What is the Size of the NSW Public Sector Workforce?

- The average number of full-time equivalent (FTE) employees in the NSW public sector during the year was 303,438.¹
- The reported number of people (headcount) who were working in the NSW public sector at June was 372,033.²
- The NSW Public Sector represented 10.6% of the NSW Labour Force.³
- The Health and Education sectors represented approximately 60% (182,819 FTE) of the NSW public sector workforce during the year.⁴

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

In the year to June 2007:

- The NSW public sector workforce increased by: 0.1% (headcount).⁵
- The number of NSW employed persons increased by 1.9% during the same period.⁶

Where have the changes occurred?

- In 2007 the ‘Social Security and Welfare’ sector grew by 7% FTE employees, the highest out of any sector.⁷
- The Health and Education sectors have retained a similar number of positions; At June 2003 their employees made up 29% and 31% of the public sector respectively compared to 30% and 31% each at June 2007.⁸

How have Staffing Levels changed over recent years?

Figure 1 below displays the annual percentage change in size of the NSW public sector workforce and NSW Employed Persons since 2003.
What is the age profile of public sector employees?

- The NSW public sector workforce is older than the total employed workforce in NSW. In 2007 the median age of a NSW Public sector employee was 44; 5 years older than the median age for all NSW employed persons. The largest age group was the 45-54 age-bracket that made up 32% of the sector. The proportion of employees aged 55 and over was 18%; compared to 17% in 2006. 25% of employees where under 35 years of age.

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<tr>
<th>Table 1: Proportion of employees in each age band, 2007</th>
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<tr>
<td>Under 25</td>
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<td>NSW Public Sector</td>
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<td>NSW Employed Persons</td>
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How much are public sector employees paid?

- The median annualised remuneration rate for NSW non-casual public sector employees at June 2007 was $61,222. At June 2007 the median annualised remuneration rate had increased by 5% since June 2006; predominantly influenced by award increases and advancement through increments or classification status. The percentage of FTE employees in the top salary band remains around 1%. In 2007 this salary band included those with an annualised remuneration rate above $143,678.

How many people worked part-time?

- At June 2007, 25% of non-casual employees in the NSW public sector were employed part-time. 86% of all part-time employees were women. The education and health sectors each employed 41% of the total number of part-time employees.

Are employees staying or leaving the public sector?

- The median tenure for a non-casual public sector employee in 2007 was 7 years. The public sector continues to exhibit a high level of stability as approximately 93% of permanent employees remained with their agency for the entire reporting year.

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

- 2% identified themselves as Aboriginal and Torres Strait Islander peoples. 14.5% identified as being from a non-English speaking background. 4.5% identified as having a disability; with 2% having a disability that required adjustment at work.

Men and Women in the NSW Public Sector

- In 2007, 62% of the NSW Public Sector workforce was female, yet women employees make up just 44.5% of employed persons in NSW as a whole. The ‘Social Security and Welfare’ sector had the highest female participation rate (77%). The ‘Fuel and Energy’ sector had the highest male participation rate (82%). The median annualised remuneration rate for non casual males in the public sector at June 2007 was $62,197; and for females was $59,158.

Table References
Table 1 – Full-Time Equivalent Size of Workforce During the Year and At June 2007: By Budget Sector.

Table 3 – Headcount: Size of Workforce during Year and at June 2007: By Budget Sector.

Table 2a - Headcount: NSW Public Sector Employees and NSW Employed Persons at June 2007 and at June 2006.

Table 2 – Full-time Equivalent Size of Workforce during Year and at June 2007: By Policy Sector.

Table 2a - Headcount: NSW Public Sector Employees and NSW Employed Persons at June 2007 and at June 2006.

Table 2 – Full-time Equivalent Size of Workforce during Year and at June 2007: By Policy Sector.

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Table 13 - Headcount: NSW Public Sector Employees and NSW Employed Persons May/June 2007: By Age Band.

Table 17 - Headcount: NSW Public Sector Employees at June 2006: Age by Gender (in 2006 Overview Report).

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Table 15 - Headcount: Non-Casual NSW Public Sector Workforce at June 2007 and June 2006: Median Annualised Remuneration Rate by Gender.

Table 15 - Headcount: Non-Casual NSW Public Sector Workforce at June 2007 and June 2006: Median Annualised Remuneration Rate by Gender.

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Table 7 - Headcount: Non-Casual NSW Public Sector Employees at June 2007: Employment Arrangements by Gender.

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Table 18 - Headcount: Non-Casual NSW Public Sector Employees During the Year: Median Tenure by Gender.

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Table 2b - Headcount: NSW Public Sector Employees and NSW Employed Persons at June 2007 and at June 2006 by Gender.

Table 2b - Headcount: NSW Public Sector Employees and NSW Employed Persons at June 2007 and at June 2006 by Gender.

Table 4 - Full-Time Equivalent NSW Public Sector Employees at June 2007: Policy Sector by Gender.

Table 4 - Full-Time Equivalent NSW Public Sector Employees at June 2007: Policy Sector by Gender.

Table 15 - Headcount: Non-Casual NSW Public Sector Workforce at June 2007: Median Annualised Remuneration Rate by Gender.