The NSW Public Sector Workforce: A 2007 Snapshot

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]

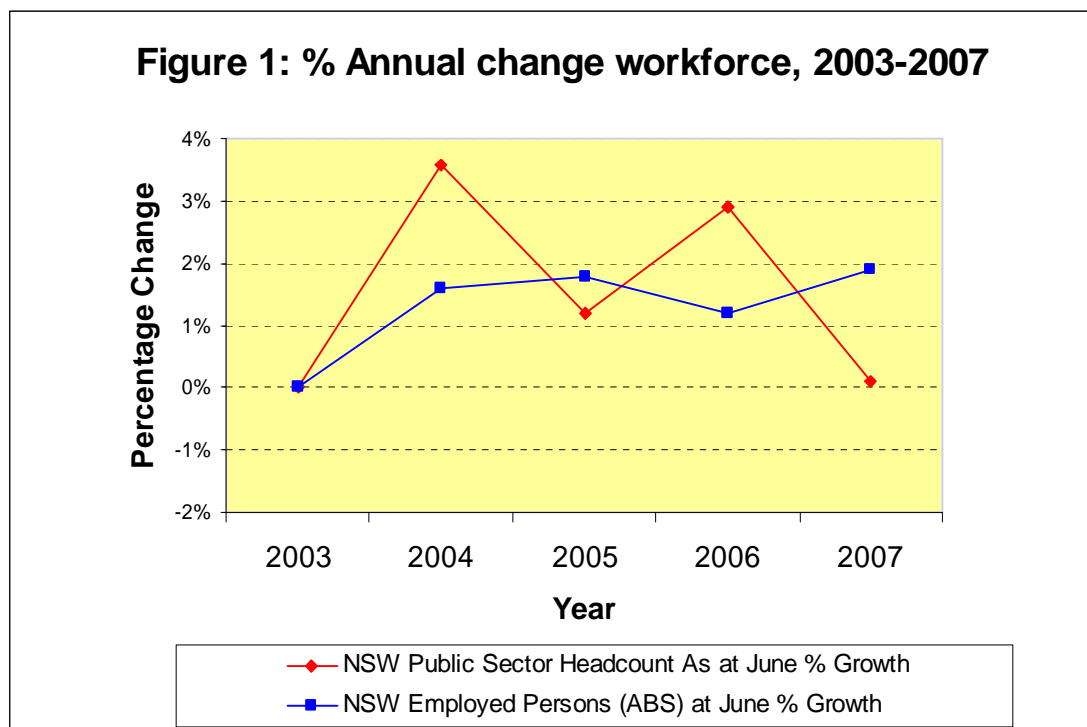## How has the public sector workforce grown over the past year?

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.

Figure 1: % Annual change workforce, 2003-2007

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[9]; 5 years older than the median age for all NSW employed persons.[10]
- The largest age group was the 45-54 age-bracket that made up 32% of the sector[11].
- The proportion of employees aged 55 and over was 18%[12]; compared to 17% in 2006.[13]
- 25% of employees where under 35 years of age.[14]

Table 1: Proportion of employees in each age band, 2007

	Under 25	25-34	35-44	45-54	55-64	65+
NSW Public Sector	5%	20%	26%	32%	16%	2%
NSW Employed Persons	17%	22%	23%	23%	13%	2%

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.[15]
- At June 2007 the median annualised remuneration rate had increased by 5 % since June 2006;[16] 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 %[17]. 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 %[18] of non-casual employees in the NSW public sector were employed part-time.
- 86% of all part-time employees were women. [19]
- The education and health sectors each employed 41% of the total number of part-time employees.[20]

Are employees staying or leaving the public sector?

- The median tenure for a non-casual public sector employee in 2007 was 7 years.[21]
- 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.[22]

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

- 2% identified themselves as Aboriginal and Torres Strait Islander peoples.[23]
- 14.5 % identified as being from a non-English speaking background.[24]
- 4.5 %[25] identified as having a disability; with 2%[26] having a disability that required adjustment at work.

Men and Women in the NSW Public Sector

- In 2007, 62%[27] of the NSW Public Sector workforce was female, yet women employees make up just 44.5%[28] of employed persons in NSW as a whole.
- The 'Social Security and Welfare' sector had the highest female participation rate (77%).[29]
- The 'Fuel and Energy' sector had the highest male participation rate (82%)[30].
- 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.[31]

Table References

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

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

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

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

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

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

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

[8] Table 21 - Full-Time Equivalent NSW Public Sector Employees at June by Policy Sector 2003 – 2007

[9] Table 14 - Headcount: NSW Public Sector Employees During the Year: Median Age by Gender

[10] Table 14a - Median Age of Employed Males, Females and Persons - NSW, June 2007

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

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

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

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

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

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

[17] Table 9 -Full-Time Equivalent Non-Casual NSW Public Sector Employees at June 2007: Salary Band by Gender

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

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

[20] Table 8 - Headcount: Non-Casual NSW Public Sector Employees at June 2007: Policy Sector by Employment Arrangements

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

[22] Table 22 - Non-casual Headcount: Employee Movement During the Year 2007

[23] Table 11 - Headcount: Estimated Percentage of Employees within EEO Groups by Budget and Policy Sector at June 2007

[24] Table 11 - Headcount: Estimated Percentage of Employees within EEO Groups by Budget and Policy Sector at June 2007

[25] Table 11 - Headcount: Estimated Percentage of Employees within EEO Groups by Budget and Policy Sector at June 2007

[26] Table 11 - Headcount: Estimated Percentage of Employees within EEO Groups by Budget and Policy Sector at June 2007

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

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

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

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

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