

The NSW Public Sector Workforce: A 2008 Snapshot

What is the Size of the NSW Public Sector Workforce?

- The average number of full-time equivalent (FTE) employees in the NSW public sector during the year was 310,528.
- The reported number of people (headcount) who were working in the NSW public sector at June was 378,645.
- The NSW Public Sector represented 10.6% of the NSW labour force.
- The Health and Education sectors represented approximately 60 % (186,375 FTE) of all NSW public sector employees during the year.

How has the public sector workforce grown over the past year?

In the year to June 2008:

- The NSW public sector workforce increased by: 1.8 % (headcount at June).
- The number of NSW employed persons increased by 2.2% during the same period.

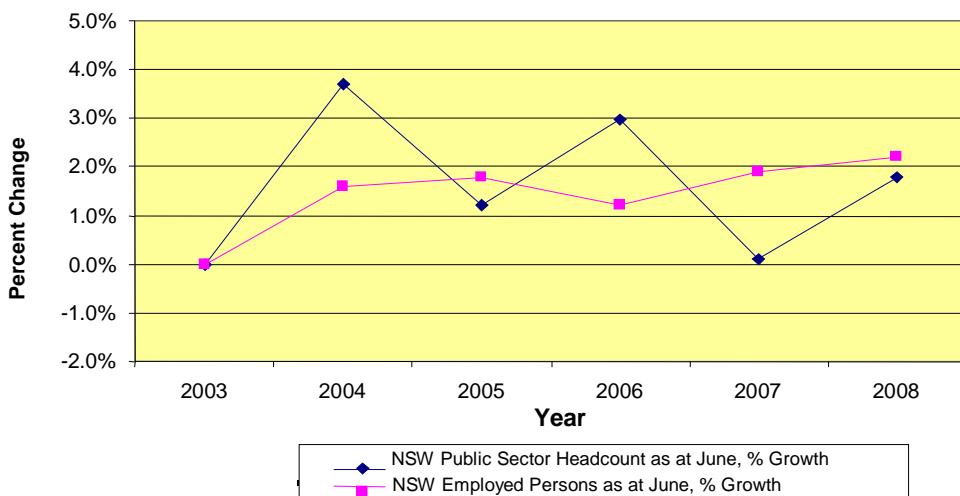
Where have the changes occurred?

- In 2008 the 'Social Security and Welfare' sector grew by 6.7 % FTE employees, the highest out of any sector.
- Major changes occurred across policy sectors due to restructuring rather than actual growth:
 - § Housing and Community Amenities sector decreased by 13%
 - § Recreation and Culture sector and the Fuel and Energy sectors increased by 17% and 10% respectively.
 - § These changes are a result of the Department of Natural Resources (Housing and Community Amenities) being disbanded and its divisions being merged predominately into the Department of Environment and Climate Change (Recreation and Culture) and Department of Water and Energy (Fuel and Energy).
- The Health and Education sectors employees made up 29% and 31% of the public sector at June 2003 respectively compared to 30% and 31% at June 2008.

How have Staffing Levels changed over recent years?

Figure 1 below displays the annual percentage change in size of the NSW public sector workforce and NSW Employed Persons since 2003.

**Figure 1: Percent Annual Change in Workforce Size
2003 to 2008**



What is the age profile of public sector employees?

- The NSW public sector workforce is older than the total employed workforce in NSW. In 2008 the median age of a NSW Public sector employee was 44; 5 years older than the median age for all NSW employed persons.
- The largest age group was the 45-54 age-bracket that made up 31% of the sector.
- The proportion of employees aged 55 and over was 19%; compared to 18% in 2007.
- 24.2 % of employees were under 35 years of age.

Table 1: Proportion of employees in each age band, 2008

	Under 25	25-34	35-44	45-54	55-64	65+
NSW Public Sector	5%	19%	26%	31%	17%	2%
NSW Employed Persons	18%	22%	23%	22%	12%	2%

How much are public sector employees paid?

- The median annualised remuneration rate for NSW non-casual public sector employees at June 2008 was \$63,447.
- At June 2008 the median annualised remuneration rate had increased by 4 % since June 2007; predominantly influenced by award increases and advancement through increments or classification status.
- The percentage of FTE employees in the top salary band is around 1.5 %. In 2008 this salary band included those with an annualised remuneration rate above \$143,678.

How many people worked part-time?

- At June 2008, 25.7 % of non-casual employees in the NSW public sector were employed part-time.
- 85% of all part-time employees were women.
- The education and health sectors each employed 43% and 40% respectively of the total number of part-time employees.

Are employees staying or leaving the public sector?

- The median tenure for a non-casual public sector employee in 2008 was 7 years.
- The public sector continues to exhibit a high level of stability as approximately 93% of permanent employees remained with their agency for the entire reporting year.

How many employees identify as belonging to an equal employment opportunity (EEO) group?

- 2% themselves as Aboriginal and Torres Strait Islander peoples.
- 14.6 % identified as being from a non-English speaking background.
- 3.9 % identified as having a disability; with 1.2 % having a disability that required adjustment at work.

Men and Women in the NSW Public Sector

- In 2008, 58% of the NSW Public Sector workforce were women, yet women employees make up just 44.8% of employed persons in NSW as a whole.
- The 'Social Security and Welfare' sector had the highest female participation rate (77%).
- The 'Fuel and Energy' sector had the highest male participation rate (81%).
- The median annualised remuneration rate for non casual males in the public sector at June 2008 was \$64,315; and for females was \$61,686.