

Types of work

Chapter 4

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Key occupation groups

census period FTE 2023



School Teachers

70,442



Nurses

53,417



Clerical and Administrative Workers

52,188



School Support Staff

28,585



Police Officers

16,286



Medical Practitioners

14,013



Social and Welfare Professionals

7,923



Ambulance Officers

5,702



Cleaners and Laundry Workers

5,253



Prison Officers

4,520



Labourers

4,314



Firefighters

4,208



Train Drivers

2,168



Food Preparation Assistants

2,069

Employment category, annual FTE, 2023



Ongoing

75.0%

+0.2pp vs 2022



Temporary

17.2%

-0.2pp vs 2022



Casual

4.6%

-0.2pp vs 2022



Other

3.1%

+0.2pp vs 2022

Note: 'pp' stands for percentage points.

Part-time employees, census headcount, 2023

26.7%

in 2023

Changes in full-time equivalent – sector, services and key occupations

The census period provides a snapshot in June each year that can be used to compare the size and composition of the sector. Census period full-time equivalent (FTE) employees increased by 4.7% (+17,265) compared to 2022. Key occupations with notable increases in FTE were Clerical and Administrative Workers (+3,274 or 6.7%), School Support Staff (+2,324 or 8.9%), Nurses (+1,538 or 3.0%), School Teachers (+611 or 0.9%), Prison Officers (+553 or 13.9%), Ambulance Officers (+538 or 10.4%) and Medical Practitioners (+339 or 2.5%).

The increase in Clerical and Administrative Workers FTE mainly relates to increases in Program or Project Administrators (+1,596) across the public sector, largely in Environment and Planning (+378), Education (+231) and Regional NSW (+221).

Annual FTE provides a better measure than total headcount of the balance between ongoing, temporary, and casual employees due to seasonal variations in resourcing requirements.

Table 4.1: Comparison of public sector employment categories, annual FTE, 2022 to 2023

Employment category	2022	2023	Change	Change (%)
Ongoing	270,419	276,775	6,356	2.4
Temporary	63,019	63,509	490	0.8
Casual	17,360	17,110	-251	-1.4
Other ¹	10,584	11,570	986	9.3

The balance between these employment arrangements shifted in 2023, with ongoing employee FTE increasing 0.2pp to 75% while both temporary and casual employee FTE decreased 0.2pp to 17.2% and 4.6% respectively.

Annual FTE for ongoing employees increased by 6,356 across the public sector in 2023 and temporary employees increased by 490. Together these two categories account for more than 9 in 10 public sector employees.

The most significant growth in ongoing employees was in the Public Service and NSW Health Service, with increases of 4,541 (8.0%) and 2,168 (2.2%), respectively, noting these increases were partly offset by decreases in some areas.

The shift in the balance between ongoing and temporary employees in 2023 was driven by changes in the balance of employment arrangements in the Teaching Service and the NSW Health Service. There was a combined increase of 1,434 FTE ongoing nurses and school teachers (+850 and +584 respectively) in 2023 while there was a combined decrease of 1,616 FTE temporary nurses and school teachers (-731 and -885 respectively).

Annual FTE for casual employees decreased in 2023 (-251 FTE, -1.4%). The largest decrease in casual employees was in other Crown services (-617 FTE, -15.6%), mainly among Teachers' Aides (-464 FTE, -33.0%).

Table 4.2: Employment categories by service, annual FTE, 2023

Service	Ongoing	Temporary	Casual	Other ²
Public Service	61,216	9,132	2,100	4,636
NSW Health Service	102,114	20,181	7,727	267
NSW Police Force	18,884	257	0	65
Teaching Service	47,225	19,517	3,565	0
Transport Service	9,576	1,638	300	3,103
Other Crown services	30,444	12,358	3,251	1,021
Total government sector	269,459	63,083	17,044	9,091
State owned corporations	6,723	328	60	1,995
External to government sector	593	98	6	484
Total public sector	276,775	63,509	17,110	11,570

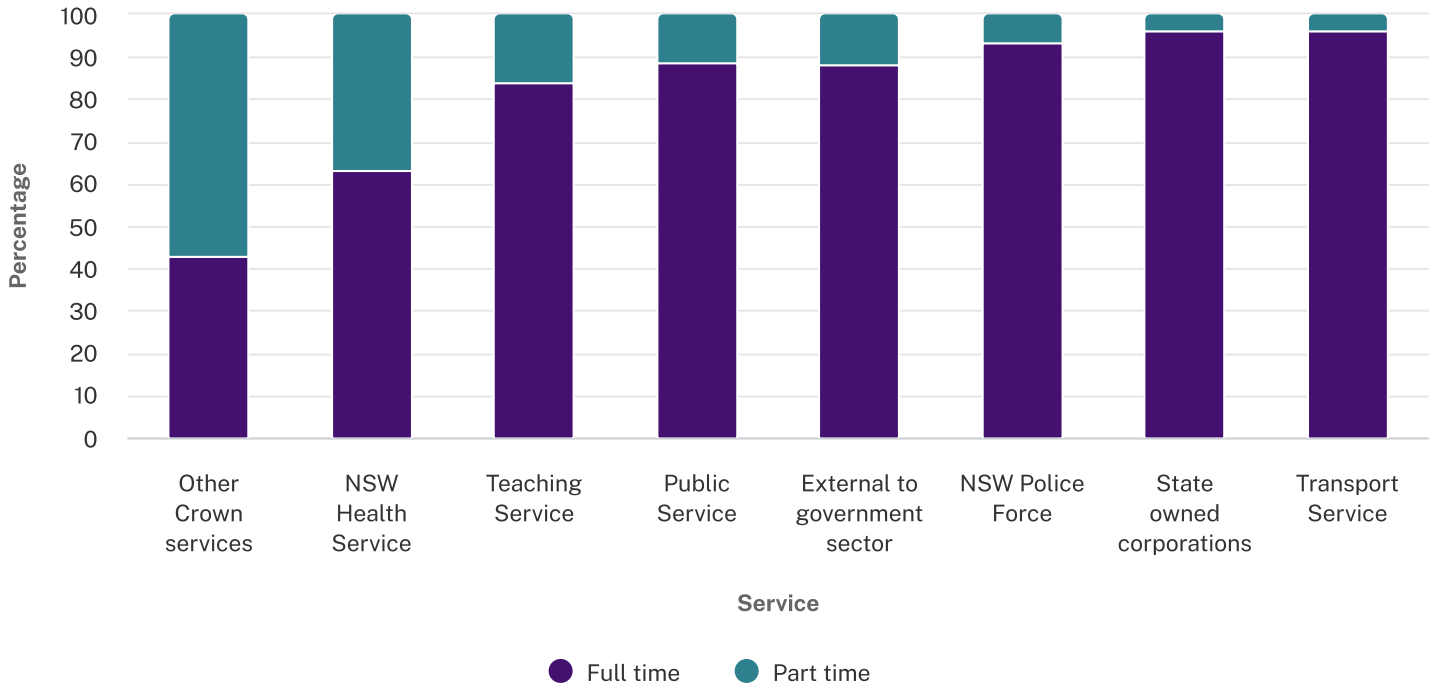
Employment arrangements

The proportion of non-casual NSW public sector employees working part time increased 0.2pp to 26.7% in 2023.

Figure 4.1 shows the highest proportion of part-time employees were in other Crown services in 2023 (57.3%, 29,851 employees). These employees were mainly School Administrative and Support Workers, including 17,330 Education Aides and 11,050 General Clerks. The NSW Health Service had the second-highest proportion of part-time employees (36.8% or 54,521 employees). The largest groups were Midwifery and Nursing Professionals (21,773) and Medical Practitioners (5,411).

The services with the highest proportions of full-time employees were the Transport Service (96.2%), State owned corporations (96.2%) and the NSW Police Force (93.5%) (see Figure 4.1).

Figure 4.1: Employment arrangement by service, non-casual census headcount, 2023



Service	Full time	Part time
Other Crown services	42.7	57.3
NSW Health Service	63.2	36.8
Teaching Service	83.8	16.2
Public Service	88.5	11.5
External to government sector	88.2	11.8
NSW Police Force	93.5	6.5
State owned corporations	96.2	3.8
Transport Service	96.2	3.8

Figure 4.1: Employment arrangement by service, non-casual census headcount, 2023

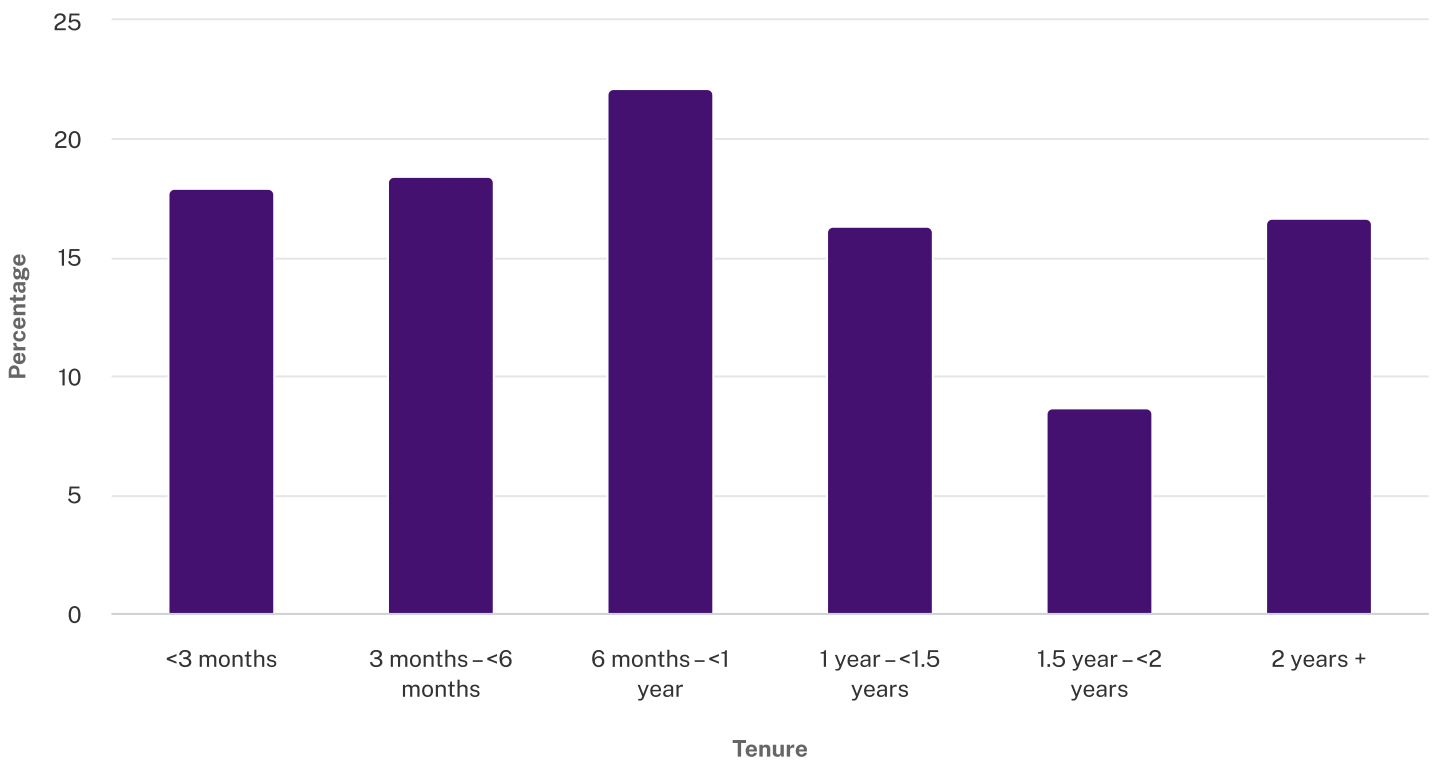
The contingent workforce

Contingent labour forms part of the overall public sector workforce, with workers typically employed to meet a short-term need or address a capability gap.

NSW Procurement within NSW Treasury maintains data on contingent labour use and spend. Around two-thirds of the 2023 data was recorded on Contractor Central, the NSW Government’s vendor management system. Records from outside Contractor Central are not included in this analysis.

In 2023, Contractor Central recorded 17,477 contingent workers in the government sector, a 15% decrease from 2022. An average of 8,080 contingent workers were active at any given time³, a decrease of 7% from 2022. Of these, 58% had a tenure of less than a year (see Figure 4.2).⁴

Figure 4.2: Tenure by average active contractors, 2023



Tenure	Percentage
<3 months	17.9
3 months - <6 months	18.4

Tenure	Percentage
6 months – <1 year	22.1
1 year – <1.5 years	16.3
1.5 year – <2 years	8.7
2 years +	16.7

Figure 4.2: Tenure by average active contractors, 2023

Notes

¹ The ‘Other’ category includes employees whose employment category is Contract Executive, Contract Non-Executive, Statutory Appointee, Transport Senior Manager or Other.

² Ibid, 1.

³ NSW Procurement calculates contingent worker engagements using monthly timesheet data from Contractor Central. This analysis excludes all records captured outside the Contractor Central system.

⁴ NSW Procurement calculates tenure as the duration from the contingent worker’s earliest work order start date to the end date of the contingent worker’s latest submitted timesheet. It does not consider movement between agencies. NSW Procurement analysis indicates the tenure profile of records captured outside Contractor Central is broadly consistent with this profile.

Chapter 5

Diversity

