

Overview Report for the NSW Public Sector Workforce Profile

2002

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 under "Work and Business", "Working for Government" and "Workforce Profile".

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

The 2002 Workforce Profile Collection presents statistical tables on key characteristics of the NSW public sector workforce. The data in these tables provides a comprehensive picture of key characteristics of public sector employees and enables the identification of emerging patterns in areas such as age and gender distribution, mobility and remuneration. This data informs and supports the need for strategic workforce planning and benchmarking, both in individual agencies and across the sector. It also provides useful information to interested members of the community and other jurisdictions.

This year the Overview Report has been supplemented for the first time by a separate report, the *NSW Public Sector Workforce Profile 2002 Agency Level Report*. The Agency Level Report provides information at the level of individual agencies on a range of indicators significantly enhancing the capacity for workforce planning and performance benchmarking. Also in preparation is a Workforce Planning Guide 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.

The Review and Reform Division of the Premier's Department is committed to continuous improvement of the value and quality of Workforce Profile Collection. The Division welcomes feedback on this report, the Agency Level 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 (choose "Work & Business", "Working for Government", "Workforce Profile"). The Workforce Profile team can be contacted on telephone (02) 9228 5555 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 2001/02. Employee numbers are reported for budget dependent agencies, non-budget dependent agencies and public trading enterprises. Data is presented on employees categorised by employment arrangements such as permanent, temporary, casual and by gender, age, remuneration level and by region. 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 2002 Data

The Workforce Profile 2002 summary tables are based on a database of 430,175 individual unit records provided by all NSW public sector agencies.

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Size of NSW Public Sector

At June 2002, there were 339,372 NSW public sector employees, representing an estimated 10.9 percent of the total number of employed persons in NSW. Over the financial year, 430,175 people were employed in the sector.

Average full-time equivalent (FTE) staffing in the public sector during 2001/02 was estimated to be 284,610. The difference between this FTE figure and the head count figure of 430,175 indicates the extent of part-time, temporary and casual employment arrangements, as well as turnover, across the sector.

Employees working in general government budget dependent agencies represented 86.19 percent of all NSW public sector employees at June 2002.

Employment arrangements

At June 2002, just over 77.7 percent of the public sector workforce were permanent employees and 8.9 percent were in temporary positions.

Casual employees, 97.0 percent of whom worked in budget dependent agencies, accounted for 12.1 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 2002, the average remuneration rate for non-casual employees in the public sector was \$48,181 pa. The average rate for females was \$45,379 and the average for males was \$51,963.

In the budget dependent sector, 31.4 percent of non-casual employees had remuneration rates below \$39,355 (equivalent to minimum Clerical Grade 3) and 3.4 percent of employees had remuneration rates above \$80,499 (equivalent to maximum Clerical Grade 12).

In the public trading enterprise sector, 39.9 percent of non-casual employees had remuneration rates below \$39,355 and 6.5 percent had rates above \$80,499.

Movement

The commencement rate for public service employees during 2001/02 was 12.3 percent of average employee strength during the year. This is slightly greater than the separation rate, which is 10.2 percent, indicating a slight increase in the workforce during the year.

Overall, the public sector workforce showed high stability throughout the year with 91.5 percent of non-casual employees at June 2001 still employed at June 2002. Permanent employees, at 92.7 percent, had the highest stability rate and temporary staff, at 79.6 percent, had the lowest.

Gender

At June 2002, 58.5 percent of public sector employees were female. By comparison, 43.90 percent of the state's employed persons were female.

Women constituted 64.3 percent of the workforce in budget dependent agencies at June 2002, 39.3 percent in general government non-budget dependent agencies, and 20.3 percent in public trading enterprises.

Women constituted 70.5 percent of temporary employees and 66.4 percent of casual employees, 56.4 percent of permanent employees, 22.4 percent of contract executives and 28.2 percent of contract non-executive staff.

At June 2002, women constituted 85.50 percent of the non-casual part-time workforce, with 33.48 percent of all non-casual female employees working part time.

The average remuneration rate for women was 87.33 percent of the average for men.

61.87 percent of the 96,013 employees with full-time equivalent annual remuneration rates below \$39,355 were women compared to 32.12 percent of the 31,196 employees with remuneration rates above \$64,400 (equivalent to minimum Clerical Grade 10).

Age

At June 2002, young people aged under 25 years constituted 4.9 percent of the public sector workforce. This compares to the 17.2 percent of all employed persons in the state who were in this age range. Young employees had the highest movement rates during 2001/02 of any age group with a commencement rate of 54.6 percent and a separation rate of 23.1 percent, indicating growth in this segment of the public sector workforce.

Employees aged 45 to 54 years constituted 31.8 percent of the public sector workforce, compared to 21.9 percent of all employed persons in the state. They had low movement rates with a commencement rate of 6.1 percent and a separation rate of 5.4 percent, indicating a slight change in the size of this age group. Overall, 44.5 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 12.7 percent of the public sector workforce compared to 11.5 percent of all employed persons. They had the lowest commencement rate and a high separation rate which increased with age, from 11.9 percent for employees aged 55 to 64 years to 22.7 percent for those aged 65 years or more.

Region

At June 2002, 37.23 percent of public sector employees worked outside the Sydney metropolitan region. This compares to 32.82 percent of all employed persons in New South Wales.

Public sector employees constituted an estimated 10.17 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 16.33 percent in the north and north-western regions of the state to 9.95 percent in the southern regions.

1. SIZE OF WORKFORCE DURING YEAR AND AT JUNE 2002¹

| Budget sector | Full time equivalent public sector workforce (FTE) ² | | Total public sector employees | | Non-casual public sector employees ³ | |
|---|---|-------------------|--------------------------------|-----------------|---|-----------------|
| | Year average | As at June 2002 | Total during year ⁴ | As at June 2002 | Total during year ⁴ | As at June 2002 |
| General government: budget dependent agencies | 238,584.32 | 236,443.19 | 378,397 | 292,513 | 279,384 | 252,603 |
| General government: non-budget dependent agencies | 5,785.79 | 5,839.68 | 6,068 | 5,270 | 5,799 | 5,144 |
| Public trading enterprises | 40,240.05 | 40,614.08 | 45,710 | 41,589 | 43,328 | 40,477 |
| Total public sector | 284,610.16 | 282,896.95 | 430,175 | 339,372 | 328,511 | 298,224 |

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.

Both full-time equivalent (FTE) and total employees (headcount) figures are reported 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 0.2 under FTE (ie: 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.

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. One agency was unable to provide information about the number of employees as at June 2002. This has resulted in an undercount of approximately 2,900 employees at June, approximately 500 of whom were casual.

2 Additional information was collected during the 2002 collection to allow for the calculation of Full Time Equivalent (FTE) staffing figures centrally. This has enabled a standard method of calculation to be applied throughout the sector. This differs from previous collections where FTE information was calculated (using different methodologies) and provided in aggregate form by each agency. The FTE figures in this report will therefore differ slightly from FTE figures reported by agencies.

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 2002: EMPLOYMENT CATEGORY BY GENDER¹

General government: budget dependent agencies

| Employment category | Males | | Females | | Total | |
|--------------------------|----------------|--------------|----------------|--------------|----------------|--------------|
| | Number | % | Number | % | Number | % |
| Permanent | 82,467 | 78.9 | 139,894 | 74.5 | 222,361 | 76.1 |
| Temporary | 7,852 | 7.5 | 20,514 | 10.9 | 28,366 | 9.7 |
| Contract: exec | 517 | 0.5 | 208 | 0.1 | 725 | 0.2 |
| Contract: non-exec | 249 | 0.2 | 195 | 0.1 | 444 | 0.2 |
| Casual | 13,206 | 12.6 | 26,704 | 14.2 | 39,910 | 13.7 |
| Trainee/cadet/apprentice | 192 | 0.2 | 255 | 0.1 | 447 | 0.2 |
| Not recorded | 44 | – | 55 | – | 99 | – |
| Total | 104,527 | 100.0 | 187,825 | 100.0 | 292,352 | 100.0 |

General government: non-budget dependent agencies

| Employment category | Males | | Females | | Total | |
|--------------------------|--------------|--------------|--------------|--------------|--------------|--------------|
| | Number | % | Number | % | Number | % |
| Permanent | 2,438 | 76.7 | 1,632 | 79.5 | 4,070 | 77.8 |
| Temporary | 398 | 12.5 | 223 | 10.9 | 621 | 11.9 |
| Contract: exec | 91 | 2.9 | 16 | 0.8 | 107 | 2.0 |
| Contract: non-exec | 120 | 3.8 | 101 | 4.9 | 221 | 4.2 |
| Casual | 77 | 2.4 | 49 | 2.4 | 126 | 2.4 |
| Trainee/cadet/apprentice | 54 | 1.7 | 32 | 1.6 | 86 | 1.6 |
| Not recorded | | | | | | |
| Total | 3,178 | 100.0 | 2,053 | 100.0 | 5,231 | 100.0 |

Public trading enterprises

| Employment category | Males | | Females | | Total | |
|--------------------------|---------------|--------------|--------------|--------------|---------------|--------------|
| | Number | % | Number | % | Number | % |
| Permanent | 29,947 | 90.9 | 6,889 | 82.4 | 36,836 | 89.2 |
| Temporary | 677 | 2.1 | 552 | 6.6 | 1,229 | 3.0 |
| Contract: exec | 333 | 1.0 | 48 | 0.6 | 381 | 0.9 |
| Contract: non-exec | 844 | 2.6 | 180 | 2.2 | 1,024 | 2.5 |
| Casual | 562 | 1.7 | 549 | 6.6 | 1,111 | 2.7 |
| Trainee/cadet/apprentice | 578 | 1.8 | 145 | 1.7 | 723 | 1.8 |
| Not recorded | 35 | | 14 | | 49 | |
| Total | 32,976 | 100.0 | 8,377 | 100.0 | 41,353 | 100.0 |

Total public sector

| Employment category | Males | | Females | | Total | |
|--------------------------|----------------|--------------|----------------|--------------|----------------|--------------|
| | Number | % | Number | % | Number | % |
| Permanent | 114,852 | 81.7 | 148,415 | 74.9 | 263,267 | 77.7 |
| Temporary | 8,927 | 6.3 | 21,289 | 10.7 | 30,216 | 8.9 |
| Contract: exec | 941 | 0.7 | 272 | 0.1 | 1,213 | 0.4 |
| Contract: non-exec | 1,213 | 0.9 | 476 | 0.2 | 1,689 | 0.5 |
| Casual | 13,845 | 9.8 | 27,302 | 13.8 | 41,147 | 12.1 |
| Trainee/cadet/apprentice | 824 | 0.6 | 432 | 0.2 | 1,256 | 0.4 |
| Not recorded | 79 | – | 69 | – | 148 | – |
| Total | 140,681 | 100.0 | 198,255 | 100.0 | 338,936 | 100.0 |

Footnotes:

1 The total number of public sector employees at June 2002, was **339,372**. This figure includes 436 employees for whom gender and/or employment category was not reported.

3 NON-CASUAL PUBLIC SECTOR EMPLOYEES¹ AT JUNE 2002: EMPLOYMENT ARRANGEMENTS BY GENDER²

General government: budget dependent agencies

| Employment arrangement | Males | | Females | | Total | | | |
|------------------------|---------------|--------------|----------------|---------------|----------------|----------------|---------------|----------------|
| | | | | | Number | % ³ | Number | % ³ |
| | Full-time | Part-time | Full-time | Part-time | Full-time | | Part-time | |
| Permanent | 75,418 | 6,997 | 94,098 | 45,762 | 169,516 | 76.3 | 52,760 | 23.7 |
| Temporary | 5,732 | 2,089 | 10,620 | 9,784 | 16,352 | 57.9 | 11,873 | 42.1 |
| Contract: exec | 516 | 1 | 205 | 3 | 721 | 99.4 | 4 | 0.6 |
| Contract: non-exec | 111 | 1 | 106 | 12 | 217 | 94.3 | 13 | 5.7 |
| Other | 167 | 25 | 139 | 115 | 306 | 68.6 | 140 | 31.4 |
| Total | 81,944 | 9,113 | 105,168 | 55,676 | 187,112 | 74.3 | 64,790 | 25.7 |

General government: non-budget dependent agencies

| Employment arrangement | Males | | Females | | Total | | | |
|------------------------|--------------|-----------|--------------|------------|--------------|----------------|------------|----------------|
| | | | | | Number | % ³ | Number | % ³ |
| | Full-time | Part-time | Full-time | Part-time | Full-time | | Part-time | |
| Permanent | 2,424 | 14 | 1,447 | 185 | 3,871 | 95.1 | 199 | 4.9 |
| Temporary | 394 | 4 | 193 | 30 | 587 | 94.5 | 34 | 5.5 |
| Contract: exec | 90 | 1 | 16 | | 106 | 99.1 | 1 | 0.9 |
| Contract: non-exec | 120 | | 97 | 4 | 217 | 98.2 | 4 | 1.8 |
| Other | 54 | | 32 | | 86 | 100.0 | | |
| Total | 3,082 | 19 | 1,785 | 219 | 4,867 | 95.3 | 238 | 4.7 |

Public trading enterprises

| Employment arrangement | Males | | Females | | Total | | | |
|------------------------|---------------|------------|--------------|--------------|---------------|-------------|--------------|------------|
| | | | | | Number | % | Number | % |
| | Full-time | Part-time | Full-time | Part-time | Full-time | | Part-time | |
| Permanent | 29,416 | 529 | 5,768 | 1,118 | 35,184 | 95.5 | 1,647 | 4.5 |
| Temporary | 650 | 25 | 429 | 119 | 1,079 | 88.2 | 144 | 11.8 |
| Contract: exec | 333 | | 46 | 2 | 1,015 | 99.1 | 2 | 0.5 |
| Contract: non-exec | 842 | 2 | 173 | 7 | 379 | 99.5 | 9 | 0.9 |
| Other | 575 | 3 | 138 | 7 | 713 | 98.6 | 10 | 1.4 |
| Total | 31,816 | 559 | 6,554 | 1,253 | 38,370 | 95.5 | 1,812 | 4.5 |

Total public sector

| Employment arrangement | Males | | Females | | Total | | | |
|------------------------|----------------|--------------|----------------|---------------|----------------|-------------|---------------|-------------|
| | | | | | Number | % | Number | % |
| | Full-time | Part-time | Full-time | Part-time | Full-time | | Part-time | |
| Permanent | 107,258 | 7,540 | 101,313 | 47,065 | 208,571 | 79.3 | 54,605 | 20.7 |
| Temporary | 6,776 | 2,118 | 11,242 | 9,933 | 18,018 | 59.9 | 12,051 | 40.1 |
| Contract: exec | 939 | 2 | 267 | 5 | 1,206 | 99.4 | 7 | 0.6 |
| Contract: non-exec | 1,073 | 3 | 376 | 23 | 1,449 | 98.2 | 26 | 1.8 |
| Other | 796 | 28 | 309 | 122 | 1,105 | 88.0 | 150 | 12.0 |
| Total | 116,842 | 9,691 | 113,507 | 57,148 | 230,349 | 77.5 | 66,839 | 22.5 |

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 2002 was **298,224**. This figure includes 1,036 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 2002: AGE BY GENDER¹

General government: budget dependent agencies

| Age | Males | | Females | | Total | |
|--------------|----------------|--------------|----------------|--------------|----------------|--------------|
| | Number | % | Number | % | Number | % |
| Under 25 | 3,881 | 3.7 | 9,881 | 5.3 | 13,762 | 4.7 |
| 25-34 | 21,964 | 21.0 | 42,186 | 22.5 | 64,150 | 22.0 |
| 35-44 | 29,099 | 27.9 | 54,572 | 29.1 | 83,671 | 28.6 |
| 45-54 | 34,126 | 32.7 | 59,462 | 31.7 | 93,588 | 32.0 |
| 55-64 | 13,795 | 13.2 | 20,055 | 10.7 | 33,850 | 11.6 |
| 65+ | 1,618 | 1.5 | 1,600 | 0.9 | 3,218 | 1.1 |
| Not recorded | 44 | | 69 | | 113 | |
| Total | 104,527 | 100.0 | 187,825 | 100.0 | 292,352 | 100.0 |

General government: non-budget dependent agencies

| Age | Males | | Females | | Total | |
|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| | Number | % | Number | % | Number | % |
| Under 25 | 151 | 4.8 | 157 | 7.7 | 308 | 5.9 |
| 25-34 | 424 | 13.5 | 631 | 30.9 | 1,055 | 20.4 |
| 35-44 | 780 | 24.9 | 632 | 31.0 | 1,412 | 27.3 |
| 45-54 | 1,204 | 38.4 | 497 | 24.3 | 1,701 | 32.9 |
| 55-64 | 553 | 17.6 | 122 | 6.0 | 675 | 13.0 |
| 65+ | 24 | 0.8 | 3 | 0.1 | 27 | 0.5 |
| Not recorded | 42 | | 11 | | 53 | |
| Total | 3,178 | 100.0 | 2,053 | 100.0 | 5,231 | 100.0 |

Public trading enterprises

| Age | Males | | Females | | Total | |
|--------------|---------------|--------------|--------------|--------------|---------------|--------------|
| | Number | % | Number | % | Number | % |
| Under 25 | 1,676 | 5.1 | 739 | 8.8 | 2,415 | 5.8 |
| 25-34 | 5,903 | 17.9 | 2,695 | 32.2 | 8,598 | 20.8 |
| 35-44 | 9,980 | 30.3 | 2,490 | 29.7 | 12,470 | 30.2 |
| 45-54 | 10,625 | 32.2 | 1,843 | 22.0 | 12,468 | 30.2 |
| 55-64 | 4,546 | 13.8 | 558 | 6.7 | 5,104 | 12.3 |
| 65+ | 238 | 0.7 | 50 | 0.6 | 288 | 0.7 |
| Not recorded | 8 | | 2 | | 10 | |
| Total | 32,976 | 100.0 | 8,377 | 100.0 | 41,353 | 100.0 |

Total public sector

| Age | Males | | Females | | Total | |
|--------------|----------------|--------------|----------------|--------------|----------------|--------------|
| | Number | % | Number | % | Number | % |
| Under 25 | 5,710 | 4.1 | 10,779 | 5.4 | 16,489 | 4.9 |
| 25-34 | 28,293 | 20.1 | 45,514 | 23.0 | 73,807 | 21.8 |
| 35-44 | 39,867 | 28.3 | 57,696 | 29.1 | 97,563 | 28.8 |
| 45-54 | 45,968 | 32.7 | 61,805 | 31.2 | 107,773 | 31.8 |
| 55-64 | 18,906 | 13.4 | 20,736 | 10.5 | 39,642 | 11.7 |
| 65+ | 1,885 | 1.3 | 1,653 | 0.8 | 3,538 | 1.0 |
| Not recorded | 52 | | 72 | | 124 | |
| Total | 140,681 | 100.0 | 198,255 | 100.0 | 338,936 | 100.0 |

Footnotes:

1 The total number of public sector employees at June 2002, was **339,372**. This figure includes 436 employees for whom gender and/or employment category was not reported

NSW employed persons

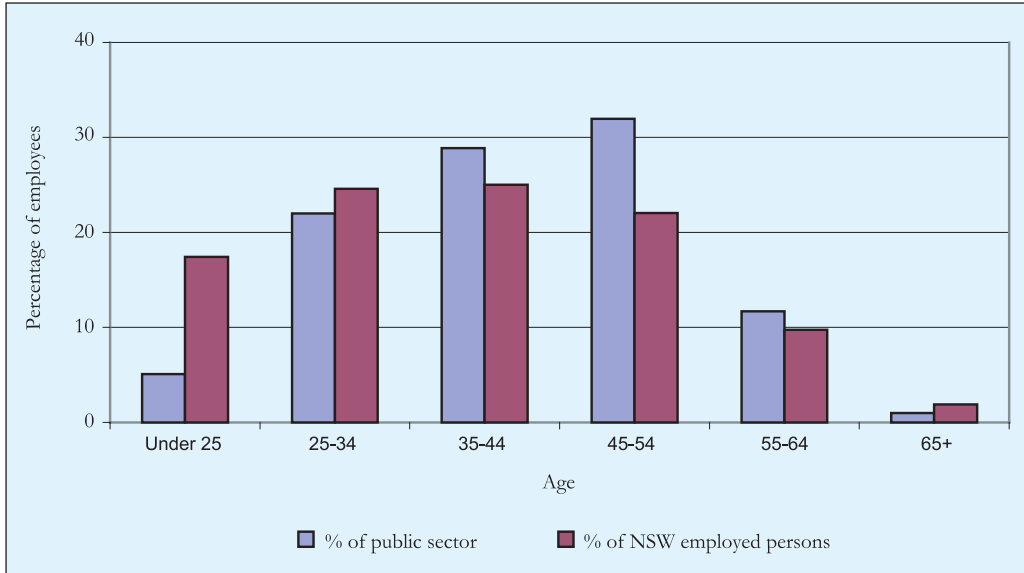
| Age | Males | | Females | | Total | |
|--------------|------------------|--------------|------------------|--------------|------------------|--------------|
| | Number | % | Number | % | Number | % |
| Under 25 | 271,379 | 15.6 | 262,161 | 19.2 | 533,540 | 17.2 |
| 25-34 | 431,588 | 24.8 | 328,974 | 24.1 | 760,562 | 24.5 |
| 35-44 | 437,865 | 25.2 | 333,392 | 24.5 | 771,257 | 24.9 |
| 45-54 | 373,589 | 21.5 | 305,511 | 22.4 | 679,100 | 21.9 |
| 55-64 | 188,411 | 10.8 | 114,138 | 8.4 | 302,549 | 9.7 |
| 65+ | 38,052 | 2.2 | 18,263 | 1.3 | 56,315 | 1.8 |
| Total | 1,740,884 | 100.0 | 1,362,439 | 100.0 | 3,103,323 | 100.0 |

Total public sector

| Age | Males | | Females | | Total | |
|--------------|----------------|--------------|----------------|--------------|----------------|--------------|
| | Number | % | Number | % | Number | % |
| Under 25 | 5,710 | 4.1 | 10,779 | 5.4 | 16,489 | 4.9 |
| 25-34 | 28,293 | 20.1 | 45,514 | 23.0 | 73,807 | 21.8 |
| 35-44 | 39,867 | 28.3 | 57,696 | 29.1 | 97,563 | 28.8 |
| 45-54 | 45,968 | 32.7 | 61,805 | 31.2 | 107,773 | 31.8 |
| 55-64 | 18,906 | 13.4 | 20,736 | 10.5 | 39,642 | 11.7 |
| 65+ | 1,885 | 1.3 | 1,653 | 0.8 | 3,538 | 1.0 |
| not recorded | 52 | | 72 | | 124 | |
| Total | 140,681 | 100.0 | 198,255 | 100.0 | 338,936 | 100.0 |

5. NSW EMPLOYED PERSONS AND NSW PUBLIC SECTOR EMPLOYEES AT MAY/JUNE 2002: AGE BY GENDER¹

NSW employed persons and NSW public sector employees by age



Footnotes:

1 Figures for public sector employees as at June 2002 (See note to table 4) and figures for employed persons as at June 2002. The figures for NSW employed persons were provided as a result of a special request of ABS. They are presented here to allow comparison with the public sector workforce age distribution.

**6 NON-CASUAL PUBLIC SECTOR EMPLOYEES¹ AT JUNE 2002:
REMUNERATION² BY GENDER³**

General government: budget dependent agencies

| | 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 | 589 | 22,684 | 19,136 | 33,906 | 8,502 | 3,848 | 2,346 | 310 | 91,321 |
| Females | 5,769 | 50,058 | 50,892 | 45,280 | 6,498 | 1,510 | 825 | 289 | 161,121 |
| Total | 6,358 | 72,742 | 70,028 | 79,186 | 15,000 | 5,358 | 3,171 | 599 | 252,442 |
| % | 2.5 | 28.9 | 27.8 | 31.4 | 6.0 | 2.1 | 1.3 | | 100.0 |

General government: non-budget dependent agencies

| | 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 | 26 | 427 | 456 | 1,078 | 644 | 348 | 121 | 1 | 3,101 |
| Females | 22 | 431 | 648 | 535 | 224 | 110 | 32 | 2 | 2,004 |
| Total | 48 | 858 | 1,104 | 1,613 | 868 | 458 | 153 | 3 | 5,105 |
| % | 0.9 | 16.8 | 21.6 | 31.6 | 17.0 | 9.0 | 3.0 | | 100.0 |

Public trading enterprises

| | 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 | 485 | 12,395 | 8,513 | 5,571 | 3,118 | 1,202 | 1,048 | 82 | 32,414 |
| Females | 290 | 2,837 | 2,537 | 1,314 | 456 | 196 | 168 | 30 | 7,828 |
| Total | 775 | 15,232 | 11,050 | 6,885 | 3,574 | 1,398 | 1,216 | 112 | 40,242 |
| % | 1.9 | 38.0 | 27.5 | 17.2 | 8.9 | 3.5 | 3.0 | | 100.0 |

Total public sector

| | 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 | 1,100 | 35,506 | 28,105 | 40,555 | 12,264 | 5,398 | 3,515 | 393 | 126,836 |
| Females | 6,081 | 53,326 | 54,077 | 47,129 | 7,178 | 1,816 | 1,025 | 321 | 170,953 |
| Total | 7,181 | 88,832 | 82,182 | 87,684 | 19,442 | 7,214 | 4,540 | 714 | 297,789 |
| % | 2.4 | 29.9 | 27.7 | 29.5 | 6.5 | 2.4 | 1.5 | | 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 2002 was **298,224**, which includes 435 employees for whom gender was not recorded and 1,069 employees for whom 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 | 8.3 | 8.0 | 92.4 |
| Temporary | 29.5 | 49.9 | 80.1 |
| Contract: exec | 10.9 | 11.0 | 89.5 |
| Contract: non-exec | 41.9 | 58.7 | 80.5 |
| Trainee/cadet/apprentice | 35.9 | 69.4 | 63.8 |
| Age | | | |
| Under 25 | 24.1 | 55.6 | 80.3 |
| 25-34 | 16.5 | 20.4 | 87.1 |
| 35-44 | 8.8 | 11.1 | 92.4 |
| 45-54 | 5.6 | 6.2 | 95.2 |
| 55-64 | 12.1 | 5.1 | 89.0 |
| 65+ | 22.9 | 5.4 | 80.0 |
| Gender | | | |
| Male | 10.3 | 11.0 | 91.4 |
| Female | 10.8 | 13.4 | 91.0 |
| Total | 10.6 | 12.5 | 91.2 |

General government: non-budget dependent agencies

| | Separation rate ³ | Commencement rate ³ | Stability rate ³ |
|----------------------------|------------------------------|--------------------------------|-----------------------------|
| Employment category | | | |
| Permanent | 9.9 | 12.8 | 91.0 |
| Temporary | 28.1 | 46.5 | 81.8 |
| Contract: exec | 13.0 | 12.1 | 88.0 |
| Contract: non-exec | 20.0 | 35.0 | 83.7 |
| Trainee/cadet/apprentice | 11.6 | 60.9 | 88.5 |
| Age | | | |
| Under 25 | 24.7 | 58.7 | 82.3 |
| 25-34 | 18.8 | 30.9 | 85.0 |
| 35-44 | 10.4 | 18.7 | 91.2 |
| 45-54 | 8.6 | 9.8 | 92.3 |
| 55-64 | 11.8 | 6.6 | 89.2 |
| 65+ | 33.3 | 11.1 | 73.3 |
| Gender | | | |
| Male | 10.4 | 14.5 | 90.9 |
| Female | 15.7 | 24.2 | 87.6 |
| Total | 12.4 | 18.2 | 89.7 |

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 or 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 | 5.8 | 6.4 | 94.8 |
| Temporary | 50.0 | 89.2 | 65.3 |
| Contract: exec | 8.7 | 15.7 | 91.3 |
| Contract: non-exec | 7.8 | 24.0 | 92.2 |
| Trainee/cadet/apprentice | 11.5 | 66.3 | 94.7 |
| Age | | | |
| Under 25 | 17.4 | 48.6 | 89.1 |
| 25-34 | 8.8 | 16.1 | 92.7 |
| 35-44 | 5.5 | 7.8 | 95.3 |
| 45-54 | 4.2 | 5.2 | 96.2 |
| 55-64 | 10.5 | 2.8 | 90.4 |
| 65+ | 20.3 | 2.9 | 82.4 |
| Gender | | | |
| Male | 6.2 | 8.2 | 94.7 |
| Female | 10.9 | 17.0 | 91.2 |
| Total | 7.1 | 9.9 | 94.0 |

Total public sector

| | Separation rate ³ | Commencement rate ³ | Stability rate ³ |
|----------------------------|------------------------------|--------------------------------|-----------------------------|
| Employment category | | | |
| Permanent | 8.0 | 7.9 | 92.7 |
| Temporary | 30.3 | 51.3 | 79.6 |
| Contract: exec | 10.4 | 12.6 | 89.9 |
| Contract: non-exec | 18.5 | 34.7 | 88.0 |
| Trainee/cadet/apprentice | 20.8 | 67.1 | 81.5 |
| Age | | | |
| Under 25 | 23.1 | 54.6 | 81.7 |
| 25-34 | 15.6 | 20.0 | 87.8 |
| 35-44 | 8.4 | 10.7 | 92.8 |
| 45-54 | 5.4 | 6.1 | 95.3 |
| 55-64 | 11.9 | 4.8 | 89.2 |
| 65+ | 22.7 | 5.2 | 80.2 |
| Gender | | | |
| Male | 9.2 | 10.4 | 92.3 |
| Female | 10.9 | 13.7 | 91.0 |
| Total | 10.2 | 12.3 | 91.5 |

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 or stability rate see Definitions pp.27-30.

8 SIZE OF WORKFORCE AT JUNE 2002: PUBLIC SECTOR EMPLOYEES, EMPLOYED PERSONS, LABOUR FORCE AND WORKING AGE POPULATION IN EACH REGION^{1, 2}

| Region ³ | Public sector employees | | NSW employed persons ⁴ | |
|---------------------------------------|-------------------------|------------|-----------------------------------|---------------|
| | Number | % | Number | % |
| Hunter | 28,972 | 8.58 | 223,102 | 7.19 |
| Illawarra and South Eastern | 27,206 | 8.06 | 270,840 | 8.73 |
| Murray-Murrumbidgee | 14,402 | 4.27 | 144,763 | 4.66 |
| Northern, Far West, and North-Western | 32,344 | 9.58 | 198,001 | 6.38 |
| Richmond-Tweed and Mid-North Coast | 22,459 | 6.65 | 181,934 | 5.86 |
| Sydney | 212,222 | 62.86 | 2,084,683 | 67.18 |
| Outside NSW | 317 | – | | |
| Not recorded | 1,450 | – | – | |
| Total | 339,372 | 100 | 3,103,323 | 100.00 |

| Region | NSW labour force ⁴ | | NSW working age population ⁴ | |
|---------------------------------------|-------------------------------|---------------|---|---------------|
| | Number | % | Number | % |
| Hunter | 246,106 | 7.45 | 451,902 | 8.58 |
| Illawarra and South Eastern | 290,925 | 8.81 | 488,438 | 9.28 |
| Murray-Murrumbidgee | 154,198 | 4.67 | 227,844 | 4.33 |
| Northern, Far West, and North-Western | 213,066 | 6.45 | 359,208 | 6.82 |
| Richmond-Tweed and Mid-North Coast | 199,920 | 6.06 | 363,377 | 6.90 |
| Sydney | 2,197,489 | 66.56 | 3,373,145 | 64.08 |
| Total | 3,301,704 | 100.00 | 5,263,914 | 100.00 |

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 317 public sector employees who were recorded as working outside NSW and the 1,450 for whom location was not reported.

3 Regions are statistical regions as defined the Australian Bureau of Statistics (See ABS Cat. No. 6201.1). The number of public sector employees in each region at June 2002 was compiled from the postcode of each employee's work location.

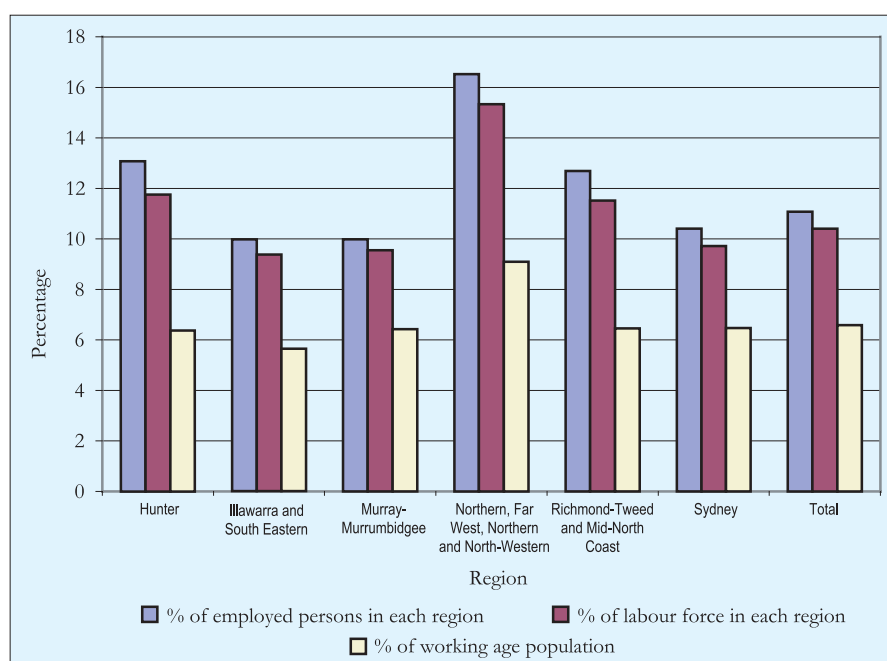
4 Figures for NSW employed persons and the NSW labour force as at June 2002 were provided by the ABS as a result of a special request (see Definitions p.28-29).

Total public sector

| Region | NSW Public Sector Employees as a percentage of: | | |
|---------------------------------------|---|-------------------|-----------------------------|
| | Employed persons % | Labour force % | Working age population % |
| Hunter | 12.99 | 11.77 | 6.41 |
| Illawarra and South Eastern | 10.04 | 9.35 | 5.57 |
| Murray-Murrumbidgee | 9.95 | 9.34 | 6.32 |
| Northern, Far West, and North-Western | 16.33 | 15.18 | 9.00 |
| Richmond-Tweed and Mid-North Coast | 12.53 | 11.41 | 6.28 |
| Sydney | 10.17 | 9.65 | 6.28 |
| Total | 10.88 | 10.23 | 6.42 |

9 SIZE OF WORKFORCE AT JUNE 2002: 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: See notes 1-4 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 according to 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 2002 (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.

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 2001/02 rates was: (Number of employees commencing with agencies between 1 July 2001 and 30 June 2002 x 100) ÷ average of (number of employees at 1 July 2001 and number of employees at 30 June 2002).

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 who 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 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).

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 (i.e. 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 (i.e. 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

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

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). 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 2001/02 rates was: *(Number of employees separating from agencies between 1 July 2001 and 30 June 2002 × 100) ÷ average of (number of employees at 1 July 2001 and number of employees at 30 June 2002)*.

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 2001/02 rates was: *(number of employees reported as continuously employed 2001/02 × 100) ÷ (number of employees at 1 July 2001)*.

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 2002 Collection

General Government: Budget Dependent

Aboriginal Affairs, Department of
Ageing, Disability and Home Care, Department of
Agriculture, Department of
Art Gallery of NSW
Arts, Ministry for the
Attorney General's Department
Australian Museum
Board of Studies, Office of the
Cabinet Office
Casino Control Authority
Centennial Park & Moore Park Trust
Children's Guardian, Office of the
Coal Compensation Board
Commission for Children and Young People
Community Relations Commission For a multicultural NSW
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
Energy and Utilities, Ministry of
Environment Protection Authority
Fair Trading, Department of
Film and Television Office

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 of

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
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
Local Government, Department of
Lord Howe Island Board
Mineral Resources, Department of
Museum of Applied Arts and Sciences
National Parks and Wildlife Service
Olympic Co-ordination Authority
Ombudsman's Office
Parliament of NSW - Legislative Assembly
Parliament of NSW - Legislative Council
Parliamentary Counsel's Office
Planning NSW
Police - Police NSW
Police Integrity Commission
Premier's Department
Roads and Traffic Authority of NSW
Royal Botanic Gardens and Domain Trust
Rural Assistance Authority
Rural Fire Service, Department of

Sport and Recreation, Department of
State and Regional Development NSW, Department of
State Electoral Office
State Emergency Service
State Library of NSW
State Records of NSW
Sustainable Energy Development Authority
Tourism NSW
Transport, Department of
Treasury - State Revenue, Office of
Waterways Authority
Women, Department for

General government: non-budget dependent

Aboriginal Housing Office
Audit Office of New South Wales
Building and Construction Industry Long Service Payments Cor
Greyhound Racing Authority
Harness Racing NSW
Hunter Catchment Management Trust
Institute of Sport
Internal Audit Bureau of NSW
Mines Rescue Board
Mines Subsidence Board
Motor Accident Authority
Motor Vehicle Repair Industry Council
Pillar Administration
Public Trust Office

Public Works And Services, Department of
Resource NSW
Safe Food Production NSW
SAS Trustee Corporation
State Sports Centre Trust
Sydney Olympic Park Authority
Tow Truck Authority of NSW
Upper Parramatta River Catchment Management Trust
Workcover Authority

Public trading enterprises

Australian Inland
Country Energy
Delta Electricity
Energy Australia
Eraring Energy
Housing - Housing, Department of
Hunter Water Corporation
Integral Energy
Jenolan Caves Reserve Trust
Landcom
Lotteries Corporation
Macquarie Generation
Newcastle Port Corporation
Pacific Power
Parramatta Stadium Trust
Port Kembla Port Corporation
Rail Infrastructure Corporation

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

