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Diversity

Chapter 5

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Diversity response rate

77.7% in 2023

-0.8pp vs 2022



Employees reporting disability – estimate

2.6% in 2023

+0.1pp vs 2022

6.7% in the 2023 *People Matter Employee Survey*



Aboriginal and Torres Strait Islander peoples – estimate

3.9% in 2023

+0.1pp vs 2014

**People whose language first spoken as a child was not English – estimate****19.4%** in 2023**+1.3pp** vs 2022**People from racial, ethnic and ethno-religious minority groups – estimate****14.8%** in 2023**+1.0pp** vs 2022

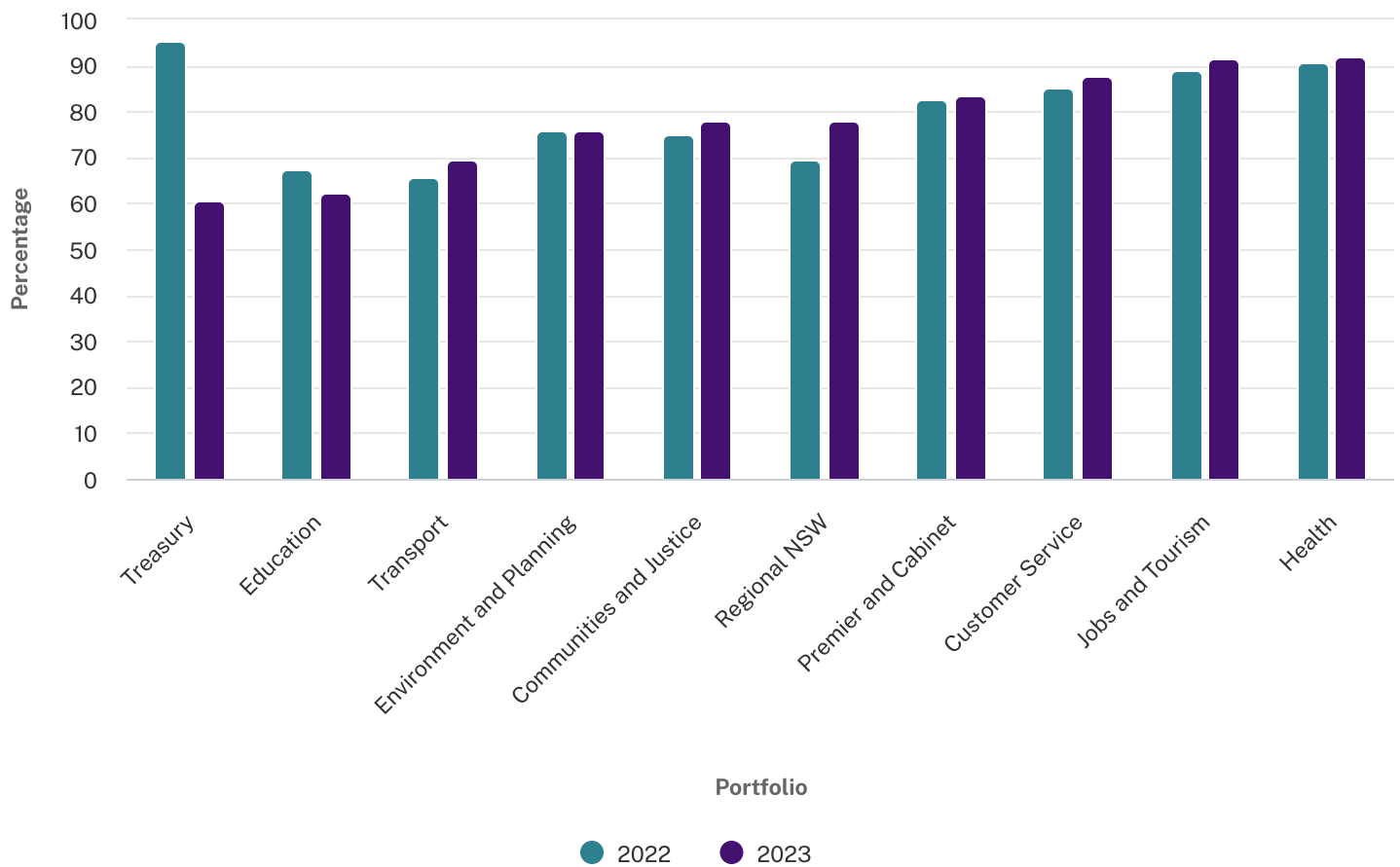
Note: 'pp' stands for percentage points.

Diversity response rates

Diversity data in the Workforce Profile is subject to several factors, including public sector employees self-identifying their diversity characteristics when their agency collects this data. This is facilitated by a culture of inclusion within agencies, and employees being encouraged to update their data. Higher diversity response rates increase the accuracy of diversity data.

The public sector's diversity response rate was 77.7% in 2023, a 0.8pp drop from 2022. Despite this slight decrease, the response rates for most portfolios increased, reflecting efforts to improve visibility of their workforce diversity (see Figure 5.1).

Figure 5.1: Diversity response rate by portfolio, 2022 to 2023¹



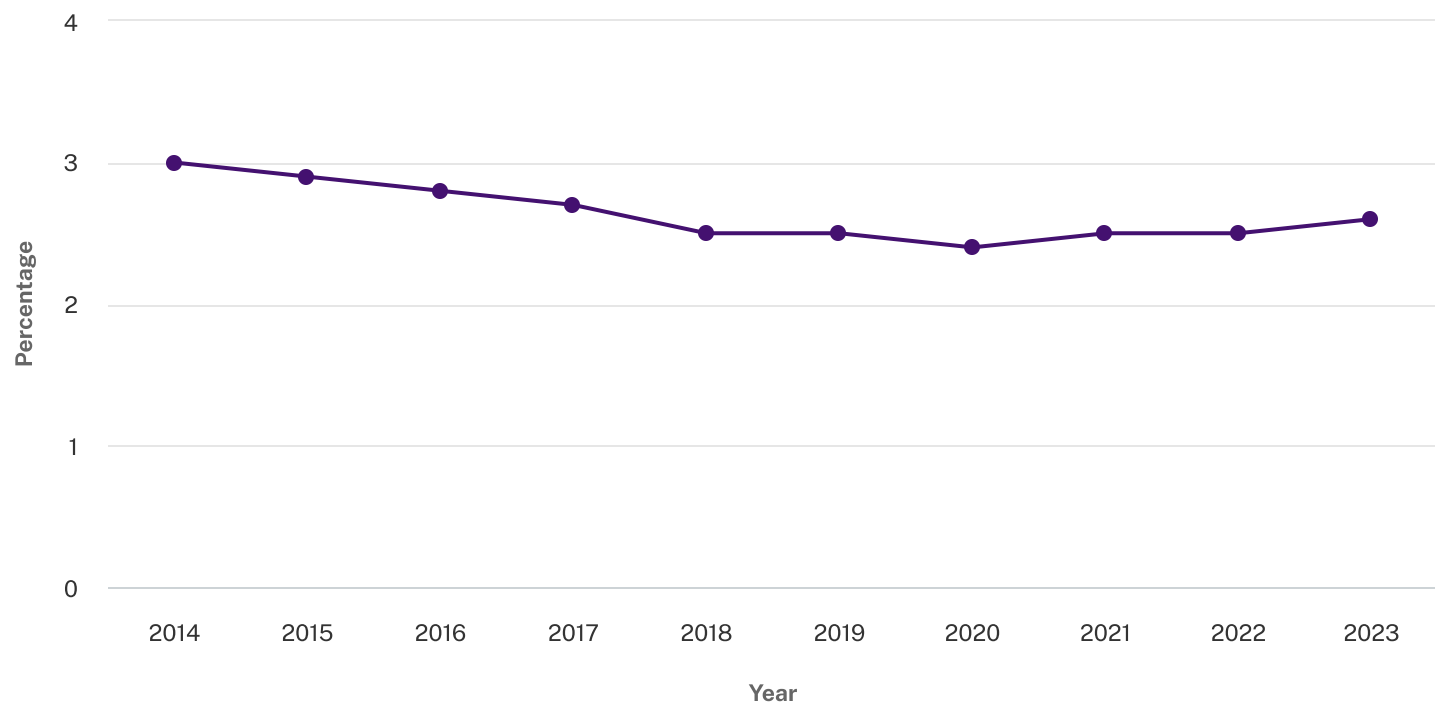
Portfolio	2022	2023
Treasury	95.3	60.4
Education	67.3	62.2
Transport	65.7	69.3
Environment and Planning	75.7	75.7
Communities and Justice	75	78
Regional NSW	69.7	78.1
Premier and Cabinet	82.8	83.5
Customer Service	85.3	87.6

Portfolio	2022	2023
Jobs and Tourism	89	91.5
Health	90.6	92

Figure 5.1: Diversity response rate by portfolio, 2022 to 2023¹

People with disability

Figure 5.2: Percentage of people with disability (estimate), 2014 to 2023²



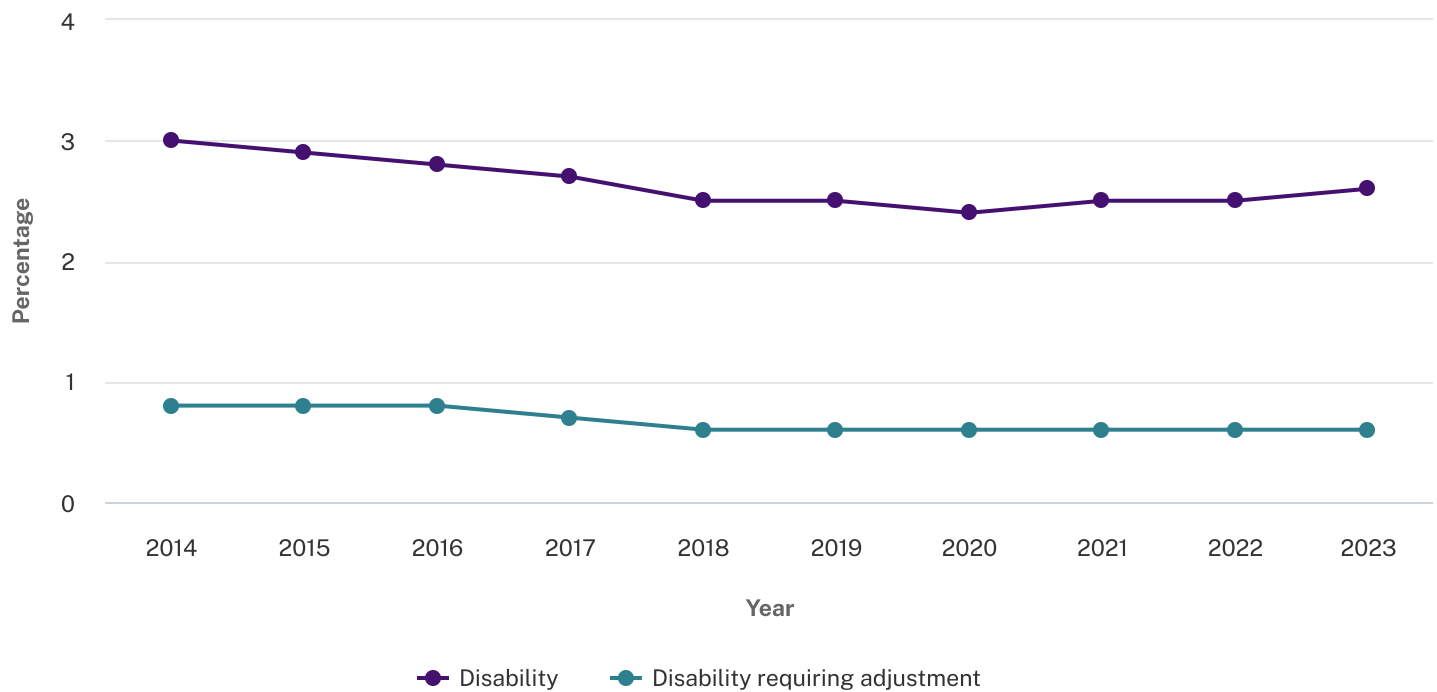
Year	Percentage
2014	3
2015	2.9
2016	2.8

Year	Percentage
2017	2.7
2018	2.5
2019	2.5
2020	2.4
2021	2.5
2022	2.5
2023	2.6

Figure 5.2: Percentage of people with disability (estimate), 2014 to 2023²

Despite the decreased diversity response rate this year, the estimated proportion of employees with disability increased by 0.1pp from 2.5% in 2022 to 2.6% in 2023. In comparison, 6.7% of respondents to the 2023 *People Matter Employee Survey* identified as having disability, which is 1.2pp higher than in 2022 (noting that this is an anonymous survey).³

Figure 5.3: Representation of disability and disability requiring adjustment (estimate), 2014 to 2023⁴



Year	Disability	Disability requiring adjustment
2014	3	0.8
2015	2.9	0.8
2016	2.8	0.8
2017	2.7	0.7
2018	2.5	0.6
2019	2.5	0.6
2020	2.4	0.6
2021	2.5	0.6
2022	2.5	0.6
2023	2.6	0.6

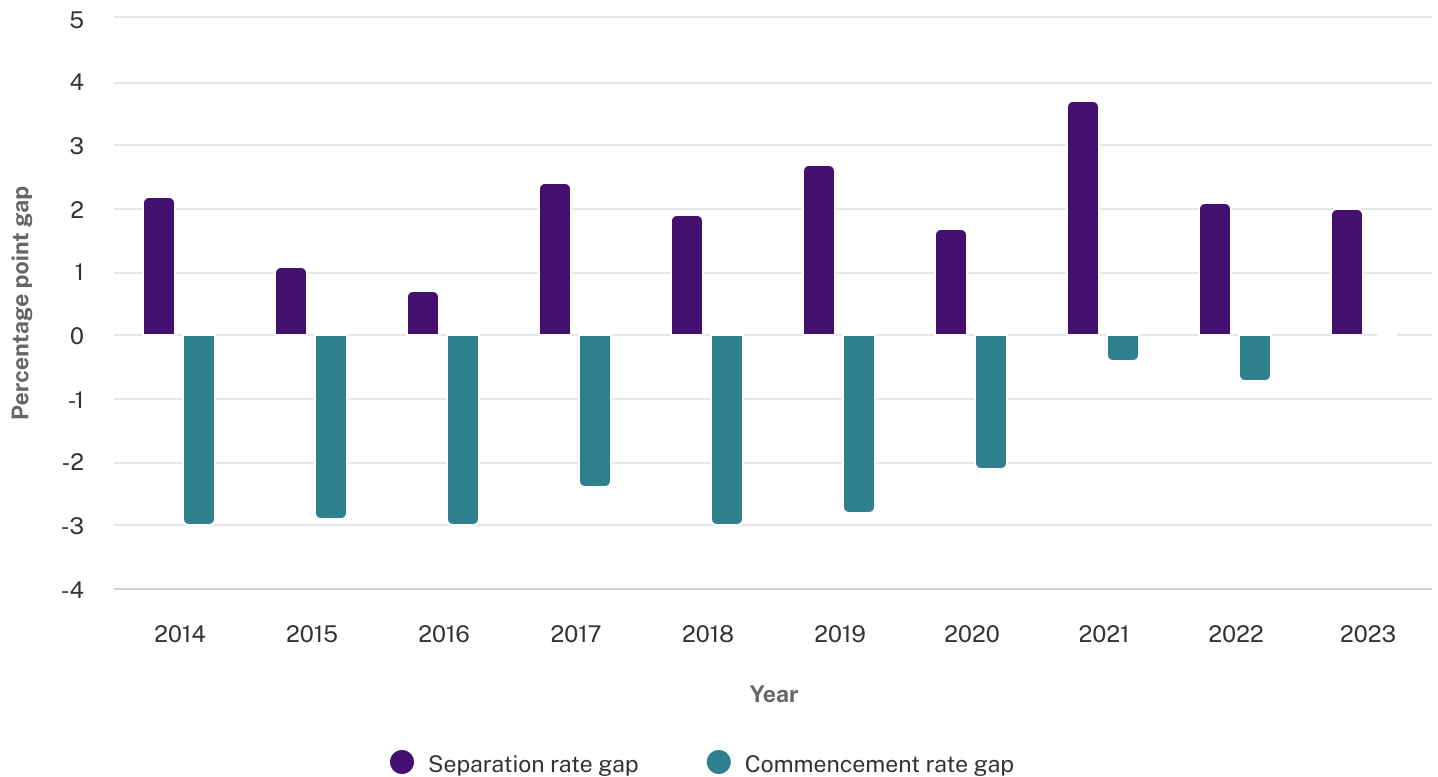
Figure 5.3: Representation of disability and disability requiring adjustment (estimate), 2014 to 2023⁴

The small increase in the proportion of employees with disability relates to increases in the Public Service (+0.4pp), Transport Service (+0.2pp) and NSW Health Service (+0.1pp) (see Table 5.1). The Public Service continues to have the highest representation of people with disability, at an estimated 4.6%.

Table 5.1: Representation of people with disability by service (estimate), 2022 to 2023⁵

Service	2022 (%)	2023 (%)
Public Service	4.2	4.6
NSW Health Service	1.7	1.8
NSW Police Force	0.6	0.6
Teaching Service	2.7	2.6
Transport Service	2.8	3.0
Other Crown services	3.2	3.2
Total government sector	2.5	2.6
State owned corporations	3.2	4.5
External to government sector	2.1	2.3
Total public sector	2.5	2.6

Figure 5.4: NSW public sector non-casual commencements and separations of employees with disability compared to public sector, percentage point gap, 2014 to 2023⁶



Year	Separation rate gap	Commencement rate gap
2014	2.2	-3
2015	1.1	-2.9
2016	0.7	-3
2017	2.4	-2.4
2018	1.9	-3
2019	2.7	-2.8
2020	1.7	-2.1
2021	3.7	-0.4

Year	Separation rate gap	Commencement rate gap
2022	2.1	-0.7
2023	2	0

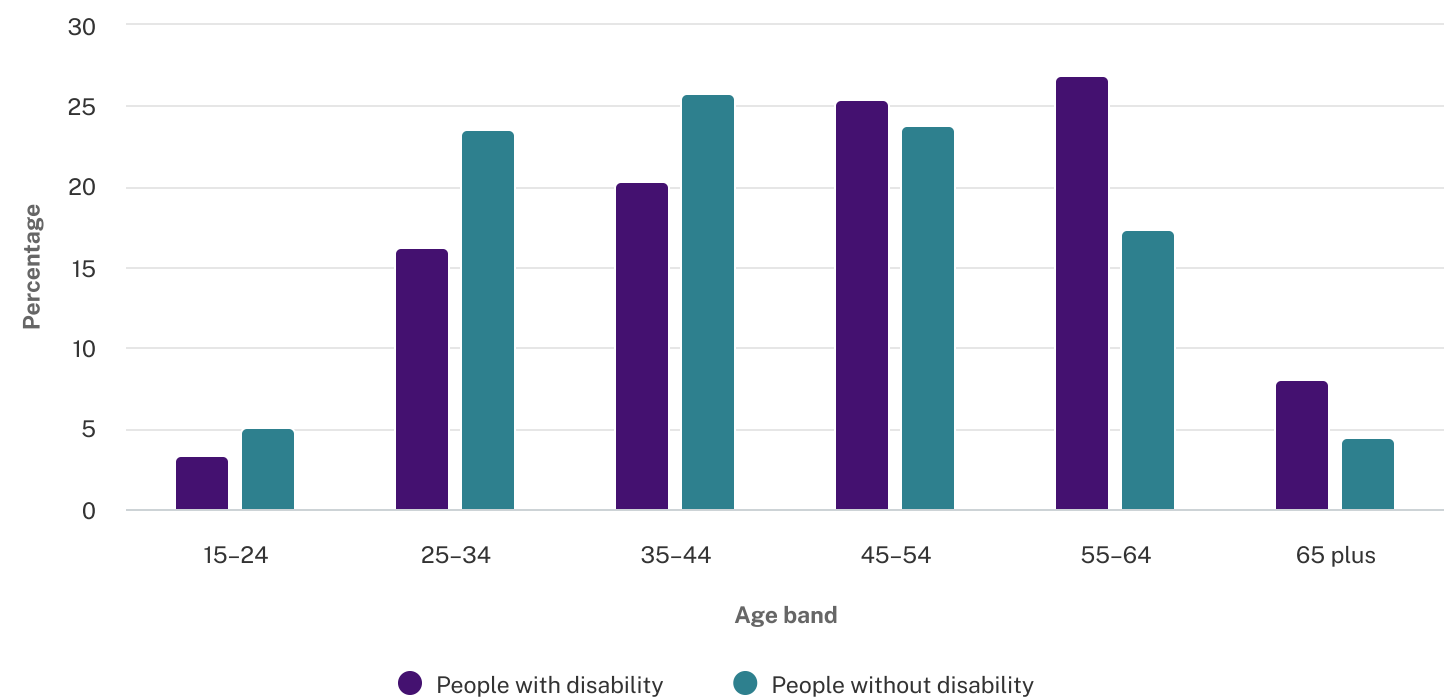
Figure 5.4: NSW public sector non-casual commencements and separations of employees with disability compared to public sector, percentage point gap, 2014 to 2023⁶

While the rate of commencement of people with disability has increased to be similar to the broader public sector, the rate of separation remains higher than for the public sector.

Figure 5.4 shows the gap has closed between the commencement rate of people with disability and the public sector over the past 3 years. In 2023, the rate of people with disability commencing in public sector agencies was 0.04pp higher than the broader public sector.

The separation rate of people with disability remains higher than that of the broader public sector (2.0pp gap in 2023). This is impacted by the age profile of people with disability as a higher proportion of people with disability are aged 55 and over (+13.1pp compared to people without disability, see Figure 5.5).

Figure 5.5: Age profile of public sector non-casual employees at census date by disability status, 2023



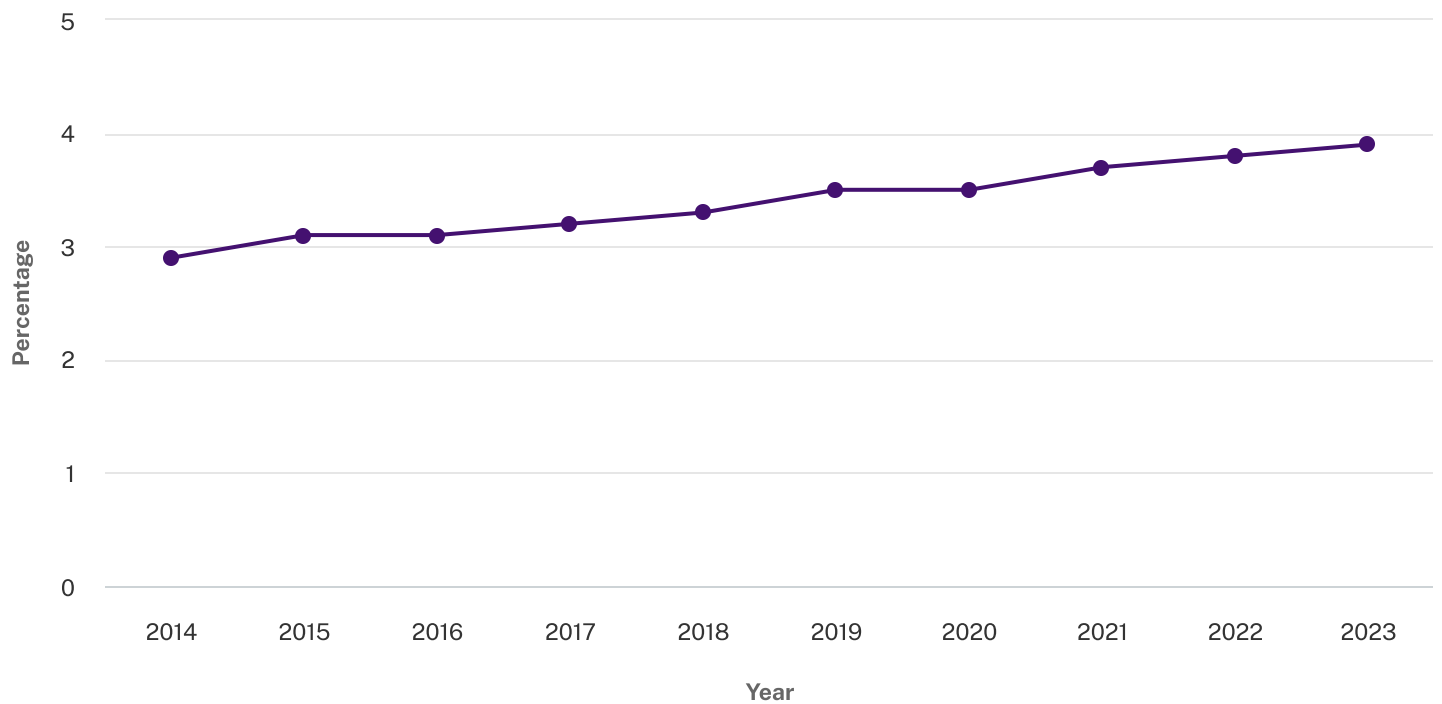
Age band	People with disability	People without disability
15–24	3.3	5.1
25–34	16.2	23.5
35–44	20.3	25.8
45–54	25.4	23.8
55–64	26.9	17.3
65 plus	8	4.5

Figure 5.5: Age profile of public sector non-casual employees at census date by disability status, 2023

Aboriginal and Torres Strait Islander peoples

The representation of employees who identify as Aboriginal or Torres Strait Islander peoples has progressively increased over the past decade. In 2023, the representation of Aboriginal and Torres Strait Islander peoples increased by 1.0pp compared to 2014, to an estimated 3.9% of non-casual employees in the NSW public sector (see Figure 5.6).

Figure 5.6: Representation of Aboriginal and Torres Strait Islander employees (estimate), 2014 to 2023⁷



Year	Aboriginal and/or Torres Strait Islander employees
2014	2.9
2015	3.1
2016	3.1
2017	3.2
2018	3.3
2019	3.5
2020	3.5
2021	3.7
2022	3.8
2023	3.9

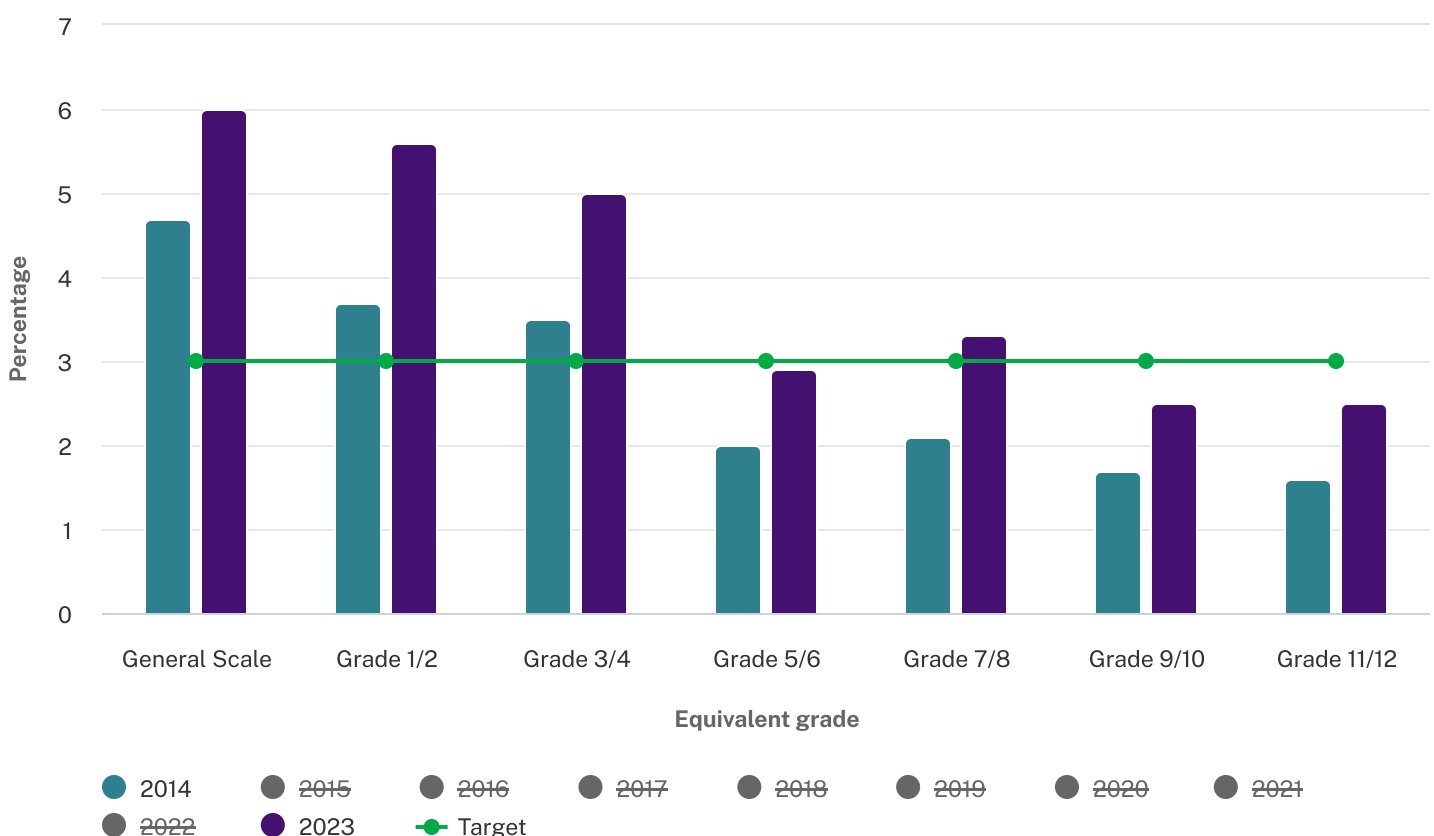
Figure 5.6: Representation of Aboriginal and Torres Strait Islander employees (estimate), 2014 to 2023⁷

This trend is also reflected in salary bands. From 2014 to 2023, the estimated proportion of Aboriginal and Torres Strait Islander employees increased by 0.8pp or more in all salary bands below the level of Senior Executive (see Figure 5.7).

The Public Service Commission refreshed the NSW Public Sector Aboriginal Employment Strategy (AES) in 2022, maintaining Aboriginal employment targets including the aim to achieve 3% Aboriginal representation at all non-executive salary levels by 2025. The AES is closely aligned with the NSW Closing the Gap Implementation Plan.

Progress towards the target continues, with increased representation in 2023 in the three salary bands that have not yet reached the target. The largest improvement in these occurred in the Grade 5/6 band, which had an increase of 0.3pp compared to 2022.

Figure 5.7: NSW government sector Aboriginal and Torres Strait Islander employment – representation by salary band (estimate), 2014 to 2023⁸



Equivalent grade	2014	2023	Target
General Scale	4.7	6	3
Grade 1/2	3.7	5.6	3
Grade 3/4	3.5	5	3
Grade 5/6	2	2.9	3
Grade 7/8	2.1	3.3	3
Grade 9/10	1.7	2.5	3
Grade 11/12	1.6	2.5	3

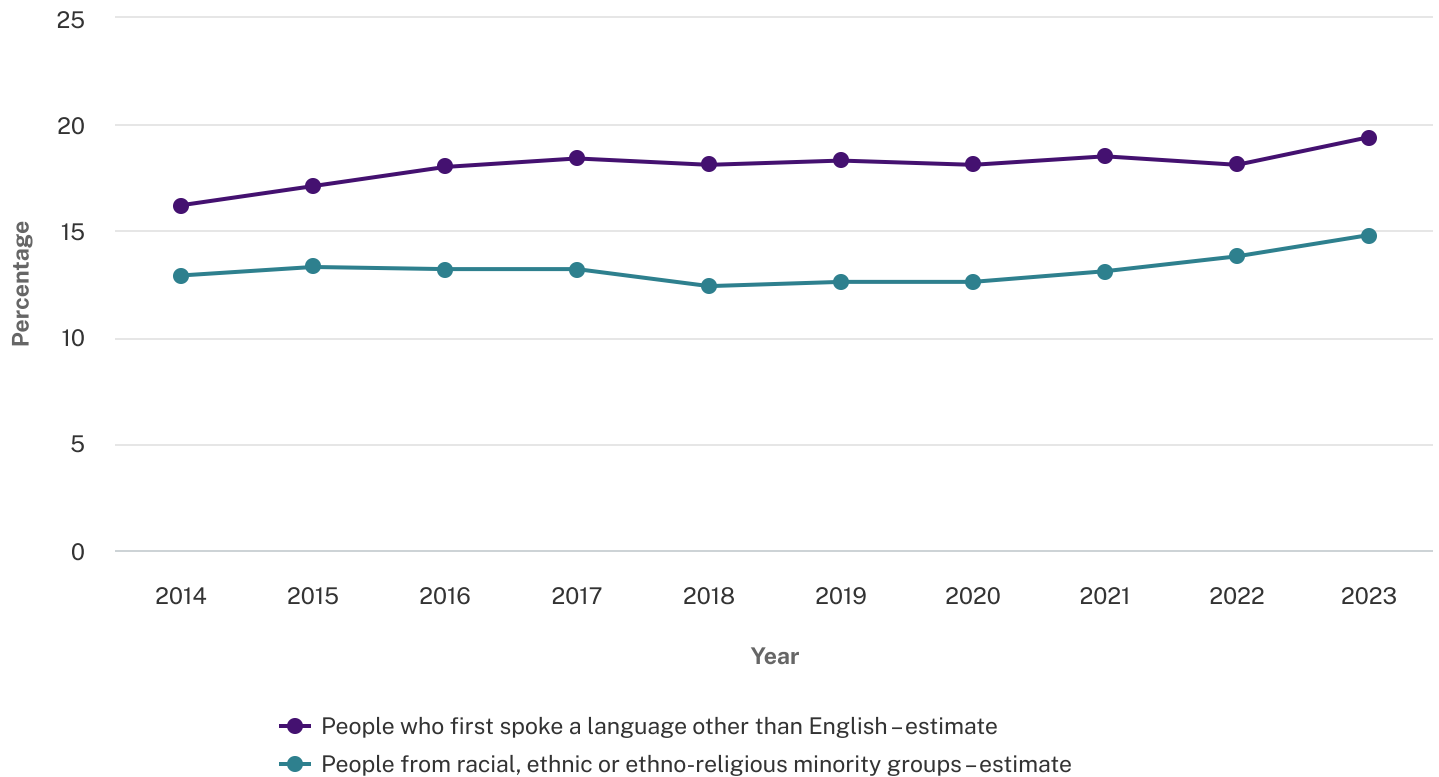
Figure 5.7: NSW government sector Aboriginal and Torres Strait Islander employment – representation by salary band (estimate), 2014 to 2023⁸

Cultural diversity

The estimated proportion of employees in the sector who first spoke a language other than English (LOTE) increased from 18.1% in 2022 to 19.4% in 2023, driven by increases in the NSW Health Service (+3,262, 1.4pp) and the Public Service (+2,231, 1.5pp). Nearly half (44.5%) of all employees in this diversity group also identified as being from a racial, ethnic or ethno-religious minority group.

There was a 1.0pp increase in the proportion of employees in the sector who identified as being from a racial, ethnic or ethno-religious minority group, from an estimated 13.8% in 2022 to an estimated 14.8% in 2023 (see Figure 5.8). The largest proportional increases were in the Transport Service (+2.6pp) and State owned corporations (+5.8pp). In contrast, representation in the NSW Police Force decreased slightly (–0.1pp).

Figure 5.8: Representation of people from a racial, ethnic or ethno-religious minority group (estimate) and people who first spoke a language other than English (estimate), 2014 to 2023⁹



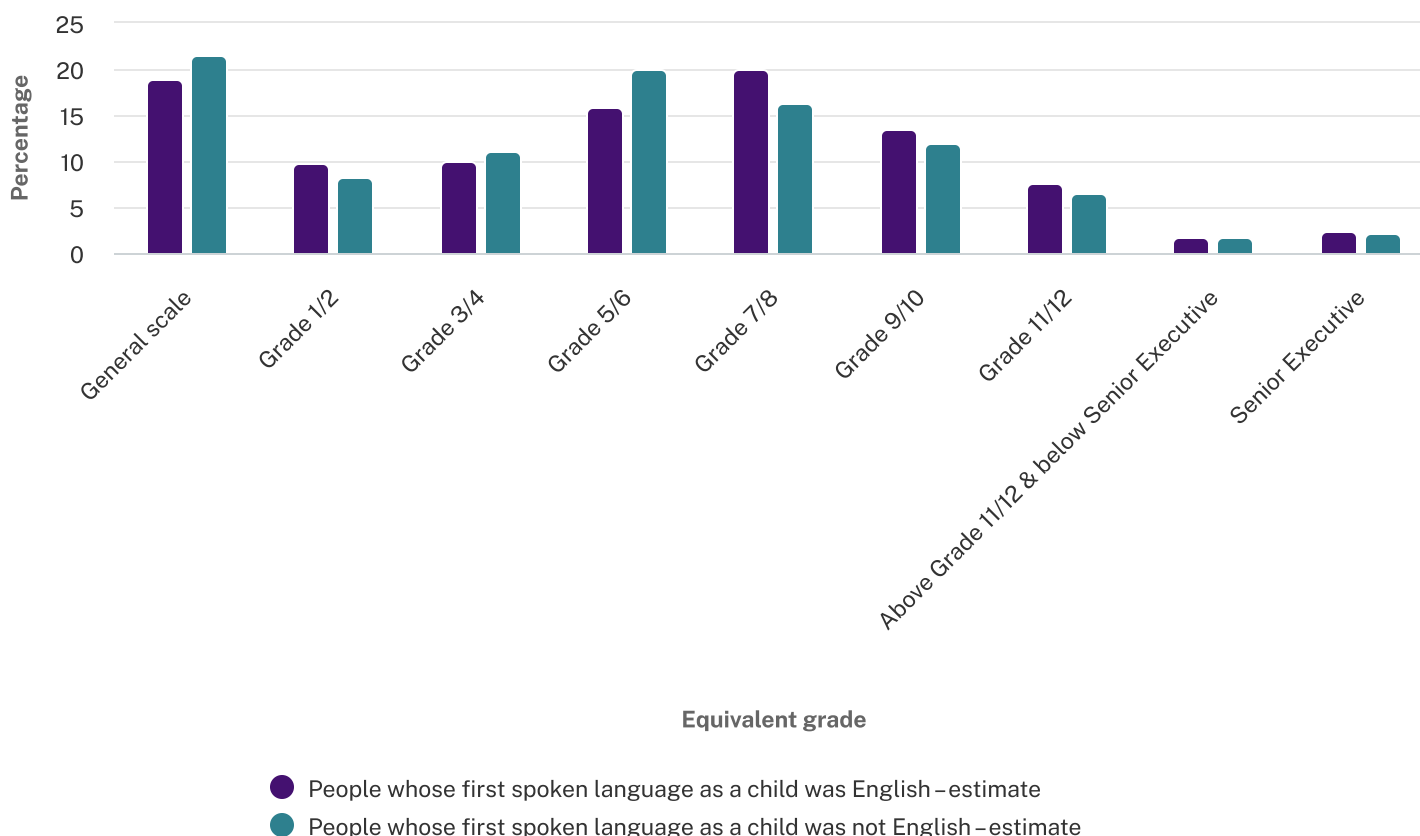
Year	People who first spoke a language other than English – estimate	People from racial, ethnic or ethno-religious minority groups – estimate
2014	16.2	12.9
2015	17.1	13.3
2016	18	13.2
2017	18.4	13.2
2018	18.1	12.4
2019	18.3	12.6
2020	18.1	12.6

Year	People who first spoke a language other than English – estimate	People from racial, ethnic or ethno-religious minority groups – estimate
2021	18.5	13.1
2022	18.1	13.8
2023	19.4	14.8

Figure 5.8: Representation of people from a racial, ethnic or ethno-religious minority group (estimate) and people who first spoke a language other than English (estimate), 2014 to 2023⁹

Figure 5.9 shows the representation of LOTE and non-LOTE employees across salary bands, with the largest difference in the proportion of LOTE employees in Grade 5/6 (+4.3pp) and Grade 7/8 (-3.5pp).

Figure 5.9: Employees in the NSW government sector who first spoke a language other than English – distribution by salary band, 2023

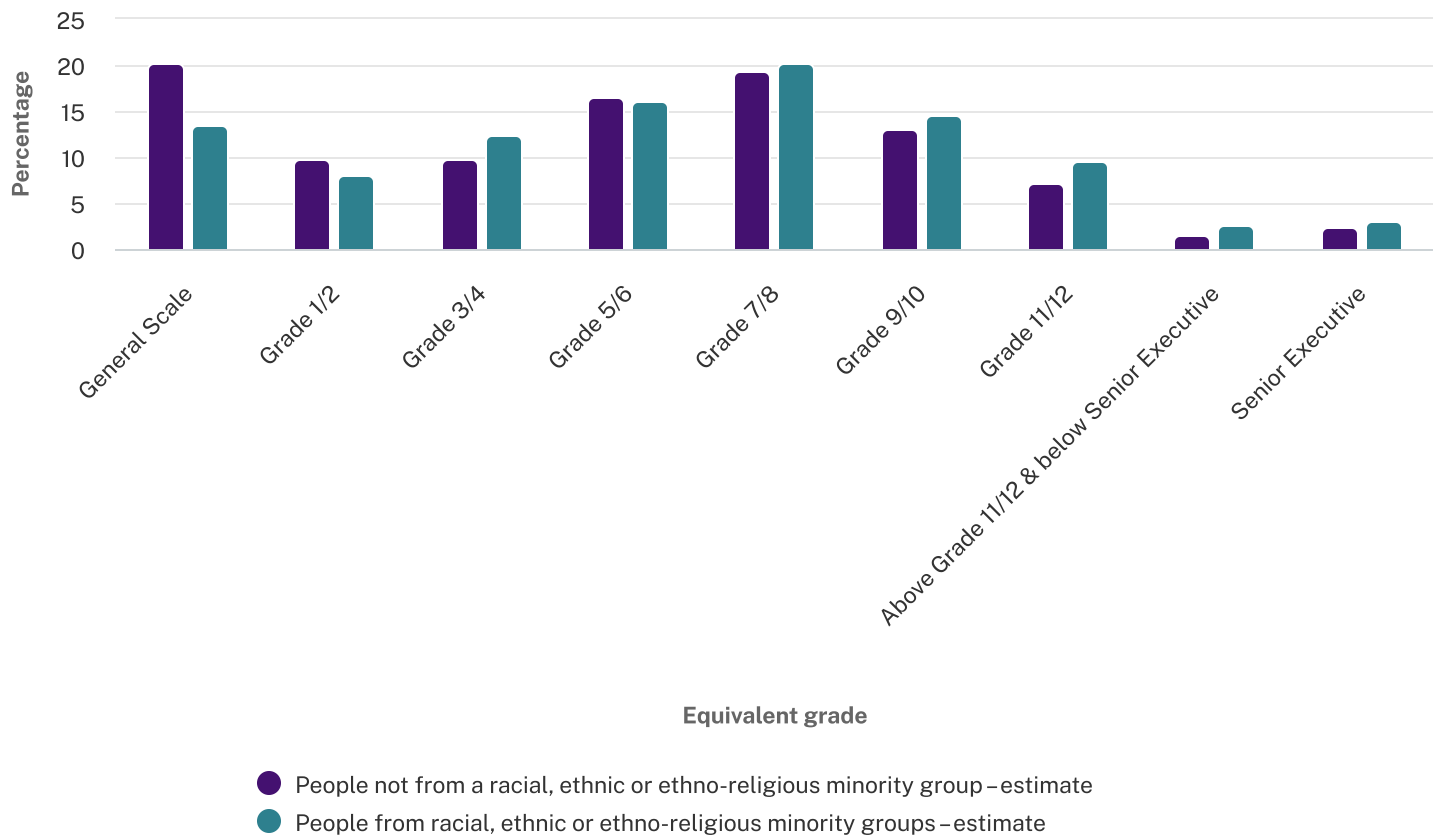


Equivalent grade	People whose first spoken language as a child was English – estimate	People whose first spoken language as a child was not English – estimate
General scale	19	21.6
Grade 1/2	9.8	8.2
Grade 3/4	9.9	11
Grade 5/6	15.8	20.1
Grade 7/8	19.9	16.4
Grade 9/10	13.5	12
Grade 11/12	7.6	6.6
Above Grade 11/12 & below Senior Executive	1.7	1.8
Senior Executive	2.5	2.2

Figure 5.9: Employees in the NSW government sector who first spoke a language other than English – distribution by salary band, 2023

Figure 5.10 shows the gap between minority and non-minority group employees in these middle salary bands is much narrower (both 1 pp), however, the gap in the upper and lower salary ranges are much wider, with a relatively large proportional difference in General Scale (–6.7pp) and Grade 11/12 (2.3pp).

Figure 5.10: Employees in the NSW government sector from a racial, ethnic or ethno-religious minority group – distribution by salary band, 2023



Equivalent grade	People not from a racial, ethnic or ethno-religious minority group – estimate	People from racial, ethnic or ethno-religious minority groups – estimate
General Scale	20.2	13.5
Grade 1/2	9.7	8
Grade 3/4	9.8	12.4
Grade 5/6	16.5	16.1
Grade 7/8	19.3	20.2
Grade 9/10	13.1	14.5
Grade 11/12	7.2	9.5

Equivalent grade	People not from a racial, ethnic or ethno-religious minority group – estimate	People from racial, ethnic or ethno-religious minority groups – estimate
Above Grade 11/12 & below Senior Executive	1.6	2.6
Senior Executive	2.4	3

Figure 5.10: Employees in the NSW government sector from a racial, ethnic or ethno-religious minority group – distribution by salary band, 2023

Noting these are not distinct groups as nearly half of LOTE employees also identify as being from a minority group, LOTE employees generally have higher representation in the lower salary ranges than employees from a minority group. Conversely, employees from a minority group generally have higher representation in the upper salary ranges. This suggests that language may be a greater barrier to employment in higher-paid roles than identifying as belonging to a minority group.

Notes

- ¹ The decrease in the Treasury portfolio relates to a change in Essential Energy’s diversity data.
- ² See [the Glossary](#) for the diversity estimation method used.
- ³ The *People Matter Employee Survey* is a sample rather than a census.
- ⁴ Ibid, 2.
- ⁵ Ibid, 2.
- ⁶ The percentage point gap is calculated by subtracting the rate for people without disability from the rate for people with disability.
- ⁷ Ibid, 2.
- ⁸ Ibid, 2.
- ⁹ Ibid, 2.

Chapter 6

Gender



