

Remuneration

Chapter 9, Workforce Profile Report 2021

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Median remuneration

Notes

More than 300 industrial instruments determine remuneration in the NSW public sector. Remuneration data is reported as the total annual base full-time salary and excludes other payments such as allowances, penalty rates and superannuation. Many employees in the NSW public sector are paid within a salary band or range that includes an annual increment, subject to meeting certain performance standards.

Median remuneration

**\$90,394****+0.3% vs 2020****All employees****\$94,299****+2.3% vs 2020****Male****\$90,394****+0.3% vs 2020****Female**

Median remuneration for non-casual employees in the NSW public sector was \$90,394 in 2021, an increase of 0.3% from 2020. While NSW Government wages policy provided for annual increases up to 2.5%,¹ a 0.3% increase was awarded to much of the sector for 2020/21, noting the impact of the pandemic on the NSW economy. This was below both the increase in Sydney's Consumer Price Index (4.1%)² and the growth in average full-time weekly earnings in Australia (1.4%).³ Figure 9.1 shows that the median salary in the public sector increased steadily over the past decade, in accordance with wages policy.

Within the government sector, the Teaching Service had the highest median remuneration in 2021 (see Table 9.1). In contrast, Other Crown services had the lowest median remuneration, consistent with previous years. This largely relates to School Support Staff, which constituted 52.8% of Other Crown services in 2021 and had a median salary of \$56,664. Most of these employees were Teachers' Aides (55.8%) or General Clerks (41.8%).

Table 9.1: Median remuneration by service, (non-casual) employees at census date, 2020–21

Service	2020 (\$)	2021 (\$)	Change (%)
Public Service	94,327	94,610	0.3
NSW Health Service	89,793	90,062	0.3
NSW Police Force	94,665	96,332	1.8
Teaching Service	105,376	107,779	2.3
Transport Service	93,861	102,098	8.8
Other Crown services	62,079	62,079	0.0
Total government sector	90,123	90,394	0.3
State owned corporations	101,856	104,443	2.5
External to government sector	133,558	125,537	-6.0
Total public sector	90,123	90,394	0.3

In 2021, the Transport Service had the largest increase in median remuneration, at 8.8%. One factor contributing to this change was the number of employees with higher remuneration commencing in 2021, reflecting the expansion of large-scale infrastructure projects. Within the Transport Service, the largest

contributor was Sydney Metro, with 293 employees who commenced in 2021 and were paid above the Transport Service median.

Notes

¹ NSW Public Sector Wages Policy 2011.

² Australian Bureau of Statistics (ABS) (June 2021) **Consumer Price Index, Australia**, cat. no. 6401.0, accessed 1 October 2021.

³ Based on full-time adult average weekly ordinary time earnings in Australia; ABS (May 2021) **Average Weekly Earnings, Australia**, Table 2. cat. no. 6302.0, accessed 1 October 2021.

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