

Overview Report for the NSW Public Sector Workforce Profile

2001

NSW Premier's Department
Review and Reform Division

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This document can be accessed from the NSW Premier's Department internet site at www.premiers.nsw.gov.au

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New South Wales public sector employees account for an estimated 11% of the state's workforce and work in areas as diverse as health, education, police, emergency services, utilities such as water and energy, transport, environmental protection, agriculture and community services.

The 2001 Workforce Profile Overview Report provides a comprehensive picture of the characteristics of this public sector workforce, which will assist with planning and benchmarking at whole of government and individual agency level. It is also useful for other parts of the community wishing to understand the public sector better. The format of the report departs from the 1999 and 2000 Overview reports in that it consists mostly of statistical tables. This approach has been adopted to simplify and accelerate report production and to make it easier for readers to find information of interest to them.

This report is based on the third annual Workforce Profile. The Collection began in 1999 and, since then, the Review and Reform Division of the Premier's Department has worked closely and successfully with agencies to improve the quality of data collected. As part of efforts to improve the level of information available from the Workforce Profile Collection, we are planning to supplement this Overview Report with an Agency Level report, to be released later this year. This report will provide information about individual agencies on a range of indicators.

The Workforce Profile is increasingly proving its worth as a valuable workforce planning tool. I encourage all agencies and other interested parties, not only to use the existing reports, but to provide feedback to the Review and Reform Division to assist their efforts to increase the value and effectiveness of the collection and make this initiative world class.

More information about the Workforce Profile and data relating to previous years' collections can be found on the Premier's Department website at www.premiers.nsw.gov.au (choose Other Information, then Workforce Profile). The Workforce Profile manager can be contacted on telephone (02) 9228 3118 or email: workforceprofile@premiers.nsw.gov.au



Col Gellatly
Director-General



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Introduction

About this publication

This publication presents summary results of the NSW Public Sector Workforce Profile collection for the year 2000/01. Data reported include employee numbers categorised by budget sector, employment category, gender, age category, part-time or full-time status, remuneration level and region. Also reported are non-casual employee movement rates by budget sector, gender, age category and employment category. These data represent a subset of major variables in the collection.

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 NSW Premier's Department, Review and Reform Division.

Data is collected on over 40 employee-related items including demographics, employment arrangements and patterns, leave, remuneration and earnings.

About the 2001 Data

The Workforce Profile 2001 summary tables are based on a database of 426,567 individual unit records. Information was received from all NSW public sector agencies.

One agency, the Department of Sport and Recreation, did not report the number of casual employees at June 2001. Data from Workforce Profile 2000 were used to derive an estimate of 131 casuals employed by this agency during the last pay period of June 2001.

Enquiries

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Size of NSW Public Sector

At June 2001, there were 336,251 NSW public sector employees, representing an estimated 11.0 percent of the total number of employed persons in NSW. Over the financial year, 426,567 people were employed in the sector.

Average full-time equivalent (FTE) staffing in the public sector during 2000/01 was estimated to be 283,099. The difference between this FTE figure and the head count figure of 426,567 is indicative of part-time, temporary and casual employment arrangements, as well as turnover, across the sector.

Employees working in general government budget dependent agencies represented 85.8 percent of all NSW public sector employees at June 2001.

Employment arrangements

At June 2001, just over 77.7 percent of the public sector workforce were permanent employees and 7.4 percent were in temporary positions.

Casual employees, 97.0 percent of whom worked in budget dependent agencies, accounted for 13.9 percent of the public sector workforce. Casual employees performed an estimated 5 percent of total public sector paid hours during the year.

Remuneration

At June 2001, the average remuneration rate for non-casual employees in the public sector was \$47,781 pa. The average rate for females was \$45,008 and the average for males was \$51,372.

In the budget dependent sector, 31.3 percent of non-casual employees had remuneration rates below \$39,355 (equivalent to minimum Clerical Grade 3) and 2.9 percent of employees had remuneration rates above \$80,499 (equivalent to maximum Clerical Grade 12).

In the public trading enterprise sector, 43.4 percent of non-casual employees had remuneration rates below \$39,355 and 5.2 percent had rates above \$80,499.

In the general government non-budget dependent sector, 24.3 percent of non-casual employees had remuneration rates below \$39,355 while 8.2 percent had rates above \$80,499.

Movement

The commencement rate for public service employees during 2000/01 was 11.6 percent of average employee strength during the year. This is slightly higher than the separation rate, which was 11.2 percent, indicating a small growth of the workforce during the year.

Overall, the public sector workforce showed high stability throughout the year with 90.7 percent of non-casual employees at June 2000 still in employment at June 2001. Permanent employees, at 91.9 percent, had the highest stability rate and temporary staff, at 77.1 percent, had the lowest.

Gender

At June 2001, 57.9 percent of public sector employees were female. By comparison, 44.0 percent of the state's employed persons were female.

Women constituted 64.0 percent of the workforce in budget dependent agencies at June 2001, 37.9 percent in general government non-budget dependent agencies, and 19.3 percent in public trading enterprises.

Women constituted 69.4 percent of temporary employees and 67.4 percent of casual employees, 55.6 percent of permanent employees, 20.6 percent of contract executives and 34.5 percent of contract non-executive staff.

At June 2001, women constituted 86.0 percent of the non-casual part-time workforce, with 31.2 percent of all non-casual female employees working part time. The Department of Education and the Health sector accounted for 79% of all non-casual female employees working part time.

The average remuneration rate for women was 87.6 percent of the average for men.

62.3 percent of the 94,215 employees with full-time equivalent annual remuneration rates below \$39,355 were women compared to 31.8 percent of the 28,529 employees with remuneration rates above \$64,400 (equivalent to minimum Clerical Grade 10).

Age

At June 2001, young people aged under 25 years constituted 4.9 percent of the public sector workforce. This compares to the 18.0 percent of all employed persons in the state who were in this age range. Young employees had the highest movement rates during 2000-01 of any age group with a commencement rate of 54.7 percent and a separation rate of 25.5 percent, indicating growth in this segment of the public sector workforce.

Employees aged 45 to 54 years constituted 31.4 percent of the public sector workforce, compared to 21.2 percent of all employed persons in the state. They had low movement rates with a commencement rate of 5.2 and a separation rate of 5.9, indicating a small decline in this age group. Overall, 43.1 percent of the public sector workforce is aged 45 years or more and therefore a large proportion of these employees would be expected to retire within the next 10 to 15 years.

Employees aged 55 years or more constituted 11.7 percent of the public sector workforce compared to 10.5 percent of all employed persons. They had the lowest commencement rate and a high separation rate which increased with age, from 13.7 percent for employees aged 55 to 64 years to 27.2 percent for those aged 65 years or more.

Region

At June 2001, 36.9 percent of public sector employees worked outside the Sydney metropolitan region. This compares to 33.8 percent of all employed persons in New South Wales.

Public sector employees constituted an estimated 10.4 percent of all employed persons in the Sydney metropolitan region. In non-metropolitan regions, the percentage of employed persons who were public sector employees ranged from 14.2 in the north and north-western regions of the state to 10.4 in the southern regions.

1 SIZE OF WORKFORCE DURING YEAR AND AT JUNE 2001¹

	Full time equivalent public sector workforce (FTE) ²		Total public sector employees (Headcount)		Non-casual public sector employees (Headcount) ³	
	Year average	As at June 2001	Total during year ⁴	As at June 2001	Total during year ⁴	As at June 2001
Budget sector						
General government: budget dependent agencies	236,048	N/A	371,709	288,367	271,133	243,007
General government: non-budget dependent agencies	4,668	N/A	5,769	4,883	5,541	4,779
Public trading enterprises	42,383	N/A	49,089	43,001	45,725	41,691
Total public sector	283,099	N/A	426,567	336,251	322,399	289,477

General:

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.

The headcount figure for employees reported here cannot be directly compared with the equivalent count in the 2000 report. 2,508 (or 21%) of the increase of 11,906 in total employee numbers in 2001 is due to a revised and more accurate method of counting casuals.

We report both full time equivalent (FTE) and total employees (headcount) figures because they provide different perspectives of the workforce. Headcount figures pick up all employees who have worked during the period, even if they only worked for one day. 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 as 0.2 under FTE (ie: they work 20% of the time 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.

Footnotes:

1. These data do not include certain categories of human resources used by agencies, such as independent contractors and temporary staff supplied by employment agencies on a fee for service basis.
2. The current Workforce Profile does not collect sufficient information to allow for the calculation of full-time equivalent workforce figures from unit records. Agencies report average FTE strength during the year as an aggregated figure, but the methodology used varies from agency to agency. Information on the full-time equivalent employee strength of agencies is published in agency Annual Reports and NSW Budget Papers. From 2002 onwards it is planned to collect additional data to enable the calculation of FTE staffing figures from unit records.
3. The non-casual employee category excludes casual employees, sessional or seasonal employees and retained volunteer firefighters.
4. See explanation of headcount figures contained above in the section titled 'General'.

2 PUBLIC SECTOR EMPLOYEES AT JUNE 2001: EMPLOYMENT CATEGORY BY GENDER¹

General government: budget dependent agencies

Employment category	Males		Females		Total	
	Number	%	Number	%	Number	%
Permanent	81,790	79.0	136,459	74.0	218,249	75.8
Temporary	6,476	6.2	16,536	9.0	23,012	8.0
Contract: exec	509	0.5	195	0.1	704	0.2
Contract: non-exec	192	0.2	190	0.1	382	0.1
Casual ²	14,517	14.0	30,846	16.7	45,363	15.8
Trainee/cadet/apprentice	60	0.1	158	0.1	218	0.1
Total	103,554	100.0	184,384	100.0	287,928	100.0

General government: non-budget dependent agencies

Employment category	Males		Females		Total	
	Number	%	Number	%	Number	%
Permanent	2,375	78.5	1,526	82.7	3,901	80.1
Temporary	376	12.4	180	9.8	556	11.4
Contract: exec	89	2.9	27	1.5	116	2.4
Contract: non-exec	78	2.6	49	2.7	127	2.6
Casual	67	2.2	37	2.0	104	2.1
Trainee/cadet/apprentice	40	1.3	27	1.5	67	1.4
Total	3,023	100.0	1,846	100.0	4,868	100.0

Public trading enterprises

Employment category	Males		Females		Total	
	Number	%	Number	%	Number	%
Permanent	31,633	91.7	6,785	82.5	38,418	89.9
Temporary	752	2.2	488	5.9	1,240	2.9
Contract: exec	684	2.0	110	1.3	794	1.9
Contract: non-exec	293	0.8	57	0.7	350	0.8
Casual	680	2.0	630	7.7	1,310	3.1
Trainee/cadet/apprentice	460	1.3	150	1.8	610	1.4
Total	34,502	100.0	8,220	100.0	42,722	100.0

Total public sector

Employment category	Males		Females		Total	
	Number	%	Number	%	Number	%
Permanent	115,797	82.1	144,769	74.5	260,566	77.7
Temporary	7,603	5.4	17,204	8.8	24,807	7.4
Contract: exec	1,282	0.9	332	0.2	1,614	0.5
Contract: non-exec	563	0.4	296	0.2	859	0.3
Casual	15,264	10.8	31,513	16.2	46,777	13.9
Trainee/cadet/apprentice	560	0.4	335	0.2	895	0.3
Total	141,069	100.0	194,499	100.0	335,518	100.0

Footnotes:

1. The total number of public sector employees at June 2001 was **336, 251**. This figure includes 733 employees for whom gender and/or employment category was not reported.
2. The headcount figure for casuals reported here cannot be compared with the 2000 figure due to a revised and more accurate method of counting casuals which has resulted in increased casual figures for 2001.

3 NON-CASUAL PUBLIC SECTOR EMPLOYEES¹ AT JUNE 2001: EMPLOYMENT ARRANGEMENTS BY GENDER²

General government: budget dependent agencies

Employment arrangement	Males		Females		Total			
	Full-time	Part-time	Full-time	Part-time	Number	%	Number	%
Permanent	75,015	6,756	92,213	44,202	167,228	76.6	50,958	23.4
Temporary	5,427	975	10,956	5,454	16,383	71.8	6,429	28.2
Contract: exec	490	1	189	1	679	99.7	2	0.3
Contract: non-exec	154	5	145	5	299	96.8	10	3.2
Other	45	15	68	90	113	51.8	105	48.2
Total	81,131	7,752	103,571	49,752	184,702	76.3	57,504	23.7

General government: non-budget dependent agencies

Employment arrangement	Males		Females		Total			
	Full-time	Part-time	Full-time	Part-time	Number	%	Number	%
Permanent	2,365	9	1,368	157	3,733	95.7	166	4.3
Temporary	362	12	142	37	504	91.1	49	8.9
Contract: exec	89	0	26	1	115	99.1	1	0.9
Contract: non-exec	78	0	49	0	115	100.0	0	0.0
Other	40	0	26	1	66	98.5	1	1.5
Total	2,934	21	1,611	196	4,533	95.4	217	4.6

Public trading enterprises

Employment arrangement	Males		Females		Total			
					Number	%	Number	%
	Full- time	Part-time	Full- time	Part-time	Full- time		Part- time	
Permanent	31,269	356	6,026	757	37,295	97.1	1,113	2.9
Temporary	716	34	364	121	1,080	87.4	155	12.6
Contract: exec	675	2	103	7	778	98.9	9	1.1
Contract: non-exec	288	2	56	1	344	99.1	3	0.9
Other	458	2	140	10	598	98.0	12	2.0
Total	33,406	396	6,689	896	40,095	96.9	1,292	3.1

Total public sector

Employment arrangement	Males		Females		Total			
					Number	% ³	Number	% ³
	Full- time	Part-time	Full- time	Part-time	Full- time		Part- time	
Permanent	108,648	7,121	99,606	45,116	208,254	79.9	52,238	20.1
Temporary	6,505	1,021	11,462	5,612	17,967	73.0	6,632	27.0
Contract: exec	1,254	3	318	9	1,572	99.2	12	0.8
Contract: non-exec	520	7	250	6	770	98.3	13	1.7
Other	543	17	234	101	777	86.8	118	13.2
Total	117,470	8,169	111,870	50,844	229,340	79.5	59,013	20.5

General:

In these tables full-time employees are those who work 35 or more hours per week. Part-time employees are those who work fewer than 35 hours per week.

Footnotes:

1. Casual employees, sessional or seasonal employees and retained staff are excluded from this table.
2. The total number of non-casual public sector employees at June 2001 was **289,477**. This figure includes 1,124 employees for whom gender and/or employment arrangements were not reported.
3. Percentage of full-time and part-time employees within each employment category.

4 PUBLIC SECTOR EMPLOYEES AT JUNE 2001: AGE BY GENDER¹

General government: budget dependent agencies

Age	Males		Females		Total	
	Number	%	Number	%	Number	%
Under 25	3,807	3.7	9,756	5.3	13,563	4.7
25-34	22,381	21.6	41,656	22.6	64,037	22.2
35-44	29,694	28.6	56,260	30.5	85,954	29.8
45-54	33,572	32.4	57,271	31.0	90,843	31.5
55-64	12,588	12.1	17,975	9.7	30,563	10.6
65+	1,513	1.5	1,435	0.8	2,948	1.0
Not recorded	107	0.1	174	0.1	281	0.1
Total	103,662	100.0	184,527	100.0	288,189	100.0

General government: non-budget dependent agencies

Age	Males		Females		Total	
	Number	%	Number	%	Number	%
Under 25	134	4.4	160	8.7	294	6.0
25-34	372	12.3	553	29.9	925	19.0
35-44	796	26.3	587	31.7	1,383	28.4
45-54	1,225	40.5	457	24.7	1,682	34.5
55-64	473	15.7	89	4.8	562	11.5
65+	23	0.8	3	0.2	26	0.5
not recorded	4	-	1	-	5	-
Total	3,027	100.0	1,850	100.0	4,877	100.0

Public trading enterprises

Age	Males		Females		Total	
	Number	%	Number	%	Number	%
Under 25	1,705	4.9	822	10.0	2,527	5.9
25-34	6,221	18.0	2,687	32.6	8,908	20.8
35-44	10,965	31.7	2,473	30.0	13,438	31.4
45-54	11,164	32.3	1,719	20.9	12,883	30.1
55-64	4,295	12.4	500	6.1	4,795	11.2
65+	193	0.6	38	0.5	231	0.5
not recorded	0	–	0	–	0	–
Total	34,543	100.0	8,239	100.0	42,782	100.0

Total public sector

Age	Males		Females		Total	
	Number	%	Number	%	Number	%
Under 25	5,646	4.0	10,738	5.5	16,384	4.9
25-34	28,974	20.5	44,895	23.1	73,869	22.0
35-44	41,456	29.4	59,320	30.5	100,776	30.0
45-54	45,962	32.5	59,447	30.5	105,409	31.4
55-64	17,356	12.3	18,564	9.5	35,920	10.7
65+	1,729	1.2	1,476	0.8	3,205	1.0
not recorded	107	0.1	175	0.1	282	0.1
Total	141,230	100.0	194,615	100.0	335,845	100.0

Footnotes:

1. The total number of public sector employees at June 2001 was 336,251 which includes 406 employees for whom gender was not reported.

NSW employed persons

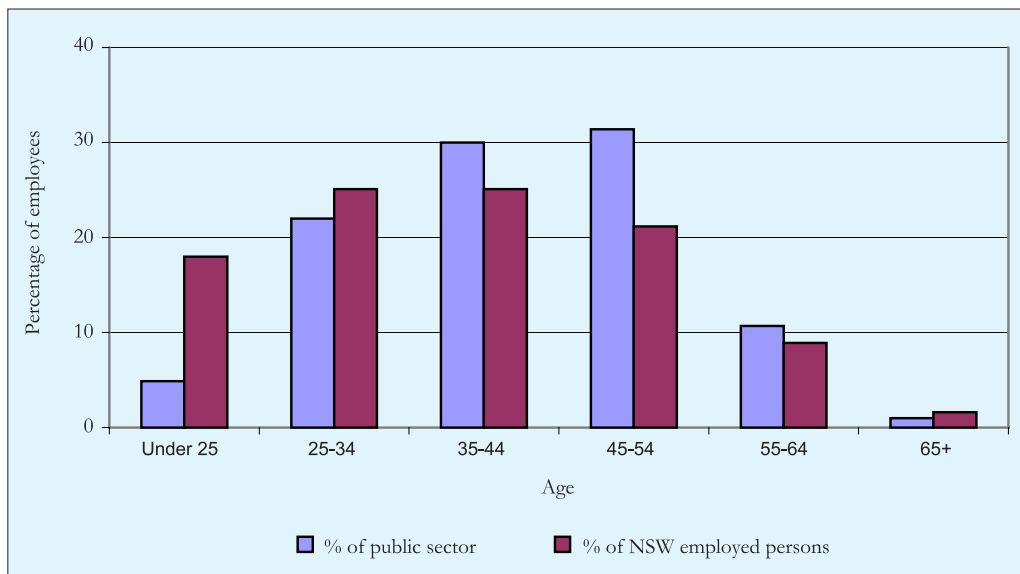
Age	Males		Females		Total	
	Number	%	Number	%	Number	%
Under 25	279,700	16.3	271,900	20.2	551,700	18.0
25-34	424,000	24.7	342,500	25.5	766,500	25.1
35-44	434,900	25.4	333,900	24.8	768,700	25.1
45-54	366,000	21.4	282,200	21.0	648,100	21.2
55-64	173,000	10.1	99,800	7.4	272,800	8.9
65+	35,600	2.1	14,500	1.1	50,000	1.6
Total	1,713,200	100.0	1,344,800	100.0	3,057,700	100.0

Total public sector

Age	Males		Females		Total	
	Number	%	Number	%	Number	%
Under 25	5,646	4.0	10,738	5.5	16,384	4.9
25-34	28,974	20.5	44,895	23.1	73,869	22.0
35-44	41,456	29.4	59,320	30.5	100,776	30.0
45-54	45,962	32.5	59,447	30.5	105,409	31.4
55-64	17,356	12.3	18,564	9.5	35,920	10.7
65+	1,729	1.2	1,476	0.8	3,205	1.0
not recorded	107	0.1	175	0.1	282	0.1
Total	141,230	100.0	194,595	100.0	335,845	100.0

5 NSW EMPLOYED PERSONS AND NSW PUBLIC SECTOR EMPLOYEES AT MAY/JUNE 2001: AGE BY GENDER¹

NSW Employed Persons and NSW public sector employees by Age



Footnotes:

1. Figures for public sector employees as at June 2001 (See note to table 4) and figures for employed persons as at May 2001. The figures for NSW employed persons are as published by the Australian Bureau of Statistics in 'Labour Force, New South Wales and ACT' (ABS Cat. No. 6201.1, Table 7). (See Definitions p.28). Figures are rounded to the nearest thousand. This results in totals not adding exactly. They are presented here to allow comparison with the public sector workforce age distribution.

**6 NON-CASUAL PUBLIC SECTOR EMPLOYEES¹ AT JUNE 2001:
REMUNERATION² BY GENDER³**

General government: budget dependent agencies

Gender	Remuneration band							Not recorded	Total
	<\$26,802	\$26,802–\$39,354	\$39,355–\$49,799	\$49,800–\$64,400	\$64,401–\$80,499	\$80,500–\$104,984	>\$104,985		
Males	525	20,170	20,082	33,514	8,861	2,502	2,614	898	89,166
Females	6,123	48,350	44,840	44,933	6,310	899	925	1,281	153,661
Total	6,648	68,520	64,922	78,447	15,171	3,401	3,539	2,179	242,827
%	2.8	28.5	27.0	32.6	6.3	1.4	1.5	–	100.0

General government: non-budget dependent agencies

Gender	Remuneration band							Not recorded	Total
	<\$26,802	\$26,802–\$39,354	\$39,355–\$49,799	\$49,800–\$64,400	\$64,401–\$80,499	\$80,500–\$104,984	>\$104,985		
Males	37	467	413	1,090	629	211	107	6	2,960
Females	24	627	452	426	203	48	24	9	1,813
Total	61	1,094	865	1,516	832	259	131	15	4,773
%	1.3	23.0	18.2	31.9	17.5	5.4	2.8	–	100.0

Public trading enterprises

Gender	Remuneration band							Not recorded	Total
	<\$26,802	\$26,802–\$39,354	\$39,355–\$49,799	\$49,800–\$64,400	\$64,401–\$80,499	\$80,500–\$104,984	>\$104,985		
Males	515	13,823	9,361	5,458	2,691	886	958	171	33,863
Females	177	3,377	2,242	1,100	391	125	145	52	7,609
Total	692	17,200	11,603	6,558	3,082	1,011	1,103	223	41,472
%	1.7	41.7	28.1	15.9	7.5	2.5	2.7	–	100.0

Total public sector

Gender	Remuneration band								Total
	<\$26,802	\$26,802– \$39,354	\$39,355– \$49,799	\$49,800– \$64,400	\$64,401– \$80,499	\$80,500– \$104,984	>\$104,985	Not recorded	
Males	1,077	34,460	29,856	40,062	12,181	3,599	3,679	1,075	125,989
Females	6,324	52,354	47,534	46,459	6,904	1,072	1,094	1,342	163,083
Total	7,401	86,814	77,390	86,521	19,085	4,671	4,773	2,417	289,072
%	2.6	30.3	27.0	30.2	6.7	1.6	1.7	–	100.0

Footnotes:

1. Casual employees, sessional or seasonal employees and retained staff are excluded from this table.
2. *Remuneration* describes the full-time annual rate of pay, before tax, at which an employee is contracted to work, irrespective of hours actually worked and not including additional payments such as overtime or allowances.
3. The total number of non-casual public sector employees at June 2001 was **289,477**, which includes 2822 employees for whom gender and/or remuneration was not recorded.

**7 NON-CASUAL PUBLIC SECTOR EMPLOYEES: 1
MOVEMENT DURING YEAR BY EMPLOYMENT CATEGORY,
AGE AND GENDER²**

General government: budget dependent agencies

	Separation rate³	Commencement rate³	Stability rate³
Employment category			
Permanent	9.1	7.8	91.9
Temporary	34.4	50.5	77.4
Contract – exec	13.0	11.6	88.1
Contract – non-exec	50.0	52.2	73.2
Trainee/cadet/apprentice	33.8	98.5	61.6
Age			
Under 25	26.7	56.7	78.8
25-34	18.3	20.1	85.8
35-44	9.3	9.9	92.3
45-54	5.7	5.1	95.0
55-64	13.3	3.9	88.1
65+	26.0	3.4	77.4
Gender			
Male	11.1	10.6	91.0
Female	11.6	12.5	90.4
Total	11.4	11.8	90.6

General government: non-budget dependent agencies

	Separation rate	Commencement rate	Stability rate
Employment category			
Permanent	13.3	11.3	87.5
Temporary	37.3	49.9	75.5
Contract – exec	7.0	9.6	92.9
Contract – non-exec	36.1	59.9	68.0
Trainee/cadet/apprentice	20.4	68.5	80.5
Age			
Under 25	28.3	58.4	79.6
25-34	27.1	26.6	77.4
35-44	12.5	18.5	88.6
45-54	10.7	10.8	90.8
55-64	18.7	3.2	83.2
65+	47.1	3.9	61.3
Gender			
Male	14.2	13.4	87.4
Female	20.0	23.7	83.5
Total	16.4	17.3	85.9

Footnotes:

1. Casual employees, sessional or seasonal employees and retained staff who receive payment for attendance are excluded from this table.
2. This table is based on non-casual employees who were employed at any time during the financial year.
3. For a definition of the formulae used to calculate the separation rate, commencement rate and stability rate see Definitions pp.27-30.

**7 NON-CASUAL PUBLIC SECTOR EMPLOYEES: 1
MOVEMENT DURING YEAR BY EMPLOYMENT CATEGORY,
AGE AND GENDER² (continued)**

Public trading enterprises

	Separation rate³	Commencement rate³	Stability rate³
Employment category			
Permanent	8.3	6.9	92.5
Temporary	41.7	92.9	70.8
Contract – exec	20.2	16.0	81.3
Contract – non-exec	9.8	18.5	90.0
Trainee/cadet/apprentice	19.0	49.9	84.1
Age			
Under 25	19.4	44.4	86.0
25-34	11.0	15.5	90.7
35-44	7.0	8.2	93.9
45-54	6.8	5.1	94.0
55-64	15.5	3.2	85.9
65+	35.4	3.9	70.5
Gender			
Male	8.6	7.9	92.4
Female	14.0	18.7	88.7
Total	9.5	9.8	91.8

Total public sector

	Separation rate	Commencement rate	Stability rate
Employment category			
Permanent	9.0	7.7	91.9
Temporary	34.8	52.3	77.1
Contract – exec	16.1	13.6	85.0
Contract – non-exec	31.6	39.4	79.4
Trainee/cadet/apprentice	22.3	61.9	79.7
Age			
Under 25	25.5	54.7	80.0
25-34	17.5	19.6	86.3
35-44	9.0	9.8	92.5
45-54	5.9	5.2	94.8
55-64	13.7	3.8	87.6
65+	27.2	3.5	76.5
Gender			
Male	10.5	9.9	91.3
Female	11.8	12.9	90.3
Total	11.2	11.6	90.7

Footnotes:

1. Casual employees, sessional or seasonal employees and retained staff who receive payment for attendance are excluded from this table.
2. This table is based on non-casual employees who were employed at any time during the financial year.
3. For a definition of the formulae used to calculate the separation rate, commencement rate and stability rate see Definitions pp.27-30.

8 SIZE OF WORKFORCE AT JUNE 2001: PUBLIC SECTOR EMPLOYEES, EMPLOYED PERSONS, LABOUR FORCE AND WORKING AGE POPULATION IN EACH REGION^{1, 2}

Region ³	Public sector employees ⁴		NSW employed persons ⁵	
	Number	%	Number	%
Hunter	29,577	8.9	249,800	8.2
Illawarra and South Eastern	27,351	8.2	257,100	8.4
Murray-Murrumbidgee	14,064	4.2	134,800	4.4
Northern, Far West and North-Western	29,978	9.0	211,800	6.9
Richmond-Tweed and Mid-North Coast	22,319	6.7	179,700	5.9
Sydney	210,408	63.1	2,024,700	66.2
Outside NSW	558	–	–	–
Not recorded	1,996	–	0	–
Total	336,251	100.0	3,057,700	100.0

Region	NSW labour force ⁵		NSW working age population ⁵	
	Number	%	Number	%
Hunter	278,100	8.6	413,500	9.0
Illawarra and South Eastern	272,800	8.4	400,000	8.7
Murray-Murrumbidgee	143,900	4.4	193,400	4.2
Northern, Far West and North-Western	222,900	6.9	324,400	7.1
Richmond-Tweed and Mid-North Coast	198,100	6.1	306,600	6.7
Sydney	2,129,000	65.6	2,952,100	64.3
Total	3,244,600	100.0	4,590,000	100.0

Footnotes:

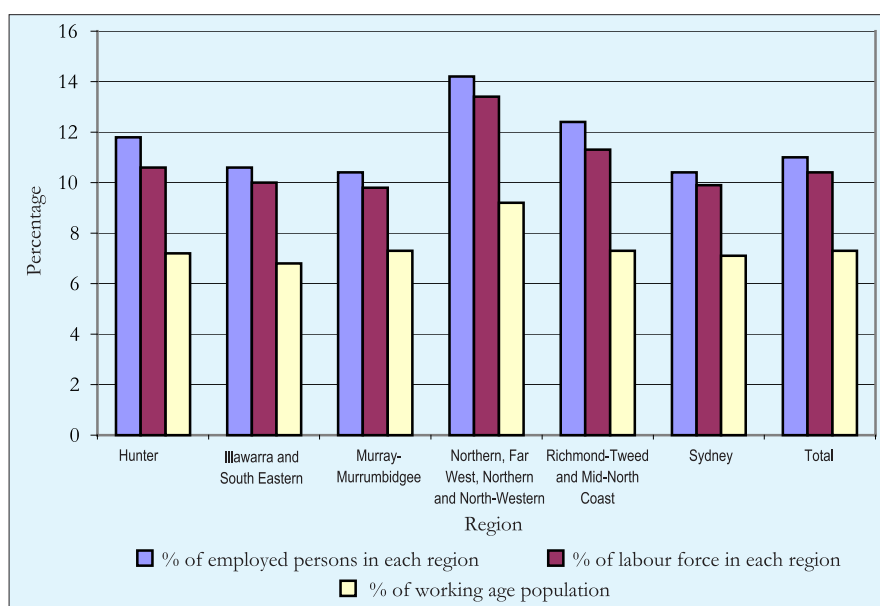
1. Figures for NSW employed persons, labour force and population are presented to allow comparison with the regional distribution of public sector employees.
2. Percentages exclude the 558 public sector employees who were recorded as working outside NSW and the 1,996 for whom location was not reported.
3. Regions are statistical regions as defined 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 2001 was compiled from the postcode of each employee's work location.
4. Three agencies with regional employees, the Department of Community Services, the Roads and Traffic Authority and the Rail Infrastructure Authority, did not report work location of all individual employees but provided an estimate of the proportion of employees in each region. These estimates were applied to total employee numbers at June 2001 to derive estimates of the number of employees working in each region.
5. Figures for NSW employed persons, NSW Labour Force and NSW Working Age Population were as at May 2001 and were provided directly by the ABS to Premier's Department.

Total public sector

Region	NSW Public Sector Employees as a percentage of:		
	Employed persons %	Labour force %	Working age population %
Hunter	11.8	10.6	7.2
Illawarra and South Eastern	10.6	10.0	6.8
Murray-Murrumbidgee	10.4	9.8	7.3
Northern, Far West, and North-Western	14.2	13.4	9.2
Richmond-Tweed and Mid-North Coast	12.4	11.3	7.3
Sydney	10.4	9.9	7.1
Total	11.0	10.4	7.3

9 SIZE OF WORKFORCE AT JUNE 2001: NSW PUBLIC SECTOR EMPLOYEES AS A PERCENTAGE OF EMPLOYED PERSONS, LABOUR FORCE AND WORKING AGE POPULATION IN EACH REGION

Public Sector Employees as a percentage of employed persons, labour force and working age population in each region of NSW



Notes: In reading this table, please see notes 1-5 on p24.

Explanatory Notes

Scope

All employees of NSW Government public sector agencies who are paid through agency payroll systems.

Certain categories of human resources used by agencies are not included, such as independent contractors and temporary staff supplied by employment agencies on a fee for service basis.

Employees of commonwealth or local government agencies and employees of universities are out of scope.

Data Collection

Data is supplied annually by all agencies in the form of unit records to the Review and Reform Division, NSW Premier's Department. Each record represents a separate employee. All individual records are anonymous and confidential as set out in The Privacy Code of Practice for the NSW Public Sector Workforce Profile, NSW Premier's Department, 1999.

Employee Counts

Most tables in this report are based on a count of public sector employees working during the last pay period of June 2001 (casual employees who did not work during the last pay period are excluded). Table 3, which reports part-time and full-time working arrangements, Table 6, which reports remuneration rates, and Table 7, which reports employee movement rates, exclude casual employees.

Table 7 is based on all non-casual employees commencing, separating or continuing to work during the year.

Full-Time Equivalent Employee Counts

It is not currently possible to calculate FTE staffing figures from the unit records provided by agencies. Agencies do report FTE totals as aggregates, but the methodology used varies from agency to agency.

Information on the full-time equivalent employee strength of individual agencies is published in agency Annual Reports and NSW Budget Papers.

From 2002 onwards it is planned to collect additional data to enable the calculation of FTE staffing figures from the Workforce Profile.

Casual Employees

NSW government agency employees who work for an hourly rate (rather than an annual remuneration rate), sessional workers such as HSC examination markers, seasonal workers such as swimming instructors, and retained volunteer fire-fighters. Casual employees are paid through an agency's payroll system.

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 2000/01 rates was: $(\text{Number of employees commencing with agencies between 1 July 2000 and 30 June 2001} \times 100) \div \text{average of (number of employees at 1 July 2000 and number of employees at 30 June 2001)}$.

Contract (Executive) Employees

Executive staff who are employed on the basis of fixed term individual contracts. These include Senior Executive Service 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 who are 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 nature of an employee's employment contract with an agency, categorised as permanent, temporary, contract, casual or trainee/cadet/apprentice.

Full-time employees

Employees are considered to be full-time if they work 35 hours a week or more.

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 (ie, excluding overtime and unpaid work). The full time equivalent workforce describes the total number of full-time employees required to account for all paid ordinary time paid hours worked. 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 full-time equivalent 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).

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 (i.e., 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.

Non-Casual Employees

All persons engaged to work and paid through a NSW government agency's payroll system (see Scope), excluding casual employees (ie, employees working for an hourly rate, including sessional and seasonal workers, and retained volunteer fire-fighters).

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. 6201.1.)

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. 6201.1).

NSW Working Age Population

All NSW Residents who are aged between 15 and 69 years inclusive.

NSW Public Sector Employees

All persons engaged to work for public sector agencies and paid through an agency's payroll system (see Scope on p26).

Part-time

Employees are considered to be part-time if they work less than 35 hours a week.

Permanent Employees

Permanent employees are employed on a continuing basis to perform ongoing functions.

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.

Region

Groupings of statistical divisions as defined by the Australian Bureau of Statistics (ABS) in *Labour Force, New South Wales and Australian Capital Territory* (ABS cat. no. 6201.1, pp. 52-57). 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 Rate

This refers to the full-time annual 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.

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 2000-01 rates was: *(Number of employees separating from agencies between 1 July 2000 and 30 June 2001 × 100) ÷ average of (number of employees at 1 July 2000 and number of employees at 30 June 2001).*

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 2000-01 rates was: *(number of employees reported as continuously employed 2000-01 × 100) ÷ (number of employees at 1 July 2000).*

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 probation or training period as part of their vocational development.

Agencies Included

Agencies included in the Workforce Profile 2001 Collection

General government: budget dependent

Aboriginal Affairs, Department of
Ageing and Disability, Department of
Agriculture, Department of
Art Gallery of NSW
Attorney General's Department
Australian Museum
Bicentennial Park Trust
Board of Studies, Office of the
Cabinet Office, The
Casino Control Authority
Centennial Park and Moore Park Trust
Children's Guardian, Office of the
Commission for Children and Young People
Community Relations Commission
Community Services Commission
Community Services, Department of
Corrective Services, Department of
Crime Commission, NSW
Director of Public Prosecutions, Office of the
Education and Training, Department of
Environment Protection Authority
Fair Trading, Department of
Film and Television Office, NSW
Fire Brigades, NSW
Fisheries, NSW

Gaming and Racing, Department of
Health – Ambulance Service of NSW
Health – Central Coast Area Health Service
Health – Central Sydney Area Health Service
Health – Corrections Health Service
Health – Far West Area Health Service
Health – Greater Murray Area Health Service
Health – Health Care Complaints Commission
Health – Health Department, NSW
Health – Hunter Area Health Service
Health – Illawarra Area Health Service
Health – Macquarie Area Health Service
Health – Mid North Coast Area Health Service
Health – Mid Western Area Health Service
Health – New Children’s Hospital, Westmead
Health – New England Area Health Service
Health – Northern Rivers Area Health Service
Health – Northern Sydney Area Health Service
Health – South Eastern Sydney Area Health Service
Health – South Western Sydney Area Health Service
Health – Southern Area Health Service
Health – St Vincent’s Hospital
Health – Wentworth Area Health Service
Health – Western Sydney Area Health Service
Heritage Office
Historic Houses Trust of NSW
Home Care Service of NSW

Independent Commission Against Corruption
Independent Pricing and Regulatory Tribunal
Industrial Relations, Department of
Information Technology and Management, Department of
Judicial Commission of NSW
Juvenile Justice, Department of
Land and Water Conservation, Department of
Legal Aid Commission of NSW
Legislative Assembly, Parliament of NSW
Legislative Council, Parliament of NSW
Local Government, Department of
Lord Howe Island Board
Mineral Resources, Department of
Ministry for the Arts
Ministry of Energy and Utilities
Museum of Applied Arts and Sciences (Powerhouse Museum)
National Parks and Wildlife Service
Olympic Co-ordination Authority
Olympic Roads and Transport Authority
Ombudsman's Office
Parliamentary Counsel's Office
Police Integrity Commission
Police Service, NSW
Premier's Department
Roads and Traffic Authority
Royal Botanic Gardens and Domain Trust
Rural Assistance Authority
Rural Fire Service, NSW

Sport and Recreation, Department of
State and Regional Development, Department of
State Electoral Office
State Emergency Service
State Library of NSW
State Records Authority
Sustainable Energy Development Authority
Tourism NSW
Transport, Department of
Treasury (OFM and OSR), The
Urban Affairs and Planning, Department of
Waterways Authority
Women, Department for

General government: non-budget dependent

Aboriginal Housing Office
Audit Office of NSW, The
Building and Construction Industry Long Service Payments Corporation
Greyhound Racing Authority
Harness Racing Authority
Hunter Catchment Management Trust
Institute of Sport (NSW)
Internal Audit Bureau
Mines Rescue Board
Mines Subsidence Board
Motor Accidents Authority
Motor Vehicle Repair Industry Council
Public Trust Office

Public Works and Services, Department of
Safe Food Production NSW
State Sports Centre Trust
Superannuation Administration Corporation
Tow Truck Authority of NSW
Upper Parramatta River Catchment Trust
Workcover Authority

Public trading enterprises

Advance Energy
Australian Inland Energy
Delta Electricity
Energy Australia
Eraring Energy
Freight Rail Corporation
Great Southern Energy
Housing, Department of
Hunter Water Corporation
Integral Energy
Jenolan Caves Reserve Trust
Macquarie Generation
Newcastle Port Corporation
NorthPower
Pacific Power
Parramatta Stadium Trust
Port Kembla Port Corporation
Rail Infrastructure Corporation
State Forests of NSW

State Lotteries, NSW
State Rail Authority
State Transit Authority
Sydney Catchment Authority
Sydney Cricket Ground and Sports Ground Trust
Sydney Harbour Foreshore Authority
Sydney Opera House
Sydney Ports Corporation
Sydney Water Corporation
Teacher Housing Authority of NSW
TransGrid
Treasury Corporation
Waste Service NSW
Wollongong Sports Ground Trust
Zoological Parks Board

