

Number and percent (of overall staff) of First Nations identifying applicants for all advertised job rounds from FY2019-2020 to 2023-2024

Classification	Identification as First Nations: Yes	Identification as First Nations: No	Identification: Choose not to disclose	Percent of total First Nations identification	Total Overall applications
APS Level 1	56	4389	61	1.24	4,506
APS Level 2	46	3280	44	1.36	3,370
APS Level 3	43	5679	103	0.74	5,825
APS Level 4	56	5602	124	0.97	5,782
Broadband Two - APS Level 4-5	24	2028	49	1.14	2,101
APS Level 5	18	1942	41	0.90	2,001
APS Level 6	164	7656	195	2.05	8,015
Executive Level 1	185	7023	211	2.49	7,419
Executive Level 2	63	2591	77	2.31	2,731
SES Band 1	13	839	24	1.48	876
SES Band 2	2	158	3	1.23	163
SES Band 3	0	39	0	0.00	39
Medical Officer 4	0	39	1	0.00	40
Unclassified	329	24105	443	1.32	24,877
Grand Total	999	65370	1376	1.47	67,745

Number and percent (of overall staff) of First Nations identifying applicants merit listed for all job rounds (all levels) from FY 2019-2020 to 2023-2024

Classification	Identification as First Nations: Yes	Identification as First Nations: No	Identification: Choose not to disclose	Percent of total First Nations identification	Total Overall merit listed
APS Level 3	0	124	1	0	125
APS Level 4	0	242	8	0	250
APS Level 5	1	217	5	0.8	223
APS Level 6	18	579	13	2.95	610
Broadband Two - APS Level 4-5	4	248	7	1.54	259
Executive Level 1	8	375	12	2.03	395
Executive Level 2	2	149	5	1.28	156
Medical Officer 4	0	12		0	12
SES Band 1	3	49		5.77	52
SES Band 2	0	9		0	9
SES Band 3	0	5		0	5
Unclassified	8	503	13	1.53	524

Grand Total	44	2512	64	1.69	2620
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Number and percent (of overall staff) of First Nations identifying applicants being offered a position for all advertised job rounds (all levels) from FY 2019-2020 to 2023-2024

Classification	Identification as First Nations: Yes	Identification as First Nations: No	Identification: Choose not to disclose	Percent of total First Nations identification	Total Overall merit listed
APS Level 1	1	14	1	6.25	16
APS Level 3	2	141	1	1.39	144
APS Level 4	3	221	5	1.31	229
Broadband Two - APS Level 4-5	3	119	1	2.44	123
APS Level 5	2	166	2	1.18	170
APS Level 6	19	706	11	2.58	736
Executive Level 1	14	706	13	1.91	733
Executive Level 2	3	198	2	1.48	203
SES Band 1	0	29	0	0	29
SES Band 2	0	15	1	0	16
SES Band 3	0	2	0	0	2
Medical Officer 4	0	1	0	0	1
Unclassified	32	859	15	3.53	906
Grand total	79	3177	52	2.39	3308

Number and percent (of overall staff) of the separation rate (voluntary and involuntary separations) of First Nations identifying employees during FY 2019-2020 to 2023-2024

Total Separations	2019-20	2020-21	2021-22	2022-23	2023-24
First Nations	6	10	11	18	23
Non-First Nations	384	327	435	590	535
Total DFAT APS	390	337	446	608	558
First Nations percent of Total Separations	1.50%	3.00%	2.50%	3.00%	4.10%
First Nations Total Separation Rate (percentage of total FN DFAT population)	5.40%	8.50%	9.20%	14.00%	19.00%
DFAT Total Separation Rate	10.20%	8.70%	10.60%	12.90%	11.70%

Voluntary Separations	2019-20	2020-21	2021-22	2022-23	2023-24
First Nations	4	7	9	18	21
Non-First Nations	287	245	374	526	458
Total DFAT APS	291	252	383	544	479
First Nations percent of Voluntary Separations	1.40%	2.80%	2.30%	3.30%	4.40%
First Nations Voluntary Separation Rate	3.60%	5.90%	7.50%	14.00%	17.20%
DFAT Voluntary Separation Rate	7.60%	6.50%	9.10%	11.50%	10.10%

Involuntary Separations *	2019-20	2020-21	2021-22	2022-23	2023-24
First Nations	2	3	2		2
Non-First Nations	97	82	61	64	77
Total DFAT APS	99	85	63	64	79
First Nations percent of Involuntary Separations	2.00%	3.50%	3.20%	0.00%	2.50%

*Total Separations minus Voluntary Separations

Measure	Description	Formula
Total Separations	The total number of employee terminations for whatever reason during the period.	
Total Separation Rate	Proportion of the workforce that left the organisation for any reason during the year.	(Total terminations / Headcount) * 100

Voluntary Separations	Total employees who left the organisation voluntarily or transferred to another government department/agency.	
Voluntary Separation Rate	Proportion of the workforce that initiated its own separation from the organisation during the year, including those employees choosing to transfer to another government department/agency.	(Employee Initiated Terminations + Terminations by Transfer / Headcount) * 100
Types of Separations:		
Employee Initiation Separations	Includes resignation, retirement, death,	
Organisation Initiated Separations	Includes dismissal, redundancy	
Contract Expiry	End of Temporary Assignment	
Termination by Transfer	Move to APS Agency	
Involuntary Separations	Employees who left the DFAT through Organisation initiated separations and contract expiry	