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Summary NSW Public Sector Workforce: 2011 Highlights Report summarise the main characteristics of the NSW public sector from the 2011 Workforce Profile collection for the year 2010-2011.

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Contact for enquiries enquiries-psc@psc.nsw.gov.au or (02) 9272 6000

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**Public Service
Commission**

**The NSW Public Sector Workforce:
A 2010/11 Snapshot**



Public Service Commission

Enquiries-psc@psc.nsw.gov.au

(02) 9272 6000

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2. Revision History

Version	Approval Date	Next Review Date	Amendment notes
1.0			WFP Data version 2012.03.06. Original document.

3. Introduction

This document presents a snapshot view of the NSW public sector workforce for the year 2010-2011.

When referring to the data in this publication or making comparisons with data from previous reports, the reader should be aware of the conceptual definitions of the data. Data definitions are explained in the Glossary.

Slight differences in table totals may occur compared to the summary figures due to information missing or withdrawn.

A table may contain figures regarding the NSW Labour Force, Population or Employed Persons. These figures are sourced from the Australian Bureau of Statistics and can be found at <http://www.abs.gov.au>, Australian Bureau of Statistics (ABS) State and Regional Indicators – release Jan 2011.

4. Data sources

- NSW DPC 2010/11 Workforce Profile (v2012.03.06)
- Australian Bureau of Statistics (ABS) NSW State and Regional Indicators - release Jan 2011

5. Snapshot Report

i. What is the size of the NSW public sector workforce?

- The average number of full-time equivalent (FTE) employees in the NSW public sector at census period was 329,897
- The number of people (headcount) who were working in the NSW public sector at census date was 394,789
- The NSW public sector represented 11.03% of NSW employed persons
- Health NSW represented 30.00% and Education and Communities represented 30.62% of all NSW public sector employees at census period (FTE)

ii. How has the public sector workforce grown over the past year?

In the year to June 2011:

- The NSW public sector workforce had increased by 2.23 % (headcount at June)
- The number of NSW employed persons increased by 2.83 % during the same period

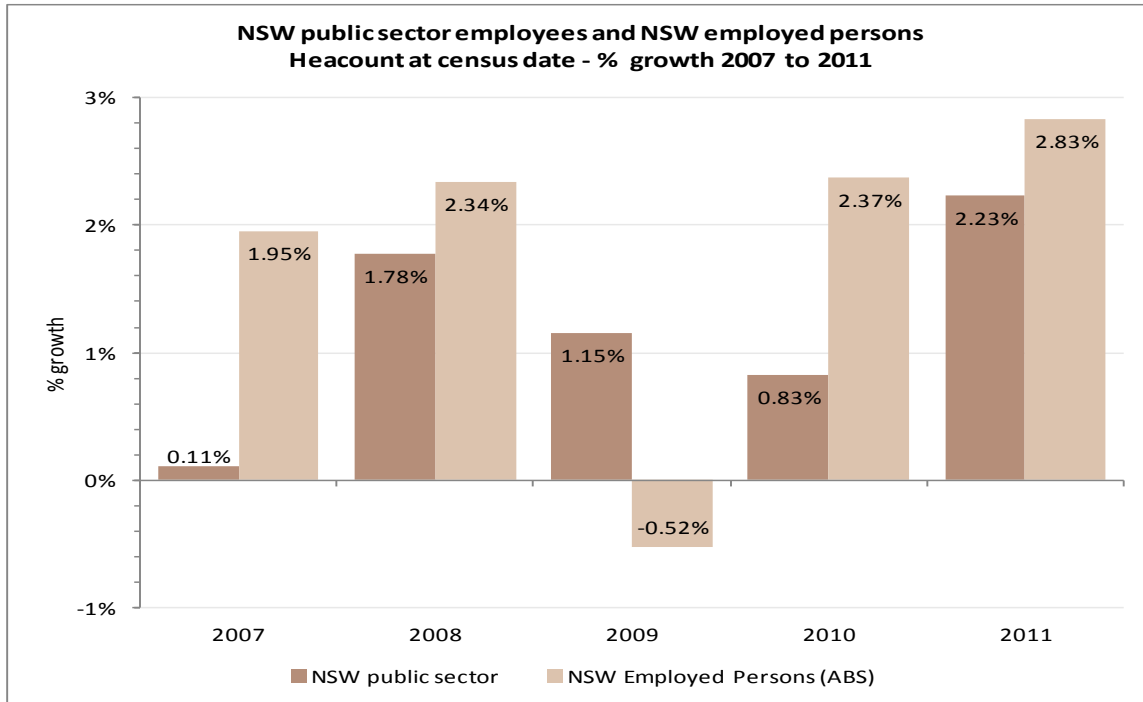
iii. Where have the changes occurred?

- The main increases occurred in the Health (2,591 FTE, 35%), Education and Communities (1,528 FTE, 21%) , Transport (1,204 FTE, 16%) and Justice (1,097 FTE, 15%) clusters

iv. How have staffing levels changed over recent years?

- Figure 1 below displays the annual percentage change in size of the NSW public sector workforce and NSW employed persons since 2007 (headcount)

Percentage annual change in workforce size 2007 to 2011



v. What is the age profile of public sector employees?

- In 2011 the median age of a NSW public sector employee was 45; this is older than the median age of NSW employed persons, being 39 years (females) and 40 (males)
- The largest age group was the 45-54 age-bracket that made up 28.58% of the sector
- The proportion of employees aged 55 and over was 22.11%; compared to 21.28% in 2010
- 24.49 % of employees were under 35 years of age, including 4.81% under the age of 25

Table I: Proportion of employees in each age band, 2011

	Under 25	25-34	35-44	45-54	55-64	65+
NSW Public Sector	4.81%	19.68%	24.83%	28.58%	19.55%	2.55%
NSW Employed Persons	15.91%	22.94%	22.45%	21.79%	13.83%	3.08%

vi. How much are public sector employees paid?

- The median remuneration for NSW public sector non-casual employees at census date 2011 was \$72,137
- At census date 2011 the median remuneration had increased by 3.90 % since census date 2010; this was primarily contributed to by average negotiated salary increases

vii. How many people worked part-time?

- At census date 2011, 24.86 % of non-casual employees in the NSW public sector were employed part-time
- 87.18% of all part-time employees were women
- The Education & Communities and Health clusters employed 40.88% and 40.25% respectively of the total number of part-time employees

viii. Are employees staying or leaving the public sector?

- The median tenure of NSW public servants increased from 8.49 years in 2009/10 to 9.94 years in 2010/11, largely reflecting a closing gap between male and female tenure (these figures exclude the Health cluster).

ix. How much sick leave was taken during the year?

- Average sick leave of non-casual employees (excluding the Health cluster) was 56.1 hours per full time equivalent employee. This number is up slightly from 2009/10 (54.9 hours) but is in line with historical trends.

x. How many employees identify as belonging to an equal employment opportunity (EEO) group? (estimated)

- 2.6% of employees identified as being Aboriginal and/or Torres Strait Islander peoples
- 15.8% of employees identified as being from a non-English speaking background
- 3.6% of employees identified as having a disability; with 1.1% having a disability that required a workplace adjustment

xi. Men and women in the NSW public sector

- At census date 2011, 60.99% of the NSW public sector workforce were women. Female employees made up 45.63% of employed persons in NSW
- The Health cluster had the highest female participation rate at 74.62%
- The Transport cluster had the highest male participation rate at 77.13%

6. Snapshot Tables

Table 1. Size of workforce: Full time equivalent (FTE) at census period 2011 by budget sector

Source: NSW DPC 2010/11 Workforce Profile (v2012.03.06)

Budget Sector	Public Sector Workforce	Non Casual Public Sector Workforce
General Government Budget Dependent	277,691.13	256,765.93
General Government Non Budget Dependent	11,960.67	11,724.84
State Owned Corporation	21,304.03	21,083.08
Public Trading Enterprise	18,940.70	18,751.59
Total	329,896.54	308,325.45

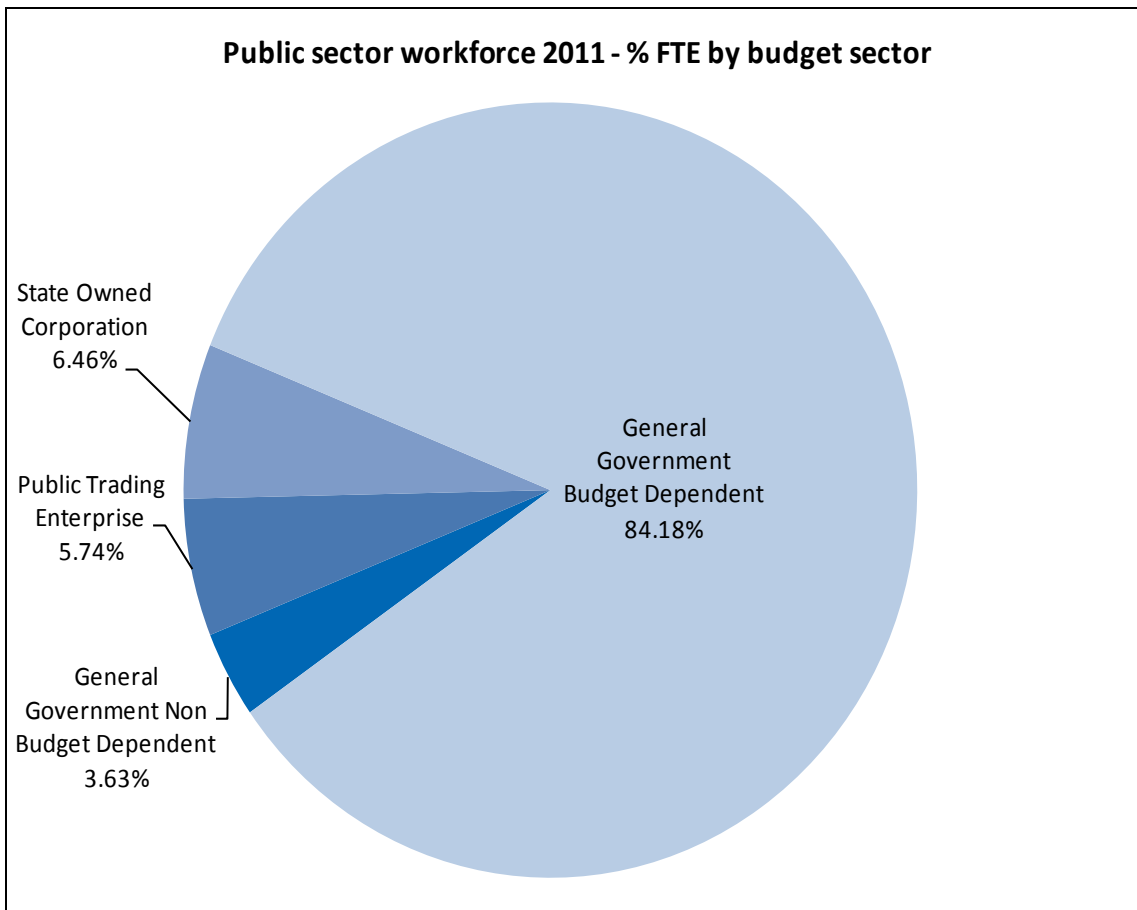


Table 2. Size of workforce: Full time equivalent (FTE) at census period 2010 and 2011 by cluster

Source: NSW DPC 2010/11 Workforce Profile (v2012.03.06)

Cluster	2010	Column %	2011	Column %	Difference 2010 - 2011	% change 2010 - 2011
Premier & Cabinet	7,379.73	2.29	7,487.32	2.27	107.59	1.46
Treasury	395.04	0.12	451.48	0.14	56.44	14.29
Finance & Services	11,553.39	3.58	11,179.20	3.39	(374.18)	-3.24
Family & Community Services	17,300.84	5.37	17,827.77	5.40	526.93	3.05
Trade & Investment, Regional Infrastructure & Services	23,684.29	7.35	24,391.47	7.39	707.18	2.99
Transport	28,434.28	8.82	29,638.13	8.98	1,203.86	4.23
Attorney General & Justice	37,864.58	11.74	38,961.86	11.81	1,097.29	2.90
Education and Communities	99,476.53	30.85	101,004.33	30.62	1,527.80	1.54
Health NSW	96,363.79	29.88	98,954.97	30.00	2,591.18	2.69
Total	322,452.45	100.00	329,896.54	100.00	7,444.09	2.31

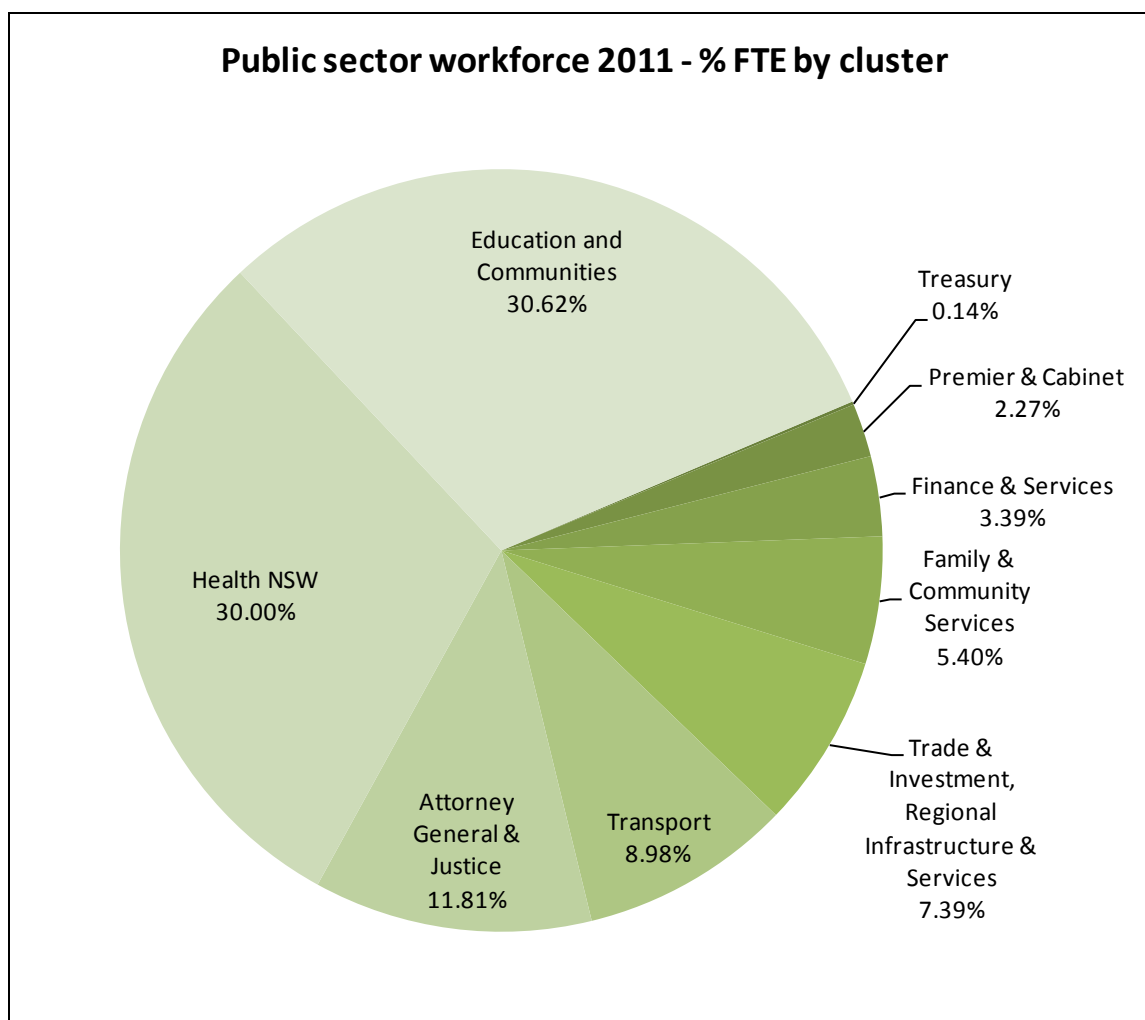


Table 3. Size of workforce: Full time equivalent (FTE) at census period 2011 by cluster and gender

Source: NSW DPC 2010/11 Workforce Profile (v2012.03.06)

Cluster	Male			Female			Total	
	Sum	Column %	Row %	Sum	Column %	Row %	Sum	Column %
Premier & Cabinet	4,009.96	2.91	53.58	3,474.36	1.82	46.42	7,484.32	2.28
Treasury	249.00	0.18	55.15	202.49	0.11	44.85	451.48	0.14
Finance & Services	6,311.05	4.58	57.16	4,729.59	2.48	42.84	11,040.64	3.36
Family & Community Services	4,603.80	3.34	25.82	13,223.96	6.93	74.18	17,827.77	5.42
Trade & Investment, Regional Infrastructure & Services	18,139.98	13.16	75.10	6,014.13	3.15	24.90	24,154.11	7.35
Transport	22,998.69	16.69	79.40	5,968.72	3.13	20.60	28,967.41	8.81
Attorney General & Justice	24,927.37	18.09	63.99	14,027.89	7.35	36.01	38,955.26	11.85
Education and Communities	29,499.46	21.41	29.21	71,504.87	37.46	70.79	101,004.33	30.73
Health NSW	27,064.57	19.64	27.39	71,749.49	37.59	72.61	98,814.07	30.06
Total	137,803.90	100.00	41.92	190,895.49	100.00	58.08	328,699.40	100.00

Please note that the total FTE for the sector in 2010/11 is 329,897 (see Table 1). This may slightly differ from the FTE figure in the above table due to missing and withheld data. Please also note that percentages in the above table are based on available data.

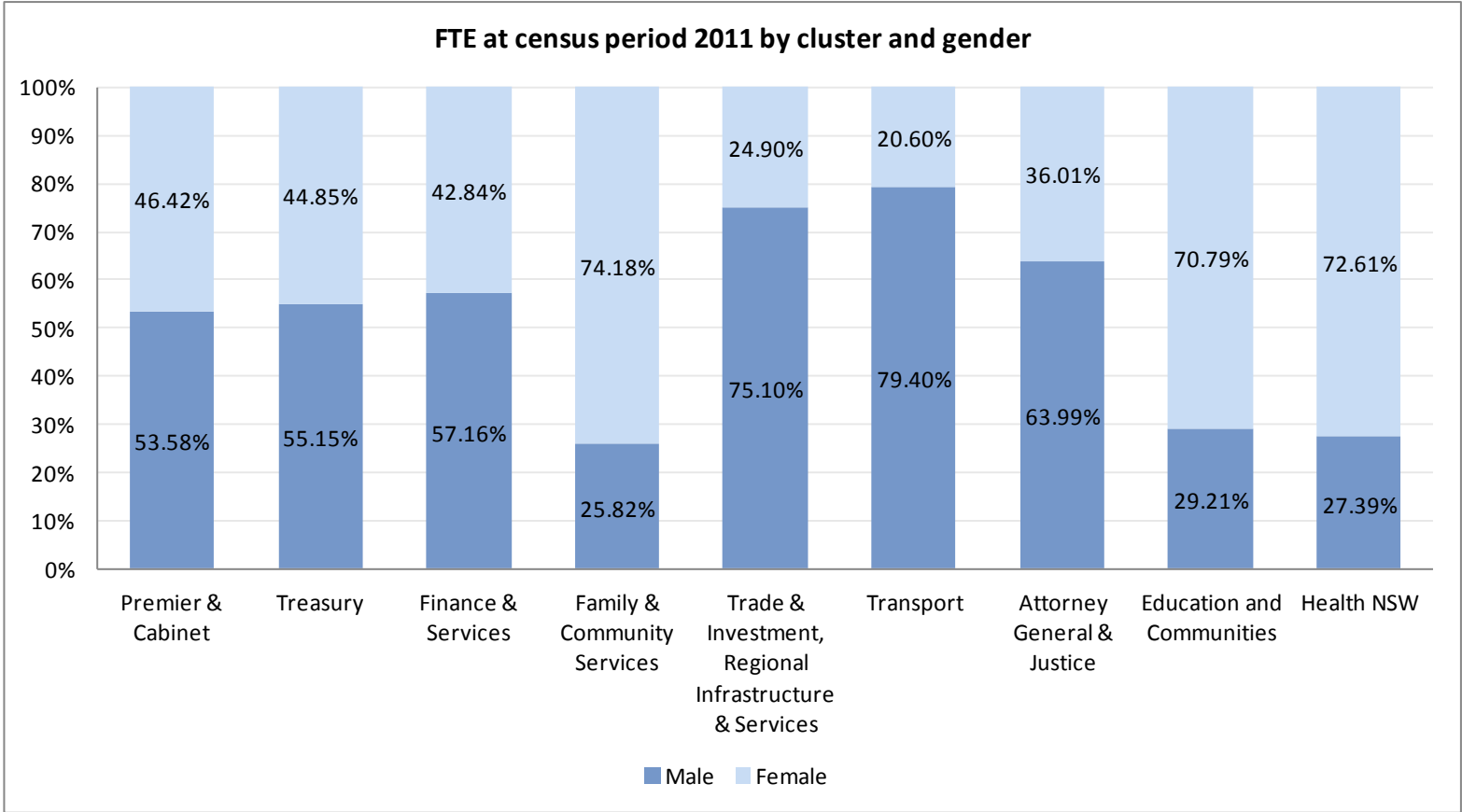


Table 4. Size of workforce: Full time equivalent (FTE) at census period 2011 by employment category and gender

Source: NSW DPC 2010/11 Workforce Profile (v2012.03.06)

Employment Category	Male			Female			Total	
	Sum	Column %	Row %	Sum	Column %	Row %	Sum	Column %
Permanent	113,506.14	82.73	44.04	144,202.38	75.53	55.96	257,708.53	78.54
Temporary Grouping	12,426.68	9.06	29.18	30,166.41	15.80	70.82	42,593.09	12.98
Contract Exec	358.80	0.26	67.97	169.10	0.09	32.03	527.90	0.16
Contract Non-Exec	1,169.14	0.85	73.31	425.58	0.22	26.69	1,594.73	0.49
Casual	6,560.27	4.78	30.73	14,787.29	7.75	69.27	21,347.56	6.51
Statutory Appointees	329.18	0.24	51.91	304.97	0.16	48.09	634.15	0.19
Other	2,849.67	2.08	76.66	867.81	0.45	23.34	3,717.47	1.13
Total	137,199.88	100.00	41.81	190,923.54	100.00	58.19	328,123.42	100.00

* Temporary grouping includes temporary, temporary senior officers, temporary teachers (DET) and graduates

* Contract-exec includes contract - executive, contract - executive SES equivalent and Health executive service

Please note that the total FTE for the sector in 2010/11 is 329,897 (see Table 1). This differs slightly from the FTE figure in the above table due to missing and withheld data. Please also note that percentages in the above table are based on available data.

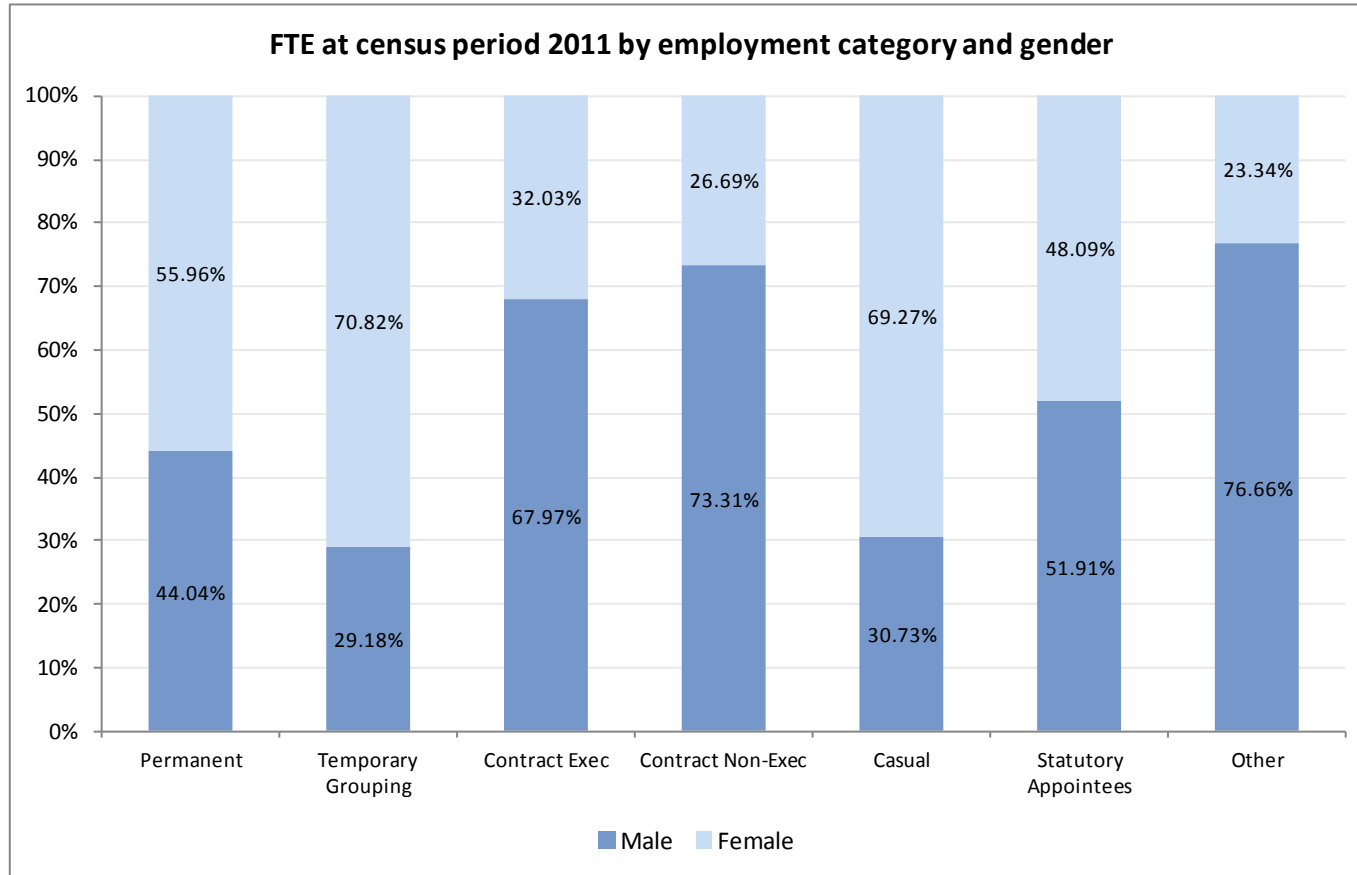


Table 5. Size of workforce: Full time equivalent (FTE) at census period 2011 by cluster and employment category

Source: NSW DPC 2010/11 Workforce Profile (v2012.03.06)

Cluster	Permanent	Row %	Temporary Grouping	Row %	Casual	Row %	Contract	Row %	Other	Row %	Total
Premier & Cabinet	5,783.72	77.25	1,119.93	14.96	275.21	3.68	257.85	3.44	50.60	0.68	7,487.32
Treasury	403.39	89.35	16.56	3.67	1.53	0.34	30.00	6.64	-	0.00	451.48
Finance & Services	9,575.00	85.65	835.45	7.47	24.06	0.22	696.11	6.23	48.58	0.43	11,179.20
Family & Community Services	14,576.65	81.76	2,295.68	12.88	895.74	5.02	52.70	0.30	7.00	0.04	17,827.77
Trade & Investment, Regional Infrastructure & Services	19,237.22	78.87	1,615.40	6.62	299.73	1.23	1,545.49	6.34	1,693.63	6.94	24,391.47
Transport	27,321.44	92.18	835.12	2.82	81.92	0.28	231.43	0.78	1,168.23	3.94	29,638.13
Attorney General & Justice	35,896.18	92.13	1,673.46	4.30	572.15	1.47	182.92	0.47	637.15	1.64	38,961.86
Education and Communities	66,620.96	65.96	19,354.49	19.16	14,825.18	14.68	189.92	0.19	13.77	0.01	101,004.33
Health NSW	79,298.46	80.14	14,964.20	15.12	4,384.72	4.43	164.13	0.17	143.46	0.14	98,954.97
Total	258,713.02	78.42	42,710.30	12.95	21,360.25	6.47	3,350.55	1.02	3,762.42	1.14	329,896.54

* Temporary grouping includes temporary, temporary senior officers, temporary teachers (DET) and graduates

* Contract-exec includes contract - executive, contract - executive SES equivalent and Health executive service

Table 6. Size of workforce: Full time equivalent (FTE) (non casual) at census period 2011 by salary band and gender

Source: NSW DPC 2010/11 Workforce Profile (v2012.03.06)

Salary Band	Male		Female		Total	
	FTE	%	FTE	%	FTE	%
\$8,000 - < \$39,670	1,551.74	1.18	4,476.73	2.55	6,028.48	1.96
\$39,670 - < \$58,249	33,906.23	25.87	54,191.37	30.83	88,097.60	28.71
\$58,249 - < \$73,709	31,800.43	24.26	43,445.87	24.72	75,246.31	24.52
\$73,709 - < \$95,319	34,611.77	26.41	50,137.69	28.52	84,749.46	27.62
\$95,319 - < \$119,149	17,636.48	13.46	18,261.43	10.39	35,897.91	11.70
\$119,149 - < \$161,618	8,278.41	6.32	4,112.51	2.34	12,390.92	4.04
\$161,618 - < =\$600,000	3,290.32	2.51	1,157.56	0.66	4,447.88	1.45
Total	131,075.39	100.00	175,783.17	100.00	306,858.56	100.00

Please note that the above table is for non casuals only. Non casual FTE for the sector in 2010/11 is 308,325.45. This differs slightly from the FTE figure in the above table due to missing and withheld data, bands not shown and invalid bands. Please also note that percentages in the above table are based on available data.

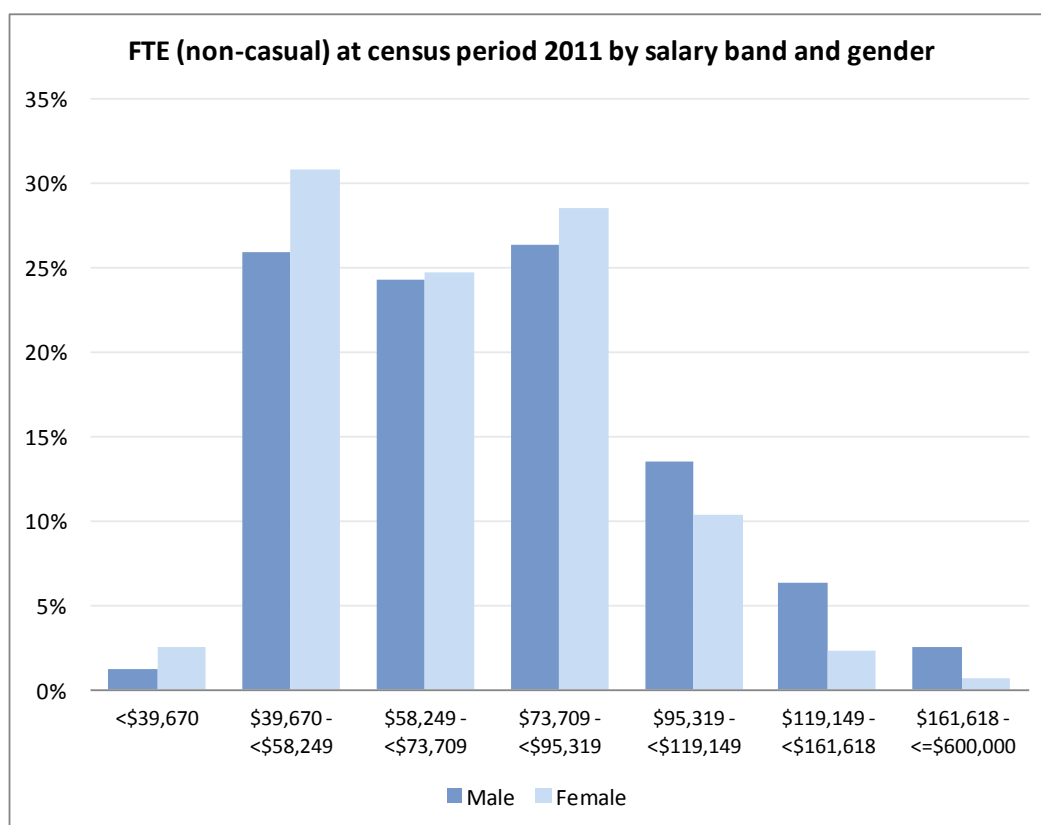


Table 7. Size of workforce: Headcount at census date 2011 by budget sector

Source: NSW DPC 2010/11 Workforce Profile (v2012.03.06)

Budget Sector	Public Sector Workforce	Non Casual Public Sector Workforce
General Government Budget Dependent	339,767	297,866
General Government Non Budget Dependent	12,941	12,269
State Owned Corporation	21,896	21,521
Public Trading Enterprise	20,185	19,473
Total	394,789	351,129

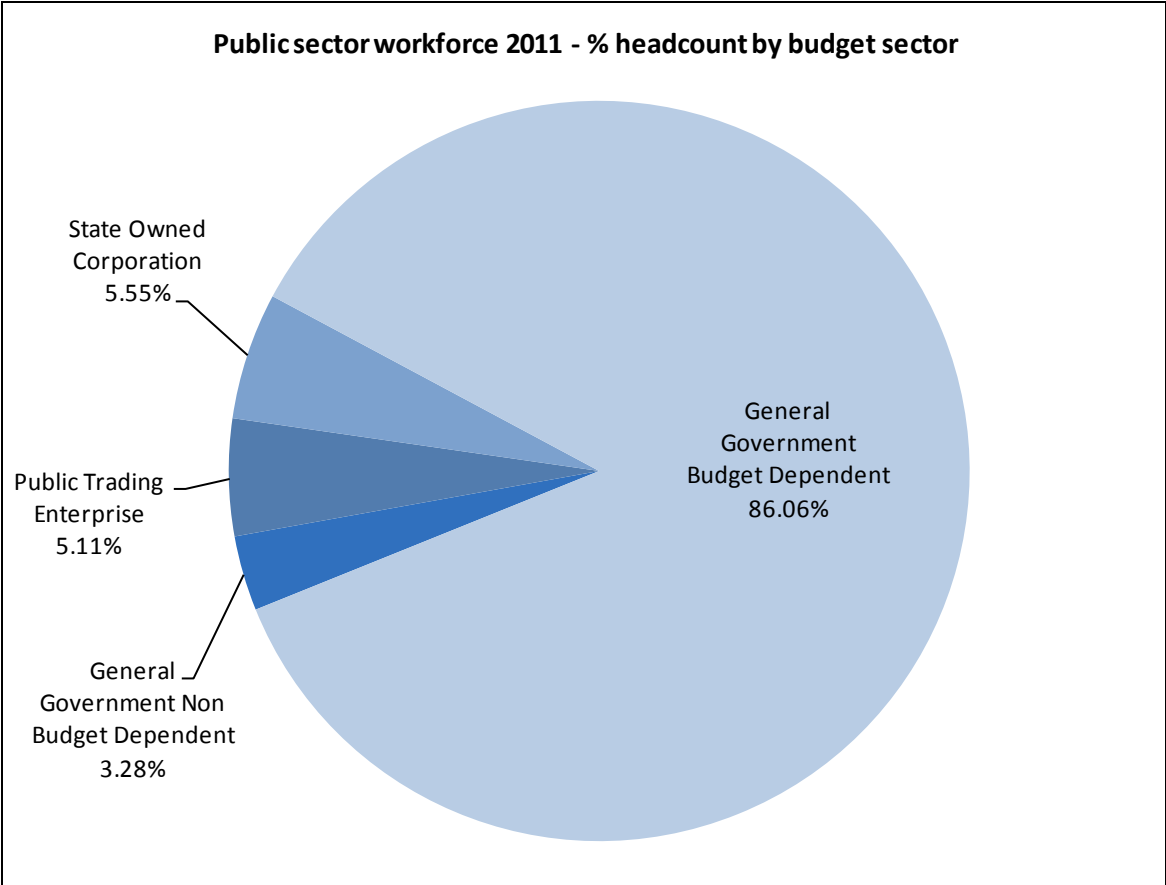


Table 8. Size of workforce: Headcount at census date 2010 and 2011 by cluster

Source: NSW DPC 2010/11 Workforce Profile (v2012.03.06)

Cluster	2010	Column %	2011	Column %
Premier & Cabinet	8,647	2.24	8,845	2.24
Treasury	433	0.11	490	0.12
Finance & Services	12,290	3.18	11,751	2.98
Family & Community Services	20,641	5.34	21,256	5.38
Trade & Investment, Regional Infrastructure & Services	24,927	6.45	25,650	6.50
Transport	30,739	7.96	31,829	8.06
Attorney General & Justice	43,482	11.26	45,009	11.40
Education and Communities	124,946	32.35	126,884	32.14
Health NSW	120,080	31.09	123,075	31.17
Total	386,185	100.00	394,789	100.00

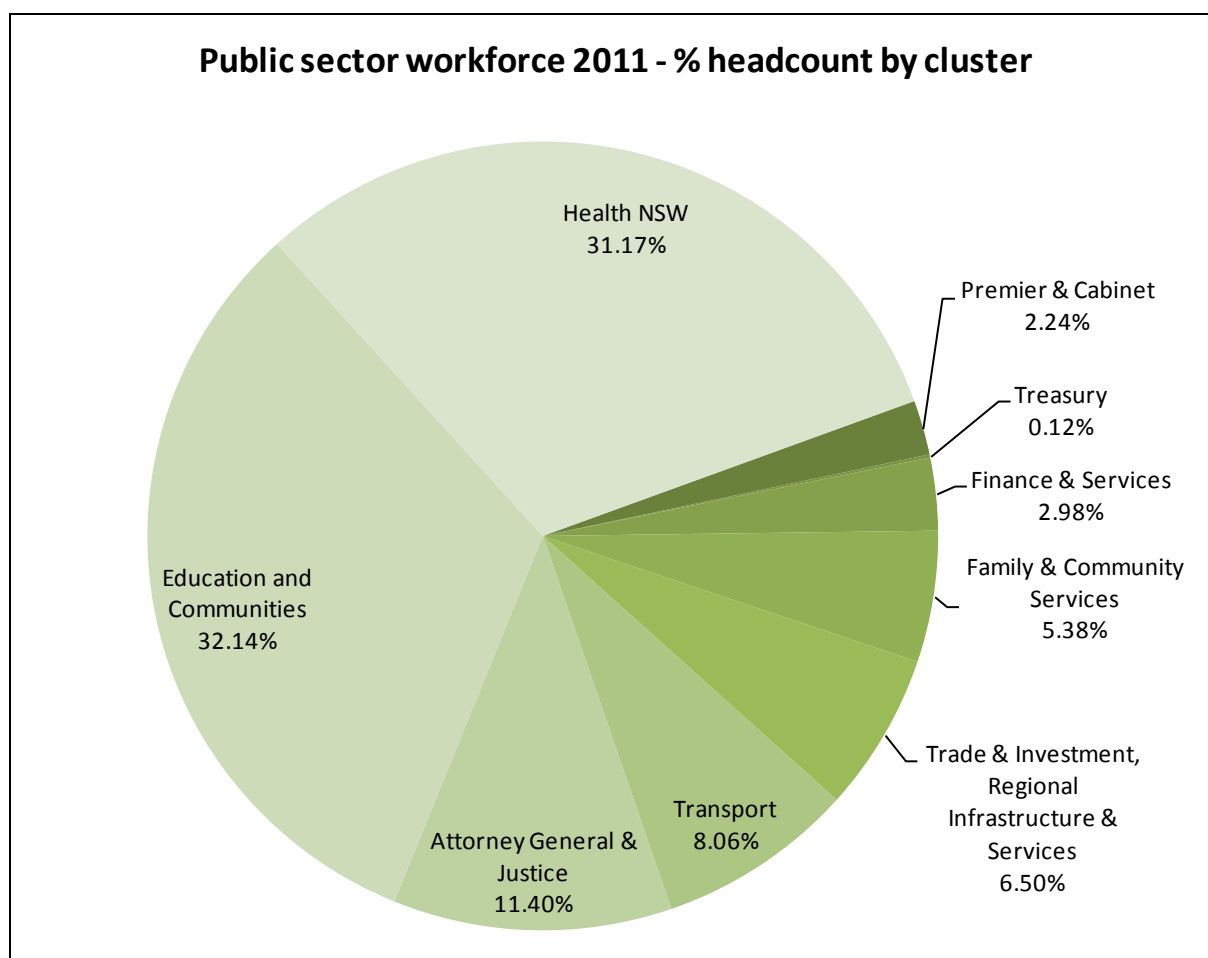


Table 9. Size of workforce: Headcount at census date 2011 by cluster and gender

Source: NSW DPC 2010/11 Workforce Profile (v2012.03.06)

Cluster	Male			Female			Total	
	Sum	Column %	Row %	Sum	Column %	Row %	Sum	Column %
Premier & Cabinet	4,357	2.84	49.28	4,485	1.87	50.72	8,842	2.25
Treasury	264	0.17	53.88	226	0.09	46.12	490	0.12
Finance & Services	6,396	4.17	55.10	5,211	2.17	44.90	11,607	2.95
Family & Community Services	5,169	3.37	24.32	16,087	6.71	75.68	21,256	5.40
Trade & Investment, Regional Infrastructure & Services	18,488	12.05	72.84	6,892	2.87	27.16	25,380	6.45
Transport	23,897	15.57	77.13	7,087	2.95	22.87	30,984	7.88
Attorney General & Justice	28,730	18.72	63.84	16,272	6.78	36.16	45,002	11.44
Education and Communities	34,942	22.77	27.54	91,942	38.32	72.46	126,884	32.26
Health NSW	31,197	20.33	25.38	91,708	38.23	74.62	122,905	31.25
Total	153,440	100.00	39.01	239,910	100.00	60.99	393,350	100.00

Please note that the total headcount for the sector in 2010/11 is 394,789 (see Table 7). This differs slightly from the headcount figure in the above table due to missing and withheld data. Please also note that percentages in the above table are based on available data.

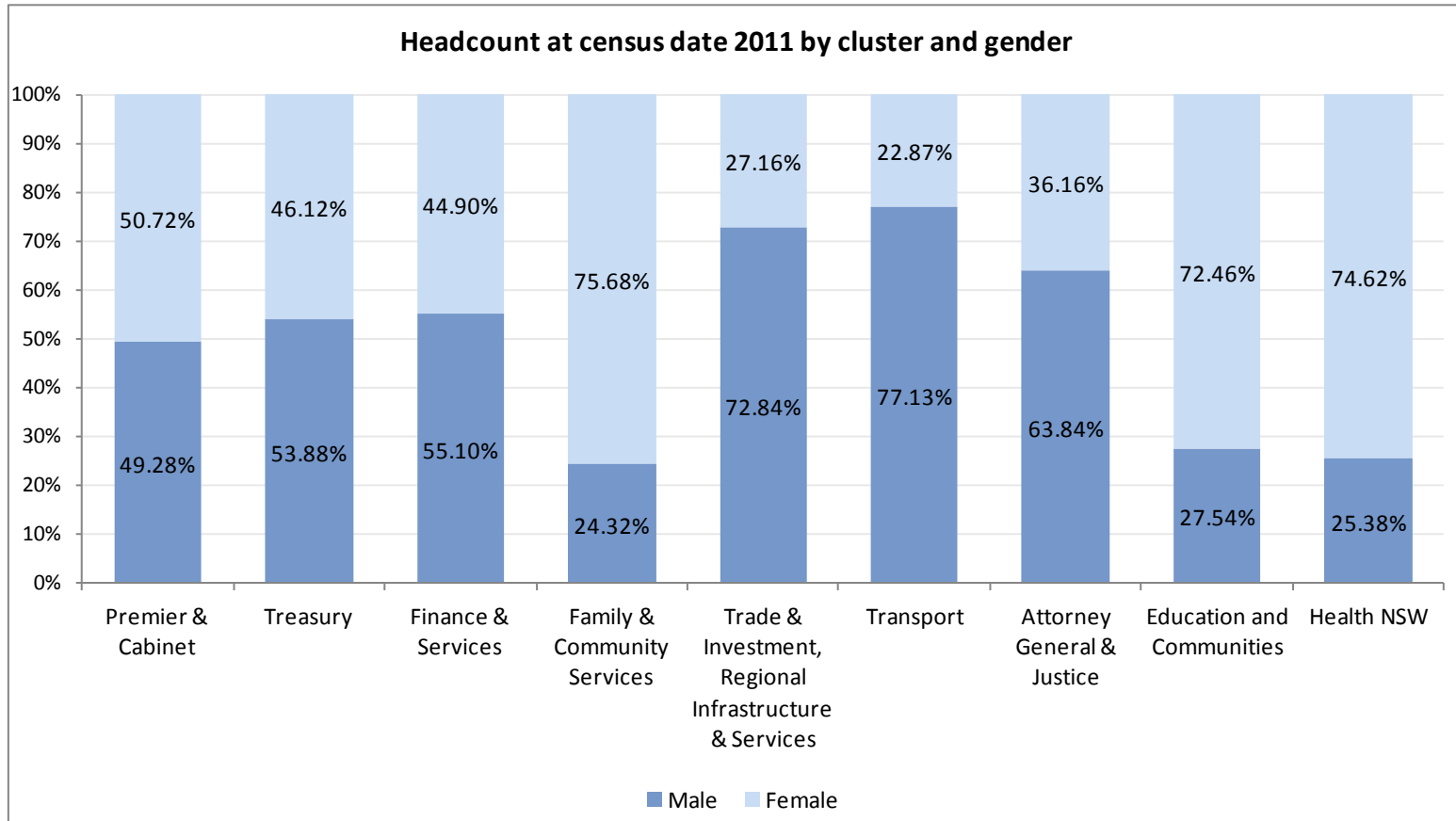


Table 10. Size of workforce: Headcount at census date 2011 by age band and gender

Source: NSW DPC 2010/11 Workforce Profile (v2012.03.06)

Age Band	Gender		
	Male	Female	Total
15 to 24	7,603	11,324	18,927
25 to 34	28,549	48,831	77,380
35 to 44	38,059	59,589	97,648
45 to 54	42,535	69,840	112,375
55 to 64	31,905	45,000	76,905
65 plus	4,730	5,297	10,027
Total	153,381	239,881	393,262

Please note that the total headcount for the sector in 2010/11 is 394,789 (see Table 7). This differs slightly from the headcount figure in the above table due to missing and withheld data.

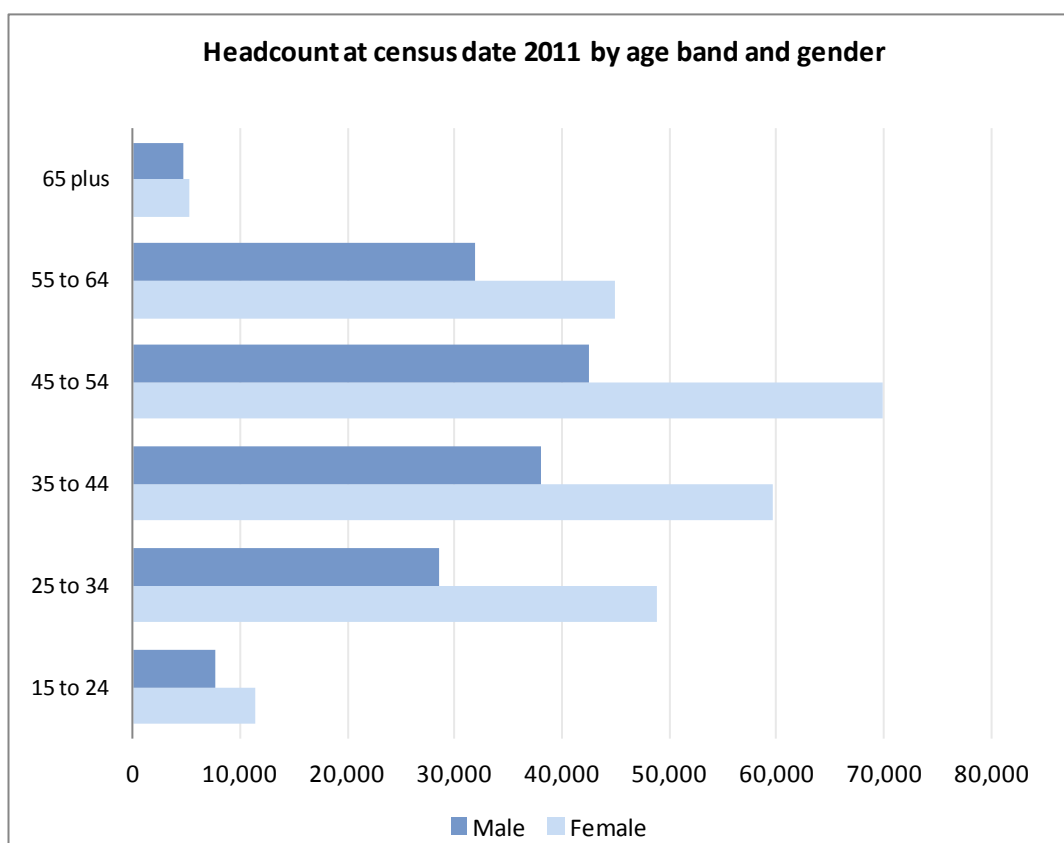


Table 11. Size of workforce: Headcount (non-casual) at census date 2011 by employment arrangement and gender

Source: NSW DPC 2010/11 Workforce Profile (v2012.03.06)

Employment status (hours)	Male			Female			Total	
	Sum	Column %	Row %	Sum	Column %	Row %	Sum	Row %
Part-time	11,178	8.04	12.82	76,033	35.88	87.18	87,211	24.86
Full-time	127,794	91.96	48.47	135,856	64.12	51.53	263,650	75.14
Total	138,972	100.00	39.61	211,889	100.00	60.39	350,861	100.00

Please note that the total non-casual headcount for the sector in 2010/11 is 351,129 (see Table 7). This differs slightly from the headcount figure in the above table due to missing and withheld data. Please also note that percentages in the above table are based on available data.

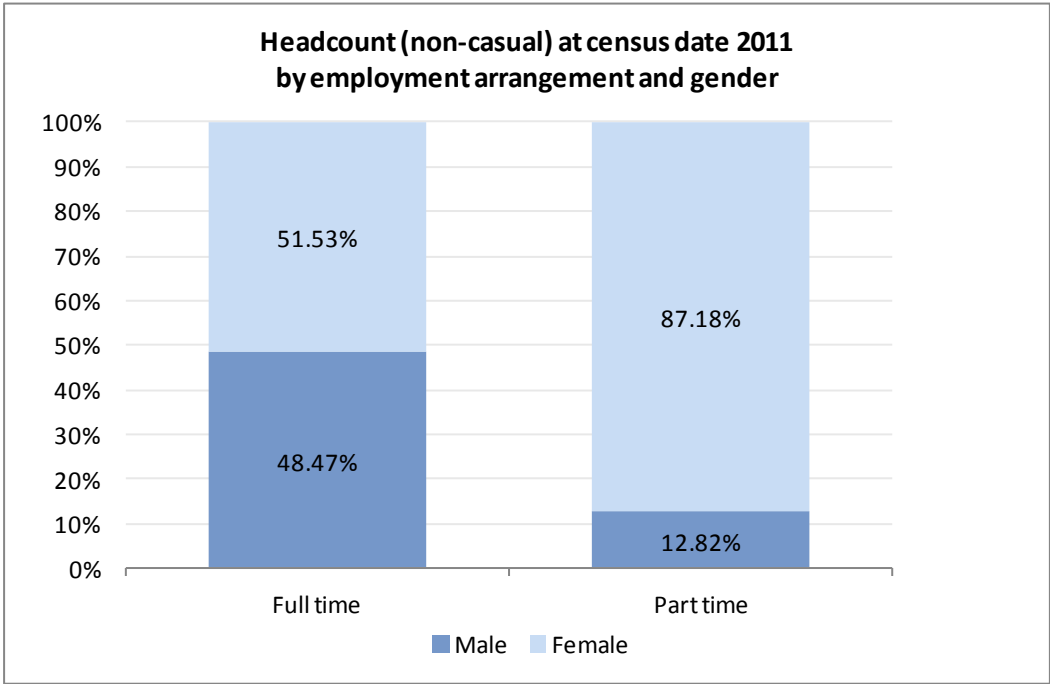


Table 12. Size of workforce: Headcount (non-casual) at census date 2011 by cluster and employment arrangement

Source: NSW DPC 2010/11 Workforce Profile (v2012.03.06)

Cluster	Part-time			Full-time		
	Sum	Column %	Row %	Sum	Column %	Row %
Premier & Cabinet	1,188	1.36	15.10	6,678	7.67	84.90
Treasury	41	0.05	8.44	445	0.51	91.56
Finance & Services	805	0.92	6.87	10,906	12.53	93.13
Family & Community Services	6,353	7.30	32.80	13,015	14.95	67.20
Trade & Investment, Regional Infrastructure & Services	1,547	1.78	6.27	23,109	26.54	93.73
Transport	2,740	3.15	8.69	28,795	33.07	91.31
Attorney General & Justice	3,431	3.94	8.47	37,078	42.59	91.53
Education and Communities	35,740	41.05	35.28	65,557	75.30	64.72
Health NSW	35,220	40.45	31.21	77,641	89.18	68.79
Total	87,065	100.00	24.86	263,224	100.00	75.14

Please note that the total non-casual headcount for the sector in 2010/11 is 351,129 (see Table 7). This differs slightly from the headcount figure in the above table, due to missing and withheld data. Please also note that percentages in the above table are based on available data.

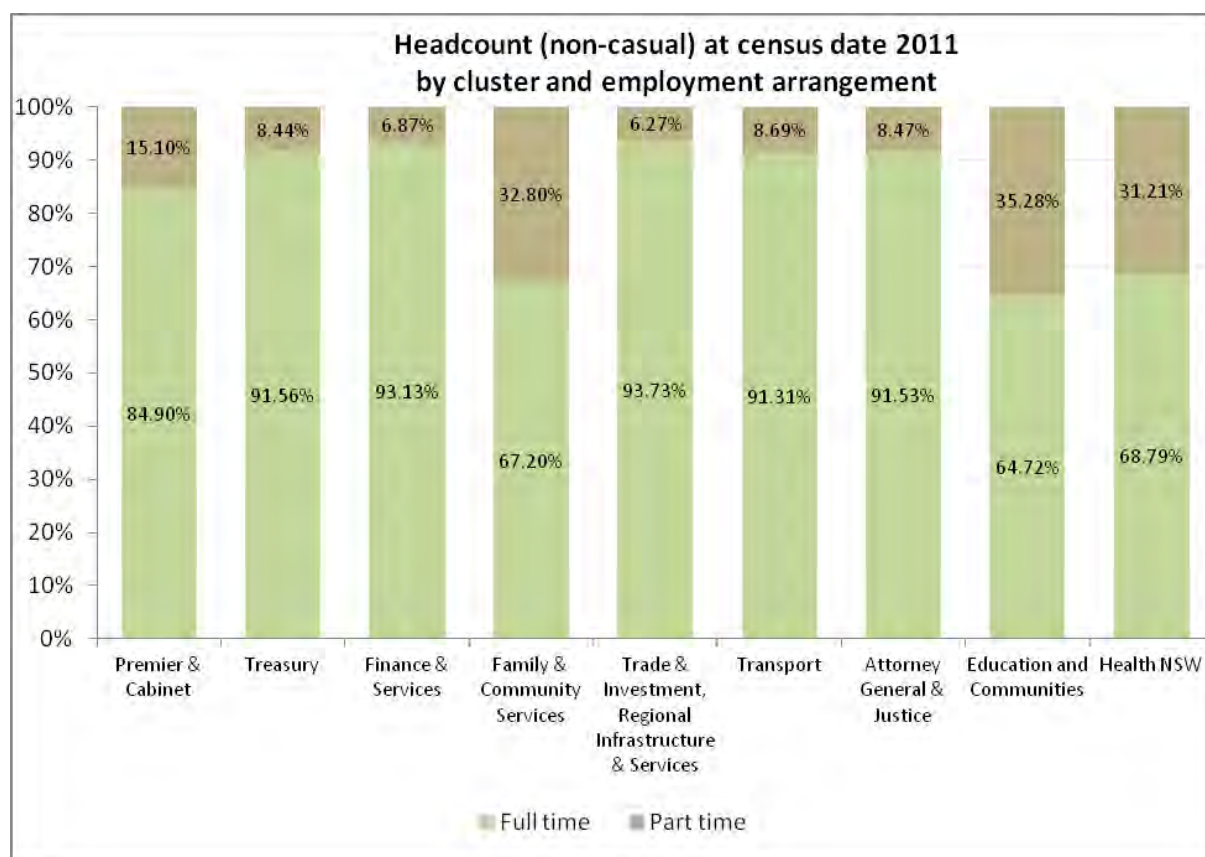


Table 13. Size of workforce: Headcount – NSW public sector employees and NSW employed persons at census date 2010 and 2011

Source: NSW DPC 2010/11 Workforce Profile (v2012.03.06)

Source: Australian Bureau of Statistics (ABS) NSW State and Regional Indicators - release Jan 2011

	2010		2011		
	Total Headcount	% of Total NSW employed persons	Total Headcount	% of Total NSW employed persons	% growth from 2010
NSW public sector workforce	386,185	11.10	394,789	11.03	2.23
NSW employed persons	3,480,700	100.00	3,579,168	100.00	2.83

Table 14. Size of workforce: Headcount – NSW public sector employees and NSW employed persons at census date 2010 and 2011 by gender

Source: NSW DPC 2010/11 Workforce Profile (v2012.03.06)

Source: Australian Bureau of Statistics (ABS) NSW State and Regional Indicators - release Jan 2011

Gender	2010				2011			
	NSW public sector		NSW employed persons		NSW public sector		NSW employed persons	
	Sum	%	Sum	%	Sum	%	Sum	%
Male	150,489	39.12	1,901,600	54.63	153,440	39.01	1,945,848	54.37
Female	234,185	60.88	1,579,100	45.37	239,910	60.99	1,633,320	45.63
Total	384,674	100.00	3,480,700	100.00	393,350	100.00	3,579,168	100.00

Please note that the total headcount for the sector in 2010/11 is 394,789 (see Table 8). This differs slightly from the headcount figure in the above table due to missing and withheld data. Please also note that percentages in the above table are based on available data.

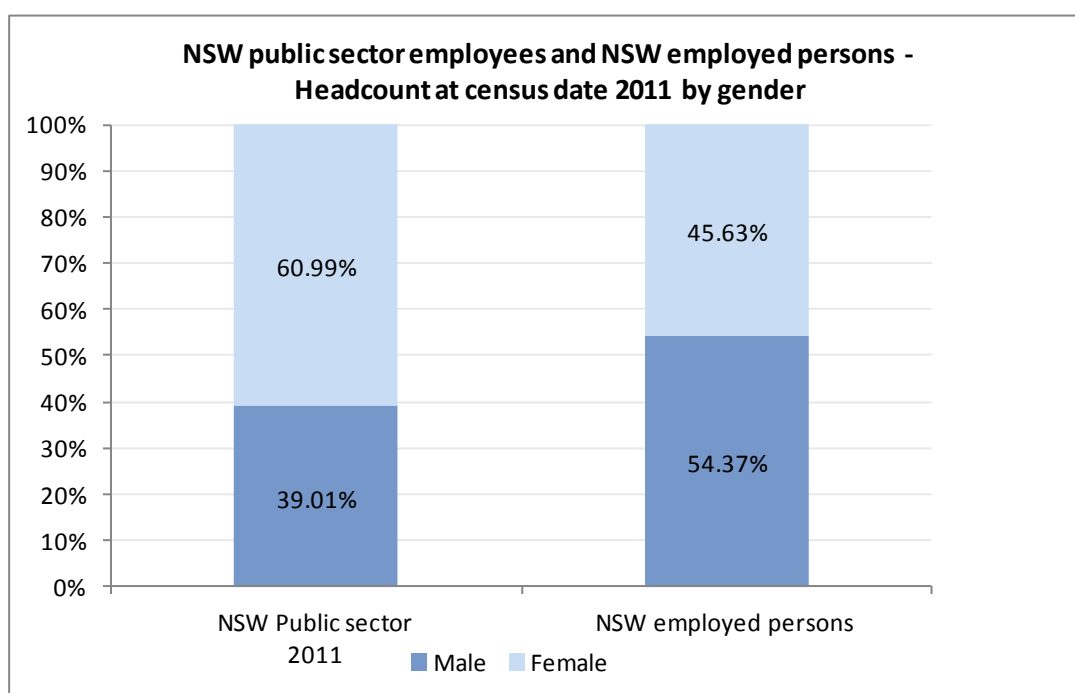


Table 15. Size of workforce: Headcount – NSW public sector employees and NSW employed persons at census date 2011 by age band

Source: NSW DPC 2010/11 Workforce Profile (v2012.03.06)

Source: Australian Bureau of Statistics (ABS) NSW State and Regional Indicators - release Jan 2011

Age Band	NSW public sector		NSW employed persons	
	Sum	%	Sum	%
15 to 24	18,927	4.81	569,320	15.91
25 to 34	77,385	19.68	821,067	22.94
35 to 44	97,648	24.83	803,543	22.45
45 to 54	112,375	28.57	779,835	21.79
55 to 64	76,905	19.56	495,123	13.83
65 plus	10,027	2.55	110,279	3.08
Total	393,267	100.00	3,579,167	100.00

Please note that the total headcount for the sector in 2010/11 is 394,789 (see Table 8). This differs slightly from the headcount figure in the above table due to missing and withheld data. Please also note that percentages in the above table are based on available data.

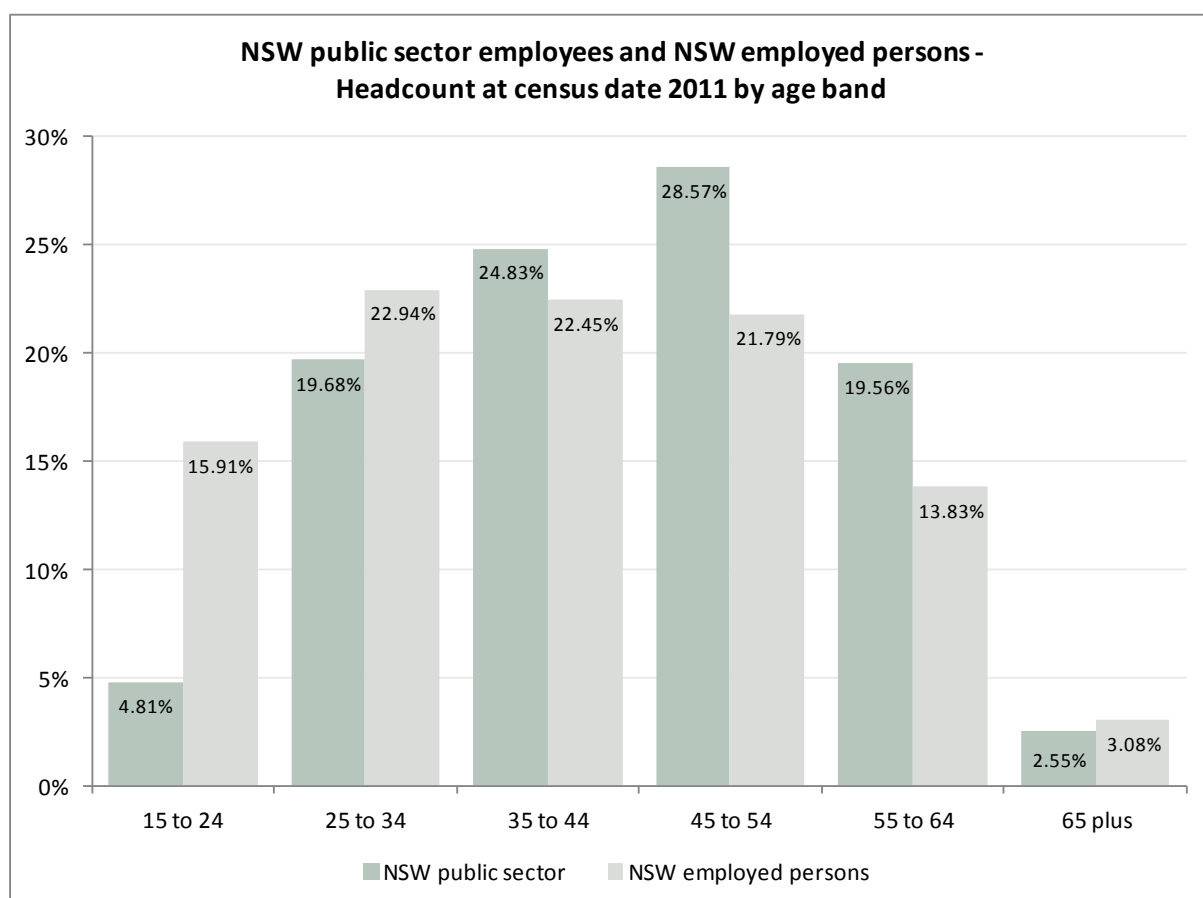


Table 16. Size of workforce: NSW public sector employees and NSW employed persons at census date 2011 by region

Source: NSW DPC 2010/11 Workforce Profile (v2012.03.06)

Source: Australian Bureau of Statistics (ABS) NSW State and Regional Indicators - release Jan 2011

Region	NSW public sector	NSW public sector %	NSW Employed persons	NSW employed persons %
Hunter	39,685	10.12%	319,400	8.92%
Illawarra and South Eastern	31,910	8.14%	318,400	8.90%
Murray-Murrumbidgee	13,343	3.40%	138,800	3.88%
Northern, Far West, North Western and Central West	34,262	8.74%	245,600	6.86%
Richmond-Tweed and Mid-North Coast	27,023	6.89%	231,100	6.46%
Sydney	245,910	62.71%	2,325,900	64.98%
Total	392,133	100%	3,579,200	100%

Please note that the total headcount for the sector in 2010/11 is 394,789 (see Table 8). This differs slightly from the headcount figure in the above table due to missing and withheld data. Please also note that percentages in the above table are based on available data.

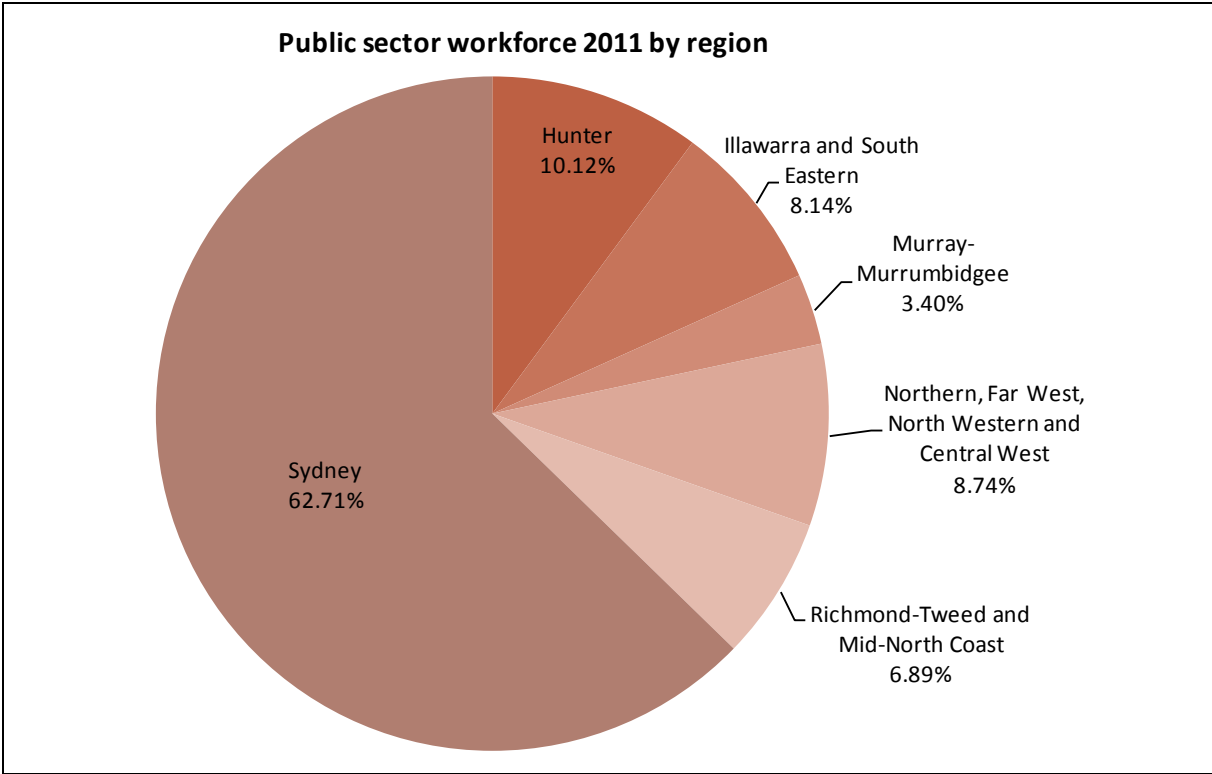


Table 17. Median Age: NSW public sector employees and NSW employed persons at census date by gender

Source: NSW DPC 2010/11 Workforce Profile (v2012.03.06)

Source: Australian Bureau of Statistics (ABS) NSW State and Regional Indicators - release Jan 2011

Gender	Age (Median)	
	NSW public sector	NSW employed persons
Male	45	40
Female	45	39
Total	45	39

Table 18. Headcount: Estimated percentage of employees within EEO groups at census date 2011 by budget sector and cluster

Source: NSW DPC 2010/11 Workforce Profile (v2012.03.06)

	Aboriginal and Torres Strait Islander People %	People from Racial, Ethnic or Ethno-Religious Minority Group %	People whose first language spoken as a child was not English %	People with a disability %	People with a Disability requiring adjustment at work %
Benchmark	2.6	N/A	19	N/A	1.5
Total Sector	2.6	13.7	15.8	3.6	1.1
Budget Sector					
General Government Budget Dependent	2.7	13.0	15.4	3.5	1.1
Government Trading Enterprise	2.7	27.5	24.9	5.6	1.7
State Owned Corporation	1.6	10.0	11.2	3.3	0.7
General Government Non Budget Dependent	2.0	20.7	21.8	4.2	2.2
Cluster					
Premier & Cabinet	5.5	13.0	14.2	4.3	1.3
Treasury	0.0	27.8	29.5	1.4	0.5
Finance & Services	1.5	23.0	23.1	6.2	2.2
Family & Community Services	9.1	17.8	18.1	5.5	1.6
Trade & Investment, Regional Infrastructure & Services	2.0	9.1	11.0	4.1	0.9
Transport	2.0	25.0	24.0	5.4	2.1
Attorney General & Justice	3.2	15.0	10.8	3.3	1.5
Education and Communities	2.8	10.2	11.6	3.6	1.0
Health NSW	1.8	13.2	19.3	2.7	0.7

Table 19. Median remuneration (non casual) at census date by gender – 2009 - 2011

Source: NSW DPC 2010/11 Workforce Profile (v2012.03.06)

Gender (non-casual)	Median annual base remuneration (current position)				
	2009 \$	% Growth 2009 - 2010	2010 \$	% Growth 2010 - 2011	2011 \$
Male	66,825.00	3.92	69,443.00	4.00	72,220.00
Female	64,203.00	6.23	68,201.00	4.79	71,469.00
All Genders	66,332.00	4.67	69,429.00	3.90	72,137.00



Table 20. Median length of tenure (years) in agency (non casual) at census date by gender – 2009 - 2011

Source: NSW DPC 2010/11 Workforce Profile (v2012.03.06)

Gender (non-casual)	2009	% Change 2009 - 2010	2010	% Change 2010 - 2011	2011
Male	9.06	0.76	9.13	9.54	10.00
Female	7.84	5.14	8.24	19.68	9.86
All Genders	8.26	2.75	8.49	17.07	9.94

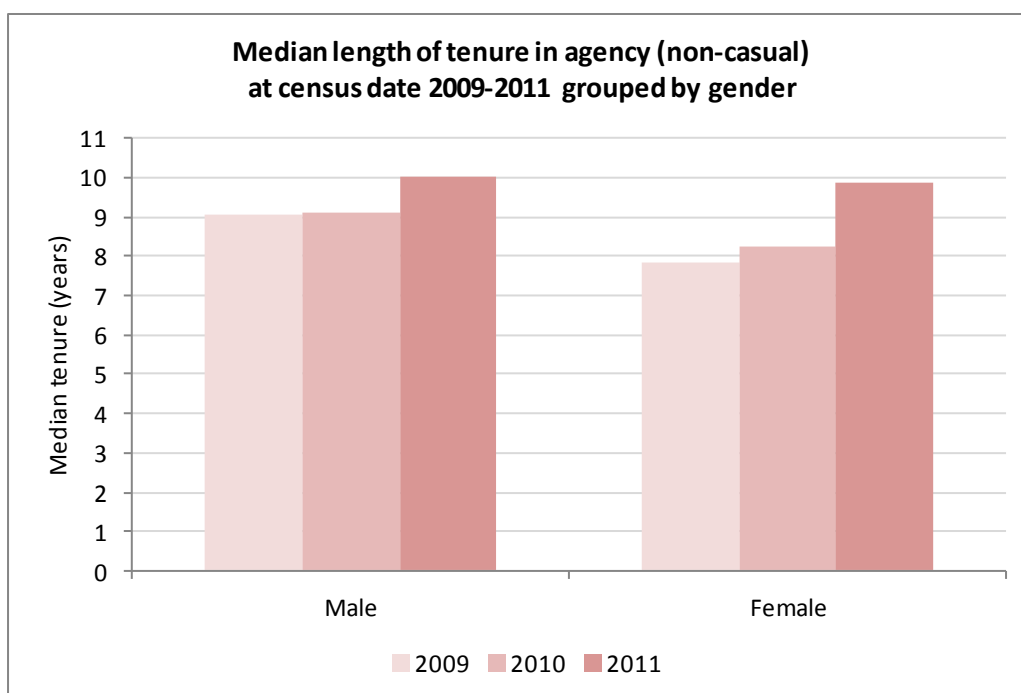
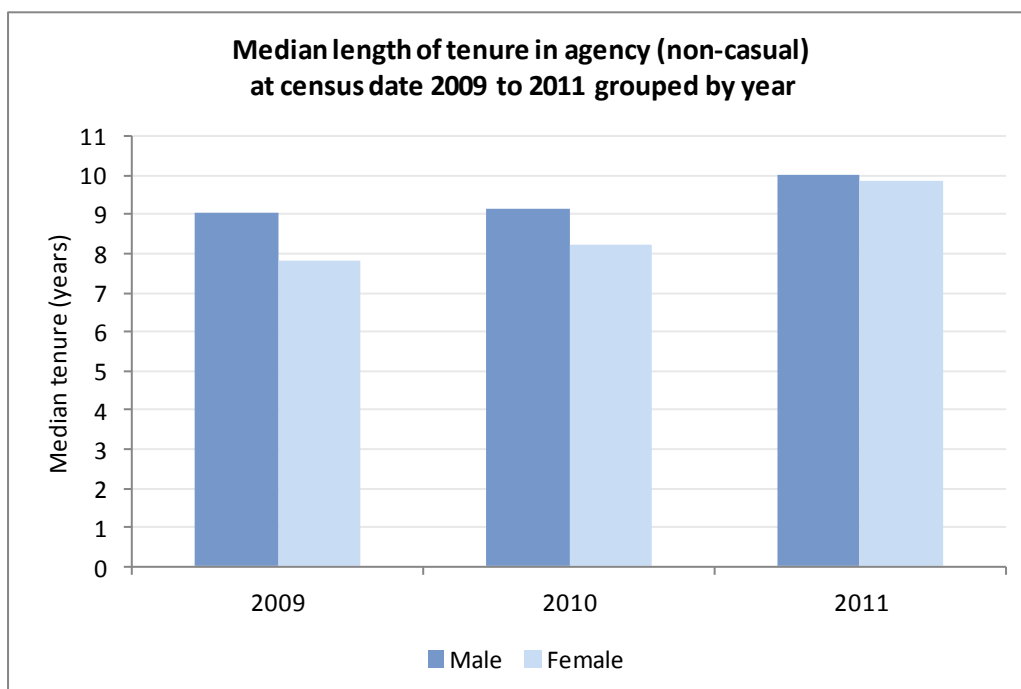


Table 21. Average annual total gross earnings (TGE) (non casual) at census date by gender – 2009 – 2011 (excluding Health cluster)

Source: NSW DPC 2010/11 Workforce Profile (v2012.03.06)

Gender (non-casual)	Average annual total gross earnings (year to date)		
	2009 \$	2010 \$	2011 \$
Male	77,463.65	80,826.37	83,562.35
Female	58,011.58	60,541.75	62,537.83
Total	67,173.00	70,061.19	72,312.32

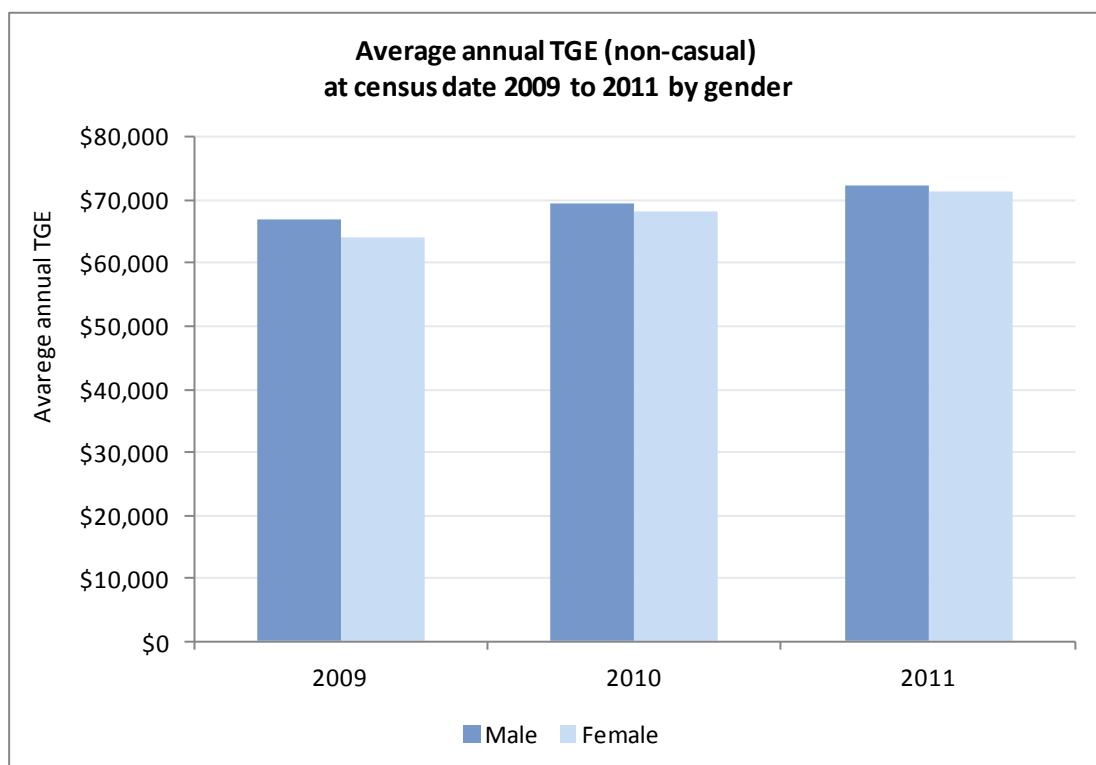


Table 22. Size of workforce: Headcount at census date 2007-2011

Source: NSW DPC 2010/11 Workforce Profile (v2012.03.06)

Year	All employees	Non-casual employees
2007	372,033	329,321
2008	378,645	336,000
2009	383,014	340,512
2010	386,185	343,584
2011	394,789	351,129

Table 23. Headcount (non casual) at census date 2007-2011 by employment arrangement and gender

Source: NSW DPC 2010/11 Workforce Profile (v2012.03.06)

Year	Arrangement	Male	Female	Total
2007	Part Time	11,668	70,685	82,353
	Full Time	119,267	122,879	242,146
2008	Part Time	12,338	73,120	85,458
	Full Time	120,892	126,518	247,410
2009	Part Time	12,503	74,973	87,476
	Full Time	121,965	128,216	250,181
2010	Part Time	10,467	74,416	84,883
	Full Time	125,422	130,958	256,380
2011	Part Time	11,058	75,719	86,777
	Full Time	127,090	135,026	262,116

Table 24. Annual change in workforce (%) 2007-2011

Source: NSW DPC 2010/11 Workforce Profile (v2012.03.06)

Source: Australian Bureau of Statistics (ABS) NSW State and Regional Indicators - release Jan 2011

	2007	2008	2009	2010	2011
NSW public sector headcount at June	372,033	378,645	383,014	386,185	394,789
NSW public sector headcount at June % growth	0.11%	1.78%	1.15%	0.83%	2.23%
NSW employed persons (ABS) at June	3,339,902	3,418,057	3,400,140	3,480,700	3,579,168
NSW employed persons (ABS) at June % growth	1.95%	2.34%	-0.52%	2.37%	2.83%

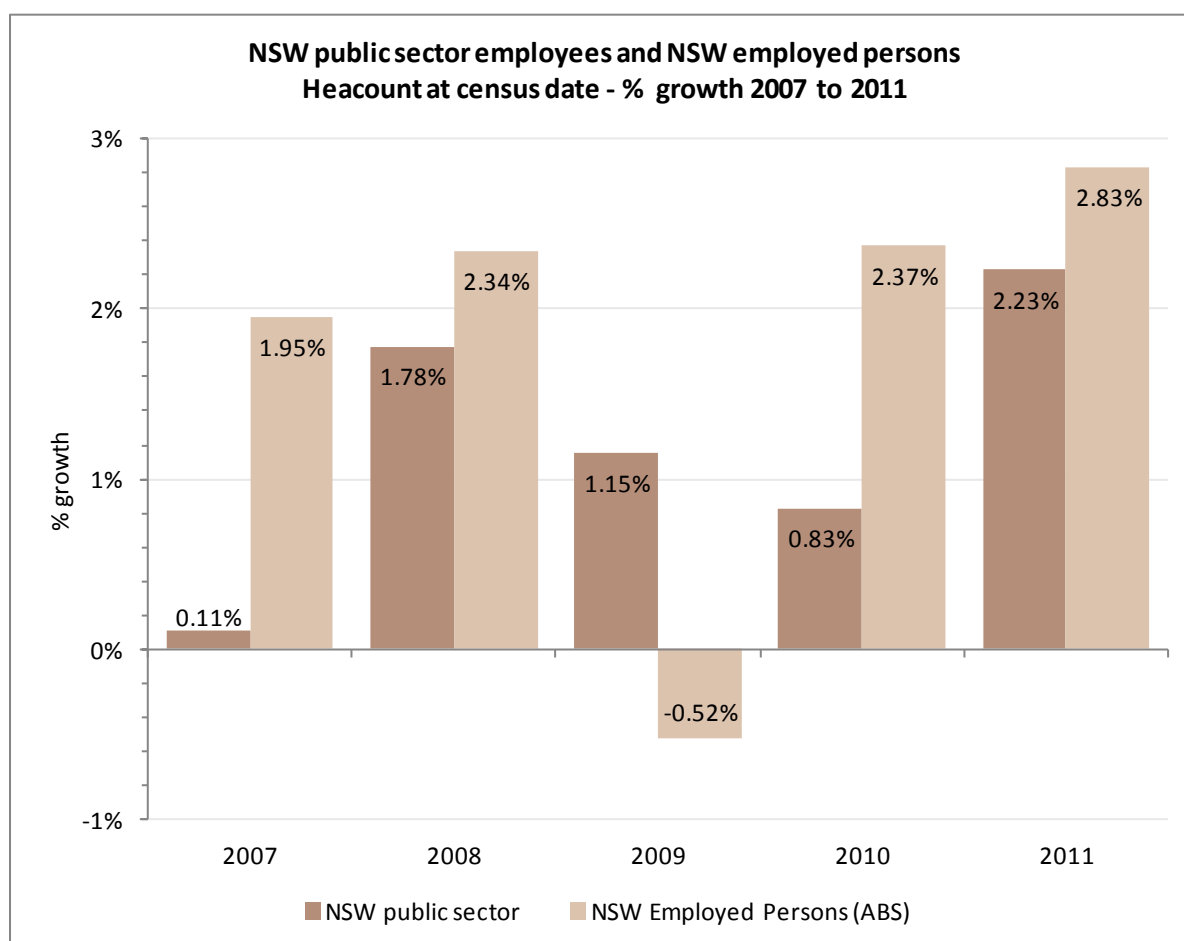


Table 25. Sick leave (non-casual) during the year 2009-2011 (excluding Health cluster)

Source: NSW DPC 2010/11 Workforce Profile (v2012.03.06)

Sick Leave	2009	% Change 2009 - 2010	2010	% Change 2010 - 2011	2011
Average Sick Leave taken per FTE (hrs)	55.48	-1.09	54.88	2.18	56.07

Glossary of Terms used in Workforce Profile Reporting

Aboriginal and/or Torres Strait Islander Employees	Aboriginal and Torres Strait Islander employees are people of Aboriginal and Torres Strait Islander descent who identify as such and are accepted as such by the community in which they live.
Annual Reference Period	The annual reference period starts on the day following the last pay date of the previous financial year and ends on the last pay day of the current financial year.
Annual Remuneration	Using headcount figures, the remuneration reflects the salary that an employee would receive if they worked full-time hours under their award over the course of the year. It is independent of actual hours worked during the year and of additional overtime, allowances or lump sum payments. It differs from the standard 'full-time equivalent' definition because it does not relate to the proportion of hours an employee works.
Casual Employees	NSW Government agency employees engaged to perform work on an 'as-required' basis. Employees are usually paid at an hourly rate equal to the relevant classification level of the position with a loading. The definition of casual excludes sessional or seasonal and retained employees.
Census Date	Census date is the actual last pay day of the reference period.
Census Period	The last pay fortnight of the reference period.
Commencement Rate	The number of people starting work with an agency as a proportion of the average number of people employed in the agency during the year. The commencement rate was calculated for non-casual employees using the formula: $(\text{Number of employees commenced with agency during the year} \times 100) \div \text{average of (number of employees at the beginning and end of the year)}$.
Contract (Executive) Employees	Executive staff employed on the basis of fixed term individual contracts. These include Chief and Senior Executive Officers in Budget Dependent agencies and contract staff whose salary is equivalent to a minimum SES salary, or higher, and who have primarily management responsibilities in Non-budget Dependent agencies. This group does not include contractors and consultants engaged on a fee for service basis.
Contract (Non-Executive) Employees	All non-executive staff employed on the basis of fixed term individual contracts. This group does not include contractors and consultants engaged on a fee for service basis.

Employment Arrangement	A non-casual employee's employment category classified by full-time or part-time status.
Employment Category	<p>Employment category reflects the nature of an employee's employment contract with an agency. Categories include:</p> <p><i>Permanent:</i> Employed on a continuing basis to perform ongoing functions;</p> <p><i>Temporary:</i> Non-casual employees who do not have permanent conditions of employment, or individual employment contracts. Employed for a specific period of time;</p> <p><i>Casual:</i> Employees engaged to perform work on an 'as-required' basis, and are paid at an hourly rate equal to the relevant classification level of the position, with a loading;</p> <p><i>Contract:</i> Employees who are employed on the basis of fixed term individual contract. This group does not include contractors and consultants engaged on a fee for service basis; and</p> <p><i>Other:</i> Relates to all other employment categories; i.e. cadet, trainees, apprentices, retained staff, sessional, seasonal and Statutory Appointees.</p>
Full-time Employees	Full-time employees are employees who usually work 35 hours or more a week. See Australian Bureau of Statistics - Labour Statistics: Concepts, Sources and Methods (cat no. 6120.0).
Full Time Equivalent (FTE) Workforce	<p>A standardised way of describing the size of the workforce based on the total number of ordinary time paid hours worked (excluding overtime and unpaid work). The FTE workforce describes the total number of full-time employees required to account for all ordinary time paid hours work. It is not a count of the number of employees. For example, two employees, both working half the standard number of full-time hours for their position, will together be counted as one FTE employee.</p> <p>FTE workforce can be measured as an average during a period or at a particular point in time, such as the last pay period during the financial year.</p> <p>Since the same method of counting can be applied to each agency, FTE staffing figures provide the most accurate indication of resource levels within the NSW Public Sector.</p>
General Government: Budget Dependent Agencies	Government agencies which do not have a commercial charter and which receive an appropriation in the <i>Annual Appropriation Act</i> . They rely predominantly on the Consolidated Fund for direct funding

	(i.e., 50 percent or more of their total expenditure is provided by parliamentary appropriations).
General Government: Non-Budget Dependent Agencies	Government agencies that do not have a commercial charter but do not rely on the Consolidated Fund for ongoing financial support. These agencies usually have a regulatory function and collect taxes, fees and fines. They rely on retained revenue to fund their ongoing operations.
Headcount	<p>Total number of employees who were employed at any time during the financial year.</p> <p>Employees with multiple periods of employment in a single agency during the year are counted only once by most agencies. However, the payroll systems used by some agencies do not link employment periods and these agencies have reported each period of employment as a separate employee. Employees with periods of employment in different agencies during the year are counted as separate employees in each agency. In the Health sector, this also applies to employees working in more than one Area Health Service.</p> <p>Headcount figures pick up all employees who have worked during the period, even if they only worked for one day. Both total employees (headcount) figures and FTE figures are reported because they provide different perspectives of the workforce. FTE translates the headcount figures into a proportion of the hours worked by an equivalent full-time staff member. For example, a person working one day per week would be counted as 1 under headcount and 0.2 under FTE (i.e.: they work 20 percent of the time that a full-time employee would work). Headcount figures therefore give a picture of how many people were employed during the period, whereas FTE is a more accurate indicator of resource levels.</p>
Language first spoken as a child	The language the person first spoke as a child, as distinct from the preferred language or language usually spoken at home.
Length of Service	The length of employment of employees within an Agency. Median is the measure used.
Median	The median (the middle value of a distribution: half the values are above the median and half are below the median) is presented as it is less sensitive to extreme values than the mean.
Non-Casual Employees	All persons engaged to work and paid through a NSW government agency payroll system, excluding employees working for an hourly rate (casual), sessional, seasonal and retained staff.

NSW Employed Persons	<p>Employed persons (defined by Australian Bureau of Statistics – ABS) include all persons aged 15 years and over who, during the reference week:</p> <ul style="list-style-type: none"> ▪ worked for one hour or more for pay, profit, commission or payment in kind in a job or business, or on a farm (comprising employees, employers and own account workers); or ▪ worked for one hour or more without pay in a family business or on a farm (i.e. contributing family workers); or ▪ were employees who had a job but were not at work and were: <ul style="list-style-type: none"> ▪ away from work for less than four weeks up to the end of the reference week; or ▪ away from work for more than four weeks up to the end of the reference week and received pay for some or all of the four week period to the end of the reference week; or ▪ away from work as a standard work or shift arrangement; or ▪ on strike or locked out; or ▪ on workers' compensation and expected to return to their job; or ▪ were employers or own account workers, who had a job, business or farm, but were not at work.
NSW Labour Force	<p>Labour Force (defined by Australian Bureau of Statistics – ABS) includes any group, persons who were employed (defined as NSW Employed Persons) or unemployed defined as :</p> <p>Unemployed Persons aged 15 years and over who were not employed during the reference week, and:</p> <ul style="list-style-type: none"> ▪ had actively looked for full-time or part-time work at any time in the four weeks up to the end of the reference week and were available for work in the reference week; or ▪ were waiting to start a new job within four weeks from the end of the reference week and could have started in the reference week if the job had been available then.
Occupation	<p>Occupation is classified according to the Australian and New Zealand Standard Classification of Occupations (ANZSCO ABS Cat No 1220.0).</p>
Overtime Hours	<p>Overtime hours are the actual number of hours of overtime worked and excludes overtimes taken as time off in lieu.</p>
Overtime hours per FTE	<p>Overtime hours per FTE is the sum of valid overtime hours divided by total FTE during the year. It includes Employees with (a) overtime</p>

	hours greater than zero and (b) annual FTE not missing.
Overtime payments (actual earnings)	An overtime payment (actual earnings) is the total amount paid before tax for overtime during the reference period.
Part-time Employees	Part-time employees are employed persons who usually work less than 35 hours a week. (See Australian Bureau of Statistics - <i>Labour Statistics: Concepts, Sources and Methods</i> - cat no. 6120.0).
Permanent Employees	Permanent employees are employed on a continuing basis to perform ongoing functions.
Person with a disability	<p>A person who identifies as having a disability i.e. as having one or more of the following limitations or restrictions:</p> <ul style="list-style-type: none"> ▪ a long-term medical condition or ailment ▪ speech difficulties in their native language ▪ a disfigurement or deformity ▪ a psychiatric condition ▪ a head injury, stroke or any other brain damage ▪ loss of sight or hearing ▪ incomplete use of any part of their body ▪ blackouts, fits or loss of consciousness ▪ restriction in physical activities or physical work ▪ slowness at learning or understanding ▪ any other condition resulting in a restriction.
Public Trading Enterprises	Government agencies which have a commercial charter, charge fees for services provided and are largely self-sufficient. However, they may receive funding for social programs (non-commercial activities).
Racial, Ethnic, or Ethno-Religious Minority Group	Racial, ethnic or ethno-religious minority groups are those people who identify as belonging to a designated EEO group who are a minority in Australian society by virtue of their racial, ethnic or ethno-religious background.
Region	Grouping of statistical divisions as defined by the Australian Bureau of Statistics (ABS) in <i>Australian Standard Geographical Classification</i> (ABS. cat. no. 1216.0). Region classifications for public sector employees were obtained from postcodes using the ABS Postcode to Statistical Local Area Concordance Database, and <i>the ABS National Localities Index</i> .
Representation of EEO	Reporting on Equal Employment Opportunity (EEO) uses estimates. As

Groups	with any large voluntary data collection exercise, the information collected may underestimate the actual proportions of EEO groups in agencies. Where response rates were less than 100 percent, the representation of EEO groups has been estimated.
Sick Leave Entitlement	Sick leave entitlement include employees: <ol style="list-style-type: none"> 1. Who took paid sick leave during the period; and 2. Whose conditions of employment provide for sick leave but did not take any during the reference period.
Sick Leave Hours	To calculate sick leave hours: <ol style="list-style-type: none"> 1. Sick leave hours taken by each employee divided by the estimated number of hours worked each 'day' for that employee. 2. The 'day' for each employee is determined by using 'Standard weekly Full-time Award/Contract Hours' divided by 5 (assuming each employee worked a 5 day week on average).
Sick Leave Hours per FTE	Sick leave hours per FTE are the sum of valid sick leave hours divided by total FTE during the year. It include Employees with (a) valid sick leave entitlement and (b) annual FTE not missing
Sick Leave Rate	Sick leave rate refers to 'the hours absent due to sick leave per 1,000 hours paid'. The sick leave rate standardises the reporting of sick leave to enable comparisons to be made. However, in small agencies, the rate is influenced by extreme values.
Stability Rate	The number of continuous employees as a proportion of the employees at the beginning of the year. The stability rate was calculated for permanent employees using the formula: $(\text{number of employees reported as continuously employed during the year} \times 100) \div (\text{number of employees at the beginning of the year})$.
Temporary Employees	Non-casual employees, who do not have permanent conditions of employment, do not have individual employment contracts and who are employed for a specific period of time.
Total Gross Earnings	The actual earnings of the employee including the payment for leave, leave loading, allowances and salary packaged/sacrificed components. It excludes the employer contribution to superannuation, travelling/meal/subsistence allowances.
Trainees, Cadets and Apprentices	Staff whose employment conditions require them to undergo a designated training program as part of their vocational development.