



2024 DEFENCE WORKFORCE PLAN

Defence will focus on recruiting, retaining and growing the highly specialised and skilled workforce needed to protect Australia and our strategic interests.

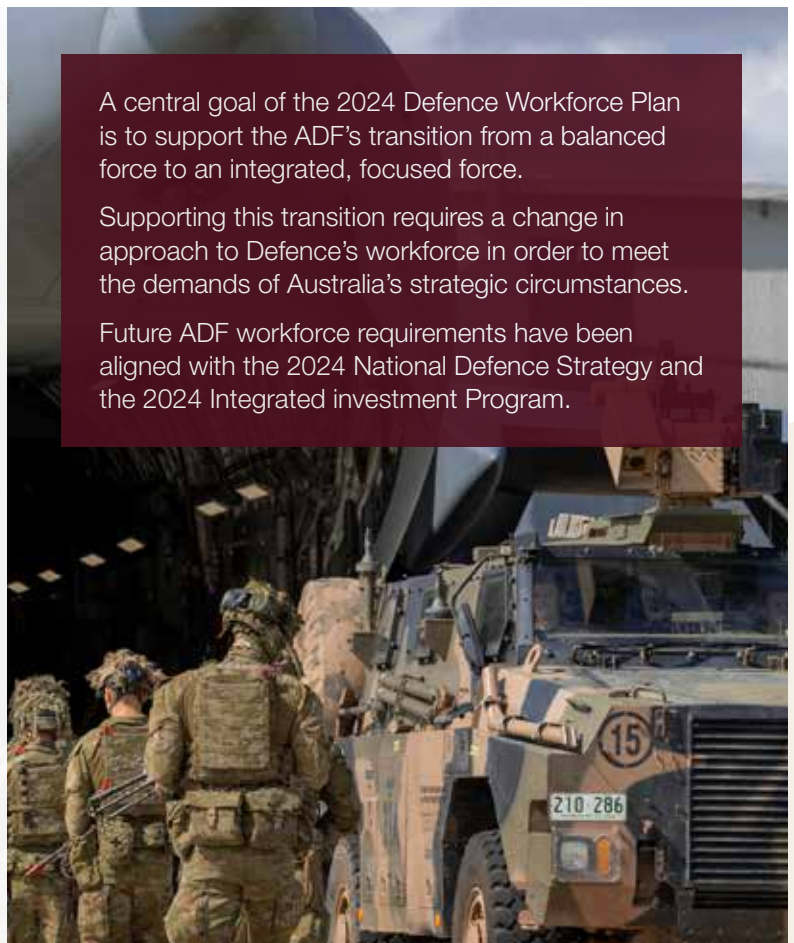
Under the 2024 Defence Workforce Plan, Defence will implement the following eight strategic tasks to meet the current and future needs of its workforce.

1. **Optimised design of the integrated workforce**
2. **Enhanced ADF inflow**
3. **Partnership with Defence industry**
4. **Enhanced ADF health services and readiness**
5. **Development and transformation of the defence workforce**
6. **Management of the integrated workforce**
7. **Improved culture, mental health and wellbeing**
8. **Support to defence personnel, ADF families and transitioning members**

A central goal of the 2024 Defence Workforce Plan is to support the ADF’s transition from a balanced force to an integrated, focused force.

Supporting this transition requires a change in approach to Defence’s workforce in order to meet the demands of Australia’s strategic circumstances.

Future ADF workforce requirements have been aligned with the 2024 National Defence Strategy and the 2024 Integrated investment Program.



The implemented eight strategic tasks will deliver workforce growth:

The 2024 Defence Workforce Plan sets out the pathway, including through a range of recruitment and retention initiatives, to grow the permanent ADF to 69,000 by the early 2030s.

	2024-25 Budgeted workforce requirement*	2025-26 Budgeted workforce requirement	2026-27 Budgeted workforce requirement	2027-28 Budgeted workforce requirement
Permanent ADF	58,850	59,373	61,049	63,272
APS	19, 236	19,862	20,260	20,273
Total – Permanent ADF + APS	78,086	79,235	81,309	83,545