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**Premier
& Cabinet**

**The NSW Public Sector Workforce:
A 2010 Snapshot and Snapshot Tables
Updated 09 August 2011**



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1. Revision History

Version	Approval Date	Next Review Date	Amendment notes
1.0	06/12/2010	16/12/2010	WFP Data version 2010.11.02. Original document.
1.1	24/02/2011	N/A	WFP Data version 2010.11.02. Inclusion of sick leave data. Updates to ABS data based on release Jan 2011.
2.0	18/05/2011	01/10/2011	WFP Data version 2011.02.16. Various agencies submitted corrected or previously missing data. Headcount during the year and at census increased by 4 and 3 respectively. FTE during the year increased by 81 and at census decreased by 4. Summary movement rates table removed.
3.0	09/08/2011	N/A	Typographic errors amended: 2006 Headcount at census amended to 323,971, from 232,971. 2008 Headcount during the year amended to 464,382 from 161, 382.

2. Introduction

This document presents a snapshot view of the NSW public sector workforce for the year 2009-2010.

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

Slight differences in table totals may occur compared to the summary figures due to information missing or withdrawn.

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

3. Data sources

- NSW DPC2009/10 Workforce Profile (v2010.12.16)
- Australian Bureau of Statistics (ABS) State and Regional Indicators – release Jan 2011

4. Snapshot Report

4.1 What is the size of the NSW public sector workforce?

- The average number of full-time equivalent (FTE) employees in the NSW public sector at census period was 322,452
- The number of people (headcount) who were working in the NSW public sector at census date was 386,185
- The NSW public sector represented 11.10% of NSW employed persons
- The Health and Education sectors represented 59.71% (189,298 FTE) of all NSW public sector employees during the year

4.2 How has the public sector workforce grown over the past year?

In the year to June 2010:

- The NSW public sector workforce had increased by 1.06 % (FTE at census period). The headcount increased by 0.83%
- The rate of growth had decreased from 1.15% in 2009 to 0.83%
- The number of NSW employed persons increased by 2.37 % during the same period

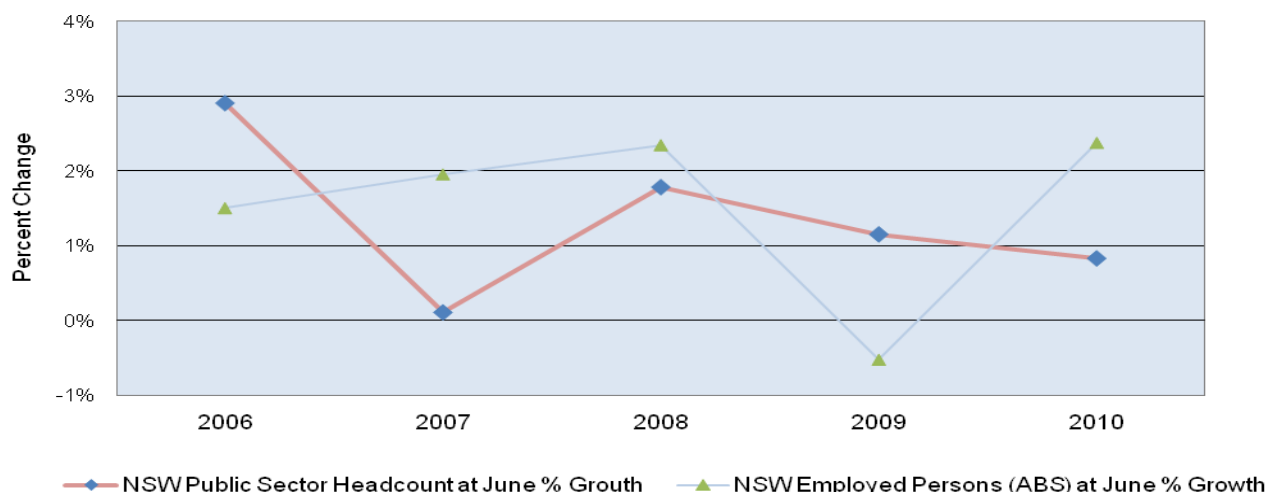
4.3 Where have the changes occurred?

- The NSW public sector was restructured into clusters from 1 July 2009. The main increases occurred in the Education (1,662.17 FTE, 1.72%), Transport (1,113.55 FTE, 4.07%) and Health (967.09 FTE, 1.01%) clusters

4.4 How have staffing levels changed over recent years?

Figure 1 displays the annual percentage change in size of the NSW public sector workforce and NSW employed persons since 2006

Figure: Percentage Annual Change in Workforce Size 2006 to 2010



4.5 What is the age profile of public sector employees?

- In 2010 the median age of a NSW public sector employee was 45; five years older than the median age for all NSW employed persons
- The largest age group was the 45-54 age-bracket that made up 29.69% of the sector
- The proportion of employees aged 55 and over was 21.28%; compared to 20.15% in 2009
- 23.98 % of employees were under 35 years of age, of which 4.69% were under the age of 25

Table: Proportion of Employees in each Age Band, 2010

	Under 25	25-34	35-44	45-54	55-64	65+
NSW Public Sector	4.69%	19.29%	25.06%	29.69%	18.98%	2.30%
NSW Employed Persons	16.44%	22.66%	22.68%	21.98%	13.44%	2.80%

4.6 How much are public sector employees paid?

- The median remuneration for NSW public sector non-casual employees at census date 2010 was \$69,429
- At census date 2010 the median remuneration increased by 4.67 % since census date 2009; predominantly influenced by award increases and advancement through increments or classification status

4.7 How many people worked part-time?

- At census date 2010, 24.86 % of non-casual employees in the NSW public sector were employed part-time
- 87.67% of all part-time employees were women
- The Education and Health sectors employed 39.49% and 41.97% respectively of the total number of part-time employees

4.8 Are employees staying or leaving the public sector?

- The median tenure for a non-casual employee in the public sector in 2010 was 8.49 years
- The public sector continues to exhibit a high level of stability as 93.20% of non-casual employees remained with their agency for the entire reporting year

4.9 How much sick leave was taken during the year?

- The average number of sick leave hours taken per FTE was 56.88 hours compared to 56.78 hours the previous year. This was an increase of 0.18%

4.10 How may employees identify as belonging to an equal employment opportunity (EEO) group? (Estimated)

- 2.48% of employees identified as being Aboriginal and/or Torres Strait Islander peoples
- 15.18% of employees identified as being from a non-English speaking background
- 3.71% of employees identified as having a disability; with 1.05% having a disability that required a workplace adjustment

4.11 Men and women in the NSW public sector

- At census date 2010, 60.88% of the NSW public sector workforce were women. Female employees made up 45.37% of employed persons in NSW
- The Health cluster had the highest female participation rate at 74.81%
- The Transport cluster had the highest male participation rate at 77.55%
- The median remuneration for non-casual males in the sector at census date 2010 was \$69,443; and for females was \$68,201

5. Snapshot Tables

5.1 Size of Workforce: Full time Equivalent (FTE) During the Year and at Census Period 2010 by Budget Sector

Budget Sector	Public sector workforce		Non-casual public sector workforce	
	FTE During the Year	FTE at Census Period	FTE During the Year	FTE at Census Period
General Government Budget Dependent	265,876	271,091	248,833	250,806
Government Trading Enterprise	18,507	18,522	18,285	18,345
State Owned Corporation	21,475	21,293	21,236	21,089
General Government Non Budget Dependent	11,456	11,547	11,199	11,322
Total	317,314	322,452	299,553	301,563

5.2 Size of workforce: Full time Equivalent (FTE) During the Year 2010 and 2009 by Cluster

Cluster	2010	Sector %	2009	Sector %	Difference 2010 – 2009	% Change 2010 – 2009
Premier & Cabinet	1,938	0.61%	1,927	0.61%	11	0.58%
Treasury	3,679	1.16%	3,785	1.21%	-106	-2.81%
Communities	3,322	1.05%	3,239	1.03%	83	2.56%
Human Services	18,818	5.93%	18,663	5.95%	155	0.83%
Health NSW	95,757	30.18%	95,142	30.32%	615	0.65%
Education and Training	93,542	29.48%	92,679	29.53%	863	0.93%
Planning	2,562	0.81%	2,528	0.81%	34	1.36%
Industry and Investment	19,508	6.15%	19,133	6.10%	375	1.96%
Transport	28,126	8.86%	26,584	8.47%	1,542	5.80%
Environment, Climate Change & Water	10,014	3.16%	10,043	3.20%	-29	-0.29%
Services, Technology and Administration	3,363	1.06%	3,367	1.07%	-4	-0.12%
Justice and Attorney General	12,719	4.01%	12,574	4.01%	144	1.15%
Police & Emergency Services	23,965	7.55%	24,136	7.69%	-170	-0.71%
Total	317,314	100.00%	313,800	100.00%	3,513	1.12%

5.3 Size of Workforce: Full Time Equivalent (FTE) at Census Period 2010 and 2009 by Cluster

Cluster	2010	Sector %	2009	Sector %
Premier & Cabinet	1,974	0.61%	1,883	0.59%
Treasury	3,655	1.13%	3,803	1.19%
Communities	3,268	1.01%	3,242	1.02%
Human Services	18,881	5.86%	18,778	5.89%
Health NSW	96,364	29.88%	95,397	29.90%
Education and Training	98,191	30.45%	96,529	30.25%
Planning	2,609	0.81%	2,561	0.80%
Industry and Investment	19,594	6.08%	19,378	6.07%
Transport	28,434	8.82%	27,321	8.56%
Environment, Climate Change & Water	9,749	3.02%	10,003	3.14%
Services, Technology and Administration	3,380	1.05%	3,357	1.05%
Justice and Attorney General	12,359	3.83%	12,362	3.87%
Police & Emergency Services	23,994	7.44%	24,449	7.66%
Total	322,452	100.00%	319,061	100.00%

5.4 Size of Workforce: Full Time Equivalent (FTE) at Census Period 2010 by Cluster and Gender

Cluster	Male			Female			Total	
	Sum	Sector %	Gender %	Sum	Sector %	Gender %	Sum	Sector %
Premier & Cabinet	829	0.61%	42.02%	1,143	0.61%	57.98%	1,972	0.61%
Treasury	1,526	1.13%	42.20%	2,091	1.12%	57.80%	3,618	1.13%
Communities	1,592	1.18%	50.02%	1,591	0.86%	49.98%	3,183	0.99%
Human Services	5,369	3.97%	28.45%	13,504	7.26%	71.55%	18,873	5.88%
Health NSW	26,291	19.44%	27.33%	69,908	37.59%	72.67%	96,199	29.95%
Education and Training	28,831	21.32%	29.36%	69,359	37.30%	70.64%	98,191	30.57%
Planning	1,515	1.12%	58.05%	1,094	0.59%	41.95%	2,609	0.81%
Industry and Investment	15,417	11.40%	79.26%	4,034	2.17%	20.74%	19,450	6.06%
Transport	22,113	16.35%	79.77%	5,609	3.02%	20.23%	27,722	8.63%
Environment, Climate Change & Water	6,400	4.73%	66.01%	3,296	1.77%	33.99%	9,696	3.02%
Services, Technology and Administration	1,896	1.40%	56.93%	1,435	0.77%	43.07%	3,331	1.04%
Justice and Attorney General	6,269	4.64%	50.75%	6,083	3.27%	49.25%	12,352	3.85%
Police & Emergency Services	17,172	12.70%	71.57%	6,821	3.67%	28.43%	23,993	7.47%
Total	135,220	100.00%	42.10%	185,968	100.00%	57.90%	321,188	100.00%

5.5 Size of Workforce: Full Time Equivalent (FTE) at Census Period 2010 by Employment Category and Gender

All Employees	Male			Female			Total	
	Sum	Category %	Gender %	Sum	Category %	Gender %	Sum	Category %
Permanent	112,335	83.08%	44.17%	141,974	76.34%	55.83%	254,309	79.18%
Temporary Grouping	11,273	8.34%	28.85%	27,798	14.95%	71.15%	39,072	12.16%
Contract-Exec	1,549	1.15%	77.20%	458	0.25%	22.80%	2,007	0.62%
Contract Non-Exec	1,029	0.76%	72.09%	398	0.21%	27.91%	1,427	0.44%
Casual	6,133	4.54%	29.75%	14,485	7.79%	70.25%	20,618	6.42%
Statutory Appointees	345	0.26%	54.45%	289	0.16%	45.55%	634	0.20%
Other	2,555	1.89%	81.85%	567	0.30%	18.15%	3,121	0.97%
Total	135,220	100.00%	42.10%	185,968	100.00%	57.90%	321,188	100.00%

* Temporary Grouping includes Temporary, Temporary Teachers (DET) and Graduates

* Contract-Exec includes Contract - Executive, Contract - Executive SES Equivalent and Health Executive Service

5.6 Size of Workforce: Full Time Equivalent (FTE) at Census period 2010 by Cluster and Employment Category

Cluster	Permanent	Temporary Grouping	Casual	Contract	Other	Total
Premier & Cabinet	1,551	219	28	176	0	1,974
Treasury	3,216	276	6	141	17	3,655
Communities	2,284	520	338	111	14	3,268
Human Services	15,441	2,346	998	66	30	18,881
Health NSW	78,436	13,542	4,149	58	179	96,364
Education & Training	65,785	17,674	14,571	93	68	98,191
Planning	2,252	272	24	60	1	2,609
Industry & Investment	15,767	765	130	1,233	1,698	19,594
Transport	25,934	699	72	632	1,097	28,434
Environment, Climate Change & Water	7,646	1,172	206	669	56	9,749
Services, Technology & Administration	2,874	436	3	37	31	3,380
Justice & Attorney General	10,693	898	74	61	634	12,359
Police & Emergency Services	23,463	383	30	114	3	23,994
Total	255,342	39,202	20,629	3,451	3,828	322,452

* Temporary Grouping includes Temporary, Temporary Teachers (DET) and Graduates

* Contract-Exec includes Contract - Executive, Contract - Executive SES Equivalent and Health Executive Service

5.7 Size of Workforce: Full Time Equivalent (FTE) (Non-casual) at Census Period 2010 by Salary Band and Gender

Salary Band	Male		Female		Total	
	FTE	%	FTE	%	FTE	%
\$8,000 - < \$38,144	1,528	1.19%	4,069	2.38%	5,597	1.87%
\$38,144 - <\$56,009	33,782	26.22%	52,983	30.96%	86,764	28.92%
\$56,009 - <\$70,874	30,528	23.70%	42,929	25.08%	73,456	24.49%
\$70,874 - <\$91,653	34,789	27.00%	48,827	28.53%	83,616	27.87%
\$91,653 - < \$114,566	17,193	13.35%	17,422	10.18%	34,616	11.54%
\$114,566 - < \$155,402	7,883	6.12%	3,819	2.23%	11,702	3.90%
\$155,402 - < =\$600,000	3,133	2.43%	1,103	0.64%	4,236	1.41%
Total	128,836	100.00%	171,152	100.00%	299,988	100.00%

5.8 Size of Workforce: Headcount During the Year and at Census Date 2010 by Budget Sector

Budget Sector	Public sector workforce		Non-casual public sector workforce	
	Headcount During the Year	Headcount at Census Date	Headcount During the Year	Headcount at Census Date
General Government Budget Dependent	407,753	331,758	316,952	290,768
Government Trading Enterprise	21,609	19,848	20,375	19,249
State Owned Corporation	23,305	22,135	22,835	21,745
General Government Non Budget Dependent	14,156	12,444	13,069	11,822
Total	466,823	386,185	373,231	343,584

5.9 Size of Workforce: Headcount During the Year 2010 and 2009 by Cluster

Cluster	2010	Sector %	2009	Sector %	Difference 2010 - 2009	% Change 2010 - 2009
Premier & Cabinet	2,913	0.62%	2,814	0.60%	99	3.52%
Treasury	4,257	0.91%	4,518	0.97%	-261	-5.78%
Communities	6,499	1.39%	5,963	1.28%	536	8.99%
Human Services	25,593	5.48%	26,623	5.70%	-1,030	-3.87%
Health NSW	143,442	30.73%	144,216	30.90%	-774	-0.54%
Education & Training	165,179	35.38%	164,630	35.27%	549	0.33%
Planning	3,024	0.65%	3,015	0.65%	9	0.30%
Industry & Investment	21,898	4.69%	21,431	4.59%	467	2.18%
Transport	32,619	6.99%	31,891	6.83%	728	2.28%
Environment, Climate Change & Water	12,351	2.65%	12,608	2.70%	-257	-2.04%
Services, Technology & Administration	3,829	0.82%	3,910	0.84%	-81	-2.07%
Justice & Attorney General	15,623	3.35%	15,507	3.32%	116	0.75%
Police & Emergency Services	29,596	6.34%	29,665	6.36%	-69	-0.23%
Total	466,823	100.00%	466,791	100.00%	32	0.01%

5.10 Size of Workforce: Headcount at Census Date 2010 and 2009 by Cluster

Cluster	2010	Sector %	2009	Sector %	Difference 2010 - 2009	% Change 2010 - 2009
Premier & Cabinet	2,260	0.59%	2,140	0.56%	120	5.61%
Treasury	3,940	1.02%	4,083	1.07%	-143	-3.50%
Communities	4,475	1.16%	4,316	1.13%	159	3.68%
Human Services	22,408	5.80%	22,515	5.88%	-107	-0.48%
Health NSW	120,080	31.09%	120,040	31.34%	40	0.03%
Education & Training	122,897	31.82%	120,644	31.50%	2,253	1.87%
Planning	2,710	0.70%	2,735	0.71%	-25	-0.91%
Industry & Investment	20,356	5.27%	19,842	5.18%	514	2.59%
Transport	30,739	7.96%	29,855	7.79%	884	2.96%
Environment, Climate Change & Water	10,996	2.85%	11,382	2.97%	-386	-3.39%
Services, Technology & Administration	3,533	0.91%	3,522	0.92%	11	0.31%
Justice & Attorney General	13,782	3.57%	13,830	3.61%	-48	-0.35%
Police & Emergency Services	28,009	7.25%	28,110	7.34%	-101	-0.36%
Total	386,185	100.00%	383,014	100.00%	3,171	0.83%

5.11 Size of Workforce: Headcount at Census Date 2010 by Cluster and Gender

Cluster	Male			Female			Total	
	Sum	Sector %	Gender %	Sum	Sector %	Gender %	Sum	Sector %
Premier & Cabinet	890	0.59%	39.42%	1,368	0.58%	60.58%	2,258	0.59%
Treasury	1,563	1.04%	40.07%	2,338	1.00%	59.93%	3,901	1.01%
Communities	2,066	1.37%	47.26%	2,306	0.98%	52.74%	4,372	1.14%
Human Services	5,966	3.96%	26.64%	16,432	7.02%	73.36%	22,398	5.82%
Health NSW	30,194	20.06%	25.19%	89,693	38.30%	74.81%	119,887	31.17%
Education & Training	33,788	22.45%	27.49%	89,109	38.05%	72.51%	122,897	31.95%
Planning	1,541	1.02%	56.86%	1,169	0.50%	43.14%	2,710	0.70%
Industry & Investment	15,631	10.39%	77.35%	4,577	1.95%	22.65%	20,208	5.25%
Transport	23,140	15.38%	77.55%	6,697	2.86%	22.45%	29,837	7.76%
Environment, Climate Change & Water	6,808	4.52%	62.21%	4,135	1.77%	37.79%	10,943	2.84%
Services, Technology & Administration	1,923	1.28%	55.26%	1,557	0.66%	44.74%	3,480	0.90%
Justice & Attorney General	6,669	4.43%	48.41%	7,106	3.03%	51.59%	13,775	3.58%
Police & Emergency Services	20,310	13.50%	72.51%	7,698	3.29%	27.49%	28,008	7.28%
Total	150,489	100.00%	39.12%	234,185	100.00%	60.88%	384,674	100.00%

5.12 Size of Workforce: Headcount at Census Date 2010 by Age Band and Gender

Age Band	Gender		
	Male	Female	Total
15 to 24	7,202	10,832	18,034
25 to 34	27,216	46,955	74,171
35 to 44	37,967	58,426	96,393
45 to 54	43,168	71,015	114,183
55 to 64	30,676	42,311	72,987
65 plus	4,215	4,620	8,835
Total	150,444	234,159	384,603

5.13 Size of Workforce: Headcount (Non-casual) at Census Date 2010 by Employment Arrangement and Gender

Employment Arrangement	Male			Female			Total	
	Sum	Arrangement %	Gender %	Sum	Arrangement %	Gender %	Sum	Arrangement %
Part-Time	10,467	7.70%	12.33%	74,416	36.23%	87.67%	84,883	24.87%
Full-Time	125,422	92.30%	48.92%	130,958	63.77%	51.08%	256,380	75.13%
Total	135,889	100.00%	39.82%	205,374	100.00%	60.18%	341,263	100.00%

5.14 Size of Workforce: Headcount (Non-casual) at Census Date 2010 by Cluster and Employment Arrangement

Cluster	Part-Time			Full-Time			Total	
	Sum	Sector %	Arrangement %	Sum	Sector %	Arrangement %	Sum	Arrangement %
Premier & Cabinet	363	0.43%	16.72%	1,808	0.70%	83.28%	2,171	0.63%
Treasury	226	0.27%	5.75%	3,707	1.44%	94.25%	3,933	1.15%
Communities	595	0.70%	18.54%	2,614	1.01%	81.46%	3,209	0.94%
Human Services	6,345	7.45%	31.21%	13,985	5.43%	68.79%	20,330	5.93%
Health NSW	35,752	41.97%	32.34%	74,796	29.04%	67.66%	110,548	32.25%
Education & Training	33,639	39.49%	34.32%	64,367	24.99%	65.68%	98,006	28.60%
Planning	221	0.26%	8.33%	2,432	0.94%	91.67%	2,653	0.77%
Industry & Investment	863	1.01%	4.36%	18,925	7.35%	95.64%	19,788	5.77%
Transport	2,619	3.07%	8.59%	27,877	10.82%	91.41%	30,496	8.90%
Environment, Climate Change & Water	1,049	1.23%	10.22%	9,216	3.58%	89.78%	10,265	3.00%
Services, Technology & Administration	325	0.38%	9.20%	3,208	1.25%	90.80%	3,533	1.03%
Justice & Attorney General	1,523	1.79%	11.50%	11,725	4.55%	88.50%	13,248	3.87%
Police & Emergency Services	1,671	1.96%	6.81%	22,884	8.89%	93.19%	24,555	7.16%
Total	85,191	100.00%	24.86%	257,544	100.00%	75.14%	342,735	100.00%

5.15 Size of Workforce: Headcount – NSW public sector employees and NSW employed persons at Census Date 2010 and 2009

	2010			2009	
	Total Headcount	% of Total NSW employed persons	% Growth from 2009	Total Headcount	% of Total NSW employed persons
NSW public sector workforce	386,185	11.10%	0.83%	383,014	11.26%
NSW employed persons	3,480,700	100.00%	2.37%	3,400,140	100.00%

5.16 Size of Workforce: Headcount – NSW public sector employees and NSW employed persons at Census Date 2010 and 2009 by Gender

Gender	2010				2009			
	NSW public sector		NSW employed persons		NSW public sector		NSW employed persons	
	Sum	%	Sum	%	Sum	%	Sum	%
Male	150,489	39.12%	1,901,600	54.63%	149,325	39.13%	1,847,054	54.32%
Female	234,185	60.88%	1,579,100	45.37%	232,259	60.87%	1,553,086	45.68%
Total	384,674	100.00%	3,480,700	100.00%	381,584	100.00%	3,400,140	100.00%

5.17 Size of Workforce: Headcount – NSW public sector employees and NSW employed persons at Census Date 2010 by Age Band

Age Band	NSW public sector		NSW employed persons	
	Sum	%	Sum	%
15 to 24	18,034	4.69%	572,400	16.44%
25 to 34	74,173	19.29%	788,600	22.66%
35 to 44	96,396	25.06%	789,300	22.68%
45 to 54	114,187	29.69%	764,900	21.98%
55 to 64	72,989	18.98%	467,900	13.44%
65 plus	8,835	2.30%	97,600	2.80%
Total	384,614	100.00%	3,480,700	100.00%

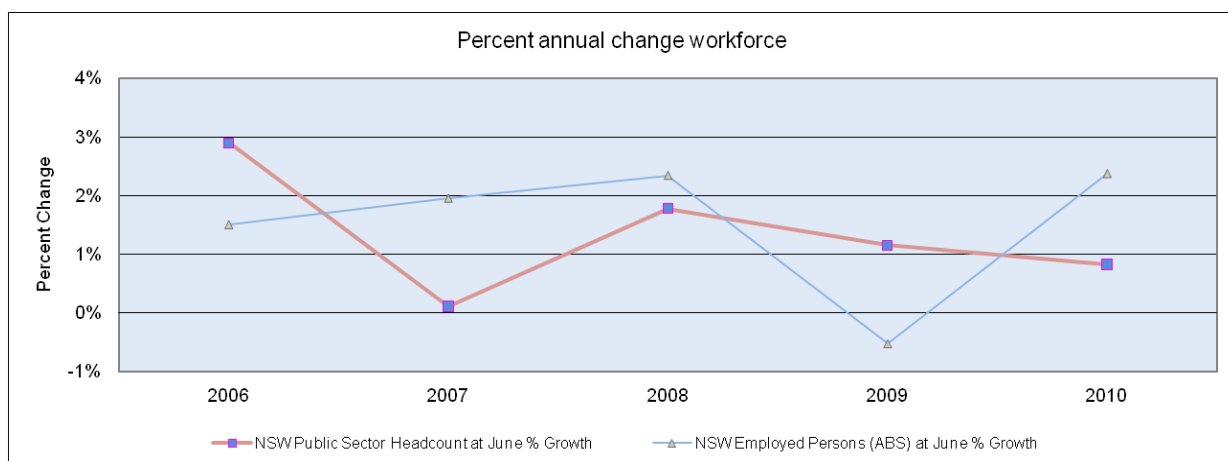
5.18 Size of Workforce: Headcount – NSW public sector employees, NSW labour force and Population at Census Date 2010 by Region

Region	NSW public sector		NSW employed persons		NSW labour force		NSW population aged 15 years and over	
	Sum	%	Sum	%	Sum	%	Sum	%
Hunter	36,328	9.51%	306,300	8.80%	322,300	8.73%	526,700	9.04%
Illawarra and South Eastern	30,264	7.92%	290,700	8.35%	309,900	8.40%	530,800	9.11%
Murray-Murrumbidgee	15,400	4.03%	135,000	3.88%	142,400	3.86%	224,300	3.85%
Northern, Far West, North Western and Central West	35,231	9.22%	252,300	7.25%	268,200	7.27%	415,700	7.13%
Richmond-Tweed and Mid-North Coast	28,354	7.42%	215,100	6.18%	230,100	6.23%	453,100	7.78%
Sydney	236,331	61.88%	2,281,300	65.54%	2,417,700	65.51%	3,675,900	63.09%
Total	381,907	100.00%	3,480,700	100.00%	3,690,600	100.00%	5,826,500	100.00%

5.19 Median Age: NSW public sector employees and NSW employed persons at Census Date 2010 by Gender

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

5.20 Annual Change in workforce (%) 2006-2010



	2006	2007	2008	2009	2010
NSW Public Sector Headcount at June	371,632	372,033	378,645	383,014	386,185
NSW Public Sector Headcount at June % Growth	2.90%	0.11%	1.78%	1.15%	0.83%
NSW Employed Persons (ABS) at June	3,276,019	3,339,902	3,418,057	3,400,140	3,480,700
NSW Employed Persons (ABS) at June % Growth	1.50%	1.95%	2.34%	-0.52%	2.37%

5.21 Headcount: Percentage of Estimated Employees within EEO Groups at Census Date 2010 by Budget Sector and Cluster

	Aboriginal and Torres Strait Islander People	People from Racial, Ethnic or Ethno-Religious Minority Group	People whose first language spoken as a child was not English	People with a disability	People with a Disability requiring adjustment at work
Total Sector	2.48%	13.75%	15.18%	3.71%	1.05%

Budget Sector					
General Government Budget Dependent	2.57%	13.13%	14.80%	3.61%	0.98%
Government Trading Enterprise	2.71%	27.13%	24.73%	5.75%	1.76%
State Owned Corporation	1.54%	9.95%	11.04%	3.60%	0.86%
General Government Non Budget Dependent	1.97%	20.63%	21.28%	4.35%	2.20%

Cluster					
Premier & Cabinet	1.21%	26.74%	21.94%	5.66%	1.77%
Treasury	1.47%	22.87%	21.70%	4.91%	2.21%
Communities	1.56%	17.76%	16.09%	4.96%	1.21%
Human Services	8.55%	18.04%	17.19%	5.66%	1.68%
Health NSW	1.79%	13.72%	18.62%	2.85%	0.65%
Education & Training	2.49%	10.22%	11.06%	3.78%	1.06%
Planning	1.28%	14.28%	17.37%	4.52%	1.06%
Industry & Investment	1.77%	7.34%	8.15%	3.99%	0.79%
Transport	2.14%	24.65%	23.41%	5.66%	2.29%
Environment, Climate Change & Water	5.19%	13.20%	15.05%	4.27%	1.13%
Services, Technology & Administration	1.98%	27.24%	25.58%	7.76%	3.08%
Justice & Attorney General	3.85%	20.23%	15.72%	6.15%	1.77%
Police & Emergency Services	2.16%	10.16%	6.84%	1.62%	0.40%

5.22 Median Remuneration (Non-casual) at Census Date 2010 and 2009 by Gender

Gender	Median Annual Base Remuneration (Current Position)		
	2010	% Growth from 2009	2009
Male	\$69,443	3.92%	\$66,825
Female	\$68,201	6.23%	\$64,203
Total	\$69,429	4.67%	\$66,332

5.23 Median Length of Tenure in Agency (Non-casual) at Census Date 2010 by Gender

Gender	Median Length of Tenure in Agency
Male	9.13
Female	8.24
Total	8.49

5.24 Average Annual Total Gross Earnings (Non-casual) at Census Date 2010 by Gender

Gender	Average Annual Total Gross Earnings (Year to Date)
Male	\$80,361
Female	\$59,426
Total	\$67,791

5.25 Employee Movement Type Detail (Non-casual) During the Year 2010 by Gender

Movement Type – Detailed	Gender		
	Male	Female	Total
Continuous Employees			
No change over the reference period	77,103	107,969	185,072
Promotion Internal	1,052	639	1,691
Permanent employee separating and continuing as casual or temp employee	129	321	450
Continuous - other/unknown	48,672	83,445	132,117
Total	126,956	192,374	319,330

Commenced Employees			
Promotion from outside the agency but within the NSW public sector	123	169	292
Transfer from outside the agency but within the NSW public sector	132	143	275
Redeployment from outside the agency but within the NSW public sector	2	3	5
Secondment from outside the agency but within the NSW public sector	17	51	68
Commencement from outside the NSW public sector	2,248	2,677	4,925
Other/Unknown reason for commencement from within/outside the NSW public sector	7,614	12,480	20,094
Total	10,136	15,523	25,659

Separated Employees			
Promotion to another public sector agency	48	42	90
Transfer to another public sector agency	1,243	2,249	3,492
Redeployment to another public sector agency	2	2	4
Secondment to another public sector agency	55	95	150
Resigned	2,726	5,293	8,019
Retirement	1,434	1,571	3,005
Deceased	119	104	223
Dismissed	150	86	236
Invalid Retirement	682	356	1,038
Voluntary Redundancy	853	659	1,512
Cessation of a fixed term contract	1,337	1,904	3,241
Other reason for Separation	1,830	3,719	5,549
Casual and Sessional/Seasonal employees that become unavailable for employment during the reference period (i.e were removed from the agency books and therefore no longer able to be engaged)	12	23	35
Total	10,491	16,103	26,594

5.26 Size of Workforce: Headcount During the Year and at Census Date 2006 – 2010

Year	All employees		Non-casual employees	
	Headcount During the Year	Headcount at Census Date	Headcount During the Year	Headcount at Census Date
2006	456,218	371,632	354,245	323,971
2007	459,801	372,033	362,298	329,321
2008	464,382	378,645	368,818	336,000
2009	466,791	383,014	371,656	340,512
2010	466,823	386,185	373,231	343,584

5.27 Size of Workforce: Headcount (Non-casual) at Census Date 2006 – 2010 by Employment Arrangement and Gender

Year	Employment Arrangement	Male	Female	Total
2006	Part Time	11,887	69,357	81,244
	Full Time	117,702	120,938	238,640
2007	Part Time	11,668	70,685	82,353
	Full Time	119,267	122,879	242,146
2008	Part Time	12,388	73,120	85,508
	Full Time	120,892	126,518	247,410
2009	Part Time	12,503	74,973	87,476
	Full Time	121,965	128,216	250,181
2010	Part Time	10,467	74,416	84,883
	Full Time	125,422	130,958	256,380

5.28 Sick Leave (Non-casual) During the Year 2006 – 2010

Sick Leave	2006	2007	2008	2009	2010
Average Sick Leave taken per FTE (hours)	55.67	57.20	58.90	56.78	56.88

* Sick leave hours per FTE are the sum of valid sick leave hours divided by total FTE during the year. It includes employees with
(a) valid sick leave entitlement and b) annual FTE not missing.

6. Glossary of Terms used in Workforce Profile Reporting

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

Employment Category	<p>Employment category reflects the nature of an employee’s employment contract with an agency. Categories include:</p> <p><i>Permanent</i>: Employed on a continuing basis to perform ongoing functions;</p> <p><i>Temporary</i>: Non-casual employees who do not have permanent conditions of employment, or individual employment contracts. Employed for a specific period of time;</p> <p><i>Casual</i>: Employees engaged to perform work on an ‘as-required’ basis, and are paid at an hourly rate equal to the relevant classification level of the position, with a loading;</p> <p><i>Contract</i>: Employees who are employed on the basis of fixed term individual contract. This group does not include contractors and consultants engaged on a fee for service basis; and</p> <p><i>Other</i>: Relates to all other employment categories; i.e. cadet, trainees, apprentices, retained staff, sessional, seasonal and Statutory Appointees.</p>
Full-time Employees	<p>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).</p>
Full Time Equivalent (FTE) Workforce	<p>A standardised way of describing the size of the workforce based on the total number of ordinary time paid hours worked (excluding overtime and unpaid work). The FTE workforce describes the total number of full-time employees required to account for all ordinary time paid hours work. It is not a count of the number of employees. For example, two employees, both working half the standard number of full-time hours for their position, will together be counted as one FTE employee.</p> <p>FTE workforce can be measured as an average during a period or at a particular point in time, such as the last pay period during the financial year.</p> <p>Since the same method of counting can be applied to each agency, FTE staffing figures provide the most accurate indication of resource levels within the NSW Public Sector.</p>
General Government: Budget Dependent Agencies	<p>Government agencies which do not have a commercial charter and which receive an appropriation in the <i>Annual Appropriation Act</i>. They rely predominantly on the Consolidated Fund for direct funding (i.e., 50 percent or more of their total expenditure is provided by parliamentary appropriations).</p>
General Government: Non-Budget Dependent Agencies	<p>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.</p>

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

NSW Employed Persons	<p>Employed persons (defined by Australian Bureau of Statistics – ABS) include all persons aged 15 years and over who, during the reference week:</p> <ul style="list-style-type: none"> ▪ worked for one hour or more for pay, profit, commission or payment in kind in a job or business, or on a farm (comprising employees, employers and own account workers); or ▪ worked for one hour or more without pay in a family business or on a farm (i.e. contributing family workers); or ▪ were employees who had a job but were not at work and were: <ul style="list-style-type: none"> ▪ away from work for less than four weeks up to the end of the reference week; or ▪ away from work for more than four weeks up to the end of the reference week and received pay for some or all of the four week period to the end of the reference week; or ▪ away from work as a standard work or shift arrangement; or ▪ on strike or locked out; or ▪ on workers' compensation and expected to return to their job; or ▪ were employers or own account workers, who had a job, business or farm, but were not at work.
NSW Labour Force	<p>Labour Force (defined by Australian Bureau of Statistics – ABS) includes any group, persons who were employed (defined as NSW Employed Persons) or unemployed defined as :</p> <p>Unemployed Persons aged 15 years and over who were not employed during the reference week, and:</p> <ul style="list-style-type: none"> ▪ had actively looked for full-time or part-time work at any time in the four weeks up to the end of the reference week and were available for work in the reference week; or ▪ were waiting to start a new job within four weeks from the end of the reference week and could have started in the reference week if the job had been available then.
Occupation	Occupation is classified according to the Australian and New Zealand Standard Classification of Occupations (ANZSCO ABS Cat No 1220.0).
Overtime Hours	Overtime hours are the actual number of hours of overtime worked and excludes overtimes taken as time off in lieu.
Overtime hours per FTE	Overtime hours per FTE is the sum of valid overtime hours divided by total FTE during the year. It includes Employees with (a) overtime hours greater than zero and (b) annual FTE not missing.
Overtime payments (actual earnings)	An overtime payment (actual earnings) is the total amount paid before tax for overtime during the reference period.
Part-time Employees	Part-time employees are employed persons who usually work less than 35 hours a week. (See Australian Bureau of Statistics - <i>Labour Statistics: Concepts, Sources and Methods</i> - cat no. 6120.0).

Permanent Employees	Permanent employees are employed on a continuing basis to perform ongoing functions.
Person with a disability	<p>A person who identifies as having a disability i.e. as having one or more of the following limitations or restrictions:</p> <ul style="list-style-type: none"> ▪ a long-term medical condition or ailment ▪ speech difficulties in their native language ▪ a disfigurement or deformity ▪ a psychiatric condition ▪ a head injury, stroke or any other brain damage ▪ loss of sight or hearing ▪ incomplete use of any part of their body ▪ blackouts, fits or loss of consciousness ▪ restriction in physical activities or physical work ▪ slowness at learning or understanding ▪ any other condition resulting in a restriction.
Public Trading Enterprises	Government agencies which have a commercial charter, charge fees for services provided and are largely self-sufficient. However, they may receive funding for social programs (non-commercial activities).
Racial, Ethnic, or Ethno-Religious Minority Group	Racial, ethnic or ethno-religious minority groups are those people who identify as belonging to a designated EEO group who are a minority in Australian society by virtue of their racial, ethnic or ethno-religious background.
Region	Grouping of statistical divisions as defined by the Australian Bureau of Statistics (ABS) in <i>Australian Standard Geographical Classification</i> (ABS. cat. no. 1216.0). Region classifications for public sector employees were obtained from postcodes using the ABS Postcode to Statistical Local Area Concordance Database, and <i>the ABS National Localities Index</i> .
Representation of EEO Groups	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 agencies. Where response rates were less than 100 percent, the representation of EEO groups has been estimated.
Sick Leave Entitlement	<p>Sick leave entitlement include employees:</p> <ol style="list-style-type: none"> 1. Who took paid sick leave during the period; and 2. Whose conditions of employment provide for sick leave but did not take any during the reference period.
Sick Leave Hours	<p>To calculate sick leave hours:</p> <ol style="list-style-type: none"> 1. Sick leave hours taken by each employee divided by the estimated number of hours worked each 'day' for that employee. 2. The 'day' for each employee is determined by using 'Standard weekly Full-time Award/Contract Hours' divided by 5 (assuming each employee worked a 5 day week on average).

Sick Leave Hours per FTE	Sick leave hours per FTE are the sum of valid sick leave hours divided by total FTE during the year. It include Employees with (a) valid sick leave entitlement and (b) annual FTE not missing
Sick Leave Rate	Sick leave rate refers to 'the hours absent due to sick leave per 1,000 hours paid'. The sick leave rate standardises the reporting of sick leave to enable comparisons to be made. However, in small agencies, the rate is influenced by extreme values.
Stability Rate	The number of continuous employees as a proportion of the employees at the beginning of the year. The stability rate was calculated for permanent employees using the formula: (number of employees reported as continuously employed during the year x 100) ÷ (number of employees at the beginning of the year).
Temporary Employees	Non-casual employees, who do not have permanent conditions of employment, do not have individual employment contracts and who are employed for a specific period of time.
Total Gross Earnings	The actual earnings of the employee including the payment for leave, leave loading, allowances and salary packaged/sacrificed components. It excludes the employer contribution to superannuation, travelling/meal/subsistence allowances.
Trainees, Cadets and Apprentices	Staff whose employment conditions require them to undergo a designated training program as part of their vocational development.