

Financial Year	Exit Rate for First Nations employees	Overall PM&C Exit Rate (APSED)
2019-20	22.20%	15.90%
2020-21	27.90%	23.40%
2021-22	15.70%	27.00%
2022-23	30.80%	26.60%
2023-24	30.20%	26.20%

Note:

The exit rate is a rolling 12 month measure and is calculated as a percentage of the average ongoing headcount across the same period. The data pertains to ongoing employees who leave Department of the Prime Minister and Cabinet (PM&C), either to another agency, or who leave the APS altogether. The exit rate for ongoing First Nations employees is based on employees who have disclosed their diversity data to PM&C, noting this is optional.