

Overview Report for the NSW Public Sector Workforce Profile

2004

NSW Premier's Department
Public Employment Office

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Workforce Profile
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Foreword

This is the sixth annual *Overview Report for the NSW Public Sector Workforce Profile*. Public sector employment represents about ten percent of the wider workforce in NSW, and public servants work in health, education, police, emergency services, transport, environmental protection, agriculture, community services, the courts and in utilities such as water and energy.

The 2004 Workforce Profile Collection presents statistical tables on key characteristics of the NSW public sector workforce. The data in these tables provide a comprehensive picture of key characteristics of public sector employees. This informs and supports the need for strategic workforce planning and benchmarking, both in individual agencies and across the sector. This report, together with the documents *Workforce Planning: A Guide* and *Workforce Planning Agency Survey Overview Report*, is designed to assist the definition of organisational and workforce capabilities to ensure a structured and information-based approach to human resource planning and workforce development. It also provides useful information to interested members of the community and other jurisdictions.

The 2004 Overview Report presents information on the number of Full Time Equivalent (FTE) employees in the sector. FTE translates the hours each employee works into a proportion of the hours worked by an equivalent full-time staff member. Previous Overview reports presented information on the number of employees only. FTE is used extensively in this report as it is a better indicator, and allows for better comparisons, of resource levels in the public sector.

Data on NSW public sector employees classified according to occupational group is presented for the first time in this report. The groups are derived from a new item (position code) which was tested during the NSW Public Sector Workforce Profile Data Collection in 2003 and fully implemented during 2004.

The Public Employment Office of the Premier's Department is committed to continuous improvement of the value and quality of the Workforce Profile Collection. The Office welcomes feedback on this report as well as all suggestions for future development from agencies and other interested parties to ensure the Collection continues to meet user needs.

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. The Workforce Profile team can be contacted on telephone (02) 9228 5555 or email: workforceprofile@premiers.nsw.gov.au



Col Gellatly
Director-General

Contents

| | |
|---|----|
| INTRODUCTION..... | 1 |
| MAIN FEATURES..... | 2 |
| <i>Size of the NSW Public Sector</i> | 4 |
| <i>Employment Status</i> | 7 |
| <i>Remuneration</i> | 9 |
| <i>Region</i> | 11 |
| <i>Movement</i> | 12 |
| <i>Age and Gender</i> | 14 |
| <i>Occupational Groups</i> | 18 |
| EXPLANATORY NOTES | 19 |
| DEFINITIONS | 20 |
| STRUCTURAL CHANGES IN THE NSW PUBLIC SECTOR 2003/2004..... | 24 |
| AGENCIES INCLUDED IN THE WORKFORCE PROFILE 2004 COLLECTION..... | 25 |

TABLES

| | |
|---|----|
| 1. Full Time Equivalent Size of Workforce During Year and at June 2004 by Budget Sector | 4 |
| 2. Full Time Equivalent Size of Workforce During Year and at June 2004 by policy sector | 5 |
| 3. Number of Employees in public sector agencies at June 2004 by Policy Sector | 5 |
| 4. Size of Workforce During Year and at June 2004 By Budget Sector | 6 |
| 5. Full Time Equivalent Public Sector Employees at June 2004, Employment Category by Gender | 7 |
| 6. Non-Casual Full Time Equivalent Public Sector Employees at June 2004, Employment Category by Gender and Budget Sector | 8 |
| 7. Non-Casual Full Time Equivalent Public Sector Employees at June 2004, Employment Arrangements by Gender | 8 |
| 8. Full Time Equivalent Non-Casual Public Sector Employees at June 2004, Salary by Gender | 9 |
| 9. Full Time Equivalent Non-Casual Public Sector Employees at June 2004, Salary by Budget Sector | 10 |
| 10. Size of Workforce at June 2004, NSW Public Sector Employees, NSW Labour Force and Population by Region | 11 |
| 11. Non -Casual Public Sector Employees During the Year, Movement During Year by Employment Category, Age, Gender and Budget Sector | 13 |
| 12. Public Sector Employees at June 2004 (Headcount): Age by Gender..... | 14 |
| 13. Full Time Equivalent Public Sector Employees at June 2004, Age by Employment Arrangements | 15 |
| 14. Full Time Equivalent Public Sector Employees at June 2004, Age by Employment Category | 15 |
| 15. Headcount of NSW Public Sector Employees and NSW Employed Persons at May/June 2004 | 16 |
| 16. Full Time Equivalent Public Sector Employees at June 2004, Major Occupational Groups | 18 |

FIGURES

| | |
|---|----|
| 1. Total Public Sector Employees 1999-2004 at June. | 6 |
| 2. NSW Public Sector Employees and NSW Employed Persons by Age | 17 |
| 3. Full Time Equivalent Public Sector Employees Compared with NSW Labour Force Age Distributions for 2004..... | 17 |

About this publication

This publication presents summary results of the NSW Public Sector Workforce Profile Collection on the size and composition of the public sector during the 2003-04 financial year as well as at June 2004.

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, Public Employment Office.

Data is collected from all public sector agencies on over 50 employee related items including demographics, employment arrangements and patterns, leave, remuneration and earnings. While the Public Employment Office has undertaken extensive data quality audits on data provided by agencies, it cannot accept responsibility for any inaccuracies in the supplied data.

About the 2004 Data

The Workforce Profile 2004 summary tables are based on a database of 472,332 individual unit records provided by all NSW public sector agencies. 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. FTE is the primary measure used throughout this report. Data definitions are explained in the Explanatory Notes at Appendix 1.

Limitations of the Data

Workforce Profile data accuracy may be affected by:

- Omissions (e.g. age of employee not recorded);
- Duplications (e.g. employee with multiple records). Workforce Profile has some safeguards against true duplication. What appears as duplication may be valid as in the case of employees with multiple appointments; and/or
- Invalid or miscoded data

Due to differences in data sources and data definitions, there may be variations between data in this publication and that published by individual agencies.

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Main Features

Size of NSW Public Sector

- The NSW public sector represented 10.6 percent of the total NSW Labour Force.
- Average full-time equivalent (FTE) staffing in the NSW public sector during 2003/04 was 288,393. This represents an increase of approximately 1.7 percent from the previous financial year. At June 2004, this figure was 291,701. Increases were reported in the Health policy sector (0.6 percent) and Public Order Safety policy sector (0.5 percent). Public Trading Enterprises also increased by 0.4 percent.
- The Health and Education sectors represented approximately 59.9 percent of NSW public sector FTE staffing at June 2004.
- Employees in general government: budget dependent agencies represented 85.1 percent of all FTE public sector employees at June 2004.
- Over the reference period, 439,211 people were employed in the sector. At June 2004, this figure was 356,598, an increase of 3.6 percent on the previous corresponding period. The number of employees in the budget sector increased 3.7 percent, the number of employees in the non-budget sector decreased 12.0 percent and the number of employees in public trading enterprises increased 3.6 percent.

Employment Status

- At June 2004, permanent staff accounted for 82.1 percent of the public sector workforce. Temporary staff accounted for 8.7 percent, casual staff 7.3 percent.
- Full time employees comprised 83.1 percent of the non-casual employees at June 2004, and part-time employees comprised 16.9 percent. This compares to 83.5 percent and 16.5 percent respectively in 2003.
- A larger proportion of the male workforce at June 2004 was in permanent and contract positions (86.7 percent) compared to females (78.5 percent).

Remuneration

- At June 2004, the average full-time remuneration rate for non-casual employees was \$54,491 p.a. The average rate for women was \$51,848 p.a. and the average rate for men \$58,119 p.a. The average remuneration rate for females was 89.2 percent of the average for males. This has increased from 88.6 percent in the previous year.
- At June 2004 61.57 percent of the NSW public sector had a remuneration of less than \$58,255 and 90.3 percent had a remuneration of less than \$75,333 p.a. The percentage of employees at June 2004 with salaries in the top two salary bands was 3.4 percent.

Movement

- During the year 34,013 non-casual employees commenced and 28,755 separated from NSW public sector agencies. The commencement rate for non-casual public sector employees during 2003/04 was 11.2 percent of average employee strength during the year. This is greater than the separation rate, which was 9.4 percent, indicating an increase in the workforce during the year.
- Overall the public sector workforce showed high stability with 92.1 percent of people employed at June 2003 still working within their agency at June 2004.

Region

- At June 2004, 39.3 percent of public sector employees worked outside the Sydney metropolitan region. This compares to 34.5 percent of the NSW labour force.

Age and Gender

- The average age in the sector at June 2004 was 42.5 years, and the median age was 44 years.
- At June 2004, women represented 59.0 percent of the NSW public sector workforce.
- At June 2004, young people aged less than 25 years constituted 4.7 percent of the public sector workforce. This compares to the 17.1 percent of all employed persons in the State who were in this age range. Within the 25-34 age cohort, this figure was 20.9 percent, compared to 23.2 in the State.
- Employees aged 45 to 54 years constituted 32.4 percent of the public sector workforce at June 2004, compared to 22.0 percent of all employed persons in the State.
- Employees aged 55 years or more constituted 14.9 percent of the public sector workforce at June 2004 compared to 13.7 percent of all employed persons in NSW. In June 2003, these figures were 13.8 and 12.5 respectively.

Occupational Group

- At June 2004 45.5 percent of public sector employees were classified as professional and 15.3 percent as associate professionals, in accordance with the Australian Standard Classification of Occupations.
- Within the professional occupational group, 83.6 percent were engaged in health & education related occupations. The majority of these were nursing professionals (20.3 percent of all professionals) and school teachers (38.8 percent of all professionals).
- Female employees comprised 65.7 percent of all employees within the professional group. Females were also highly represented in advanced clerical and service workers (72.9 percent) and intermediate clerical sales and service workers (74.7 percent).
- Male employees were prominent in the occupational groups of tradespersons and related workers (95.1 percent), production and transport workers (91.3 percent) and labourers and related workers (67.1 percent).
- Both men and women are more likely to work as professionals (35 percent of males and 54 percent of females). For women the next prevalent occupational group was Intermediate Clerical Sales & Service Workers (24.4 percent) whereas for men, it was in occupations classified as associate professionals (20.3 percent).

Size of the NSW Public Sector

FULL TIME EQUIVALENT

The NSW public sector was comprised of 356,598 paid employees at June 2004 which represented a full-time equivalent (FTE) staff number of 291,701. FTE reflects the volume of paid hours (excluding overtime) worked by employees, converted to full-time equivalent units rather than the number of people employed. The lower FTE than headcount is reflective of part-time and casual employment arrangements across the sector.

At June 2004, the NSW public sector represented 10.6 percent of the NSW labour force.

Table 1 presents data for both the full-time equivalent public sector workforce and the full-time equivalent non-casual public sector workforce by budget sector. Budget dependent agencies employ the majority of public sector employees (85.1 percent) at June 2004.

The most comprehensive assessment of the size of the workforce is provided by the average FTE during the year, since it takes into account seasonal fluctuations in the workforce and the number of hours contracted to work for each employee, including casual employees. The reported average FTE workforce during 2003/2004 was 288,393. This was approximately 1.7 percent higher than the average during 2002/2003.

Table 1: Full Time Equivalent Size of Workforce during Year and at June 2004 by Budget Sector

| Budget sector | Full time equivalent public sector workforce | | Non – casual full time equivalent public sector workforce | |
|---|--|-----------------|---|-----------------|
| | Year average | As at June 2004 | Year average | As at June 2004 |
| General government: budget dependent agencies | 244,683 | 248,269 | 225,355 | 226,641 |
| General government: non-budget dependent agencies | 1,710 | 1,833 | 1,687 | 1,809 |
| Public trading enterprises | 41,999 | 41,598 | 41,499 | 41,129 |
| Total public sector | 288,393 | 291,701 | 268,541 | 269,579 |

Source: NSW Public Sector Workforce Profile 2003/2004

Table 2 presents data for both the full-time equivalent public sector workforce and the full-time equivalent, non-casual public sector workforce by policy sector. Overall, the sector remained fairly stable between 2003 and 2004, with small increases reported in Health and Public Order & Safety policy sectors. The Health, Education and Public Order & Safety policy sectors represented 72.2 percent of all staffing in the sector at June 2004.

Table 2: Full Time Equivalent Size of Workforce during Year and at June 2004 by Policy Sector

| Policy Sector | Full-time equivalent public sector workforce | | | | Full-time equivalent Non-casual public sector employees | | | |
|-----------------------------------|--|---------------|-----------------|---------------|---|---------------|-----------------|---------------|
| | Year average | % | As at June 2004 | % | Year average | % | As at June 2004 | % |
| General Public Services | 3,501 | 1.21 | 3,644 | 1.25 | 3,401 | 1.27 | 3,562 | 1.32 |
| Public Order & Safety | 36,391 | 12.62 | 36,113 | 12.38 | 35,263 | 13.13 | 35,293 | 13.09 |
| Education | 85,957 | 29.81 | 89,436 | 30.66 | 72,749 | 27.09 | 73,437 | 27.24 |
| Health | 84,089 | 29.16 | 85,177 | 29.20 | 80,675 | 30.04 | 81,669 | 30.29 |
| Social Security & Welfare | 11,792 | 4.09 | 11,591 | 3.97 | 10,716 | 3.99 | 10,579 | 3.92 |
| Housing and Community Services | 10,282 | 3.57 | 10,255 | 3.52 | 10,236 | 3.81 | 10,212 | 3.79 |
| Recreation and Culture | 6,368 | 2.21 | 6,230 | 2.14 | 5,942 | 2.21 | 5,854 | 2.17 |
| Fuel and Energy | 12,586 | 4.36 | 12,374 | 4.24 | 12,547 | 4.67 | 12,346 | 4.58 |
| Agriculture, Forestry & Fisheries | 3,986 | 1.38 | 3,953 | 1.36 | 3,875 | 1.44 | 3,852 | 1.43 |
| Transport & Communications | 27,633 | 9.58 | 27,315 | 9.36 | 27,481 | 10.23 | 27,166 | 10.08 |
| Other Economic Services | 5,807 | 2.01 | 5,613 | 1.92 | 5,656 | 2.11 | 5,609 | 2.08 |
| Total public sector | 288,393 | 100.00 | 291,701 | 100.00 | 268,541 | 100.00 | 269,579 | 100.00 |

Source: NSW Public Sector Workforce Profile 2003/2004

NSW public sector agencies vary considerably in size (refer Table 3). In total, 8 public sector agencies reported more than 5,000 FTE at June 2004. Agencies reporting less than 200 employees comprised 49.1 percent whilst 79.3 percent of Agencies reported less than 1,000 FTE employees. The two largest agencies the Department of Education and Training (DET) and the various entities comprising NSW Health accounted for 59.7 percent of FTE staff at June 2004. Other agencies are generally much smaller with the third largest agency, NSW Police, accounting for only 6.3 percent of FTE staff at June 2004.

Table 3: Number of Employees in Public Sector Agencies at June 2004

| Number of Employees | Agencies | | |
|----------------------------|------------|--------------|-------|
| | Number | % | Cum % |
| 0 to 20 | 7 | 6.0 | 6.0 |
| 21 to 30 | 5 | 4.3 | 10.3 |
| 31 to 60 | 19 | 16.4 | 26.7 |
| 61 to 100 | 9 | 7.8 | 34.5 |
| 101 to 200 | 17 | 14.7 | 49.1 |
| 201 to 300 | 12 | 10.3 | 59.5 |
| 301 to 500 | 13 | 11.2 | 70.7 |
| 501 to 700 | 5 | 4.3 | 75.0 |
| 701 to 1,000 | 5 | 4.3 | 79.3 |
| 1,000 to 2,000 | 2 | 1.7 | 81.0 |
| 2,001 to 3,000 | 7 | 6.0 | 87.1 |
| 3001 to 5,000 | 7 | 6.0 | 93.1 |
| 5,000 to 10,000 | 5 | 4.3 | 97.4 |
| Over 10,000 | 3 | 2.6 | 100.0 |
| Total public sector | 116 | 100.0 | |

Source: NSW Public Sector Workforce Profile 2003/2004
Based on the total number of FTE employees at June 2004

HEADCOUNT

Headcount data for all NSW public sector employees and non-casual public sector employees within each budget sector is presented in Table 4. Over the reference period, 439,211 people were employed in the sector and at June 2004, this figure was 356,598. This was an increase of 3.6 percent on the previous corresponding period. The number of employees in the budget sector increased 3.7 percent, the number of employees in the non-budget sector decreased 12.0 percent and the number of employees in public trading enterprises increased 3.6 percent. The NSW Public Sector represented 10.6 percent of the total NSW labour force.

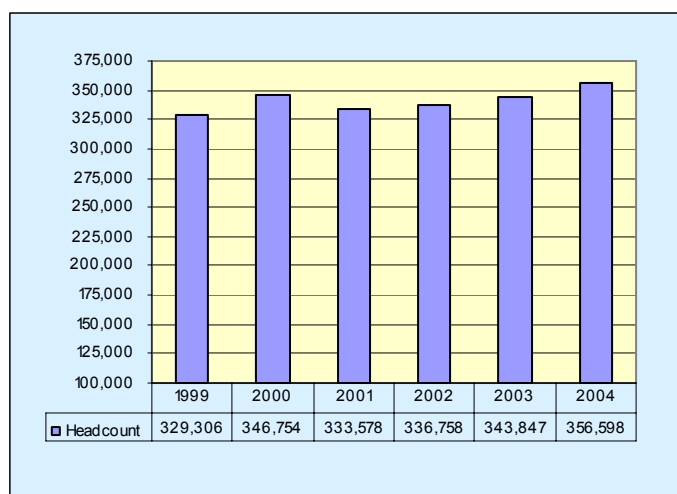
Table 4: Size of Workforce during Year and at June 2004 by Budget Sector

| Budget sector | Total public sector employees | | Non-casual public sector employees | |
|---|-------------------------------|-----------------|------------------------------------|-----------------|
| | Total during year | As at June 2004 | Total during year | As at June 2004 |
| General government: budget dependent agencies | 388,561 | 310,084 | 287,951 | 262,129 |
| General government: non-budget dependent agencies | 2,285 | 1,967 | 2,134 | 1,900 |
| Public trading enterprises | 48,365 | 44,547 | 46,344 | 43,402 |
| Total public sector | 439,211 | 356,598 | 336,429 | 307,431 |

Source: NSW Public Sector Workforce Profile 2003/2004

The total number of employees in the public sector shows a slight upward trend over the past six years (Figure 1). The total number of public sector employees has increased by 27,292 employees or 8.3 percent from June 1999 to June 2004¹. Between June 2003 and June 2004, total headcount has increased by 12,751 employees, or 3.7 percent. Full time equivalent figures over the same period, however, have remained stable. This is a result of a greater rate of employment being gained through part-time work. The percentage of part-time employees at June 2004 was 21.5 percent compared to 19.3 percent at June 2000.

Figure 1: Total public sector employees 1999-2004 at June



Source: NSW Public Sector Workforce Profile 1998/1999-2003/2004

¹ Adjustment to data for the years 1998/1999 – 2002/2003 excludes an agency of approximately 4000 FTE that is now outside the scope of the 2004 NSW Public Sector Workforce Profile. Data previously published will therefore not agree with Figure 1.

Employment Status

At June 2004, 82.1 percent of the public sector workforce were permanent employees, 8.7 percent temporary and 7.3 percent casual¹. At June 2004, 53.3 percent of permanent employees, 71.2 percent of temporary employees and 73.0 percent of casual employees were women. This compares to 46.7 percent of men holding permanent positions.

Table 5 provides the full time equivalent of gender by employment category in the NSW public sector at June 2004. The table illustrates the different work patterns of male and female employees within the sector. There was a higher percentage of the male workforce in permanent and contract employment. A larger proportion of men were permanent (86.6 percent of all men) compared to women (78.5 percent of all women). Female employees were more likely to be employed under temporary (11.1 percent) or casual (9.6 percent) employment arrangements, compared to 5.6 percent (temporary) and 4.5 percent (casual) of males.

**Table 5: Full-Time Equivalent - NSW Public Sector Employees at June 2004² :
Employment Category by Gender.**

| Employment category ¹ | Males | | Females | | Total | |
|----------------------------------|----------------|---------------|----------------|---------------|----------------|---------------|
| | Number | % | Number | % | Number | % |
| Permanent | 111,654 | 86.64 | 127,391 | 78.48 | 239,044 | 82.09 |
| Temporary | 7,257 | 5.63 | 17,978 | 11.08 | 25,235 | 8.67 |
| Contract: exec | 1,077 | 0.84 | 315 | 0.19 | 1,392 | 0.48 |
| Contract: non-exec | 825 | 0.64 | 327 | 0.20 | 1,151 | 0.40 |
| Casual | 5,759 | 4.47 | 15,594 | 9.61 | 21,353 | 7.33 |
| Statutory Employees | 1,904 | 1.48 | 452 | 0.28 | 2,355 | 0.81 |
| Other ³ | 391 | 0.30 | 270 | 0.17 | 661 | 0.23 |
| Total | 128,866 | 100.00 | 162,326 | 100.00 | 291,192 | 100.00 |

Source: NSW Public Sector Workforce Profile 2003/2004

¹ The definition of casual excludes sessional or seasonal and retained employees. This differs from previous reports where these were included.

² The total number of FTE public sector employees at June 2004 was 291,701. Table 5 above excludes 509 FTE where either employment category and/or gender was not recorded (507 FTE was not recorded for employment category and 268 FTE was not recorded for gender).

³ Relates to all other employment categories; i.e. cadet, trainees, apprentices, retained staff, sessional, seasonal employees

Employees are more likely to be in permanent positions in public trading enterprises than other budget sectors (Table 6). Public trading enterprises have lower proportions of employees in casual and temporary positions. The highest proportion of employees in contract non-executive and contract executive positions occurs in general government: non-budget dependent agencies.

Table 6: Non-casual Full-Time Equivalent Public Sector Employees at June 2004: Employment Category by Gender and Budget Sector¹

| Employment Category | Budget Sector | | | | | | | |
|----------------------|--------------------------------------|---------------|--|---------------|----------------------------|---------------|----------------|---------------|
| | General government: budget dependent | | General government: non-budget dependent | | Public trading enterprises | | Total | |
| | Number | % | Number | % | Number | % | Number | % |
| Permanent | 200,152 | 80.70 | 1,501 | 81.85 | 37,393 | 90.46 | 239,046 | 82.09 |
| Temporary | 24,128 | 9.73 | 143 | 7.81 | 964 | 2.33 | 25,235 | 8.67 |
| Contract-exec | 799 | 0.32 | 50 | 2.73 | 543 | 1.31 | 1,392 | 0.48 |
| Contract non-exec | 256 | 0.10 | 96 | 5.22 | 800 | 1.93 | 1,151 | 0.40 |
| Casual | 20,864 | 8.41 | 24 | 1.32 | 465 | 1.12 | 21,353 | 7.33 |
| Statutory Appointees | 660 | 0.27 | 1 | 0.05 | 0 | 0.00 | 661 | 0.23 |
| Other ³ | 1,165 | 0.47 | 19 | 1.01 | 1,171 | 2.83 | 2,355 | 0.81 |
| Total | 248,025 | 100.00 | 1,833 | 100.00 | 41,336 | 100.00 | 291,194 | 100.00 |

Source: NSW Public Sector Workforce Profile 2003/2004

At June 2004, 16.9 percent of all full time equivalent non-casual employees were employed part-time in the NSW public sector. Of these, 85.1 percent were female – an increase of 0.3 percent on the previous year. 94.5 percent of all males employed in the sector were in full-time employment (a decrease of 0.6 percent) compared to 73.5 percent of female employees (a decrease of 1.2 percent). These results are consistent with the minor trend towards part-time work shown in Figure 1.

Table 7: Non-casual Full-Time Equivalent Public Sector Employees at June 2004: Employment Arrangements by Gender²

| Employment Arrangement ² | Gender | | | | Total |
|-------------------------------------|----------------|---------------|----------------|---------------|----------------|
| | Males | % | Females | % | |
| Full-time | 115,117 | 94.50 | 106,734 | 73.49 | 221,851 |
| Part-time | 6,763 | 5.50 | 38,505 | 26.51 | 45,268 |
| Total | 121,880 | 100.00 | 145,239 | 100.00 | 267,119 |

Source: NSW Public Sector Workforce Profile 2003/2004

¹ The total number of FTE public sector employees at June 2004 was 291,701. Table 6 above excludes 507 FTE employees for whom employment category was not recorded

² The total number of FTE non-casual public sector employees at June 2004 was 269,579. Table 7 above excludes 2,460 FTE employees for whom employment arrangements and/or gender was not recorded.

³ Relates to all other employment categories; i.e. cadet, trainees, apprentices, retained staff, sessional and seasonal employees.

Remuneration

Table 8 shows the full-time equivalent non-casual salary bands of males and females within the NSW public sector at June 2004. Table 9 shows the full-time equivalent non-casual salary bands by budget sector.

Table 8: Full Time Equivalent Non-Casual Public Sector Employees at June 2004: Salary by Gender ¹

| Gender | Salary band | | | | | | | Total |
|---------|-------------|----------------------|----------------------|----------------------|----------------------|-----------------------|----------------|---------|
| | < \$31,352 | \$31,353 to \$46,036 | \$46,037 to \$58,254 | \$58,255 to \$75,332 | \$75,333 to \$94,165 | \$94,166 to \$127,764 | Over \$127,765 | |
| Males | 4,167 | 35,519 | 29,617 | 35,164 | 11,223 | 4,523 | 2,277 | 122,490 |
| Females | 12,731 | 44,511 | 39,117 | 42,195 | 5,800 | 1,625 | 602 | 146,581 |
| Total | 16,899 | 80,031 | 68,733 | 77,358 | 17,023 | 6,147 | 2,879 | 269,070 |
| % | 6.28% | 29.74% | 25.54% | 28.75% | 6.33% | 2.28% | 1.07% | 100.00% |

Source: NSW Public Sector Workforce Profile 2003/2004

For the non-casual workforce employed at June 2004, the average full-time remuneration rate was \$54,491 p.a. This rate reflects base salary and is independent of actual hours worked during the year and of additional overtime or lump sum payments. The average rate for women was \$51,848 p.a. and the average rate for men \$58,119 p.a. The average remuneration rate for females was 89.2 percent of the average for males. This is an improvement from 88.6 percent in the previous year.

The average remuneration rate for public sector employees at June 2004 has increased by 6 percent from the average remuneration of \$51,387 at June 2003. Movements in base salary can be affected by both changes in the level of earnings per employee and changes in the composition of the labour force. The increase during the reporting period is largely attributable to percentage-based award increases which occurred across major service delivery areas. The salary increases awarded during 2003/2004 were Police (4 percent), Teachers (5.5 percent), Nurses (8.5 percent), Fire Brigades (4 percent) and general public servants, Doctors and other Health Professionals (5 percent).

At June 2004, 90.3 percent of NSW public sector FTE employees had a base salary of less than of less than \$75,332p.a. The percentage of FTE employees at June 2004 with salaries in the top two salary bands was 3.35 percent. Of the employees in the top two salary bands, 30 percent were employed within the health policy sector (includes occupations such as Doctors, Directors of Nursing and other Health Professionals), 15.3 percent in the Public Order & Safety policy sector (includes occupations such as senior officers in NSW Police, Judges and Magistrates), and 12.5 percent in the Education policy sector

There was a small percentage increase in the number of employees in the top salary band (remuneration over \$127, 765). This was largely attributed to the salary award increases. The largest occupational group, in the top salary band were Health Professionals (31.2 percent), which includes occupations of Staff Specialists, Doctors and Anaesthetists. This was an increase of 27 percent from the previous reporting period, where Health Professionals comprised 4.3 percent of employees in the top salary band.

¹ The total number of FTE non-casual public sector employees at June 2004 was 269,579. Table 8 above excludes 509 FTE employees for whom remuneration and/or gender was not recorded

Table 9 shows full-time equivalent non-casual salary bands by budget sector.

In the budget dependent sector, 90.9 percent of non-casual employees had remuneration rates below rates below \$75,333. A small proportion of employees (3.0 percent) had remuneration above \$94,165 (equivalent to Grade 12). This compares to 80.7 percent and 87.3 percent in the general government: non-budget dependent and public trading enterprises respectively with remuneration rates below \$75,332; and 6.9 percent and 5.4 percent above \$94,165.

Table 9: Full Time Equivalent Non-Casual Public Sector Employees at June 2004: Salary By Budget Sector¹

| Budget Sector | Salary band | | | | | | | Total |
|--|---------------|----------------------|----------------------|----------------------|----------------------|-----------------------|----------------|----------------|
| | < \$31,352 | \$31,353 to \$46,036 | \$46,037 to \$58,254 | \$58,255 to \$75,332 | \$75,333 to \$94,165 | \$94,166 to \$127,764 | Over \$127,765 | |
| General government: budget dependent | 15,376 | 62,879 | 58,035 | 69,657 | 13,805 | 4,465 | 2,233 | 226,450 |
| General government: non-budget dependent | 20 | 350 | 397 | 693 | 223 | 58 | 67 | 1,809 |
| Public trading enterprises | 1,504 | 16,819 | 10,311 | 7,013 | 2,997 | 1,626 | 579 | 40,849 |
| Total public sector | 16,900 | 80,047 | 68,743 | 77,364 | 17,025 | 6,149 | 2,879 | 269,108 |

Source: NSW Public Sector Workforce Profile 2003/2004.

¹ The total number of FTE non-casual public sector employees at June 2004 was 269,579. Table 9 above excludes 471 records for whom remuneration was not recorded.

Table 10 provides figures for the NSW labour force and population to allow comparison with the regional distribution of public sector employees.

The geographic distribution of NSW public sector employees closely matches that of the NSW labour force and the NSW population. The majority of employees within the public sector, the labour force and the general population are based in Sydney (62.1 percent, 65.5 percent and 63.3 respectively). The NSW public sector employs a slightly larger proportion of people in Northern, Far West, and North-Western regions of NSW than the NSW workforce in general (9.8 percent of the public sector as compared to 7.1 percent of the labour force and 7.4 percent of NSW population). Comparison with June 2003 figures shows that this distribution appears to be stable over both years.

**Table 10: Size of Workforce at June 2004:
NSW Public Sector Employees, NSW Labour Force and Population by Region^{1 2}**

| | Public sector employees at June 2004 | NSW labour force ³ | NSW population ³ |
|---------------------------------------|--------------------------------------|-------------------------------|-----------------------------|
| Region ³ | % | % | % |
| Hunter | 8.91 | 8.58 | 8.92 |
| Illawarra and South Eastern | 7.67 | 8.17 | 8.99 |
| Murray-Murrumbidgee | 4.50 | 4.12 | 3.90 |
| Northern, Far West, and North-Western | 9.75 | 7.07 | 7.39 |
| Richmond-Tweed and Mid-North Coast | 7.08 | 6.51 | 7.54 |
| Sydney | 62.08 | 65.54 | 63.25 |
| Total | 100.00 | 100.00 | 100.00 |

Source: NSW Public Sector Workforce Profile 2003/2004;
NSW Labour Force, NSW population: Australian Bureau of Statistics, special request.

¹ Percentages exclude the 20,147 public sector employees who were recorded as working outside NSW or for whom location was not reported. These figures are, however, included in table totals.

² 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 2004 was compiled from the postcode of each employee's work location.

³ See Definitions.

Movement

Employee movement in the non-casual public sector workforce can be measured in a number of ways. Rates of commencement and separation are useful indicators but could over-state the extent of change if there is a large amount of turnover during the year in a relatively small number of positions. The workforce stability measure provides an indication of the proportion of employees present at the beginning of the year who are still employed at the end of the year.

For non-casual employees the commencement rate during 2003/2004 was 11.2 and the separation rate was 9.4. For 2002/2003 the commencement rate was 12.5 and the separation rate was 10.3. Even though both rates this year have decreased compared to the previous period, the difference between these rates is less than last year, which indicates a slower increase in the number of non-casual employees.

Table 11 illustrates that movement rates for non-casual employees vary according to budget sector, age, gender and the different contractual working arrangements.

- Employees in trainee/cadet/apprentice positions and temporary employees, while showing significant decreases since 2002/2003, still have the highest level of commencements (57.8 and 44.2 respectively), and separations (20.9 and 28.0 respectively). While these two groups represent a small segment of the workforce, higher commencement than separation rates reflect increased numbers within these groups.
- Permanent employees had the lowest rates of movement with both commencements and separations below 8 percent.
- Rates of commencement and separation differed significantly across age groups with higher movement in the younger workforce, attributable to a greater likelihood that younger employees are temporary or casual. Amongst employees under 25 commencements and separations exceeded 20 percent. Employees 55 and over have low rates of commencements (below 5 percent), but high separation rates, indicative of their retirement from the workforce. The 45-54 year old age group has the highest stability rate.
- Commencements of females were higher than males, attributable to the higher number of females undertaking part-time, temporary and casual employment.
- Non-budget dependent agencies had much higher levels of both commencements and separations than budget dependent agencies and public trading enterprises, indicating higher employee movement in those agencies.

Overall, the sector exhibited a high level of stability. For non-casual public sector employees in 2003/2004, the overall stability index was 92.1 percent. This means that 92.1 percent of people employed at June 2003 were still working within their agency at June 2004. The comparable rate for 2002/2003 was 91.5 percent.

The patterns of stability have remained relatively constant since 1999. Employees in the 45-55 years age bracket exhibit high stability (95.5), with the youngest and oldest age brackets having the lowest stability, (82.6 and 81.3 respectively). Female employees had relatively lower stability rates than males (91.6 and 92.7 respectively).

Permanent employees who constitute the majority of the public sector workforce are characterised by low commencement and separation rates and a high stability index (93.4). The predominance of these employees largely account for the low movement and high stability that is evident for the sector as a whole. The stability rates for 2003/2004 and 2002/2003 are similar, suggesting that changes in size in the non-casual workforce across the sector have generally not affected permanent staff.

The picture that emerges from employee movement data is of a sector that is currently retaining a high proportion of its experienced workforce, particularly permanent employees. Concurrent with this is a relatively high movement in and out of a limited number of positions occupied by younger and female temporary staff.

**Table 11: Non -Casual Public Sector Employees During the Year:
Movement During Year by Employment Category, Age, Gender and Budget Sector**

| | Commencements | Commencements as a % of the average headcount within each category during the period | Separations | Separations as a % of the average headcount within each category during the period | Stability Index (% of people employed at June 2003 who were still working within their agency at June 2004) |
|--|---------------|--|---------------|--|--|
| Employment Category | | | | | |
| Permanent | 18,889 | 7.05 | 19,219 | 7.17 | 93.43 |
| Temporary | 13,716 | 44.24 | 8,667 | 27.96 | 80.29 |
| Contract - exec | 157 | 10.85 | 186 | 12.86 | 87.54 |
| Contract - non-exec | 269 | 16.08 | 268 | 16.02 | 86.72 |
| Trainee/cadet/apprentice | 844 | 57.83 | 305 | 20.90 | 78.82 |
| Age | | | | | |
| Under 25 | 6,217 | 52.05 | 2,464 | 20.63 | 82.60 |
| 25-34 | 12,619 | 19.56 | 9,447 | 14.64 | 88.53 |
| 35-44 | 8,073 | 10.00 | 6,433 | 7.97 | 93.16 |
| 45-54 | 5,299 | 5.24 | 5,126 | 5.07 | 95.51 |
| 55-64 | 1,675 | 3.90 | 4,577 | 10.65 | 90.23 |
| 65+ | 122 | 3.66 | 704 | 21.13 | 81.28 |
| Gender | | | | | |
| Male | 12,728 | 9.89 | 11,143 | 8.66 | 92.67 |
| Female | 21,284 | 12.10 | 17,612 | 10.01 | 91.61 |
| Budget Sector | | | | | |
| General government: budget dependent | 29,455 | 11.31 | 25,573 | 9.82 | 91.78 |
| General government: non-budget dependent | 352 | 19.13 | 234 | 12.72 | 88.60 |
| Public trading enterprises | 4,206 | 9.90 | 2,948 | 6.94 | 93.99 |
| Total | 34,013 | 11.17 | 28,755 | 9.44 | 92.06 |

Source: NSW Public Sector Workforce Profile 2003/2004

Age and Gender

Table 12 shows age with gender for NSW public sector employees at June 2004.

Overall, the average age of the NSW public sector workforce was 42.5 years at June 2004. A large percentage of employees are aged between 35 and 54 (59.5 percent) with fewer employees in the younger and older cohorts, 25.6 percent under 35 and 14.9 percent over 54 (an increase of 1 percent on the previous period).

At June 2004, women represented 59.0 percent of the NSW public sector workforce, compared to 44.2 percent of all employees in NSW. Women in the NSW public sector were highly represented in the health and social security and welfare policy sectors, with representation exceeding 74.0 percent and the education policy sector, 70.0 percent. Conversely male employees were more likely to work in the transport, public order safety and fuel and energy policy sectors. There are larger proportions of the female workforce than the male workforce in younger age groups whilst larger proportions of the male workforce are in older age groups (see Table 12).

The average age of female employees was 41.9 years and males 42.5. There were slightly more females than male employees aged 55 years or more (last year there were slightly more male employees than female employees in this category). However, for both genders, employment in the Public Sector declines quickly between the ages of 55 and 65 years and tapers off over 65 years of age.

**Table 12: Public Sector Employees at June 2004 (Headcount):
Age by Gender¹**

| Age | Males | | Females | | Total | |
|--------------|----------------|---------------|----------------|---------------|----------------|---------------|
| | Number | % | Number | % | Number | % |
| Under 25 | 6,108 | 4.18 | 10,767 | 5.12 | 16,875 | 4.74 |
| 25-34 | 28,179 | 19.30 | 46,244 | 22.01 | 74,423 | 20.90 |
| 35-44 | 39,072 | 26.76 | 57,348 | 27.29 | 96,420 | 27.07 |
| 45-54 | 47,673 | 32.65 | 67,643 | 32.19 | 115,316 | 32.38 |
| 55-64 | 22,543 | 15.44 | 25,806 | 12.28 | 48,349 | 13.58 |
| 65+ | 2,459 | 1.68 | 2,307 | 1.10 | 4,766 | 1.34 |
| Total | 146,034 | 100.00 | 210,115 | 100.00 | 356,149 | 100.00 |

Source: NSW Public Sector Workforce Profile Data 2003/2004

¹ The total number of public sector employees at June 2004 (Headcount) was 356,598. Table 12 above excludes 449 employees for whom age and and/or gender was not recorded.

Further investigation into the age distribution of public sector employees (Table 13) shows a similar distribution pattern across the age bands with more full-time work amongst the younger age groups that tapers off as age increases (from 91.6 percent of under 25 years working full-time to only 79.2 percent of over 54-64 years).

**Table 13: Full-Time Equivalent Non-Casual Public Sector Employees at June 2004:
Age by Employment Arrangements¹**

| Employment Arrangement | Age band (years) | | | | | | Total % |
|------------------------|------------------|---------------|---------------|---------------|---------------|---------------|---------------|
| | 16-24 % | 25-34 % | 35-44 % | 45-54 % | 55-64 % | 65+ % | |
| Full-time | 91.61 | 88.44 | 81.53 | 81.60 | 79.17 | 73.66 | 83.05 |
| Part-time | 8.39 | 11.56 | 18.47 | 18.40 | 20.83 | 26.34 | 16.95 |
| Total | 100.00 | 100.00 | 100.00 | 100.00 | 100.00 | 100.00 | 100.00 |

Source: NSW Public Sector Workforce Profile Data 2003/2004

**Table 14: Full-Time Equivalent Public Sector Employees at June 2004:
Age by Employment Category²**

| Employment Category | Age band (years) | | | | | | Total % |
|----------------------|------------------|---------------|---------------|---------------|---------------|---------------|---------------|
| | 16-24 % | 25-34 % | 35-44 % | 45-54 % | 55-64 % | 65+ % | |
| Permanent | 58.02 | 78.08 | 82.62 | 85.92 | 86.53 | 74.93 | 82.10 |
| Temporary | 24.21 | 14.41 | 7.66 | 5.64 | 4.32 | 6.44 | 8.67 |
| Contract-exec | 0.01 | 0.07 | 0.38 | 0.75 | 0.79 | 0.20 | 0.48 |
| Contract non-exec | 0.20 | 0.44 | 0.39 | 0.41 | 0.38 | 0.17 | 0.40 |
| Casual | 10.02 | 5.95 | 8.33 | 6.80 | 7.17 | 16.04 | 7.33 |
| Statutory Appointees | 0.21 | 0.12 | 0.09 | 0.22 | 0.56 | 1.68 | 0.23 |
| Other ³ | 7.33 | 0.93 | 0.53 | 0.26 | 0.25 | 0.50 | 0.81 |
| Total | 100.00 | 100.00 | 100.00 | 100.00 | 100.00 | 100.00 | 100.00 |

Source: NSW Public Sector Workforce Profile Data 2003/2004

¹ The total number of FTE non-casual public sector employees at June 2004 was 268,541. Table 13 above excludes 1,439 FTE employees for whom employment arrangements and/or age was not recorded.

² The total number of FTE for public sector employees at June 2004 was 291,701. Table 14 above excludes 537 FTE employees for whom employment category and/or age was not recorded.

³ Relates to all other employment categories; i.e. cadet, trainees, apprentices, retained staff, sessional and seasonal employees

Table 14 shows that lower proportions of both the oldest (65+) and youngest (16-24) age groups hold permanent positions (74.9 percent and 58.0 percent at June 2004 respectively). This is more pronounced for the 65+ age group of whom 16.0 percent hold casual positions, compared to the next highest age group, 16 to 24 years, of which 10.0 percent occupy casual positions. The 16-24 age group has the highest percentage of employees engaged in temporary employment with 24.2 percent of all employees aged 16-24 years in temporary positions.

Table 15 below compares the age distribution for public sector employees with that of all employed persons in NSW. The table is presented graphically in Figure 2. NSW public sector employees are generally older than NSW workforce employees. In the public sector 47.3 percent were aged over 45 years, compared to 35.7 percent of NSW employed persons. A smaller proportion of under 25 year olds were employed in government than in the NSW workforce generally; 4.7 percent of public sector employees compared with 17.1 percent of NSW employed persons.

Table 15: Headcount ¹ of NSW public sector employees and NSW employed persons May/June 2004 ² by Age

| | Total Public Sector at June 2004 | NSW Employed Persons at May/June 2004¹ |
|--------------|---|--|
| Age | % | % |
| Under 25 | 4.74 | 17.13 |
| 25-34 | 20.90 | 23.20 |
| 35-44 | 27.07 | 23.93 |
| 45-54 | 32.38 | 22.01 |
| 55-64 | 13.58 | 11.74 |
| 65+ | 1.34 | 1.98 |
| Total | 100.00 | 100.00 |

Source: NSW Public Sector Workforce Profile Data 2003/2004

¹ The total number of NSW public sector employees at June 2004 was 356,598. Table 15 excludes 374 employees for whom age was not recorded.

² Data provided by Australian Bureau of Statistics in response to specific request.

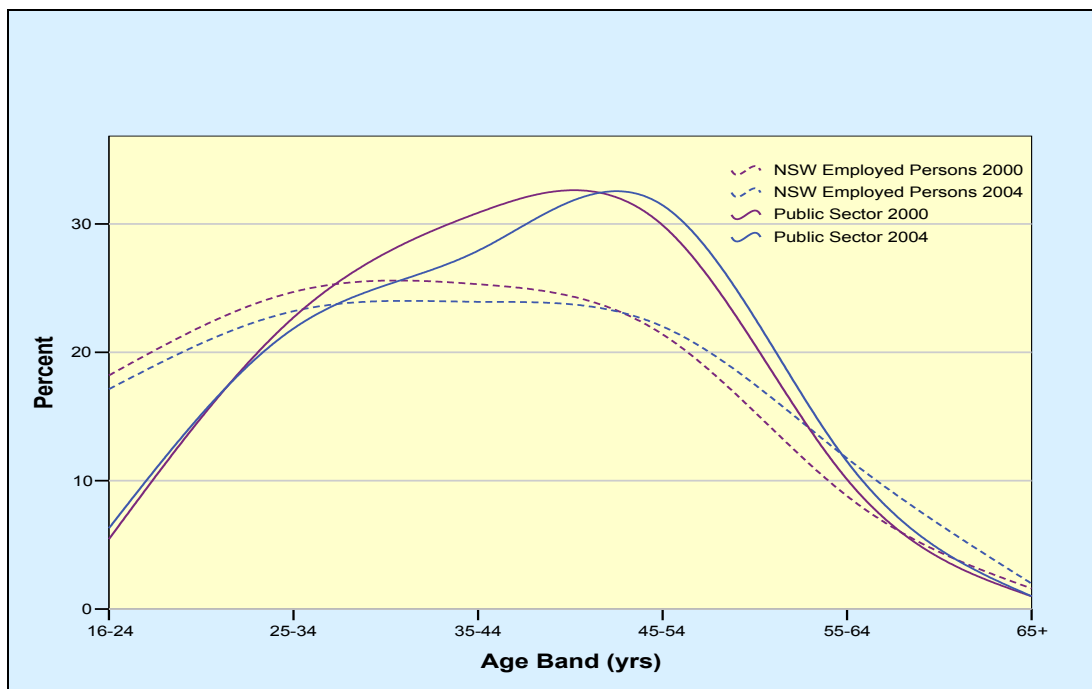
Figure 2: NSW Public Sector Employees and NSW Employed Persons by Age¹



Source: NSW Public Sector Workforce Profile Data 2003/2004 ;

Figure 3 shows a similar pattern occurs in the comparison between age distribution within the public sector and within NSW Employed Persons. Within the NSW Employed Persons group, the highest proportions of people working are in the younger age groups. The NSW public sector employs higher proportions of people in older age groups, particularly 35 years and older. The figure also provides a comparison between data for 2000 and 2004, showing that the ageing workforce effect is far more pronounced in the public sector than it is for employed persons overall.

Figure 3: NSW Public Sector Employees compared with NSW Employed Persons, Age distributions for 2000 and 2004¹



Source: NSW Public Sector Workforce Profile Data 2003/ 2004; ABS

¹ Data provided by Australian Bureau of Statistics in response to specific request.

Occupational Groups

Table 16 compares staff numbers (FTE) of Major Occupational Group by gender at June 2004. Occupational data was a new item collected from agencies in the 2004 collection. The classification of occupations is derived from ASCO – the Australian Standard Classification of Occupations. This classification, developed by the Australian Bureau of Statistics (ABS), is in widespread use and affords a standardised and consistent method of classifying occupations at the broad level. Information about occupational groups will assist to identify areas of potential skill gaps and will enable workforce planning activity that is focussed on key occupational groups.

Table 16: Full Time Equivalent Public Sector Employees at June 2004 ¹
Major Occupational Groups

| Major Occupational Group | Males | Females | FTE Employees at June 2004 |
|---|----------------|----------------|----------------------------|
| Managers & Administrators | 7,495 | 3,750 | 11,256 |
| Professionals | 44,520 | 85,217 | 129,782 |
| Associate Professionals | 25,767 | 17,846 | 43,666 |
| Tradespersons & Related Workers | 12,886 | 634 | 13,556 |
| Advanced Clerical & Service Workers | 1,013 | 2,772 | 3,800 |
| Intermediate Clerical Sales & Service Workers | 13,007 | 38,499 | 51,566 |
| Intermediate Production & Transport Workers | 8,940 | 827 | 9,787 |
| Elementary Clerical Sales & Service Workers | 4,207 | 3,811 | 8,027 |
| Labourers & Related Workers | 9,236 | 4,518 | 13,773 |
| Total | 127,071 | 157,874 | 285,212 |

Source: NSW Public Sector Workforce Profile 2003/2004

At June 2004 professionals were the largest occupational group within the NSW public sector, comprising 45.5 percent. Intermediate clerical sales & service workers (18.1 percent) and associate professionals (15.3 percent) were the next largest groups. Within the professional occupational group, 83.6 percent were engaged in health & education related occupations. The majority of these were nursing professionals (20.3 percent of all professionals) and school teachers (38.8 percent of all professionals).

Female employees dominated the occupational groups of professional (65.7 percent of all professionals were female – this group comprises primarily of teachers and nurses), advanced clerical and service workers (72.9 percent) and intermediate clerical sales and service workers (74.7 percent). Male employees were prominent in traditional male occupational fields, comprising 95.1 percent of tradespersons and related workers, 91.3 percent of production and transport workers and 67.1 percent for labourers and related workers.

Most males and females work as professionals (35 percent of males and 54 percent of females) however the next largest group of females work as Intermediate Clerical Sales & Service Workers (24.4 percent) whereas the next largest group of males work as associate professionals (20.3 percent).

¹ The total number of FTE public sector employees at June 2004 was 291,701. Table 16 excludes 6,489 employees for whom gender and/or Occupational Group category was not recorded

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 (i.e. labour hire).

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 Public Employment Office, NSW Premier's Department. Each record represents a separate employee. All individual records are anonymous and confidential according to *The Privacy Code of Practice for the NSW Public Sector Workforce Profile*, NSW Premier's Department, 1999.

Definitions

Casual Employees

NSW government agency employees engaged to perform work on an 'as-required' basis. Employees usually are 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. This differs from previous reports where these were included.

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 2003/04 rates was: (Number of employees commencing with agencies between 1 July 2003 and 30 June 2004 x 100) ÷ average of (number of employees at 1 July 2003 and number of employees at 30 June 2004).

Contract (Executive) Employees

Executive staff who are 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.

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

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).

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 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 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).

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.

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.

Headcount

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.

Headcount figures pick up all employees who have worked during the period, even if they only worked for one day. Both and total employees (headcount) figures and full-time equivalent (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 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.

Occupational Groups

The classification of occupations is derived from ASCO – the Australian Standard Classification of Occupations, Second Edition (cat. no. 1220). ASCO is a skill-based classification which encompasses all occupations in the Australian workforce. The classification, developed by the Australian Bureau of Statistics (ABS), is in widespread use and affords a standardised and consistent method of classifying occupations at the broad level.

Non-Casual Employees

All persons engaged to work and paid through a NSW government agency's payroll system (see Scope), excluding casual employees, sessional, seasonal and retained staff.

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 over 15 years.

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

Part-time employees are employed persons who usually work less than 35 hours a week. (See Australian Bureau of Statistics - Labour Statistics: Concepts, Sources and Methods- Cat No. 6120.0).

Permanent Employees

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

Policy Sector

A classification of general government sector services and functions. The policy areas used in this report are based on the Government Purpose Classification (GPC), which is published by the Australian Bureau of Statistics and used for reporting government finance statistics. The policy sectors in the present report differs from previous Workforce Profile publications, 1999-2003, and any comparisons should be made with care.

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

Grouping 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, pp352-57). 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 base 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. The remuneration salary bands differ to previously published reports. Salary bands are indexed each reporting period.

Retained Staff

Volunteers who receive payment for attendance.

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 2003/04 rates was: $(\text{Number of employees separating from agencies between 1 July 2003 and 30 June 2004} \times 100) \div \text{average of (number of employees at 1 July 2003 and number of employees at 30 June 2004)}$.

Sessional and Seasonal Staff

Staff engaged to work for session periods or at particular times of the year.

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 2003/04 rates was: $(\text{number of employees reported as continuously employed 2003/04} \times 100) \div (\text{number of employees at 1 July 2003})$.

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.

Structural Changes 2003/2004

NSW Department of Tourism, Sport and Recreation established. The Department of Tourism, Sport and Recreation was formed by the merger of Department of Sport and Recreation, Department of Tourism, and Centennial Park and Moore Park Trust.

Department of Environment and Conservation established. The Department of Environment and Conservation was formed by the merger of Environment Protection Authority, National Parks and Wildlife Service, Resource NSW and Botanic Gardens Trust.

NSW Food Authority established. The Food Authority was formed by merging SafeFood NSW with the food regulatory activities of NSW Health.

Department of Energy, Utilities and Sustainability established.

Ministry of Science and Medical Research established.

Rail Corporation New South Wales established. Rail Corp was formed by merging the State Rail Authority of NSW and the metropolitan functions of the Railway Infrastructure Corporation

Independent Transport, Safety and Reliability Regulator established.

NSW Ministry of Transport replaced Transport NSW

AGENCY

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
Health - South Western Sydney Area Health
Health - Southern Area Health Service
Health - Wentworth Area Health Service
Health - Western Sydney Area Health Service
Heritage Office
Historic Houses Trust of NSW
Housing, Department of
Hunter Water Corporation
Independent Commission Against Corruption
Independent Pricing and Regulatory Tribunal
Independent Transport, Safety and Reliability Regulator
Infrastructure, Planning and Natural Resources, Department
Institute of Sport, NSW
Integral Energy
Internal Audit Bureau
Jenolan Caves Reserve Trust
Judicial Commission of NSW
Juvenile Justice, Department of
Landcom
Lands, 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
Lotteries Corporation, NSW
Macquarie Generation
Mineral Resources, Department of
Mines Subsidence Board
Motor Accidents Authority
Motor Vehicle Repair Industry Authority
Museum of Applied Arts and Sciences (Powerhouse Museum)
Natural Resources Commission
Newcastle Port Corporation
NSW Coal Compensation Board
NSW Food Authority (formerly Safe Foods NSW)
NSW Maritime Authority (formerly Waterways Authority)
Ombudsman's Office, NSW
Parliamentary Counsel's Office
Parramatta Stadium Trust
Police Integrity Commission
Police Service, NSW
Port Kembla Port Corporation
Premier's Department

BUDGET SECTOR

General Government: Budget Dependent
General Government: Budget Dependent
General Government: Budget Dependent
General Government: Budget Dependent
General Government: Budget Dependent
General Government: Budget Dependent
General Government: Budget Dependent
General Government: Budget Dependent
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Public Trading Enterprise
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Public Trading Enterprise
General Government: Budget Dependent

AGENCY

Rail Corporation NSW
Rail Infrastructure Corporation
Roads and Traffic Authority
Rural Assistance Authority
Rural Fire Service, NSW
SAS Trustee Corporation
State and Regional Development, Department of
State Electoral Office
State Emergency Service
State Forests of NSW
State Library of NSW
State Rail Authority
State Records Authority of NSW
State Sports Centre Trust
State Transit Authority of NSW
Superannuation Administration Corporation
Sustainable Energy Development Authority
Sydney Catchment Authority
Sydney Cricket and Sports Ground Trust
Sydney Harbour Foreshore Authority
Sydney Olympic Park Authority
Sydney Opera House Trust
Sydney Ports Corporation
Sydney Water Corporation
Teacher Housing Authority of NSW
Tourism, Sport and Recreation, Department of
Transgrid
Transport, Ministry of
Treasury (Office of State Revenue)
Treasury Corporation
Treasury, NSW (Office of Financial Management)
Upper Parramatta River Catchment Management
Waste Service NSW
Wollongong Entertainment Centre & Wollongong Sportsground Trust
Women, Department for
Workcover Authority of NSW
Workers Compensation Commission
Zoological Parks Board

BUDGET SECTOR

Public Trading Enterprise
Public Trading Enterprise
General Government: Budget Dependent
General Government: Budget Dependent
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General Government: Non-Budget Dependent
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Public Trading Enterprise

