics.</p> <p>The ABS is partnering with the Australian Bureau of Agricultural and Resource Economics and Sciences (ABARES) to modernise the agricultural statistics system to reduce the burden on farmers, minimise data collection costs and improve the accuracy and quality of statistics.</p> <p>The ABS is supporting the Department of Environment and Energy (DOEE)-led national approach to environmental-economic accounting. This approach was endorsed by all Ministers as a means to improve decision making that involves environmental, economic and social dimensions.</p> <p>ABS Senior Executives reported that a number of secondments both inward and outward to the RBA, Federal Treasury, State Government Departments and the Productivity Commission has resulted in a deepening of bilateral relations, shared understanding of data sources and methods and new insights into ABS microdata, an example being the Wage Price Index microdata analysis undertaken by the RBA.</p> <p>ABS Population and Social Statistics Division (PaSSD) has negotiated user funding for a number of projects, including innovative projects with State Government and the Federal Department of Education. Significant funding was also successfully tendered for the National Health Survey, Survey of Disability and Carers, National Aboriginal and Torres Strait Islander Health Survey and the Personal Safety Survey. This level of investment reflects the confidence in ABS partnerships with stakeholders to deliver quality statistics. PaSSD also works to produce publications on smaller investments in the areas of crime and justice and migrants, highlighting the breadth of work and stakeholders we are engaged with.</p>
3.3.2 Stakeholder case studies	<p>3.3.2 Case Study 4: Personal Safety Survey (see page 43)</p> <p>Case Study 5: Data Acquisition (see page 44)</p>

*Source: ABS Corporate Plan 2017-18, pg. 14-15

Adherence to Department of Finance guidance for Annual Performance Statements

Relevant and complete

The 2017–18 measures support the ABS purpose by focusing on quality and increasing utilisation through innovative solutions to inform decisions, while keeping a focus on engagement with stakeholders to ensure the ABS meets their needs, both current and future, and ensuring staff have the capability to support the future transformed organisation.

The completeness of the picture presented by the measures demonstrates both an internal and external focus on ensuring the ABS achieves its purpose of informing important decisions through quality, partnerships and innovation.

Targets and measures may be replaced or rephrased in 2018–19 to provide more contemporary targets and measures that reflect the changes as the organisation progresses through transformation and data related initiatives mature.

Reliable

Overall, information sources are fit-for-purpose. Methodology and processes have been documented. Quality control and management assurance has been provided. In 2017–18, three performance measures were independently audited, including the underlying data and data sources to ensure the methodology was sound. In addition to the three discrete measures being reviewed, the overall appropriateness of the full suite of measures to tell the ABS's performance story was also scrutinised.

The outcome found that the suite of measures and targets did tell an appropriate story, noting areas of measures that could be reviewed to reduce duplication and ensure clearer alignment of measures to ABS objectives. This is to ensure measures for 2018–19 and beyond reflect the highest priority areas for the organisation to be measuring. The ABS has been improving its approach to quality control and assurance, contextualising measure results and reviewing measures and targets for future years to achieve greater alignment to the Corporate Plan and ensure a coherent performance story can be provided.

*Source: ABS Corporate Plan 2017-18, pg. 14–15

Case Study 1: Enhancements to the Consumer Price Index (CPI) (Target 1.2)

The Consumer Price Index, or CPI, is a measure of household inflation and is the most popular economic statistic on the ABS website. The reason for the CPI's popularity is its use (by the Reserve Bank of Australia) to set official interest rates; and to adjust rents, wages, pensions and government fees.

But changes to technology and the structure of the economy over time mean that the way we gather and compile the data needs to change, too.

Following a period of research, innovation and extensive consultation, significant enhancements to the CPI were implemented in the December quarter 2017. Three main CPI enhancements were implemented, the first being the implementation of new household spending patterns. The use of transactions data (point-of-sale scanner data from retailers) for pricing and weighting purposes was also enhanced. Thirdly, the CPI was enhanced by the use of web scraping (the automated process of collecting price data from retailers' websites) to collect price data.

These enhancements offer significant benefits for stakeholders. Reweighting the CPI ensures that the index is a more accurate reflection of current household expenditure on goods and services, and that the CPI data is of high quality. Using transactions data enables the data to be timelier, more accurate, and more comprehensive. Web scraping price data also boosts timeliness, quality, and broadens the range of analysis that is possible.

Extensive consultation with international experts and key stakeholders has been undertaken to secure support for these enhancements and to manage statistical risk. Consultation included external expert reviews by Professor Kevin Fox (University of NSW Sydney), Professor Jan de Haan (Statistics Netherlands/Delft University of Technology) and Mr Paul McCarthy (national accounts and price statistics expert); and a stakeholder engagement program including a call for public submissions.

The ABS also conducted numerous bilateral and multilateral consultations with key stakeholders, including: the Reserve Bank of Australia; the Treasury; Department of Social Services; Department of Finance; and State Treasuries.

Public comments from journalists and economists highlighted the smooth implementation of CPI enhancements following release of the data. This outcome is a result of careful planning and implementation, utilising Quality Advisors and external experts to make significant changes to an important ABS series. "Finally, we do not see the move to the 17th series CPI as having had a material impact on the quarterly inflation outturn (i.e. the data reported today). Neither, in our view, did the various methodological changes", said Deutsche Bank Chief Economist, Adam Boyton.

CPI methodological enhancements were also endorsed by Professor Kevin Fox of UNSW Sydney, who said "I strongly support the ABS decision to implement new CPI methods for the treatment of transactions data. The ABS has made a convincing case for implementation following an extended period of research. These new methods will enhance the accuracy of the Australian CPI, provide additional analytics and better inform policy formulation."

The ABS will continue to reweight the CPI in the future, and the successful incorporation of new data sources into the publication's methodology will pave the way for further improvements. The CPI is an important data set to a great many stakeholders, and the recent enhancements build community confidence in the data, as it continues to inform Australia's important decisions.

Case Study 2: Chief Economist (Target 1.3)



While the ABS has long engaged with partners and stakeholders in order to maximise the quality and utility of its data, the creation of the position of Chief Economist has enabled a new, more effective way to build engagement and trust with key journalists and stakeholders.

When Bruce Hockman, previously head of the ABS's Macroeconomic Statistics Division, was appointed as Chief Economist in June 2017, he set to work maximising his mandate for outreach. "Overnight, I went from having 300 staff to just one staff member, but 900 people I could call upon", Hockman said.

In October and November of 2017, the Chief Economist undertook a series of in-person meetings with members of the media, continuing to be accessible as a source of understanding. Initial outreach efforts involved interacting with influential economic journalists in support of the Household Expenditure Survey, Labour Accounts, and the annual reweighting of the CPI.

"We want the Australian public to understand our statistics and use them in an informed way, and working proactively with the media helps us to connect with the public. Building relationships with media commentators is not about eliminating the possibility that the ABS will be criticised. It's about enabling informed critique, and a robust, mature organisation like the ABS is able to accept that", Hockman said.

While building long-term relationships takes time, the results of the Chief Economist's efforts have been significant. Prominent, informed media coverage has followed each of the outreach efforts. Feedback has been positive from the media commentators.

Eryk Bagshaw, economics reporter for the *Sydney Morning Herald* and *The Age*, is one of the many journalists who have benefited from the ABS's efforts to engage. "It's been great engaging with Bruce Hockman more regularly", Bagshaw said. "His insights have driven our coverage on the key economic indicators, and given us invaluable background to ensure that our coverage is fair and accurate".

The role of Chief Economist is emblematic of a fundamental and ongoing shift in the way that the ABS engages externally. The Chief Economist will continue to proactively support upcoming releases of economic data so that the community knows what we're doing, why we're doing it, and how it can be used. This initiative is part of an organisation-wide effort to improve the quality of our stakeholder engagement, further enhance the awareness, coverage and use of ABS statistical information and insights across a wide range of users.

Case Study 3: Outgoing Passenger Cards (Target 3.1)

From 1 July 2017, travellers leaving Australia were no longer required to complete an Outgoing Passenger Card.

For more than 50 years Outgoing Passenger Cards were used as a source of data for official population estimates. These statistics played a crucial role in determining the distribution of GST revenue and the number of seats in the House of Representatives for each state and territory.

However, with the annual number of cross-border movements expected to reach 50 million by 2020, collecting Outgoing Passenger Cards at the border was no longer considered efficient or in line with Government direction towards automated border clearance and digitisation of manual processes.

In 2015, the Department of Immigration and Border Protection (DIBP) – now the Department of Home Affairs – commenced plans to discontinue paper-based Outgoing Passenger Cards. In anticipation of the cessation of the outgoing passenger cards, the ABS and DIBP worked closely together to ensure statistical requirements were taken into account and, with support from the Australian Government Departments of Health and Human Services an alternative data source was identified.

“Fortunately for Home Affairs, ABS already had a strong appetite for finding new and better ways to collect data ... I guess you could say that’s “business as usual” for the ABS. Home Affairs was able to harness this readiness for change from ABS and create a superior outcome for government, industry and the travelling population”

– Melissa Bennett, A/g Assistant Secretary, Traveller Branch, Department of Home Affairs

The main solution was to use a range of existing electronic data collected by DIBP about Australians travelling overseas. However, for a small proportion of cross-border movements, state of residence was missing from existing DIBP data sources, and this information is now obtained by other means.

By collaborating across government to make better use of existing public sector data, the ABS can continue to produce high quality official statistics to inform Australia’s important decisions. The work undertaken by the ABS to implement the new population system came at a cost to the ABS within existing resourcing.

Early feedback from travellers is that they are enjoying the shorter queues and the faster processing times as a result of the discontinuation of Outgoing Passenger Cards.

In recognition of the successful innovation to remove the Outgoing Passenger Card while retaining the critical data collected, delivering over one million hours of time back to the travelling public, the Department of Home Affairs was successful in winning the Judges’ Award in the IPAA 2018 Public Sector Innovation Awards. The ABS is proud to have contributed to this achievement and recognition of successful innovation.

The infographic is titled "Harnessing the power of Australia's data" and features the Australian Government logo at the top. It is divided into three horizontal sections: "Challenge", "Solution", and "Results".

- Challenge:** An illustration of a person with luggage. Text: "Outgoing Passenger Cards have long been an important source of data. But with 50 million travellers expected by 2020, the Australian Bureau of Statistics (ABS) and Department of Home Affairs looked for a digital alternative."
- Solution:** An illustration of two hands shaking. Text: "The ABS and Home Affairs successfully identified and tested digital data sources. Using existing data, the ABS could continue to collect important information while ensuring a faster and more seamless passenger experience."
- Results:** An illustration of a person with luggage using a mobile device. Text: "Early feedback has shown travellers are enjoying shorter queues and faster processing times. By making use of existing data the ABS continues to produce statistics to inform Australia's important decisions."

Case Study 4: Personal Safety Survey (Target 3.3)

The Personal Safety Survey (PSS) 2016 was a special social survey funded by the Department of Social Services (DSS), and carried out by the ABS. This was the third time the DSS has requested the ABS run the survey, the last time being in 2012 and prior to that in 2005.

The PSS aims to build the evidence base on the nature, extent and characteristics of violence in Australia. It enables monitoring and evaluation of the government's success in reducing the prevalence of Family and Domestic Violence (FDV) and Sexual Violence (SV) in Australia.

In order to maximise the value of the survey's data, the ABS encouraged collaboration with key stakeholders by working closely with the Commonwealth, state and territory and non-government representatives to identify priorities and requirements of the survey. This has strengthened the family, domestic, and sexual violence evidence base and encouraged sharing of knowledge and information across the sector.

The provision of trusted official statistics on the prevalence of men's and women's experience of violence is important to the nation. The need for high quality national data on the prevalence of family and domestic violence and sexual violence is discussed in the COAG-endorsed *National Plan to Reduce Violence against Women and their Children 2010–2022*.

The survey collected information from men and women aged 18 years and over about the nature and extent of violence experienced since the age of 15. It also collected detailed information about men's and women's experience of current and previous partner violence and emotional abuse, stalking, physical and sexual abuse, and general feelings of safety.

The results from the 2016 Personal Safety Survey were made public in November 2017, and have informed media stories as well as being used extensively by stakeholders. The Department of Social Services describes the PSS as "a valued national dataset that helps DSS measure the performance and success of the National Plan's indicators of change".

The ABS and DSS will be partnering again to undertake the next Personal Safety Survey in 2020, continuing a valuable relationship that informs a variety of policy decisions in Australia.

Lifetime experience of stalking

1 in 5 women (1.6 million) and **1 in 13 men** (663,800) have experienced stalking during their lifetime



Women who experienced stalking

11.6% stalked by female

94.5% stalked by male

Men who experienced stalking

58.2% stalked by female

51.9% stalked by male

Women were **more likely** to have experienced stalking by a male than a female.
Men were **as likely** to have experienced stalking by a male as by a female.

Case Study 5: Data Acquisition (Target 3.3)

The ABS is continually working to improve the ways that it collects, processes, and publishes data. Following the consolidation of its functionally and geographically dispersed workforce in a National Data Acquisition Centre (NDAC), the ABS has been able to provide businesses and households providing data with a more seamless and user focused experience through the introduction of contemporary online platforms and new infrastructure in the field. These enhancements have also enabled the ABS to provide statistical outputs to the community in shorter time frames, increasing the relevance of our data.

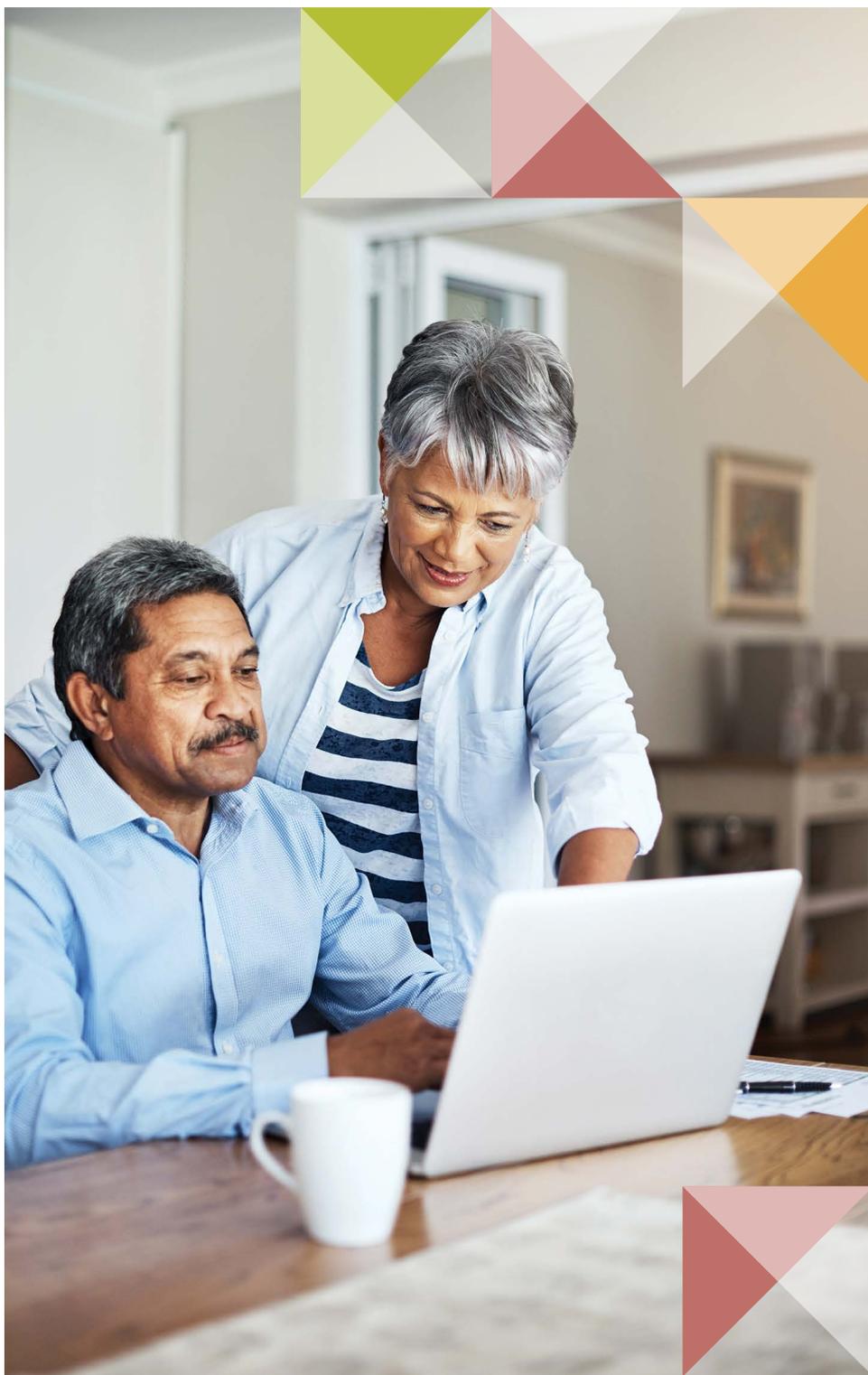
During 2017–18, a number of key advancements were made in the collection of information. They include:

- Delivering the ability for household surveys to be completed on-line by providers – historically they could only be done with interviewers.
- Improving survey design that provides a contemporary experience for providers to respond on-line (using PC, laptop, tablet or mobile) and an improved experience for ABS staff who interview providers by telephone or face-to-face.
- The replacement of security questions with SMS based password resets improving security and making it easier for survey respondents to self-service if they forget their password.
- Refreshed approach materials, adopting more user centred design principles.

In addition, both the General Social Survey (GSS) and the Health Literacy Survey (HLS) have successfully tested enhanced data acquisition capabilities in the field, delivered as part of the ABS Statistical Business Transformation Program (SBTP). NDAC staff using the system found that a cleaner interface reduced the chance of human error and assisted in prioritising workloads. Learnings from this test will be integrated into continuing to build a more responsive system of data collection.

The NDAC has been working in partnership with Deakin University, enabling the ABS to access skills and resources of the university to complement ABS capability. NDAC collaboration with Deakin University over the past year has had a particular focus on building and implementing a contemporary business model which makes the workplace more innovative and adaptable, enabling us to better respond to and assist our providers. This aligns with the transformation goals of strategy and people; enabling effective use of resources, building strong partnerships with a diverse and agile workforce. This work will continue throughout 2018 and will provide a clear strategy for the successful on-boarding of our full suite of surveys.





The ABS is delivering the ability for household surveys to be completed on-line by people. Historically, they could only be done with interviewers.



SECTION THREE MANAGEMENT AND ACCOUNTABILITY



Chapter 5

Corporate governance



Introduction

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

As the Accountable Authority for the ABS, the Australian Statistician is required to establish and maintain an appropriate system of risk oversight and management for the ABS and an appropriate system of internal controls. The ABS's Internal Control Framework sets out corporate governance structures and processes. This assists ABS staff members to undertake their responsibilities in a way that meets community expectations of public accountability, probity and openness.

Corporate governance arrangements ensure the effective operation of the ABS, including transparency in decision-making, operation and accountability by promoting strong leadership, sound management and effective planning and review processes.

Governance committees

An important feature of ABS corporate governance is the role played by governance committees, which are active in developing policies and strategies, identifying ABS priorities, assessing and responding to risks and opportunities, and monitoring ABS performance.

The major governance committees in place during 2017–18, are outlined in Table 5.1.

**Table 5.1: Governance committees for 2017–18**

Executive Board	The Executive Board (established in April 2017 to replace the Executive Leadership Group) is a decision-making board, chaired by the Australian Statistician, to provide leadership and strategic oversight of the ABS. The Executive Board provides advice to the Australian Statistician in order for him, as the authorised decision maker under the PGPA Act, to determine direction, policy, priorities, and to ensure the efficient, economical and ethical operations of the ABS. The Chair performs a leadership role in the conduct and direction of the Executive Board and has the majority vote and final decision in the event of non-consensus. Membership consists of the Australian Statistician; all Deputy Australian Statisticians; the General Manager Finance, Risk and Planning Division; the General Manager People, Capability and Communication Division; and a General Manager from the Statistical Services Group for a two year appointment.
Australian Statistics Advisory Council	The Australian Statistics Advisory Council (ASAC) is the ABS's key advisory body and is established under the <i>Australian Bureau of Statistics Act 1975</i> . ASAC provides independent advice to the Minister responsible for the ABS and the Australian Statistician on improvement of statistical services, longer-term statistical priorities and other relevant matters. It also reports to the Parliament annually. The current chair of ASAC is Professor Gary Banks AO.
Statistical Strategy Committee	The Statistical Strategy Committee (SSC) is an advisory committee to the Deputy Australian Statistician, Statistical Services Group, on the ABS statistical work program; outcomes of strategic importance are reported to the Executive Board. Key areas include statistical risk management, cross-cutting statistical issues and overall priorities, and strategic relationships. Membership includes the Deputy Australian Statistician (Chair) and General Managers from the Statistical Services Group, General Managers from the Transformation Group, and the General Manager from the Census and Statistical Network Services Division.
Statistical Business Transformation Program Executive Board	The Statistical Business Transformation (SBT) Program is the flagship transformation initiative of the ABS. The SBT Program Executive Board is chaired by the Australian Statistician. The Board has overarching authority for the SBT Program and is responsible for investment decisions and associated commitments to government, ensuring the ongoing alignment of the SBT Program with the strategic direction and goals of the ABS.
Statistical Business Transformation Program Delivery Board	The Statistical Business Transformation (SBT) Program Delivery Board is responsible for driving the program and delivering outcomes and benefits.
2021 Census Board	The 2021 Census Board's key responsibilities include endorsement of the 2021 Census strategy, overseeing maintenance and achievement of 2021 Census Program objectives, and monitoring the planning, development, operation and delivery phases of the 2021 Census Program. The Board, chaired by the Australian Statistician, will also advise on the resolution of issues relating to scope, trade-offs and investment decisions; provide oversight on all aspects of risk management of the 2021 Census Program and its constituent projects; and advise on strategic relationships with governments and key stakeholders.
2021 Census Delivery Committee	The 2021 Census Delivery Committee is chaired by the Deputy Australian Statistician, Census and Data Services Group; it has specific responsibility for advising on the maintenance and achievement of 2021 Census Program objectives. The Committee will ensure adherence to agreed design principles and resolve any discrepancies, including those related to scope and budget. Members will advise on risk mitigation, provide assurance for operational stability and effectiveness through the 2021 Census delivery cycle, and manage the impact of change.

Security Committee	The Security Committee is an advisory committee, chaired by the Deputy Australian Statistician, Corporate Services and Transformation Group, established to ensure the ABS complies with its legal and legislative requirements related to security. Its purpose is to ensure there are adequate internal policies, guidelines and effective practices which meet the security- and privacy-related requirements of relevant government policy, i.e. the Protective Security Policy Framework and Information Security Manual.
Resource Prioritisation and Finance Committee	The Resource Prioritisation and Finance Committee is an advisory committee, chaired by the Deputy Australian Statistician, Corporate Services and Transformation Group, established to ensure there is cross-Group engagement on the planning, prioritisation, allocation and monitoring of ABS resources. The Committee's advice to the Chair reflects ABS strategic priorities, and monitors allocations and expenditure to ensure rigour, discipline and transparency. In addition, the Committee advises on adjustments to resource allocations in response to high priority in-year and emerging issues, supports effective risk management frameworks and provides feedback and advice on relevant policies.
Service Improvement Steering Committee	The Service Improvement Steering Committee (formerly known as the Statistical Network Services and Technology Committee) is an advisory committee, chaired by the Deputy Australian Statistician, Corporate Services and Transformation Group, established to ensure there is cross-Group engagement on the customer-focused service delivery of technology, corporate and statistical services across the ABS. The Committee promotes a customer-focused service delivery ethos at the heart of what we do and provides advice to the Chair on strategic directions of data acquisition and provider management functions in conjunction with technical and statistical dissemination services from both a customer and client perspective.
People Committee	The People Committee is an advisory committee, chaired by the General Manager of the People, Capability and Communication Division, established to ensure there is cross-Group engagement on the monitoring, prioritisation and operational decisions associated with people, culture and partnerships functions of the ABS. The Committee also provides input and advice to the Chair on strategic matters prior to their consideration by the Executive Board, and monitors progress on the implementation of the People and Culture Action Plans. It includes representatives of ABS's Diversity Networks.
National Health and Safety Committee	The National Health and Safety Committee (NHSC) is the forum at which the ABS, its workers and their representatives discuss organisational health and safety matters and issues. The NHSC plays a key role in ABS work health and safety (WHS) governance by receiving and considering information and issues, making decisions and recommendations on organisational WHS matters, and identifying safety matters for appropriate decision-making by the People Committee.
Disclosure Review Committee	The Disclosure Review Committee (DRC) advises the Chief Methodologist on the disclosure risks and mitigation strategies associated with the dissemination of microdata and, on an exception basis, aggregate statistics. The DRC may also initiate reviews to continuously improve procedures, processes and policies, or undertake investigations where warranted or where directed by the Executive Board.
Economics Statistics Advisory Group	The Economic Statistics Advisory Group (ESAG) is an advisory committee to the Deputy Australian Statistician, Statistical Services Group. It is an important mechanism through which the user community can provide feedback on current and planned ABS developments in the field of economic statistics. This Group nurtures the interaction between senior ABS executives and key user groups including influential researchers, policy advisors and decision makers who have a sound appreciation of the use and value of economic statistics.



Population and Social Statistics Advisory Group	The Population and Social Statistics Advisory Group (PSSAG) is an advisory committee to the Deputy Australian Statistician, Statistical Services Group. It is an important mechanism through which the user community can provide feedback on current and planned ABS developments in the field of population and social statistics. This Group nurtures the interaction between the ABS and informed users of population and social statistics to gain valuable input from their knowledge and expertise.
State Statistical Forum	The State Statistical Forum (SSF), chaired by the Deputy Australian Statistician, Statistical Services Group, is an information sharing and engagement body. It supports effective interaction between the ABS and the states and territories to address common statistical issues.
Methodology Advisory Committee	The Methodology Advisory Committee (MAC), chaired by the Chief Methodologist, is an expert advisory group of statisticians and data scientists drawn mainly from, but not restricted to, universities across Australia and New Zealand. The function of the MAC is to provide expert advice to the Chief Methodologist on selected methodological issues that arise across the production of national statistics e.g. survey design, data linkage, analysis, confidentialisation and dissemination.
ABS Management Meetings	ABS Management Meetings play a major role in setting and communicating ABS strategic directions and priorities. The meetings are held twice a year and involve all ABS Senior Executive Staff (SES). They provide an opportunity for SES to discuss big-picture issues, take stock of lessons learnt, look ahead and discuss strategic issues and plans. Recently the Management Meetings have included workshops on risk management, developing a high performing workforce and 2021 Census planning.
ABS Audit Committee	The ABS Audit Committee provides independent assurance and assistance to the Australian Statistician on the ABS's financial and performance reporting responsibilities, risk oversight and management, and the system of internal controls, including those applied to ensure legislative compliance and the execution of ABS functions. The current Chair of the ABS Audit Committee is Ms Jennifer Clark.

Risk oversight and management

The ABS continued its efforts to overhaul its Risk Management Framework through 2017–18. This renewed engagement with risk leveraged independent advice from external risk experts to set out a new risk action plan to further develop the risk competence of staff and managers and embed fit-for-purpose processes and tools.

Throughout the year, the Executive Board dedicated considerable attention to getting the core settings right. Working with a specialist risk advisor, and the general managers, the Board revised the ABS strategic risks to take account of changes in the external environment and emerging dependencies for continued ABS delivery of quality statistics. These revised strategic risks have been promulgated throughout the ABS and serve as the reference point for operational risk assessments within each division.

The Executive Board has been routinely communicating the importance of improved risk consciousness within the business. A new corporate risk policy team was created in order to ensure that all employees are made aware of good risk management disciplines and have access to best-practice policy and materials to support their efforts to implement risk management as an operational imperative.

The ABS drew on best-practice risk management to deliver the Australian Marriage Law Postal Survey (AMLPS) within an unusually short lead time. By drawing on good risk management principles and independent assurance processes, the AMLPS project managed to deliver rigorous discipline in its assessment, treatment, monitoring and oversight of risk.

While progress has been made this year, the plan to enhance risk management capability within the ABS is not yet complete. Further work on accountability arrangements, risk monitoring, and embedding risk practice down to the program level are continuing. New risk categories and practical tools for implementing risk assessments are being developed to better guide the work of operational managers. A new risk software solution will improve the standardisation of risk terminology and consistency in the documentation of risks and controls. The strengthening of the central repository of risk assessments is also assisting corporate teams to better appreciate enterprise-wide risks that are best addressed through cross-agency treatments.

The ABS Audit Committee has also continued to make risk a central driver of its efforts to assure critical processes in the ABS. Awareness of the very technical nature of ABS operations and the potential for risk to emerge in periods of significant internal and external change while experiencing real resourcing pressures has led the Audit Committee to pay increasing attention to very fundamental aspects of corporate practice including performance measurement, records destruction, and conflict of interest. This independent assurance provides important assistance to the Australian Statistician in the task of overseeing the ABS's performance. The 2018–19 strategic risks were signed off by the Executive Board in June 2018.

Fraud control

The ABS has a Fraud Control Plan to provide the framework and associated guidance for fraud prevention, detection, investigation, reporting and data collection procedures and processes that meet the specific needs of the ABS and broader government obligations. It is supported by a Fraud Risk Assessment which records identified fraud risks, treatment strategies, responsibilities, dates for implementation and reporting obligations.

The ABS Fraud Control Plan is reviewed and updated two-yearly. The fraud risk assessment is reviewed twice a year or more frequently where the ABS has identified significant changes to fraud risk exposure. The ABS Audit Committee has oversight of ABS fraud control activity.

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

Security

Security of information provided to the ABS is key to maintaining the high levels of trust that enable the ABS to operate effectively and fulfil its mission. In May 2017 a new Information Security Branch was formed to provide extra focus on transforming security within the ABS.

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

The ABS computer network has a secure gateway which allows connection to internet services including the ABS website. The secure gateway was established in accordance with Australian Government guidelines and is reviewed bi-annually by an accredited independent assessor. Access to ABS computing systems is based on personal identifiers and strong authentication services. Databases are accessible only by approved users. The computer systems are regularly monitored and usage is audited. There were no unauthorised access incidents into ABS computing systems during 2017–18.

On 9 August 2017, the Treasurer directed the Australian Statistician to undertake a statistical collection from all Australians on the Commonwealth Electoral Roll, as to their views on whether or not the law should be changed to allow same-sex couples to marry. The ABS drew on existing strong security controls and its security personnel, as well as engaged with key departments and agencies including the Australian Electoral Commission (AEC), the Australian Signals Directorate (ASD), the Digital Transformation Agency (DTA), the Australian Security Intelligence Organisation (ASIO) and the Department of the Prime Minister and Cabinet (PM&C) in developing a robust security strategy for the AMLPS process. The ABS contracted Ernst & Young to provide independent assurance on cyber security architecture and processes and seconded senior staff from the ASD and the DTA to ensure implementation of the best cyber security arrangements. The ABS also worked with the Special Adviser to the Prime Minister on Cyber Security, the Australian Federal Police and the Australian Cyber Security Centre. The ABS maintained regular communication with these entities to share intelligence and agree action plans allowing the ABS to respond quickly to issues.

Privacy

As an Australian Government agency, the ABS must comply with the *Privacy Act 1988*, including the Australian Privacy Principles. These govern the way personal information about any person – including staff, clients and respondents – should be collected, stored, used and disclosed. The ABS’s Privacy Policy is published on the ABS website:

<http://www.abs.gov.au/websitedbs/D3310114.nsf/Home/Privacy+Policy>

In 2018 the Australian Government amended the *Privacy Act 1988* to further protect the privacy of Australians. The amendments introduced the *Privacy Amendment (Notifiable Data Breaches) Act 2017* on 22 February 2018 and the *Privacy (Australian Government Agencies – Governance) APP Code 2017* (Privacy Code) on 1 July 2018. There have been no notifiable data breaches since the scheme came into effect (Feb 2018).

The ABS has formally appointed a Privacy Officer and a Privacy Champion as required by the Privacy Code. These persons provide advice on privacy issues and promote a positive privacy culture while also assisting the ABS in meeting the legislative requirements of the Privacy Code, including:

- the development and review of an ABS privacy management plan
- maintaining a personal information holdings register
- advancing agency privacy capability through training and education
- ensuring privacy impact assessments are undertaken as required
- investigating and acting on allegations of misuse or unauthorised disclosures regarding personal information, including reporting notifiable data breaches to the Australian Information Commissioner
- monitoring the external environment to keep up-to-date on privacy issues that could affect ABS operations.

The ABS participated in Privacy Awareness Week in 2017–18 to promote awareness of privacy, including the impending legislative amendments. The ABS has also established an internal privacy community of practice, chaired by the ABS Privacy Officer and participates in cross-government privacy collaboration opportunities. Privacy awareness forms an integral part of the ABS culture.

Protecting the privacy of Australians

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

The ABS has also taken a strong ‘privacy by design’ approach to protecting the privacy of Australians, most recently demonstrated in the design approach of the Australian Marriage Law Postal Survey. Michael Crompton, Managing Director of Information Integrity Solutions Pty Ltd, and previous Australian Information Commissioner, was consulted on the privacy aspects of the Survey. In his independent privacy statement, Mr Crompton found the ABS strategy was “a comprehensive approach to assessing and evaluating the effectiveness of privacy protection measures from the start of the survey through to its completion, publication of statistics and destruction of all personal information collected”.

The Multi-Agency Data Integration Project is also embracing privacy by design as it progresses with securely linking data from multiple agencies to inform policy and program development. The privacy and confidentiality of personal information is paramount to the success of this project and has been scrutinised through the conduct of an independent privacy impact assessment (IPIA). The IPIA acknowledged there are strong measures in place to protect privacy.

Information Publication Scheme

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

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

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

External scrutiny

Statistical Business Transformation Program – Gateway Reviews

The ABS was subject to mid-stage Gateway Reviews of the Statistical Business Transformation (SBT) Program in June 2016 and November–December 2017. Both these reviews, conducted on behalf of the Department of Finance, resulted in a Delivery Confidence Assessment (DCA) of Green/Amber, with the December 2017 report recognising the Program's proven track record in the timely delivery of technically complex mid-term deliverables, its commitment to continuous improvement in its program management and delivery, and the quality of its planning for the next stage. A Green/Amber DCA indicates that 'Successful delivery of the Program to time, cost, quality standards and benefits realisation appears probable however constant attention will be needed to ensure risks do not become major issues threatening delivery'.

The December 2017 report included six recommendations, of which two were essential and one critical. The essential recommendations in the December 2017 report focused on statistical risk management and engagement with external stakeholders, while the critical recommendation focused on the resourcing of the Program.

The ABS is currently addressing the December 2017 recommendations. The next Gateway Review of the SBT Program is planned for January 2019.

Other reviews

There were no other external reviews in 2017–18 that had a significant effect on the operations of the entity, with no reports issued by the Australian Information Commissioner or the Commonwealth Ombudsman. There were no individual or administrative review decisions of significance to the ABS.

There were no adverse comments relating to the ABS from the Auditor-General, the Commonwealth Ombudsman, or courts or tribunals during 2017–18.

Submissions to parliamentary committees

Table 5.2: ABS submissions to parliamentary committees in 2017–18

Committee/Inquiry	Description of submission/information provided
Senate Standing Committees on Finance and Public Administration, Arrangements for the Marriage Postal Survey	On 17 August 2017, the ABS provided an initial submission to the inquiry into the arrangements relating to the collection of statistical information on the views of all Australians on the electoral roll on whether or not the law should be changed to allow same-sex couples to marry, as announced by the Government (the postal survey). Two supplementary submissions were made on 7 September 2017 and 30 January 2018. The ABS also appeared before the Committees' public hearings on 17 August 2017, 7 September 2017 and 15 September 2017. There were no findings for ABS in the Inquiry Report.
Senate Committee Report on Gender Segregation in the Workplace and its Impact on Women's Economic Equality	In September 2017, the ABS was asked to comment on the draft Government response to Recommendation 9 from the Report: Recommendation 9: The committee recommends that the ABS Time Use study recommence on a regular basis. ABS responded that the Government's response was consistent with its submission.
Parliament of New South Wales Committee on Children and Young People	In September 2017, the ABS provided a submission to the Inquiry into the prevention of youth suicide in New South Wales. This submission related specifically to data collection about the incidence of youth suicide and attempted suicide. ABS also attended the inquiry on 12 February 2018.
Select Committee on the Future of Work and Workers, Inquiry into the Future of Work and Workers	In January 2018, the ABS provided a submission to the Inquiry which reported on the impact of technological and other changes on the future of work and workers in Australia.
Joint Committee of Public Accounts and Audit, Australian Government Contract Reporting Inquiry	In February 2018, the ABS provided a response based on ANAO Report No.19 (2017–18) Australian Government Procurement Contract Reporting. The Committee requested the ABS provide details on the ABS's use of contractors and consultants over the past five years. The ABS attended a private hearing in March 2018 with regards to the submission.
House of Representatives Standing Committee on Infrastructure, Transport and Cities, Inquiry into the Australian Government's role in the development of cities	In March 2018, the ABS provided a private briefing to the Committee providing insights across a broad range of data relating to cities in general, as well as major regional centres, with an emphasis on graphic representation of the following: <ul style="list-style-type: none"> • population trends in capital cities and regional centres • data relating to journey to work time and distance • wage data on a city and regional basis • relevant 2016 Census data.
Senate Select Committee, Stillbirth Research and Education Inquiry	In June 2018, the ABS provided a submission to the inquiry on the future of stillbirth research and education in Australia, with particular reference to the consistency and timeliness of data available to researchers across states, territories and federal jurisdictions.

Procurement

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

Information on procurements expected to be undertaken are advertised in an annual procurement plan, available from the AusTender website www.tenders.gov.au.

This plan is reviewed and updated throughout the year.

No contracts with the value of \$100,000 or greater (inclusive of GST) were let during 2017–18 that did not provide for the Auditor-General to have access to the contractor's premises.

Initiatives to support small business

The ABS supports small business participation in the Australian Government procurement market. Small and Medium Enterprises (SMEs) and Small Enterprise participation statistics are available on the Department of Finance website www.finance.gov.au/procurement/statistics-on-commonwealth-purchasing-contracts/.

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

The ABS recognises the importance of ensuring that small businesses are paid on time. The results of the Survey of Australian Government Payments to Small Business are available on the Department of the Treasury website www.treasury.gov.au/?s=payments+to+small+business.

Consultancies

The ABS engages consultants when it requires specialist expertise or when independent research, review or assessment is required. Decisions to engage consultants during 2017–18 were made in accordance with the PGPA Act and related regulations, including the Commonwealth Procurement Rules and relevant internal policy.

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

During 2017–18, 48 new consultancy contracts were entered into at a value of \$10.8 million. In addition, 22 ongoing consultancy contracts will remain active after the 2017–18 year, involving total contract value of \$10.59 million (Table 5.3).

There were three major drivers of the ABS's increase in consultancy services in 2017–18. Firstly, the ABS's Statistical Business Transformation Program (SBTP) – the nature and stage of this project have necessitated that the ABS work closely with the ICT industry and other stakeholders, utilising both consultants and contractors, to deliver the transformation program and provide independent assurance services to the program. The second relates to consultancy services required to deliver the Australian Marriage Law Postal Survey (AMLPS), including risk management, independent assurance and the development of marketing/campaign advertising. The third being the establishment of the 2021 Census Work Program and related consultancy services such as independent assurance and assistance with the initiation of a Program Management Office.

Table 5.3 Consultancy contracts from 2015–16 to 2017–18

	New consultancy contracts		Ongoing consultancy contracts	
	Number of new contracts	Amount (\$m)	Number of ongoing contracts	Amount (\$m)
2015–16	14	\$4.9	3	\$0.1
2016–17	44	\$3.6	17	\$1.3
2017–18	48	\$10.8	22	\$10.59

Exempt contracts

During the 2017–18 financial year the ABS did not exempt any contracts or standing offers from publication on AusTender on the basis that they would disclose exempt information under the *Freedom of Information Act 1982*.

Asset management

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

An asset register records details of all assets held by the ABS. An annual stocktake is conducted to ensure the accuracy and completeness of the information held on the register.

The capital management plan sets out the ABS's longer-term asset requirements and funding sources for ongoing asset replacement and investment. The capital budget process is integrated with strategic planning and is conducted in conjunction with the annual operating budget process.

Advertising and market research

During 2017–18, the ABS conducted the following advertising including: non-campaign advertising for the 2016 Census of Population and Housing (Census) and campaign advertising for the Australian Marriage Law Postal Survey.

The Census non-campaign advertising was aimed at promoting the results of the 2016 Census to Australians. The results were released across two main phases in July and October 2017. Further information on the non-campaign advertising expenditure is available at www.tenders.gov.au.

The Australian Marriage Law Postal Survey campaign advertising aimed to give eligible Australian voters, 18 years and over, the opportunity to express their view on whether the Australian marriage laws should be changed to allow same-sex couples to marry.

Further information on those advertising campaigns is available at www.abs.gov.au and in the reports on Australian Government advertising prepared by the Department of Finance. Those reports are available on the Department of Finance's website, at www.finance.gov.au.

Under section 311A of the *Commonwealth Electoral Act 1918*, the ABS is required to disclose payments over \$13,200 (GST Inclusive) for advertising and market research in the annual report.

During 2017–18, the ABS's total expenditure for advertising and market research over the reporting threshold was \$18,592,156 (GST Inclusive) (Table 5.4), the vast majority of which was expended on advertising for the Australian Marriage Law Postal Survey.

Table 5.4 Advertising and market research payments over \$13,200 in 2017–18

Organisation	Purpose	Expenditure (\$, GST inclusive)
Market research organisations		
ORC International	Developmental and Market research to inform ABS Communication	86,338
DBM Consultants	2016 Census Research Services – Data Release Communication and Evaluation	62,101
DBM Consultants	2017 Australian Marriage Law Postal Survey – Campaign Evaluation Research	18,943
Advertising (Campaign and non-campaign advertising)		
Dentsu Mitchell Media Australia Pty Ltd	2017 Australia Marriage Law Postal Survey Advertising	16,598,405
BMF Advertising Pty Ltd	2017 Australia Marriage Law Postal Survey Advertising	1,184,789
Dentsu Mitchell Media Australia Pty Ltd	2016 Census and Australian Marriage Law Postal Survey Advertising	41,668
Livestream Australia Pty Ltd	2016 Census – Webcast Services to live stream ABS Census data seminars	41,345
Dentsu Mitchell Media Australia Pty Ltd	2017 Graduate Recruitment Advertising	15,146
Dentsu X Australia Pty Ltd	2017 General Recruitment Advertising	14,385
Outback Global Australia Pty Ltd	National Aboriginal & Torres Strait Islander Health Survey (NATSIHS)	13,398
Public relations organisations		
Ethnic Communications	2016 Census – Multicultural Communication Services – Translation and Media Relations	180,620
Fenton Strategic Communications Pty Ltd	2016 Census – Data Release Communication and Media	145,382
King Content Pty Ltd	2016 Census – Digital Content Creation	88,578
MediaLink Productions	2016 Census and National Aboriginal & Torres Strait Islander Health Survey (NATSIHS) Video Production	64,406
Isobar Australia	2016 Census – Digital content creation	36,650
Total Payments over \$13,200 (GST Inclusive)		18,592,156^(a)

(a) Figures have been rounded and discrepancies may occur between the total and the sum of the component items.

Chapter 6

Management of human resources



Introduction

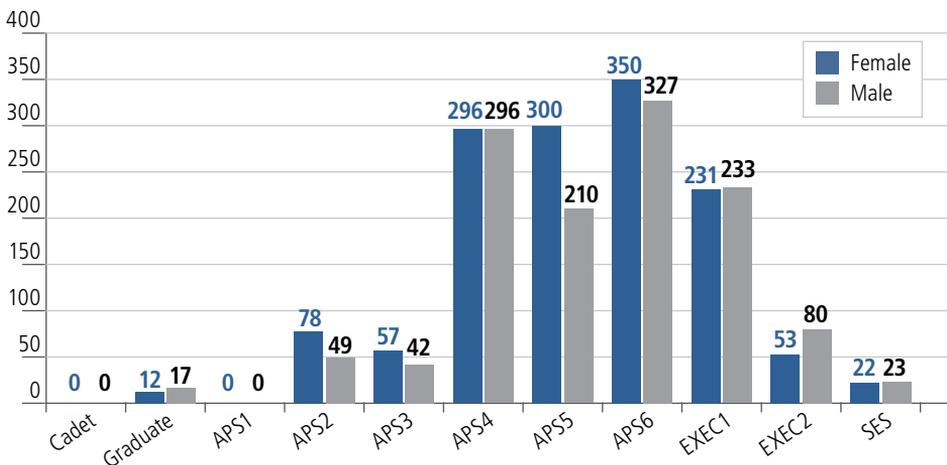
The ABS human resource (HR) management function is critical in delivering ABS People and Culture Transformation Goals. Our people ensure we transform the ABS through new statistical infrastructure, systems, processes and culture to better meet Australia’s need for quality information to inform important decisions.

As at 30 June 2018, there were 2,713 operative and inoperative staff (including 37 unpaid inoperative staff) employed at the ABS under the Public Service Act 1999: 1,284 males and 1,429 females.

There were also 546 interviewers employed under the *Australian Bureau of Statistics Act 1975* to assist with data collection under Regulation 7 of the *Census and Statistics Regulation 2016*, and appointed as authorised officers under Section 16 of the *Census and Statistics Act 1905*.

Figure 6.1 and Tables 6.1, 6.2 and 6.3 show the profile of ABS staff by employment classification and gender, and by location and type of employment for operative and paid inoperative staff. Interviewers employed under the *Australian Bureau of Statistics Act 1975* and unpaid inoperative staff are excluded.

Figure 6.1: Total employees by classification and gender, 30 June 2018 ^{(a) (b) (c)}



(a) Includes operative and paid inoperative, ongoing and non-ongoing staff employed under the Public Service Act 1999.

(b) Excludes the Australian Statistician (statutory appointment).

(c) Does not include Interviewers.

Table 6.1: Total employees by classification, gender and employment type, at 30 June 2017 & 2018 ^{(a) (b) (c)}

Classification	As at 30 June 2017					As at 30 June 2018				
	Ongoing		Non-Ongoing			Ongoing		Non-Ongoing		
	Female	Male	Female	Male	Total	Female	Male	Female	Male	Total
Cadet	0	0	0	0	0	0	0	0	0	0
Graduate	21	21	0	0	42	12	17	0	0	29
APS1	2	0	21	16	39	0	0	0	0	0
APS2	1	3	45	29	78	1	2	77	47	127
APS3	21	17	30	35	103	19	14	38	28	99
APS4	230	217	67	66	580	208	210	88	86	592
APS5	286	200	21	17	524	278	191	22	19	510
APS6	367	332	17	35	751	339	300	11	27	677
EXEC1	217	221	9	11	458	227	226	4	7	464
EXEC2	60	85	3	7	155	49	76	4	4	133
SES	22	20	0	3	45	22	21	0	2	45
Total	1227	1116	213	219	2775	1155	1057	244	220	2676

(a) Includes operative and paid inoperative, ongoing and non-ongoing staff employed under the Public Service Act 1999 and SES staff on secondment to other agencies.

(b) Excludes the Australian Statistician (statutory appointment).

(c) Does not include Interviewers .

Table 6.2 Total employees by office location, employment type and status, at 30 June 2017 & 2018 ^{(a) (b) (c)}

	As at 30 June 2017					As at 30 June 2018				
	Ongoing		Non-ongoing			Ongoing		Non-ongoing		
	Full-time	Part-time	Full-time	Part-time	Total	Full-time	Part-time	Full-time	Part-time	Total
Adelaide	135	55	15	4	209	132	46	15	2	195
Brisbane	147	35	4	1	187	134	31	11	3	179
Canberra	954	160	117	40	1271	867	155	83	21	1126
Dandenong	5	0	0	0	5	3	0	2	8	13
Darwin	15	5	0	0	20	16	2	0	0	18
Geelong	126	5	48	94	273	158	10	80	130	378
Hobart	85	23	7	5	120	72	25	4	0	101
Melbourne	241	55	30	8	334	241	56	20	7	324
Perth	78	30	26	6	140	75	26	59	7	167
Sydney	156	33	8	19	216	136	27	11	1	175
Total	1942	401	255	177	2775	1834	378	285	179	2676

(a) Includes operative and paid inoperative, ongoing and non-ongoing staff employed under the Public Service Act 1999 and SES staff on secondment to other agencies.

(b) Excludes the Australian Statistician (statutory appointment).

(c) Does not include Interviewers.

Table 6.3 indicates there were 20 women in the ABS Senior Executive Service (SES) at 30 June 2018, representing 50.0% of the total number of ongoing operative SES officers in the ABS. This number differs from Table 6.1 as it does not include outposted officers nor non-ongoing officers.

Table 6.3: Number of ABS ongoing operative Senior Executive Staff (SES) by level, gender at 30 June each year ^{(a) (b)}

Year (at 30 June) ^(b)	SES Level			Sex		Total
	1	2	3	Male	Female	
2008	33	6	3	27	15	42
2009	26	7	3	26	10	36
2010	27	6	4	29	8	37
2011	26	7	4	26	11	37
2012	23	7	4	24	10	34
2013	28	8	4	30	10	40
2014	29	7	3	30	9	39
2015	26	6	2	26	8	34
2016	29	9	3	22	19	41
2017	30	9	2	20	21	41
2018	29	8	3	20	20	40

(a) Includes only operative, substantive SES officers as at 30 June 2018. Excludes the Australian Statistician, who is a statutory office holder appointed under the *Australian Bureau of Statistics Act 1975*, and SES officers outposted or seconded to another department.

(b) Figures are a point in time (i.e. on the 30th of June for each year).

ABS Workforce Strategy 2015–2019

The *ABS Workforce Strategy 2015–2019* provides a five-year strategic outlook for transforming our workforce and driving high performance. It complements the ABS Corporate Plan, and focuses exclusively on the workforce (our people and culture) elements of transformation.

The four high level strategies outlined in the *ABS Workforce Strategy 2015–2019* are:

- reshaping our workforce capability
- aligning our staffing profile and structure to a rationalised and responsive Forward Work Program
- building a high-performing culture and improving our diversity
- improving our leadership to drive a high-performing culture.

The *ABS Workforce Strategy 2015–2019* is supported by annual ABS People and Culture Action Plans which set out the national initiatives and actions to implement these strategies.

ABS workforce planning

The ABS uses workforce planning to anticipate and respond appropriately to both internal and external changes to the ABS organisational environment. The ABS takes a strategic approach to workforce development, positioning human resource development to encompass a range of HR functions – such as talent management, succession planning,

employee engagement, organisational and cultural change. These are in addition to the more traditional workforce development functions such as training and development, career development, leadership development, graduate programs and technical and other training.

The ABS has also initiated development and implementation of operational workforce plans that focus on identifying and planning to address the specific operational workforce requirements of each part of the business. These plans act as a control mechanism to address systemic statistical risks related to human resources across the ABS. The operational plans acknowledge the unique requirements and challenges facing the workforce across the ABS to compile and report key economic and social indicators in support of national decision making and to inform policy development.

A number of ABS staff have been displaced since 2016 and have been assigned to a Business Centre within the ABS where they are supported with development opportunities, priority access to suitable temporary and ongoing vacancies and deployed to funded and unfunded work to maintain their skills and continue to contribute meaningfully. The ABS has worked hard to secure placement (permanent or temporary, inside the ABS and across the Australian Public Service (APS)) for all displaced staff. In February 2018, the Australian Statistician made the difficult decision to invoke the Managing Excess Staffing provisions of the ABS Enterprise Agreement 2016 for displaced staff in the ABS Business Centre. Of the 96 employees declared potentially excess to requirements, as of 30 June 2018, 23 remained temporarily in the Business Centre, with others having been placed in ongoing roles or choosing to leave the ABS. The ABS would like to acknowledge the many agencies across the APS, state and territory governments and in the private sector, who engaged with us to support the placement and assistance to displaced staff.

ABS cultural change programs

The ABS is a trusted, highly respected and capable national statistical organisation. Our people rise to challenges, demonstrate high standards of professionalism and technical expertise, and maintain the ABS's reputation for excellence. The ABS also has a supportive workplace culture that we strive to retain.

Being high performing not only relies on embracing new technology and ways of working, but also taking deliberate steps to continue to engage, empower and motivate our people.

While drawing upon the positive aspects of the ABS culture, we also need to respond to the emerging information needs of our customers, changing expectations of partners and data providers, and the increased volume, complexity and pace that characterise the world of data we now must navigate to retain our influence and achieve our purpose.

The ABS transformation goals explicitly include People and Culture. It is our aspiration to “have a highly diverse, expert, motivated and agile workforce” that is “high performing, aligned, engaged, innovative and accountable”.

In 2017–18 the Australian Statistician drove leader-led culture change through a range of elements and activities, strengthening several high performance behaviours identified in benchmark organisational culture research undertaken the previous year. These activities included:

- the adoption of a practical definition of “culture”
- the development of a statement of cultural intent, “ABS: Our Culture 2018–21”
- leadership coaching for SES to understand each individual's impact on organisational culture and support new behaviours to lead culture change
- divisional culture action sessions with staff to identify and act on data-driven local culture change initiatives

- the first ever SES/Director leadership summit, with a theme of customers, problem-solving and accountability
- identification of existing successful high performance manager and team leader routines used in the ABS, to be shared and embraced by all
- embedding of high performance behaviours, aligned with our cultural aspirations, in the ABS's new job design model.

Leaders have particular responsibility to demonstrate and encourage behaviour that reinforces our cultural intent at all times. ABS SES officers and Directors have committed to uphold this responsibility and embody behaviours that lead to high performance in individuals and teams. The success of the Australian Marriage Law Postal Survey is due in large part to the embodiment of customer-focused, collaborative, accountable, agile and innovative behaviours across our project team.

ABS culture will continue to develop and respond to findings of recent external reviews and feedback from our staff, stakeholders and customers.

Evaluation of the ABS culture change program's effectiveness will occur in 2018–19 using results from the 2018 APS Employee Census and other measures.

Workplace diversity and inclusion in the ABS

The ABS is committed to creating and providing a workplace that is inclusive, and benefits from the diverse skills, perspectives and experiences of our employees, who reflect the communities we serve.

The *ABS Workforce Strategy 2015–2019* recognises that our people are the key to fulfilling the ABS's purpose and successfully transforming our organisation. The ABS has recently developed its first Inclusion and Diversity Strategy which articulates the ABS's commitment to an inclusive, diverse and representative workforce, and its launch is planned for the second half of 2018.

Fostering inclusiveness

To support our commitment to an inclusive and diverse organisation the ABS has:

- provided support for people with disability via reasonable workplace adjustments (RWA) including physical, technological and flexible options
- co-developed the new ABS Reconciliation Action Plan 2018–2021 (RAP) with our Aboriginal and Torres Strait Islander employee network (Youmpla). The RAP is due for release in the latter half of 2018
- acquired the SBS Cultural Competence Program (CCP) to raise cultural awareness, understanding and capability across the organisation
- participated in the Australian Workplace Equality Index (AWEI) to understand the overall impact of inclusion initiatives on the organisational culture for both identifying and non-identifying LGBTI+ employees. The ABS's result increased by 14 base points equating to a 50% improvement on the previous year's results
- increased our employee networks from two to six with the creation of the ABS Pride Network, Leveraging Asperger's and Autism Network, Gender Equity Network, Culturally and Linguistically Diverse Network in addition to our existing Disability and Carers' Network and Aboriginal and Torres Strait Islander Network (Youmpla)
- increased the number of Senior Executives who are diversity champions to ten to provide strong support to our diverse employee networks

- brought together members of our Youmpla employee network on the 10th anniversary of the National Apology for a face-to-face workshop focused on enhancing support for Aboriginal and Torres Strait Islander employees
- released a Disability and Carers' Resources document which provides information for employees on resources available internally and externally
- released the Inclusion and Diversity Channel which provides on-demand videos of inclusion and diversity activities that have been presented in the ABS.

The Australian Statistician, David Kalisch, continued to drive inclusion and diversity initiatives in his role as a Male Champion of Change through:

- release of Flex Works – which is a commitment to a default 'yes' to reasonable requests from employees to work flexibly, unless there is a compelling and justifiable business reason not to. This initiative won the ABS the 2018 Federal Government Champion Flexible Working Award
- signing up to the *Closing the Gender Pay Gap Report 2017* and undertaking an ABS gender pay audit, using the Workplace Gender Equality Agency's (WGEA) industry standard for measuring gender pay gaps. The ABS wide pay gap was 3.2% in December 2017 compared with 8.6% for the APS for 2015–16 (the most recent figure available) and a national workforce estimate of around 15% for 2017.

ABS is very proud of Adelaide-based employee, Justin Lokhorst, who won an individual Australian Public Service Diversity and Gender Equality Award for his personal contribution to promoting diversity and inclusion.

The Australian Human Rights Commission's Disability Discrimination Commissioner recognised our engagement with the disability sector to ensure adoption of best practice support and accessibility in the Australian Marriage Law Postal Survey (AMLPS).

Recruiting for a diverse workforce

The ABS has continued to identify opportunities to recruit and attract a diverse workforce including:

- participating in affirmative measure recruitment programs for Aboriginal and Torres Strait Islander peoples including APS Indigenous Graduate program, Indigenous Australian Government Development Program (IAGDP), Indigenous Apprentice Program, Australian Government Indigenous Lateral Entry Program (AGILE) and positions with the ABS advertised as affirmative measures (for example, ABS Graduate Program)
- participating in the APS GradAccess Program for graduates with a disability
- partnering with JobAccess to increase employment opportunities for people with a disability
- participating in the 'Dandelion 2' program which sources and assesses autistic talent for the APS, to identify suitable candidates for the ABS from the second half of 2018
- utilising the APS RecruitAbility scheme for all vacancies
- updating the inclusion and diversity material on the ABS website Careers Pages.

In our 2018 graduate intake, 3% of graduates identified with a disability, and 42% were female.

ABS workforce diversity profile

As at 30 June 2018, staff who identified as Aboriginal and Torres Strait Islander peoples represented 0.8% of the total number of staff (office-based staff and interviewers) in the ABS (excluding unpaid inoperative staff). The APS Employee Census for 2018 identified 1.0% of staff who identify as Aboriginal and Torres Strait Islander and we continue to support staff to willingly identify through the payroll system.

Table 6.4: *Number of Aboriginal and Torres Strait Islander peoples employed in the ABS, 2017–18* ^(a)

	30 June 2017	30 June 2018
Ongoing employees	22	23
Non-ongoing employees	4	2
Ongoing Interviewers	n/a	1
Non-ongoing Interviewers	n/a	0
Total	26	26

(a) Includes operative and paid inoperative staff as at 30 June 2018.

n/a not available – data not recorded in HR system in 2016–17.

According to data from the ABS HR systems as at 30 June 2018, staff who identified as having disability represented 2.0% of the total number of staff (office-based staff and interviewers) in the ABS (excluding unpaid inoperative staff). The APS Employee Census for 2018 identified 7.0% of staff who have a disability and we continue to encourage and support staff to willingly identify through the payroll system.

Table 6.5: *Number of staff identifying as having disability employed in the ABS, 2017–18* ^(a)

	30 June 2017	30 June 2018
Ongoing employees	65	59
Non-ongoing employees	3	2
Ongoing Interviewers	n/a	4
Non-ongoing Interviewers	n/a	0
Total	68	65

(a) Includes operative and paid inoperative staff as at 30 June 2018.

n/a not available – data not recorded in HR system in 2016–17.



The ABS is committed to achieving gender diversity at all levels. Just over half (54.8%) of the workforce is female.

Table 6.6: *Total employees (including Interviewers) by level and gender as at 30 June 2018^{(a) (b)}*

Classification	Female	Male	Total
Cadet	0	0	0
Graduate	12	17	29
APS1	0	0	0
APS2	78	49	127
APS3	57	42	99
APS4	296	296	592
APS5	300	210	510
APS6	350	327	677
EXEC1	231	233	464
EXEC2	53	80	133
SES	22	23	45
Interviewers	365	179	544
Total	1764	1456	3220

(a) Includes operative and paid inoperative, ongoing and non-ongoing staff and SES staff on secondment to other agencies.

(b) Excludes the Australian Statistician (statutory appointment).

Training and development

In line with the *ABS Workforce Strategy 2015–2019* and the *ABS People and Culture Action Plan 2017 & 2018*, the ABS is reshaping its workforce capability to ensure we have the right people with the right skills to achieve transformation, while continuing to deliver high quality official statistics. Training statistics from 2007–08 to 2017–18 are presented in Table 6.7.

Key achievements in 2017–18

- Thirty-one graduates commenced the 2018 ABS Graduate Development Program. This program supports graduates to quickly build professional capability and now includes a seminar series and a graduate coaching program. The ABS also made it into the Top 100 Graduate Employers list produced by the GradAustralia Student Survey with a ranking of 17th.
- The first iteration of the Enterprise Learning Model (ELM) was developed, including the articulation of high performing behaviours for the future ABS. These are the observable characteristics that inform the way we work and interact with each other, and will position the ABS as a credible, trusted and collaborative partner, and a high performing organisation. The ELM will continue to evolve over the coming 12 months and is intended to complement ABS job design work.
- New technology and new business processes will lead to increased efficiency across the ABS and initiate the need to review the roles people play within their teams to contribute to ABS success. The ABS has invested in the development of a new job design framework against which the workforce implications of the new technologies can be tested. New statistical roles described will be adopted by the Australian Public Service Commission (APSC) to bolster the APS job family framework in the area of data analytics.

- A review of the existing Development and Performance Framework has commenced to ensure desired behaviours are reinforced at the individual level and that our people are able to benefit from a contemporary approach to defining and supporting their valuable contribution to the achievement of the ABS purpose.
- Collaborative partnerships between the National Learning and Capability Development section and Statistical Business Transformation (SBT) Program have resulted in the development of a suite of artefacts that can be used to showcase the new SBT Program products and systems.
- Coaching conversations and skills have been a key element across our development programs at all levels. Executive Coaching and mentoring is available for all EL/SES staff with 17 in-house coaches being trained.
- Corporate and leadership capability development continues to be a priority for the ABS. In March 2018, 225 ABS leaders came together for the inaugural SES/EL2 Summit in Canberra. With the theme of 'Leadership for the future – Customers, Problem Solving and Accountability', the Summit represented an opportunity for the expanded ABS leadership team to consider issues critical to the ongoing success of the ABS, the ABS transformation program and beyond. Key themes arising from the Summit are guiding future development of this cohort and supporting ABS cultural change.
- The Executive Capability Development seminar series was launched as a new development program for the ABS EL cohort. The program consists of monthly seminars led by SES or external speakers, broadcast to all ABS locations and recorded for wider subsequent dissemination and on-demand viewing.
- The Management Fundamentals: People and Performance Program was developed and delivered to 328 staff across eight locations. This program is aimed at supporting managers to build high performing teams through effective people and performance management. Ninety-eight per cent evaluated the program as being relevant to their workplace and 93 per cent said their skills, knowledge and confidence had improved.
- The second program in this series, Management Fundamentals: Leading Teams Through Change was developed and delivered to 157 staff across six locations and is focused on building the capability of team leaders to support and lead through periods of change. Ninety-six per cent evaluated the program as being relevant to their workplace and 94 per cent said their skills, knowledge and confidence had improved.
- Agile Essentials workshops were provided to 244 staff members, addressing fundamental principles and practices of Agile, including Scrum, Lean and Kanban. Ninety-one per cent evaluated the program as being relevant to their workplace and 87 per cent said their skills and knowledge had improved.

Table 6.7: ABS employee training days ^(a)

	Total ABS operative staff ^(b)	Attendance days	Average training days
2007–08	2733	9907	3.6
2008–09	2489	6179	2.5
2009–10	2593	7397	2.9
2010–11 ^(c)	3416	12054	3.5
2011–12	3213	15541	4.8
2012–13	2919 ^(d)	7547 ^(e)	2.6
2013–14	2723 ^(d)	5935	2.2
2014–15	2750 ^(d)	2970 ^(f)	1.1 ^(d)
2015–16 ^(c)	3446	7689	2.2 ^(g)
2016–17	2716	4730 ^(h)	1.7
2017–18	2614	3079 ⁽ⁱ⁾	1.2

(a) Excludes on the job and Census Data Processing (DPC) training and excludes the Australian Statistician (statutory appointment).

(b) Comprises full time and part time operative staff headcount (excluding interviewers).

(c) Increase due to Census Management Unit operations.

(d) Minor correction to original published numbers.

(e) Decrease partly due to move to e-learning approaches.

(f) Significant decrease in face-to-face sessions with more emphasis on e-learn/blended learning approaches.

(g) Rise in average training days due to significant graduate intake, mandatory e-learning modules for new recruits and new telework arrangements, availability of new e-learning modules for self-directed learning, and focus on skills for transformation such as Agile Methodology and EL1 orientation.

(h) A reduction from previous year due to lower staffing levels, limited face-to-face delivery and use of e-learning.

(i) Decrease in attendance days on the previous financial year driven by Census (including field staff) training and onboarding undertaken in 2016–17.

Recruitment

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

Key achievements in 2017–18

In 2017–18 ABS recruitment processes included recruitment of:

- around 150 temporary staff for the AMLPS
- 31 graduates, who commenced the Graduate Development Program in February 2018
- 80 promotions and ongoing engagements in specialist areas such as economics, methodology and ICT
- 65 promotions and ongoing engagements in our National Data Acquisition Centre in Geelong
- 264 ongoing and non-ongoing Field Interviewers across Australia.

Initiatives in recruitment practices have included using agile techniques for the recruitment of temporary staff for the AMLPS, co-designing selection processes with panels to best meet their needs and increasing the use of video interviewing to improve timeliness and help assess candidate suitability.

Workplace health and safety

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

The ABS People Committee is the senior executive forum with responsibility for oversight of the ABS WHS and Rehabilitation Management Systems.

Key achievements in 2017–18:

- significant reduction in injuries and notifiable incidents and significant improvements in case management of rehabilitation cases leading to a \$1 million reduction in ComCare costs
- designing and implementing safe work practices for the AMLPS
- the 'Stepember' walking challenge
- provision of an Employee Assistance Program (EAP), including wellbeing seminars presented by Benestar
- program of support for staff in roles impacted by significant change, including wellbeing checks and onsite counselling services
- support for a range of health and safety initiatives including Mental Health Week, RUOK Day, World Day for Safety and Health at Work, Safe Work Month, and National Day of Action Against Bullying and Violence
- delivery of the flu vaccination program to 1,241 office-based staff.

Consultation and communication

The ABS has one national, one field-based and eight site-based Health and Safety Committees. Health and Safety Committees are required to meet at least once every three months and in 2017–18 achieved this requirement.

Revised and new WHS policies and guidelines on the following topics were released in 2017–18, following consultation with staff and their representatives:

- WHS Legislative Compliance Policy and Guideline
- Safety Investigation Management Policy and Guideline.

Training

WHS modules are available to all staff via the ABS e-learning system. In 2017–18:

- 354 staff completed the Introduction to WHS module
- 42 staff completed the WHS Risk Management module.

In the ABS there are a number of specific WHS roles filled by trained staff:

- First Aid Officers must complete an accredited First Aid training course initially and attend a refresher course every 12 months. 45 staff undertook first aid training in 2017–18.
- Health and Safety Representatives (HSRs) have the option of completing a five-day training course upon commencement in the role, and the option of attending a one-day refresher course every 12 months. 23 staff undertook HSR training in 2017–18.
- Wardens are required to attend skills retention training every six months. In addition, wardens are required to participate in a trial evacuation at least once annually. 109 staff undertook fire warden training in 2017–18.

Provisional Improvement Notices

No Provisional Improvement Notices (PINs) were issued to the ABS during 2017–18.

Comcare investigations and inspections

No notices were issued by Comcare under Part 10 of the *Work Health and Safety Act 2011* during 2017–18.

The ABS has worked collaboratively with Comcare on implementing improved practices to reduce the risk of workplace injury and to reduce workers' compensation claim numbers and duration. The ABS has attended Comcare WHS Forums and training throughout the year.

Comcare premium

The ABS Comcare premium rate for 2017–18 was 1.59% of total salary (excluding GST).

Table 6.8: Comcare workers' compensation premium rate

	2014–15	2015–16	2016–17	2017–18
ABS premium rate	2.46	2.21	2.20	1.59
Overall scheme premium rate	1.93	1.85	1.72	1.23

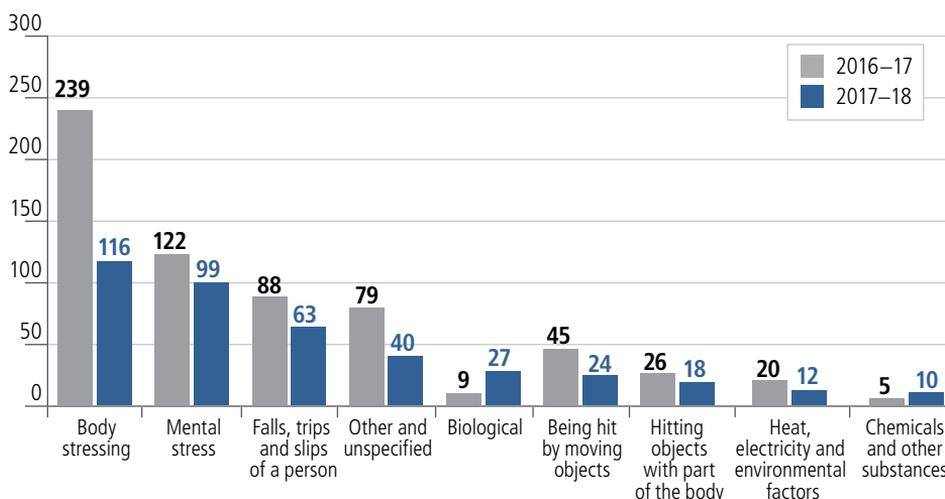
Incidents and investigations

Under the Work Health and Safety Act 2011, the ABS is required to report all 'notifiable incidents' which arise from undertaking the business of the ABS. Notifiable incidents include the death of a person, serious injury or illness, or a dangerous incident. During 2017–18, there was one notifiable incident reported to Comcare.

Workplace injuries and illnesses

The top three mechanisms of incident resulting in injury or illness reported in the ABS during 2017–18 were 'body stressing' (116 incidents), 'mental stress' (99 incidents), and 'falls, trips and slips' (63 incidents). In addition, there were 184 safety incidents reported that resulted in no injury or only damage to property.

Figure 6.2: Number of injuries and illness reported by mechanism of incident, 2016–17 and 2017–18 — ABS operations (excluding Census)



Rehabilitation and workers' compensation

ABS Rehabilitation Case Managers manage the impact of injury, illness and disease in employees across all areas of the organisation. Early intervention (EI) and proactive case management are key services provided to reduce the severity, duration and cost of workplace illness and injury to the organisation and individuals. Our Rehabilitation Case Managers deliver person-centred interventions to a high standard reinforced by an in-depth working knowledge of relevant provisions under the *Work Health and Safety Act 2011*, the *Safety, Rehabilitation and Compensation Act 1988*, the *Public Service Act 1999*, the Australian Bureau of Statistics (ABS) Enterprise Agreements, and ABS Corporate Work Health & Safety Manuals.

The ABS had five claims for workers' compensation accepted by Comcare with a date of injury occurring in the 2017–18 financial year. An additional four compensation claims were submitted by ABS employees and subsequently disallowed by Comcare. There are three claims yet to be determined by Comcare which may fall within the 2017–18 financial year.

Table 6.9: *Accepted ABS compensable claims by date of injury, 2014–15 to 2017–18* ^(a)

Date of Injury	Office-based Staff	ABS Interviewers	Census	Total
2014–15	14	10	4	28
2015–16	10	5	1	16
2016–17	11	9	19	39
2017–18	2	3	0	5
Total	37	27	24	88

(a) When comparing recent periods with previous years' data, it should be noted that the data on the current period is subject to the late submission of claims.

The ABS Rehabilitation Management System (RMS) is a framework of processes and procedures used to ensure that the ABS can achieve its rehabilitation objectives, recognise its compliance requirements and deliver continuous improvement. Work on corrective action is forward planned under a quality management system approach.

The invoiced ABS premium costs for 2018–19 are \$3,252,548 (excluding GST) compared to \$4,453,050 for 2017–18, a significant saving of \$1.2 million reflecting improved claims management and increased emphasis on early intervention.

Figures 6.3, 6.4 and 6.5 show the number of accepted claims by mechanism of incident. Current priorities include addressing long-term and high-cost claims in partnership with the insurer (Comcare), and promoting earlier identification for early intervention through improved strategic engagement and education activity.



Figure 6.3: Accepted ABS office-based claims by mechanism of incident 2014–15 to 2017–18

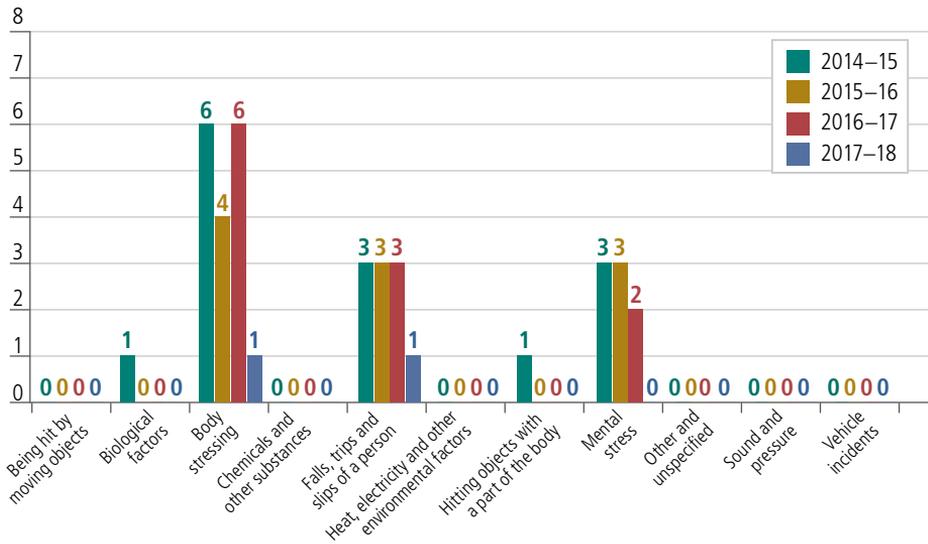


Figure 6.4: Accepted ABS Interviewer claims by mechanism of incident 2014–15 to 2017–18

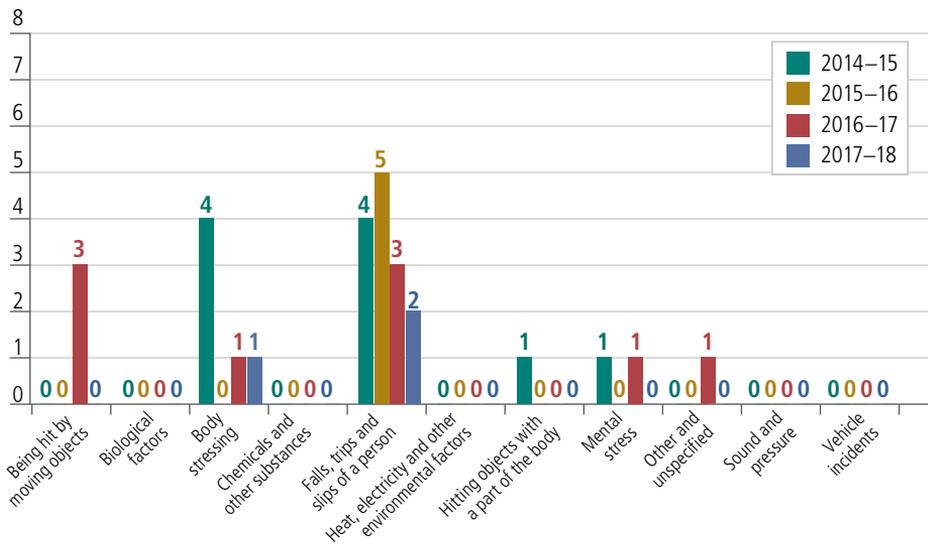
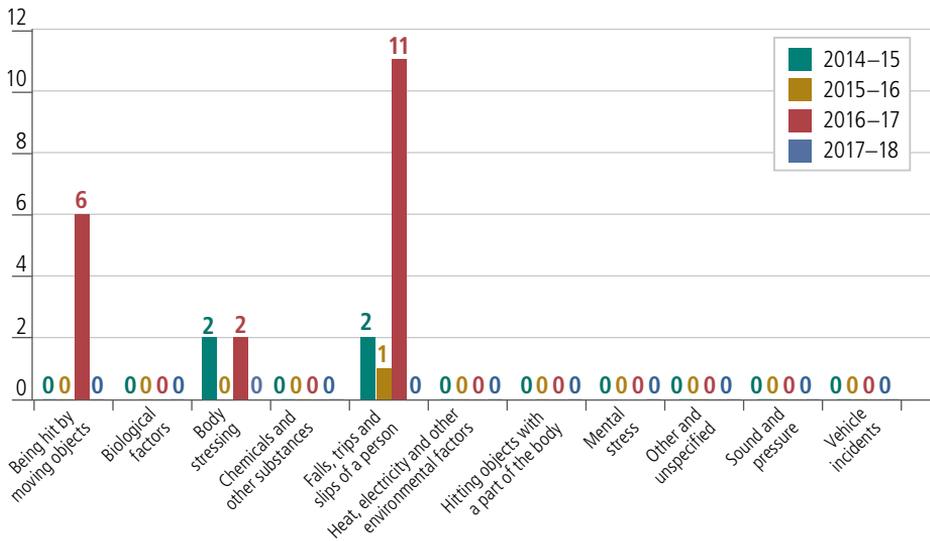


Figure 6.5: Census accepted claims by mechanism of incident 2014–15 to 2017–18



Attendance management

In 2017–18, the average number of days of unscheduled absence per full-time equivalent (FTE) was 12.3 days (Table 6.10). In general, the slight increase from 2016–17 reflects a number of influences including 2017’s severe flu season, high pressure work at various times during the year (e.g. AMLPS) and the impact of various workplace changes.

Table 6.10: Unscheduled absence: days per FTE ^{(a) (b)}

	2015–16	2016–17	2017–18
ABS	12.1	11.8	12.3
Australian Government (Large Agency) median	12.5	12.3	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 2017–18 was not available at the time of preparing this report.

Employee Assistance Program utilisation

The Employee Assistance Program (EAP) utilisation rate for ABS office-based staff during 2017–18 was 9.8% compared with 10.2% in 2016–17. The EAP utilisation rate for ABS interviewer staff was 7.8% in 2017–18, compared with 8.2% in 2016–17.

Consultation in the ABS

The ABS is committed to effective workplace relations that value communication, cooperation and effective consultation with employees and their chosen representatives, including union representatives, about matters that affect their workplace.

The ABS consultative framework comprises the following elements:

- line managers and ABS leaders
- consultative forums
- the National Forum
- employee representatives.

The National Forum generally meets twice a year to communicate and consult on significant national issues affecting the ABS workplace. The National Forum met in September 2017 and April 2018 to discuss flexible working, ABS transformation, and future priorities.

The ABS put significant effort into increasing local level (i.e. within sections, Branches) consultation conversations during this financial year. The ABS HR team meets regularly with the CPSU to ensure ongoing consultation, engagement and positive relationships.

Employment arrangements

The ABS has a number of industrial instruments in place to cover the employment arrangements for various ABS workforces. The instruments that apply to employees engaged under the *Public Service Act 1999* are:

- the Australian Bureau of Statistics Enterprise Agreement 2016 which covers all ABS employees employed under the *Public Service Act 1999*, except Senior Executive Service employees
- individual Determinations under section 24(1) of the *Public Service Act 1999* which cover Senior Executive Service employees.

The Australian Bureau of Statistics Interviewers Enterprise Agreement 2017 is the employment instrument that applies to those engaged under the *Australian Bureau of Statistics Act 1975* in accordance with the *Census and Statistics Regulation 2016* and covers field-based ABS Interviewers.

Details of the number of employees covered by an Enterprise Agreement, Individual Flexibility Arrangement, or a Determination under s. 24(1) of the *Public Service Act 1999* as at 30 June 2018 are as follows:

- ABS employees covered by the Australian Bureau of Statistics Enterprise Agreement 2016: 2665 (all APS & EL staff)
- ABS employees covered by the Australian Bureau of Statistics Interviewers Enterprise Agreement 2017: 546
- Individual Flexibility Arrangements made under the Australian Bureau of Statistics Enterprise Agreement 2016: 11
- SES employees covered by s. 24(1) Determination (all SES who were employed during the 2017–18 financial year): 50.

ABS salary arrangements

The ABS Enterprise Agreement 2016 outlines the salary arrangements for non-SES ABS employees employed under the *Public Service Act 1999* for the period of 3 June 2016 to 2 June 2019. A general salary increase of 1% was effective from 3 June 2018. Table 6.11 shows the salary ranges for ABS employees.

Table 6.11: Salary ranges by classification as at 30 June 2018

Classification	Minimum (\$)	Maximum (\$)
Australian Public Service (APS) level		
APS1	42,862	48,831
APS2	49,014	55,267
APS3	55,838	62,943
APS4	62,996	70,858
APS5	70,862	79,596
APS6	79,604	89,898
Executive Officer (EL) level		
EL1	97,800	113,055
EL2	122,095	146,884*
Senior Executive Service (SES) level (effective from 11 January 2018)		
SES Band 1	164,832	200,889
SES Band 2	206,040	252,399
SES Band 3	257,550	N/A ^(a)

*Note – EL2 pay point 4 only accessible as detailed in clauses 14.1 and 14.2 of the ABS Enterprise Agreement 2016
(a) Not applicable (as there is not a maximum level for this classification).

Performance management in the ABS

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

Where there are concerns about employee performance, ABS managers work with their employees by implementing an informal Performance Improvement Plan (PIP). ABS initiated five PIPs for ongoing office-based staff during 2017–18. Where an employee's performance has not improved through a PIP, a formal underperformance process commences. Three employees were the subject of formal processes to manage underperformance. This resulted in a range of outcomes including employees having their classification reduced, an employee resigning prior to the end of the process and termination of employment. In addition, the contracts of three non-ongoing employees were terminated due to underperformance.

During 2017–18, the ABS completed six investigations into suspected breaches of the APS Code of Conduct by ABS employees. None involved privacy breaches. One employee resigned from APS employment following a preliminary sanction decision of termination of employment and other employees received a sanction other than termination of employment.

Recognition

The ABS takes pride in recognising staff contributions to its successes. The ABS Excellence Awards recognise staff going above and beyond their normal work, acknowledging excellence in people management, client management, cultural change and leadership, innovation and dealing with exceptional circumstances. The awards are run quarterly and

are an opportunity for all staff to be a part of the process, nominating colleagues for awards, or as award recipients.

In addition to the Excellence Awards there are also more immediate forms of recognition. These include development opportunities for staff, which may take the form of shadowing senior managers for short periods of time, working on high priority work to gain cross-organisational experience or acknowledging employees and their contributions at regular meetings. Both the Excellence Awards and manager recognition are non-salary benefit related recognition.

The two other award opportunities in the ABS are the Australian Statistician's Awards and the Long Service Awards. These are also non-salary benefits awards.

The Australian Statistician's Awards are held in conjunction with Australia Day Awards each year. The event celebrates Australia Day Achievement Medallion recipients on behalf of the National Australia Day Council, as well as those staff who have made exceptional contributions to the ABS in the past year. The Australian Statistician's Awards provide an opportunity to recognise and reward ABS employees who have demonstrated outstanding contributions and leadership in people, statistics, innovation or service provision. All ABS staff are eligible for this award. Australia Day Achievement Medallions provide an opportunity to recognise and reward ABS employees who have demonstrated outstanding contributions in either representing Australia, or a state or territory, in a sporting, cultural, community, charitable, arts or similar endeavour, or any member of staff who has made a professional contribution in the external environment as an ABS officer. All ABS staff are eligible for this award.

In 2018, 11 staff members received Australian Statistician's Awards, recognising their leadership, engagement and innovation. For the first time the Awards included a team category and four teams were recognised for outstanding innovative work and going above and beyond normal expectations.

Four staff were awarded Australia Day Achievement Medallions in recognition of representation at the state and national level for blackball pool, masters hockey and swimming, and fundraising for the Australian Cancer Research Foundation by competing in fitness and work-out challenges.

Long Service Awards are also celebrated each year to coincide with the United Nations Public Service Day which is 23 June. Acknowledging the contribution and commitment of staff to both the APS and the ABS over the years, this year there were 18 recipients of the 30-year Long Service Awards, and 37 recipients of the 20-year Long Service Awards.



Australia Day Awards recipients with the Australian Statistician – February 2018

Ecological sustainability

Introduction

In 2017–18, the ABS continued its commitment to the principles of ecologically sustainable development as outlined in the *Environment Protection and Biodiversity Conservation Act 1999* (EPBC Act).

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

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

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

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

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

The ongoing environmental considerations for the ABS are:

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

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

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

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

For more information on ABS statistical publications and developments, please refer to the ABS website www.abs.gov.au for:

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

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

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

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

In 2017–18, the ABS completed its cycle of lease renewals on ABS properties, with the exception of our warehouse property, and all have Green Lease Schedules designed to build a collaborative approach with landlords to managing environmental impacts of the ABS and the buildings it occupies.

The joint whole-of-building and new fitout refurbishment at our Geelong office is an example of this collaborative effort. The National Australian Built Environment Rating System (NABERS) rating for our tenancy is 5.5 stars. This is even more impressive considering the building was originally constructed in the 1950s to store wool.

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

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

Targeting reductions in energy usage and the generation of waste by:

- introducing activity-based work fitouts across all ABS offices to decrease office footprints by an additional 20%. In 2017–18, all ten of the ABS offices have been completed. This has reduced the environmental impact of fitout, furniture production, and the necessary operational services, particularly electricity
- reducing energy consumption and waste in fitouts where possible by including energy efficient LED lights and smart lighting technologies in all tenanted areas. New office fitouts include T5 lighting systems, incorporating daylight harvesting, to reduce consumption nationally
- the recent refit and base building works of the ABS Canberra Office is achieving an 86% recycling of building waste against a targeted 80%

- maximising the amount of furniture and equipment reused for all property fitout projects and where this is not possible, recyclable materials from damaged and non-resalable furniture have been harvested. The Canberra Project has recovered approximately 700 meeting chairs, 48 arm chairs/lounges, 15 ottomans for collaborative areas, and refurbished or reused meeting room tables, task chairs (1,250), tambours (300), monitor arms and lockers
- reducing the demand for paper and hard copies. ABS publications are available on the ABS website, and computer-assisted interviewing is used in place of paper forms where possible. We have also reduced the number of multi-functional devices (MFDs) in our tenancies to further reduce paper usage
- reducing the impact of travel on the environment. Improvements in video conferencing equipment and software, and increasing the number of video conferencing facilities, support virtual teams across offices and reduce the requirement to travel
- providing recycling services to all office-based staff, including:
 - recycling paper, bottles, aluminium cans, steel cans, plastic and cardboard products in all offices
 - recycling mobile phones, batteries, polystyrene in all sites where contractor packaging removal was not part of the contracts or service agreements
 - maintaining organic recycling of kitchen waste at ABS House Canberra.

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

The ABS has maintained its Information and Communications Technology (ICT) Energy Management Plan initiatives, developed in accordance with the ICT Sustainability Plan 2010–2015, which included for 2017–18:

- continually refreshing programs for desktops, servers and storage, utilising the latest available technology
- utilising “Print on Demand” functionality on all printers and MFDs
- utilising duplex printing and copying
- utilising reduced standby–timeout period on MFDs of 60 minutes
- promoting use of 100% recycled content copy paper.

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

- maintaining procurement of 10% green energy as part of the whole-of-government energy contract for ABS House and 10% green energy for the Sydney, Melbourne, Geelong, Dandenong and Adelaide Offices
- including environmental and whole-of-life-cycle clauses as part of the tender and evaluation process in most procurement activities
- leasing vehicles with 10.5 GVG rating in accordance with the Green Vehicle Guide and the further reduction of the fleet over the past twelve months from thirteen to nine vehicles
- procuring 100% recycled paper for general office use
- purchasing office equipment with a high energy efficiency rating.

Providing an environmentally sound workplace and implementing environmentally sound work practices

All staff have access to flexible working arrangements, which has reduced the need for staff to work at ABS offices full-time. This has reduced staff travel to and from offices, decreased the office footprint by an additional 20% and reduced associated office resources use, such as electricity, paper and furniture.

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

Environmental efficiency measures have been incorporated into the market testing process for new leases with the integration of Green Lease Schedules for each new tenancy.

Building management systems control lighting and reduce energy use.

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

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

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

The ABS monitors its:

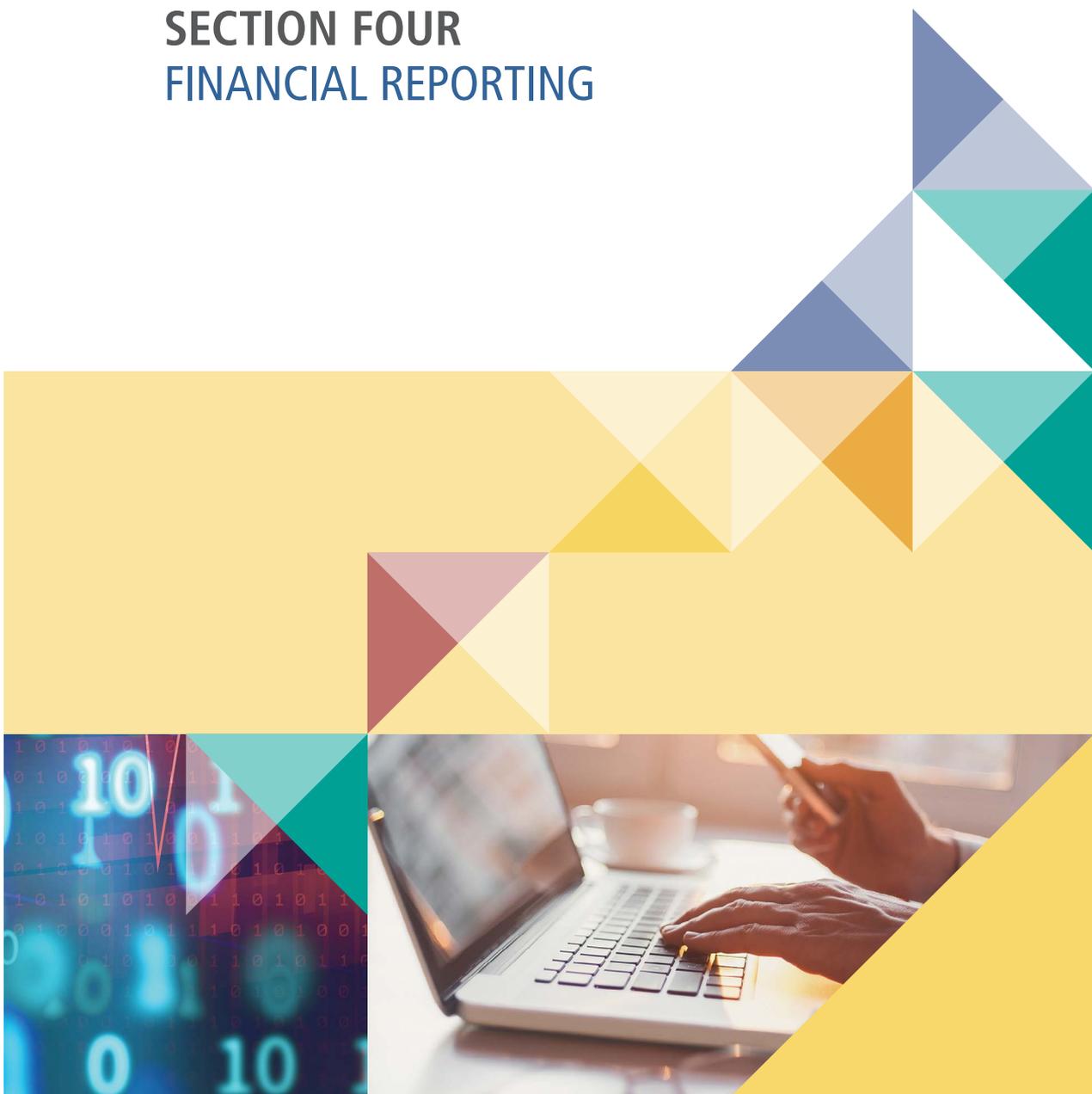
- office energy consumption for all sites
- Canberra office waste , including organic waste
- Canberra office water consumption
- national staff numbers
- office attendance
- national paper consumption
- national fleet operations.

Supporting and promoting an environmentally responsible culture

An environmentally responsible culture is fostered by supporting local Green Teams to raise environmental awareness and develop local initiatives.



SECTION FOUR FINANCIAL REPORTING



Chapter 7

Resource statements



Entity Resource Statement 2017–18

		Actual available appropriation for	Payments made	Balance remaining
		2017–18 \$'000 (a)	2017–18 \$'000 (a)	2017–18 \$'000 (a) – (b)
Ordinary Annual Services¹				
	Departmental appropriation ²	559,019	482,075	76,944
	Total	559,019	482,075	76,944
Total ordinary annual services	A	559,019	482,075	76,944
Other services³				
Departmental non-operating				
	Equity injections	41,758	34,560	7,198
	Total	41,758	34,560	7,198
Total other services	B	41,758	34,560	7,198
Total resourcing and payments	A+B	600,777	516,635	84,142

1. *Appropriation Act (No. 1) 2017–18*. This may also include prior year departmental appropriation and section 74 retained revenue receipts.
2. Includes an amount of \$19.928 million in 2017–18 for the departmental capital budget. For accounting purposes, this amount has been designated as 'contributions by owners'.
3. *Appropriation Act (No. 2) 2017–18*. This may also include prior year equity injections.

Expenses for Outcome 1

Outcome 1: Decisions on important matters made by Governments, business and the broader community are informed by objective, relevant and trusted official statistics produced through the collection and integration of data, its analysis, and the provision of statistical information.	Budget*	Actual Expenses	Variation
	2017–18 \$'000 (a)	2017–18 \$'000 (b)	2017–18 \$'000 (a) – (b)
Program 1.1: Australian Bureau of Statistics			
Departmental expenses			
Departmental appropriation ¹	368,841	454,368	(85,527) ²
Expenses not requiring appropriation in the budget year	61,962	34,906	27,056 ³
Total for Program 1.1	430,803	489,274	(58,471)
Total expenses for Outcome 1	430,803	489,274	(58,471)
		2016–17	2017–18
Average staffing level (number)		2,896	2,539

* Full year budget, including any subsequent adjustment made to the 2017–18 budget at Additional Estimates.

1. Departmental appropriation combines ordinary annual services (Appropriation Act No.1) and retained revenue receipts under section 74 of the *Public Governance, Performance and Accountability Act 2013*.
2. The variation primarily relates to the additional funding the ABS received to deliver the Australian Marriage Law Postal Survey.
3. The variation primarily relates to an \$18 million approved operating loss included in the Budget, and a lower than anticipated depreciation due to delays in capital projects (Canberra Office Transformation Project and Statistical Business Transformation Program).

Compliance with PGPA Act and PGPA Rule

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

The ABS has not identified any instances of significant or systemic non-compliance in 2017–18.



INDEPENDENT AUDITOR'S REPORT

To the Assistant Minister to the Treasurer

Report on the Annual Financial Statements

Opinion

In my opinion, the financial statements of the Australian Bureau of Statistics for the year ended 30 June 2018:

- (a) comply with Australian Accounting Standards – Reduced Disclosure Requirements and the *Public Governance, Performance and Accountability (Financial Reporting) Rule 2015*; and
- (b) present fairly the financial position of the Australian Bureau of Statistics as at 30 June 2018 and its financial performance and cash flows for the year then ended.

The financial statements of the Australian Bureau of Statistics, which I have audited, comprise the following statements as at 30 June 2018 and for the year then ended:

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

Basis for Opinion

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

Accountable Authority's Responsibility for the Financial Statements

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

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In preparing the financial statements, the Australian Statistician is responsible for assessing the Australian Bureau of Statistics' ability 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 those charged with governance 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



Bola Oyetunji

Senior Executive Director

Delegate of the Auditor-General

Canberra

16 August 2018

Contents

Statement by the Accountable Authority and Chief Finance Officer

Primary financial statements

Statement of Comprehensive Income

Statement of Financial Position

Statement of Changes in Equity

Cash Flow Statement

Administered Schedule of Comprehensive Income

Administered Schedule of Assets and Liabilities

Administered Reconciliation Schedule

Administered Cash Flow Statement

Overview

Notes to the financial statements

1. Financial Performance

- 1.1. Expenses
- 1.2. Own-Source Revenue and Gains

2. Financial Position

- 2.1. Financial Assets
- 2.2. Non-Financial Assets
- 2.3. Payables
- 2.4. Provisions

3. Funding

- 3.1. Appropriations

4. People and Relationships

- 4.1. Key Management Personnel Remuneration
- 4.2. Related Party Disclosures

5. Managing Uncertainties

- 5.1. Contingent Assets and Liabilities
- 5.2. Financial Instruments

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

In our opinion, the attached financial statements for the year ended 30 June 2018 comply with subsection 42(2) of the *Public Governance, Performance and Accountability Act 2013* (PGPA Act), and are based on properly maintained financial records as per subsection 41(2) of the PGPA Act.

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

Signed 

David W. Kalisch
Australian Statistician
16 August 2018

Signed 

Lily Viertmann
Chief Finance Officer
16 August 2018

Australian Bureau of Statistics
Statement of Comprehensive Income
for the period ended 30 June 2018

	Notes	2018 \$'000	2017 \$'000	Original Budget 2018 \$'000
NET COST OF SERVICES				
Expenses				
Employee benefits	1.1A	288,072	407,844	283,748
Suppliers	1.1B	166,624	175,640	102,813
Depreciation and amortisation	2.2A	32,743	34,424	43,742
Finance costs	2.4A	6	73	-
Write-down and impairment of assets	1.1C	1,829	3,525	500
Total expenses		489,274	621,506	430,803
Own-Source Income				
Own-source revenue				
Sale of goods and rendering of services	1.2A	35,868	44,357	38,000
Other revenue	1.2B	3,455	2,079	1,904
Total own-source revenue		39,323	46,436	39,904
Gains				
Other gains	1.2C	233	37,249	220
Total gains		233	37,249	220
Total own-source income		39,556	83,685	40,124
Net cost of services		(449,718)	(537,821)	(390,679)
Revenue from Government		413,753	520,341	328,937
Deficit		(35,965)	(17,480)	(61,742)
OTHER COMPREHENSIVE INCOME				
Items not subject to subsequent reclassification to net cost of services				
Changes in asset revaluation surplus		6,585	-	-
Total other comprehensive income		6,585	-	-
Total comprehensive loss		(29,380)	(17,480)	(61,742)

Accounting Policy

Revenue from Government

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

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

In 2017-18, Revenue from Government includes \$5.317 million of operating funding through departmental supplementation recognised but not appropriated in that year.

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

Australian Bureau of Statistics
Statement of Financial Position
as at 30 June 2018

	Notes	2018 \$'000	2017 \$'000	Original Budget 2018 \$'000
ASSETS				
Financial assets				
Cash and cash equivalents		2,234	3,763	3,600
Trade and other receivables	2.1A	100,339	103,048	60,823
Total financial assets		102,573	106,811	64,423
Non-financial assets				
Leasehold improvements	2.2A	33,544	11,780	-
Plant and equipment	2.2A	28,549	27,358	49,555
Intangibles	2.2A	101,507	91,323	108,081
Prepayments		6,653	11,465	10,250
Total non-financial assets		170,253	141,926	167,886
Total assets		272,826	248,737	232,309
LIABILITIES				
Payables				
Suppliers	2.3A	29,869	21,686	19,564
Other payables	2.3B	51,096	55,647	47,692
Total payables		80,965	77,333	67,256
Provisions				
Employee leave		90,770	90,443	97,100
Other	2.4A	509	593	6,120
Total provisions		91,279	91,036	103,220
Total liabilities		172,244	168,369	170,476
Net assets		100,582	80,368	61,833
EQUITY				
Contributed equity		321,441	271,847	315,160
Reserves		30,565	23,980	23,980
Accumulated deficit		(251,424)	(215,459)	(277,307)
Total equity		100,582	80,368	61,833

Accounting Policy

Cash and cash equivalents

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

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

Employee leave

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

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

**Australian Bureau of Statistics
Statement of Changes in Equity
for the period ended 30 June 2018**

	Retained earnings		Asset revaluation reserves		Contributed equity		Total equity	
	2018 \$'000	2017 \$'000	2018 \$'000	2017 \$'000	2018 \$'000	2017 \$'000	2018 \$'000	2017 \$'000
Opening balance								
Balance carried forward from previous period	(215,459)	(197,845)	23,980	23,980	271,847	209,826	271,934	35,961
Prior year adjustments	-	(134)	-	-	-	-	-	(134)
Adjusted opening balance	(215,459)	(197,979)	23,980	23,980	271,847	209,826	271,934	35,827
Comprehensive income								
Deficit for the period	(35,965)	(17,480)	-	-	-	-	-	(35,965)
Other comprehensive income	-	-	6,585	-	-	-	-	6,585
Total comprehensive income	(35,965)	(17,480)	6,585	-	-	-	-	(17,480)
Transactions with owners								
Contributions to owners								
Returns of capital	-	-	-	-	-	(87)	-	(87)
Contributions by owners								
Equity injection - appropriations ¹	-	-	-	-	29,666	41,706	23,298	29,666
Departmental capital budget	-	-	-	-	19,928	20,402	19,928	20,402
Total transactions with owners	-	-	-	-	49,594	62,021	43,226	62,021
Closing balance as at 30 June	(251,424)	(215,459)	30,565	23,980	321,441	271,847	315,160	80,368

1. This includes departmental supplementation of \$6.368 million for capital budgets recognised in 2017-18 but not appropriated in that year.

Accounting Policy

Equity Injections

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

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

Australian Bureau of Statistics
Cash Flow Statement
for the period ended 30 June 2018

	Notes	2018 \$'000	2017 \$'000	Original Budget 2018 \$'000
OPERATING ACTIVITIES				
Cash received				
Appropriations		458,473	575,263	322,853
Sales of goods and rendering of services		35,317	51,513	38,000
GST received		18,475	17,254	5,349
Other		3,128	36,866	19,904
Total cash received		515,393	680,896	386,106
Cash used				
Employees		286,722	409,535	283,748
Suppliers		182,889	204,148	108,542
Section 74 receipts transferred to OPA		38,800	77,800	-
Total cash used		508,411	691,483	392,290
Net cash from / (used by) operating activities		6,982	(10,587)	(6,184)
INVESTING ACTIVITIES				
Cash received				
Proceeds from sales of property, plant and equipment		229	191	100
Total cash received		229	191	100
Cash used				
Purchase of leasehold improvements		15,708	1,628	-
Purchase of plant and equipment		7,094	7,800	43,226
Purchase of intangibles		31,152	35,485	-
Total cash used		53,954	44,913	43,226
Net cash used by investing activities		(53,725)	(44,722)	(43,126)
FINANCING ACTIVITIES				
Cash received				
Contributed equity		34,560	30,407	43,226
Departmental capital budget		10,654	18,981	-
Total cash received		45,214	49,388	43,226
Net cash from financing activities		45,214	49,388	43,226
Net decrease in cash held		(1,529)	(5,921)	(6,084)
Cash and cash equivalents at the beginning of the reporting period		3,763	9,684	9,684
Cash and cash equivalents at the end of the reporting period		2,234	3,763	3,600

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

Australian Bureau of Statistics
Administered Schedule of Comprehensive Income
for the period ended 30 June 2018

The ABS had no administered income or expenses for the period ended 30 June 2018 (2017: Nil).

Australian Bureau of Statistics
Administered Schedule of Assets and Liabilities
as at 30 June 2018

The ABS had no administered assets or liabilities at 30 June 2018 (2017: Nil).

Australian Bureau of Statistics
Administered Reconciliation Schedule
for the period ended 30 June 2018

The ABS had no assets or liabilities and no income or expenses for the period ended 30 June 2018 (2017: Nil).

Australian Bureau of Statistics
Administered Cash Flow Statement
for the period ended 30 June 2018

The ABS had no administered cash received or cash used and no cash balance for the period ended 30 June 2018 (2017: Nil).

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

Australian Bureau of Statistics

Overview

The Basis of Preparation

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

The financial statements have been prepared in accordance with:

- *Public Governance, Performance and Accountability (Financial Reporting) Rule 2015* (FRR) for reporting periods ending on or after 1 July 2015; and
- Australian Accounting Standards and Interpretations – Reduced Disclosure Requirements 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, and are rounded to the nearest thousand dollars unless otherwise specified.

Taxation

The ABS is exempt from all forms of taxation except Fringe Benefits Tax and the Goods and Services Tax (GST). Revenues, expenses and assets are recognised net of GST except where the amount of GST incurred is not recoverable from the Australian Taxation Office; and for receivables and payables.

Reporting of Administered Activities

Administered revenues, assets, and cash flows are disclosed in the administered schedules and related notes. There are no administered expenses, liabilities, contingencies or commitments in 2018 or 2017.

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

Simplification of the Financial Statements

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

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

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

Events after the Reporting Period

There have been no events occurring subsequent to the balance date that would affect the ABS's financial statements for the financial year ended 30 June 2018.

Explanations of Major Variances to Budget

The following table provides high level commentary of major variances between budgeted information for the ABS published in the Treasury's 2017-18 Portfolio Budget Statements (PBS) and the 2017-18 final outcome as presented in accordance with Australian Accounting Standards for the ABS. The Budget is not audited.

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

Australian Bureau of Statistics

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

- the variance between budget and actual is greater than 10%; and
- the variance between budget and actual is greater than 2% of the relevant category (Income, Expenses and Equity totals); or
- an item below this threshold but is considered important for the reader's understanding or is relevant to an assessment of the discharge of accountability and to an analysis of performance of an entity.

Affected line items	Variance to Budget \$'000	Variance to Budget %	Explanations of major variances
Statement of Comprehensive Income			
Suppliers	63,811	62%	The variance is largely due to the Australian Marriage Law Postal Survey (AMLPS) which the ABS was directed to conduct on 14 August 2017. The amount primarily relates to consultants, contractors, printing, stationery and postage expenditure. The impact of the AMLPS was unknown at the time the budget was prepared.
Depreciation and amortisation	(10,999)	(25%)	The delay in capital projects (Canberra Office Transformation Project and Statistical Business Transformation Program) impacted on the asset base, resulting in lower depreciation.
Other revenue	1,551	81%	The variance is largely due to refund of prior year's lease payments as a result of lower than expected lease payments and a reduction in Comcare premium.
Revenue from Government	84,816	26%	The variance primarily relates to the additional funding received by the ABS to undertake the AMLPS. The impact of the AMLPS was unknown at the time the budget was prepared.
Changes in asset revaluation surplus	6,585	100%	The variance primarily relates to the upward revaluation of leasehold improvements, plant and equipment due to extended useful life of assets assessment.
Statement of Financial Position			
Cash and cash equivalents	(1,366)	(38%)	Cash is drawn down from the Official Public Account for payment on a needs basis. The cash balance varies depending on the timing of debt collection and payments at the reporting date.
Trade and other receivable	39,516	65%	The majority of this balance represents Appropriation Receivable. The variance is due to appropriations that were not drawn down at the reporting date.
Leasehold improvements/ Plant and equipment	12,538	25%	The variance is primarily due to the upward asset revaluation and refit of the Canberra office.
Prepayments	(3,597)	(35%)	Prepayments primarily related to the recognition of software licences, maintenance contracts, office lease payments and subscriptions. The variance is largely due to the timing of payment for office leases and software licences.
Suppliers	10,305	53%	The variance is primarily due to the timing differences between expense recognition and settlement. Settlement is usually made within 30 days of the receipt of goods and services accompanying tax invoices.
Other provision	(5,611)	(92%)	The variance is primarily due to lower than expected settlement of make good provisions.
Statement of Changes in Equity and Cash Flow Statement			
The above explanations of major variances to the Budget are also applicable to the Statement of Changes in Equity and the Cash Flow Statement.			

Australian Bureau of Statistics

1. Financial Performance

This section analyses the financial performance of the Australian Bureau of Statistics for the year ended 2018.

1.1. Expenses

	2018 \$'000	2017 \$'000
Note 1.1A: Employee Benefits		
Wages and salaries		
ABS staff	198,206	235,197
Interviewers	13,267	13,397
Census field staff	9	65,351
Total wages and salaries	211,482	313,945
Superannuation		
Defined contribution plans		
ABS staff	20,328	24,219
Interviewers	1,874	1,552
Census field staff	3	6,266
Total defined contribution plans	22,205	32,037
Defined benefit plans		
ABS staff	19,133	20,145
Interviewers	513	758
Census field staff	1	108
Total defined benefit plans	19,647	21,011
Leave and other entitlements	25,778	27,209
Separation and redundancies	7,834	12,489
Other employee expenses	1,126	1,153
Total employee benefits¹	288,072	407,844

1. In 2016-17, \$83,000 of employee expenses was included in Note 1.1B Suppliers. In 2017-18, this expense was reclassified to Note 1.1A Employee Benefits. There was no impact on the comparative operating result reported.

Accounting Policy

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

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

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

Leave

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

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

The liability for long service leave has been determined by reference to the work of the Australian Government Actuary as at 30 June 2018. The estimate of the present value of the liability takes into account attrition rates and pay increases through promotion and inflation.

Australian Bureau of Statistics

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

Separation and Redundancy

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

Superannuation

The ABS's staff are members of the Commonwealth Superannuation Scheme (CSS), the Public Sector Superannuation Scheme (PSS), the PSS accumulation plan (PSSap) or other elected defined contribution schemes.

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 including significant accounting judgements.

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

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

Australian Bureau of Statistics

	2018	2017
	\$'000	\$'000
Note 1.1B: Suppliers		
Goods and services		
Consultants	7,008	4,175
Contractors	23,145	21,144
IT services and communications	23,511	19,834
Printing and subscriptions	14,482	2,547
Building expenses (excluding lease payments)	8,758	10,528
Population survey operations interviewer	4,225	4,675
Census operation costs	5	13,761
Recruitment and employment related	603	971
Stationery and postage	28,344	24,277
Travel	10,557	10,469
Training	4,536	3,899
Advertising and market research	17,317	21,548
Other	2,701	3,045
Total goods and services supplied or rendered	145,192	140,873
Goods and services are made of:		
Goods supplied	20,230	7,916
Services rendered	124,962	132,957
Total goods and services	145,192	140,873
Other suppliers		
Operating lease rentals	16,714	27,012
Workers compensation expenses	4,718	7,755
Total other suppliers	21,432	34,767
Total suppliers¹	166,624	175,640

1. Refer to Note 1.1A for reclassification between Note 1.1A and Note 1.1B.
In 2017-18, the mapping of suppliers expenses by category was reviewed and updated including for 2016-17. There was no impact on the comparative operating result reported.

Leasing commitments

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

Leases for office accommodation

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

Leases for the provision of motor vehicles

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

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

Within 1 year	10,214	8,550
Between 1 to 5 years	42,453	41,810
More than 5 years	25,953	38,324
Total operating lease commitments	78,620	88,684

Australian Bureau of Statistics

Accounting Policy

Leases

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

	2018	2017
	\$'000	\$'000
Note 1.1C: Write-down and Impairment of Assets		
Impairment on financial instruments	5	8
Impairment on intangible assets	553	2,436
Impairment of property, plant and equipment	1,271	1,081
Total write-down and impairment of assets	1,829	3,525

1.2. Own-Source Revenue and Gains

Note 1.2A: Sale of Goods and Rendering of Services

Sale of goods ¹	-	32
Rendering of services	35,868	44,325
Total sale of goods and rendering of services¹	35,868	44,357

1. In 2017-18, the mapping of sale of goods and rendering of services by category was reviewed and updated including for 2016-17. There was no impact on the comparative operating result reported.

Accounting Policy

Sales of goods and services include revenue from the sale of publications, other products, and the provision of statistical services.

Revenue from the sales of goods is recognised when:

- the risks and rewards of ownership have been transferred to the buyer;
- the ABS retains no managerial involvement or effective control over the goods;
- the revenue and transaction costs incurred can be reliably measured; and
- it is probable that the economic benefits associated with the transaction will flow to the ABS.

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

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

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

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

Australian Bureau of Statistics

	2018 \$'000	2017 \$'000
Note 1.2B: Other Revenue		
Resources received free of charge ¹	327	224
Rental income	-	1,102
Other ²	3,128	753
Total other revenue	3,455	2,079

1. This amount relates to the services received free of charge from the Australian National Audit Office financial statements audit, external board members, and staff secondment from the Australian Taxation Office.
2. This amount primarily includes Comcare premium reduction and refund of prior year lease payments.

Accounting Policy

Resources received free of charge

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

Other revenue

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

Note 1.2C: Other Gains

Settlement	-	35,000
Other ¹	233	2,249
Total other gains	233	37,249

1. This amount includes gains on sale of assets and make-good provision settlement.

Accounting Policy

Compensatory settlement

Compensatory settlement is recognised when the recoverable amount can be reliably measured and collectability is probable.

Sale of assets

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

Settlement of make-good provision

Gains from settlement of make-good provision are recognised when the estimated restoration cost is no longer required.

Australian Bureau of Statistics

2. Financial Position

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

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

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

2.1. Financial Assets

	2018 \$'000	2017 \$'000
Note 2.1A: Trade and Other Receivables		
Appropriations receivable	93,594	95,134
Goods and services	3,074	4,937
GST receivable from the Australian Taxation Office	3,350	1,739
Other receivables	325	1,245
Total trade and other receivables (gross)	100,343	103,055
Less impairment allowance	(4)	(7)
Total trade and other receivables (net)	100,339	103,048

Credit terms for goods and services were within 30 days (2017: 30 days).

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

Reconciliation of the Impairment Allowance Account:

Movements in relation to 2018

	Goods and services \$'000	Total \$'000
Opening balance	(7)	(7)
Amounts written off	8	8
Increase/(decrease) recognised in net surplus	(5)	(5)
Closing balance	(4)	(4)

Accounting Policy

Trade receivable

Trade receivables are classified as 'loans and receivable' and recorded at face value less impairment. Trade receivables are recognised where the ABS has a right to receive cash. Trade receivables are derecognised upon payment.

Appropriations receivable

Refer to Revenue from Government for accounting policy.

Impairment of financial assets

Receivables are assessed for impairment at the end of each reporting period. Allowances are made when collectability of the debt is no longer probable.

Australian Bureau of Statistics

2.2. Non-Financial Assets

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

	Leasehold improvements \$'000	Plant and equipment \$'000	Computer software ¹ \$'000	Total \$'000
As at 1 July 2017				
Gross book value	16,820	45,804	218,603	281,227
Accumulated depreciation, amortisation and impairment	(5,040)	(18,446)	(127,280)	(150,766)
Total as at 1 July 2017	11,780	27,358	91,323	130,461
Additions				
Purchased	19,356	9,912	5,188	34,456
Internally developed	-	-	26,503	26,503
Revaluations and impairments recognised in other comprehensive income ²	4,696	2,051	-	6,747
Impairments recognised in net cost of services	(310)	(961)	(553)	(1,824)
Depreciation and amortisation	(1,378)	(9,811)	(20,954)	(32,743)
Total as at 30 June 2018	33,544	28,549	101,507	163,600
Total as at 30 June 2018 represented by				
Gross book value	16,055	27,697	229,551	273,303
Work in progress	17,489	2,162	20,076	39,727
Accumulated depreciation, amortisation and impairment	-	(1,310)	(148,120)	(149,430)
Total as at 30 June 2018	33,544	28,549	101,507	163,600

1. The carrying amount of computer software included \$73.002 million internally generated software and \$28.505 million purchased software. The ABS engaged Synergy Australia Group Pty Ltd (Synergy) to assess impairment of internally generated software. The impairment result was reflected in the Statement of Comprehensive Income in accordance with AASB 136 *Impairment of Assets*.
2. The ABS engaged Pickles Auctions Pty Ltd (Pickles) to revalue Leasehold improvements and Plant and equipment. The increase in the revaluation was \$6.747 million which was recognised in the asset revaluation reserves in accordance with AASB 116 *Properties, Plant and Equipment*. This increase was offset by a decrease of \$0.162 million as a result of the revaluation of make good provisions disclosed in Note 2.4A Other Provisions.

Australian Bureau of Statistics

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

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

Commitments are GST inclusive where relevant.

	< 1 year
2017-18 Capital Commitments¹	\$'000
Leasehold improvements	43
Plant and equipment	2,264
Intangibles	4,475
Total commitments	6,782

1. The ABS did not have contractual commitments for more than one year. There was no capital commitment in 2016-17.

Accounting Policy

Acquisition of Assets

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

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

Asset Recognition Threshold

Purchases of plant and equipment are recognised initially at cost in the statement of financial position, except for purchases costing less than the following thresholds, which are expensed in the year of acquisition.

Asset Class	Recognition Threshold
Leasehold improvements	\$2,000
Plant and equipment	\$2,000
IT hardware	\$1,000

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

In 2017-18, the ABS reviewed the asset recognition threshold policy and increased the thresholds to \$30,000 for Leasehold improvements and \$7,000 for Plant & equipment and IT hardware. These new thresholds will take effect from 1 July 2018.

Revaluations

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

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

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

Australian Bureau of Statistics

Depreciation

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

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

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

	<u>2018</u>	<u>2017</u>
Leasehold improvements	Lease term	Lease term
Property, plant and equipment	4-10 years*	5-10 years*

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

Impairment

All assets were assessed for indications of impairment at 30 June 2018. Where indications of impairment exist, the asset's recoverable amount is estimated and an impairment loss recognised if the asset's recoverable amount is less than its carrying amount.

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

Derecognition

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

Intangibles

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

Software assets were assessed for indications of impairment as at 30 June 2018. Refer to Note 1.1C for further detail.

Internally Generated Software

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

All software developed in-house since 1 July 1994 has been capitalised. The costing methodology capitalises direct salary and on costs for programmers, general administration, and overhead costs relating to software development are not capitalised. The data capture systems in place to collect effort recording data for programmers are in line with the requirements of the *Public Governance, Performance and Accountability (Financial Reporting) Rule 2015*.

Asset Recognition Threshold

Purchases of intangible assets are recognised initially at cost in the statement of financial position, except for purchases costing less than the following thresholds, which are expensed in the year of acquisition.

Asset Class	Recognition Threshold
Purchased software	\$1,000
Internally generated software	\$100,000

In 2017-18, the ABS reviewed the asset recognition threshold policy and increased the thresholds to \$50,000 for Purchased software and \$300,000 for Internally generated software. These new thresholds will take effect from 1 July 2018.

Australian Bureau of Statistics

Amortisation

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

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

The useful lives of the ABS's software are:

	<u>2018</u>	<u>2017</u>
Computer software (purchased)	5 years*	5 years*
Computer software (internally generated)	5-15 years*	5-15 years*

* The above table outlines the range of life in years for computer software, however, the average life is currently 10 years (2017: 9 years).

Capital Work in Progress

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

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

2.3. Payables

	<u>2018</u>	<u>2017</u>
	<u>\$'000</u>	<u>\$'000</u>
Note 2.3A: Suppliers		
Trade creditors and accruals	23,415	16,785
Operating lease rentals	6,454	4,901
Total suppliers payables	29,869	21,686

Settlement is usually made within 30 days.

Accounting Policy

Suppliers and Other Payables

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

Note 2.3B: Other Payables		
Salaries and wages	2,379	2,454
Superannuation	408	399
Separations and redundancies	2,009	1,810
Lease incentives	7,017	7,920
Unearned revenue	38,576	42,701
Other	707	363
Total other payables	51,096	55,647

Australian Bureau of Statistics

Accounting Policy

Salaries and wages, Superannuation, Separations and redundancies

Refer to Note 1.1A: Employee Benefits for detail.

Lease incentives

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

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

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

Unearned revenue

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

2.4. Provisions

Note 2.4A: Other Provisions

	Make good provision \$'000
As at 1 July 2017	593
Additional provisions made	109
Amounts used	(361)
Unwinding of discount or change in discount rate	6
Revaluation	162
Total as at 30 June 2018	509

The ABS currently has two agreements (2017: one) for the leasing of premises which have provisions requiring the ABS to restore the premises to their original condition at the conclusion of the lease. The ABS has made a provision to reflect the present value of these obligations.

Significant Accounting Judgements and Estimates

Make good

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

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

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

3. Funding

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

3.1. Appropriations

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

	2018	2017
Departmental	\$'000	\$'000
Ordinary annual services ¹	328,937	520,363
Advance to the Finance Minister ¹	122,000	-
Capital Budget ²	19,928	20,402
Receipts retained under PGPA Act – Section 74	50,218	101,373
Equity Injections ³	23,298	41,706
Total appropriations	544,381	683,844
Appropriations applied (current and prior years)	(516,635)	(673,123)
Variance ⁴	27,746	10,721

1. Revenue from Government reported in the Statement of Comprehensive Income is \$413.753 million, \$37.184 million less than appropriated. The difference represents:

- a reduction of \$42.501 million of operating funding withheld through section 51 of the PGPA Act; and
- an increase of \$5.317 million of operating funding through departmental supplementation recognised in 2017-18 but not appropriated in that year.

Advance to the Finance Minister (AFM) relates to the additional funding the ABS received to conduct the Australian Marriage Law Postal Survey. The Survey was completed in November 2017. The total cost of the Survey did not exceed \$80.5 million. The balance of the AFM (\$41.5 million) was returned to the Official Public Account through the aforementioned \$42.501 million section 51 of the PGPA Act process.

2. Departmental Capital Budgets are appropriated through Appropriation Acts (No. 1, 3 and 5). They form part of the ordinary annual services, and are not separately identified in the Appropriation Acts.
3. The equity injection amount in the Statement of Changes in Equity includes \$6.368 million for capital budgets recognised in 2017-18 but not appropriated in that year.
4. The variance primarily represents undrawn appropriations as at 30 June 2018.

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

	2018	2017
Departmental	\$'000	\$'000
<i>Supply Act (No. 2) 2016-17 - Non Operating - Equity Injection</i>	-	5,377
<i>Appropriation Act (No. 1) 2016-17</i>	851	73,893
<i>Appropriation Act (No. 1) 2016-17- Capital Budget (DCB) - Non Operating</i>	564	2,781
<i>Appropriation Act (No. 2) 2016-17 - Non Operating - Equity Injection</i>	6,402	13,083
<i>Appropriation Act (No. 1) 2017-18</i>	61,804	-
<i>Appropriation Act (No. 1) 2017-18- Capital Budget (DCB) - Non Operating</i>	11,492	-
<i>Appropriation Act (No. 2) 2017-18 - Non Operating - Equity Injection</i>	796	-
Cash at bank	2,234	3,763
Total departmental	84,143	98,897

Australian Bureau of Statistics

4. People and Relationships

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

4.1. Key Management Personnel Remuneration

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

Under the ABS's governance arrangements, the Executive Board, the 2021 Census Executive Board, and the Statistical Business Transformation (SBT) Executive Program Board are decision making boards in the ABS. The ABS has determined that all official members of these boards are KMP of the ABS, namely, the Australian Statistician; the Deputy Australian Statisticians; the General Manager Finance, Risk and Planning Division; the General Manager People, Capability and Communication Division; the General Manager Population and Social Statistics Division; three external 2021 Census Executive Board members; and three external SBT Executive Program Board members.

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

KMP remuneration is reported in the table below:

	2018 \$'000	2017 \$'000
Short-term employee benefits	2,615	1,720
Board remuneration fees for external board members	74	6
Post-employment benefits	399	285
Other long-term benefits	440	206
Termination benefits	277	-
Total key management remuneration expenses¹	3,805	2,217

Short-term employee benefits include salary, motor vehicle benefits and other allowances. Post-employment benefits include superannuation. Other long-term benefits include long service leave and annual leave. Refer to the Accounting Policy section in Note 1.1A: Employee Benefits for more detail.

The total number of KMP that are included in the above table is 13, consisting of:

- The Australian Statistician
- Three Deputy Australian Statisticians
- One Deputy Australian Statistician, retired on 19 June 2018
- One Acting Deputy Australian Statistician, acting KMP from 10 July 2017 to 4 August 2017
- The General Manager Finance, Risk and Planning Division
- The General Manager People, Capability and Communication Division
- One Acting General Manager People, Capability and Communication Division, acting KMP from 11 December 2017 to 2 February 2018
- The General Manager Population and Social Statistics Division
- Three external SBT Executive Program Board members
- Three external 2021 Census Executive Board.

1. The above KMP remuneration excludes the remuneration and other benefits of the four external board members who provided their services free of charge to the ABS.

Australian Bureau of Statistics

4.2. Related Party Disclosures

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

Related Party Relationships

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

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

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

Transactions with Related Parties

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

In 2017-18, one external member of the ABS's Statistical Business Transformation Executive Program Board provided consulting services to the ABS for \$62,441 (2017: Nil). The contract was entered into on commercial terms.

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

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

Other Related Parties Disclosures

- The Australian Statistician is a non-judicial member of the Australian Electoral Commission.
- One Deputy Australian Statistician is a member of the Australian Institute of Health and Welfare (Board).

Australian Bureau of Statistics

5. Managing Uncertainties

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

5.1. Contingent Assets and Liabilities

The ABS had no contingent assets or liabilities as at 30 June 2018 for departmental and administered (2017: Nil).

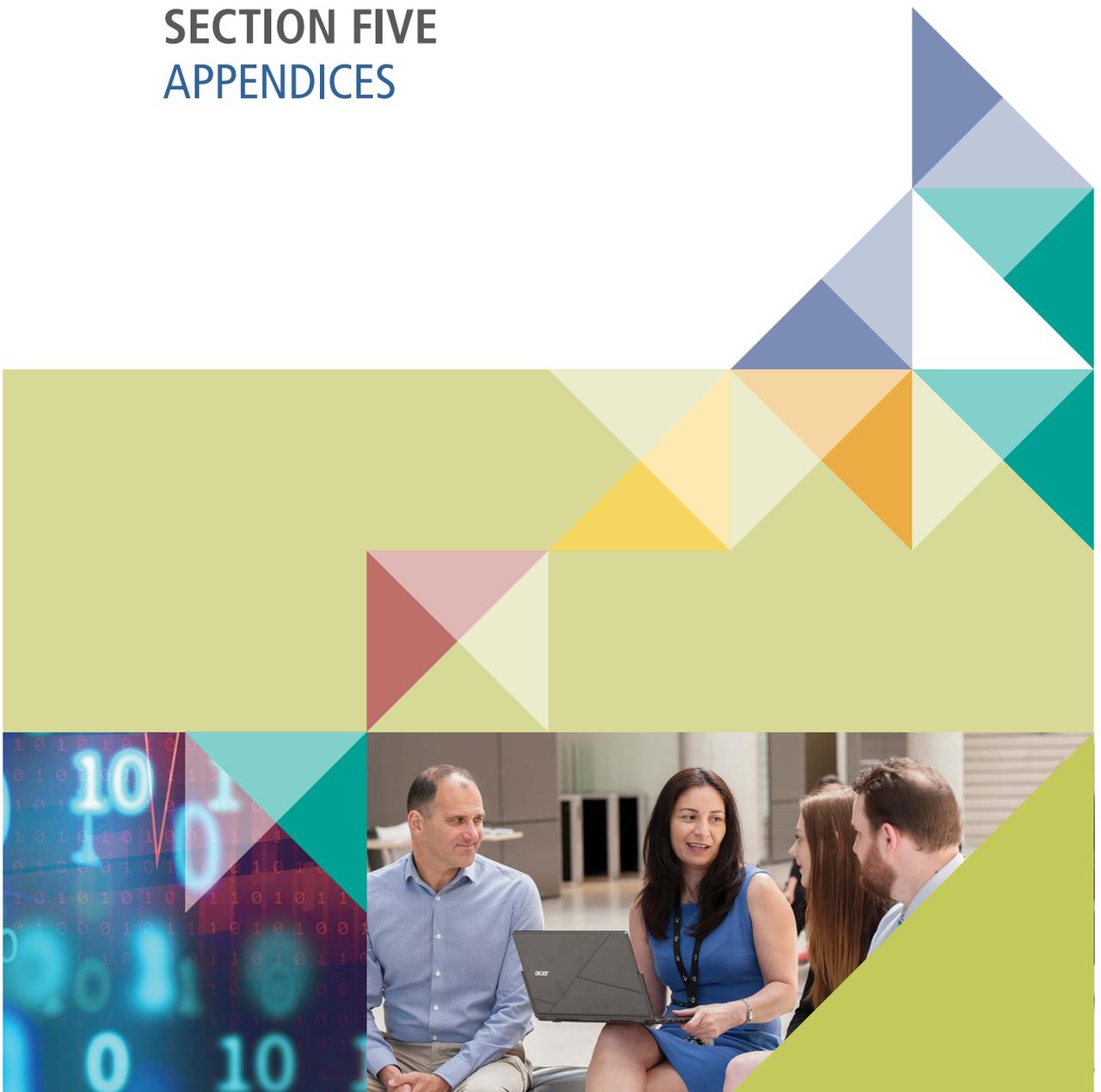
5.2. Financial Instruments

	2018	2017
	\$'000	\$'000
Note 5.2A: Categories of Financial Instruments		
Financial Assets		
Loans and receivables		
Cash and cash equivalents	2,234	3,763
Trade and other receivables	3,395	6,175
Total financial assets	5,629	9,938
Financial Liabilities		
Financial liabilities measured at amortised cost		
Trade creditors and accruals	23,415	16,785
Total financial liabilities	23,415	16,785
Note 5.2B: Net Losses on Financial Assets		
Loans and receivables		
Impairment	5	8
Net losses on financial assets	5	8



SECTION FIVE

APPENDICES



List of requirements



Below is the table set out in Schedule 2 of the PGPA Rule. Section 17AJ(d) requires this table to be included in entities' annual reports as an aid of access.

PGPA Rule Reference	Part of Report	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.	Mandatory	v
17AJ(b)		Alphabetical index.	Mandatory	124–130
17AJ(c)		Glossary of abbreviations and acronyms.	Mandatory	119–122
17AJ(d)		List of requirements.	Mandatory	114–118
17AJ(e)		Details of contact officer.	Mandatory	iv
17AJ(f)		Entity's website address.	Mandatory	iv
17AJ(g)		Electronic address of report.	Mandatory	iv
17AD(a) Review by accountable authority				
17AD(a)		A review by the accountable authority of the entity.	Mandatory	2–9
17AD(b) Overview of the entity				
17AE(1)(a)(i)		A description of the role and functions of the entity.	Mandatory	11
17AE(1)(a)(ii)		A description of the organisational structure of the entity.	Mandatory	13
17AE(1)(a)(iii)		A description of the outcomes and programmes administered by the entity.	Mandatory	17–18
17AE(1)(a)(iv)		A description of the purposes of the entity as included in corporate plan.	Mandatory	11
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	Part of Report	Description	Requirement	Page no.
17AD(c)	Report on the Performance of the entity			
	<i>Annual performance Statements</i>			
17AD(c)(i); 16F	Annual performance statement in accordance with paragraph 39(1)(b) of the Act and section 16F of the Rule.		Mandatory	26–44
<i>17AD(c)(ii)</i>	<i>Report on Financial Performance</i>			
17AF(1)(a)	A discussion and analysis of the entity's financial performance.		Mandatory	2–9 84–85 86–111
17AF(1)(b)	A table summarising the total resources and total payments of the entity.		Mandatory	84–85
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	85
17AD(d)	Management and Accountability			
	<i>Corporate Governance</i>			
17AG(2)(a)	Information on compliance with section 10 (fraud systems)		Mandatory	iii 49–53
17AG(2)(b)(i)	A certification by accountable authority that fraud risk assessments and fraud control plans have been prepared.		Mandatory	iii
17AG(2)(b)(ii)	A certification by accountable authority that appropriate mechanisms for preventing, detecting incidents of, investigating or otherwise dealing with, and recording or reporting fraud that meet the specific needs of the entity are in place.		Mandatory	iii
17AG(2)(b)(iii)	A certification by accountable authority that all reasonable measures have been taken to deal appropriately with fraud relating to the entity.		Mandatory	iii 52–53
17AG(2)(c)	An outline of structures and processes in place for the entity to implement principles and objectives of corporate governance.		Mandatory	48–59
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	85
	<i>External Scrutiny</i>			
17AG(3)	Information on the most significant developments in external scrutiny and the entity's response to the scrutiny.		Mandatory	55–56
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	55
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	55

PGPA Rule Reference	Part of Report	Description	Requirement	Page no.
17AG(3)(c)	Information on any capability reviews on the entity that were released during the period.		If applicable, Mandatory	n/a
	<i>Management of Human Resources</i>			
17AG(4)(a)	An assessment of the entity's effectiveness in managing and developing employees to achieve entity objectives.		Mandatory	60–81
17AG(4)(b)	Statistics on the entity's APS employees on an ongoing and non-ongoing basis; including the following: <ul style="list-style-type: none"> • 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	60–81
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	75–76
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	75–76
17AG(4)(c)(ii)	The salary ranges available for APS employees by classification level.		Mandatory	76
17AG(4)(c)(iii)	A description of non-salary benefits provided to employees.		Mandatory	n/a
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
	<i>Assets Management</i>			
17AG(5)	An assessment of effectiveness of assets management where asset management is a significant part of the entity's activities.		If applicable, mandatory	58
	<i>Purchasing</i>			
17AG(6)	An assessment of entity performance against the <i>Commonwealth Procurement Rules</i> .		Mandatory	57
	<i>Consultants</i>			
17AG(7)(a)	A summary statement detailing the number of new contracts engaging consultants entered into during the period; the total actual expenditure on all new consultancy contracts entered into during the period (inclusive of GST); the number of ongoing consultancy contracts that were entered into during a previous reporting period; and the total actual expenditure in the reporting year on the ongoing consultancy contracts (inclusive of GST).		Mandatory	57–58

PGPA Rule Reference	Part of Report	Description	Requirement	Page no.
17AG(7)(b)		A statement that <i>"During [reporting period], [specified number] new consultancy contracts were entered into involving total actual expenditure of \$[specified million]. In addition, [specified number] ongoing consultancy contracts were active during the period, involving total actual expenditure of \$[specified million]."</i>	Mandatory	57
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	57
17AG(7)(d)		A statement that <i>"Annual reports contain information about actual expenditure on contracts for consultancies. Information on the value of contracts and consultancies is available on the AusTender website."</i>	Mandatory	57
	<i>Australian National Audit Office Access Clauses</i>			
17AG(8)		If an entity entered into a contract with a value of more than \$100 000 (inclusive of GST) and the contract did not provide the Auditor-General with access to the contractor's premises, the report must include the name of the contractor, purpose and value of the contract, and the reason why a clause allowing access was not included in the contract.	If applicable, Mandatory	n/a
	<i>Exempt contracts</i>			
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	n/a
	<i>Small business</i>			
17AG(10)(a)		A statement that <i>"[Name of entity] supports small business participation in the Commonwealth Government procurement market. Small and Medium Enterprises (SME) and Small Enterprise participation statistics are available on the Department of Finance's website."</i>	Mandatory	57
17AG(10)(b)		An outline of the ways in which the procurement practices of the entity support small and medium enterprises.	Mandatory	57
17AG(10)(c)		If the entity is considered by the Department administered by the Finance Minister as material in nature—a statement that <i>"[Name of entity] recognises the importance of ensuring that small businesses are paid on time. The results of the Survey of Australian Government Payments to Small Business are available on the Treasury's website."</i>	If applicable, Mandatory	57
	<i>Financial Statements</i>			
17AD(e)		Inclusion of the annual financial statements in accordance with subsection 43(4) of the Act.	Mandatory	86–111

PGPA Rule Reference	Part of Report	Description	Requirement	Page no.
17AD(f)	Other Mandatory Information			
17AH(1)(a)(i)		If the entity conducted advertising campaigns, a statement that <i>"During [reporting period], the [name of entity] conducted the following advertising campaigns: [name of advertising campaigns undertaken]. Further information on those advertising campaigns is available at [address of entity's website] and in the reports on Australian Government advertising prepared by the Department of Finance. Those reports are available on the Department of Finance's website."</i>	If applicable, Mandatory	58
17AH(1)(a)(ii)		If the entity did not conduct advertising campaigns, a statement to that effect.	If applicable, Mandatory	n/a
17AH(1)(b)		A statement that <i>"Information on grants awarded by [name of entity] during [reporting period] is available at [address of entity's website]."</i>	If applicable, Mandatory	n/a
17AH(1)(c)		Outline of mechanisms of disability reporting, including reference to website for further information.	Mandatory	64–67
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	54
17AH(1)(e)		Correction of material errors in previous annual report	If applicable, mandatory	123
17AH(2)		Information required by other legislation	Mandatory	53–54

Glossary



AAIs	Accountable Authority Instructions
ABS	Australian Bureau of Statistics
ABS Stats Mobile App	Application that enables access to Key Economic Indicators, 2016 Census Data and the Population Clock.
ABW	Activity based working
Accredited Integrating Authority	Accredited Integrating Authorities are authorised to undertake high risk data integration projects involving Commonwealth data for statistical and research purposes.
AEC	Australian Electoral Commission
AGILE	Australian Government Indigenous Lateral Entry Program
AMLPS	Australian Marriage Law Postal Survey
AMMMAs	Australian Multicultural Marketing Awards
ANAO	Australian National Audit Office
API	Application Programming Interface
APS	Australian Public Service
APSC	Australian Public Service Commission
ASAC	Australian Statistics Advisory Council
ASD	Australian Signals Directorate
ASIO	Australian Security Intelligence Organisation
AWEI	Australian Workplace Equality Index
BAU	Business as usual
Being hit by moving objects	A mechanism of incident which is a result of the action of a moving object hitting the person, including: dog bites; being brushed, bumped, collided with; being cut; grabbed; grasped; leaned on; pierced; rubbed; sliced; stabbed; struck or touched. Moving objects may include: animals; other people; machines; vehicles; appliances; equipment; tools; materials; substances; dust particles; water under pressure and air under pressure.
BERD	Business Expenditure on Research and Development Survey
Biological factors	A mechanism of incident which results from contact with, or exposure to, germs, bacteria, and other micro-organisms. Contact or exposure includes inhalation, ingestion, absorption, infestation and infection.
BLADE	Business Longitudinal Analysis Data Environment

Body stressing	A mechanism of incident which results from stress placed on muscles, tendons, ligaments or bones. Body stressing is usually an outcome of work processes or procedures that involve manual tasks (e.g. lifting, carrying, bending, twisting, sitting, typing, etc.).
Census	Census of Population and Housing, conducted every five years under the authority of the <i>Census and Statistics Act 1905</i> . The Census aims to measure accurately the number of people and dwellings in Australia on Census Night, and a range of their key characteristics.
Census PES	Census Post-Enumeration Survey. This is conducted after every Census to measure Census quality and produce high quality population estimates.
COAG	Council of Australian Governments
CPI	Consumer Price Index
Dangerous incident	A dangerous incident is an incident in relation to a workplace that exposes a worker or any other person to a serious risk to a person's health or safety emanating from an immediate or imminent exposure to substances or events described in s37 of the WHS Act.
Data integration	Bringing information from different sources together for statistical and research purposes
DataLab	Facility delivering remote access to data and increased ability to handle large datasets with faster processing through new /external servers.
DCA	Delivery Confidence Assessment
DFAT	Department of Foreign Affairs and Trade
DIBP	Department of Immigration and Border Protection (now Department of Home Affairs)
DIPA	Data Integration Partnership for Australia
DRC	Disclosure Review Committee
DSS	Department of Social Security
DTA	Digital Transformation Agency
EAP	Employee Assistance Program
EB	Executive Board
EL	Executive Level
ELG	Executive Leadership Group
ELM	Enterprise Learning Model
EPBC Act	<i>Environment Protection and Biodiversity Conservation Act 1999</i>
ESAG	Economic Statistics Advisory Group
Exposure to workplace or occupational violence	A sub group of the Mental Stress mechanism of incident, which includes: victim of assault or threatened assault by a person or persons other than work colleagues; victim of single act of assault or threatened assault by work colleague or colleagues; being a victim of, or witnessing bank robberies, hold ups and other violent events; and verbal threats, abuse by a person or persons other than work colleagues.
Falls, trips and slips of a person	A mechanism of incident which is a direct result of the action of falling, or in attempting to recover from a fall.

FDV	Family and Domestic Violence
FOI Act	<i>Freedom of Information Act 1982</i>
FTE	full-time equivalent (employees)
FWE	Flexible working environment
GSS	General Social Survey
GST	Goods and Services Tax
HLS	Health Literacy Survey
Heat, electricity and environmental factors	A mechanism of incident which results from contact with or exposure to heat (or lack of heat), light, radiation, electricity or other environmental factors.
Hitting objects with part of the body	A mechanism of incident which results from the motion of a person when hitting, grasping or otherwise striking objects. Objects include: machines, vehicles, appliances, equipment, tools, materials, substances, animals and other people. Hitting includes: brushing, bumping, colliding, cutting, grabbing, grasping, leaning on, piercing, rubbing, slicing, stabbing, caught, striking and touching.
HSR	Health and Safety Representative
HR	human resources
ICT	information and communications technology
IMF	International Monetary Fund
IPAA	Institute of Public Administration Australia
IPIA	Independent privacy impact assessment
IPS	Information Publication Scheme
LGBTI+	lesbian, gay, bisexual, transgender, intersex
LOC-I	Location Integration Capability
MAC	Methodology Advisory Committee
MADIP	Multi-Agency Data Integration Project
Mechanism of incident	A classification intended to identify the overall action, exposure or event that best describes the circumstances that resulted in the most serious injury or disease to the affected person.
Mental stress	A mechanism of incident which results from a person experiencing mental stress or being exposed to mentally stressful situations.
MFD	multi-function device
MoU	Memorandum of Understanding
MP	Member of Parliament
N/A	not applicable
NDAC	National Data Acquisition Centre
NHSC	National Health & Safety Committee
No injury/ Damage to property	Includes incidents where there was no injury, 'near misses', damage to property, or verbal abuse experienced by Interviewers which has not been reported as causing mental stress.

Notifiable incident	An incident is notifiable to Comcare if it rises out of the conduct of the business or undertaking by the ABS, and results in the death, serious injury or serious illness of a person or involves a dangerous incident.
OMT	Onboarding migration tool
Other and unspecified mechanisms of incident	A mechanism of incident not classifiable into other groups, where there are multiple injuries or disease and the selection of the most serious is unclear or there are unknown mechanisms of incident. Includes vehicle incidents and rollovers (vehicle tips in any direction through at least 90 degrees) where an injury occurred.
Outposted officer	An ABS officer posted to another agency
PBS	Portfolio Budget Statement
PGPA Act	<i>Public Governance, Performance and Accountability Act 2013</i>
PIA	Privacy Impact Assessment
PIP	Performance Improvement Plan
PM&C	Department of the Prime Minister and Cabinet
PSS	Personal Safety Survey
PSSAG	Population and Social Statistics Advisory Group
RBA	Reserve Bank of Australia
RADL	Remote Access Data Laboratory
RAP	Reconciliation Action Plan
RMS	Rehabilitation Management System
s.	section (legislation)
SBTP	Statistical Business Transformation Program
SBT Program	Statistical Business Transformation Program
SDDS	Special Data Dissemination Standard
SEIFA	Socio-Economic Indexes for Areas
SES	Senior Executive Service
SIH	Survey of Income and Housing
SME	Small and Medium Enterprises
Social licence	Ongoing support and/or acceptance from the community and stakeholders
Sound and pressure	A mechanism of incident which is a result of sound or changes in pressure. Sound includes noise (unorganised sound), music, speech, sub-sonic sound.
SSC	Statistical Strategy Committee
SSF	State Statistical Forum
SV	Sexual violence
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.
WHS	work health and safety
WHS Act	<i>Work Health and Safety Act 2011</i>

Errors and Omissions



ABS Annual Report 2016–17

Page 23 In The 2016 Census of Population and Housing special article under the heading The Census Post-Enumeration Survey, the sentence “For the 2016 Census PES, the ABS significantly increased the sample size by more than 40,000 households.” should have read “For the 2016 Census PES, the ABS significantly increased the sample size to more than 40,000 households.”

Page 53, Table 5.1 For the description of the ABS Audit Committee. The statement that the Committee “consists of five members, three of whom are external” should have read “consists of five members, four of whom are external”.

Index



A

- abbreviations and acronyms, 119–22
- Aboriginal and Torres Strait Islander Network (Youmpla), 64, 65
- Aboriginal and Torres Strait Islander peoples
 - affirmative measures programs, 65
 - employed in ABS, 66
- ABS at a glance, 10–18
- ABS Audit Committee, 51, 52, 123
- ABS Management Meetings, 51
- ABS Pride Network, 64
- ABS Reconciliation Action Plan 2018–2021*, 64
- ABS Workforce Strategy 2015–2019*, 62, 67
- absences, unscheduled, 74
- Accountable Authority, 48
- Accountable Authority Instructions, 57, 58
- achievements *see* performance reporting
- Activity Based Working fitouts *see* flexible working arrangements
- addresses and contact details, iv
- administrative data, 21, 27, 42 *see also* data integration
- administrative review decisions, 55
- advertising and market research, 58–9
- advisory groups for ABS, 50–1 *see also* Australian Statistics Advisory Council
- Agile Essentials workshops, 68
- agreements with other entities, 31, 36 *see also* partnerships
- AMLPS *see* Australian Marriage Law Postal Survey
- annual performance statement, 26 *see also* performance reporting
- annual report
 - 2016–17, errors and omissions, 123
 - enquiries contact details, iv
- Appropriation, 5, 84, 85 *see also* financial statements
- asset management, 58
- attendance management, 74
- Audit Committee, 51, 53, 123
- Auditor-General
 - access clauses in contracts, 57
 - reports, 55
 - see also* Australian National Audit Office
- audits
 - external, 20
 - independent auditor's report, 86–7
 - of performance measures, 39
- AusTender, 57, 58
- Australia Day Awards, 77
- Australian Bureau of Agricultural and Resource Economics and Sciences, 38
- Australian Bureau of Statistics Act 1975*, 12, 13, 16, 49, 60, 75
- Australian Human Rights Disability Commissioner, 20, 65
- Australian Information Commissioner, 54, 55
- Australian Labour Account, 3
- Australian Marriage Law Postal Survey (AMLPS), 2, 4, 19–20, 27
 - accessibility recognised, 20, 65
 - advertising, 58, 59
 - consultancy services required, 57
 - privacy, 54
 - risk management, 52
 - security, 53
 - significance rating, 20
 - staff, 20, 69
- Australian Multicultural Marketing Awards, 27
- Australian National Audit Office
 - report on financial statements, 86–7
 - see also* Auditor-General
- Australian National University Social Research Centre survey, 20
- Australian Privacy Principles, 53
- Australian Public Service
 - Code of Conduct breaches, 76
 - RecruitAbility Scheme, 65

- Australian Statistician
 - authority and responsibilities, 13, 48
 - review of year, 2–7
- Australian Statistician's Awards, 77
- Australian Statistics Advisory Council, 16–17, 49
- Australian Workplace Equality Index, 64
- awards (recognition)
 - to ABS, 4, 20, 22, 23, 27, 34, 65
 - staff, 76–7
- B**
- Bagshaw, Eryk, 41
- Banks, Prof. Gary, 16
- Bennett, Melissa, 42
- big data, 3, 4 *see also* data integration
- Boyton, Adam, 40
- Bureau of Infrastructure, Transport and Regional Economics, 4
- business information confidentiality *see* confidentiality of data; privacy
- Business Longitudinal Analytical Data Environment (BLADE), 21
- business transformation (ABS) *see* transformation program
- Byers, David, 16
- C**
- capability development *see* training and development of ABS staff
- capital management plan, 58
- case studies
 - Chief Economist, 41
 - Data Acquisition, 44
 - Enhancements to CPI, 40
 - Outgoing Passenger Cards, 42
 - Personal Safety Survey, 43
- Census 2016, 6, 27
 - advertising, 58, 59
 - Notices of Direction, 13
- Census 2021, 6
 - Board, 49
 - Delivery Committee, 49
- Census and Statistics Act 1905*, 11, 12–13, 54, 60, 120
- Census and Statistics Regulation 2016*, 13, 60, 75
- Census field staff, 75
- Census Post-Enumeration Survey
 - correction of errors in previous report, 123
- change management program *see* transformation program
- Chief Economist, 41
- Chief Methodologist, 50, 51
- Citizen-Centred Innovation Award, 4, 20, 27
- coaching and mentoring, 63, 68
- code of conduct breaches, 76
- collaboration *see* partnerships
- Collett, Stephen, 16
- Comcare
 - compensation claims, 72–4
 - investigations and inspections, 71
 - premium rate, 71
- committees (ABS), 48–51
- Commonwealth data integration *see* data integration
- Commonwealth Director of Public Prosecutions, 13
- Commonwealth Electoral Act 1918*, 58
- Commonwealth Ombudsman, 55
- Commonwealth Procurement Rules, 57, 78, 80
- communication of statistics *see* publications and products; websites
- communications technology *see* information and communications technology (ABS)
- confidentiality of data *see* privacy; security of premises, systems and data
- consultancies by ABS, 31, 36
- consultants engaged by ABS, 57–8
- consultation and communication among ABS staff, 22, 23, 35, 70, 75
- consultation with stakeholders *see* stakeholders
- Consumer Price Index, 3, 4, 40
- contact details, iv
- contracts, 57–8
- corporate governance, 48–59
 - external scrutiny, 55–6
 - fraud control, iii, 4, 52–3
 - governance committees, 48–51
 - IPS requirements, 54
 - privacy, 53–4
 - security of premises and systems, 53
 - see also* procurement; risk management
- Corporate Plan, 11
- court actions, 13
- courts and tribunals (external scrutiny of ABS), 55
- Crompton, Michael, 54
- crop statistics, 4
- cross-border passenger movements, 42
- cultural change programs, 34, 63–4 *see also* transformation program
- Cultural Competence Program, 64

culturally and linguistically diverse groups see workplace diversity
Culturally and Linguistically Diverse Network, 64
cyber threats see security of premises, systems and data

D

data collection methods, 33, 44
data dissemination see publications and products
data integration, 3–4, 21–2 see also administrative data; big data
Data Integration Partnership for Australia, 3, 21–2, 27
data management see information and communications technology (ABS)
DataLab, 10, 21, 31, 36, 37
de Haan, Prof. Jan, 40
Deakin University, 44
deliverables (Program 1.1), 17–18
Department of Education and Training, 3, 38
Department of Environment and Energy, 21, 38
Department of Finance, 32, 40, 55
 ABS adherence to guidance for annual performance statements, 39
Department of Foreign Affairs and Trade, 38
Department of Home Affairs, 42
Department of Immigration and Border Protection, 42
Department of Industry, Innovation and Science, 3, 21
Department of Social Services, 40, 43
disability
 people with disability employed in ABS, 35, 65, 66
Disability and Carers Network, 64
Disability Discrimination Commissioner, 20, 65
Disclosure Review Committee, 50
dissemination of information see publications and products; websites
Diversity and Gender Equality Award, 65
diversity in the workplace, 35, 64–7
domestic violence, 43

E

ecological sustainability, 78–81
Economics Statistics Advisory Group, 30, 50
email inquiry service see National Information and Referral Service
Employee Assistance Program, 74

employees of ABS see human resources management
enabling legislation, 12–13 see also names of specific Acts
energy consumption and management (ABS), 79–81
engagement with stakeholders see stakeholders
enquiry service see National Information and Referral Service
enterprise agreements, 63, 75
Enterprise Learning Model, 67
entity resource statement, 84
entrepreneurship, 21
Environment Protection and Biodiversity Conservation Act 1999 ecological sustainability principles, 78–81
Ernst & Young, 53
errors and omissions in previous annual reports, 123
Excellence Awards, 76–7
Executive Board, 49, 50, 52
Executive Capability Development seminar series, 68
Executive Leadership Group replacement, 49
exempt contracts, 58
expenses for outcome, 85 see also financial performance
external scrutiny, 55–6
 Gateway Review of SBTP, 6, 28, 32–3, 55

F

Facebook followers, 10
family violence, 43
Federation of Ethnic Communities' Councils of Australia., 20
female staff, 35, 60–2, 67
finance law compliance, 85
financial performance
 asset management, 58
 consultancy and user-funded revenue, 31, 36
 expenses for Outcome 1, 85
 independent auditor's report, 86–7
 PGPA Act compliance statement, 85
 resource allocation, 5
 resource statement, 84
financial statements, 86–111
Flex Works, 22, 65
flexible working arrangements, 22–3, 35, 65, 81
Fox, Prof. Kevin, 40
fraud control, iii, 4, 52–3

Freedom of Information Act 1982, 13, 54, 58
 functions (ABS) see role and functions (ABS)
 fundraising (staff), 77

G

Gateway Review
 process, 32
 of SBTP, 6, 28, 32–3, 55
Gender and Diversity Action Plan 2014–17,
 23
 gender balance in ABS, 35, 60–2, 67
 Gender Equity Network, 64
 gender pay gaps, 65
 General Social Survey, 33, 44
 geospatial data and statistics, 21
 glossary, 119–22
 Gould, Dr Phillip, 16
 governance see corporate governance
 government agency data see administrative
 data
 graduate recruitment, 34, 65, 67, 69
 green energy, 80–1
 Green Lease Schedules, 79

H

Health Literacy Survey, 33, 44
 health promotion in ABS see workplace
 health and safety
 highlights of 2017–18, 2
 Hockman, Bruce, 41
 household inflation indicators see Consumer
 Price Index
 human resources management, 60–77
 attendance management, 74
 coaching and mentoring, 63, 68
 compensation and rehabilitation, 71–4
 consultation and communication, 22,
 23, 35, 70, 75
 cultural change programs, 34, 63–4
 displaced staff, 63
 employee networks, 64–5
 employment arrangements, 75
 flexible working arrangements, 22, 65,
 81
 leadership development, 63–4, 68
 location of staff, 61
 People and Culture Action Plan, 34–5,
 67
 People Committee, 50, 70
 performance management of staff, 76
 recruitment, 65, 67, 69
 salary arrangements, 76
 seconded officers, 36, 38
 staff gender balance, 60–1, 67

staff numbers and profile, 35, 60–2,
 65–7
 staff recognition and awards, 76–7
 staff satisfaction with working
 conditions, 22, 23
 staffing average level, 85
 training and development, 67–9, 70
 unscheduled absences, 74
 workforce planning, 28, 35, 62–3
 workplace diversity, 64–7
 workplace health and safety, 35, 50,
 70–4

I

illness and injury incidence (ABS staff), 71–4
 Inclusion and Diversity Strategy, 34, 64
 Indigenous Australians see Aboriginal and
 Torres Strait Islander peoples
 individual determinations (section 24(1) of
 the *Public Service Act 1999*), 75
 Individual Flexibility Arrangements, 75
 inflation indicators see Consumer Price Index
 information and communications technology
 (ABS), 23, 80 see also websites
 information and referral service see National
 Information and Referral Service
 information dissemination see publications
 and products; websites (ABS)
 Information Integrity Solutions Pty Ltd, 54
 Information Privacy Principles see Australian
 Privacy Principles
 Information Publication Scheme, 54
 injury and illness incidence (ABS staff), 71–4
 Instagram followers, 10
 Institute of Public Administration Australia
 Public Sector Innovation Awards, 4, 20,
 27, 42
 integrated data see data integration
 Internal Control Framework, 48
 International Monetary Fund, 29
 international standards, 29

J

Jackson Pulver, Prof. Lisa, 16
 job creation, 21
 judicial decisions, 55

K

Kalisch, David see Australian Statistician

L

labour market data, 3
 leadership development, 63–4, 68

legislation
 ABS subject to, 13
 enabling ABS functions, 12–13
letter of transmittal, iii
Leveraging Asperger's and Autism Network, 64
linked data see data integration
LinkedIn followers, 10
location data, 21
locations of ABS see offices (ABS)
Lokhorst, Justin, 65
Long Service Awards, 77

M

MADIP see Multi-Agency Data Integration Project
Male Champions of Change, 65
Management Fundamentals program, 68
Management Meetings, 51
market research, 58–9
McCarthy, Paul, 40
McCormack, Hon. Michael, 12
media coverage, 41
media enquiries contact details, iv
mentoring, 68
Methodology Advisory Committee, 51
microdata, 37, 38
Miners, Stephen, 16
Minister for Finance, 29
Ministers, 7, 12
mission
 ABS see role and functions (ABS)
 ASAC, 16
Multi-Agency Data Integration Project (MADIP), 21, 54
multicultural marketing for 2016 Census, 27

N

National Accounts, 3
National Data Acquisition Centre, 44
National Forum (ABS staff), 75
National Health and Safety Committee, 50
National Information and Referral Service, iv, 10
non-salary benefits, 77
Notices of Direction, 13
notifiable data breaches scheme, 53, 54
notifiable incidents (WHS), 71

O

objectives of ABS see outcome and program; purpose (ABS)

occupational health and safety see workplace health and safety
offices (ABS)
 ecological sustainability, 78–81
 flexible working environment, 22–3
 locations and contact details, iv
 security, 53
 staff numbers at, 61
Ombudsman, 55
omissions and errors in previous annual reports, 123
organisational structure, 13–15
 restructures, 27–8
organisational transformation program see transformation program
outcome and program, 17–18 see also performance reporting
Outgoing Passenger Cards, 42
outputs see publications and products

P

parliamentary committees, submissions to, 56
partnerships, 4, 7, 19–20, 27, 36, 37–8, 44
passenger movements cross-border, 42
pay (ABS employees) see remuneration
Payne, Prof. Abigail, 16
People and Culture Action Plan, 34–5, 67
People Committee, 50, 70
Performance Improvement Plan (PIP), 76
performance management (staff), 76 see also human resources management
performance reporting, 26–44
 ABS adherence to Dept of Finance guidance, 39
 ABS at a glance (metrics), 10
 analysis of performance against purpose, 26–8
 deliverables, 17–18
 environmental performance, 78–81
 highlights of 2017–18, 2
 stakeholder relationship performance, 30, 32, 37–8
 Strategic Priority 1 (provide high quality statistics), 29–32, 40
 Strategic Priority 2 (transform the ABS for the future), 32–5
 Strategic Priority 3 (develop and implement new statistical solutions), 36–8, 43–4
personal information confidentiality see privacy
Personal Safety Survey, 43
pioneer statistical collections, 33

- plans and planning
 - Corporate Plan, 11
 - fraud control, iii, 52
 - ICT Energy Management Plan, 80
 - people and culture, 34–5, 67
 - workforce, 28, 35, 62–3, 67
 - Population and Social Statistics Advisory Group, 30, 51
 - Population Census see Census
 - Population Census Pro, 10
 - Portfolio Budget Statements
 - outcome and program, 17–18, 29
 - portfolio membership, 12
 - postal surveys see Australian Marriage Law Postal Survey
 - Pride Network, 65
 - priorities (ABS), 11
 - privacy, 4, 11, 53–4
 - Privacy Act 1988*, 11, 13, 53, 54
 - procurement, 57–8
 - Productivity Commission, 38
 - program deliverables, 17–18
 - protective security, 50, 53
 - Provisional Improvement Notices, 71
 - public data management see administrative data; data integration
 - Public Governance, Performance and Accountability Act 2013*, iii, 13, 85, 86
 - compliance statement, 26
 - Public Interest Disclosure Act 2013*, 13
 - Public Sector Innovation Awards, 4, 20, 27, 42
 - Public Service Act 1999*, 13
 - employment arrangements, 75
 - section 24(1) determinations, 75
 - public value, 5, 37
 - publications and products
 - statistical products released, 3, 10
 - usage and uptake, 31–2, 37
 - see also websites
 - purchasing, 57–8
 - purpose (ABS), 11, 26
- R**
- recognition and reward scheme see Excellence Awards
 - reconciliation plan, 64
 - RecruitAbility Scheme, 65
 - recruitment, 34, 65, 66, 67, 69
 - recycling, 79, 80, 81
 - rehabilitation management, 72–4
 - Remote Access Data Laboratory (RADL) tool, 31
 - remuneration, 76
 - gender pay gaps, 65
 - Reserve Bank of Australia, 30, 38, 40
 - Resource Prioritisation and Finance Committee, 50
 - resource statement, 84 see also financial performance
 - retail transactions data see transactions data
 - revenue, consultancy and user-funded, 31, 36 see also financial management
 - risk management, 4, 20, 57
 - framework and oversight, 28, 52
 - fraud risk assessment, 53
 - statistical risk management, 40, 49, 55
 - work health and safety, 70
 - see also corporate governance
 - road freight statistics, 4
 - role and functions (ABS), 11, 12–13, 17–18
- S**
- safety
 - Personal Safety Survey, 43
 - in the workplace see workplace health and safety
 - same-sex marriage law survey see Australian Marriage Law Postal Survey
 - satellite imagery, 4
 - scanning at supermarket checkouts see transactions data
 - school funding modelling, data for, 3, 21
 - seconded officers, 36, 38
 - secrecy see privacy
 - section 24(1) determinations, 75
 - Security Committee, 50
 - security of premises, systems and data, 53
 - Senior Executive Service (SES)
 - employment arrangements, 75
 - numbers and gender balance, 35, 60–2, 67
 - recruitment, 69
 - remuneration, 76
 - Service Improvement Steering Committee, 50
 - sexual violence, 43
 - small business participation in procurement market, 57
 - social media, 3, 10
 - socio-economic status scores calculation, 3
 - Special Data Dissemination Standards, 29
 - staff see human resources management
 - Stakeholder Relationship Health Assessment, 30, 32, 37–8
 - stakeholders, 11, 27–8
 - engagement and satisfaction, 28, 30, 32, 37–8, 41
 - standards, international, 29

state and territory ABS offices, iv
state and territory governments, ABS
collaboration with, 38, 40
State Statistical Forum, 30, 51
Statement of Expectations for the ABS, 12
see *also* role and functions (ABS)
Statistical Business Transformation Program,
6, 28, 32–3, 44, 55, 57, 68
Statistical Business Transformation Program
Delivery Board, 49
Statistical Business Transformation Program
Executive Board, 49
statistical collections and new SBTP
capabilities, 33
statistical data integration see data
integration
Statistical Network Services and Technology
Committee see Service Improvement
Steering Committee
statistical products and services see
publications and products
statistical risk management, 40, 49, 55
Statistical Strategy Committee, 49
Statistician see Australian Statistician
Statistics Determination 1983, 13
Strategic Partners, 29
Strategic Partnership Managers, 38
strategic planning see Corporate Plan
Strategic Priority 1 (provide high quality
statistics), 29–32, 40
Strategic Priority 2 (transform the ABS for the
future), 32–5
Strategic Priority 3 (develop and implement
new statistical solutions), 36–8, 43–4
submissions to parliamentary committees, 56
Sukkar, Hon. Michael, 12
supermarket checkout data see transactions
data

T

TableBuilder products sessions, 10
telecommunications data, 4
telematics data from trucks, 4
telephone inquiry service see National
Information and Referral Service
telephone interviewing capabilities, 33
territory governments, ABS collaboration
with, 38
territory offices of ABS, iv
Torres Strait Islander population see
Aboriginal and Torres Strait Islander
peoples
training and development of ABS staff, 67–9,
70

transactions data, 4, 40
transformation program, 4, 6, 28, 32–3, 34,
44, 55, 57, 68
achievements, 8–9
Treasury, 3, 12, 30, 38, 40
tribunals, 55
truck telematics data, 4
trust
in ABS, 37
core ABS value, 4
Twitter followers, 10

U

underperformance (staff) see performance
management (staff)
unions, 75
United Nations Public Service Day, 77
unscheduled absences, 74

V

value of ABS, 5, 37–8
vehicle fleet, 80
violence in Australia, 43

W

waste management, 79–80, 81
web collection capabilities, 33
web scraping, 3, 40
websites (ABS)
address, iv
visits and downloads, 3, 10, 31
work health and safety, 35, 50, 70–4
workers' compensation, 71–4
workforce planning, 28, 35, 62–3, 67 see
also human resources management
workforce skills and knowledge see training
and development of ABS staff
workforce statistics (ABS), 35, 60–2, 65–7
see *also* human resources management
workplace diversity, 35, 64–7
Inclusion and Diversity Strategy, 34, 64
workplace health and safety, 50, 70–4

Y

Youmpla (Aboriginal and Torres Strait Islander
Network), 64, 65
YouTube followers, 10

