



Public  
Service  
Commission

# **Workforce Profile**

2012 report

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# 1 Introduction

This report presents summary results from the NSW public sector workforce profile data collection for the year 2011/2012.

The NSW public sector workforce profile data collection is an annual census of all public sector employees of NSW government agencies conducted by the Public Service Commission. This collection was previously the responsibility of the Department of Premier and Cabinet (DPC). All NSW public sector agencies are required to participate, including state owned corporations (SOCs) and government trading enterprises (GTEs).

An annual workforce profile report on the NSW public sector is produced each year, providing a broad overview of the data, including basic statistical reports and analyses. This report is a public document that assists with workforce management and planning and provides information for comparison with other public sectors in Australia. The report has previously been published on the DPC/PSC websites under the name of *The NSW Public Sector Workforce: A Snapshot*.

The data extract for this report was taken from the Public Service Commission (PSC) workforce information warehouse on 27 September 2012.

## 1.1 How to use this report

The Workforce Profile 2012 report is a companion report to the State of the NSW Public Sector Report 2012 (PSR 2012). PSR 2012 presents the Public Service Commissioner's independent review of the performance of the NSW public sector and includes commentary and high-level analysis of the survey results and other research undertaken by the Public Service Commission. It is advisable to read PSR 2012 first as it provides the context for this report. An interactive version of this report will be made available online.

## 1.2 Conceptual definitions

When referring to the data in this publication or making comparisons with data from previous snapshot reports, the reader should be aware of the conceptual definitions of the data, which are explained in the glossary.

In recent years, the NSW public sector agencies have been restructured into clusters, most recently into nine in April 2011. All analysis is at total sector and/or cluster level, based on the current nine cluster structure. The nine clusters are: Attorney General & Justice; Education & Communities; Family & Community Services; Finance & Services; Health; Premier & Cabinet; Trade & Investment, Regional Infrastructure & Services; Transport and Treasury. To enable readability within charts, Trade & Investment, Regional Infrastructure & Services has been shortened to "Trade & Investment, Regional ...".

## 1.3 Limitations

Differences in totals in some tables, compared to summary figures, may occur due to data that is missing, withdrawn or invalid.

While agencies make their best efforts to record and submit accurate data, in some circumstances accuracy may be affected, for instance, by omissions or miscoded data.

Due to differences in data sources, timing of collections and data definitions, there may be variations between data in this document and that published by individual agencies.

Quality improvements to the reporting system have resulted in some minor differences to previously reported data.

This report does not include contingent labour (i.e. those employed on a temporary basis through a third party, for example a recruitment agency or contracting company). However, it is intended that contingent labour be included in future workforce profiles.

The Public Service Commission (PSC) and Parliament of NSW are legislatively independent bodies and are not part of any cluster. However for administrative reasons they have been included in the Premier and Cabinet cluster for this report.

## 1.4 Data sources

The NSW workforce data contained in this report is derived from:

- NSW PSC 2011/12 Workforce Profile (v2012.09.27)
- NSW PSC 2010/11 Workforce Profile (v2012.03.06)
- NSW PSC 2009/10 Workforce Profile (v2011.11.01)
- NSW PSC 2008/09 Workforce Profile (v2011.11.01)
- NSW PSC 2007/08 Workforce Profile (v2011.11.01)
- Australian Bureau of Statistics (ABS) Labour Force, Australia, Detailed - Electronic Delivery, July 2012 – released 16 August 2012
- ABS NSW Labour Force, Population Growth, Australia, 2011 – released 31 July 2012

## 1.5 Version control

The following versions of this document have been published:

Version	Release notes
2012.11.09	Initial version
2012.11.22	Table 2.2 commentary: FTE (2011) figure corrected from 41,310 to 40,310 Table 3.3: Percentage totals corrected

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## 2 FTE analysis

This section provides analysis of the full time equivalent (FTE) workforce within the NSW public sector. FTE is a standardised way of describing the size of the workforce based on the total number of ordinary time paid hours worked (excluding overtime and unpaid work).

The FTE workforce describes the number of full time employees required to account for all ordinary time paid hours work. It is not a count of the actual 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 FTE employee.

FTE workforce can be measured during a period, such as the last pay period of the financial year.

Since the same method of counting can be applied to each agency, FTE staffing figures provide the most accurate indication of relative resource levels across the NSW public sector.

The following tables are included within this section:

- **Table 2.1:** FTE by **budget sector**
- **Table 2.2:** FTE by **cluster**
- **Table 2.3:** FTE by **cluster and gender**
- **Table 2.4:** FTE by **employment category and gender**
- **Table 2.5:** FTE by **cluster and employment category**

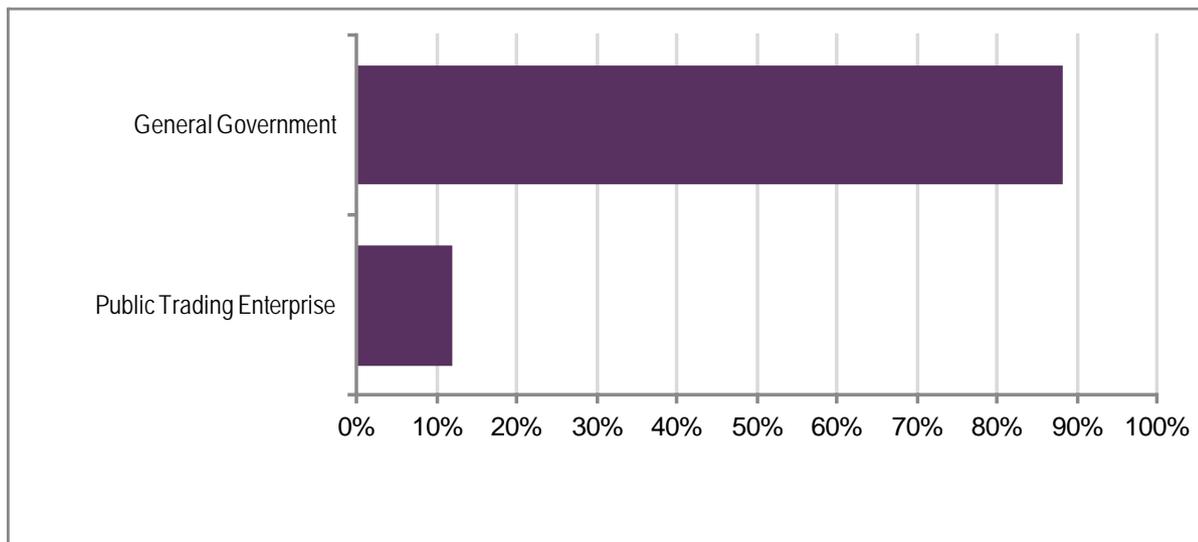
**Table 2.1: FTE at census period 2012 by budget sector**

Budget Sector	FTE 2011	FTE 2012	% change (2011 - 2012)	Non casual FTE 2011	Non casual FTE 2012	% change (2011 - 2012)
General Government	290,154.16	293,102.24	1.02	268,485.62	271,445.02	1.10
Public Trading Enterprise	40,245.62	39,452.47	-1.97	39,835.56	38,905.89	-2.33
<b>Total</b>	<b>330,399.78</b>	<b>332,554.71</b>	<b>0.65</b>	<b>308,321.18</b>	<b>310,350.90</b>	<b>0.66</b>

**Key points from this table:**

- The number of full time equivalent (FTE) employees in the NSW public sector at census period was **332,555**.
- General government agencies accounted for 88.14% of the total public sector. These agencies typically deliver direct public services or are regulatory in nature.

**Figure 2.1: % FTE at census period 2012 by budget sector**



**Table 2.2: FTE at census period 2011 and 2012 by cluster**

Cluster	2011		2012		Change 2011 - 2012	% change 2011 - 2012
	FTE	Cluster %	FTE	Cluster %		
Attorney General & Justice	39,466.18	11.94	38,354.78	11.53	-1,111.40	-2.82
Education & Communities	101,004.38	30.57	101,601.43	30.55	597.05	0.59
Family & Community Services	17,827.77	5.40	17,161.81	5.16	-665.96	-3.74
Finance & Services	11,177.20	3.38	11,358.02	3.42	180.81	1.62
Health NSW	98,954.97	29.95	102,232.99	30.74	3,278.02	3.31
Premier & Cabinet	7,487.32	2.27	7,505.18	2.26	17.87	0.24
Trade & Investment, Regional ...	24,392.35	7.38	24,332.09	7.32	-60.26	-0.25
Transport	29,638.14	8.97	29,546.27	8.88	-91.86	-0.31
Treasury	451.48	0.14	462.15	0.14	10.67	2.36
<b>Total</b>	<b>330,399.78</b>	<b>100.00</b>	<b>332,554.71</b>	<b>100.00</b>	<b>2,154.93</b>	<b>0.65</b>

**Key points from this table:**

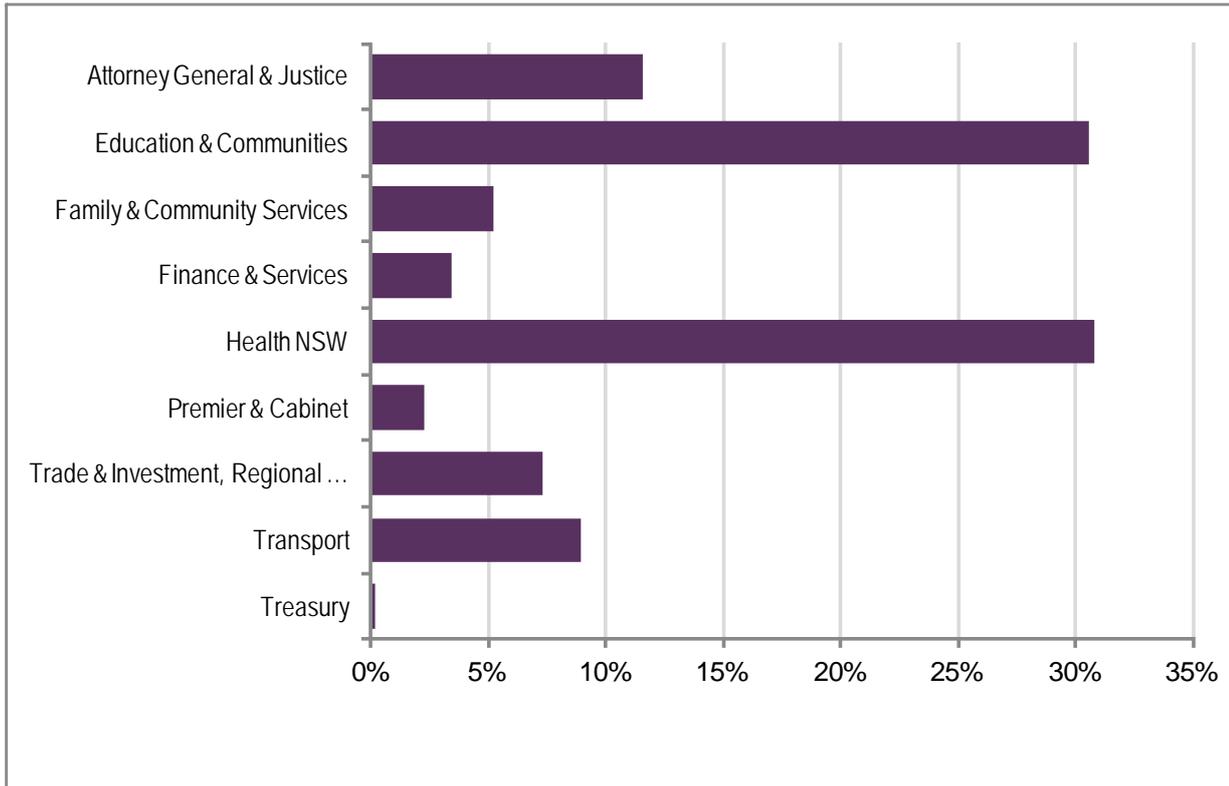
- The NSW public sector workforce increased by 2,155 FTE Or 0.65% from June 2011 to June 2012. *Note: This does not equate to the sum of the changes for each cluster.*
- The Health and Education clusters accounted for 61.29% of total sector FTE, with the remaining 38.71% distributed across the other seven clusters.
- The total FTE at June 2012 for nurses, teachers and police was 119,116 (35.82% of total FTE).

**Areas of change:**

- The main increases occurred in the Health (3,278 FTE, 3.31%) and Education and Communities (597 FTE, 0.59%) clusters.
- The growth in the Health cluster was predominantly accounted for by:
  - Community and personal service workers, e.g. health and welfare workers and personal carers and assistants.
  - Professionals, e.g. medical practitioners and midwifery and nursing professionals. Nurses increased FTE to 41,933 in 2012, up 1,623 (4.03%) from 40,310 in 2011.
- The total FTE of school teachers in 2012 was 61,658, up 509 (0.83%) from 61,149 in 2011.
- Excluding nurses, teachers and police, the total FTE at June 2012 was 213,439 representing an increase of 7 FTE when compared with the June 2011 figure of 213,432 FTE.
- The main decreases occurred in the Attorney General and Justice cluster (-1,111 FTE, -2.82%) and Family and Community Services (-666 FTE, -3.74%) clusters:
  - The reduction in Attorney General and Justice was due predominately to voluntary redundancies following the privatisation of prisons and ongoing restructuring in the cluster.

- The reduction in Family and Community Services was predominately due to the transfer of public housing property management functions to the Department of Finance and Services. The transfer of these functions resulted in a corresponding increase in the Department of Finance and Services.

**Figure 2.2: % FTE at census period 2012 by cluster**



**Table 2.3: FTE at census period 2012 by cluster and gender**

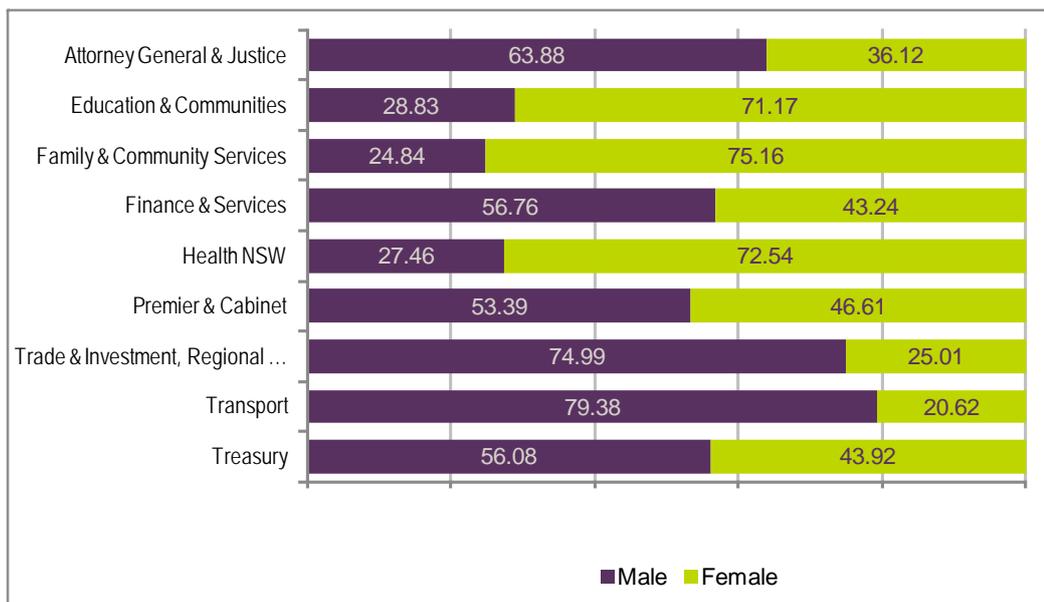
Cluster	Male			Female		
	FTE	% male in sector	% male in cluster	FTE	% female in sector	% female in cluster
Attorney General & Justice	24,497.95	17.79	63.88	13,851.33	7.15	36.12
Education & Communities	29,288.01	21.27	28.83	72,313.41	37.34	71.17
Family & Community Services	4,263.54	3.10	24.84	12,898.26	6.66	75.16
Finance & Services	6,402.21	4.65	56.76	4,877.07	2.52	43.24
Health NSW	28,038.77	20.36	27.46	74,062.95	38.24	72.54
Premier & Cabinet	4,006.72	2.91	53.39	3,498.47	1.81	46.61
Trade & Investment, Regional ...	18,071.67	13.12	74.99	6,027.52	3.11	25.01
Transport	22,863.32	16.60	79.38	5,938.35	3.07	20.62
Treasury	259.17	0.19	56.08	202.98	0.10	43.92
<b>Total</b>	<b>137,691.36</b>	<b>100.00</b>	<b>41.55</b>	<b>193,670.35</b>	<b>100.00</b>	<b>58.45</b>

Note: The FTE numbers shown here sum to slightly less than the total FTE for the sector in 2011/12 (332,555 – see Table 2.1) due to missing and withdrawn gender data.

**Key points from this table:**

- At census period 2012 58.45% of the NSW public sector workforce were women. Female employees made up 45.70% of NSW employed persons.
- The Family and Community Services and Health clusters had the largest proportions of female employees. Women were more highly represented in the health and welfare support, personal carers and assistants and nursing professions.
- The Transport and Trade and Investment clusters had the largest proportions of male employees. These clusters had the largest number of trade based and driver occupations, which are traditional male occupations.

**Figure 2.3: % FTE at census period 2012 by cluster and gender**



**Table 2.4: FTE at census period 2012 by employment category and gender**

Employment Category	Male			Female		
	FTE	% male in sector	% male in employment category	FTE	% female in sector	% female in employment category
Permanent	113,895.22	82.72	43.30	149,162.41	77.02	56.70
Temporary Grouping	11,611.83	8.43	29.52	27,723.24	14.31	70.48
Contract Exec	1,407.33	1.02	73.53	506.63	0.26	26.47
Contract Non-Exec	1,188.58	0.86	71.59	471.63	0.24	28.41
Casual	6,645.71	4.83	30.81	14,925.60	7.71	69.19
Statutory Appointees	340.49	0.25	52.25	311.20	0.16	47.75
Other	2,602.21	1.89	82.04	569.64	0.29	17.96
<b>Total</b>	<b>137,691.36</b>	<b>100.00</b>	<b>41.55</b>	<b>193,670.35</b>	<b>100.00</b>	<b>58.45</b>

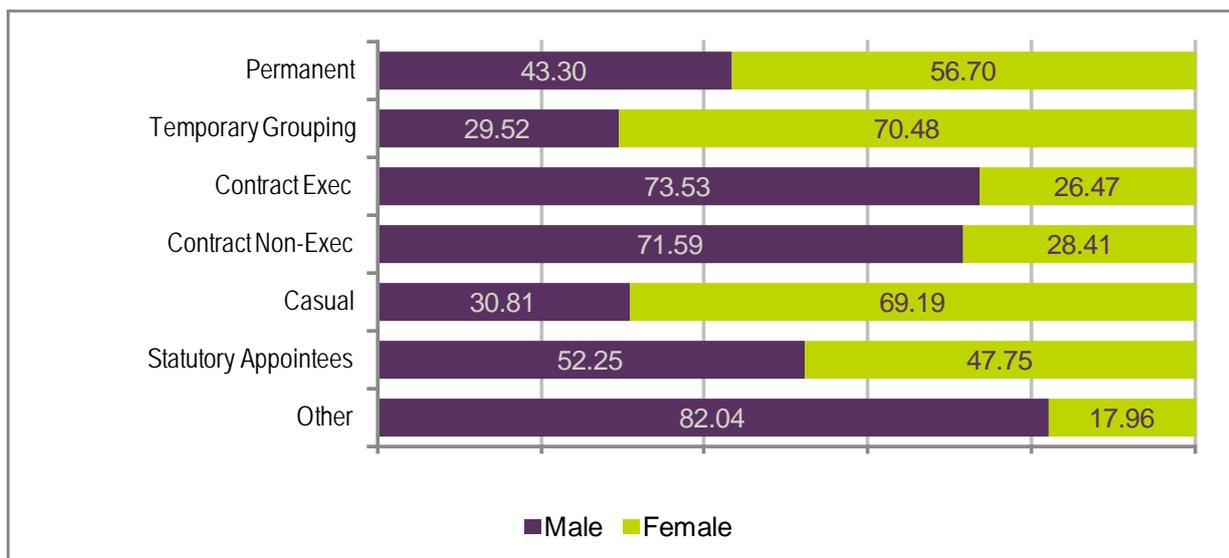
Note 1: The FTE numbers shown here sum to slightly less than the total FTE for the sector in 2011/12 (332,555 – see Table 2.1) due to missing and withdrawn gender data.

Note 2: **Temporary Grouping** includes temporary employees, temporary senior officers, temporary teachers and graduates. **Contract Exec** includes contract-executive, contract-executive SES equivalent, Health executive service. **Other** includes seasonal workers, cadets, trainees, apprentices, retained fire fighters.

**Key points from this table:**

- Women occupied a higher proportion of temporary and casual roles (70.48% and 69.19% respectively) predominately in the teaching and nursing professions and related occupations.

**Figure 2.4: % FTE at census period 2012 by employment category and gender**



**Table 2.5: FTE at census period 2012 by cluster and employment category**

Cluster	Permanent	% Permanent in cluster	Temporary grouping	% Temporary in cluster	Contract	% Contract in cluster	Casual	% Casual in cluster	Other	% Other in cluster	Total FTE
Attorney General & Justice	35,047.06	91.38	1,670.04	4.35	204.33	0.53	374.08	0.98	1,059.26	2.76	38,354.78
Education & Communities	66,599.96	65.55	19,818.10	19.51	173.06	0.17	14,988.02	14.75	22.28	0.02	101,601.43
Family & Community Services	14,419.71	84.02	1,901.03	11.08	43.00	0.25	780.07	4.55	18.00	0.10	17,161.81
Finance & Services	9,634.67	84.83	893.04	7.86	715.18	6.30	53.68	0.47	61.45	0.54	11,358.02
Health NSW	85,799.38	83.93	11,411.14	11.16	155.77	0.15	4,710.17	4.61	156.53	0.15	102,232.99
Premier & Cabinet	5,781.84	77.04	1,119.08	14.91	277.77	3.70	283.80	3.78	42.70	0.57	7,505.18
Trade & Investment, Regional ...	19,244.19	79.09	1,684.15	6.92	1,592.62	6.55	266.28	1.09	1,544.85	6.35	24,332.09
Transport	27,141.38	91.86	922.15	3.12	402.62	1.36	129.66	0.44	950.47	3.22	29,546.27
Treasury	414.29	89.64	13.60	2.94	30.60	6.62	2.67	0.58	1.00	0.22	462.15
<b>Total</b>	<b>264,082.48</b>	<b>79.41</b>	<b>39,432.34</b>	<b>11.86</b>	<b>3,594.95</b>	<b>1.08</b>	<b>21,588.42</b>	<b>6.49</b>	<b>3,856.54</b>	<b>1.16</b>	<b>332,554.71</b>

*Note: **Temporary Grouping** includes temporary employees, temporary senior officers, temporary teachers and graduates.*

***Contract** includes contract-executive, contract-executive SES equivalent, Health executive service and contract non-exec. **Other** includes seasonal workers, cadets, trainees, apprentices, retained fire fighters and statutory appointees.*

**Key points from this table:**

- Education, Health and Family & Community Services clusters had the largest proportions of casual staff.
- The majority of these casual roles were:
  - Education - teaching professionals and general clerks.
  - Health - nursing professionals and hospital support staff such as orderlies and cleaners.
  - Family & Community Services - carers and nurses.

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## 3 Headcount analysis

This section provides an analysis of headcount within the NSW public sector. Headcount is the total number of employees at any given time.

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 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.

Headcount figures include all employees who have worked during the period, even if they only worked for one day. Both total employee (headcount) figures and FTE figures are reported because they provide different perspectives of the workforce. 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.

The following tables are included within this section:

- **Table 3.1:** Headcount at census date 2011 and 2012 by **cluster**
- **Table 3.2:** Headcount at census date 2012 by **age band and gender**
- **Table 3.3:** Headcount (non casual) at census date 2012 by **employment arrangement and gender**
- **Table 3.4:** Headcount (non casual) at census date 2012 by **cluster and employment arrangement**
- **Table 3.5:** Headcount (non casual) by **salary band and gender**

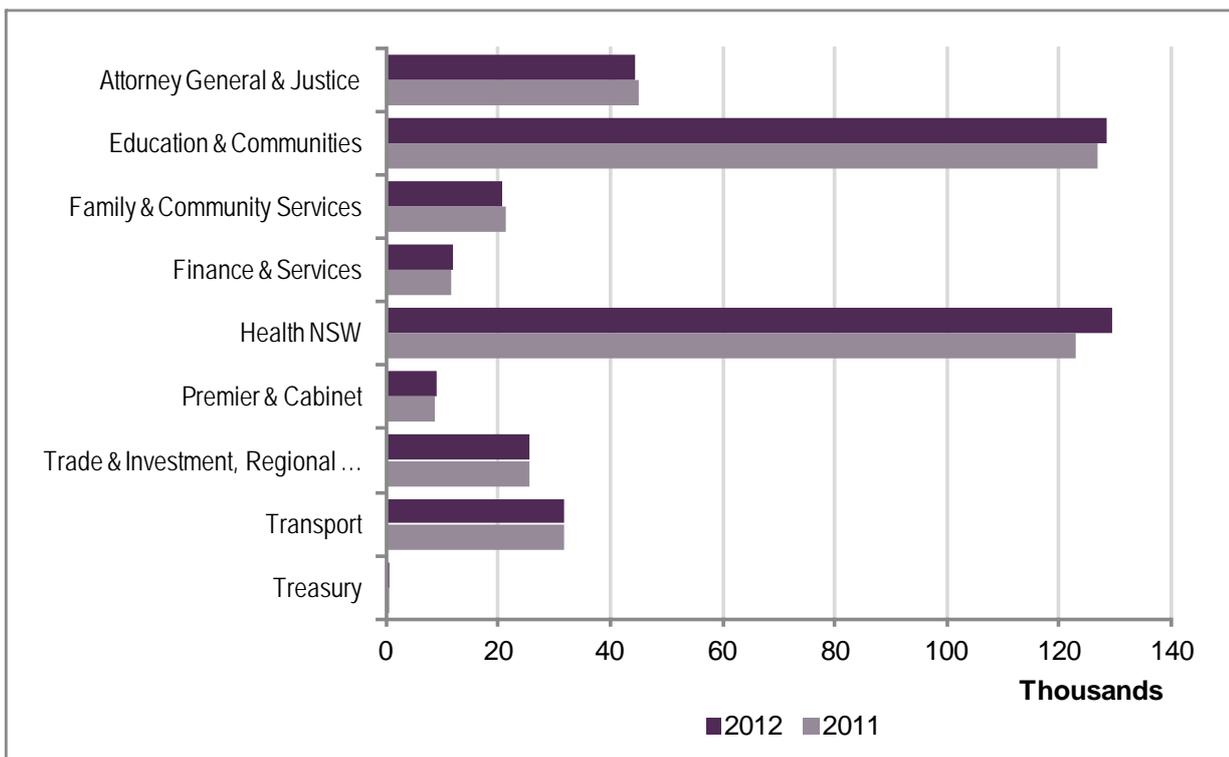
**Table 3.1: Headcount at census date 2011 and 2012 by cluster**

Cluster	2011		2012	
	Headcount	% of sector	Headcount	% of sector
Attorney General & Justice	45,003	11.40	44,445	11.06
Education & Communities	126,910	32.14	128,365	31.96
Family & Community Services	21,256	5.38	20,678	5.15
Finance & Services	11,750	2.98	12,009	2.99
Health NSW	123,075	31.17	129,443	32.22
Premier & Cabinet	8,845	2.24	8,863	2.21
Trade & Investment, Regional ...	25,649	6.50	25,557	6.36
Transport	31,829	8.06	31,837	7.93
Treasury	490	0.12	506	0.13
<b>Total</b>	<b>394,807</b>	<b>100.00</b>	<b>401,703</b>	<b>100.00</b>

**Key points from this table:**

- The number of employees in the NSW public sector at census date was 401,703.
- This represented a net increase of 6,896 (1.75%) employees from June 2011 to June 2012. Growth of FTE was only 0.65%. FTE size is a more accurate representation of resource levels within the NSW public sector.

**Figure 3.1: Headcount at census date 2012 by Cluster**



**Table 3.2: Headcount at census date 2012 by age band and gender**

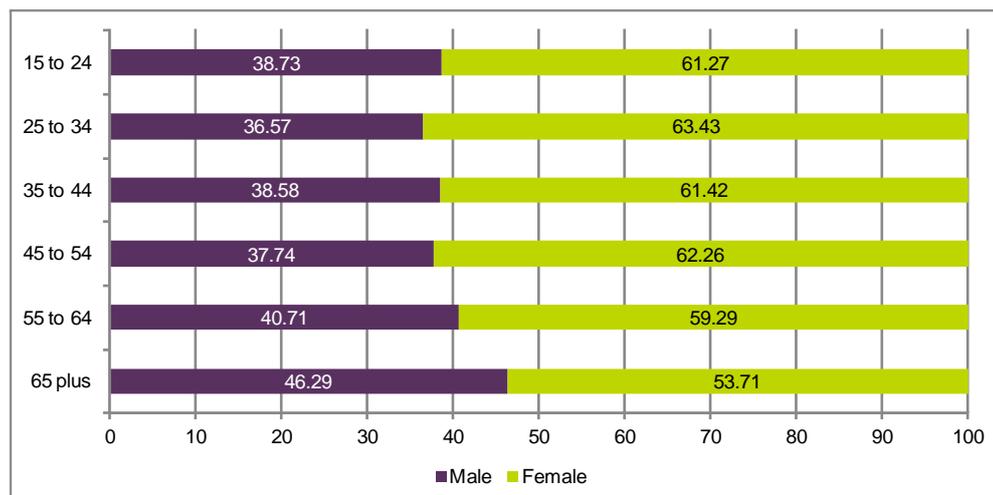
Age Band	Gender							
	Male	% of males in the sector	% of males in age band	Female	% of females in the sector	% of females in age band	Total	% of total sector in age band
15 to 24	7,379	4.78	38.73	11,674	4.75	61.27	19,053	4.76
25 to 34	29,324	18.98	36.57	50,865	20.70	63.43	80,189	20.04
35 to 44	37,955	24.57	38.58	60,428	24.60	61.42	98,383	24.59
45 to 54	41,767	27.04	37.74	68,895	28.04	62.26	110,662	27.65
55 to 64	32,639	21.13	40.71	47,542	19.35	59.29	80,181	20.04
65 plus	5,415	3.51	46.29	6,283	2.56	53.71	11,698	2.92
<b>Total</b>	<b>154,479</b>	<b>100</b>	<b>38.60</b>	<b>245,687</b>	<b>100.00</b>	<b>61.40</b>	<b>400,166</b>	<b>100.00</b>

Note: The total headcount for the sector in 2011/12 was 401,703 (see Table 3.1). This is more than the headcount figure in the above table due to missing or withdrawn gender and age data.

**Key points from this table:**

- **Age profile:** For the NSW public sector workforce in 2012:
  - The largest age group was the 45-54 age bracket at 27.65% of the sector.
  - The proportion of employees aged 55 and over was 22.96% compared to 22.11% in 2011.
  - 24.80% of employees were under 35 years of age, including 4.76% under the age of 25.

**Figure 3.2: % Headcount at census date 2012 by age band and gender**



**Table 3.3: Headcount (non casual) at census date 2012 by employment arrangement and gender**

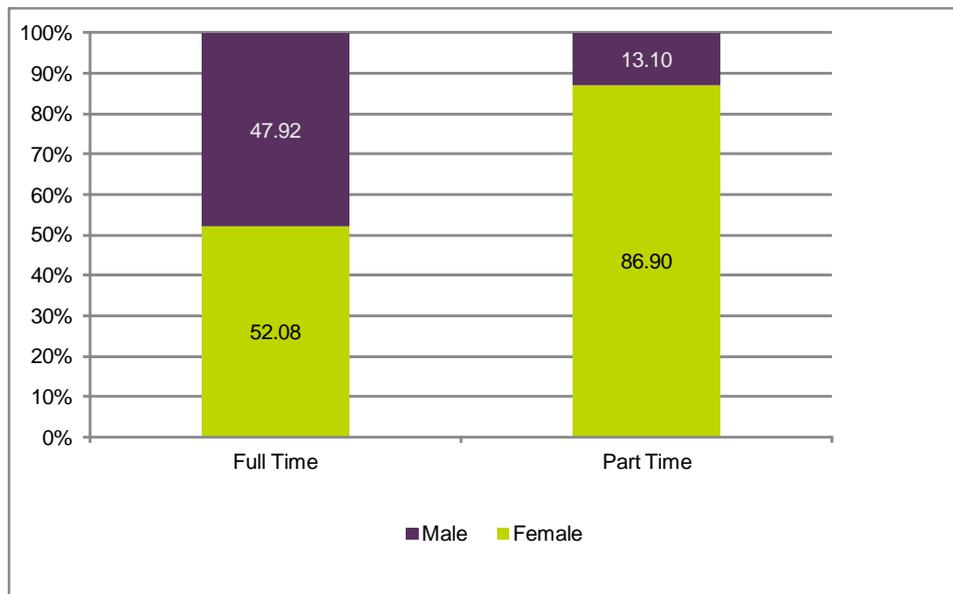
Employment arrangement	Male			Female			Total	
	Headcount	% of males in sector	% male in employment arrangement	Headcount	% of females in sector	% female in employment arrangement	Headcount	% of sector
Full Time	126,662	91.50	47.92	137,637	63.82	52.08	264,299	74.64
Part Time	11,767	8.50	13.10	78,032	36.18	86.90	89,799	25.36
Total	138,429	100.00	39.09	215,669	100.00	60.91	354,098	100.00

Note: The total non casual headcount for the sector in 2011/12 was 356,841 (see Table 7.2). This is more than the headcount figure in the above table due to missing or withdrawn gender and hours worked data.

**Key points from this table:**

- **Part time work:** At census date 2012:
  - 25.36% of non casual employees in the NSW public sector were employed part time.
  - 86.90% of all part time employees were women.

**Figure 3.3: % Headcount (non casual) at census date 2012 by employment arrangement and gender**



**Table 3.4: Headcount (non casual) at census date 2012 by cluster and employment arrangement**

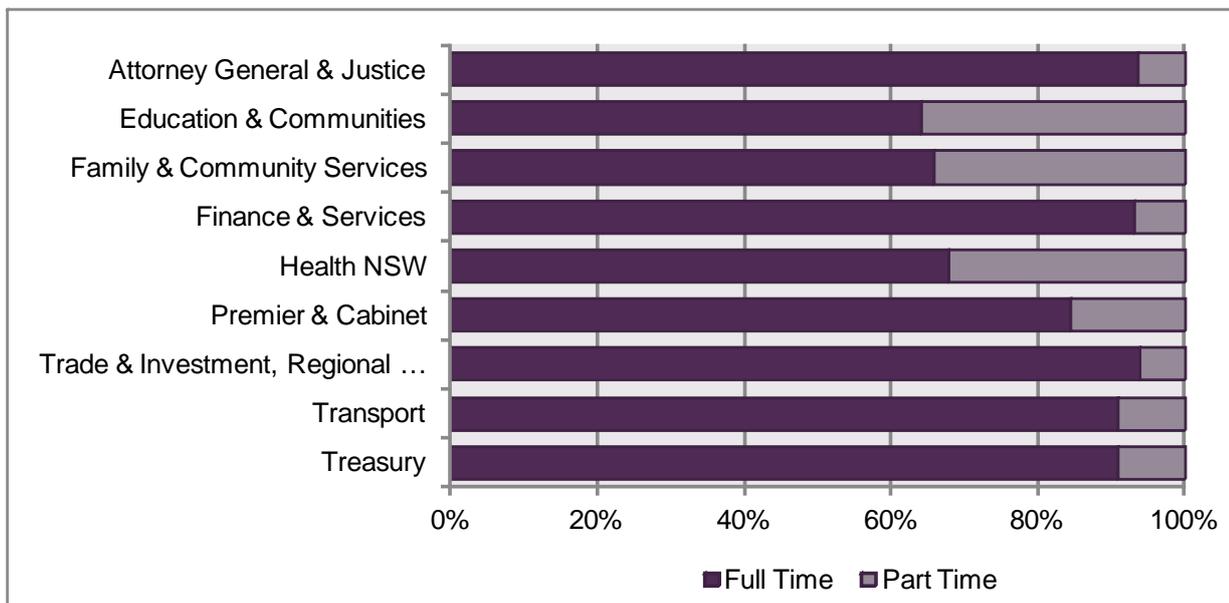
Cluster	Part Time			Full Time		
	Headcount	% of part time in the sector	% part time in cluster	Headcount	% of full time in the sector	% full time in cluster
Attorney General & Justice	2,500	2.78	6.30	37,171	14.01	93.70
Education & Communities	36,666	40.71	35.88	65,511	24.68	64.12
Family & Community Services	6,458	7.17	34.22	12,414	4.68	65.78
Finance & Services	812	0.90	6.83	11,073	4.17	93.17
Health NSW	37,986	42.17	32.07	80,475	30.32	67.93
Premier & Cabinet	1,216	1.35	15.51	6,623	2.50	84.49
Trade & Investment, Regional ...	1,530	1.70	6.23	23,015	8.67	93.77
Transport	2,859	3.17	9.07	28,666	10.80	90.93
Treasury	46	0.05	9.16	456	0.17	90.84
<b>Total</b>	<b>90,073</b>	<b>100.00</b>	<b>25.34</b>	<b>265,404</b>	<b>100.00</b>	<b>74.66</b>

*Note: The total non casual headcount for the sector in 2011/12 was 356,841 (see Table 7.2). This is more than the headcount figure in the above table due to missing or withdrawn gender and hours worked data.*

**Key points from this table:**

- **Part time work:** The Education & Communities and Health clusters employed 40.71% and 42.17% respectively of the total number of part time employees.

**Figure 3.4: % Headcount (non casual) at census date 2012 by cluster and employment arrangement**



**Table 3.5: Headcount (non casual) at census date 2012 by salary band and gender**

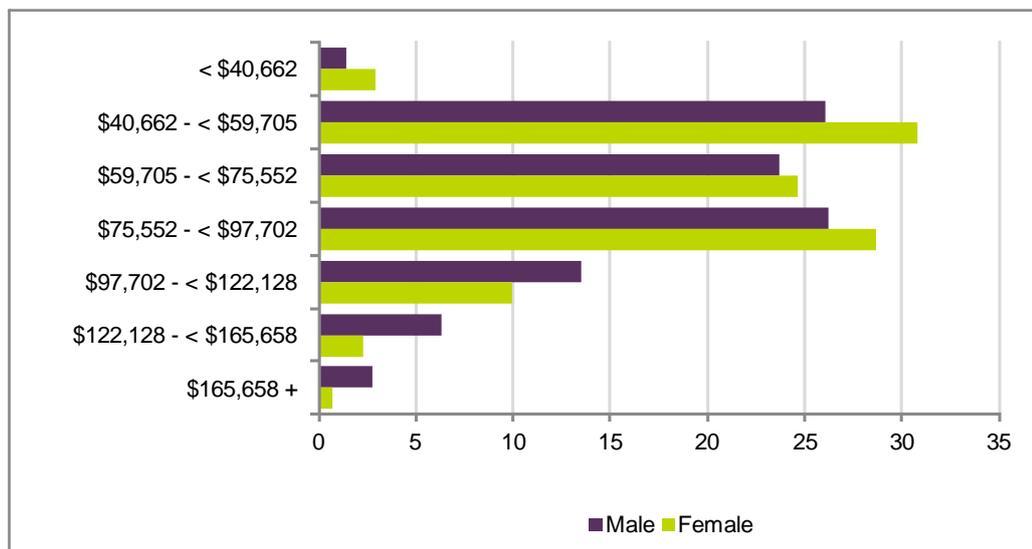
Salary Band	Male			Female			Total	
	Headcount	% in salary band	% of males in sector	Headcount	% in salary band	% of females in sector	Headcount	% in salary band
< \$40,662	1,919	1.39	23.17	6,362	2.95	76.83	8,281	2.34
\$40,662 - < \$59,705	36,083	26.07	35.24	66,306	30.77	64.76	102,389	28.93
\$59,705 - < \$75,552	32,838	23.73	38.18	53,172	24.68	61.82	86,010	24.30
\$75,552 - < \$97,702	36,279	26.21	37.00	61,769	28.67	63.00	98,048	27.71
\$97,702 - < \$122,128	18,733	13.54	46.61	21,454	9.96	53.39	40,187	11.36
\$122,128 - < \$165,658	8,766	6.33	64.17	4,895	2.27	35.83	13,661	3.86
\$165,658 +	3,782	2.73	71.26	1,525	0.71	28.74	5,307	1.50
<b>Total</b>	<b>138,400</b>	<b>100.00</b>	<b>39.11</b>	<b>215,483</b>	<b>100.00</b>	<b>60.89</b>	<b>353,883</b>	<b>100.00</b>

Note: The total non casual headcount for the sector in 2011/12 was 356,841 (see Table 7.2). This is more than the headcount figure in the above table due to missing, withdrawn or invalid remuneration and missing or withdrawn gender data.

**Key points from this table:**

- This table is derived from the total annual full time base remuneration for the employee’s current position. This is not the total actual gross earnings of the employee.
- A greater proportion of women were in the lower salary bands, with 57.78% of females earning under \$75,552, compared with 50.77% of males.

**Figure 3.5: % Headcount (non casual) at census date 2012 by salary band and gender**



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## 4 NSW comparison

This section compares the NSW public sector workforce data against state-wide data published by the Australian Bureau of Statistics (ABS) in 2012.

The following tables are included within this section:

- **Table 4.1:** Headcount **by employment**
- **Table 4.2:** Headcount **by gender**
- **Table 4.3:** Headcount **by age band**
- **Table 4.4:** **Median age** by **gender**
- **Table 4.5:** Headcount **by region**

**Table 4.1: Headcount – NSW public sector employees and NSW employed persons at census date 2011 and 2012**

	2011		2012		
	Total headcount	% of NSW employed persons	Total headcount	% of total NSW employed persons	% growth from 2011
NSW public sector	394,807	11.03	401,703	11.15	1.75
NSW employed persons	3,579,168	100.00	3,601,195	100.00	0.62

**Key points from this table:**

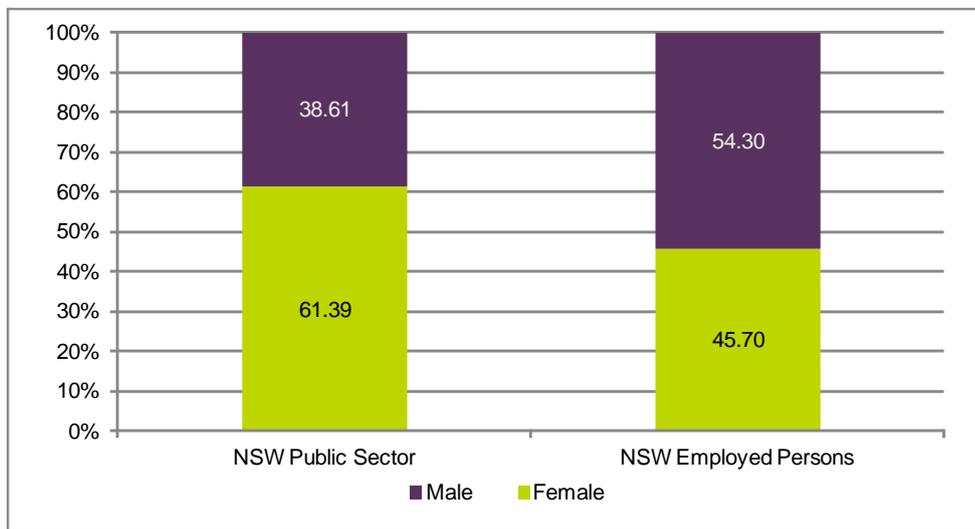
- ABS data is represented as headcount and is not available as FTE.
- The above table shows that NSW public sector grew by 1.75%. This increase was in the number of persons. However growth of FTE was only 0.65%. FTE size is a more accurate representation of resource levels within the NSW public sector.

**Table 4.2: Headcount – NSW public sector employees and NSW employed persons at census date 2011 and 2012 by gender**

Gender	2011				2012			
	NSW public sector		NSW employed persons		NSW public sector		NSW employed persons	
	Headcount	%	Headcount	%	Headcount	%	Headcount	%
Male	153,437	39.01	1,945,848	54.37	154,544	38.61	1,955,578	54.30
Female	239,931	60.99	1,633,320	45.63	245,723	61.39	1,645,617	45.70
<b>Total</b>	<b>393,368</b>	<b>100.00</b>	<b>3,579,168</b>	<b>100.00</b>	<b>400,267</b>	<b>100.00</b>	<b>3,601,195</b>	<b>100.00</b>

*Note: The total headcount for the sector in 2011/12 was 401,703 (see Table 4.1). This is more than the headcount figure in the above table due to missing or withdrawn gender data.*

**Figure 4.2: % Headcount – NSW public sector employees and NSW employed persons at census date 2012 by gender**



**Table 4.3: Headcount – NSW public sector employees and NSW employed persons at census date 2012 by age band**

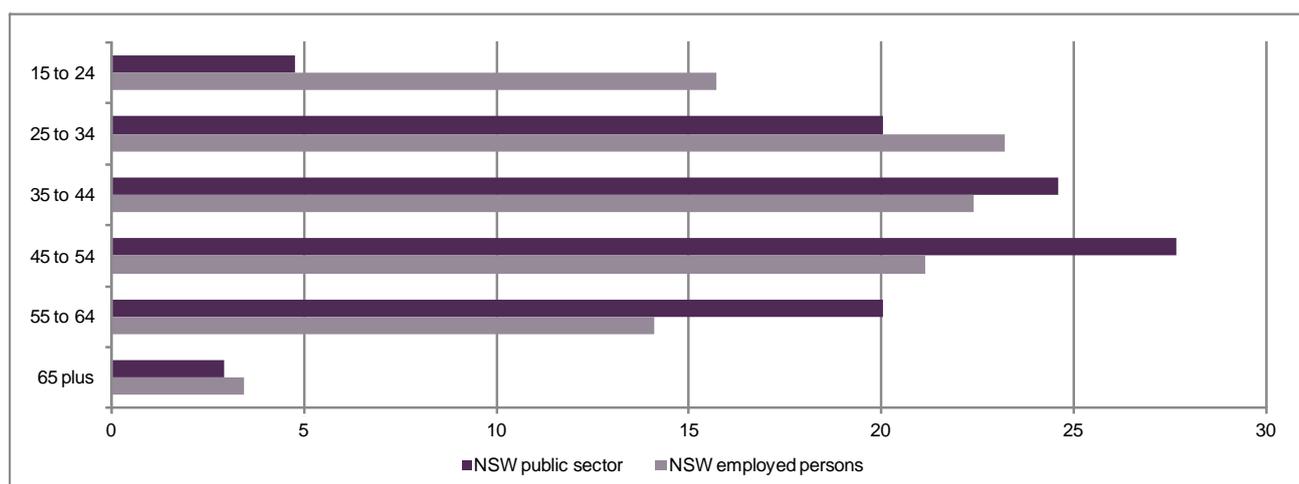
Age Band	NSW public sector		NSW employed persons	
	Headcount	%	Headcount	%
15 to 24	19,055	4.76	565,761	15.71
25 to 34	80,225	20.04	835,735	23.21
35 to 44	98,422	24.59	806,575	22.40
45 to 54	110,690	27.65	760,897	21.13
55 to 64	80,201	20.04	508,292	14.11
65 plus	11,658	2.92	123,936	3.44
<b>Total</b>	<b>400,251</b>	<b>100.00</b>	<b>3,601,195</b>	<b>100.00</b>

*Note: The total headcount for the sector in 2011/12 was 401,703 (see Table 4.1). This is more than the headcount figure in the above table due to missing or withdrawn age data.*

**Key points from this table:**

- NSW public sector had a lower proportion of younger people compared to the NSW employed persons, particularly in the under-25 age group.
- NSW public sector employees were generally older than NSW employed persons.

**Figure 4.3: % Headcount – NSW public sector employees and NSW employed persons at census date 2012 by age band**



**Table 4.4: Median Age: NSW public sector employees and NSW employed persons at census date 2012 by gender**

Gender	Age (median)	
	NSW public sector	NSW employed persons
Male	45	40
Female	44	39
Total	45	40

**Key points from this table:**

- The median age of a NSW public sector employee was 45; this is 5 years older than the median age for NSW employed persons. This difference has been consistent over recent years.

**Table 4.5: Headcount – NSW public sector employees and NSW employed persons at census date 2012 by region**

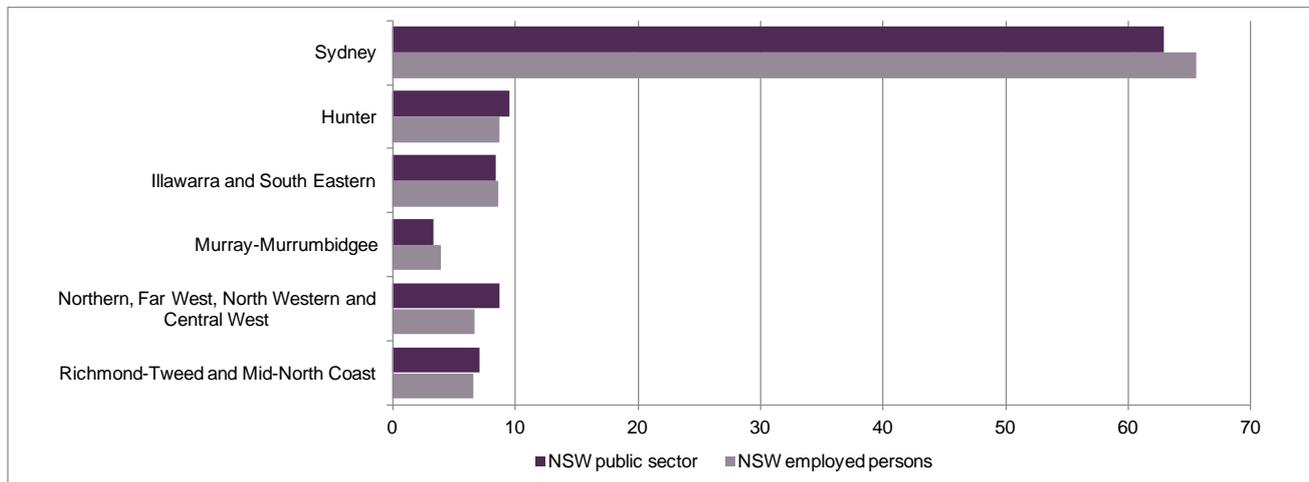
Region	NSW public sector		NSW employed persons	
	Headcount	%	Headcount	%
Sydney	250,884	62.85	2,360,733	65.55
Hunter	38,176	9.56	312,132	8.67
Illawarra and South Eastern	33,747	8.45	309,517	8.59
Murray-Murrumbidgee	13,420	3.36	140,823	3.91
Northern, Far West, North Western and Central West	34,593	8.67	241,203	6.70
Richmond-Tweed and Mid-North Coast	28,377	7.11	236,788	6.58
<b>Total</b>	<b>399,196</b>	<b>100.00</b>	<b>3,601,195</b>	<b>100.00</b>

*Note: The total headcount for the sector in 2011/12 was 401,703 (see Table 4.1). The data in this table is weighted and excludes postcodes coded as missing or interstate.*

**Key points from this table:**

- According to Labour Force statistics published by the ABS, 34.45% of NSW employed persons were located outside of Sydney. In comparison, 37.15% of the NSW public sector employees (including casuals) had a work location in regional NSW.

**Figure 4.5: % Headcount – NSW public sector employees and NSW employed persons at census date 2012 by region**



## 5 EEO analysis

This section provides an analysis of Equal Employment Opportunity (EEO) within the NSW public sector. EEO data is voluntarily provided by NSW Public Sector employees and so tables in this section show **estimated totals** which have been extrapolated from actual employee responses.

Aboriginal and Torres Strait Islander employees are people of Aboriginal and Torres Strait Islander descent who identify as such and are accepted as such by the community in which they live.

The following tables are included within this section:

- **Table 5.1: Headcount by cluster**

**Table 5.1: Estimated percentage of headcount at census date 2012 within EEO groups by cluster**

Cluster	2012				
	Aboriginal & Torres Strait Islanders	People from racial, ethnic, ethno-religious minority groups	People whose language first spoken as a child was not english	People with a disability	People with a disability requiring work-related adjustment
Attorney General & Justice	3.22%	14.09%	9.99%	3.19%	1.15%
Education & Communities	3.14%	10.07%	11.23%	3.45%	0.95%
Family & Community Services	9.08%	18.08%	19.04%	5.43%	1.72%
Finance & Services	1.45%	22.63%	22.96%	13.19%	2.05%
Health NSW	1.88%	13.10%	19.83%	2.57%	0.60%
Premier & Cabinet	5.53%	13.07%	13.46%	4.49%	1.19%
Trade & Investment, Regional ...	2.17%	9.12%	10.36%	5.24%	1.01%
Transport	1.49%	23.33%	22.92%	4.96%	1.87%
Treasury	0.00%	26.58%	29.14%	1.41%	0.24%
<b>Total Public Sector</b>	<b>2.70%</b>	<b>13.42%</b>	<b>15.73%</b>	<b>3.75%</b>	<b>0.99%</b>

### Key points from this table:

- An estimated 2.7% of employees identified as being Aboriginal and/or Torres Strait Islander peoples.
- An estimated 15.7% of employees identified as being from a non-English speaking background.
- An estimated 3.8% of employees identified as having a disability; with an estimated 1.0% having a disability that required a work-related adjustment.

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## 6 Employment analysis

This section provides an analysis of remuneration and tenure for employees within the NSW public sector to show how these employment measures have changed over time.

The following tables are included within this section:

- **Table 6.1:** Median remuneration (non casual) by **gender**
- **Table 6.2:** Median length of **tenure** (non casual) by **gender**

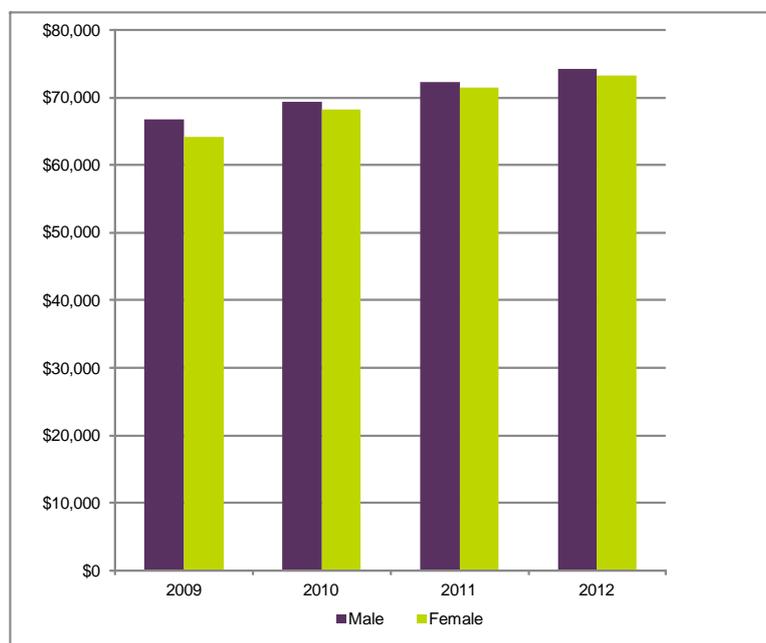
**Table 6.1: Median remuneration (non casual) at census date by gender (2009 to 2012)**

Gender	2009	% increase 2009-2010	2010	% increase 2010-2011	2011	% increase 2011-2012	2012
Male	\$66,825.00	3.92	\$69,443.00	4.00	\$72,220.00	2.88	\$74,302.28
Female	\$64,203.00	6.23	\$68,201.00	4.79	\$71,469.00	2.50	\$73,256.00
Total	\$66,332.00	4.67	\$69,429.00	3.90	\$72,137.00	2.69	\$74,076.00

**Key points from this table:**

- This table is derived from the total annual full time base remuneration for the employee’s current position. This is not the total actual gross earnings of the employee.
- The median remuneration for NSW public sector non casual employees at census date 2012 was \$74,076.
- At census date 2012 the median remuneration had increased by 2.69% since census date 2011; this was due to negotiated salary increases.
- The above analysis of remuneration shows that women are employed at annual rate 99% of average male salary at census date 2012. However, analysis of 2012 non casual median total gross earnings (which takes account of part time working arrangements and other payments such as overtime but excluding lump sum termination payments ) shows that female employees actual take home pay is 73% of male pay.

**Figure 6.1: Median remuneration (non casual) at census date by gender (2009 to 2012)**



**Table 6.2: Median length of tenure (years) in agency (non casual) at census date by gender (2009 to 2012)**

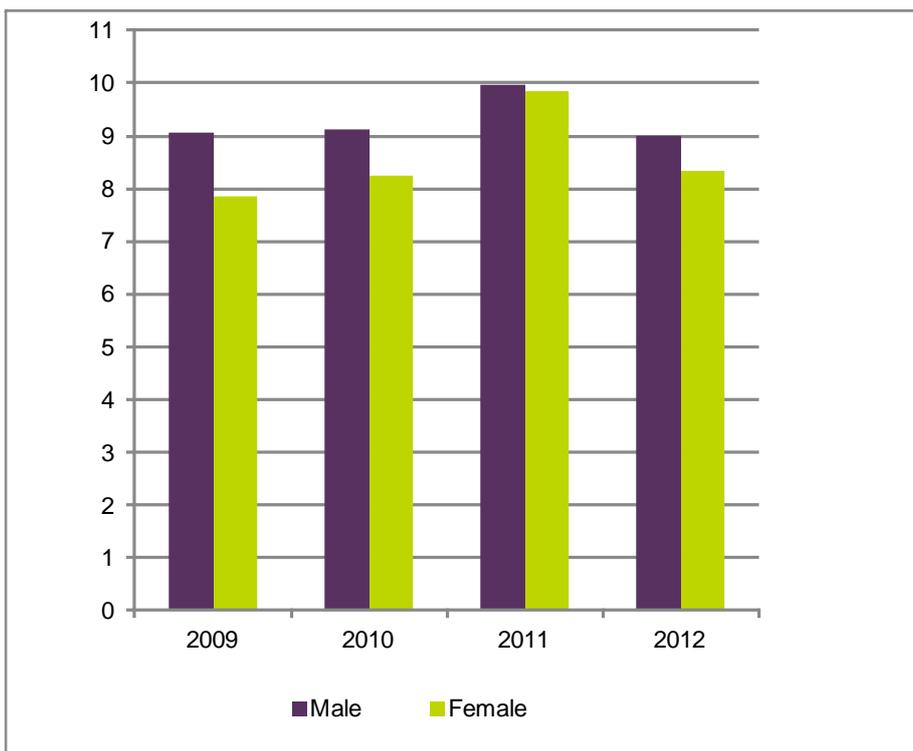
Gender	2009	2010	2011	2012
Male	9.06	9.13	9.98	9.01
Female	7.84	8.24	9.84	8.34
<b>Total</b>	<b>8.26</b>	<b>8.49</b>	<b>9.92</b>	<b>8.56</b>

*Note: NSW Health underwent a restructure in early 2011 relating to the Commonwealth/State health agreement. Due to the extensive nature of this restructure, NSW Health was only able to provide data for the six month period January-June 2011. This table therefore excludes NSW Health data for 2011, which explains why 2011 figures are out of line with 2010 and 2012.*

**Key points from this table:**

- **Length of service:** The median tenure of NSW public sector employees decreased from 9.92 years in 2010/11 to 8.56 years in 2011/12 (these figures exclude the Health cluster for 2011).

**Figure 6.2: Median length of tenure (years) in agency (non casual) at census date by gender (2009 – 2012)**



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## 7 Trend analysis

This section shows the changes in the size of the NSW public sector and the number of sick leave hours taken per FTE. Both measures are shown over a period of time to provide a trend analysis.

The following tables are included within this section:

- **Table 7.1: FTE**
- **Table 7.2: Headcount**
- **Table 7.3: Annual change in workforce (%)**
- **Table 7.4: Sick leave**
- **Table 7.5: Sick leave by Cluster**

**Table 7.1: FTE at census period, 2008 to 2012**

	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>
All employees	316,400	319,061	322,452	330,400	332,555
Non casual employees	293,681	297,162	301,567	308,321	310,351

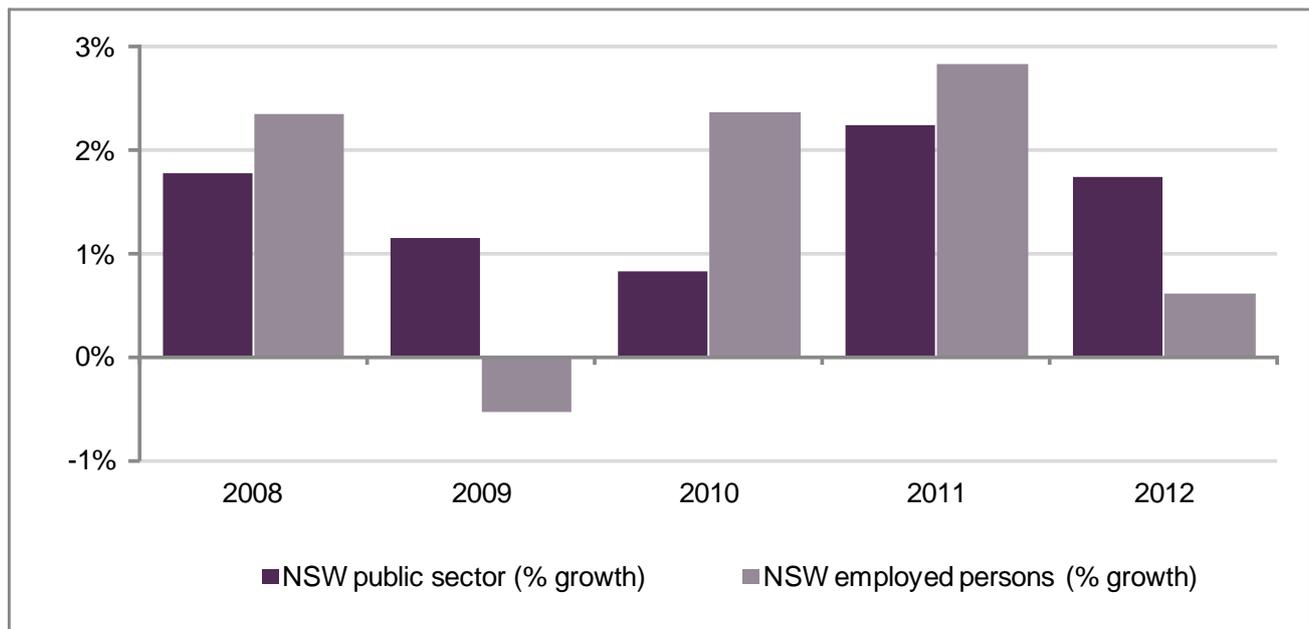
**Table 7.2: Headcount at census date, 2008 to 2012**

	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>
All employees	378,645	383,014	386,185	394,807	401,703
Non casual employees	336,000	340,512	343,584	351,122	356,841

**Table 7.3: Headcount at census date, 2008 to 2012 – NSW public sector employees and NSW employed persons**

	2008	2009	2010	2011	2012
NSW public sector	378,645	383,014	386,185	394,807	401,703
NSW public sector (% growth)	1.78%	1.15%	0.83%	2.23%	1.75%
NSW employed persons	3,418,057	3,400,140	3,480,700	3,579,168	3,601,195
NSW employed persons (% growth)	2.34%	-0.52%	2.37%	2.83%	0.62%

**Figure 7.1: Headcount at census date, 2008 to 2012 – % growth in NSW public sector employees and NSW employed persons**



**Table 7.4: Average sick leave hours taken per FTE (non casual) 2009-2012**

	2008	2009	2010	2011	2012
Average sick leave hours taken per FTE (non casual)	59.33	56.78	56.88	56.07 <sup>1</sup>	58.30

*Note: NSW Health underwent a restructure in early 2011 relating to the Commonwealth/State health agreement. Due to the extensive nature of this restructure, NSW Health was only able to provide data for the six month period January-June 2011. This table therefore excludes NSW Health data for 2011.*

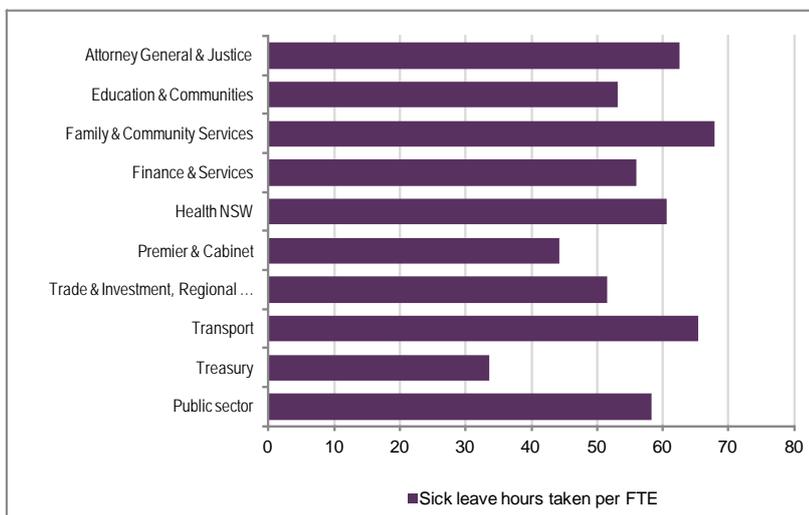
**Key points from this table:**

- **Sick leave:** Average sick leave hours taken by non casual employees in 2011 (excluding Health cluster in 2011) was 56.07. The average sick leave hours taken increased to 58.30 in 2011/12 (including Health cluster data).

**Table 7.5: Average sick leave hours taken per FTE (non casual) 2012 by Cluster**

Cluster	Average sick leave hours per FTE
Attorney General & Justice	62.58
Education & Communities	53.10
Family & Community Services	67.81
Finance & Services	56.05
Health NSW	60.66
Premier & Cabinet	44.18
Trade & Investment, Regional ...	51.53
Transport	65.39
Treasury	33.69
<b>Total</b>	<b>58.30</b>

**Figure 7.2: Average sick leave hours taken per FTE (non casual)**



## 8 Glossary

This section defines the Workforce profile terminology used in this report.

Term	Business definition
Aboriginal and/or Torres Strait Islander Employees	Aboriginal and Torres Strait Islander employees are people of Aboriginal and/or Torres Strait Islander descent who identify as such and are accepted as such by the community in which they live.
Annual Reference Period	The annual reference period starts on the day following the last pay date of the previous financial year and ends on the last pay day of the current financial year.
Annual Remuneration	The remuneration reflects the salary that an employee would receive if they worked full time hours under their award over the course of the year. It is independent of actual hours worked during the year and of additional overtime, allowances or lump sum payments. It does not relate to the proportion of hours an employee works. Annual remuneration is different to actual earnings which are affected by factors such as part time work, overtime, allowances or lump sum payments.
Casual Employees	NSW Government agency employees engaged to perform work on an 'as-required' basis. Employees are usually paid at an hourly rate equal to the relevant classification level of the position with a loading. The definition of casual excludes sessional or seasonal and retained employees.
Census Date	Census date is the actual last pay day of the reference period.
Census Period	The last pay fortnight of the reference period.
Contract (Executive) Employees	Executive staff 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. This group does not include contractors and consultants engaged on a fee for service basis.
Contract (Non-Executive) Employees	All non-executive staff employed on the basis of fixed term individual contracts.
EEO	Equal Employment Opportunity (EEO) is making sure that there is equal access to available employment by ensuring workplaces are free from discrimination and harassment; and improving employment access and participation for EEO groups including: <ul style="list-style-type: none"> <li>▪ women</li> <li>▪ Aboriginal People and Torres Strait Islanders</li> <li>▪ people whose first language was not English</li> <li>▪ people with a disability who require work-related adjustments.</li> </ul>
Employment Arrangement	A non casual employee's employment category classified by full time or part time status.
Employment Category	Employment category reflects the nature of an employee's employment contract with an agency. Categories include:

Term	Business definition
	<p>Permanent: Employed on a continuing basis to perform ongoing functions;</p> <p>Temporary: Non casual employees who do not have permanent conditions of employment, or individual employment contracts. Employed for a specific period of time;</p> <p>Casual: Employees engaged to perform work on an 'as-required' basis, and are paid at an hourly rate equal to the relevant classification level of the position, with a loading;</p> <p>Contract: Employees who are employed on the basis of fixed term individual contract. This group does not include contractors and consultants engaged on a fee for service basis; and</p> <p>Other: Relates to all other employment categories; i.e. cadet, trainees, apprentices, retained staff, sessional, seasonal and Statutory Appointees.</p>
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	<p>A standardised way of describing the size of the workforce based on the total number of ordinary time paid hours worked (excluding overtime and unpaid work). The FTE workforce describes the total number of full time employees required to account for all 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 FTE employee.</p> <p>FTE workforce can be measured during a period, such as the last pay period during the financial year (census period).</p> <p>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.</p>
General Government Sector	Agencies in this sector generally operate under the Financial Management Framework, and undertake policy, regulatory and service delivery functions.
Headcount	<p>Total number of employees employed at a given time.</p> <p>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.</p> <p>Headcount figures pick up all employees who have worked during the period, even if they only worked for one day. Both total employees (headcount) figures and FTE figures are reported because they provide different perspectives of the workforce. 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 (i.e.: they work 20 percent of the time that a full time employee would work). Headcount figures therefore give a picture of how many people were employed during the period,</p>

Term	Business definition
	whereas FTE is a more accurate indicator of resource levels.
Language first spoken as a child	The language the person first spoke as a child, as distinct from the preferred language or language usually spoken at home.
Length of Service	The length of employment of employees within an Agency.
Median	The median (the middle value of a distribution: half the values are above the median and half are below the median) is presented as it is less sensitive to extreme values than the mean.
Non casual Employees	All persons engaged to work and paid through a NSW government agency payroll system, excluding employees working for an hourly rate (casual, sessional, seasonal and retained staff).
NSW Employed Persons	<p>Employed persons (defined by Australian Bureau of Statistics – ABS) include all persons aged 15 years and over who, during the reference week:</p> <ul style="list-style-type: none"> <li>▪ worked for one hour or more for pay, profit, commission or payment in kind in a job or business, or on a farm (comprising employees, employers and own account workers); or</li> <li>▪ worked for one hour or more without pay in a family business or on a farm (i.e. contributing family workers); or</li> <li>▪ were employees who had a job but were not at work and were: <ul style="list-style-type: none"> <li>○ away from work for less than four weeks up to the end of the reference week; or</li> <li>○ away from work for more than four weeks up to the end of the reference week and received pay for some or all of the four week period to the end of the reference week; or</li> <li>○ away from work as a standard work or shift arrangement; or</li> <li>○ on strike or locked out; or</li> <li>○ on workers' compensation and expected to return to their job; or</li> <li>○ were employers or own account workers, who had a job, business or farm, but were not at work.</li> </ul> </li> </ul>
Part time Employees	Part time employees are employed persons who usually work less than 35 hours a week. (See Australian Bureau of Statistics - <i>Labour Statistics: Concepts, Sources and Methods</i> - cat no. 6120.0).
Permanent Employees	Permanent employees are employed on a continuing basis to perform ongoing functions.
Person with a disability	<p>A person who identifies as having a disability i.e. as having one or more of the following limitations or restrictions:</p> <ul style="list-style-type: none"> <li>▪ a long-term medical condition or ailment</li> <li>▪ speech difficulties in their native language</li> <li>▪ a disfigurement or deformity</li> <li>▪ a psychiatric condition</li> <li>▪ a head injury, stroke or any other brain damage</li> <li>▪ loss of sight or hearing</li> <li>▪ incomplete use of any part of their body</li> <li>▪ blackouts, fits or loss of consciousness</li> </ul>

Term	Business definition
	<ul style="list-style-type: none"> <li>▪ restriction in physical activities or physical work</li> <li>▪ slowness at learning or understanding</li> <li>▪ any other condition resulting in a restriction.</li> </ul>
Public Trading Enterprise Sector	<p>Public Trading Enterprises provide major economic infrastructure assets such as water, power and public transport, and operate in markets ranging from monopolistic to competitive.</p> <p>The Public Trading Enterprise Sector comprises those agencies which finance the bulk of their operations from own sources revenues and borrowings.</p>
Sick Leave Hours per FTE	Sick leave hours per FTE are the sum of valid sick leave hours divided by total FTE during the year. It include Employees with (a) valid sick leave entitlement and (b) annual FTE not missing
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 training program as part of their vocational development.