



**Australian Government**  
**Department of Finance**

# **2025 Australian Government** **Office Occupancy Report**



# Contents

<b>Purpose</b>	<b>3</b>
<b>Occupational density</b>	<b>4</b>
<b>Commonwealth Property Management Framework</b>	<b>5</b>
<b>Summary of key metrics</b>	<b>6</b>
<b>Commonwealth office footprint</b>	<b>7</b>
<b>National staff, hybrid and work-points</b>	<b>8</b>
<b>National Australian Built Environment Rating System</b>	<b>9</b>
<b>Tenancies by remoteness classification</b>	<b>10</b>
<b>Ten largest entities by controlled area</b>	<b>11</b>
<b>Property operating expenses</b>	<b>12</b>
<b>Insights into small tenancies</b>	<b>13</b>
<b>Appendix A. Office data summary</b>	<b>14</b>
<b>Appendix B. Glossary</b>	<b>21</b>
<b>Appendix C. Methodology and technical notes</b>	<b>24</b>



# Purpose

The 2025 Australian Government Office Occupancy Report (the Report) provides insights into tenancies with at least 500m<sup>2</sup> of usable office area leased or owned by non-corporate Commonwealth entities (NCEs) as of 30 June 2025. The Report, based on the annual Australian Government office data collection, uses occupational density as a key efficiency metric. This metric is calculated as usable office area divided by allocated work-points.

The Report does not provide insights into actual office utilisation, such as patterns of attendance or workforce behaviour. This reflects the scope of the data collected by the Department of Finance, which does not include office attendance information or workforce behaviour due to constraints associated with data availability, resourcing, compliance requirements and potential privacy considerations.

The Commonwealth Property Management Framework is designed to enhance the efficiency of portfolio management. NCEs are advised to consider the occupational density target during key property management stages, such as end of lease planning, lease negotiations, refurbishment projects, and throughout the property management lifecycle.

When considering the data in this Report, entities are advised to assess how their workforce management strategies and sustainability initiatives, such as work-from-home arrangements and the efficiency of a smaller office footprint, can identify areas for improvement in the management of individual property portfolios. This approach enables proactive management of specific property assets and facilitates the assessment of future workforce needs, ensuring that accommodation decisions are made in alignment with both current and future workforce requirements.

The Australian Government office footprint serves as the foundation for many services provided by the Government. The Report provides a range of statistics that indicate progress towards promoting efficient and effective management of owned and leased Commonwealth property across Australia.



# Occupational density

Introduced in 2013, the occupational density target has set a standard for office space requirements, with the Commonwealth Property Management Framework providing guidelines for NCEs.

The Government has set an occupational density target of 14m<sup>2</sup> of usable office area per allocated work-point (for tenancies with at least 500m<sup>2</sup> of usable office area).

In 2025, the national occupational density reached **12.5m<sup>2</sup>** across NCE tenancies with at least 500m<sup>2</sup> of usable office space. This compares to **13.1m<sup>2</sup>** in 2024.

**Occupational density** is the square metres of usable office area divided by the number of allocated work-points. The national occupational density is calculated by dividing the aggregate usable office area for all tenancies by the aggregate number of allocated work-points.

**12.5m<sup>2</sup>**

**National occupational density**

**58.3%**

**Of tenancies met occupational density target**

Further information on the different area types is detailed in Figure 1.



# Commonwealth Property Management Framework

The Commonwealth Property Management Framework (Framework) supports entity decision making to improve the efficient and effective management of owned and leased Commonwealth property. One way *the Framework* does this is that NCEs are required to consider the Government's occupational density target when undertaking planning and throughout the property management lifecycle.

For over 10 years, the Framework has supported accountable authorities of entities with planning and agreeing property requirements to ensure ongoing improvements in property efficiency.

**84**

**NCEs participated in 2025 Collection**

1,309 tenancies reporting with usable office area

**566**

**Tenancies reported with at least 500m<sup>2</sup> of usable office area**

**330**

**Tenancies met the Occupational Density Target in 2025**

Increased from **88** tenancies in 2015 meeting the target

# Summary of key metrics

The overall office footprint decreased while the number of staff increased, and most key measures show the properties are being used more effectively and efficiently. In particular, the data from 2024 to 2025 shows:

<p><b>Number of tenancies</b></p> <p>Decreased by <b>43</b> tenancies from 609 in 2024 to 566 in 2025</p>	<p>↓</p>	<p><b>7.1%</b></p>
<p><b>Total footprint (controlled area)</b></p> <p>Decreased <b>47,595m<sup>2</sup></b> from 2,934,191m<sup>2</sup> in 2024 to 2,886,596m<sup>2</sup> in 2025</p>	<p>↓</p>	<p><b>1.6%</b></p>
<p><b>Usable office area</b></p> <p>Decreased by <b>38,086m<sup>2</sup></b> from 2,356,371m<sup>2</sup> in 2024 to 2,318,285m<sup>2</sup> in 2025</p>	<p>↓</p>	<p><b>1.6%</b></p>
<p><b>Staff<sup>1</sup> allocated to lease</b></p> <p>Increased <b>4,769</b> from 180,191 in 2024 to 184,960 in 2025</p>	<p>↑</p>	<p><b>2.6%</b></p>
<p><b>Net tenancy expenditure<sup>2</sup></b></p> <p>Increased by <b>\$56.6m</b> from \$1,522.3m in 2024 to \$1,578.9m in 2025</p>	<p>↑</p>	<p><b>3.7%</b></p>
<p><b>Cost per staff<sup>3</sup></b></p> <p>Increased by <b>\$88</b> from \$8,448 in 2024 to \$8,537 in 2025</p>	<p>↑</p>	<p><b>1.0%</b></p>
<p><b>Total property operating expense<sup>4</sup></b></p> <p>Increased by <b>\$50.6m</b> from \$203.5m in 2024 to \$254.0m in 2025</p>	<p>↑</p>	<p><b>24.8%</b></p>

**Footprint (controlled area)** is the net lettable area of a tenancy, less any area that has been sub-let to a third party.

- 1 This is a count of individual staff allocated to a tenancy and is not an Average Staffing Level (ASL).
- 2 This is the total annual rent expense of each lease for all areas within the tenancy. The increased rental costs are reflective of a number of factors, including broader market conditions.
- 3 This is the net tenancy expenditure divided by the number of staff. The increase in expenditure (rent) for 2025 is greater than the increase in staff, resulting in an increase in the overall cost per staff member.
- 4 The expenditures captured in this measure are inherently variable and influenced by market and environmental conditions. The fluctuations do not necessarily align with CPI movements and are not indicative of a consistent upward or downward trend. Total property expenses are larger in 2025 than in 2024 as data was received for more tenancies in 2025 compared to 2024.

# Commonwealth office footprint

The following table compares the number of tenancies, controlled area, and usable office area across each jurisdiction for 2024 and 2025.

**Table 1: Key area metrics by state/territory**

State/territory	Tenancies (n)	Tenancies (n)	Controlled areas (m <sup>2</sup> )	Controlled areas (m <sup>2</sup> )	Usable office area (m <sup>2</sup> )	Usable office area (m <sup>2</sup> )
	2024	2025	2024	2025	2024	2025
Australian Capital Territory	171	150	1,364,231	1,295,736	1,162,950	1,118,390
New South Wales	121	116	461,087	450,805	332,522	323,007
Victoria	96	95	417,939	432,966	327,647	329,306
Queensland	89	82	295,192	343,323	219,719	267,287
South Australia	47	42	161,664	143,905	131,497	114,830
Western Australia	42	38	129,463	119,098	92,622	76,236
Tasmania	24	21	66,586	56,097	55,384	49,479
Northern Territory	19	22	38,029	44,666	34,030	39,751
<b>Total</b>	<b>609</b>	<b>566</b>	<b>2,934,191</b>	<b>2,886,596</b>	<b>2,356,371</b>	<b>2,318,285</b>

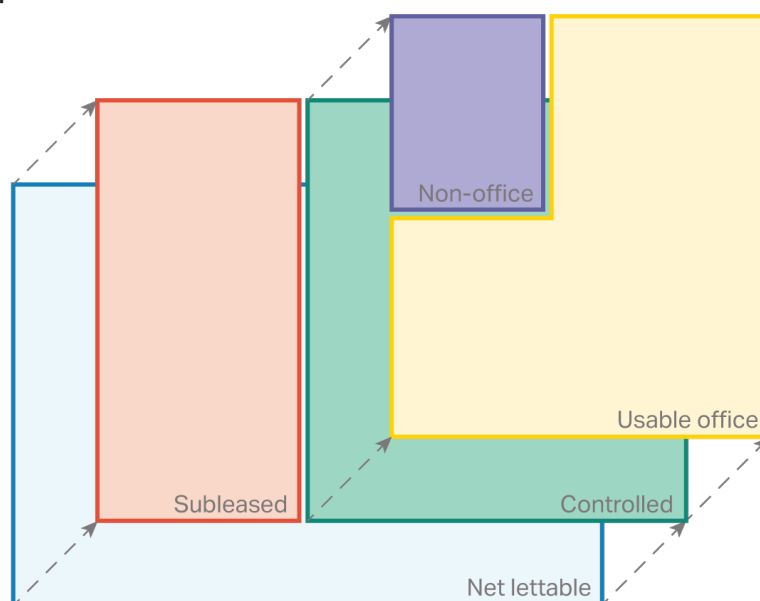
## Area types

**Net lettable area** represents the total space of a tenancy, this is measured in square metres (m<sup>2</sup>) and is the area between internal walls of a building that is being leased.

**Controlled area** is the net lettable area of a tenancy, minus any area that has been sub-let to a third party.

**Usable office area** is the controlled area of a tenancy, minus any area that is deemed unsuitable for office work (i.e. non-office area).

**Figure 1. Area type breakdown**



# National staff, hybrid and work-points

## Staff

Staff, or **staff allocated to lease**, is the number of staff (including contractors) allocated to a tenancy, measured by agency using HR data, swipe card access or ICT systems. This is a count of individual staff allocated to the lease and is not an Average Staffing Level (ASL).



**184,960**  
staff allocated to leases



an increase of **4,769**  
compared to 2024



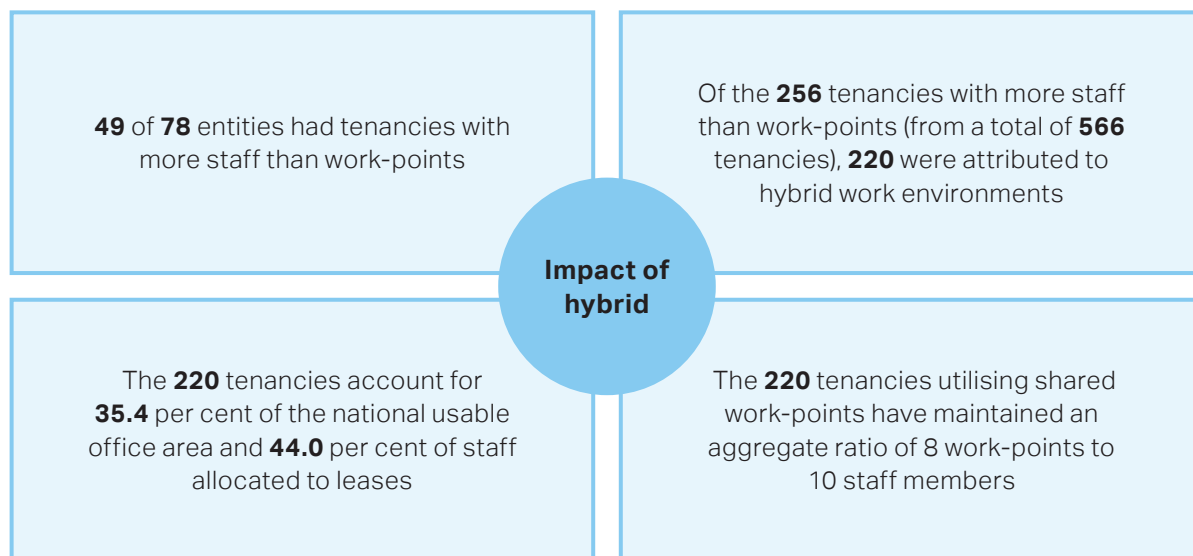
**10,185**  
more staff than work-points



an increase of **7,251** more staff than  
work-points compared to 2024

## Flexible and hybrid work

**Shared work-point (hybrid)** are when staff share work-points with other staff. This can be the result of flexible work arrangements, activity-based working or shift work.



**Note:** The Report does not provide data on actual office utilisation (i.e. attendance or workforce patterns) as the Department of Finance does not collect data from entities on office attendance.

## Work-points

**Work-points** are defined as a desk, enclosed office, or a counter where it would be reasonable to expect a person to carry out office work on an ongoing basis. Work-points are counted by entities in the weeks leading up to 30 June.

# National Australian Built Environment Rating System

Entities are responsible for improving energy efficiency and reducing emissions across their property portfolios. The National Australian Built Environment Rating System (NABERS) is a simple, reliable sustainability rating for the built environment and helps to accurately measure and communicate the environmental performance and progress of buildings.

**Table 2: Distribution of select NABERS-rated tenancies (5.5 stars or above for major cities and 4.5 stars or above for remote and regional cities) across state and territories<sup>5</sup>**

State/territory	Office buildings <sup>6</sup> (n)	Tenancies (n)	Usable office area (m <sup>2</sup> )	Staff (n)
Australian Capital Territory	18	26 <sup>7</sup>	230,731	17,354
New South Wales	20	26	134,155	10,459
Victoria	13	14	96,016	8,128
Queensland	6	9	34,862	3,221
South Australia	3	5	58,168	5,220
Western Australia	3	3	22,038	2,142
Tasmania	2	3	18,562	1,682
Northern Territory	1	1	3,336	152
<b>Total</b>	<b>66</b>	<b>87</b>	<b>597,868</b>	<b>48,358</b>

## Net Zero in Government Operations Strategy NABERS requirements

Under the Net Zero in Government Operations Strategy, released in November 2023, new NABERS Energy rating targets apply for leases of four or more years over 1,000m<sup>2</sup> from 1 July 2025, and for contracts entered into for refurbishments from 1 July 2026.

From these dates, a tenancy will meet the NABERS Rating Target under the Strategy if either of the following apply:

- It has a Remoteness Classification that is “Major Cities of Australia” and has a NABERS Energy Rating of 5.5 stars or above.
- It has a Remoteness Classification that is not “Major Cities of Australia” and has a NABERS Energy Rating of 4.5 stars or above.

5 This table only includes tenancies with at least 500m<sup>2</sup> of usable office area with: a remoteness Classification that is “Major Cities of Australia” and has a NABERS Energy Rating of 5.5 stars or above; or a Remoteness Classification that is not “Major Cities of Australia” and has a NABERS Energy Rating of 4.5 stars or above.

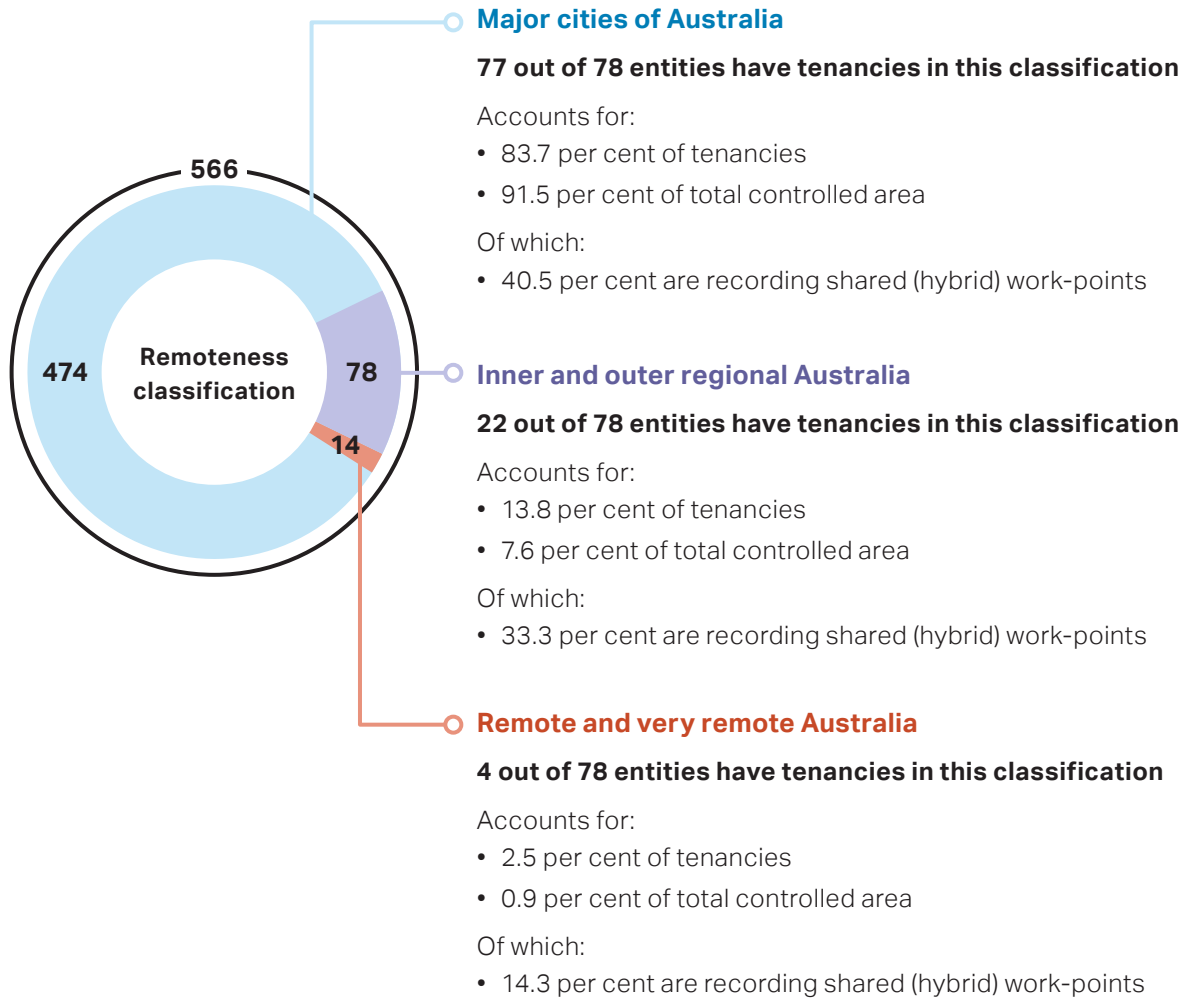
6 There are more tenancies than office buildings because of situations where more than one entity may have a lease in a particular office building.

7 The 26 tenancies include one tenancy that is mainly operational and does not contribute to the overall office building column.

# Tenancies by remoteness classification

The figure below shows the distribution of tenancies by remoteness classification for tenancies with at least 500m<sup>2</sup> of usable office area.

**Figure 2. Distribution of tenancies by remoteness classification**



# Ten largest entities by controlled area

Table 3. Key metrics for ten largest entities by controlled area

Entity	Tenancies (n)	Controlled area (m <sup>2</sup> )	Usable office area (m <sup>2</sup> )	Occupational density (m <sup>2</sup> )
Services Australia	118	465,208	393,269	12.7
Department of Defence	50	381,242	368,457	11.8
Australian Taxation Office	22	312,972	293,383	13.8
Department of Home Affairs	26	215,950	184,404	16.4
Federal Court of Australia	10	161,771	13,909	9.1
Australian Federal Police	21	137,466	70,255	10.6
Department of Employment and Workplace Relations	19	87,869	87,181	12.1
Department of Health and Aged Care	12	87,234	74,289	10.6
Department of Foreign Affairs and Trade	18	87,162	76,645	16.4
Department of Climate Change, Energy, the Environment and Water	15	84,797	75,802	14.7
<b>Subtotal of ten largest entities</b>	<b>311</b>	<b>2,021,670</b>	<b>1,637,593</b>	<b>12.9</b>
<b>Total</b>	<b>566</b>	<b>2,886,596</b>	<b>2,318,285</b>	<b>12.5</b>
<b>Ten largest entities account for</b>	<b>54.9%</b>	<b>70.0%</b>	<b>70.6%</b>	

## The ten largest entities by controlled area account for:



**54.9%**

of tenancies



**68.4%**

of staff



**70.9%**

of work-points



**52.7%**

of tenancies meeting occupational density target



**70.0%**

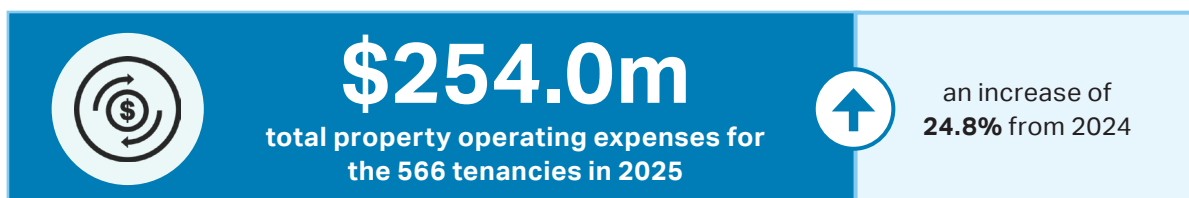
of controlled area



**66.3%**










of net tenancy cost

# Property operating expenses



In addition to net tenancy expenses, entities must also cover charges related to the operations of each property. The majority of property operating expenses are managed by each entity's Property Service Provider. The Commonwealth currently has three such providers, contracted under the Property Services Coordinated Procurement Arrangements, which commenced from July 2025.

In comparison to 2024, property energy expenses are higher in 2025. In 2024, half of tenancies had missing energy expense data, compared to a quarter of tenancies in 2025. Abstracting away from 2024, energy spending in 2025 is largely in line with previous years (see Table 5 in Appendix A for details).

 <b>Energy</b> Increased from \$30.7m in 2024 to \$52.1m in 2025	 <b>\$21.4m</b>
 <b>Repair and maintenance</b> Increased from \$47.8m in 2024 to \$61.7m in 2025	 <b>\$13.9m</b>
 <b>Relocation and refurbishments</b> Increased from \$11.5m in 2024 to \$22.0m in 2025 <sup>8</sup>	 <b>\$10.6m</b>
 <b>Contractors and consultants<sup>9</sup></b> Increased from \$7.3m in 2024 to \$10.6m in 2025	 <b>\$3.3m</b>
 <b>Other operating</b> Increased from \$19.1m in 2024 to \$21.4m in 2025 <sup>8</sup>	 <b>\$2.2m</b>
 <b>Water and sewerage</b> Increased from \$1.3m in 2024 to \$1.6m in 2025 <sup>8</sup>	 <b>\$0.4m</b>
 <b>Cleaning and waste removal</b> Decreased from \$85.8m in 2024 to \$84.6m in 2025	 <b>\$1.2m</b>

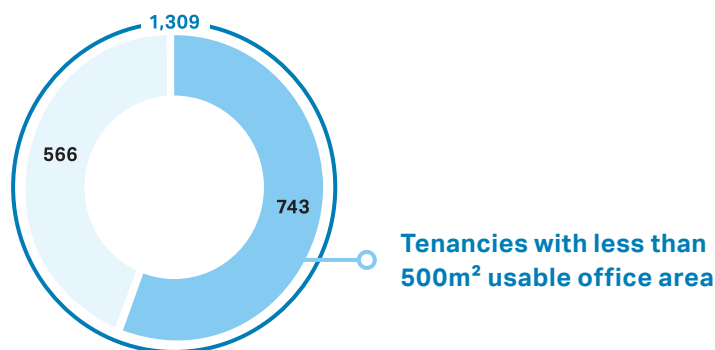
<sup>8</sup> Differences are calculated using the underlying unrounded values. When figures are rounded for presentation, the calculated change may not match the final rounded values shown.

<sup>9</sup> This is the total actual cost (GST inclusive) for contractors or consultants procured to assist with property administration or management, or to provide specialist property advice, including ad hoc property related services delivered in the reporting period. This does not include any costs of contractors and consultants that has been capitalised through the capital work project budget.

# Insights into small tenancies

The analysis so far has focussed on large tenancies (i.e. those with a usable office area of greater than 500m<sup>2</sup>). Data is also collected on tenancies with less than 500m<sup>2</sup> of usable office area that were leased or owned by NCEs as at 30 June 2025. This analysis is presented below.

**Figure 3. Proportion of reported tenancies with less than 500m<sup>2</sup> of usable office area**



In 2025, a total of 1,309 tenancies were in scope for the annual office data collection, with 743 tenancies having less than 500m<sup>2</sup> of usable office area. The 743 tenancies account for 5.2 per cent of the total usable office area used across all tenancies.

<p><b>Usable office area</b></p> <p>Decreased by <b>7,144m<sup>2</sup></b> from 135,443m<sup>2</sup> in 2024 to 128,299m<sup>2</sup> in 2025</p>	<p>↓ <b>5.3%</b></p>
<p><b>Number of tenancies</b></p> <p>Decreased by <b>15</b> tenancies from 758 in 2024 to 743 in 2025</p>	<p>↓ <b>2.0%</b></p>
<p><b>Staff<sup>10</sup> allocated to lease</b></p> <p>Increased by <b>507</b> from 13,030 in 2024 to 13,537 in 2025</p>	<p>↑ <b>3.9%</b></p>
<p><b>Work-points</b></p> <p>Increased by <b>196</b> from 10,859 in 2024 to 11,055 in 2025</p>	<p>↑ <b>1.8%</b></p>
<p><b>Net tenancy expenditure</b></p> <p>Increased by <b>\$0.6m</b> from \$200.2m in 2024 to \$200.9m in 2025<sup>11</sup></p>	<p>↑ <b>0.3%</b></p>

<sup>10</sup> This is a count of individual staff allocated to the lease and is not an Average Staffing Level (ASL).

<sup>11</sup> Differences are calculated using the underlying unrounded values. When figures are rounded for presentation, the calculated change may not match the final rounded values shown.



## **Appendix A.** Office data summary

**Table 4. Key metrics for tenancies with 500m<sup>2</sup> or more of usable office area for 2023 to 2025**

Measure	2023	2024	2025
Tenancies (n)	649	609	566
Controlled area (m <sup>2</sup> )	2,971,038	2,934,191	2,886,596
Usable office area (m <sup>2</sup> )	2,341,034	2,356,371	2,318,285
Work-points (n)	177,756	177,257	174,775
Staff allocated to lease (n)	174,616	180,191	184,960
Vacant work-points (n)	3,140	-2,934	-10,185
Work-point vacancy rate (%)	1.8	-1.7	-5.8
National fit-out density (m <sup>2</sup> )	13.2	13.3	13.3
Hybrid (shared work-points) (%)	23.7	34.2	38.9
National occupational density (m <sup>2</sup> )	13.4	13.1	12.5
Meeting the occupational density target (%)	48.7	53.9	58.3
Net tenancy expenditure (\$m)	1,519.2	1,522.3	1,578.9
Cost per m <sup>2</sup> (\$)	511	519	547
Cost per work-point (\$)	8,547	8,588	9,034
Cost per staff (\$)	8,700	8,448	8,537

**Table 5. Key metrics for tenancies with less than 500m<sup>2</sup> of usable office area for 2023 to 2025**

Measure	2023	2024	2025
Tenancies (n)	724	758	743
Controlled area (m <sup>2</sup> )	380,998	408,561	392,875
Usable office area (m <sup>2</sup> )	141,456	135,443	128,299
Work-points (n)	8,767	10,859	11,055
Staff allocated to lease (n)	11,113	13,030	13,537
Vacant work-points (n)	-2,346	-2,171	-2,482
Work-point vacancy rate (%)	-26.8	-20.0	-22.5
National fit-out density (m <sup>2</sup> )	16.1	12.5	11.6
National occupational density (m <sup>2</sup> )	12.7	10.4	9.5
Meeting the occupational density target (%)	57.6	61.5	63.1
Net tenancy expenditure (\$m)	180.0	200.2	200.9
Cost per m <sup>2</sup> (\$)	473	490	511
Cost per work-point (\$)	20,535	18,440	18,169
Cost per staff (\$)	16,200	15,367	14,838

**Table 6. Property operating expenses (\$m) for 2023 to 2025**

Category	2023	2024	2025
Repair and maintenance	43.0	47.8	61.7
Energy	40.2	30.7	52.1
Water and sewerage	0.9	1.3	1.6
Cleaning and waste removal	93.7	85.8	84.6
Relocation and minor refurbishments	9.5	11.5	22.0
Contractors and consultants <sup>12</sup>	1.9	7.3	10.6
Other operating expenses	14.1	19.1	21.4
<b>Total</b>	<b>203.3</b>	<b>203.5</b>	<b>254.0</b>

It can be difficult to determine the precise reason for changes in property operating expense categories from year-to-year. When aggregating data across entities it can be difficult to pinpoint the underlying cause of variations in a particular category. The increase in contractor and consultant expenses since 2023 can be attributed in part to the inclusion of newly established entities and Machinery of Government changes.

**Table 7. Occupational density metrics<sup>13</sup>**

Category	Tenancies (%)	Occupational density (m <sup>2</sup> )	Usable office area (%)	Staff (%)
0m <sup>2</sup> - 14m <sup>2</sup>	59.4	9.9	58.8	74.2
>14m <sup>2</sup> - 18m <sup>2</sup>	16.9	15.9	21.4	16.9
>18m <sup>2</sup> - 28m <sup>2</sup>	13.8	21.8	13.2	7.6
>28m <sup>2</sup>	9.9	62.0	6.6	1.3

**Table 8. Proportion of key metrics attributed to each state/territory for 2024 and 2025**

State/territory	Tenancies (%)		Usable office area (%)		Staff (%)	
	2024	2025	2024	2025	2024	2025
Australian Capital Territory	28.1	26.5	49.4	48.2	48.1	47.4
New South Wales	19.9	20.5	14.1	13.9	13.9	14.0
Victoria	15.8	16.8	13.9	14.2	14.8	15.7
Queensland	14.6	14.5	9.0	11.5	10.8	10.6
South Australia	7.7	7.4	5.6	5.0	5.9	5.9
Western Australia	6.9	6.7	3.9	3.3	3.8	3.8
Tasmania	3.9	3.7	2.4	2.1	2.2	2.2
Northern Territory	3.1	3.9	1.4	1.7	0.5	0.5

<sup>12</sup> The increase in contractors and consultants expenses since 2023 can be attributed in part to the inclusion of newly established entities and Machinery of Government changes.

<sup>13</sup> Tenancies without a valid occupational density figure have been excluded from this table. This occurs when a tenancy is recorded as having no staff.

**Table 9. Key metrics for tenancies by lease expiry**

Measure	Holdover <sup>14</sup>	0-2 Years	2-5 Years	5-10 Years	10-20 Years	20+ Years	Owned <sup>15</sup>
Number of tenancies (n)	17	177	189	142	26	15	34
Owned tenancies (n) (included above)	1	15	3	3	2	10	34
Controlled area (m <sup>2</sup> )	88,146	778,444	631,275	900,260	293,380	195,092	387,414
Usable office area (m <sup>2</sup> )	81,979	546,533	544,354	753,521	246,377	145,520	203,134
Work-points (n)	4,632	38,404	41,005	62,229	18,741	9,764	14,291
Staff (n)	4,753	38,418	44,468	69,421	16,746	11,154	16,216
Vacant work-points (n)	-121	-14	-3,463	-7,192	1,995	-1,390	-1,925
Work-point vacancy rate (%)	-2.6	0.0	-8.4	-11.6	10.6	-14.2	-13.5
Fit-out density (m <sup>2</sup> )	17.7	14.2	13.3	12.1	13.1	14.9	14.2
Occupational density (m <sup>2</sup> )	17.2	14.2	12.2	10.9	14.7	13.0	12.5
Meeting the occupational density target (%)	52.9	55.9	59.3	62.7	46.2	60.0	67.6
Net tenancy expenditure (\$m)	45.9	367.6	401.7	554.4	164.4	44.8	76.0
Cost per m <sup>2</sup> (\$)	521	472	636	616	560	230	196
Cost per staff (\$)	9,658	9,570	9,035	7,986	9,819	4,019	4,685
Cost per work-point (\$)	9,911	9,573	9,798	8,909	8,774	4,591	5,316

<sup>14</sup> Holdover is when the lease has expired but is continuing on a month-to-month basis without new terms being agreed.

<sup>15</sup> Data shown in the column titled 'Owned' is a subset of the full table. Where an entity is occupying a building that it owns, it can significantly affect the cost metrics as there may be no rent paid. Owned tenancy data is included in each of the categories so metrics are comparable to previous years. A collective metric for these owned tenancies has also been provided in the table above.

Figure 4. Map of remoteness classification: Commonwealth tenancies with at least 500m<sup>2</sup> of usable office area

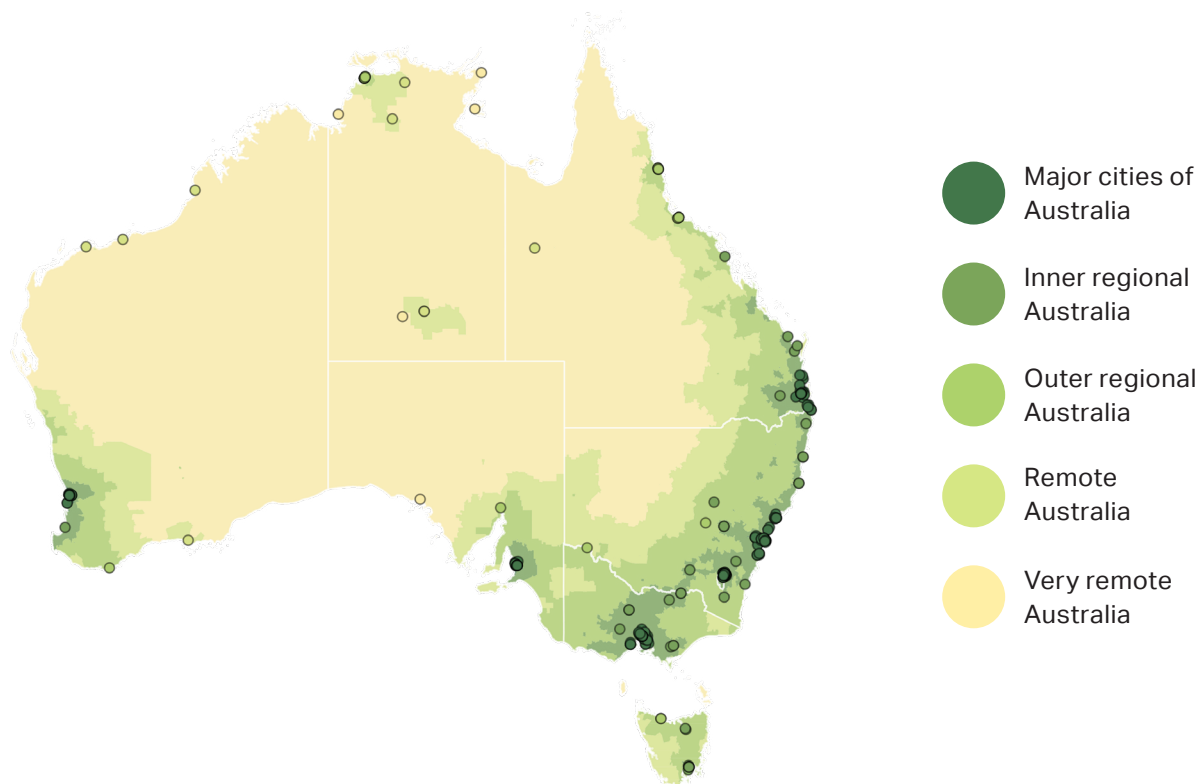


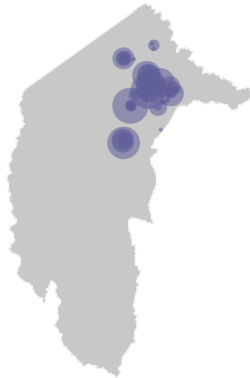
Table 10. Key metrics for tenancies by remoteness classification

Measure	Major cities	Inner regional <sup>16</sup>	Outer regional <sup>16</sup>	Remote and very remote
Tenancies (n)	474	46	32	14
Controlled area (m <sup>2</sup> )	2,642,042	119,852	98,581	26,121
Usable office area (m <sup>2</sup> )	2,108,694	99,111	85,474	25,006
Work-points (n)	162,759	8,413	3,326	277
Staff (n)	173,321	8,421	3,041	177
Vacant work-points (n)	-10,562	-8	285	100
Work-point vacancy rate (%)	-6.5	-0.1	8.6	36.1
Fit-out density (m <sup>2</sup> )	13.0	11.8	25.7	90.3
Occupational density (m <sup>2</sup> )	12.2	11.8	28.1	141.3
Meeting the occupational density target (%)	60.8	67.4	34.4	0.0
Net tenancy expenditure (\$m)	1,487.0	53.2	35.3	3.4
Cost per m <sup>2</sup> (\$)	563	444	358	130
Cost per staff (\$)	8,580	6,321	11,608	19,187
Cost per work-point (\$)	9,136	6,327	10,613	12,261

<sup>16</sup> The Report uses the Australian Bureau of Statistics' classification of remoteness, with Hobart classified as 'Inner Regional' and Darwin as 'Outer Regional'.

**Figures 5-12: Map of Commonwealth tenancies**

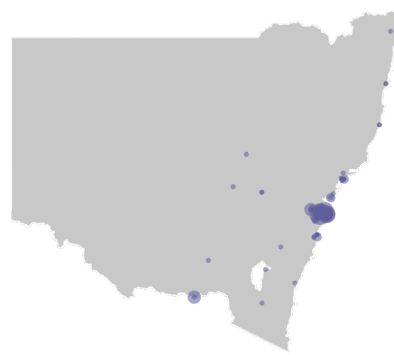
**Figure 5**



**Australian Capital Territory**

Tenancies	150
Controlled area	1,295,736m <sup>2</sup>
Usable office area	1,118,390m <sup>2</sup>
Work-points	85,450
Staff	87,632
Vacant work-points	-2,182
Work-point vacancy rate	-2.6%
Fit-out density	13.1m <sup>2</sup>
Occupational density	12.8m <sup>2</sup>
Tenancies meeting the OD target	53.3%
Net tenancy expenditure	\$715.8m
Cost per controlled area	\$552.5
Cost per work-point	\$8,377.3
Cost per staff	\$8,168.7

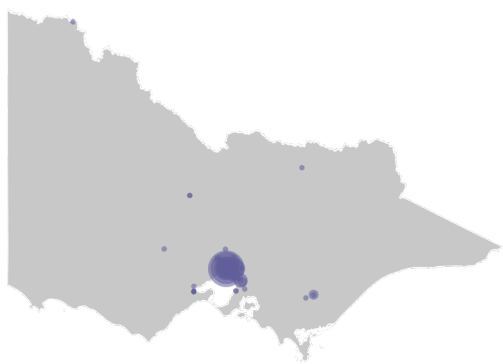
**Figure 6**



**New South Wales**

Tenancies	116
Controlled area	450,805m <sup>2</sup>
Usable office area	323,007m <sup>2</sup>
Work-points	25,669
Staff	25,853
Vacant work-points	-184
Work-point vacancy rate	-0.7%
Fit-out density	12.6m <sup>2</sup>
Occupational density	12.5m <sup>2</sup>
Tenancies meeting the OD target	60.3%
Net tenancy expenditure	\$292.3m
Cost per controlled area	\$648.3
Cost per work-point	\$11,386.0
Cost per staff	\$11,305.0

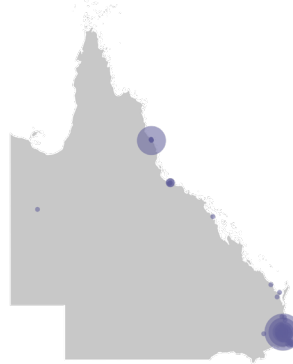
**Figure 7**



**Victoria**

Tenancies	95
Controlled area	432,966m <sup>2</sup>
Usable office area	329,306m <sup>2</sup>
Work-points	25,238
Staff	29,010
Vacant work-points	-3,772
Work-point vacancy rate	-14.9%
Fit-out density	13.0m <sup>2</sup>
Occupational density	11.4m <sup>2</sup>
Tenancies meeting the OD target	60.3%
Net tenancy expenditure	\$240.2m
Cost per controlled area	\$554.7
Cost per work-point	\$9,515.8
Cost per staff	\$8,278.5

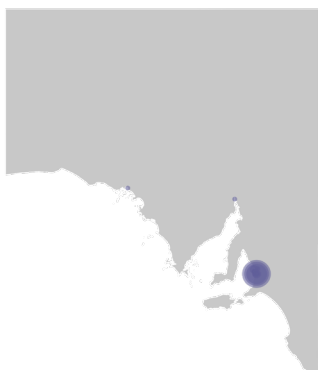
**Figure 8**



**Queensland**

Tenancies	82
Controlled area	343,323m <sup>2</sup>
Usable office area	267,287m <sup>2</sup>
Work-points	18,337
Staff	19,640
Vacant work-points	-1,303
Work-point vacancy rate	-7.1%
Fit-out density	14.6m <sup>2</sup>
Occupational density	13.6m <sup>2</sup>
Tenancies meeting the OD target	61.0%
Net tenancy expenditure	\$166.0m
Cost per controlled area	\$483.4
Cost per work-point	\$9,050.9
Cost per staff	\$8,450.4

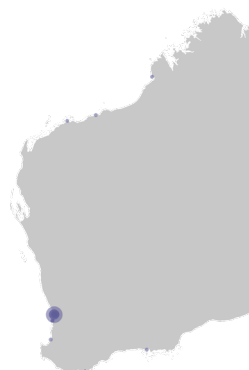
**Figure 9**



**South Australia**

Tenancies	42
Controlled area	143,905m <sup>2</sup>
Usable office area	114,830m <sup>2</sup>
Work-points	8,744
Staff	10,835
Vacant work-points	-2,091
Work-point vacancy rate	-23.9%
Fit-out density	13.1m <sup>2</sup>
Occupational density	10.6m <sup>2</sup>
Tenancies meeting the OD target	73.8%
Net tenancy expenditure	\$73.5m
Cost per controlled area	\$511.1
Cost per work-point	\$8,411.0
Cost per staff	\$6,996.2

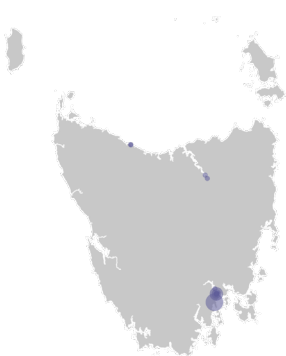
**Figure 10**



**Western Australia**

Tenancies	38
Controlled area	119,098m <sup>2</sup>
Usable office area	76,236m <sup>2</sup>
Work-points	6,184
Staff	6,953
Vacant work-points	-769
Work-point vacancy rate	-12.4%
Fit-out density	12.3m <sup>2</sup>
Occupational density	11.0m <sup>2</sup>
Tenancies meeting the OD target	57.9%
Net tenancy expenditure	\$48.6m
Cost per controlled area	\$408.4
Cost per work-point	\$7,866.2
Cost per staff	\$6,996.2

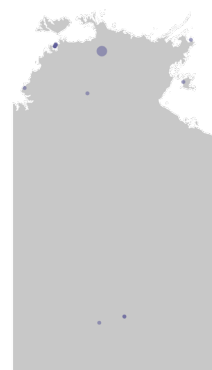
**Figure 11**



**Tasmania**


Tenancies	21
Controlled area	56,097m <sup>2</sup>
Usable office area	49,479m <sup>2</sup>
Work-points	3,922
Staff	4,026
Vacant work-points	-104
Work-point vacancy rate	-2.7%
Fit-out density	12.6m <sup>2</sup>
Occupational density	12.3m <sup>2</sup>
Tenancies meeting the OD target	76.2%
Net tenancy expenditure	\$23.7m
Cost per controlled area	\$421.7
Cost per work-point	\$6,032.2
Cost per staff	\$5,876.3

**Figure 12**



**Northern Territory**

Tenancies	22
Controlled area	44,666m <sup>2</sup>
Usable office area	39,751m <sup>2</sup>
Work-points	1,231
Staff	1,011
Vacant work-points	220
Work-point vacancy rate	17.9%
Fit-out density	32.3m <sup>2</sup>
Occupational density	39.3m <sup>2</sup>
Tenancies meeting the OD target	13.6%
Net tenancy expenditure	\$18.9m
Cost per controlled area	\$422.4
Cost per work-point	\$15,325.2
Cost per staff	\$18,660.0



## **Appendix B.** Glossary

**Aggregate occupational density** is calculated by dividing the aggregate usable office area for a group of tenancies by the aggregate number of work-points.

**Allocated work-point**<sup>17</sup> is calculated based on the number of staff allocated to a lease. This is used to determine occupational density and where efficiencies can be achieved, such as instances where there are more staff allocated to a lease than work-points (allocated work-points can include shared work-points).

**Controlled area** is the net lettable area of a tenancy, minus any area that has been sub-let to a third party.

**Cost per square metre** is the net tenancy expenditure divided by the controlled area.

**Cost per staff** is the net tenancy expenditure divided by the number of staff.

**Cost per work-point** is the net tenancy expenditure divided by the number of work-points.

**Fit-out density** is the square metres of usable office area divided by the total number of work-points. The national fit-out density is calculated by dividing the aggregate usable office area for all tenancies by the aggregate number work-points.

**Meeting the occupational density target** expressed as a percentage by dividing the number of tenancies with an occupational density of less than, or equal to, 14m<sup>2</sup> by the total number of tenancies.

**Net lettable area** represents the total space of a tenancy, this is measured in square metres (m<sup>2</sup>) and is the area between internal walls of a building that is being leased.

**Net tenancy expenditure** is the total annual rent (GST inclusive) expense of each lease for all areas within the tenancy.

**Non-office area** is the area within the controlled area of the property that is not used or cannot be used to undertake office work.

This area type is separated into the following categories:

- Basement or inadequate amenities - including physical constraints, such as the absence of natural light or ongoing construction, maintenance or fit-out.
- Police station, laboratory or hospital.
- Areas specifically for operational activity - including space to interview, counsel or detail members of the public.
- Public facilities - including areas that are freely accessible to the public, such as libraries, galleries, reception areas and waiting areas.
- Judicial chambers and court rooms.
- Areas specifically for the Governor-General, Prime Minister and Parliamentarians.
- Emergency and crisis coordination areas.
- Shopfronts.
- ICT/data warehouses.
- Exempt area - the total of all areas within an in-scope tenancy that are unsuitable for office work but do not meet the non-office area exclusions set out in the non-office area categories. Exemptions are on a case-by-case basis.

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<sup>17</sup> Allocated work-point does not indicate that there is a 1:1 staff to desk allocation. Allocated work-points were referred to as occupied work-points in earlier reports.

**Occupational density** is the square metres of usable office area divided by the number of allocated work-points. The national occupational density is calculated by dividing the aggregate usable office area for all tenancies by the aggregate number of allocated work-points. The Government has set an occupational density target of 14m<sup>2</sup> of usable office area per allocated work-point.

**Shared work-points (hybrid)** are when staff share work-points with other staff. This can be the result of flexible work arrangements, activity-based working or shift work.


**Staff**, or **staff allocated to lease**, is the number of staff (including contractors) allocated to a tenancy, measured by HR data, swipe card access or ICT systems. This is a count of individual staff allocated to the lease and is not an Average Staffing Level (ASL).

**Usable office area** is the controlled area of a tenancy, minus any area that is deemed unsuitable for office work (i.e. non-office area).

**Vacant work-point** is the number of vacant desks in a tenancy, which is derived by subtracting the staff allocated to lease from the number of work-points in a tenancy.

**Work-points** is defined as a desk, enclosed office, or a counter where it would be reasonable to expect a person to carry out office work on an ongoing basis. Work-points are counted by entities in the weeks leading up to 30 June.

**Work-point vacancy rate** is the number of vacant work-points expressed as a percentage of total work-points. This can be negative where staff is greater than work-points.



## **Appendix C.** Methodology and technical notes

## **The dataset**

Finance undertakes an annual office data collection on all properties that have a utilised office component. This includes leases where office space is only a small portion of the property's purpose. Contributing to the data collection is mandatory for all non-corporate Commonwealth entities (NCEs) and optional for corporate Commonwealth entities.

The subset of data underpinning this report is defined by the following conditions:

- NCEs leases with at least 500m<sup>2</sup> of usable office area; and
- Current leases as at 30 June 2025.

84 NCEs are included in this report.

This report uses controlled area as the standard measure, rather than net lettable area. This prevents double-counting of areas sub-let to other entities and provides a more accurate measure of space at a whole-of-government level and a better indication of the Commonwealth's overall footprint.

## **Collection and verification of data**

All NCEs are required to report office space information for all tenancies (regardless of size and cost) annually, unless exempted. Information about tenancies that are not in scope for the annual office data collection may be reported on a voluntary basis, but this information has been excluded from the report. That is, corporate Commonwealth entities and Commonwealth companies are invited to report office space information to Finance, but are not required to do so, and their information is not presented in the report.

Entities' property information is stored on the AGPR, which is a cloud-based database that can be accessed and updated by an entity at any time.

Property information is entered into the AGPR by entities or their Property Service Provider (PSP) and is verified by a senior executive before being submitted to Finance.

Finance analyses the submitted data to ensure it is consistent and reasonable, liaising with entities or PSPs to confirm its accuracy and completeness.

## **Point-in-time data**

The reported office data is collected through the AGPR, which entities (through their PSP) are required to update annually, as at 30 June.

The point-in-time nature of the data can add volatility to annual results. However, the information provides an understanding of medium and long-term trends, especially given that the impact of leasing decisions are evident over several years.

