

OVERVIEW REPORT FOR THE
NSW Public Sector Workforce Profile

2005

NSW Premier's Department Public Employment Office

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This is the seventh annual Overview Report for the NSW Public Sector Workforce Profile. The 2005 Workforce Profile Collection presents data on key characteristics of the NSW public sector workforce. The Report provides a comprehensive picture of workforce trends across the sector.

The NSW Public Sector, which represents 10.5 percent of the wider NSW workforce, is largely engaged in delivering services to the community. Government departments therefore span the areas of health, education, police, emergency services, transport, environmental protection, agriculture, community services, the courts and in utilities such as water and energy.

The Public Employment Office of the Premier's Department is committed to the continuous improvement of the Workforce Profile Collection. I welcome feedback on this report as well as suggestions for future reports.

I would like to thank all agencies for their continued cooperation in providing data in a timely manner.

More information about the Workforce Profile and data relating to previous years' collections can be found on the Premier's Department website at www.premiers.nsw.gov.au. The Workforce Profile team can be contacted on telephone (02) 9228 5555 or email: workforceprofile@premiers.nsw.gov.au



Col Gellatly
Director-General

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About this publication

This publication presents summary results of the NSW Public Sector Workforce Profile Collection on the size and composition of the public sector during the 2004–05 financial year as well as at June 2005.

About the Workforce Profile Collection

The NSW Public Sector Workforce Profile Collection is an annual census of all public sector employees of NSW Government agencies conducted by the NSW Premier's Department, Public Employment Office.

Data is collected from all public sector agencies on over 50 employee related items including demographics, employment arrangements and patterns, leave, remuneration and earnings. While the Public Employment Office has undertaken extensive data quality audits on data provided by agencies, it cannot accept responsibility for any inaccuracies in the supplied data.

About the 2005 Data

The Workforce Profile 2005 summary tables are based on a database of 485,509 individual unit records provided by all NSW Public Sector agencies. 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. Full time equivalent (FTE) is the primary measure used throughout this report. Data definitions are explained in the Explanatory Notes at Appendix 1.

Limitations of the Data

Workforce Profile data accuracy may be affected by:

- Omissions (e.g. age of employee not recorded);
- Duplications (e.g. employee with multiple records). Workforce Profile has some safeguards against true duplication. What appears as duplication may be valid as in the case of employees with multiple appointments; and/or
- Invalid or miscoded data

Due to differences in data sources and data definitions, there may be variations between data in this publication and that published by individual agencies.

Enquiries

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Size of NSW Public Sector

At June 2005

- The NSW Public Sector represented 10.5 percent of the total NSW Labour Force.
- The number of FTE employees was 294,376, an increase of 0.9 percent from the previous year. Increases were reported in the Health policy sector (0.3 percent) and the Education policy sector (0.3 percent).
- Employees in the General Government: Budget Dependent agencies represented 85.4 percent (251,532 FTE) of all NSW public Sector employees.
- The Health and Education policy sectors represented approximately 60.5 percent (177,992 FTE) of all NSW public Sector employees.
- 360,880 (headcount) people were employed in the NSW Public Sector, an increase of 1.2 percent. Non-budget dependent sector employees increased 26.5 percent, Public Trading Enterprises decreased by 4.3 percent and General Government – Budget Dependent agencies increased by 1.8 percent.
- The proportion of women employed in the NSW Public Sector has increased steadily over time. Women represented 59.8 percent of the sector workforce, compared to 44.8 percent of all employees in NSW.

Occupational Group

At June 2005

- 45.8 percent of public sector FTE employees were classified as professional and 15.0 percent as associate professionals, in accordance with the Australian Standard Classification of Occupations (ASCO).
- Within the professional occupational group, 79.5 percent FTE was engaged in health and education related occupations. The majority of this was comprised of nursing professionals (20.7 percent of all FTE professionals) and school teachers (34.7 percent of all FTE professionals).
- Female employees comprised 66.5 percent of all FTE employees within the professional group. Females were also highly represented in advanced clerical and service workers (72.9 percent) and intermediate clerical sales and service workers (75.6 percent).
- Male employees were prominent in the occupational groups of tradespersons and related workers (95.3 percent), production and transport workers (91.4 percent) and labourers and related workers (63.0 percent).

Employment Status

At June 2005

- Permanent staff accounted for 80.7 percent of the NSW Public Sector workforce (FTE). Temporary staff accounted for 9.2 percent and casual staff 7.8 percent.
- 85.3 percent of the male FTE workforce was in permanent employment compared to 77.1 percent of the female workforce.

Employment Arrangements

At June 2005

- 77.0 percent of non-casual employee FTE was employed on a full-time basis and 23.0 percent were employed part-time.
- 86.2 percent of all part-time FTE employees were women.
- 47.2 percent of all part-time FTE employees were employed in the Health policy sector.
- 40.0 percent of all FTE employees, working in the Social Security and Welfare policy sector were part-time. Other policy sectors that have a higher percentage of employees working part-time include Health (32.5 percent) and Education (29.5 percent) policy sectors.

Remuneration

At June 2005

- The average full-time remuneration rate for non-casual employees was \$57,085. The average rate for women was \$54,459 and the average rate for men was \$60,819 p.a. Average remuneration rate for females was 89.5 percent of the average for males. This has increased from 89.2 percent in the previous year.
- 90.2 percent of FTE employees in the NSW Public Sector had a remuneration of less than \$78,345 p.a and 63.4 percent had a remuneration of less than \$60,584. The percentage of FTE employees at June 2005 with salaries in the top two salary bands was 3.5 percent.

Region

- At June 2005, 61.8 percent of public sector employees worked within the Sydney metropolitan region. This compares to 65.8 percent of the NSW Labour Force.

Movement

- During 2004/2005, 39,600 non-casual employees commenced and 34,998 separated from NSW Public Sector agencies. The commencement rate for non-casual public sector employees during 2004/2005 was 12.8 percent and the separation rate 11.3 percent.
- Overall the Public Sector workforce showed high stability with 90.2 percent of people employed at June 2004 still working within their agency at June 2005.

Employee Characteristics

At June 2005

- The representation of Aboriginal People and Torres Strait Islander in the sector was 1.9 percent, Racial, Ethnic, Ethno-Religious Minority Groups 14.1 percent, and people with a disability 4.6 percent.
- The average age in the NSW Public Sector was 43 years, and the median age was 44 years.
- 4.8 percent of the NSW Public Sector workforce was aged 15–24 years. In comparison 17.2 percent of all employed persons in NSW were 15–24 years. Within the 25–34 age cohort, this figure was 20.7 percent, compared to 23.1 of employed persons in NSW.
- Employees aged 45 to 54 years constituted 32.3 percent of the public sector workforce compared to 22.2 percent of all employed persons in the State. 15.8 percent of employees were aged 55 years or more compared to 13.5 percent of all employed persons in NSW.

Size of the NSW Public Sector

FULL-TIME EQUIVALENT

At June 2005, there were 119 agencies in the NSW Public Sector with a reported FTE workforce of 294,376. This represents an increase of 0.9 percent since June 2004. The reported average FTE during 2004/2005 was 292,573, an increase of 1.4 percent.

Table 1 presents data for both the FTE public sector workforce and the FTE non-casual public sector workforce by budget sector. Budget dependent agencies employed the majority of public sector employees (85.4 percent) at June 2005.

The size of agencies varies considerably throughout the sector. 59 agencies reported an FTE of 200 employees or less, 53 agencies reported an FTE between 200 and 5,000 and 7 agencies reported an FTE greater than 5,000.

Table 1: Full-Time Equivalent Size of Workforce During Year and at June 2005: by Budget Sector

Budget sector	Full-time equivalent public sector workforce		Non-casual full-time equivalent public sector workforce	
	Year average	As at June 2005	Year average	As at June 2005
General Government: Budget Dependent agencies	248,801	251,532	228,827	228,407
General Government: Non-Budget Dependent agencies	2,247	2,314	2,218	2,287
Public Trading Enterprises	41,526	40,531	41,114	40,170
Total NSW Public Sector	292,573	294,376	272,159	270,864

Source: NSW Public Sector Workforce Profile 2004/2005

Table 2 presents data for FTE public sector workforce and FTE non-casual public sector workforce by policy sector.

Overall, the sector remained stable between 2004 and 2005. A number of structural changes (refer Appendix 1) resulted in small percentage changes in several policy sectors. At June 2005, the Social Security and Welfare policy sector reported a 2.7 percent increase in non-casual FTE, the Health Policy Sector 1.6 percent and the Education policy sector 0.5 percent. The main decreases in non-casual FTE were reported in Agriculture, Forestry and Fisheries (7.0 percent), Other Economic Services (5.8 percent) and Recreation and Culture (4.2 percent) policy sectors.

The Health, Education and Public Order and Safety policy sectors are the largest, representing 70.9 percent of the non-casual workforce at June 2005.

Table 2: Full-Time Equivalent Size of Workforce during Year and at June 2005:
by Policy Sector

Policy sector	Full-time equivalent public sector workforce				Full-time equivalent Non-casual public sector employees			
	Year average	%	As at June 2005	%	Year average	%	As at June 2005	%
General Public Services	4,327	1.48	4,373	1.49	4,257	1.56	4,310	1.59
Public Order and Safety	35,908	12.27	35,956	12.21	35,102	12.90	35,185	12.99
Education	87,167	29.79	91,201	30.98	73,129	26.87	73,789	27.24
Health	87,309	29.84	86,791	29.48	83,613	30.72	83,011	30.65
Social Security and Welfare	11,772	4.02	11,697	3.97	10,812	3.97	10,860	4.01
Housing and Community Services	10,148	3.47	10,118	3.44	10,077	3.70	10,060	3.71
Recreation and Culture	6,129	2.09	5,974	2.03	5,713	2.10	5,608	2.07
Fuel and Energy	12,683	4.34	12,706	4.32	12,660	4.65	12,682	4.68
Agriculture, Forestry and Fisheries	4,010	1.37	3,697	1.26	3,832	1.41	3,582	1.32
Transport and Communications	27,620	9.44	26,570	9.03	27,549	10.12	26,492	9.78
Other Economic Services	5,500	1.88	5,292	1.80	5,415	1.99	5,286	1.95
Total NSW Public Sector	292,573	100.00	294,376	100.00	272,159	100.00	270,864	100.00

Source: NSW Public Sector Workforce Profile 2004/2005

HEADCOUNT

Headcount data for total and non-casual NSW Public Sector employees within each budget sector is presented in Table 3. At June 2005, there were 360,880 people employed in the NSW Public Sector, representing an increase of 1.2 percent from June 2004. The average number of people employed in the sector over the 2004/2005 reference period was 451,398.

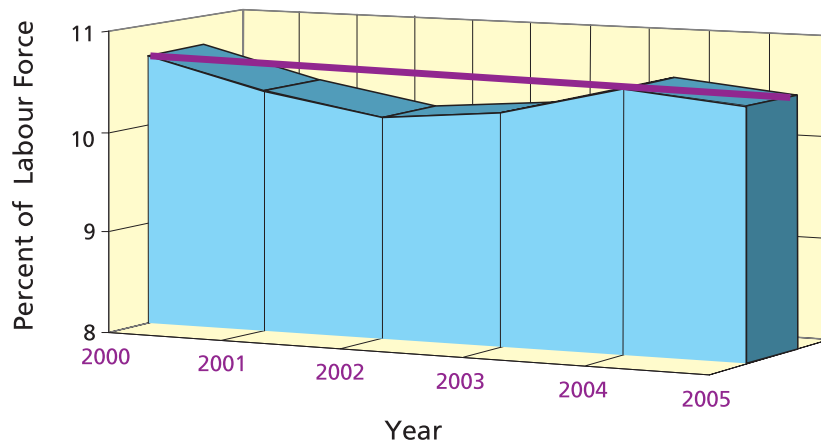
Table 3: Size of Workforce During Year and at June 2005: by Budget Sector

Budget sector	Total public sector employees		Non-casual public sector employees	
	Total during year	As at June 2005	Total during year	As at June 2005
General Government: Budget Dependent agencies	397,210	315,770	295,174	268,195
General Government: Non-Budget Dependent agencies	2,952	2,488	2,768	2,431
Public Trading Enterprises	51,236	42,622	49,335	41,569
Total NSW Public Sector	451,398	360,880	347,277	312,195

Source: NSW Public Sector Workforce Profile 2004/2005

As a proportion of the NSW Labour Force, the number of people employed in the sector has remained stable, as shown in Figure 1. At June 2005, the NSW Public Sector represented 10.5 percent of the NSW Labour Force, representing a 0.1 percent decrease from June 2004.

Figure 1: NSW Public Sector Employees as a Proportion of NSW Labour Force, June 2000–June 2005



Source: NSW Public Sector Workforce Profile 2000–2005 and ABS Cat. No. 6202.0.55.001 Labour Force, Australia, Spreadsheets

The proportion of women employed in the NSW Public Sector has increased steadily over time¹. At June 2005, women represented 59.8 percent of the NSW Public Sector workforce, compared to 44.8 percent of all employees in NSW.

Table 4 shows that the representation of women in the NSW Public Sector varies between policy sectors. Women were highly represented in the Health and Social Security and Welfare policy sectors, with a representation of 74.6 percent and 78.2 percent respectively. In the Education policy sector, the representation of women remained stable at 70.0 percent. The participation rate of women in the Transport and Communications (20.5 percent) and Fuel and Energy (18.3 percent) policy sectors was lower.

**Table 4: Full-Time Equivalent NSW Public Sector Employees at June 2005:
Policy Sector by Gender**

Policy Sector	Gender		
	Males %	Females %	Total %
General Public Services	41.70	58.30	100.00
Public Order and Safety	65.57	34.43	100.00
Education	30.00	70.00	100.00
Health	25.38	74.62	100.00
Social Security and Welfare	21.85	78.15	100.00
Housing and Community Amenities	62.17	37.83	100.00
Recreation and Culture	52.13	47.87	100.00
Fuel and Energy	81.70	18.30	100.00
Agriculture, Forestry and Fisheries	64.55	35.45	100.00
Transport and Communications	79.54	20.46	100.00
Other Economic Services	54.80	45.20	100.00
Total NSW Public Sector	40.22	59.78	100.00

Source: NSW Public Sector Workforce Profile 2004/2005

Footnote

1 At June 1999, women represented 56.6 percent of the NSW Public Sector workforce.

Occupational Groups

Table 5 compares staff numbers (FTE) of Major Occupational Group by gender at June 2005. The classification of occupations is derived from the Australian Standard Classification of Occupations (ASCO) developed by the Australian Bureau of Statistics (ABS), and affords a standardised and consistent method of classifying occupations at the broad level.

Table 5: Full-Time Equivalent Public Sector Employees at June 2005²: Major Occupational Groups

Major Occupational Group	Males	Females	FTE Employees at June 2005
Managers and Administrators	7,342	3,890	11,232
Professionals	44,236	87,704	131,940
Associate Professionals	25,280	18,031	43,311
Tradespersons and Related Workers	13,604	666	14,270
Advanced Clerical and Service Workers	1,039	2,798	3,837
Intermediate Clerical Sales and Service Workers	12,795	39,690	52,485
Intermediate Production and Transport Workers	9,151	858	10,009
Elementary Clerical Sales and Service Workers	4,235	3,886	8,121
Labourers and Related Workers	8,042	4,733	12,775
Total NSW Public Sector	125,724	162,256	287,980

Source: NSW Public Sector Workforce Profile 2004/2005

At June 2005 FTE employees classified as professionals were the largest occupational group within the NSW Public Sector, comprising 45.8 percent, of which 66.5 percent FTE were women. Intermediate clerical sales and service workers (18.2 percent) and associate professionals (15.0 percent) were the next largest groups. Within the professional occupational group, 79.5 percent were engaged in health and education related occupations. The majority were classified as nursing professionals (20.7 percent of all professionals) and school teachers (34.7 percent of all professionals).

Women employees were predominately classified as professional, advanced clerical and service workers (72.9 percent) and intermediate clerical sales and service workers (75.6 percent). Men were prominent in traditionally male occupations, comprising 95.0 percent of FTE employees classified as tradespersons and related workers, 91.4 percent of production and transport workers and 63.0 percent for labourers and related workers.

Footnote

² The total number of FTE public sector employees at June 2005 was 294,376. Table 5 excludes 6,396 employees for whom gender and/or Occupational Group category was not recorded.

The most common employment status in the NSW Public Sector continues to be permanent. At June 2005, 80.7 percent of the NSW Public Sector workforce were permanent employees, 9.2 percent temporary and 7.8 percent casual.

Table 6 illustrates the different work patterns of male and female employees within the sector. There was a higher percentage of male FTE employees in permanent and contract employment. Female FTE employees were more likely to be employed in temporary (11.6 percent) or casual (10.1 percent) employment, compared to 6.1 percent (temporary) and 4.7 percent (casual) of male FTE employees.

**Table 6: Full-Time Equivalent NSW Public Sector Employees at June 2005³:
Employment Category by Gender**

Employment category	Males		Females		Total	
	Number	%	Number	%	Number	%
Permanent	109,145	85.33	127,654	77.06	236,800	80.66
Temporary	7,756	6.06	19,234	11.61	26,990	9.19
Contract: executive	1,100	0.86	317	0.19	1,417	0.48
Contract: non-executive	805	0.63	310	0.19	1,115	0.38
Casual	5,980	4.68	16,796	10.14	22,776	7.76
Statutory Employees	375	0.29	265	0.16	639	0.22
Other ⁴	2,745	2.15	1,089	0.66	3,834	1.31
Total NSW Public Sector	127,906	100.00	165,666	100.00	293,572	100.00

Source: NSW Public Sector Workforce Profile 2004/2005

At June 2005, Transport and Communications (93.8 percent) and Public Order and Safety (90.8 percent) policy sectors had the highest percentage of FTE employees in permanent employment (Table 7). The highest percentage of temporary employment was in the Agriculture, Forestry and Fisheries policy sector (19.8 percent), while the Education policy sector had the lowest percentage of permanent employees (69.6 percent) and the highest percentage of casual employees (19.0 percent).

Footnotes

³ The total number of FTE public sector employees at June 2005 was 294,376. Table 6 above excludes 804 FTE where either employment category and/or gender was not recorded (19 FTE was not recorded for employment category and 785 FTE was not recorded for gender).

⁴ Relates to all other employment categories; i.e. cadet, trainees, apprentices, retained staff, sessional, seasonal employees.

Table 7: Full-Time Equivalent Public Sector Employees at June 2005:
Employment Category by Policy Sector

Policy Sector	Employment Category							Total
	Permanent	Temporary	Contract – Executive	Contract Non-Executive	Casual	Statutory Appointees	Other ⁵	
	%	%	%	%	%	%	%	
General Public Services	76.67	15.22	2.78	3.39	1.44	0.00	0.49	100.00
Public Order and Safety	90.78	4.01	0.30	0.51	0.63	1.78	1.98	100.00
Education	69.62	11.14	0.12	0.02	18.95	0.00	0.16	100.00
Health	82.87	11.51	0.07	0.03	4.31	0.00	1.22	100.00
Social Security and Welfare	81.37	10.98	0.43	0.00	7.16	0.00	0.06	100.00
Housing and Community Amenities	85.36	8.72	1.48	3.33	0.57	0.00	0.53	100.00
Recreation and Culture	76.34	15.15	0.91	1.41	5.95	0.00	0.24	100.00
Fuel and Energy	87.74	0.51	2.68	2.10	0.18	0.00	6.80	100.00
Agriculture, Forestry and Fisheries	75.29	19.78	0.92	0.57	3.12	0.00	0.32	100.00
Transport and Communications	93.84	1.48	0.87	0.09	0.29	0.00	3.43	100.00
Other Economic Services	86.42	10.62	1.72	0.35	0.13	0.00	0.77	100.00
Total NSW Public Sector	80.70	9.20	0.46	0.38	7.74	0.22	1.30	100.00

Source: NSW Public Sector Workforce Profile 2004/2005

Footnote

⁵ Relates to all other employment categories; i.e. cadet, trainees, apprentices, retained staff, sessional and seasonal employees.

Employment Arrangements

In response to the changing needs of employees, flexible employment arrangements have become a feature of the NSW Public Sector. Employment can be a full-time or part-time working arrangement. At June 2005, 23.0 percent of non-casual employees were employed part-time in the NSW Public Sector, of which 86.2 percent were women. 33.7 percent of all women employed in the NSW Public Sector were in part-time employment compared to 7.7 percent of men.

Table 8: Number of Non-casual NSW Public Sector Employees at June 2005 (Headcount): Employment Arrangements by Gender⁶

Employment Arrangement	Gender				Total
	Males	%	Females	%	
Full-time	117,870	92.30	120,233	66.26	238,103
Part-time	9,836	7.70	61,211	33.74	71,047
Total NSW Public Sector	127,706	100.00	181,444	100.00	309,150

Source: NSW Public Sector Workforce Profile 2004/2005

The Health policy sector accounted for 47.2 percent of all part time non-casual employees and the Education policy sector 35.5 percent with much lower percentages of part time employment in all other policy sectors.

Table 9 shows non-casual employees employment arrangements by policy sector. At June 2005, 40.0 percent of all employees working in the Social Security and Welfare policy sector were part-time. Other policy sectors that have a higher percentage of employees working part-time include Health (32.5 percent and Education (29.5 percent) policy sectors. Smaller percentages of part-time employment were in the Fuel and Energy (4.8 percent) and Housing and Community Amenities (5.0 percent) policy sectors.

Table 9: Non-Casual NSW Public Sector Employees at June 2005: Employment Arrangements by Policy Sector

Policy Sector	Employment Arrangements		
	Full-time %	Part-time %	Total %
General Public Services	88.13	11.87	100.00
Public Order and Safety	93.14	6.86	100.00
Education	70.52	29.48	100.00
Health	67.52	32.48	100.00
Social Security and Welfare	60.03	39.97	100.00
Housing and Community Amenities	94.98	5.02	100.00
Recreation and Culture	87.88	12.12	100.00
Fuel and Energy	95.20	4.80	100.00
Agriculture, Forestry and Fisheries	92.41	7.59	100.00
Transport and Communications	94.43	5.57	100.00
Other Economic Services	92.58	7.42	100.00
Total NSW Public Sector	77.04	22.96	100.00

Source: NSW Public Sector Workforce Profile 2004/2005

Footnote

⁶ The total number of non-casual public sector employees at June 2005 was 312,195. Table 8 above excludes 3,045 records for employees for whom employment arrangements and/or gender were not recorded.

Remuneration

Table 10 shows the full-time equivalent non-casual salary bands of men and women employees within the NSW Public Sector at June 2005. The average full-time remuneration rate for the non-casual workforce was \$57,085 per annum. The average rate for women was \$54,459 p.a. and the average rate for men \$60,819 per annum. Women earned 89.5 percent of male earnings on average. The average rate reflects full-time base salary and is independent of actual hours worked during the year and of additional overtime, allowances or lump sum payments.

At June 2005 the average remuneration rate for public sector employees increased by 4.8 percent from average remuneration at June 2004. Movements in base salary can be affected by both changes in the level of earnings per employee and changes in the composition of the labour force.

The increase in the average remuneration rate during the reporting period is largely attributable to percentage-based award increases which occurred across major service delivery areas. The salary increases awarded during 2004/2005 were Police (5.0 percent), Teachers (6.0 percent), Nurses (3.0 percent), Fire Brigades (4.0 percent), Bus Operators, Rail Staff and General Public Servants (4.0 percent). Most State Owned Corporations received increases of between 4.6 to 5.0 percent.

During 2004/2005 a number of major salary claims were either settled or decided by the NSW Industrial Commission. These cases involved work value, productivity and special case (e.g. labour shortages) considerations.

At June 2005, 90.2 percent of NSW Public Sector FTE employees had a base salary of less than \$78,345 p.a. The percentage of FTE employees at June 2005 with salaries in the top two salary bands was 3.5 percent. Of the employees in the top two salary bands, 26.6 percent were employed within the Health policy sector (which includes occupations such as Doctors, Directors of Nursing and other Health Professionals), 17.5 percent in the Education policy sector, and 15.6 percent in the Public Order and Safety policy sector (which includes occupations such as senior officers in NSW Police, Judges and Magistrates).

There was a decrease in the percentage of employees in the top salary band from 1.1 percent at June 2004 to 0.8 percent at June 2005.

**Table 10: Full-Time Equivalent Non-Casual Public Sector Employees at June 2005:
Salary by Gender⁷**

Gender	Salary Band							Total
	<\$32,606	\$32,606– \$47,876	\$47,877– \$60,583	\$60,584– \$78,344	\$78,345– \$97,931	\$97,932– \$132,837	Over \$132,838	
Males	4,016	35,287	30,794	33,455	10,590	5,370	1,648	121,159
%	3.31	29.12	25.42	27.61	8.74	4.43	1.36	100.00
Females	12,873	43,552	44,467	38,922	6,396	2,042	455	148,707
%	8.66	29.29	29.90	26.17	4.30	1.37	0.31	100.00
Total NSW Public Sector	16,889	78,839	75,261	72,377	16,986	7,412	2,103	269,866
%	6.26	29.21	27.89	26.82	6.29	2.75	0.78	100.00

Source: NSW Public Sector Workforce Profile 2004/2005

Table 11 shows full-time equivalent non-casual salary bands by budget sector.

In the Budget Dependent sector, 90.9 percent of non-casual employees had remuneration rates below \$78,345. This compares to 78.7 percent and 86.5 percent in the General Government: Non-Budget Dependent and Public Trading Enterprises respectively. The Non-Budget Dependent sector (8.7 percent) and Public Trading Enterprises (5.5 percent) had higher percentages of their workforces with remuneration over \$97,932, compared to the budget dependent sector (3.1 percent).

**Table 11: Percentage of Non-Casual Public Sector Employees at June 2005:
Salary by Budget Sector⁸**

Budget Sector	Salary band %							Total
	<\$32,606	\$32,606– \$47,876	\$47,877– \$60,583	\$60,584– \$78,344	\$78,345– \$97,931	\$97,932– \$132,837	Over \$132,838	
General Government: Budget Dependent	6.95	27.63	28.03	28.32	5.94	2.56	0.58	100.00
General Government: Non-budget Dependent	1.05	22.66	20.47	34.47	12.64	5.34	3.37	100.00
Public Trading Enterprises	2.58	38.82	27.36	17.78	8.00	3.68	1.78	100.00
Total NSW Public Sector	6.26	29.21	27.89	26.82	6.29	2.75	0.78	100.00

Source: NSW Public Sector Workforce Profile 2004/2005

Footnotes

7 The total number of FTE non-casual public sector employees at June 2005 was 270,864. Table 10 above excludes 997 FTE employees for whom remuneration and/or gender was not recorded (779 did not record gender and 218 did not record remuneration, or remuneration was out of range)

8 The total number of FTE non-casual public sector employees at June 2005 was 270,864. Table 11 above excludes 218 records for whom remuneration was not recorded.

At June 2005, 61.8 percent of employees in the NSW Public Sector had a primary work location situated in the Sydney Metropolitan area.

Table 12 provides figures for the NSW Labour Force and population to allow comparison with the regional distribution of public sector employees. The geographic distribution of NSW Public Sector employees closely matches that of the NSW Labour Force and the NSW population.

The majority of employees within the NSW Public Sector and the NSW Labour Force as well as the general population are based in Sydney (61.8 percent, 65.8 percent and 63.3 respectively). The NSW Public Sector employs a slightly larger proportion of people in Northern, Far West, North-Western and Central West regions of NSW than the NSW workforce in general (9.3 percent of the Public Sector as compared to 7.2 percent of the labour force and 7.4 percent of NSW population). Comparison with June 2004 and June 2003 figures shows that this distribution has been relatively stable.

Table 12: Size of Workforce at June 2005:
NSW Public Sector Employees, NSW Labour Force and Population by Region^{9,10,11}

Region	Public sector employees at June 2005	NSW Labour Force	NSW population
	%	%	%
Hunter	9.36	8.43	8.93
Illawarra and South Eastern	8.59	8.20	8.97
Murray-Murrumbidgee	4.12	3.85	3.91
Northern, Far West, and North-Western and Central West	9.29	7.22	7.39
Richmond-Tweed and Mid-North Coast	6.85	6.51	7.54
Sydney	61.78	65.79	63.26
Total NSW Public Sector	100.00	100.00	100.00

Source: NSW Public Sector Workforce Profile 2004/2005;
NSW Labour Force, NSW Population: Australian Bureau of Statistics, special request.

Footnotes

9 Percentages exclude the 11,329 public sector employees who were recorded as working outside NSW or for whom location was not reported.

10 Regions are statistical regions as defined the Australian Bureau of Statistics (See ABS Cat. No. 6201.1, pp 52–57). The number of public sector employees in each region at June 2005 was compiled from the postcode of each employee's work location.

11 See Definitions.

Employee movement in the non-casual public sector workforce can be measured in a number of ways. Rates of commencement and separation are useful indicators but could over-state the extent of change if there is a large amount of turnover during the year in a relatively small number of positions. The workforce stability measure provides an indication of the proportion of employees present at the beginning of the year who are still employed at the end of the year.

For non-casual employees the commencement rate during 2004/2005 was 12.8, an increase from 11.2 during 2003/2004. The non-casual separation rate was for the 2004/2005 reporting period was 11.3, an increase from 9.4 in 2003/2004.

Table 13 illustrates that movement rates for non-casual employees vary according to budget sector, age, gender and the different contractual working arrangements.

- Permanent employees had the lowest rates of movement. With commencements at 7.2 percent and separations at 9.0 percent.
- Rates of commencement and separation differed significantly across age groups with higher movement in the younger workforce, attributable to a greater likelihood that younger employees are temporary or casual. Amongst employees under 25, commencements and separations exceeded 20.0 percent. Employees 55 and over have low rates of commencements (below 5.0 percent), but high separation rates, indicative of their higher rate of retirement from the workforce. The 45–54 year old age group has the highest stability rate, with their rates differing by only 0.53 percentage points.
- Commencements of women employees were higher than men, attributable to the higher number of females undertaking part-time, temporary and casual employment.
- Non-budget dependent agencies had much higher levels of both commencements and separations than budget dependent agencies indicating higher employee movement in those agencies.
- Public trading enterprises had the lowest commencement and the highest separation rates of any other budget sector.
- Increases in trainee/cadet/apprentice and temporary employment with higher rates of commencements (69.6 and 54.5 respectively), and separations (30.2 and 27.1 respectively). While these two groups represent a small segment of the workforce, much higher commencement than separation rates reflect increased numbers within these groups.

Overall, the sector continued to exhibit a high level of stability. For non-casual public sector employees in 2004/2005, the overall stability index was 90.2 percent. This means that 90.2 percent of people employed at June 2004 were still working within their agency at June 2005. The comparable rate for 2003/2004 was 92.1 percent.

Table 13: Non-Casual Public Sector Employees During the Year:
Movement During Year by Employment Category, Age, Gender and Budget Sector

Commencements	Commencements as a % of the average headcount within each category during the period	Separations	Separations as a % of the average headcount within each category during the period	Stability Index (% of people employed at June 2004 who were still working within their agency at June 2005)
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Employment Category

Permanent	19,500	7.19	24,431	9.01	91.65
Temporary	17,544	54.45	8,726	27.08	79.66
Contract – executive	184	10.53	302	17.29	84.11
Contract – non-executive	351	27.73	283	22.35	83.77
Trainee/cadet/apprentice	1,873	69.58	813	30.20	69.52

Age

Under 25	6,879	58.16	2,676	22.63	80.60
25–34	13,797	21.42	9,839	15.28	87.58
35–44	9,451	11.73	8,055	10.00	91.18
45–54	6,842	6.67	7,387	7.20	93.53
55–64	2,102	4.55	6,105	13.23	87.85
65+	172	4.66	861	23.33	79.38

Gender

Male	14,155	10.90	16,848	12.98	88.63
Female	25,087	13.99	18,073	10.08	91.41

Budget Sector

General Government: Budget dependent	34,235	12.94	26,865	10.15	91.32
General Government: Non-Budget dependent	560	24.15	338	14.58	87.55
Public Trading Enterprises	4,805	11.17	7,795	18.11	83.98
Total NSW Public Sector	39,600	12.78	34,998	11.29	90.23

Source: NSW Public Sector Workforce Profile 2004/2005

REPRESENTATION OF EEO GROUPS

Equal Employment Opportunity (EEO) data is collected by government agencies from employees who volunteer this information. Therefore, as with any large voluntary data collection exercise, the information collected may under-estimate the actual proportions of EEO groups in agency and total sector populations. Where response rates were less than 100.0 percent, the representation of EEO groups has been estimated.

Aboriginal People and/or Torres Strait Islanders

At June 2005, 1.9 percent of employees identified as being Aboriginal People and/or Torres Strait Islanders (ATSI). As shown in Figure 2, the representation in the NSW Public Sector has increased since 2000 (1.3 percent).

Representation varies between both budget sector and policy sectors. There was a higher proportion of ATSI in the general government: budget dependent sector (1.9 percent) than in general government: non-budget dependent sector (1.1 percent) and public trading enterprises (1.5 percent). The Social Security and Welfare sector reported higher proportions of employees (6.5 percent) identifying as being Aboriginal People and/or Torres Strait Islanders.

The average remuneration for employees identified as being ATSI was \$49,801 per annum. The concentration of ATSI in the lower salary bands (Table 16) is reflective of the large representation (4.7 percent) in cadetships/traineeships/apprenticeships (Table 15).

Racial, Ethnic, Ethno-Religious Groups

At June 2005, 14.1 percent of employees identified as being from a Racial, Ethnic, Ethno-Religious Groups and 14.5 percent of employees identified as people whose language first spoken as a child was not English. The representation in the NSW Public Sector has steadily increased each year since 2000 (Figure 2).

There was a higher representation of these groups in the general government: non budget dependent agencies (Table 14) than the other budget sectors. Representation varies between the different policy sectors with higher proportions reported in general public services (24.6 percent), transport and communications (22.8 percent) and other economic services (22.2 percent) policy sectors.

Employees from Racial, Ethnic or Ethno-Religious groups are more likely to work in temporary full-time employment arrangements (18.7 percent) compared to other EEO groups. They are also more likely than other EEO groups to be represented in the high salary bands, with an average remuneration rate of \$58,428 per annum. The average is higher than the sector average of \$57,085 per annum.

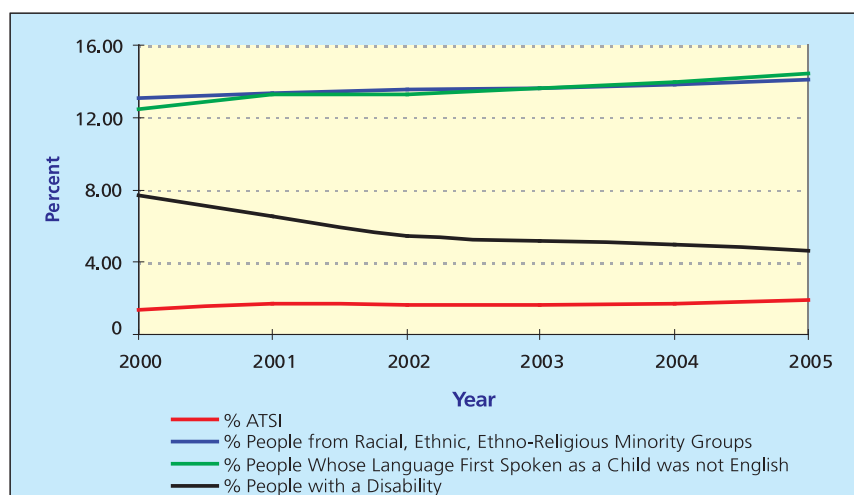
People with a Disability

At June 2005, 4.6 percent employees identified as having a disability, while 1.4 percent of employees reported as having a disability that required adjustment at work. Representation of people with a disability fell from 4.9 percent at June 2004.

People employed in Public Trading Enterprises had the highest representation with 6.3 percent and 2.0 percent reporting a work related adjustment. Representation of people with a disability varies greatly in the different policy sectors. Highest representation was reported in the Housing and Community Services (8.1 percent) and Other Economic Services policy sectors (8.3 percent), with lowest representation in the Public Order and Safety policy sector (3.9 percent).

People with a disability were more likely to be earning in the mid salary bands and had the highest average remuneration of any EEO group with an average remuneration of \$58,737 per annum.

Figure 2: Trends in representation of EEO Groups in NSW Public Sector:
June 2000 to 2005



Source: NSW Public Sector Workforce Profile 2000 to 2005

Table 14: Estimated Percentage of Employees within EEO Groups
by Budget and Policy Sector at June 2005

	Aboriginal People and Torres Strait Islanders	People from Racial, Ethnic, Ethno-Religious Minority Groups	People Whose Language First Spoken as a Child was not English	People with a Disability	People with a Disability Requiring Work-related Adjustment
Total Public Sector	1.87	14.10	14.45	4.64	1.40
Budget Sector					
General Government: Budget Dependent agencies	1.92	13.56	14.15	4.44	1.32
General Government: Non-Budget Dependent agencies	1.13	19.59	17.47	5.10	1.56
Public Trading Enterprises	1.46	18.04	16.65	6.26	2.03
Policy Sector					
General Public Services	1.02	24.61	19.98	6.13	1.83
Public Order and Safety	2.27	9.29	7.52	3.91	1.76
Education	1.38	11.06	11.27	4.56	1.36
Health	1.56	15.17	18.09	3.48	0.80
Social Security and Welfare	6.45	22.02	16.82	5.81	1.84
Housing and Community Services	2.12	19.23	18.69	8.13	2.37
Recreation and Culture	3.55	14.58	13.91	5.32	1.35
Fuel and Energy	1.00	9.67	7.78	6.27	1.44
Agriculture, Forestry and Fisheries	1.05	7.87	12.35	6.70	0.42
Transport and Communications	1.76	22.85	21.39	7.35	3.09
Other Economic Services	1.66	22.24	19.61	8.33	2.83

Source: NSW Public Sector Workforce Profile 2004/2005

Table 15: NSW Public Sector Employees at June 2005:
Employment Arrangement by EEO Group

Employment Arrangement	Aboriginal People and Torres Strait Islanders %	People from Racial, Ethnic, Ethno-Religious Minority Groups %	People Whose Language First Spoken as a Child was not English %	People with a Disability %	People with a Disability Requiring Work-related Adjustment %
Permanent Full-time	1.84	15.15	15.04	5.21	1.65
Permanent Part-time	1.32	11.82	12.59	4.00	1.26
Temporary Full-time	3.08	18.72	19.96	3.26	0.68
Temporary Part-time	1.74	10.72	11.08	3.50	0.82
Contract – SES Executive	1.12	8.99	6.07	6.07	0.67
Contract – Non SES Executive	0.18	16.83	15.02	3.80	0.41
Casual	2.84	9.58	13.46	3.01	0.52
Training Positions	4.72	9.72	11.54	2.83	0.34

Source: NSW Public Sector Workforce Profile 2004/2005

Table 16: Non-Casual NSW Public Sector Employees at June 2005:
Salary Group and Average Remuneration by EEO Group

Salary Group	Aboriginal People and Torres Strait Islanders %	People from Racial, Ethnic, Ethno-Religious Minority Groups %	People Whose Language First Spoken as a Child was not English %	People with a Disability %	People with a Disability Requiring Work-related Adjustment %
<\$32,606	11.25	5.15	7.82	4.70	3.51
\$32,606 to \$47,876	38.92	27.15	30.94	26.81	29.14
\$47,877 to \$60,583	28.50	29.01	27.88	27.53	27.47
\$60,584 to \$78,344	17.78	27.30	23.76	30.39	31.22
\$78,345 to \$97,931	2.83	7.83	6.79	7.22	6.35
\$97,932 to \$132,837	0.58	3.17	2.50	2.75	1.98
Over \$132,838	0.14	0.40	0.31	0.61	0.34
Total NSW Public Sector	100.00	100.00	100.00	100.00	100.00
Non-Casual Average Remuneration	\$49,801	\$58,428	\$55,832	\$58,737	\$57,846

Source: NSW Public Sector Workforce Profile 2004/2005

AGE

The NSW Public Sector has been ageing steadily. At June 2005, the average age of employees was 43 years, compared to 42.5 years at June 2004. A large proportion of employees are aged between 35 and 54 (58.8 percent) with fewer employees in the younger and older cohorts. The proportion of employees aged 55 years and over was 15.7 percent, an increase from 14.9 percent at June 2004. The proportion of employees aged under 25 years was 4.75 percent, remaining static since June 2004.

In general, female employees in the NSW Public Sector (average age 42.5 years) tended to be younger than male employees (average age 43.8 years). Of males, 19.8 percent were aged 55 years or more. This compares to 14.3 percent of females. For both genders, however, employment in the NSW Public Sector declines between the ages of 55 and 65 years.

A lower proportion of under 25's (52.0 percent compared to the sector average of 80.7 percent) hold permanent positions. The under 25's were also the largest proportion of employees engaged in temporary employment (24.6 percent compared to the sector average of 9.2 percent). The group with the highest proportion of casual employees (17.0 percent compared to the sector average of 7.8 percent) was aged over 65 years. However, Table 19 shows that younger employees (under 25 years) are more likely to work full-time (91.6 percent). The proportion tapers off as age increases, with 72.4 percent of over 65 years working full-time.

**Table 17: NSW Public Sector Employees at June 2005 (Headcount):
Age by Gender¹²**

Age	Males		Females		Total	
	Number	%	Number	%	Number	%
Under 25	6,063	4.19	11,020	5.12	17,083	4.75
25–34	27,501	19.00	47,008	21.85	74,509	20.70
35–44	38,393	26.52	56,827	26.41	95,220	26.46
45–54	46,869	32.37	69,501	32.30	116,370	32.33
55–64	23,308	16.10	28,217	13.12	51,525	14.32
65+	2,637	1.82	2,572	1.20	5,209	1.45
Total NSW Public Sector	144,771	100.00	215,145	100.00	359,916	100.00

Source: NSW Public Sector Workforce Profile 2004/2005

Footnote

¹² The total number of public sector employees at June 2005 (Headcount) was 360,880. Table 17 above excludes 964 employees for whom age and and/or gender was not recorded.

Table 18: Full-Time Equivalent NSW Public Sector Employees at June 2005:
Age by Employment Category¹³

Employment Category	Age band (years)						Total %
	Under 25 %	25-34 %	35-44 %	45-54 %	55-64 %	65+ %	
Permanent	52.39	76.13	81.27	84.92	85.50	73.88	80.66
Temporary	24.55	15.38	8.24	6.13	4.85	6.47	9.19
Contract-executive	0.01	0.08	0.39	0.72	0.81	0.26	0.48
Contract non-executive	0.18	0.42	0.40	0.38	0.37	0.20	0.38
Casual	10.63	6.29	8.65	7.26	7.69	16.95	7.76
Statutory Appointees	0.22	0.12	0.09	0.20	0.51	1.65	0.22
Other	12.02	1.59	0.96	0.39	0.27	0.59	1.31
Total NSW Public Sector	100.00	100.00	100.00	100.00	100.00	100.00	100.00

Source: NSW Public Sector Workforce Profile Data 2004/2005

Table 19: Non-Casual Full-Time Equivalent NSW Public Sector Employees at June 2005:
Age by Employment Arrangements¹⁴

Employment Arrangement	Age band (years)						Total %
	Under 25 %	25-34 %	35-44 %	45-54 %	55-64 %	65+ %	
Full-time	91.57	88.26	81.22	81.04	78.42	72.43	82.55
Part-time	8.43	11.74	18.78	18.96	21.58	27.57	17.45
Total NSW Public Sector	100.00	100.00	100.00	100.00	100.00	100.00	100.00

Source: NSW Public Sector Workforce Profile Data 2004/2005

Footnotes

13 The total number of FTE for public sector employees at June 2005 was 294,376. Table 18 above excludes 28 FTE employees for whom employment category and/or age was not recorded.

14 The total number of FTE non-casual public sector employees at June 2005 was 270,864. Table 19 above excludes 2,243 FTE employees for whom employment arrangements and/or age was not recorded.

Table 20 shows the representation of EEO groups across the age bands. Aboriginal and/or Torres Strait Islanders have highest representation in the under 25 years age band. People from a Racial, Ethnic, Ethno-Religious Minority Group and People with a Disability are more highly represented in older age groups, over 55 years.

Table 20: NSW Public Sector Employees at June 2005: EEO Groups by Age Band

Age Band (years)	Aboriginal People and Torres Strait Islanders %	People from Racial, Ethnic, Ethno-Religious Minority Groups %	People Whose Language First Spoken as a Child was not English %	People with a Disability %	People with a Disability Requiring Work-related Adjustment %
16–24	3.05	9.34	10.07	1.80	0.39
25–34	2.29	13.56	12.95	2.31	0.50
35–44	2.20	14.93	15.55	3.90	1.21
45–54	1.50	13.98	14.27	5.74	1.85
55–64	1.15	14.91	16.01	7.52	2.29
65+	1.51	16.08	17.47	6.84	2.04
Total NSW Public Sector	1.87	14.10	14.45	4.64	1.40

Table 21 compares the age distribution for public sector employees with that of all employed persons in NSW. The NSW Public Sector has a high proportion of employees in the older age groups than the NSW workforce. In the NSW Public Sector 48.1 percent were aged over 45 years, compared to 35.7 percent of NSW employed persons. A much smaller proportion of under 25 year employees were employed in government than in the NSW workforce generally; 4.8 percent of NSW Public Sector employees compared with 17.2 percent of NSW employed persons.

Table 21: NSW Public Sector Employees¹⁵ and NSW Employed Persons May/June 2005¹⁶: by Age

Age	Total Public Sector at June 2005	NSW Employed Persons at May/June 2005
	%	%
Under 25	4.75	17.20
25–34	20.70	23.11
35–44	26.46	24.01
45–54	32.33	22.20
55–64	14.32	11.58
65+	1.45	1.90
Total	100.00	100.00

Source: NSW Public Sector Workforce Profile Data 2004/2005

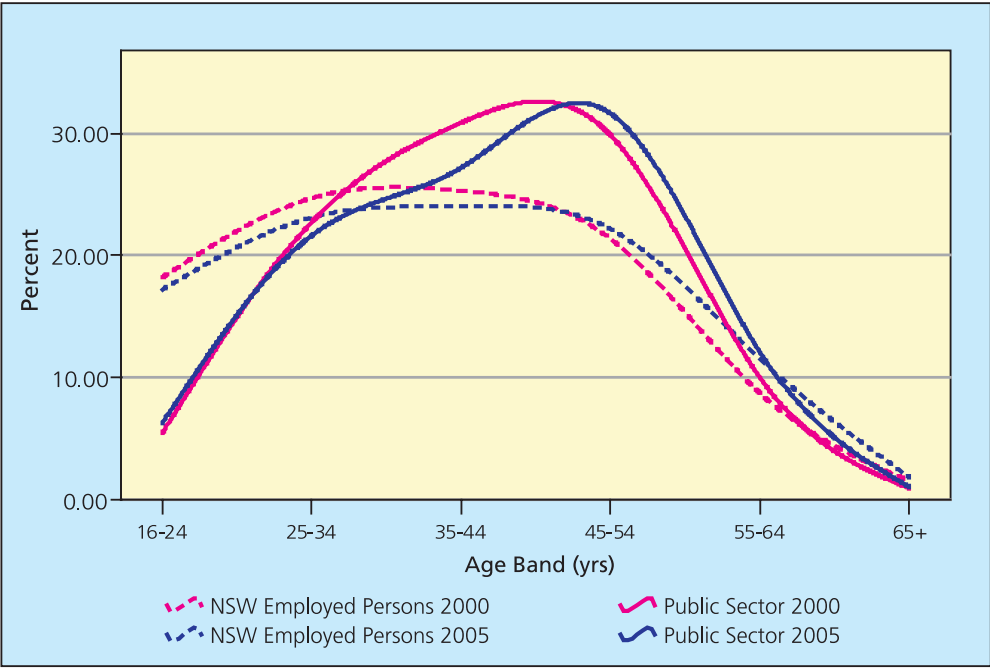
Footnotes

15 The total number of NSW Public Sector employees at June 2005 was 360,880. Table 20 excludes 960 employees for whom age was not recorded.

16 Data provided by Australian Bureau of Statistics in response to a specific request.

Figure 3 shows the comparison between age distribution within the public sector and within NSW employed persons. Within the NSW employed persons group, the highest proportions of people working are in the younger age groups. The NSW Public Sector employs higher proportions of people in older age groups, particularly 35 years and older.

Figure 3: NSW Public Sector Employees compared with NSW Employed Persons, Age Distributions for 2000 and 2005



Source: NSW Public Sector Workforce Profile Data 2004/2005; ABS special request

Appendix 1 – Explanatory Notes

Scope

All employees of NSW government public sector agencies who are paid through agency payroll systems during the reference period.

The Workforce Profile collection population is defined as including:

- All permanent staff, including permanent statutory appointees
- All temporary staff, except temporary staff provided by employment agencies
- All casual staff who undertook paid work at some time during the reference period
- Staff employed on the basis of fixed term contracts, such as the SES
- Staff on secondment (to and from the agency).
- Apprentices, trainees and cadets
- Staff on leave (paid or unpaid)
- Retained staff (volunteers who receive payment for attendance)
- Departmental Liaison Officers who are current employees of an agency and are based within a Minister's Office and paid through the agency's payroll.

Excluded from the collection are:

- Members of Boards and Committees
- Casual staff who didn't undertake paid work at any time during the reference period.
- Temporary staff supplied by an employment agency on a fee for service basis
- Contractors and consultants engaged on a fee for service basis, including Visiting Medical Officers, etc
- Volunteers
- Persons on work experience
- Staff who separated from the agency prior to the annual reference period even if they received a payment during the reference period.
- Employees of Commonwealth or local government agencies
- Employees of universities

Data Collection

Data is supplied annually by all agencies in the form of unit records to the Public Employment Office, NSW Premier's Department. Each record represents a separate employee. All individual records are anonymous and confidential according to *The Privacy Code of Practice for the NSW Public Sector Workforce Profile*, NSW Premier's Department, 2004.

General

Depending on the issue discussed, some tables are based on all staff employed at some time during the year, while others are based only on those employees during the last pay period of June 2005. Some counts exclude casual employees. The different counts used throughout the report are FTE and headcount.

ABS Data Comparison

Due to differences in data sources and data definitions, there may be variations between data in this publication and that published by the ABS. ABS estimates for State Government employment include all departments and authorities created by, or reporting to State Parliaments, including universities and other organisations for which the Commonwealth has assumed financial responsibility. At May 2005, the ABS estimated that university employees constituted around 9.6¹⁷ percent of state public sector employees in NSW. Employees of universities are not included in the NSW Public Sector Workforce Profile.

AGENCY CHANGES 2004/2005

The following structural changes occurred in the NSW Public Sector for the 2004/2005 reporting period:

Office for Women incorporated into NSW Premiers Department from 1 July 2004.

NSWbusinesslink was established as a Department on 1 July 2004. NSWbusinesslink was originally established in December 2002 as a Division of the Department of Housing.

NSW Department of Primary Industries was established in July 2004 with the amalgamation of Mineral Resources NSW, NSW Agriculture, NSW Fisheries and State Forests NSW.

State Water Corporation (State Water) established on 1 July 2004 as a State Owned Corporation. Prior to this, State Water was part of the Department of Energy, Utilities and Sustainability.

Sustainable Energy Development Authority incorporated into Department of Energy, Utilities and Sustainability from 1 July 2004.

Sydney Ferries Corporation established on 1 July 2004 as a State Owned Corporation. Prior to this, Sydney Ferries Corporation was part of State Transit Authority.

Public Trustee NSW incorporated as a business unit of Attorney Generals Department of NSW from September 2004.

Greyhound and Harness Racing Regulatory Authority established October 2004. The authority was established by the amalgamation of Greyhound Racing Authority of NSW and Harness Racing Authority of NSW.

The formal implementation of NSW Area Health restructure came into effect with seventeen Area Health Services merged into eight larger Area Health Services on 1 January 2005.

NSW Institute of Teachers was established in January 2005.

Redfern-Waterloo Authority was established in January 2005.

Motor Vehicle Repair Industry Authority abolished in March 2005 as a Public Service Department and staff and branches transferred to the Department of Commerce.

Footnote

17 Source ABS Special request.

Aboriginal and/or Torres Strait Islander Employees

An Aboriginal and/or Torres Strait Islander employee is a person of Aboriginal and/or Torres Strait Islander descent, who identifies as such and is accepted as such by the community in which he/she lives.

Casual Employees

NSW government agency employees engaged to perform work on an 'as-required' basis. Employees usually are 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.

Commencement Rate

The number of people starting work with an agency as a proportion of the average number of people employed in the agency over a given time period. The commencement rate was calculated for non-casual employees for a 12 month period. The formula used for 2003/04 rates was: $(\text{Number of employees commencing with agencies between 1 July 2003 and 30 June 2004} \times 100) \div \text{average of (number of employees at 1 July 2003 and number of employees at 30 June 2004)}$.

Contract (Executive) Employees

Executive staff who are 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.

Contract (Non-Executive) Employees

All non-executive staff employed on the basis of fixed term individual contracts.

Employment Arrangement

A non-casual employee's employment category classified by full-time or part-time status.

Employment Category

The nature of an employee's employment contract with an agency, categorised as permanent, temporary, contract, casual or trainee/cadet/apprentice.

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

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 full-time equivalent workforce describes the total number of full-time employees required to account for all paid 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 full-time equivalent employee.

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).

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.

General Government: Budget Dependent Agencies

Government agencies which do not have a commercial charter and which receive an appropriation in the Annual Appropriation Act. They rely predominantly on the Consolidated Fund for direct funding (i.e. 50.0 percent or more of their total expenditure is provided by parliamentary appropriations). NSW general government budget dependent agencies are listed at the back of this report.

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. NSW general government non-budget dependent agencies are listed at the back of this report.

Headcount

Year totals count the number of employees who were employed at any time during the financial year. 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.

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 full-time equivalent (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 20.0 percent of the time 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.

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.

Occupational Groups

The classification of occupations is derived from ASCO — the Australian Standard Classification of Occupations, Second Edition (Cat. No. 1220). ASCO is a skill-based classification which encompasses all occupations in the Australian workforce. The classification, developed by the Australian Bureau of Statistics (ABS), is in widespread use and affords a standardised and consistent method of classifying occupations at the broad level.

Non-Casual Employees

All persons engaged to work and paid through a NSW government agency's payroll system (see Scope), excluding casual employees, sessional, seasonal and retained staff.

NSW Employed Persons

All full-time and part-time employed persons in NSW, including those working for themselves and those working for profit, commission or payment in kind. (See ABS Cat. No. 6201.1)

NSW Labour Force

All persons in NSW who are contributing to, or willing to contribute to, the supply of labour at a point in time. The labour force includes employed persons as well as those looking for work (i.e. those designated as unemployed). (See ABS Cat. No. 6201.1)

NSW Working Age Population

All NSW residents who are aged over 15 years.

NSW Public Sector Employees

All persons engaged to work for public sector agencies and paid through an agency's payroll system (see Scope on p.26).

Part-time

Part-time employees are employed persons who usually work less than 35 hours a week. (See Australian Bureau of Statistics – *Labour Statistics: Concepts, Sources and Methods* – Cat. No. 6120.0).

Permanent Employees

Permanent employees are employed on a continuing basis to perform ongoing functions.

Policy Sector

A classification of general government sector services and functions. The policy areas used in this report are based on the Government Purpose Classification (GPC), which is published by the Australian Bureau of Statistics and used for reporting government finance statistics. The policy sectors in the present report differs from previous Workforce Profile publications, 1999–2003, and any comparisons should be made with care.

Person with a disability

A person who identifies as having a disability i.e. as having one or more of the following limitations or restrictions:

- a long term medical condition or ailment
- speech difficulties in their native language

- disfigurement or deformity
- a psychiatric condition
- 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). Public trading enterprises are listed at the back of this report.

Racial, Ethnic, or Ethno-Religious Minority Group

Racial, Ethnic or Ethno-Religious Minority groups are those persons who identify as belonging to a designated EEO group consisting of people who are members of a minority group 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 Australian Standard Geographical Classification (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 the ABS National Localities Index.

Remuneration

This refers to the full-time annual base rate of pay, before tax, at which the employee is contracted to work, not actual earnings during the period. It does not include additional payments such as overtime or allowances. The remuneration salary bands differ to previously published reports. Salary bands are indexed each reporting period.

Retained Staff

Volunteers whose remuneration is a combination of a 'retainer' allowance and a payment for each attendance.

Separation Rate

The number of employees separating from their agency as a proportion of the average number of people employed in the agency over a given time period. The separation rate was calculated for non-casual employees for a 12 month period. The formula used for 2003/04 rates was: (Number of employees separating from agencies between 1 July 2003 and 30 June 2004 x 100) ÷ average of (number of employees at 1 July 2003 and number of employees at 30 June 2004).

Sessional and Seasonal Staff

Staff engaged to work for session periods or at particular times of the year.

Stability Rate

Measures the proportion of employees at a given point in time who remain employed at some point in time later. The stability rate was calculated for non-casual employees for a 12 month period. The formula used for 2004/05 rates was: (number of employees reported as continuously employed 2004/05 x 100) ÷ (number of employees at 1 July 2004).

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.

Trainees, Cadets and Apprentices

Staff whose employment conditions require them to undergo a designated training program as part of their vocational development.

AGENCY

BUDGET SECTOR

Aboriginal Affairs, Department of	General government: budget dependent
Aboriginal Housing Office	General government: non-budget dependent
Ageing, Disability and Home Care, Department of	General government: budget dependent
Art Gallery of NSW	General government: budget dependent
Arts, Ministry for the	General government: budget dependent
Attorney General's Department	General government: budget dependent
Audit Office of NSW	General government: non-budget dependent
Australian Inland Energy Water Infrastructure	Public trading enterprises
Australian Museum	General government: budget dependent
Board of Studies, Office of the	General government: budget dependent
Building and Construction Industry Long Service Payments Corporation	General government: non-budget dependent
NSWbusinesslink	Public trading enterprises
Cabinet Office	General government: budget dependent
Cancer Institute of NSW	General government: budget dependent
Casino Control Authority	General government: budget dependent
Catchment Management Authorities	General government: budget dependent
Children's Guardian, Office of the	General government: budget dependent
Commerce, Department of	General government: budget dependent
Commission for Children and Young People	General government: budget dependent
Community Relations Commission For a multicultural NSW	General government: budget dependent
Community Services, Department of	General government: budget dependent
Corrective Services, Department of	General government: budget dependent
Country Energy	Public trading enterprises
Crime Commission, NSW	General government: budget dependent
Delta Electricity	Public trading enterprises
Director of Public Prosecutions, Office of the	General government: budget dependent
Education and Training, Department of	General government: budget dependent
Energy Australia	Public trading enterprises
Energy, Utilities and Sustainability, Department of	General government: budget dependent
Environment and Conservation, Department of	General government: budget dependent
Eraring Energy	Public trading enterprises
Film and Television Office, NSW	General government: budget dependent
Fire Brigades, NSW	General government: budget dependent
FSS Trustee Corporation	General government: non-budget dependent
Game Council of NSW	General government: non-budget dependent

AGENCY

Gaming and Racing, Department of
Greyhound and Harness Racing Regulatory Authority
Health – Ambulance Service of NSW
Health – Department of Health, NSW
Health – Greater Southern AHS
Health – Greater Western AHS
Health – Hunter/New England AHS
Health – Justice Health
Health – North Coast AHS
Health – Northern Sydney/Central Coast AHS
Health – South Eastern Sydney/Illawarra AHS
Health – Sydney South West AHS
Health – Sydney West AHS
Health – The Children's Hospital at Westmead
Health Care Complaints Commission
Heritage Office
Historic Houses Trust of NSW
Housing – Housing of Department
Hunter Water Corporation
Independent Commission Against Corruption
Independent Pricing and Regulatory Tribunal
Independent Transport, Safety and Reliability Regulator
Infrastructure, Planning and Natural Resources, Department of
Institute of Sport (NSW)
Integral Energy
Internal Audit Bureau of NSW
Jenolan Caves Reserve Trust
Judicial Commission of NSW
Juvenile Justice, Department of
Landcom
Lands, Department of
Legal Aid Commission of NSW
Legislative Assembly, Parliament of NSW
Legislative Council, Parliament of NSW
Local Government, Department of

BUDGET SECTOR

General government: budget dependent
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AGENCY

Lord Howe Island Board
Lotteries Corporation, NSW
Macquarie Generation
Mines Subsidence Board
Ministry For Police
Motor Accidents Authority
Museum of Applied Arts and Sciences (Powerhouse Museum)
Natural Resources Commission
Newcastle Port Corporation
NSW Coal Compensation Board
NSW Department of Primary Industries
NSW Food Authority
NSW Institute of Teachers
NSW Maritime Authority
Ombudsman's Office, NSW
Parliamentary Counsel's Office
Parramatta Stadium Trust
Police Integrity Commission
Police Service, NSW
Port Kembla Port Corporation
Premier's Department
Rail Corporation NSW
Rail Infrastructure Corporation
Redfern-Waterloo Authority
Roads and Traffic Authority of NSW
Rural Assistance Authority
Rural Fire Service, Department of
SAS Trustee Corporation
Science and Medical Research, Ministry of
State and Regional Development, Department of
State Electoral Office
State Emergency Service
State Library of NSW
State Rail Authority of NSW
State Records Authority of NSW

BUDGET SECTOR

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Public trading enterprises
General government: budget dependent

AGENCY

State Sports Centre Trust
State Transit Authority of NSW
State Water Corporation
Superannuation Administration Corporation
Sydney Catchment Authority
Sydney Cricket and Sports Ground Trust
Sydney Ferries Corporation
Sydney Harbour Foreshore Authority
Sydney Olympic Park Authority
Sydney Opera House Trust
Sydney Ports Corporation
Sydney Water Corporation
Teacher Housing Authority of NSW
Tourism, Sport and Recreation, Department of
Tow Truck Industry Authority of NSW
Transgrid
Transport, Ministry of
Treasury – Office of Financial Management
Treasury Corporation
Treasury – Office of State Revenue
Upper Parramatta River Catchment Management Trust
Waste Service NSW
Wollongong Sports Ground Trust
Workcover Authority of NSW
Workers Compensation Commission
Zoological Parks Board of NSW

BUDGET SECTOR

General government: non-budget dependent
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OVERVIEW REPORT FOR THE

NSW Public Sector Workforce Profile 2005