

# CHAPTER FIVE

## PEOPLE

The DMO is committed to delivering Defence capability and implementing the recommendations of the Defence Procurement Review. The people capability is a key strength of the DMO and the large, stable and experienced workforce has been built over many years. As a prescribed agency with the vision of becoming the leading project management and engineering services organisation, the DMO's primary goals will be to:

- reshape the people capability to meet new and evolving skilling needs,
- retain the skills in a competitive environment, and
- develop skilled personnel to take up senior roles in critical skilling areas as the DMO faces skilling shortages and an ageing workforce.

### Priorities

Priorities in 2005-06 include:

- developing DMO-specific occupational health and safety requirements consistent with the *Defence Occupation Health and Safety Strategic Plan 2004-2006* and integrate those requirements into the Defence occupational health and safety management system; and
- continuing to improve human resource service delivery by redeveloping and implementing a national shared service arrangement, and adopting best practice benchmarks and approaches for resourcing, business processes, information technology and systems, and relationship management.

## WORKFORCE SUMMARY

The overall DMO workforce is forecast to be reduced by 209 from the 2004-05 projected result of 6,848 to 6,639 in 2005-06. As the DMO will become a prescribed agency on 1 July 2005, its Australian Public Service (APS) and Professional Service Providers (PSP) workforce information has been excluded from the Defence forecast for 2005-06. However, as the DMO was a Defence Group in the period 2004-05, its APS and PSP information is detailed in both Defence's total workforce for 2004-05 (in Defence's Chapter Five - People) and in this chapter.

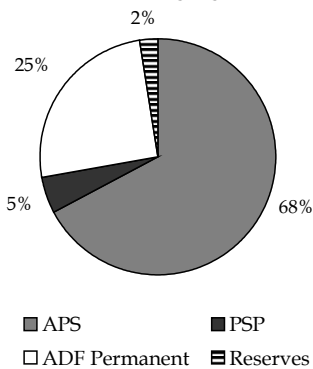
This reflects the planned reduction of APS and PSP numbers in Defence and a decrease in the number of ADF Permanent military forces staff provided to the DMO. The charts below show the percentage of personnel by type of Service (APS, PSP, ADF Permanent and Reserves) and then by the Service which they belong to.

Under current planning, the DMO workforce in 2005-06 is estimated to comprise:

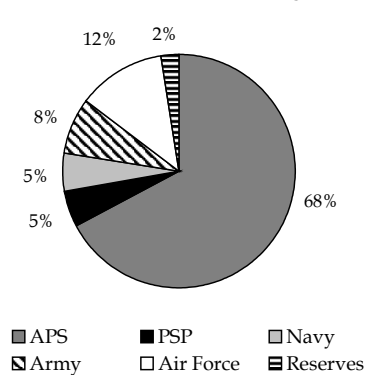
- 4,448 APS staff.
- 338 PSP staff.
- ADF Permanent Force of:
  - 353 Navy personnel,
  - 501 Army personnel, and
  - 830 Air Force personnel.
- 169 ADF Reserve Forces.

**Chart 5.1: DMO Workforce – Budget Estimates by Service and Type**

**Workforce Estimate by Type**



**Workforce Estimate by Service**



**Table 5.1: DMO Workforce** <sup>(1)</sup>

	<b>2004-05 Projected Result</b>	<b>2005-06 Budget Estimate</b>	<b>Variation</b>	
				<b>%</b>
APS Workforce <sup>(2)</sup>	4,478	4,448	-30	-1
PSP Workforce <sup>(3)</sup>	389	338	-51	-13
<b>Sub-total Civilian Workforce</b>	<b>4,867</b>	<b>4,786</b>	<b>-80</b>	<b>-2</b>
<b>Permanent Force</b>				
Navy	433	353	-79	-18
Army	552	501	-51	-9
Air Force	807	830	23	-3
<b>Sub-total Permanent Force<sup>(4)</sup></b>	<b>1,792</b>	<b>1,684</b>	<b>-108</b>	<b>-6</b>
ADF Reserve Force	189	169	-20	-11
<b>Sub-total Military Force<sup>(5)</sup></b>	<b>1,981</b>	<b>1,853</b>	<b>-128</b>	<b>-6</b>
<b>Total Workforce</b>	<b>6,848</b>	<b>6,639</b>	<b>-209</b>	<b>-3</b>

**Notes**

1. Numbers for the ADF Permanent Force and APS/PSP are based on average funded strengths (AFS) and full-time equivalent (FTE) respectively. Numbers for Reserves represent numbers of general or active Reservists who will undertake paid service during the financial year.
2. DMO's APS numbers form part of the 2004-05 Defence workforce projected result, but are not included in the 2005-06 Defence workforce budget estimates (see Table 5.1 of Defence's Chapter Five - People).
3. PSPs are individuals under contract filling line positions. DMO PSPs form part of the 2004-05 Defence workforce projected result, but are not included in the 2005-06 Defence workforce budget estimates (see Table 5.1 of Defence's Chapter Five - People).
4. Numbers for the ADF Permanent Force include general Reservists undertaking full-time service.
5. These figures are also included in Defence's military force projected result for 2004-05 and the budget estimate for 2005-06 (see Table 5.1 of Defence's Chapter Five - People). Military staff are provided to the DMO from Defence under a fee for service arrangement.

**Civilian Workforce**

The estimated APS full-time equivalent average (FTE-A) funded strength for 2005-06 is 4,448, which is a reduction of 12 from that agreed by the Defence Committee in the 2005-15 Defence Workforce Plan. This represents a decrease of 30 FTE-A from the 2004-05 projected result of 4,478. This reduction reflects the third year of the Defence civilian reduction program (-78); the conversion of PSP to APS staff (+42) and net transfers of functions between the DMO and Defence (+6).

**PSP Workforce**

The estimated PSP FTE-A funded strength for 2005-06 is 338 as agreed to by the Defence Committee in the 2005-15 Defence Workforce Plan. This represents a decrease of 51 PSPs from the 2004-05 projected result of 389. This reduction reflects the conversion of 42 PSP to APS FTE-A and the third year of the Defence PSP reduction program (-9).

**ADF Permanent Force**

The estimated ADF Permanent average funded strength (AFS) for 2005-06 is 1,684, which is an increase of 12 from that agreed by the Defence Committee in the 2005-15 Defence Workforce Plan. This represents an overall decrease of 108

from the 2004-05 projected result of 1,792. This decrease is due to the following changes:

- a draw-down of 80 Navy AFS provided to the DMO;
- a draw-down of 51 Army AFS provided to the DMO; and
- Air Force increasing by 23 AFS due to the transfer of functions into the DMO.

### **ADF Reserve Force**

The estimated size of the Reserve Force employed within the DMO for 2005-06 is 169, which represents a decrease of 20 personnel from the 2004-05 projected result. This is due to a decrease in the size of the Reserve Force because of the preference to employ Reservists at a higher rank/level from 2004-05 to 2005-06. This figure represents the active component of the Reserve element that are expected to undertake paid service during 2005-06. These figures do not include Reservists undertaking full-time service, as they are included in the Permanent Force numbers (see Note 4 to Table 5.1).

**Table 5.2: Breakdown of Personnel Numbers by Service and Rank <sup>(1)</sup>**

	<b>2004-05 Projected b Result</b>	<b>2005-06 Budget Estimate</b>
<b>APS</b>		
Senior Executives	30	30
Senior Officers <sup>(2)</sup>	965	973
Other APS Staff	3,483	3,445
<b>Sub-total APS</b>	<b>4,478</b>	<b>4,448</b>
PSP Workforce	389	338
<b>Sub-total Civilian Workforce<sup>(3)</sup></b>	<b>4,867</b>	<b>4,786</b>
<b>NAVY</b>		
Star Ranked Officers	5	6
Senior Officers <sup>(2)</sup>	48	49
Junior Officers	165	143
Other Ranks	215	155
<b>Sub-total: Permanent Navy</b>	<b>433</b>	<b>353</b>
Reserve Forces <sup>(4)(5)</sup>	70	61
<b>Sub-total Navy</b>	<b>503</b>	<b>414</b>
<b>ARMY</b>		
Star Ranked Officers	4	4
Senior Officers <sup>(2)</sup>	45	44
Junior Officers	256	213
Other Ranks	247	240
<b>Sub-total: Permanent Army</b>	<b>552</b>	<b>501</b>
Reserve Forces <sup>(4)(5)</sup>	80	67
<b>Sub-total Army</b>	<b>632</b>	<b>568</b>
<b>AIR FORCE</b>		
Star Ranked Officers	5	5
Senior Officers <sup>(2)</sup>	65	71
Junior Officers	395	403
Other Ranks	342	351
<b>Sub-total: Permanent Air Force</b>	<b>807</b>	<b>830</b>
Reserve Forces <sup>(4)(5)</sup>	39	41
<b>Sub-total Air Force</b>	<b>846</b>	<b>871</b>
<b>Total DMO Workforce</b>	<b>6,848</b>	<b>6,639</b>

**Notes**

1. Reflects the AFS and FTE-A for 2005-06. The military workforce numbers are included in Defence's estimated military numbers (see Table 5.1 of Defence's Chapter Five - People).
2. Senior Officers are of Colonel or Lieutenant Colonel rank equivalent and substantive APS Executive Level 1 and 2.
3. DMO's APS and PSP numbers form part of the 2004-05 Defence workforce projected result, but are excluded from the 2005-06 Defence workforce budget estimates (see Table 5.1 of Defence's Chapter Five - People).
4. ADF Reserve figures represent estimated actual numbers of general or active Reservists who rendered service during 2004-05 and the DMO ADF Reservist bids for 2005-06.
5. Reservists on full-time service are reported in the Permanent Force.