

# Remuneration

## Chapter 9

More than 300 industrial instruments determine remuneration in the NSW public sector. Remuneration data is reported as the total annual base full-time salary, and excludes other payments such as allowances, penalty rates and superannuation. Many employees in the NSW public sector are paid within a salary band or range that includes an annual increment, subject to meeting certain performance standards.



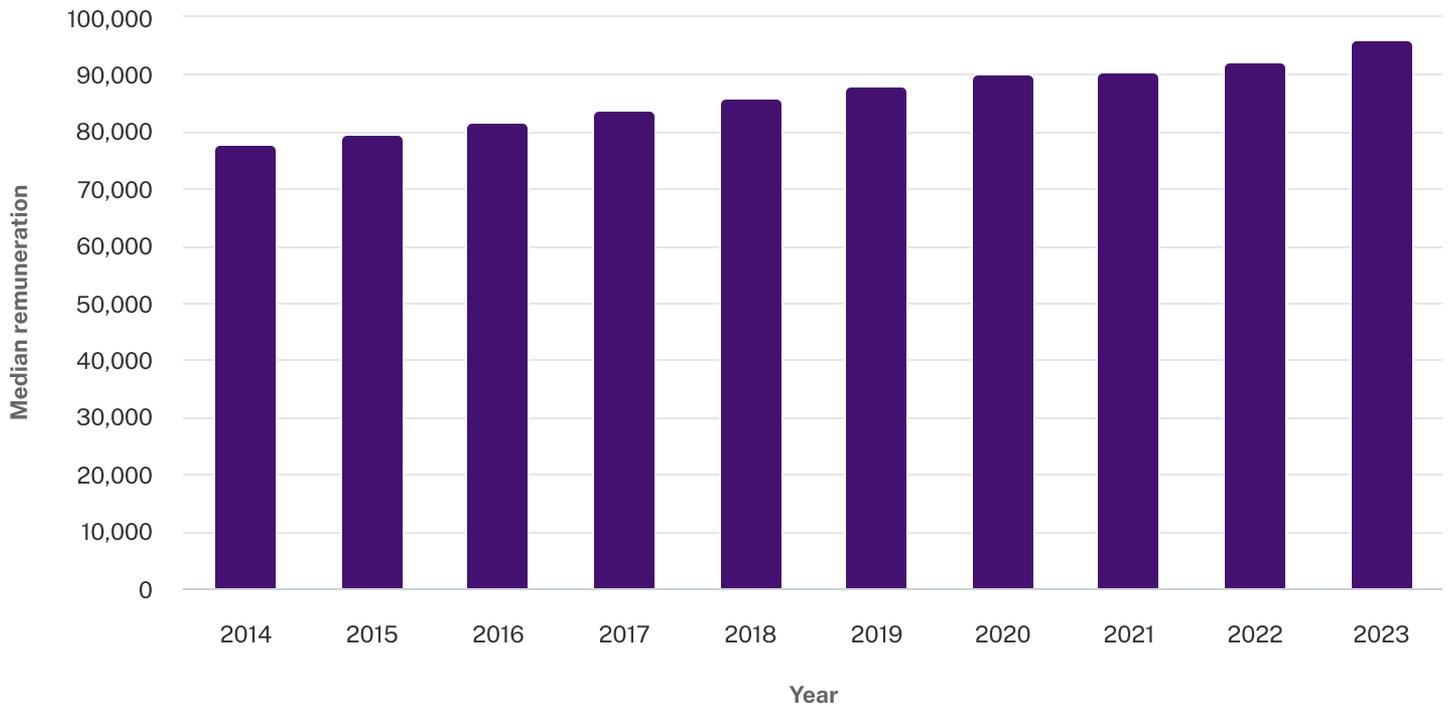
### Median remuneration all employees

**\$95,984**

+4.1% vs 2022

Median remuneration for non-casual employees in the NSW public sector was \$95,984 in 2023, an increase of 4.1% from 2022. The NSW Government wages policy provided for annual increases of up to 2.53% effective 1 July 2022.<sup>1</sup> This was below the increase in Sydney's Consumer Price Index (6.6%)<sup>2</sup>, and was lower than the growth in average full-time weekly earnings in Australia (3.9%).<sup>3</sup> Figure 9.1 shows that the median salary in the public sector increased steadily over the past decade, in accordance with wages policy. Notably this figure is similar to the increase in male median remuneration noted in Chapter 6 (4.4%).

**Figure 9.1: Median remuneration of non-casual public sector employees, 2014 to 2023**



Year	Median salary
2014	77887
2015	79656
2016	81649
2017	83689
2018	85782
2019	87926
2020	90123
2021	90394
2022	92236
2023	95984

Figure 9.1: Median remuneration of non-casual public sector employees, 2014 to 2023

Within the government sector, the Transport Service had the highest median remuneration in 2023 (see Table 9.1). In contrast, other Crown services had the lowest median remuneration, consistent with previous years. This largely relates to School Support Staff, which constituted 54.4% of other Crown services in 2023 and had a median salary of \$59,280. Most of these employees were Education Aides (58.7%) or General Clerks (38.9%).

**Table 9.1: Median remuneration of non-casual employees at census date, by service, 2022 to 2023**

Service	2022 (\$)	2023 (\$)	Change (%)
Public Service	96,540	99,220	2.8
NSW Health Service	91,899	94,224	2.5
NSW Police Force	98,287	100,773	2.5
Teaching Service	109,978	113,042	2.8
Transport Service	127,648	134,580	5.4
Other Crown services	62,078	63,665	2.6
<b>Total government sector</b>	<b>92,236</b>	<b>94,654</b>	<b>2.6</b>
State owned corporations	105,215	109,385	4.0
External to government sector	131,653	134,698	2.3
<b>Total public sector</b>	<b>92,236</b>	<b>95,984</b>	<b>4.1</b>

In 2023, the Transport Service had the largest increase in median remuneration, at 5.4%. Contributing to this change were salary award negotiations at Sydney Trains and NSW Trains during 2022-23, which saw employees receive a one-off payment of \$4,500 and a pay increase of 4.03% (plus super).

## Notes

<sup>1</sup> Department of Premier and Cabinet (2022), '[C2022-05 Crown Employees \(Public Sector-Salaries 2022\) Award](#)', accessed 26 September 2023

<sup>2</sup> Australian Bureau of Statistics (June 2023), *Consumer Price Index, Australia*, accessed 26 September 2023.

<sup>3</sup> Based on full-time adult average weekly ordinary time earnings in Australia; Australian Bureau of Statistics (May 2023), *Average Weekly Earnings, Australia*, 'Table 1. Average weekly earnings, key statistics' accessed 26 September 2023.

---

### **Chapter 10**

Leave

