

Overview Report for the NSW Public Sector Workforce Profile

2003

NSW Premier's Department
Public Employment Office

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This is the fifth 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 and in utilities such as water and energy.

The 2003 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. 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 document *Workforce Planning: A Guide*, is designed to assist in 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 2003 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 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 2002 and fully implemented during 2003.

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

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About this publication

This publication presents summary results of the NSW Public Sector Workforce Profile Collection for the year 2002/03. Data is presented on the size and composition of the public sector during the 2002/03 financial year as well as at June 2003.

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 Public Employment Office, NSW Premier's Department.

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 2003 Data

The Workforce Profile 2003 summary tables are based on a database of 488,497 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. Data definitions are explained in the Explanatory Notes.

Notes: The data from one agency (approximately 2,614 employees) has been omitted from the final analysis for 2002/2003. Where trends are reported adjustments have been made to account for this agency. It should also be noted that employee movement data relates to individual employee commencements and separations from public sector agencies. Employee movement relating to restructures of public sector agencies such as amalgamation of agencies is not presented in this report. Data in this report is rounded to whole numbers for ease of presentation.

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.

Enquiries

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Main Features

Size of NSW Public Sector

- Average full-time equivalent (FTE) staffing in the NSW public sector during 2002/03 was 283,689. This represents an increase of approximately 0.8 percent from the previous financial year. At June 2003, this figure was 291,264. FTE is the primary measure used throughout this report.
- The NSW public sector represented 10.3 percent of the total NSW Labour Force.
- Over the reference period, 436,226 people were employed in the sector. At June 2003, this figure was 343,847. This was an increase of 2.1 percent on the previous corresponding period.
- The Health and Education sectors represented 60.0 percent of NSW public sector staffing at June 2003.
- Employees in general government: budget dependent agencies represented 85.1 percent of all public sector employees at June 2003.

Employment Status

- At June 2003, permanent staff accounted for 81.9 percent of the public sector workforce. Temporary staff accounted for 8.5 percent and casual staff 7.8 percent.
- Full time employees comprised 83.5 percent of the non-casual employees at June 2003, and part-time employees comprised 16.5 percent. This compares to 84.2 percent and 15.8 percent respectively in 2002.
- A larger proportion of the female workforce at June 2003 was in temporary and casual positions compared to males (20.5 percent of females compared to 11.0 percent of males).
- A larger proportion of the male workforce at June 2003 was in permanent and contract positions (86.2 percent of the male at June 2003 were in permanent positions compared to 78.4 percent of females).

Remuneration

- At June 2003, the average full-time remuneration rate for non-casual employees was \$51,387 p.a. The average rate for women was \$48,727 p.a. and the average rate for men \$54,978 p.a. The average remuneration rate for females was 88.6 percent of the average for males. This has increased from 87.6 percent in the previous year.
- At June 2003 64.9 percent of the NSW public sector had a base salary of less than \$56,014. 91.4 percent had a base salary of less than \$72,436 p.a. The percentage of employees at June 2003 with salaries in the top two salary bands was 3.17 percent.

Movement

- During the year 37,214 non-casual employees commenced and 30,693 separated from NSW public sector agencies. The commencement rate for non-casual public service employees during 2002/03 was 12.5 percent of average employee strength during the year. This is greater than the separation rate, which was 10.3 percent, indicating an increase in the workforce during the year.

-
- Overall the public sector workforce showed high stability with 91.4 percent of people employed at June 2002 still working within their agency at June 2003.

Region

- At June 2003, 38.2 percent of public sector employees worked outside the Sydney metropolitan region. This compares to 33.5 percent of the NSW labour force.
- Public sector employees constituted an estimated 9.3 percent of the regional labour force in the Sydney metropolitan region. In non-metropolitan regions, the percentage of NSW labour force who were public sector employees ranged from 15.8 percent in the north, far west and north-western regions of the state to 10.9 percent in the southern regions.

Age and Gender

- The average age in the sector at June 2003 was 42.2 years.
- At June 2003, women represented 58.6 percent of the NSW public sector workforce.
- At June 2003, young people aged less than 25 years constituted 4.9 percent of the public sector workforce. This compares to the 17.6 percent of all employed persons in the State who were in this age range.
- Employees aged 45 to 54 years constituted 33.6 percent of the public sector workforce at June 2003, compared to 22 percent of all employed persons in the State. In 2002, these figures were 31.8 percent and 21.9 percent respectively. The general trend of an ageing workforce is reflected by the increase of NSW public sector employees in this group.
- Employees aged 55 years or more constituted 13.8 percent of the public sector workforce at June 2003 compared to 12.5 percent of all employed persons. In June 2002, these figures were 12.7 and 11.5 respectively.

Occupational Group

- At June 2003 45.7 percent of public sector employees were classified as professional and 15.2 percent as associate professionals, in accordance with the Australian Standard Classification of Occupations.
- Within the professional occupational group 79.5 percent were engaged in health and education related occupations. The majority of these were nursing professionals (20.8 percent of all professionals) and school teachers (37.7 percent of all professionals).
- Female employees comprised 65.5 percent of all employees within the professional group. Females were also highly represented in advanced clerical and service workers (74.1 percent) and intermediate clerical sales and service workers (75.0 percent).
- Male employees were prominent in the occupational groups of tradespersons and related workers (94.7 percent), production and transport workers (91.9 percent) and labourers and related workers (67.9 percent).

Size of the NSW Public Sector

FULL TIME EQUIVALENT

The NSW public sector was comprised of 343,847 paid employees at June 2003 which represented a full-time equivalent (FTE) staff number of 291,264. 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 employment arrangements across the sector.

At June 2003, the NSW public sector represented 10.3 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 both in terms of headcount and FTE, employing 86.8 percent and 85.1 percent respectively, at June 2003.

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 estimated average FTE workforce during 2002/2003 was 283,689. This was approximately 0.8 percent higher than the average during 2001/2002.

Table 1: Full Time Equivalent Size of Workforce During Year and at June 2003 by Budget Sector

Budget Sector	Full time equivalent public sector workforce		Non-casual full time equivalent public sector workforce	
	Year average	As at June 2003	Year average	As at June 2003
General government: budget dependent agencies	241,123	247,783	221,812	225,554
General government: non-budget dependent agencies	1,996	2,045	1,966	2,006
Public trading enterprises	40,570	41,435	40,023	40,896
Total public sector	283,689	291,264	263,801	268,457

Source: NSW Public Sector Workforce Profile 2002/2003

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. The Health, Education and Public Order and Safety policy sectors represented 71.9 percent of all staffing in the sector at June 2003.

During 2003, increases occurred in staff in Education (an increase of approximately 5,266 FTE from June 2002 to June 2003); Health (an increase of approximately 1,867 FTE from June 2002 to June 2003); Police (an increase of approximately 870 FTE from June 2002 to June 2003) and State Rail (an increase of approximately 677 FTE from June 2002 to June 2003).

Table 2: Full Time Equivalent Size of Workforce During Year and at June 2003 by Policy Sector

Policy Sector	Full-time equivalent public sector workforce				Full-time equivalent non-casual public sector employees			
	Year average	%	As at June 2003	%	Year average	%	As at June 2003	%
General Public Services	3,346	1.18	3,296	1.13	3,256	1.23	3,238	1.21
Public Order and Safety	34,738	12.25	34,778	11.94	33,856	12.83	34,463	12.84
Education	87,048	30.68	91,493	31.41	73,377	27.82	74,364	27.70
Health	81,237	28.64	83,295	28.60	78,010	29.57	79,937	29.78
Social Security and Welfare	11,691	4.12	11,709	4.02	10,698	4.06	10,676	3.98
Housing and Community Services	11,267	3.97	11,517	3.95	11,208	4.25	11,450	4.27
Recreation and Culture	6,048	2.13	6,029	2.07	5,482	2.08	5,609	2.09
Fuel and Energy	11,837	4.17	12,247	4.20	11,782	4.47	12,203	4.55
Agriculture, Forestry and Fisheries	4,096	1.44	4,173	1.43	3,977	1.51	4,028	1.50
Transport and Communications	27,018	9.52	27,353	9.39	26,796	10.16	27,118	10.10
Other Economic Services	5,363	1.89	5,373	1.84	5,359	2.03	5,372	2.00
Total public sector	283,688	100.00	291,264	100.00	263,801	100.00	268,457	100.00

Source: NSW Public Sector Workforce Profile 2002/2003

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 2003. Almost 50 percent reported less than 200 employees and 79.1 percent less than 1,000 FTE employees. The two largest agencies the Department of Education and Training (DET) and the various entities comprising NSW Health¹ accounted for 59.9 percent of FTE staff at June 2003. Other agencies are generally much smaller with the third largest agency, NSW Police, accounting for only 6.2 percent of FTE staff at June 2003.

Footnote:

1 NSW Health excludes St. Vincent's Hospital for 2002/2003

Table 3: Number of Employees in Public Sector Agencies at June 2003

Number of employees	Agencies		
	Number	%	Cumulative %
0 to 20	6	5.22	5.22
21 to 30	4	3.48	8.70
31 to 60	21	18.26	26.96
61 to 100	7	6.09	33.04
101 to 200	18	15.65	48.70
201 to 300	12	10.43	59.13
301 to 500	13	11.30	70.43
501 to 700	5	4.35	74.78
701 to 1,000	5	4.35	79.13
1,001 to 2,000	4	3.48	82.61
2,001 to 3,000	6	5.22	87.83
3001 to 5,000	6	5.22	93.04
5,001 to 10,000	5	4.35	97.39
Over 10,000	3	2.61	100.00
Total public sector	115	100.00	

Source: NSW Public Sector Workforce Profile 2002/2003

Based on the total number of FTE employees at June 2003

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, 436,226 people were employed in the sector. At June 2003, this figure was 343,847. This was an increase of 2.1 percent on the previous corresponding period. The number of employees in the non-budget sector decreased from previous years.

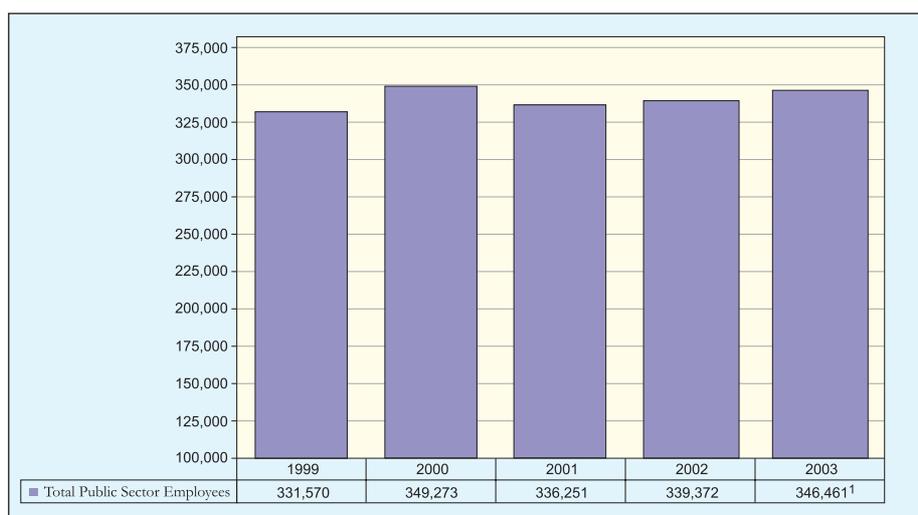
Table 4: Size of Workforce During Year and at June 2003 by Budget Sector

Budget Sector	Total public sector employees		Non-casual public sector employees	
	Total during year	As at June 2003	Total during year	As at June 2003
General government: budget dependent agencies	386,328	298,461	285,739	258,137
General government: non-budget dependent agencies	2,661	2,204	2,459	2,106
Public trading enterprises	47,237	43,182	45,144	42,060
Total public sector	436,226	343,847	333,342	302,303

Source: NSW Public Sector Workforce Profile 2002/2003

The total number of employees in the public sector has remained relatively stable over the past five years (see Figure 1). The total number of public sector employees has increased by 12,896 employees or 3.9 percent from June 1999 to June 2003. However, the number of employees at June 2003 has decreased by an estimated¹ 2,807 or 0.8 percent since June 2000.

Figure 1: Total Public Sector Employees 1999–2003 at June



Source: NSW Public Sector Workforce Profile 1998/1999–2002/2003

Footnote:

1 Adjustment to data includes an estimate for a missing agency (approximately 2,614 employees) for 2002/2003.

Employment Status

At June 2003, 81.9 percent of the public sector workforce were permanent employees, 8.5 percent temporary and 7.8 percent casual. At June 2003, 53.1 percent of permanent employees, 68.2 percent of temporary employees and 71.6 percent of casual employees were women. This compares to 46.9 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 2003. 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 (86.3 percent of all men) compared to women (78.4 percent of all women). Female employees were more likely to be employed under temporary or casual employment arrangements (10.5 percent and 10.0 percent respectively) compared to 5.0 percent of men.

Table 5: Full-Time Equivalent Public Sector Employees at June 2003¹: Employment Category by Gender

Employment Category	Males		Females		Total	
	Number	%	Number	%	Number	%
Permanent	111,680	86.31	126,405	78.39	238,085	81.92
Temporary	7,865	6.08	16,895	10.48	24,760	8.52
Contract: executive	963	0.74	296	0.18	1,259	0.43
Contract: non-executive	1,092	0.84	395	0.25	1,487	0.51
Casual	6,415	4.96	16,170	10.03	22,585	7.77
Statutory Employees	368	0.28	244	0.15	612	0.21
Other ²	1,008	0.78	843	0.52	1,852	0.64
Total	129,391	100.00	161,250	100.00	290,641	100.00

Source: NSW Public Sector Workforce Profile 2002/2003

Employees are more likely to be in permanent positions in public trading enterprises than other budget sectors (90.5 percent employees are permanent in public trading enterprises compared to 80.5 percent and 81.4 percent in the general government: budget dependent and general government: non-budget dependent sectors). Public trading enterprises have lower proportions of employees in casual and temporary positions. However, these agencies have the highest proportion of employees in contract non-executive positions.

Footnotes:

- 1 The total number of FTE public sector employees at June 2003 was 291,264. Table 5 above excludes 551 FTE for whom employment category was not recorded and 329 FTE for whom gender was not recorded.
- 2 Relates to all other employment categories; i.e. cadet, trainees, apprentices, retained staff, sessional, seasonal employees.

Table 6: Non-Casual Full-Time Equivalent Public Sector Employees at June 2003: Employment Category by Budget Sector¹

Employment Category	Budget Sector							
	General Government: budget dependent		General Government non-budget dependent		Public trading enterprises		Total	
	Number	%	Number	%	Number	%	Number	%
Permanent	199,256	80.50	1,665	81.41	37,228	90.48	238,148	81.92
Temporary	23,447	9.47	184	8.98	1,135	2.76	24,766	8.52
Contract: executive	782	0.32	57	2.79	421	1.02	1,260	0.43
Contract: non-executive	281	0.11	83	4.04	1,124	2.73	1,487	0.51
Casual	22,016	8.89	39	1.90	531	1.29	22,586	7.77
Statutory Appointees	612	0.25	0	0	0	0	612	0.21
Other ²	1,131	0.46	18	0.89	705	1.71	1,854	0.64
Total	247,525	100.00	2,045	100.00	41,144	100.00	290,713	100.00

Source: NSW Public Sector Workforce Profile 2002/2003

At June 2003, 16.5 percent of all non-casual employees were employed part-time in the NSW public sector. Of these, 84.8 percent were female. 94.5 percent of all males employed in the sector were in full-time employment compared to 74.0 percent of female employees.

Table 7: Non-Casual Full-Time Equivalent Public Sector Employees at June 2003: Employment Arrangements by Gender³

Employment Arrangement	Gender		
	Males	Females	Total
Full-time	115,461	106,183	221,644
Part-time	6,664	37,263	43,926
Total	122,125	143,445	265,570

Source: NSW Public Sector Workforce Profile 2002/2003

Footnotes:

- 1 The total number of FTE public sector employees at June 2003 was 291,264. Table 6 above excludes 551 FTE employees for whom employment category was not recorded.
- 2 Relates to all other employment categories; i.e. cadet, trainees, apprentices, retained staff, sessional and seasonal employees.
- 3 The total number of FTE non-casual public sector employees at June 2003 was 268,457. Table 7 above excludes 2,887 FTE employees for whom employment arrangements were not recorded.

Remuneration

Table 8 shows the full-time equivalent non-casual salary bands of males and females within the NSW public sector at June 2003. 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 2003: Salary by Gender¹

Gender	Salary Band							Total
	<\$30,146	\$30,146 – \$44,265	\$44,266 – \$56,013	\$56,014 – \$72,435	\$72,436 – \$90,543	\$90,544 – \$122,850	>\$122,850	
Males	4,367	37,140	31,013	33,688	10,021	4,973	1,524	122,727
Females	11,563	47,454	41,949	37,281	4,540	1,544	416	144,747
Total	15,929	84,594	72,962	70,969	14,561	6,517	1,941	267,474
%	5.96%	31.63%	27.28%	26.53%	5.44%	2.44%	0.73%	100.00%

Source: NSW Public Sector Workforce Profile 2002/2003

For the non-casual workforce employed at June 2003, the average full-time remuneration rate was \$51,387 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 \$48,727 p.a. and the average rate for men \$54,978 p.a. The average remuneration rate for females was 88.6 percent of the average for males. This is an improvement from 87.6 percent in the previous year.

The average remuneration rate for public sector employees at June 2003 has increased by 6.7 percent from the average remuneration of \$48,181 at June 2002. 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. Changes in the proportion of full-time, part-time and casual employees can affect movements in earnings. The increase is also attributable to percentage-based award increases which have a compounding effect on any difference.

At June 2003, 64.9 percent of NSW public sector FTE employees had a base salary of less than \$56,014; 91.4 percent had a base salary of less than \$72,436 p.a. The percentage of FTE employees at June 2003 with salaries in the top two salary bands was 3.2 percent.

In the top salary band, 25.4 percent of employees were working in the public order and safety policy sector and included occupational groups such as Judges and Magistrates. Across the sector, Chief Executive Officers and Director Generals also were included within this band.

Of the employees within the \$90,544 to \$122,850 salary band, 34.1 percent of employees work within the health policy sector² (includes occupations such as Doctors, Directors of Nursing and other Health Professionals), 13.0 percent in the public order and safety policy sector (includes occupations such as senior officers in NSW Police), 14.0 percent in the education policy sector and 10.0 percent in the fuel and energy policy sector.

Footnotes:

- 1 The total number of FTE non-casual public sector employees at June 2003 was 268,457. Table 8 above excludes 984 FTE employees for whom remuneration and/or gender was not recorded.
- 2 The classification of agencies into policy sectors is adapted from international standards for classifying government financial statistics. These standards are used by the NSW Treasury to group agencies which receive funds for broadly similar purposes.

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

In the budget dependent sector 64.1 percent of non-casual employees had remuneration rates below \$56,014 and 92 percent had remuneration rates below \$72,436. A small proportion of employees (2.7%) had remuneration above \$90,543 (equivalent to maximum Grade 12).

This compares to 47.1 percent and 70.0 percent in the general government: non-budget dependent and public trading enterprises respectively with remuneration rates below \$56,014; 83 percent and 87 percent below \$72,436 and 6.3 percent and 5.6 percent above \$90,543.

Table 9: Full Time Equivalent Non-Casual Public Sector Employees at June 2003: Salary by Budget Sector¹

Budget Sector	Salary Band							
	<\$30,146	\$30,146 – \$44,265	\$44,266 – \$56,013	\$56,014 – \$72,435	\$72,436 – \$90,543	\$90,544 – \$122,850	>\$122,850	Total
General government: budget dependent	14,602	67,567	62,048	63,461	11,232	4,829	1,240	224,979
General government: non-budget dependent	27	476	439	722	211	59	67	2,001
Public trading enterprises	1,309	16,571	10,492	6,797	3,126	1,634	634	40,563
Total public sector	15,938	84,615	72,979	70,980	14,569	6,522	1,941	267,544

Source: NSW Public Sector Workforce Profile 2002/2003

Footnote:

1 The total number of FTE non-casual public sector employees at June 2003 was 268,456. Table 9 above excludes 912 records for whom remuneration was not recorded.

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 2002/2003 was 12.5 and the separation rate was 10.3. The rates have remained stable with the previous corresponding period. For 2001/2002 the commencement rate was 12.3 and the separation rate was 10.2.

Table 10 illustrates that movement rates for non-casual employees vary according to budget sector, age, gender and different contractual working arrangements.

- Employees in trainee/cadet/apprentice positions and temporary employees have the highest level of commencements (73.1 and 50.2 respectively), and separations (37.8 and 30.5 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 eight percent.
- Rates of commencement and separation differed significantly across age groups with higher movement in the younger workforce. Amongst employees under 25 commencements and separations exceeded 20 percent. Employees 55 and over have low rates of commencement (below 5 percent), but high separation rates, indicative of their retirement from the workforce.
- Commencements of females were higher than males, attributable to the higher number of females undertaking part-time employment.
- Non-budget dependent agencies had much higher levels of both commencements and separations than budget dependent agencies and public trading enterprises.

Overall, the sector exhibited a high level of stability. For non-casual public sector employees in 2002/2003, the overall stability index was 91.4 percent. This means that 91.4 percent of people employed at June 2002 were still working within their agency at June 2003. The comparable rate for 2001/2002 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 (95.1), with the youngest and oldest age brackets having the lowest stability, (80.4 and 80.6 respectively). Female employees had relatively lower stability rates than males (90.8 and 92.2 respectively). The stability index increases with length of service in an agency and separation rates decrease. For 2002/2003, those employees with 10 years and over length of service in an agency had the highest stability (94.6) and the lowest separation rate (5.5).

Permanent employees who constitute the majority of the public sector workforce are characterised by low commencement and separation rates and a high stability index (92.8). 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 2002/2003 and 2001/2002 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 temporary staff.

**Table 10: Non-Casual Public Sector Employees:
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 2002 who were still working within their agency at June 2003)
Employment Category					
Permanent	20,794	7.87	20,665	7.82	92.80
Temporary	14,826	50.19	9,012	30.51	79.19
Contract: executive	116	9.90	140	11.95	88.60
Contract: non-executive	270	16.71	217	13.43	87.98
Trainee/cadet/apprentice	1,089	73.14	563	37.81	60.28
Age					
Under 25	7,216	60.50	2,781	23.32	80.37
25-34	13,756	21.36	10,087	15.66	87.53
35-44	8,776	10.79	6,944	8.54	92.76
45-54	5,646	5.72	5,522	5.59	95.08
55-64	1,629	4.14	4,689	11.90	89.16
65+	127	4.40	641	22.19	80.86
Gender					
Male	14,404	11.35	11,730	9.24	92.18
Female	22,777	13.26	18,957	11.03	90.80
Budget Sector					
General government: budget dependent	32,253	12.62	27,269	10.67	91.07
General government: non-budget dependent	442	21.46	355	17.24	85.37
Public trading enterprises	4,519	11.01	3,069	7.48	93.67
Total	37,214	12.46	30,693	10.27	91.39

Source: NSW Public Sector Workforce Profile 2002/2003

Table 11 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 (61.8 percent, 66.0 percent and 64.2 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 (9.7 percent of the public sector as compared to 6.8 percent of the labour force and general population). Comparison with June 2002 figures shows that this distribution appears to be stable over both years.

**Table 11: Size of Workforce at June 2003:
NSW Public Sector Employees, NSW Labour Force and Population
by Region^{1,2}**

Region ³	Public sector employees at June 2003		NSW labour force ³		NSW population ³	
	Number	%	Number	%	Number	%
Hunter	28,645	8.55	284,100	8.47	478,800	8.99
Illawarra and South Eastern	27,157	8.11	272,900	8.13	462,600	8.69
Murray-Murrumbidgee	17,430	5.20	143,900	4.29	220,600	4.14
Northern, Far West, and North-Western	32,579	9.73	227,200	6.77	374,200	7.03
Richmond-Tweed and Mid-North Coast	22,217	6.63	211,200	6.29	369,700	6.94
Sydney	206,940	61.78	2,215,800	66.04	3,418,200	64.20
Outside NSW	694	—	—	—	—	—
Missing	8,183	—	—	—	—	—
Total	343,847	100.00	3,355,100	100.00	5,324,100	100.00

Source: NSW Public Sector Workforce Profile 2002/2003; NSW Labour Force, NSW population: Australian Bureau of Statistics, special request.

Footnotes:

- 1 Percentages exclude the 694 public sector employees who were recorded as working outside NSW and 8,183 employees 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 2003 was compiled from the postcode of each employee's work location.
- 3 See Definitions.

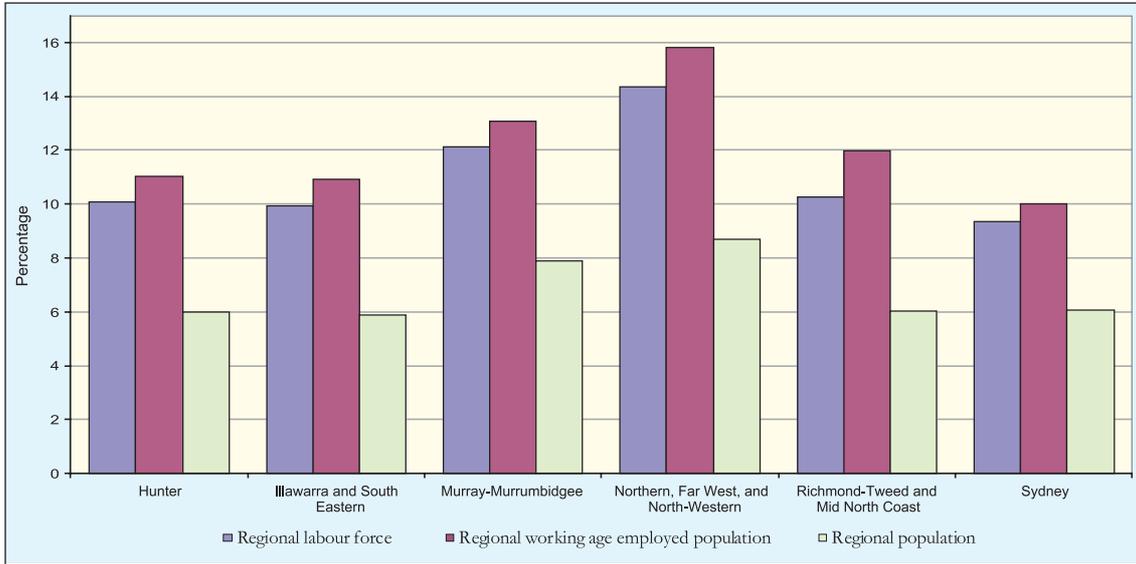
Table 12 builds on the information provided in the previous table to show that public sector employees comprise 10.3 percent of the NSW labour force. The public sector accounts for a larger proportion of the regional labour force in the Northern, Far West, and North-Western regions of NSW (14.3 percent). The lowest proportional representation of the public sector in the labour force is in Sydney (9.3 percent). A similar pattern emerges compared to the working age employed population. However, a different pattern is found when public sector employees are compared to the population in each region. In the Murray-Murrumbidgee and Northern, Far West, and North-Western regions public sector employees represent 7.9 and 8.7 percent of the population in each region respectively. Public sector employees represent approximately 6 percent of the population in all other regions.

**Table 12: Size of Workforce at June 2003:
NSW Public Sector Employees as a Percentage of Regional Labour Force,
Regional Working Age Employed Population and Regional Population**

Region	NSW public sector employees in each region as a percentage of:		
	Regional labour force %	Regional working age employed population %	Regional population %
Hunter	10.08	11.02	5.98
Illawarra and South Eastern	9.95	10.91	5.87
Murray-Murrumbidgee	12.11	13.06	7.90
Northern, Far West, and North-Western	14.34	15.83	8.71
Richmond-Tweed and Mid-North Coast	10.52	11.98	6.01
Sydney	9.34	10.00	6.05
Total	10.25	11.08	6.46

Source: Public Sector Employees: NSW Public Sector Workforce Profile 2002/2003, NSW Premier's Department.
NSW Labour Force, NSW Working Age Employed Population: Australian Bureau of Statistics, special request.

**Figure 2: Size of Workforce at June 2003:
NSW Public Sector Employees as a Percentage of Regional Labour Force,
Regional Working Age Employed Population and Regional Population in
Each Region**



Source: Public Sector Employees: NSW Public Sector Workforce Profile 2002/2003, NSW Premier's Department.
NSW Labour Force, NSW Working Age Employed Population: Australian Bureau of Statistics, special request.

Table 13 shows age with gender for NSW public sector employees at June 2003.

Overall, the average age of the NSW public sector workforce was 42.2 years at June 2003. A large percentage of employees are aged between 35 and 54 (60.6 percent) with fewer employees in the younger and older cohorts, 25.6 percent under 35 and 13.8 percent over 54.

At June 2003, women represented 58.6 percent of the NSW workforce, compared to 43.8 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 70.0 percent and the education policy sector, 67.0 percent. Conversely, male employees were more likely to work in the transport and communications, public order and safety and fuel and energy policy sectors.

Age distribution by gender indicates that there are differences between male and female employees. 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 13).

The average age of female employees was 41.5 years and males 43.1. There were more male than female employees aged 55 years or more. 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 13: Full-Time Equivalent Public Sector Employees at June 2003: Age by Gender¹

Age	Males		Females		Total	
	Number	%	Number	%	Number	%
Under 25	5,183	4.00	9,181	5.69	14,365	4.94
25-34	25,153	19.42	35,152	21.78	60,305	20.73
35-44	35,422	27.35	43,031	26.67	78,454	26.97
45-54	43,569	33.63	54,155	33.56	97,723	33.59
55-64	18,776	14.50	18,614	11.54	37,390	12.85
65+	1,433	1.11	1,226	0.76	2,659	0.91
Total	129,536	100.00	161,359	100.00	290,896	100.00

Source: NSW Public Sector Workforce Profile Data 2002/2003

Further investigation into the age distribution of public sector employees (see Table 14) shows a similar distribution pattern across the age bands for both full-time and part-time non-casual employees, apart from a higher concentration of full-time employees in the 25 to 34 age group (22.4 percent of full-time employees, compared to 14.3 percent of part-time employees). It also shows more full-time work amongst the younger age groups that tapers off as age increases (from 89.3 percent of under 35 years working full-time to only 79.5 percent of over 54 years).

Footnote:

1 The total number of FTE public sector employees at June 2003 was 291,264. Table 13 above excludes 369 FTE employees for whom age and and/or gender was not recorded.

Table 14: Full-Time Equivalent Non-Casual Public Sector Employees at June 2003: Age by Employment Arrangements¹

Employment Arrangement	Age						Total
	<25	25-34	35-44	45-54	55-64	65+	
Full-time	11,903	49,615	57,883	73,347	27,280	1,600	221,629
Part-time	1,055	6,303	12,927	16,194	6,867	579	43,926
Total	12,958	55,918	70,811	89,542	34,147	2,179	265,554

Source: NSW Public Sector Workforce Profile Data 2002/2003

Table 15: Full-Time Equivalent Public Sector Employees at June 2003: Age by Employment Category²

Employment Category	Age band (years)						Total
	16-24	25-34	35-44	45-54	55-64	65+	
Permanent	8,665	47,141	64,407	83,798	32,113	1,959	238,082
Temporary	3,280	8,430	6,006	5,255	1,617	170	24,757
Contract: executive	0	33	263	695	262	6	1,259
Contract: non-executive	23	297	424	529	210	3	1,486
Casual	1,366	3,903	6,940	6,983	2,898	472	22,563
Statutory Appointees	32	51	80	205	203	41	612
Other ³	991	395	275	139	45	5	1,852
Total	14,358	60,250	78,395	97,604	37,348	2,657	290,611

Source: NSW Public Sector Workforce Profile Data 2002/2003

Table 15 shows that lower proportions of both the oldest (65+) and youngest (16-24) age groups hold permanent positions (73.7 percent and 60.3 percent at June 2003 respectively). Conversely, a larger proportion of these age groups hold temporary and casual positions. This is more pronounced for the 65+ age group of whom 17.8 percent hold casual positions. This compares to the next highest age group, 16 to 24 years, of which 9.5 percent occupy casual positions. The 16-24 age group has the highest percentage of employees engaged in temporary employment with 22.8 percent of all employees aged 16-24 years in temporary positions.

Footnotes:

- 1 The total number of FTE non-casual public sector employees at June 2003 was 268,457. Table 14 above excludes 2,902 FTE employees for whom employment arrangements and/or age was not recorded.
- 2 The total number of FTE for public sector employees at June 2003 was 291,264. Table 15 above excludes 652 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.

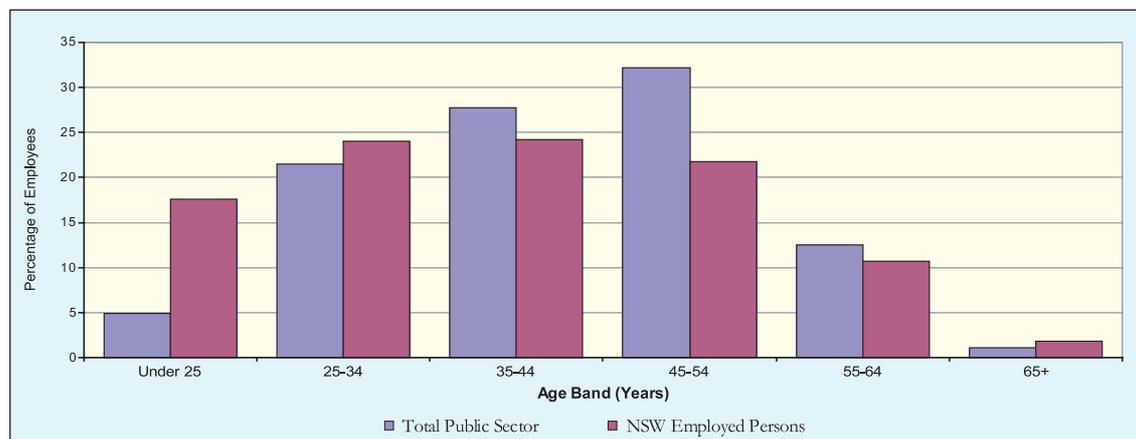
Table 16 below compares the age distribution for public sector employees with that of all employed persons in NSW. The table is presented graphically in Figure 3. NSW public sector employees are generally older than NSW workforce employees. In the public sector 45.8 percent were aged over 45 years, compared to 34.3 percent of NSW employed persons. A smaller proportion of under 25 year olds were employed in government than in the NSW workforce generally; 4.9 percent of public sector employees compared with 17.6 percent of NSW employed persons.

Table 16: Headcount¹ of NSW Public Sector Employees and NSW Employed Persons at May/June 2003² by Age³

Age	Total public sector at June 2003		NSW employed persons at May/June 2003 ²	
	Number	%	Number	%
Under 25	16,933	4.94	554,800	17.56
25-34	73,832	20.73	759,300	24.03
35-44	95,190	26.97	765,500	24.23
45-54	110,580	33.59	687,400	21.76
55-64	43,077	12.85	336,600	10.65
65+	3,710	0.91	56,000	1.77
Total	343,322	100.00	3,159,600	100.0

Source: NSW Public Sector Workforce Profile Data 2002/2003

Figure 3: NSW Public Sector Employees and NSW Employed Persons by Age



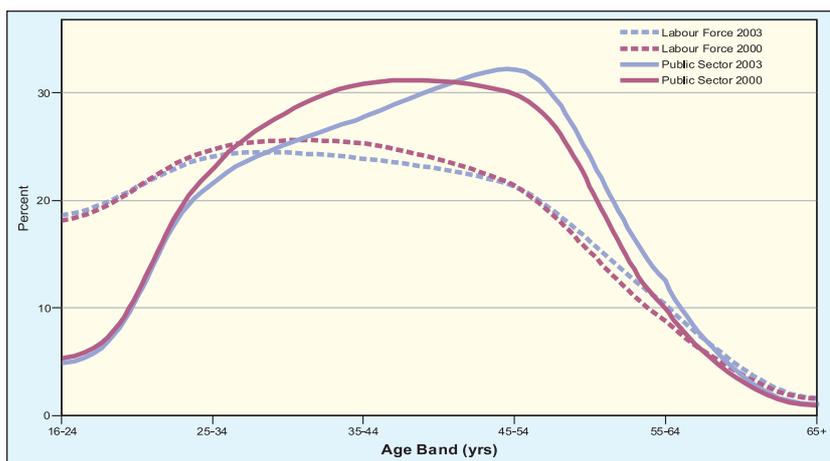
Source: NSW Public Sector Workforce Profile Data 2002/2003; ABS

Footnotes:

- 1 A count of people in the NSW labour force differs from a count of those actually employed in NSW as it counts those employed people and includes people who are currently looking for work.
- 2 The total number of NSW public sector employees at June 2003 was 343,847. Table 10 excludes 525 employees for whom age was not recorded.
- 3 Data provided by Australian Bureau of Statistics in response to specific request.

Figure 4 shows a similar pattern occurs in the comparison between age distribution within the public sector and within the NSW labour force. Within the NSW labour force, the highest proportions of people working or looking for work 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 2003, showing that the ageing workforce effect is far more pronounced in the public sector than it is in the labour force in general.

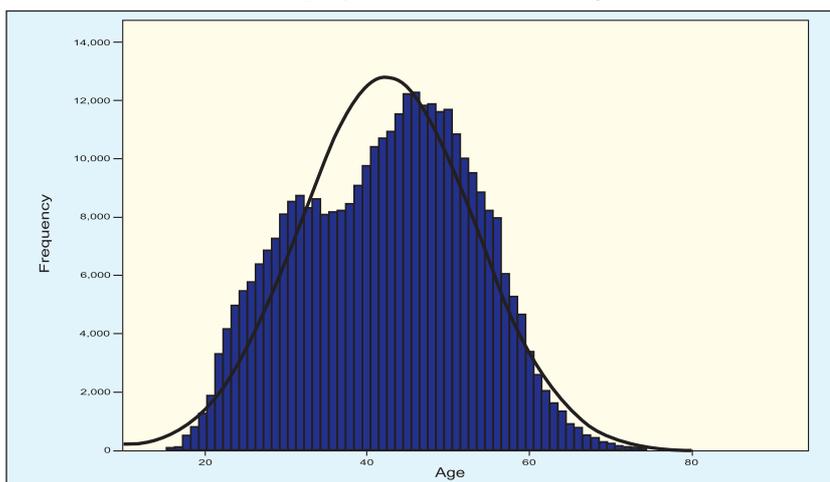
Figure 4: Full Time Equivalent Public Sector Employees Compared with NSW Labour Force¹, Age distributions for 2000 and 2003²



Source: NSW Public Sector Workforce Profile Data 2002/2003; ABS

Figure 5 presents a bar chart of the distribution of NSW public sector employees at June 2003 by age. A normal curve is also presented to show variations in the distribution of the age of employees and a normal distribution. The comparison shows that employees aged under 20 and between 35 and 45 were under-represented.

Figure 5: NSW Public Sector Employees at June 2003: Age Distribution³



Source: NSW Public Sector Workforce Profile Data 2002/2003

Footnotes:

- 1 A count of people in the NSW labour force differs from a count of those actually employed in NSW as it counts those employed people and includes people who are currently looking for work.
- 2 The total number of NSW public sector employees at June 2003 was 343, 847. Table 10 excludes 525 for whom age was not recorded.
- 3 Data provided by Australian Bureau of Statistics in response to specific request.

Occupational Groups

Table 17 compares staff numbers (FTE) of Major Occupational Groups by gender at June 2003. Occupational data was a new item collected from agencies in the 2003 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 17: Full Time Equivalent Public Sector Employees at June 2003¹: Major Occupational Groups

Major Occupational Group	Males	Females	FTE employees at June 2003
Managers & Administrators	7,654	3,699	11,353
Professionals	45,382	85,897	131,280
Associate Professionals	26,104	17,571	43,674
Tradespersons & Related Workers	12,048	675	12,723
Advanced Clerical & Service Workers	909	2,600	3,509
Intermediate Clerical Sales & Service Workers	13,037	39,082	52,119
Intermediate Production & Transport Workers	9,020	794	9,814
Elementary Clerical Sales & Service Workers	4,186	4,023	8,209
Labourers & Related Workers	9,938	4,699	14,637
Total	128,278	159,039	287,318

Source: NSW Public Sector Workforce Profile 2002/2003

At June 2003 professionals were the largest occupational group within the NSW public sector, comprising 45.7 percent. Intermediate clerical sales & service workers (18.2 percent) and associate professionals (15.2 percent) were the next largest groups. Within the professional occupational group, 79.5 percent were engaged in health & education related occupations. The majority of these were nursing professionals (20.8 percent of all professionals) and school teachers (37.7 percent of all professionals).

Female employees dominated the occupational groups of professional (65.4 percent of all professionals were female – this group comprises primarily of teachers and nurses), advanced clerical and service workers (74.1 percent) and intermediate clerical sales and service workers (75.0 percent). Male employees were prominent in traditional male occupational fields, comprising 94.7 percent of tradespersons and related workers, 91.9 percent of production and transport workers and 67.9 percent for labourers and related workers.

Footnote:

1 The total number of FTE public sector employees at June 2003 was 291,264. Table 17 excludes 3,947 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.

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. Please note that the definition for casual employees has changed from previous Workforce Profile publications and any comparison should be made with care.

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 2002/03 rates was: $(\text{Number of employees commencing with agencies between 1 July 2002 and 30 June 2003} \times 100) / \text{average of (number of employees at 1 July 2002 and number of employees at 30 June 2003)}$.

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 (i.e. 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.

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 (i.e. those designated as unemployed). (See ABS Cat. No. 6201.1.)

NSW Working Age Employed Population

All NSW residents who are aged over 15 years who are employed. (See ABS Cat. No. 6150.0.)

NSW Population

All NSW residents aged 15 years and over. (See ABS Cat. No. 6150.0.)

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, 1999-2002, 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.

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 2002/03 rates was: $(\text{Number of employees separating from agencies between 1 July 2002 and 30 June 2003} \times 100) / \text{average of (number of employees at 1 July 2002 and number of employees at 30 June 2003)}$.

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 2002/03 rates was: $(\text{number of employees reported as continuously employed 2002/03} \times 100) / (\text{number of employees at 1 July 2002})$.

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

Structural Changes in the NSW Public Sector 2002/2003

1. The following agencies were abolished during 2002/2003:

Fair Trading, Department of
Information Technology and Management, Department of (DITM)
Industrial Relations, Department of
Land and Water Conservation, Department of (DLWC)
Planning, Department of
Public Works and Services, Department of
Transport, Department of
Pacific Power
Community Services Commission – Employees transferred to the NSW Ombudsman's Office.
Olympic Co-ordination Authority – Agency incorporated into the Sydney Olympic Park Authority.

2. The following Agencies were created:

Commerce, Department of – Includes the former Department of Fair Trading, Department of Industrial Relations, Department of Public Works and Services, the Office of Information Technology (Ex-DITM) and the Building and Construction Industry Long Service Payments Corporation (LSPC).

Note: LSPC employees transferred to the Workcover Authority, effective 29th June 2003.

Sustainable Natural Resources, Department of – Includes Healthy Rivers Commission from EPA, Office of Forestry Information and Office of Private Forestry (former DITM), Department of Lands and Water Conservation (excluding Crown Lands and Soil Services, State Water Business Unit and Town Water and Recycling Services). Note: Effective 1st July 2003 this agency renamed Infrastructure, Planning and Natural Resources, Department of (DIPNR) and incorporated the previous Department of Planning.

Lands, Department of – Includes most of the Land and Property Information NSW (former DITM), and Crown Land Administration and Soil Services and Business Land NSW (both former DLWC).

Transport Co-ordination Authority – Includes most of the Department of Transport. Note: Renamed Ministry of Transport effective 1st July 2003.

Urban and Transport Planning, Department of – includes the former Department of Planning. This agency incorporated into DIPNR effective 1st July 2003.

3. Other Changes:

Ministry of Energy and Utilities – Includes employees transferred from former Department of Land and Water Conservation (State Water Business Unit and Town Water and Recycling Services).

Motor Vehicle Repair Industry Authority replaced the former Motor Vehicle Repair Industry Council.

AGENCY

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 – Wentworth Area Health Service
Health – Western Sydney Area Health Service
Heritage Office
Historic Houses Trust of NSW
Housing – Housing, Department of
Hunter Catchment Management Trust
Hunter Water Corporation
Independent Commission Against Corruption
Independent Pricing And Regulatory Tribunal
Institute of Sport (NSW)
Integral Energy
Internal Audit Bureau of NSW
Jenolan Caves Reserve Trust
Judicial Commission of NSW
Juvenile Justice, Department of
Landcom
Lands, Department of
Legal Aid Commission of NSW
Local Government, Department of
Lord Howe Island Board
Lotteries Corporation, NSW
Macquarie Generation
Mineral Resources, Department of
Mines Subsidence Board
Motor Accident Authority
Motor Vehicle Repair Industry Authority
Museum of Applied Arts and Sciences (Powerhouse Museum)
National Parks and Wildlife Service
Newcastle Port Corporation
Ombudsman’s Office
Parliamentary Counsels Office
Parramatta Stadium Trust
Pillar Administration
Police – Police NSW

BUDGET SECTOR

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

AGENCY

Police Integrity Commission
Port Kembla Port Corporation
Premier's Department
Public Trust Office
Rail Infrastructure Corporation
Resource NSW
Roads and Traffic Authority of NSW
Royal Botanic Gardens and Domain Trust
Rural Assistance Authority
Rural Fire Service, Department of
Safe Food Production NSW
SAS Trustee Corporation
Sport and Recreation, Department of
State and Regional Development, Department of
State Electoral Office
State Emergency Service
State Forests of NSW
State Library of NSW
State Rail Authority of NSW
State Records of NSW
State Sports Centre Trust
State Transit Authority of NSW
Sustainable Energy Development Authority
Sustainable Natural Resources, Department of
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
The Legislature
Tourism NSW
TransGrid
Transport Co-ordination Authority
Treasury Corporation
Treasury, The
Upper Parramatta River Catchment Management Trust
Urban and Transport Planning, Department of
Waste Service NSW
Waterways Authority
Wollongong Sports Ground Trust
Women, Department for
Workcover Authority
Zoological Parks Board of NSW

BUDGET SECTOR

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