

OVERVIEW REPORT FOR THE
NSW Public Sector Workforce Profile


2006

Department of Premier and Cabinet Public Sector Workforce Office

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This eighth annual Overview Report for the NSW Public Sector Workforce Profile provides a 'snapshot' of the NSW public sector workforce. At June 2006 just over 300,000 full-time equivalent staff were engaged in providing services to the people of NSW.

In looking through this report I have been struck by how heterogeneous our workforce is. While more than 60% of our full-time equivalent employees are engaged in delivering services in the health and education sectors, the remaining employees work in fields as varied as law enforcement, transport, energy supply and agriculture. And while most are employed in large Government Departments, there are also a number of smaller agencies providing specialist services in areas as diverse as food safety and ports management.

The NSW Public Sector faces the challenges arising from an ageing workforce sooner than most other employers. Nearly half of the NSW public sector workforce is older than 45, compared to just over one third of the NSW working population. We are keenly aware of how this might affect service delivery in the future.

Late in 2006 we launched the Sage Centre website (www.sagecentre.nsw.gov.au), containing specialist information and resources to help public sector organisations to manage the risks associated with the loss of critical skills and knowledge as many of our experienced employees transition to retirement. This was one result of the ongoing Mature Workforce Retention Project, lead by the Office for Ageing, the Department of Ageing, Disability and Home Care in partnership with the Department of Premier and Cabinet and five other public sector organisations.

I would like to thank all agencies and NSW public sector employees for their continued cooperation in providing the data for this analysis. I welcome feedback on this report as part of the ongoing improvement of the Workforce Profile Collection.

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



Robyn Kruk
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 2005-06 financial year as well as at June 2006

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 Department of Premier and Cabinet, Public Sector Workforce 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 Sector Workforce 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 2006 Data

The Workforce Profile 2006 summary tables are based on a database of 456,218 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. Slight differences in table totals may occur compared to table contents due to rounding error.

Limitations of the Data

Workforce Profile data accuracy may be affected by any of the following:

- Omissions (eg age of employee not recorded)
- Duplications (eg 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
- 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.

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Size of NSW Public Sector

At June 2006:

- The reported average full-time equivalent (FTE) employees during 2005/2006 was 297,598, an increase of 1.7 percent from 2004/2005.
- The NSW Public Sector represented 10.7 percent of the NSW Labour Force.
- The number of FTE employees was 303,534, an increase of 3.1 percent from the previous year. Increases were reported in the Health policy sector (4.3 percent) and the Education policy sector (6.8 percent).
- Employees in the General Government: Budget Dependent agencies represented 85.7 percent (260,548 FTE) of all NSW public sector employees.
- The Health and Education policy sectors represented approximately 61.1 percent (185,590 FTE) of all NSW public sector employees.
- 371,632 (headcount) people were employed in the NSW Public Sector, an increase of 3.0 percent. Non-budget Dependent sector employees increased 6.0 percent, Public Trading Enterprises increased by 0.2 percent and General Government: Budget Dependent agencies increased by 3.3 percent.
- The proportion of women employed in the NSW Public Sector has increased steadily over time. At June 2006, women represented 60.48 percent of the NSW public sector workforce, compared to 44.9 percent of women in the NSW Labour Force.

Occupational Group

At June 2006:

- 46.3 percent of public sector FTE employees were classified as Professional and 15.2 percent as Associate Professionals, in accordance with the Australian Standard Classification of Occupations (ASCO).
- Within the Professional occupational group, 79.9 percent of FTE employees were engaged in Health and Education related occupations. The majority of these were Nursing Professionals (21.8 percent of all FTE Professionals) and School Teachers (39.8 percent of all FTE Professionals).
- Female employees comprised 67.0 percent of all FTE employees within the Professional group. Females were also highly represented in Advanced Clerical and Service Workers (73.1 percent) and Intermediate Clerical Sales and Service Workers (76.3 percent).
- FTE Male employees were prominent in the occupational groups of Tradespersons and Related Workers (95.0 percent), Production and Transport Workers (90.4 percent) and Labourers and Related Workers (61.3 percent).

Employment Status

At June 2006:

- Permanent staff accounted for 80.0 percent of the NSW public sector workforce (FTE). Temporary staff accounted for 10.3 percent and casual staff 7.2 percent. The remaining 2.5 percent included cadets, trainees, apprentices, and contract staff.
- 84.5 percent of the male FTE workforce was in permanent employment compared to 76.7 percent of the female workforce.

Employment Arrangements

At June 2006:

- 74.6 percent of non-casual employees (headcount) were employed on a full-time basis and 25.4 percent were employed part-time.
- 85.4 percent of all part-time non-casual employees (headcount) were women.
- 42.5 percent of all part-time non-casual employees (headcount) were employed in the Health policy sector.
- 39.5 percent of all non-casual employees (headcount), 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 (33.4 percent) and Education (35.5 headcount percent).

Remuneration

At June 2006:

- The average annualised full-time remuneration rate for non-casual employees was \$59,567 p.a. The average annualised rate for women was \$56,610 p.a. and the average annualised rate for men was \$63,940 p.a. The average annualised remuneration rate for females was 88.5 percent of the average for males. This has decreased from 89.5 percent in the previous year.
- 89.7 percent of full-time equivalent (FTE) employees in the NSW Public Sector had a remuneration of less than \$81,479 p.a. and 62.9 percent had a remuneration of less than \$63,007 p.a. The percentage of FTE employees at June 2006 with salaries in the top two salary bands was 3.8 percent.

Region

At June 2006:

- 61.6 percent of public sector employees worked within the Sydney metropolitan region. This compares to 65.2 percent of the NSW Labour Force.

Movement

- During 2005/2006, 45,366 non-casual employees commenced and 30,097 separated from NSW public sector agencies. The commencement rate for non-casual public sector employees during 2005/2006 was 14.33 percent and the separation rate 9.51 percent.
- Overall the public sector workforce showed high stability with 91.8 percent of people employed at June 2005 still working within their agency at June 2006.

Employee Characteristics

At June 2006:

- The estimated representation of Aboriginal people and Torres Strait Islander people in the sector was 1.9 percent, Racial, Ethnic, Ethno-Religious Minority Groups 13.8 percent, and people with a disability 4.8 percent.
- The average age in the NSW Public Sector was 43.2 years, and the median age was 44 years.
- 4.8% of the NSW public sector workforce was aged 15-24 years. In comparison 17.0 percent of all employed persons in NSW were 15-24 years. Within the 25-34 age cohort, this figure was 20.1 percent, compared to 22.7 percent of employed persons in NSW.
- Employees aged 45 to 54 years constituted 32.2 percent of the public sector workforce compared to 22.1 percent of all employed persons in the State. 16.9 percent of employees were aged 55 years or over compared to 14.5 percent of all employed persons in NSW.
- Employees aged 45 to 54 years constituted 32.2 percent of the Public Sector workforce compared to 22.1 percent of all employed persons in the State. 16.9 percent of employees were aged 55 years or over compared to 14.5 percent of all employed persons in NSW.

Size of the NSW Public Sector

FULL-TIME EQUIVALENT

The reported average FTE during 2005/2006 was 297,598, an increase of 1.7 percent from 2004/2005. At June 2006, there were 106 agencies in the NSW Public Sector with a reported FTE workforce of 303,534. This represents an increase of 3.1 percent since June 2005.

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 (85.7 percent) at June 2006.

The size of agencies varies considerably throughout the sector. Fifty-three agencies reported an FTE of 200 employees or less, 46 agencies reported an FTE between 200 and 5,000 and seven agencies reported an FTE greater than 5,000.

Table 1: Full-time equivalent Size of Workforce During Year and at June 2006: by Budget Sector

Budget sector	Full-time equivalent public sector workforce		Non-casual full-time equivalent public sector workforce	
	Year average	As at June 2006	Year average	As at June 2006
General Government: Budget Dependent agencies	254,917	260,548	236,970	238,241
General Government: Non-Budget Dependent agencies	3,263	3,316	3,222	3,272
Public Trading Enterprises	39,418	39,669	39,121	39,389
Total NSW Public Sector	297,598	303,534	279,313	280,902

Source: NSW Public Sector Workforce Profile 2005/2006

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 2005 and 2006. A number of structural changes (refer Appendix 1) resulted in small percentage changes in several policy sectors. At June 2006, decreases in the number of non-casual FTE were reported for both General Public Services (4.7 percent) and Other Economic Services (6.8 percent). All other sectors reported increases. The Social Security and Welfare policy sector reported a 3.7 percent increase in non-casual FTE, the Health Policy sector 4.3 percent and the Education policy sector 6.8 percent.

The Health, Education and Public Order and Safety policy sectors are the largest, representing 71.6 percent of the non-casual workforce at June 2006.

Table 2: Full-Time Equivalent Size of Workforce during Year and at June 2006:
by Policy Sector

Policy sector	Full-time equivalent public sector workforce				Full-time equivalent Non-casual public sector employees			
	Year average	%	As at June 2006	%	Year average	%	As at June 2006	%
General Public Services	4280.25	1.44	4165.75	1.37	4217.23	1.51	4107.19	1.46
Public Order and Safety	36318.96	12.20	36418.68	12.00	35504.14	12.71	35670.15	12.70
Education	90080.13	30.27	95105.82	31.33	78323.73	28.04	78793.04	28.05
Health	90022.19	30.25	90483.88	29.81	86051.29	30.81	86570.88	30.82
Social Security and Welfare	12003.05	4.03	12164.90	4.01	11151.19	3.99	11262.12	4.01
Housing and Community Services	10198.88	3.43	10248.92	3.38	10149.77	3.63	10192.96	3.63
Recreation and Culture	6698.83	2.25	6766.54	2.23	6222.38	2.23	6354.15	2.26
Fuel and Energy	13087.49	4.40	13084.11	4.31	13069.29	4.68	13072.92	4.65
Agriculture, Forestry and Fisheries	3887.26	1.31	3852.49	1.27	3668.36	1.31	3707.91	1.32
Transport and Communications	26070.29	8.76	26314.04	8.67	26006.27	9.31	26243.29	9.34
Other Economic Services	4950.60	1.66	4928.84	1.62	4949.22	1.77	4927.68	1.75
Total NSW Public Sector	297597.93	100.00	303533.97	100.00	279312.87	100.00	280902.29	100.00

Source: NSW Public Sector Workforce Profile 2005/2006

HEADCOUNT

Headcount data for total and non-casual NSW public sector employees within each budget sector is presented in Table 3. At June 2006, there were 371,632 people employed in the NSW Public Sector, an increase of 3.0 percent from June 2005. The total number of people employed in the sector over the 2005/2006 reference period was 456,218.

Table 3: Headcount: Size of Workforce During Year and at June 2006 by Budget Sector

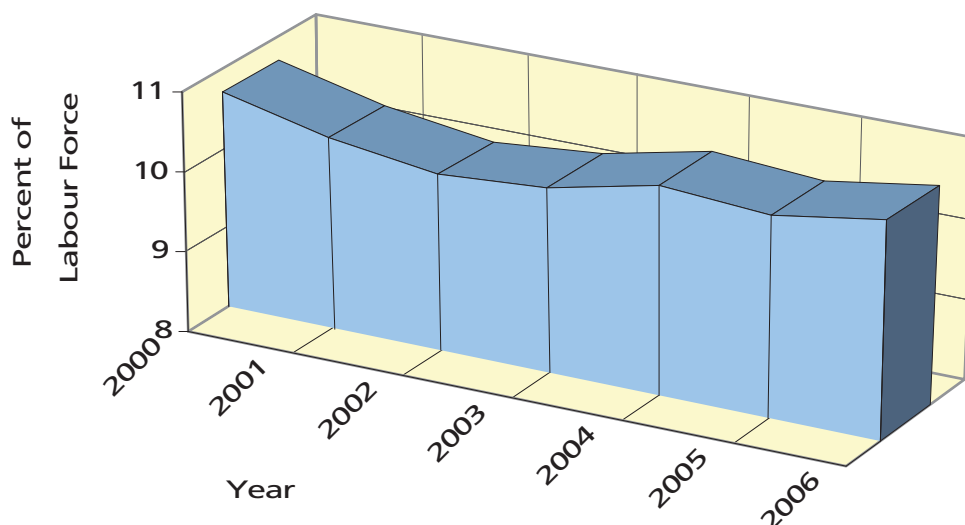
Budget sector	Total public sector employees		Non-casual public sector employees	
	Total during year	As at June 2006	Total during year	As at June 2006
General Government: Budget Dependent agencies	405,125	325,924	304,918	279,174
General Government: Non-Budget Dependent agencies	4,215	3,645	3,998	3,510
Public Trading Enterprises	46,878	42,063	45,329	41,287
Total NSW Public Sector	456,218	371,632	354,245	323,971

Source: NSW Public Sector Workforce Profile 2005/2006

HEADCOUNT: COMPARISON WITH NSW LABOUR FORCE

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 2006, the NSW Public Sector represented 10.7 percent of the NSW Labour Force, which was a 0.2 percentage point increase from June 2005.

Figure 1: Headcount: NSW Public Sector Employees as a Proportion of NSW Labour Force: June 2000–June 2006



Source: NSW Public Sector Workforce Profile 2000–2006 and ABS Cat. No. 6291.0.55.001 Labour Force, Australia, Spreadsheets

GENDER

The proportion of women employed in the NSW Public Sector has increased steadily over time¹. At June 2006, women made up 60.48 percent of employees in the NSW public sector workforce, compared to 44.9 percent of the NSW Labour Force.

Table 4 shows that women made up 57.2 percent of the full-time equivalent count of NSW public sector employees. This varies between policy sectors. Women were highly represented in the Health and Social Security and Welfare policy sectors, with 72.5 percent and 77.0 percent respectively. In the Education policy sector, the representation of women remained stable at 69.5 percent. There were lower participation rates of women in the Transport and Communications (19.4 percent) and Fuel and Energy (17.1 percent) policy sectors.

Table 4: Full-time Equivalent NSW Public Sector Employees at June 2006: Policy Sector by Gender

Policy Sector	Gender		
	Males %	Females %	Total %
General Public Services	43.66	56.34	100.00
Public Order and Safety	65.18	34.82	100.00
Education	30.50	69.50	100.00
Health	27.55	72.45	100.00
Social Security and Welfare	23.00	77.00	100.00
Housing and Community Amenities	63.35	36.65	100.00
Recreation and Culture	55.68	44.32	100.00
Fuel and Energy	82.93	17.07	100.00
Agriculture, Forestry and Fisheries	67.87	32.13	100.00
Transport and Communications	80.59	19.41	100.00
Other Economic Services	55.17	44.83	100.00
Total NSW Public Sector	42.77	57.23	100.00

Source: NSW Public Sector Workforce Profile 2005/2006

Footnotes

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 Groups by gender at June 2006. The classification of occupations is derived from ASCO developed by the Australian Bureau of Statistics (ABS), and provides a standardised and consistent method of classifying occupations at the broad level.

Table 5: Full-Time Equivalent Public Sector Employees at June 2006²: Major Occupational Groups

Major Occupational Group	Males	Females	FTE Employees at June 2006
Managers and Administrators	7,492.84	4,162.29	11,655.13
Professionals	45,951.45	93,445.38	139,396.83
Associate Professionals	25,744.28	19,959.68	45,703.96
Tradespersons and Related Workers	13,821.08	721.90	14,542.98
Advanced Clerical and Service Workers	1,017.16	2,761.89	3,779.05
Intermediate Clerical Sales and Service Workers	13,017.99	41,801.82	54,819.81
Intermediate Production and Transport Workers	9,386.80	1,001.15	10,387.95
Elementary Clerical Sales and Service Workers	4,298.02	3,852.90	8,150.92
Labourers and Related Workers	7,818.46	4,928.42	12,746.88
Total NSW Public Sector	128,548.08	172,635.43	301,183.51

Source: NSW Public Sector Workforce Profile 2005/2006

At June 2006 FTE employees classified as Professionals were the largest occupational group within the NSW Public Sector, comprising 46.3 percent, of which 67.0 percent FTE were women. Intermediate Clerical Sales and Service Workers (18.2 percent) and Associate Professionals (15.2 percent) were the next largest groups. Within the Professional occupational group, 79.9 percent were engaged in Health and Education related occupations. The majority were classified as nursing professionals (21.8 percent of all Professionals) and school teachers (39.8 percent of all Professionals).

Women employees were in the majority among those classified as Professional (67.0 percent), Advanced Clerical and Service Workers (73.1 percent) and Intermediate Clerical Sales and Service Workers (76.3 percent). Men were prominent in traditionally male occupations, comprising 95.0 percent of FTE employees classified as Tradespersons and Related Workers, 90.4 percent of Production and Transport Workers and 61.3 percent of Labourers and Related Workers.

Footnote

² The total number of FTE public sector employees at June 2006 was 303,534. Table 5 excludes 2,350 employees whose gender and/or Occupational Group category was not recorded.

The main employment status in the NSW Public Sector continues to be permanent employment. At June 2006, 80.0 percent of the NSW public sector workforce were permanent employees, 10.3 percent temporary and 7.2 percent casual. The remaining 2.5 percent included cadets, trainees, apprentices, and contract staff.

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 in temporary (12.9 percent) or casual (9.1 percent) employment, compared to 6.7 percent (temporary) and 4.7 percent (casual) of male FTE employees.

**Table 6: Full-Time Equivalent NSW Public Sector Employees at June 2006³:
Employment Category by Gender**

Employment category	Males		Females		Total	
	Number	%	Number	%	Number	%
Permanent	109,411.43	45.17	132,788.07	54.83	242,199.50	100.00
Temporary	8,671.73	27.91	22,394.79	72.09	31,066.53	100.00
Contract: executive	1,171.34	75.98	370.27	24.02	1,541.61	100.00
Contract: non-executive	1,075.06	75.19	354.80	24.81	1,429.85	100.00
Casual	6,073.65	27.75	15,811.45	72.25	21,885.11	100.00
Statutory Employees	346.20	56.32	268.50	43.68	614.70	100.00
Other ⁴	2,688.11	68.74	1,222.42	31.26	3,910.54	100.00
Total NSW Public Sector	129,437.53	42.77	173,210.31	57.23	302,647.83	100.00

Source: NSW Public Sector Workforce Profile 2005/2006

At June 2006, Transport and Communications (93.8 percent) and Public Order and Safety (91.1 percent) policy sectors had the highest percentage of permanent FTE employees (Table 7). The highest percentage of temporary employment was in the Agriculture, Forestry and Fisheries policy sector (17.9 percent), while the Education policy sector had the lowest percentage of permanent employees (67.9 percent) and the highest percentage of casual employees (17.0 percent).

Footnotes

³ The total number of FTE public sector employees at June 2006 was 303,534.97. Table 6 above excludes 887.14 FTE where either employment category and/or gender was not recorded (17.52 FTE was not recorded for employment category and 868.62 FTE was not recorded for gender).

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

Table 7: Full-Time Equivalent Public Sector Employees at June 2006:
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	81.48	10.14	2.82	3.79	1.41	-	0.36	100.00
Public Order and Safety	91.13	4.31	0.30	0.50	0.60	1.69	1.48	100.00
Education	67.86	14.86	0.11	0.00	17.01	-	0.16	100.00
Health	82.96	11.13	0.19	0.04	4.25	-	1.43	100.00
Social Security and Welfare	81.00	11.07	0.44	-	7.42	-	0.07	100.00
Housing and Community Amenities	85.03	8.86	1.36	3.60	0.55	-	0.60	100.00
Recreation and Culture	76.52	15.03	0.76	1.07	5.92	-	0.70	100.00
Fuel and Energy	85.00	0.36	2.35	4.47	0.08	-	7.73	100.00
Agriculture, Forestry and Fisheries	77.21	17.85	0.73	0.15	3.75	-	0.31	100.00
Transport and Communications	93.77	1.49	1.48	0.11	0.27	-	2.88	100.00
Other Economic Services	86.50	11.08	1.57	0.12	0.02	-	0.70	100.00
Total NSW Public Sector	80.04	10.26	0.51	0.48	7.21	0.20	1.29	100.00

Source: NSW Public Sector Workforce Profile 2005/2006

Footnote

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

Employment Arrangements

At June 2006, 25.4 percent of non-casual employees were employed part-time in the NSW Public Sector, of whom 85.4 percent were women. Overall 36.5 percent of all women employed in the NSW Public Sector were in part-time employment compared to 9.2 percent of men.

Table 8: Headcount: Number of non-casual NSW Public Sector Employees at June 2006: Employment Arrangements by Gender⁶

Employment Arrangement	Gender				Total
	Males	%	Females	%	
Full-time	117,702	90.83	120,938	63.55	238,640
Part-time	11,887	9.17	69,357	36.45	81,244
Total NSW Public Sector	129,589	100	190,295	100	319,884

Source: NSW Public Sector Workforce Profile 2005/2006

The Health policy sector accounted for 42.5 percent of all part-time non-casual employees and the Education policy sector 40.5 percent, with much lower percentages of part-time employment in all other policy sectors.

Table 9 shows the employment arrangements for non-casual employees by policy sector. At June 2006, 39.5 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 the Health (33.4 percent) and Education (35.5 percent) policy sectors. Smaller percentages of part-time employment were in the Fuel and Energy (4.9 percent) and Housing and Community Amenities (5.4 percent) policy sectors.

Table 9: Headcount: Non-Casual NSW Public Sector Employees at June 2006: Employment Arrangements by Policy Sector

Policy Sector	Employment Arrangements		
	Full-time %	Part-time %	Total %
General Public Services	88.31	11.69	100.00
Public Order and Safety	92.88	7.12	100.00
Education	64.55	35.45	100.00
Health	66.59	33.41	100.00
Social Security and Welfare	60.46	39.54	100.00
Housing and Community Amenities	94.58	5.42	100.00
Recreation and Culture	85.35	14.65	100.00
Fuel and Energy	95.03	4.97	100.00
Agriculture, Forestry and Fisheries	92.41	7.59	100.00
Transport and Communications	91.28	8.72	100.00
Other Economic Services	93.84	6.16	100.00
Total NSW Public Sector	74.61	25.39	100.00

Source: NSW Public Sector Workforce Profile 2005/2006

Footnote

⁶ The total number of non-casual public sector employees at June 2006 was 323,971. Table 8 above excludes 4,087 records for employees whose employment arrangements and/or gender were not recorded.

HEADCOUNT REMUNERATION

Using headcount figures, the average annualised remuneration rate 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.

At June 2006 the average annualised remuneration rate for the non-casual workforce was \$59,567 p.a. The average annualised remuneration rate for women was \$56,610 p.a. and the average annualised remuneration rate for men \$63,940 p.a. Women earned 88.5 percent of male earnings on average. This differential is not accounted for by differences in hours worked by male and female employees.

At June 2006 the average remuneration rate for public sector employees increased by 4.4 percent since June 2005. This is less than the 4.8 percent increase between June 2004 and June 2005. Variations in base salary can be caused 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 2005/2006 include Police (4 percent), Teachers (an average of 4 percent), Nurses⁷ (3 percent), Health Professionals and Ambulance Staff (4 percent), Fire Brigades (4 percent), Bus Operators, Rail Staff and General Public Servants (4 percent). Consistent with increases under pre-existing industrial instruments, most State Owned Corporations received increases of between 4.6 to 5 percent.

FULL-TIME EQUIVALENT REMUNERATION

Table 10 shows the FTE number of non-casual men and women employees within the NSW Public Sector at June 2006. At June 2006, 89.7 percent of NSW public sector FTE employees had a base salary of less than \$81,478 p.a. The percentage of FTE employees at June 2006 with salaries in the top two salary bands was 3.8 percent. Of the employees in the top two salary bands, 29.0 percent were in the Health policy sector (which includes occupations such as Doctors, Directors of Nursing and other Health Professionals), 15.8 percent in the Education policy sector, and 15.1 percent in the Public Order and Safety policy sector (which includes occupations such as senior officers in NSW Police, Judges and Magistrates).

The percentage of FTE employees in the top salary band remains around 1 percent (1.1 percent at June 2004 to 0.8 percent at June 2005 and 1.23 percent at June 2006).

Table 10: Full-Time Equivalent Non-Casual Public Sector Employees at June 2006: Salary by Gender⁸

Gender	Salary Band							Total
	Less than \$33,910	\$33,910–\$49,791	\$49,792–\$63,006	\$63,007–\$81,478	\$81,479–\$101,848	\$101,849–\$138,152	Over \$138,152	
Males	3,936.85	34,939.23	30,626.22	34,100.93	11,069.98	5,259.19	2,618.42	122,550.82
%	3.21	28.51	24.99	27.83	9.03	4.29	2.14	100.00%
Females	13,952.44	46,853.86	45,646.60	40,958.43	6,910.34	2,054.37	812.50	157,188.54
%	8.88	29.81	29.04	26.06	4.40	1.31	0.52	100.00%
Total NSW Public Sector	17,889.29	81,793.09	76,272.82	75,059.36	17,980.33	7,313.56	3,430.92	279,739.36
%	6.39	29.24	27.27	26.83	6.43	2.61	1.23	100.00%

Source: NSW Public Sector Workforce Profile 2005/2006

Footnotes

⁷ Nurses received a 3% increase on 1 January 2005 - just six months prior to the increase counted in the 05/06 period.

Table 11 shows FTE non-casual salary bands by budget sector.

In the Budget Dependent sector, 90.7 percent of non-casual employees had remuneration rates below \$81,479 p.a. This compares to 77.5 percent and 84.9 percent in the General Government: Non-budget Dependent and Public Trading Enterprises respectively. The Non-budget Dependent sector (9.7 percent) and Public Trading enterprises (6.2 percent) had higher percentages of their workforces with remuneration over \$101,849 p.a., compared to the Budget Dependent sector (3.4 percent).

Table 11: Percentage of Full-time Equivalent Non-Casual Public Sector Employees at June 2006: Salary By Budget Sector⁹

Budget Sector	Salary band %							Total
	Less than \$33,910	\$33,910–\$49,791	\$49,792–\$63,006	\$63,007–\$81,478	\$81,479–\$101,848	\$101,849–\$138,152	Over \$138,152	
General Government: Budget Dependent	7.18	28.10	27.26	28.14	5.94	2.26	1.13	100.00
General Government: Non-budget Dependent	1.13	22.24	20.99	33.13	13.43	6.63	2.44	100.00
Public Trading Enterprises	2.09	36.86	27.68	18.27	8.88	4.47	1.75	100.00
Total NSW Public Sector	6.40	29.26	27.25	26.82	6.43	2.62	1.23	100.00

Source: NSW Public Sector Workforce Profile 2005/2006

Footnotes

8 The total number of FTE non-casual public sector employees at June 2006 was 280,902. Table 10 above excludes 1,163 FTE employees whose remuneration and/or gender was not recorded (779 did not record gender and 218 did not record remuneration, or remuneration was out of range).

9 The total number of FTE non-casual public sector employees at June 2005 was 280,902. Table 11 above excludes 303 records whose remuneration was not recorded.

At June 2006, 61.6 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 (61.6 percent, 65.2 percent and 62.8 respectively). The NSW Public Sector employs a slightly larger proportion of people in the Northern, Far West, North-Western and Central West regions of NSW than the NSW workforce in general (9.4 percent of the Public Sector as compared to 7.4 percent of the labour force and 7.4 percent of NSW population). Comparison with June 2005 and June 2004 figures shows that this distribution has been relatively stable.

Table 12: Headcount: Size of Workforce at June 2006:
NSW Public Sector Employees, NSW Labour Force and Population by Region^{10,11,12}

	Public sector employees	NSW employees persons	NSW Labour Force	NSW Population
Region	%	%	%	%
Hunter	8.65	8.72	8.77	9.01
Illawarra and South Eastern	8.80	7.90	8.00	9.11
Murray-Murrumbidgee	4.08	4.22	4.21	3.98
Northern, Far West, and North-Western and Central West	9.37	7.46	7.44	7.40
Richmond-Tweed and Mid-North Coast	7.53	6.61	6.36	7.69
Sydney	61.57	65.54	65.21	62.81
Total NSW Public Sector	100.00	100.00	100.00	100.00

Source: NSW Public Sector Workforce Profile 2005/2006;
ABS Labour Force, Australia, Detailed - Electronic Delivery, Dec 2006 (cat. no. 6291.0.55.001)
Population by age and sex, New South Wales – 2005 (cat. no. 3235.1.55.001)

Footnotes

10 Percentages exclude the 17,341 public sector employees who were recorded as working outside NSW or whose location was not reported.

11 Regions are statistical regions as defined by 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.

12 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 overstate the extent of change if there is a large amount of turnover during the year in a relatively small number of positions. Note that the separation rate includes employees who move from one Government agency to another. The workforce stability measure shows 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 2005/2006 was 14.3 percent, an increase from 11.2 percent during 2004/2005. The non-casual separation rate for the 2005/2006 reporting period was 9.5 percent, a decrease from 11.3 percent in 2004/2005.

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 7.6 percent and separations at 7.4 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. Amongst employees under 25 years, commencements (60.7 percent) also exceeded separations (19.8 percent) representing an increase in the age group. Employees 55 years and over have low rates of commencements (6.2 percent), but high separation rates (11.2 percent), reflecting their higher rate of retirement from the workforce. The 45-54 year old age group has the highest stability rate at 95.1 percent.
- The commencement rate of women employees was higher than men, due to the higher number of females undertaking part-time and temporary 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 rate of any budget sector.
- Those in the trainee/cadet/apprentice and temporary employment categories had high rates of commencements (64.3 and 62.0 respectively), and separations (21.7 and 24.6 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 2005/2006, the overall stability index was 91.8 percent. This means that 91.8 percent of people employed at June 2005 were still working within their agency at June 2006. The comparable rate for 2004/2005 was 90.2 percent.

Table 13: Headcount: 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)
Employment Category					
Permanent	20,667	7.50	20,172	7.32	93.21
Temporary	22,075	57.27	8,745	22.69	79.98
Contract – executive	258	14.16	196	10.76	89.56
Contract – non-executive	403	22.31	230	12.73	89.59
Trainee/cadet/apprentice	1,832	62.44	618	21.06	76.29
Age					
Under 25	7,076	55.27	2,306	18.66	82.62
25–34	14,459	22.01	9,182	13.97	88.42
35–44	11,331	13.70	6,787	8.21	92.67
45–54	8,810	8.39	5,578	5.31	95.13
55–64	2,922	5.82	5,228	10.42	90.26
65+	442	10.27	850	19.75	82.02
Gender					
Male	15,122	11.53	12,327	9.40	91.73
Female	29,912	15.82	17,602	9.31	91.84
Budget Sector					
General Government: Budget dependent	40,719	14.75	25,577	9.27	91.91
General Government: Non-Budget dependent	613	19.94	432	14.06	88.64
Public Trading Enterprises	4,034	9.57	4,088	9.70	91.15
Total NSW Public Sector	45,366	14.12	30,097	9.37	91.78

Source: NSW Public Sector Workforce Profile 2005/2006

REPRESENTATION OF EEO GROUPS

Note that reporting on Equal Employment Opportunity (EEO) uses estimates. As with any large voluntary data collection exercise, the information collected may underestimate the actual proportions of EEO groups in agency and total sector populations. Where response rates were less than 100 percent, the representation of EEO groups has been estimated.

Aboriginal and Torres Strait Islander People

At June 2006, 1.9 percent of employees identified as being Aboriginal and Torres Strait Islander people. 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 indigenous people in the General Government: Budget Dependent sector (1.9 percent) than in the General Government: Non-budget Dependent sector (1.1 percent) and Public Trading Enterprises (1.6 percent). The Social Security and Welfare sector had the highest estimated proportion of employees (5.3 percent) identifying as indigenous.

The average FTE remuneration for employees identified as being indigenous was \$52,449 p.a. The concentration of indigenous people in the lower salary bands (Table 16) reflects the large representation (4.3 percent) in cadetships/traineeships/apprenticeships (Table 15).

Racial, Ethnic, Ethno-Religious Groups

At June 2006, 13.8 percent of employees identified as being from 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 lower percentage of these groups in the General Government: Budget Dependent agencies sector (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 (24.3) and Other Economic Services (25.3 percent) policy sectors.

Employees from racial, ethnic or ethno-religious groups are more likely to work in temporary full-time employment arrangements (17.8 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 FTE remuneration rate of \$61,135 p.a. The average is higher than the sector average of \$59,567 p.a.

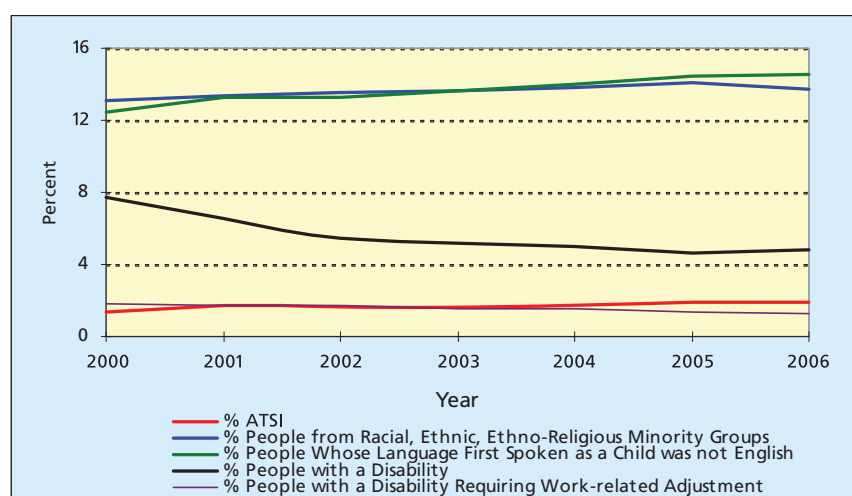
People with a Disability

At June 2006, 4.8 percent employees identified as having a disability, while 1.3 percent of employees reported as having a disability that required adjustment at work.

People employed in Public Trading Enterprises had the highest representation with 5.8 percent and 2.0 percent reporting a work related adjustment. Representation of people with a disability varies greatly in the different policy sectors. The highest representation was reported in Agriculture, Forestry and Fisheries (7.1 percent) and Transport and Communications (7.3 percent) with the lowest representation in the Public Order (3.8 percent) and Health policy sectors (3.4 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 FTE remuneration of \$62,741 p.a.

Figure 2: Headcount: Trends in representation of EEO Groups in NSW Public Sector: June 2000 to 2006



Source: NSW Public Sector Workforce Profile 2000 to 2006

Table 14: Headcount: Estimated Percentage of Employees within EEO Groups by Budget and Policy Sector at June 2006

	Aboriginal and Torres Strait Islander people	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	1.90	13.77	14.54	4.83	1.30
Budget Sector					
General Government: Budget	1.94	13.10	13.90	4.24	1.17
Dependent agencies					
General Government: Non-Budget	1.09	18.08	19.53	n.a.	3.85
Dependent agencies					
Public Trading Enterprises	1.64	18.44	18.92	5.77	2.01
Policy Sector					
General Public Services	1.06	24.61	20.39	5.68	1.81
Public Order and Safety	2.43	11.01	7.55	3.79	1.19
Education	1.55	10.82	11.16	4.40	1.31
Health	1.59	14.19	17.86	3.37	0.78
Social Security and Welfare	5.34	16.72	14.75	5.40	1.79
Housing and Community Services	2.54	17.99	20.13	6.71	1.68
Recreation and Culture	3.65	12.91	12.47	4.59	1.42
Fuel and Energy	1.09	8.76	9.67	6.02	1.34
Agriculture, Forestry and Fisheries	1.32	8.02	12.35	7.19	0.35
Transport and Communications	1.67	24.33	23.22	7.31	3.02
Other Economic Services	1.68	25.30	21.81	28.68	4.05

Source: NSW Public Sector Workforce Profile 2005/2006

Table 15: Headcount: NSW Public Sector Employees at June 2006: Employment Arrangement by EEO Group

Employment Arrangement	Aboriginal and Torres Strait Islander people	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	1.97	15.05	15.37	5.47	1.51
Permanent Part-time	1.23	10.88	11.82	3.97	1.22
Temporary Full-time	2.73	17.76	20.24	3.60	0.66
Temporary Part-time	1.77	9.95	10.83	3.62	0.92
Contract – SES Executive	1.58	8.12	7.92	8.32	0.59
Contract – Non SES Executive	0.49	16.42	16.78	3.23	0.31
Casual	2.38	8.46	12.61	2.86	0.46
Training Positions	4.25	10.11	12.86	3.25	0.45

Source: NSW Public Sector Workforce Profile 2005/2006

Table 16: Headcount: Non-Casual NSW Public Sector Employees at June 2006: Salary Group and Average Remuneration by EEO Group

Salary Group	Aboriginal and Torres Strait Islander people	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
<\$33,910	11.84	5.20	7.61	4.68	4.04
\$33,910 to \$49,791	38.36	28.13	31.30	24.80	28.69
\$49,792 to \$63,006	27.33	28.13	27.19	25.98	25.06
\$63,007 to \$81,478	18.00	26.42	23.45	32.04	32.42
\$81,479 to \$101,848	3.43	8.01	7.05	8.47	7.42
\$101,849 to \$138,152	0.83	2.92	2.44	2.89	1.88
Over \$138,152	0.20	1.18	0.95	1.13	0.49
Total NSW Public Sector	100.00	100.00	100.00	100.00	100.00
Non-Casual Average Remuneration	\$52,449	\$61,135	\$58,790	\$62,741	\$60,721

Source: NSW Public Sector Workforce Profile 2005/2006

AGE

The NSW Public Sector has been ageing steadily. At June 2006, the average age of employees was 43.2 years, compared to 43.0 years at June 2005. A large proportion of employees are aged between 35 and 54 years (58.3 percent) with fewer employees in the younger and older cohorts. The proportion of employees aged 55 years and over was 16.9 percent, an increase from 15.7 percent at June 2005. The proportion of employees aged under 25 years was 4.8 percent, remaining static since June 2005.

In general, female employees in the NSW Public Sector (average age 42.7 years) tended to be younger than male employees (average age 44.0 years). 19.2 percent of male employees were aged 55 years or more compared to 15.4 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-year-olds (51.2 percent compared to the sector average of 80.0 percent) hold permanent positions. The under 25-year-olds were also the largest proportion of employees engaged in temporary employment (25.1 percent compared to the sector average of 10.2 percent). The group with the highest proportion of casual employees (16.3 percent compared to the sector average of 7.2 percent) was aged over 65 years. However, Table 19 shows that younger employees (under 25 years) are more likely to work full-time (90.5 percent). The proportion tapers off as age increases, with 69.2 percent of over 65 years working full-time.

**Table 17: Headcount: NSW Public Sector Employees at June 2006:
Age by Gender¹³**

Age (years)	Males		Females		Total	
	Number	%	Number	%	Number	%
Under 25	6,231	4.25	11,382	5.09	17,613	4.75
25–34	27,172	18.52	47,163	21.07	74,335	20.06
35–44	38,415	26.18	58,473	26.13	96,888	26.15
45–54	46,816	31.90	72,425	32.36	119,241	32.18
55–64	25,070	17.08	31,424	14.04	56,494	15.25
65+	3,052	2.08	2,936	1.31	5,988	1.62
Total NSW Public Sector	146,756	100.00	223,803	100.00	370,559	100.00

Source: NSW Public Sector Workforce Profile 2005/2006

Footnote

¹³ The total number of public sector employees at June 2005 (Headcount) was 371,632. Table 17 above excludes 1,073 employees whose age and/or gender was not recorded.

**Table 18: Full-Time Equivalent NSW Public Sector Employees at June 2006:
Age by Employment Category¹⁴**

Employment Category	Age band (years)						Total %
	Under 25 %	25–34 %	35–44 %	45–54 %	55–64 %	65+ %	
Permanent	51.23	75.18	80.56	84.38	85.06	73.73	80.03
Temporary	25.19	16.19	9.73	7.34	5.73	7.49	10.27
Contract-executive	-	0.13	0.42	0.75	0.80	0.18	0.51
Contract non-executive	0.15	0.50	0.58	0.47	0.39	0.19	0.47
Casual	11.16	6.25	7.68	6.52	7.35	16.28	7.23
Statutory Appointees	0.24	0.09	0.08	0.19	0.44	1.74	0.20
Other	12.05	1.66	0.95	0.36	0.23	0.39	1.29
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 2005/2006

**Table 19: Non-Casual Full-Time Equivalent NSW Public Sector Employees at June 2006:
Age by Employment Arrangements¹⁵**

Employment Arrangement	Age band (years)						Total %
	Under 25 %	25–34 %	35–44 %	45–54 %	55–64 %	65+ %	
Full-time	90.52	87.33	78.96	78.93	76.95	69.17	80.70
Part-time	9.48	12.67	21.04	21.07	23.05	30.83	19.30
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 2005/2006

Footnotes

14 The total number of FTE for public sector employees at June 2005 was 303,534. Table 18 above excludes 28 FTE employees whose employment category and/or age was not recorded.

15 The total number of FTE non-casual public sector employees at June 2005 was 280,902. Table 19 above excludes 2,243 FTE employees whose employment arrangements and/or age was not recorded.

Table 20 shows the representation of EEO groups across the age bands. Aboriginal and Torres Strait Islander people have highest representation in the under 25 years age band. There are more people from a racial, ethnic, ethno-religious minority group and people with a disability in older age groups, over 55 years.

Table 20: Headcount: NSW Public Sector Employees at June 2006: 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	3.27	10.20	11.27	2.03	0.40
25–34	2.32	13.19	13.49	2.60	0.46
35–44	2.18	14.49	15.35	4.11	1.04
45–54	1.58	13.64	14.28	5.78	1.71
55–64	1.20	14.37	15.60	7.52	2.13
65+	1.56	15.72	17.78	6.95	2.10
Total NSW Public Sector	1.90	13.77	14.54	4.83	1.30

Table 21 compares the age distribution for public sector employees with that of all employed persons in NSW. The NSW Public Sector has a higher proportion of employees in the older age groups than the NSW workforce. In the NSW Public Sector 49.0 percent were aged over 45 years, compared to 36.7 percent of NSW employed persons. A much smaller proportion of under 25-year-olds were employed in Government than in the NSW workforce generally; 4.8 percent of NSW public sector employees compared with 17.0 percent of NSW employed persons.

Table 21: Headcount: NSW Public Sector Employees¹⁶ and NSW Employed Persons May/June 2006¹⁷: by Age

Age	Total NSW Public Sector at June 2006	NSW employed persons at May/June 2006
	%	%
Under 25	4.75	17.0
25–34	20.06	22.7
35–44	26.15	23.6
45–54	32.18	22.1
55–64	15.24	12.2
65+	1.62	2.3
Total	100.00	100.00

Source: NSW Public Sector Workforce Profile Data 2005/2006 and ABS

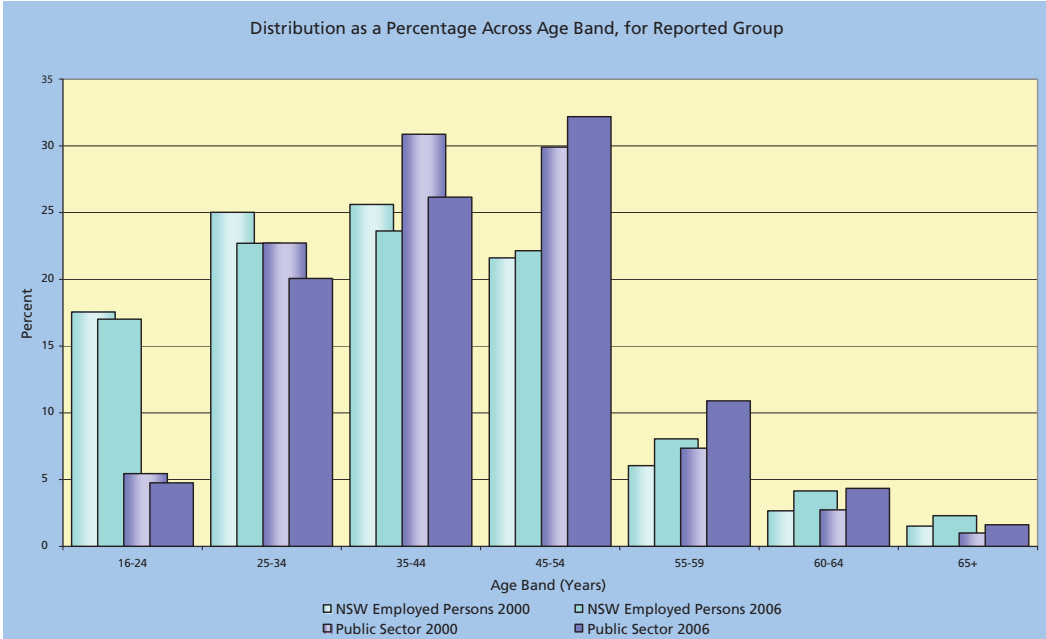
Footnotes

¹⁶ The total number of NSW public sector employees at June 2006 was 371,632. Table 20 excludes 1028 employees whose age was not recorded.

¹⁷ ABS Publication 6291.0.55.001 - Labour Force, Australia, Detailed - Electronic Delivery, Monthly, Dec 2006

Figure 3 shows the comparison between age distribution in 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 more people in older age groups, particularly 35 years and older.

Figure 3: Headcount: NSW Public Sector Employees compared with NSW Employed Persons: Age Distributions for 2000 and 2006



Source: NSW Public Sector Workforce Profile Data 2005/ 2006; ABS Publication 6291.0.55.001 - Labour Force, Australia, Detailed Electronic Delivery, Monthly, Dec 2006

Appendix 1 – Explanatory Notes

Scope

The scope includes 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 (Senior Executive Services)
- 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
- people 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 Department of Premier and Cabinet. Each record represents a separate employee. All 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 2006. 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 2006, the ABS estimated that university employees constituted around 9.6¹⁸ percent of State public sector employees in NSW. Employees of universities are not included in the NSW Public Sector Workforce Profile.

AGENCY CHANGES 2005/2006

Australian Inland Energy Water Infrastructure merged with Country Energy from 1 July 2005. The Department of Planning was established on 29 August 2005.

The Department of Natural Resources was established on 29 August 2005.

The Department of Infrastructure, Planning and Natural Resources was abolished on 29 August 2005.

The Heritage Office was abolished from 3 March 2006 and all branches incorporated into the Department of Planning.

The Growth Centres Commission was established in July 2005. Staff are employed by the Department of Planning and work under the direction of the Board.

The Department of Arts, Sport and Recreation was established on 3 March 2006. All branches were removed from the Ministry for the Arts and added to the Department of Arts, Sport and Recreation. Branches concerned include the staff attached to the Art Gallery of New South Wales, the Australian Museum, the Film and Television Office, the Historic Houses Trust, the Powerhouse Museum, the State Library, State Records and the Sydney Opera House. The Ministry for the Arts was abolished on 3 March 2006.

The Department of Gaming and Racing was abolished and established as the NSW Office of Liquor, Gaming and Racing in the Department of Arts, Sport and Recreation on 3 March 2006.

The Department of Tourism, Sport and Recreation was abolished on 3 March 2006. The Tourism Industry Division was added to the Department of State and Regional Development. All other branches in the Department of Tourism, Sport and Recreation were added to the Department of Arts, Sport and Recreation.

The Ministry for Science and Medical Research was abolished on 3 March 2006 and all branches were added to the Department of State and Regional Development.

The Parliamentary Counsel's Office was abolished on 3 March 2006 and established as a separate office within the Cabinet Office.

The Office for Children was established on 3 April 2006. The Office of the Commission for Children and Young People and the Office of the Children's Guardian were abolished and all branches added to the Office for Children.

The Office of the Sydney 2009 World Masters Games Organising Committee was established 2005. The Office of Transport Safety Investigations was established July 2005.

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.

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.

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 2005/06 rates was: $(\text{Number of employees commencing with agencies between 1 July 2005 and 30 June 2006} \times 100) \div \text{average of (number of employees at 1 July 2005 and number of employees at 30 June 2006} \div 2)$.

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.

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 type of employment contract an employee has 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 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.

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 (ie, 50 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 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 (ie: 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.

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. 1220.0). ASCO is a skill-based classification which encompasses all occupations in the Australian workforce. It was developed by the Australian Bureau of Statistics (ABS), is in widespread use and provides 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. 6105.0).

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 (ie, those designated as unemployed). (See ABS cat. no.6105.0).

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 p23).

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 differ from previous Workforce Profile publications, from 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

- 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). 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 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 *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 equivalent 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 based on grades in the Crown Employees (Administrative and Clerical) Award and can therefore change between reporting periods.

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 2005/06 rates was: (Number of employees separating from agencies between 1 July 2005 and 30 June 2006 x 100) ÷ average of (number of employees at 1 July 2005 and number of employees at 30 June 2006 ÷ 2).

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 2005/06 rates was: (number of employees reported as continuously employed 2005/06 x 100) ÷ (number of employees at 1 July 2005).

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.

Agencies Included 2006

AGENCY

BUDGET SECTOR

Aboriginal Affairs, Department of	General Government: Budget Dependent
Aboriginal Housing Office Group of Staff	General Government: Non-budget Dependent
Ageing, Disability and Home Care, Department of	General Government: Budget Dependent
Arts, Sport and Recreation, Department of the	General Government: Budget Dependent
Attorney General's Department	General Government: Budget Dependent
Audit Office of NSW, The	General Government: Non-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
Cancer Institute	General Government: Budget Dependent
Casino Control Authority	General Government: Budget Dependent
Commerce, Department of	General Government: Budget Dependent
Community Relations Commission, Office of the	General Government: Budget Dependent
Community Services, Department of	General Government: Budget Dependent
Corrective Services, Department of	General Government: Budget Dependent
Country Energy	Public Trading Enterprise
Delta Electricity	Public Trading Enterprise
Director of Public Prosecutions, Office of the	General Government: Budget Dependent
Education and Training, Department of	General Government: Budget Dependent
Energy Australia	Public Trading Enterprise
Energy, Utilities and Sustainability, Department of	General Government: Budget Dependent
Environment and Conservation, Department of	General Government: Budget Dependent
Eraring Energy	Public Trading Enterprise
Fire Brigades, NSW	General Government: Budget Dependent
FSS Trustee Corporation (FTC)	General Government: Non-budget Dependent
Game Council of NSW	General Government: Non-budget Dependent
Greyhound and Harness Racing Regulatory Authority (GaHRRRA)	General Government: Non-budget Dependent
Health - Ambulance Service of NSW	General Government: Budget Dependent
Health - Department of Health, NSW	General Government: Budget Dependent
Health - Greater Southern AHS	General Government: Budget Dependent
Health - Greater Western AHS	General Government: Budget Dependent

AGENCY

BUDGET SECTOR

Health - Hunter/New England AHS	General Government: Budget Dependent
Health - Justice Health	General Government: Budget Dependent
Health - North Coast AHS	General Government: Budget Dependent
Health - Northern Sydney/Central Coast AHS	General Government: Budget Dependent
Health - South Eastern Sydney/Illawarra AHS	General Government: Budget Dependent
Health - Sydney South West AHS	General Government: Budget Dependent
Health - Sydney West AHS	General Government: Budget Dependent
Health - The Children's Hospital at Westmead	General Government: Budget Dependent
Health Care Complaints Commission, Office of the	General Government: Budget Dependent
Housing, Department of	Public Trading Enterprise
Hunter Water Corporation	Public Trading Enterprise
Independent Commission Against Corruption	General Government: Budget Dependent
Independent Pricing and Regulatory Tribunal	General Government: Budget Dependent
Independent Transport, Safety and Reliability Regulator	General Government: Budget Dependent
Institute of Sport (NSW)	General Government: Non-budget Dependent
Institute of Teachers, Office of the	General Government: Budget Dependent
Integral Energy	Public Trading Enterprise
Internal Audit Bureau	General Government: Non-budget Dependent
Jenolan Caves Reserve Trust	Public Trading Enterprise
Judicial Commission of NSW	General Government: Budget Dependent
Juvenile Justice, Department of	General Government: Budget Dependent
Landcom	Public Trading Enterprise
Lands, Department of	General Government: Budget Dependent
Legal Aid Commission, Office of the	General Government: Budget Dependent
Legislative Assembly, Parliament of NSW	General Government: Budget Dependent
Legislative Council, Parliament of NSW	General Government: Budget Dependent
Local Government, Department of	General Government: Budget Dependent
Lord Howe Island Board	General Government: Budget Dependent
Lotteries Corporation, NSW	Public Trading Enterprise
Macquarie Generation	Public Trading Enterprise

AGENCY

Mines Subsidence Board
Ministry of Police
Ministry of Transport
Motor Accidents Authority, Office of the
Natural Resources Commission
Natural Resources, Department of
New South Wales Crime Commission, Office of the
Newcastle Port Corporation
NSW Coal Compensation Board
NSW Food Authority
NSW Maritime Authority
NSWbusinesslink
Office for Children
Office of Transport Safety Investigations
Ombudsman's Office
Parramatta Stadium Trust
Planning, Department of
Police Integrity Commission, Office of the
Police Service, NSW
Port Kembla Port Corporation
Premier's Department
Primary Industries, Department of
Rail Corporation NSW
Rail Infrastructure Corporation
Redfern-Waterloo Authority, Office of the
Roads and Traffic Authority of NSW
Rural Assistance Authority, Office of the
Rural Fire Service, Department of
SAS Trustee Corporation
State and Regional Development, Department of

BUDGET SECTOR

General Government: Non-budget Dependent
General Government: Budget Dependent
General Government: Budget Dependent
General Government: Non-budget Dependent
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General Government: Budget Dependent
Public Trading Enterprise
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General Government: Non-budget Dependent
General Government: Budget Dependent

AGENCY

BUDGET SECTOR

State Electoral Office	General Government: Budget Dependent
State Emergency Service	General Government: Budget Dependent
State Rail Authority of NSW	Public Trading Enterprise
State Sports Centre Trust	General Government: Non-budget Dependent
State Transit Authority of NSW	Public Trading Enterprise
State Water Corporation	Public Trading Enterprise
Superannuation Administration Corporation (Pillar)	General Government: Non-budget Dependent
Sydney 2009 World Masters Games Organising Committee, Office of the	General Government: Budget Dependent
Sydney Catchment Authority	Public Trading Enterprise
Sydney Cricket and Sports Ground Trust	Public Trading Enterprise
Sydney Ferries Corporation	Public Trading Enterprise
Sydney Harbour Foreshore Authority	Public Trading Enterprise
Sydney Olympic Park Authority, Office of the	General Government: Budget Dependent
Sydney Ports Corporation	Public Trading Enterprise
Sydney Water Corporation	Public Trading Enterprise
Teacher Housing Authority of NSW	Public Trading Enterprise
The Cabinet Office	General Government: Budget Dependent
Tow Truck Industry Authority of NSW	General Government: Non-budget Dependent
Transgrid	Public Trading Enterprise
Treasury - Office of Financial Management	Public Trading Enterprise
Treasury - Office of State Revenue	General Government: Budget Dependent
Waste Recycling and Processing Corporation Trade as WSN Environmental Solutions	Public Trading Enterprise
Wollongong Entertainment Centre and Wollongong Sportsground Trust	Public Trading Enterprise
Workcover Authority, Office of the	General Government: Non-budget Dependent
Workers Compensation Commission	General Government: Non-budget Dependent
Zoological Parks Board	Public Trading Enterprise

OVERVIEW REPORT FOR THE
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