



Public
Service
Commission

Workforce Profile Report 2013

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1 Introduction

This report presents summary results from the NSW public sector workforce profile data collection for the year 2012/2013.

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 the responsibility of the Department of Premier and Cabinet (DPC) until 2011. 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 25 September 2013.

1.1 How to use this report

The *Workforce profile report 2013* (WPR 2013) is a companion report to the *State of the NSW Public Sector report 2013* (SOPSR 2013). SOPSR 2013 presents the Public Service Commissioner's independent review of the performance of the NSW public sector, and provides context for the WPR 2013 report. SOPSR 2013 includes commentary and high-level analysis of workforce data and other research undertaken by the Public Service Commission. The WPR 2013, and an interactive version of the report, are both published on the PSC internet site to coincide with the publication of SOPSR 2013.

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.

All analysis is presented at total sector and/or cluster level, based on the current cluster structure established in April 2011. The nine clusters, in addition to Independent Agencies 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 ...'. From 2013, the Public Service Commission is reported separately from Department of Premier and Cabinet cluster.

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.

Parliament of NSW is legislatively an independent body and is not part of any cluster. However for administrative reasons it has 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 2012/13 Workforce Profile (v2013.09.25)
- Australian Bureau of Statistics (ABS) Labour Force, Australia, Detailed - Electronic Delivery (6291.0.55.001), June 2013 – released 18 July 2013

1.5 Version control

The following versions of this document have been published:

Version	Release notes
2013.09.25	Initial version

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 2.6:** FTE by **nurses, teachers and police officers**

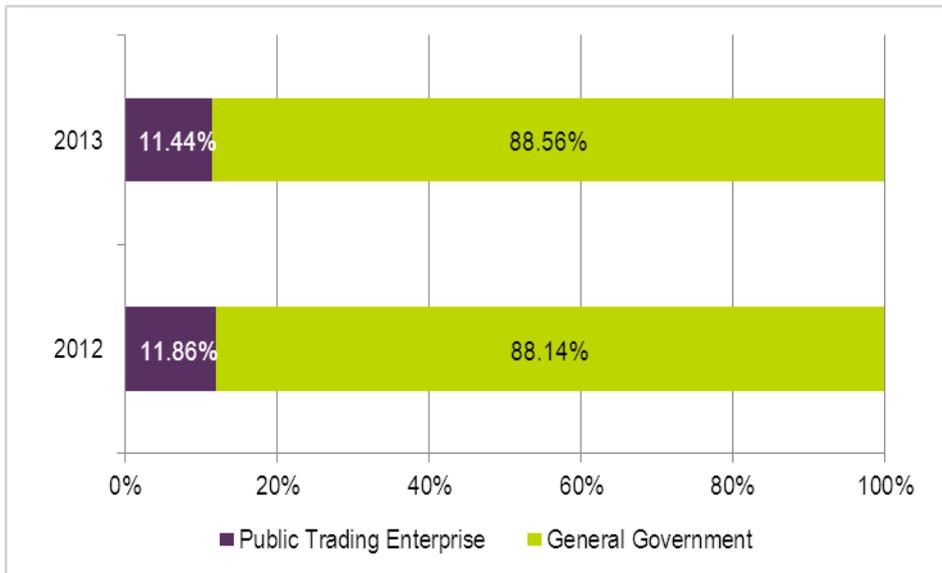
Table 2.1: FTE at census period 2012 and 2013 by budget sector

Budget Sector	FTE 2012	FTE 2013	% change (2012 - 2013)	Non-casual FTE 2012	Non-casual FTE 2013	% change (2012 - 2013)
General Government	293,102.24	291,670.85	-0.49%	271,445.02	271,092.92	-0.13%
Public Trading Enterprise	39,452.47	37,665.31	-4.53%	38,905.89	37,199.11	-4.39%
Total Public Sector	332,554.71	329,336.16	-0.97%	310,350.90	308,292.03	-0.66%

Key points:

- The General Government Sector accounts for 88.56% of the public sector in 2013, compared to 88.14% in 2012.
- The NSW public sector workforce decreased by 3,218.55 FTE Or 0.97% ¹ from June 2012 to June 2013.
- The largest decreases in the General Government sector (1,431.39 FTE) were in the Education & Communities cluster (1,157.72 FTE), the Trade & Investment cluster (1,080.02 FTE) and the Family & Community Services cluster (635.12 FTE). The decrease in the General Government sector is partially offset by an increase in the Health cluster (2,324.92 FTE).
- The Public Trading Enterprise sector showed a decrease of 1,787.16 FTE (4.53%). Rail Corporation NSW accounted for 962.53 FTE (53.89%) of the sector’s decrease, and the privatisation of Sydney Ferries accounted for 585.53 FTE (32.76%) of the decrease.

Figure 2.1: FTE at census period by budget sector, 2012 and 2013



¹ In the *State of the NSW Public Sector Report 2013*, figures are reported to one decimal place so this 0.97% decrease is reported there as 1.0%

Table 2.2: FTE at census period 2012 and 2013 by cluster ²

Cluster	2012		2013		Change 2012 - 2013	% change 2012 - 2013
	FTE	% of sector	FTE	% of sector		
Attorney General & Justice	38,354.78	11.53%	38,273.89	11.62%	-80.89	-0.21%
Education & Communities	101,601.43	30.55%	100,400.66	30.49%	-1,200.77	-1.18%
Family & Community Services	17,161.81	5.16%	16,480.37	5.00%	-681.44	-3.97%
Finance & Services	11,358.02	3.42%	10,620.90	3.22%	-737.12	-6.49%
Health NSW	102,232.99	30.74%	104,557.91	31.75%	2,324.92	2.27%
Public Service Commission			98.10	0.03%	98.10	
Premier & Cabinet	7,505.18	2.26%	7,176.34	2.18%	-328.84	-4.38%
Trade & Investment, Regional ...	24,332.09	7.32%	23,354.57	7.09%	-977.52	-4.02%
Transport	29,546.27	8.88%	27,742.49	8.42%	-1,803.78	-6.10%
Treasury	462.15	0.14%	630.93	0.19%	168.78	36.52%
Total	332,554.71	100.00%	329,336.16	100.00%	-3,218.55	-0.97%

Key points:

- From June 2012 to June 2013, all clusters except Health and Treasury experienced decreases in FTE. The largest decreases occurred in the Transport, Education & Communities and Trade & Investment clusters.
- The main increases occurred in Health (2,324.92 FTE, 2.27%).
- The growth in the Health cluster was impacted by the 940.22 FTE (2.24%) increase in nurses. Local Health Districts that recorded the largest increases in nurses were:
 - Northern Sydney Local Health District (up 313.04 FTE)
 - Hunter New England Local Health District (up 156.79 FTE)
 - Northern NSW Local Health District (up 92.18 FTE)
- The increase in Health, including in nurses, was artificially inflated as no data was submitted for Albury Wodonga Hospital in 2012. In 2013, there is 490.09 FTE recorded for Albury/Wodonga Hospital, with 271.09 of this FTE being nurses.
- The increase in Treasury (168.78 FTE) was primarily due to the transfer of NSW Industrial Relations (83.15 FTE) and Long Service Corporation (60.66 FTE) from Finance and Services to the Treasury cluster. At whole-of-sector level, this increase is offset by a corresponding decrease in Finance and Services.
- The Transport cluster decreased 1,803.78 FTE. The biggest contributors to the decrease are Rail Corporation NSW (down 962.53 FTE) and the privatisation of Sydney Ferries (down 585.53 FTE).
- The Education & Communities cluster decreased 1,200.77 FTE (1.18%). A reduction in TAFE teachers accounted for 748.36 FTE of this decrease.
- The Family & Community Services (FaCS) cluster showed a reduction of 681.44 FTE, or 3.97% from June 2012. FaCS advise that this reflects the major restructure undertaken through 2012/13.
- The Trade & Investment, Regional Infrastructure & Services cluster decreased 977.52 FTE, or 4.02%. Three energy companies, namely Essential Energy, Endeavour Energy and Ausgrid, contributed to 577.98 FTE of the decrease.
- The Public Service Commission was previously reported under the Premier and Cabinet cluster and accordingly its separation accounts for part of the decrease in Premier and Cabinet.

² In 2012, The Public Service Commission was reported as part of the Premier & Cabinet cluster, and is now reported as a separate entity

Figure 2.2: % FTE at census period 2013 by cluster

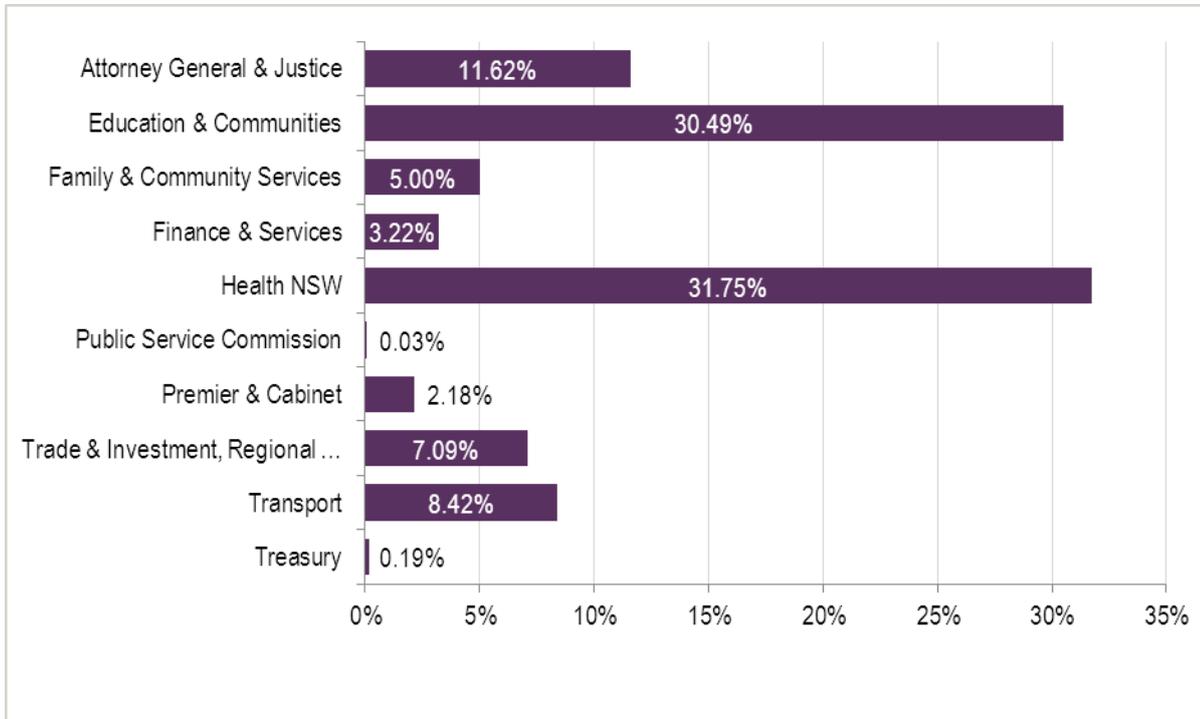


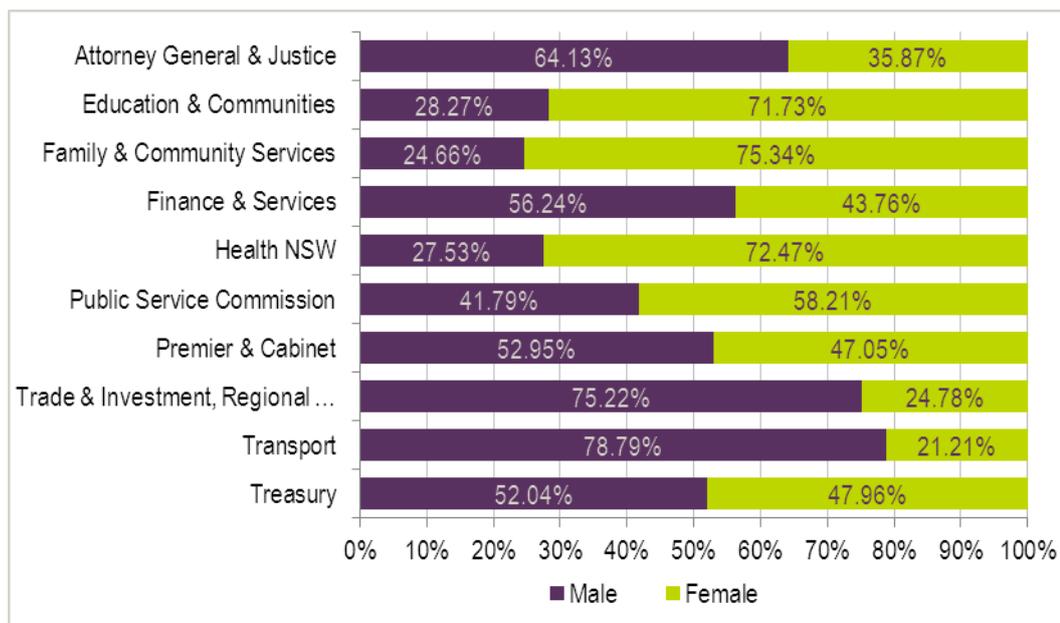
Table 2.3: FTE at census period 2013 by cluster and gender ³

Cluster	Male			Female		
	FTE	% male in sector	% male in cluster	FTE	% female in sector	% female in cluster
Attorney General & Justice	24,540.17	18.17%	64.13%	13,728.20	7.08%	35.87%
Education & Communities	28,379.61	21.01%	28.27%	72,021.05	37.14%	71.73%
Family & Community Services	4,063.32	3.01%	24.66%	12,417.05	6.40%	75.34%
Finance & Services	5,933.23	4.39%	56.24%	4,616.44	2.38%	43.76%
Health NSW	28,783.54	21.31%	27.53%	75,773.37	39.08%	72.47%
Public Service Commission	41.00	0.03%	41.79%	57.10	0.03%	58.21%
Premier & Cabinet	3,799.62	2.81%	52.95%	3,376.73	1.74%	47.05%
Trade & Investment, Regional ...	17,411.93	12.89%	75.22%	5,734.81	2.96%	24.78%
Transport	21,792.49	16.13%	78.79%	5,864.92	3.02%	21.21%
Treasury	327.83	0.24%	52.04%	302.10	0.16%	47.96%
Total	135,072.73	100.00%	41.06%	193,891.77	100.00%	58.94%

Key points:

- At census period 2013, 58.94% of the NSW public sector workforce were female.
- The Family and Community Services, Health and Education and Communities clusters had the largest proportion of female employees. Within these clusters, females were more highly represented in health and welfare support, nursing, midwifery and teaching professions.
- The Transport and Trade and Investment clusters had the largest proportion of male employees. Within these clusters, males were more highly represented in trade based and driver occupations.

Figure 2.3: % FTE at census period 2013 by cluster and gender



³ Excludes records with missing or withdrawn gender (0.11% of total FTE)

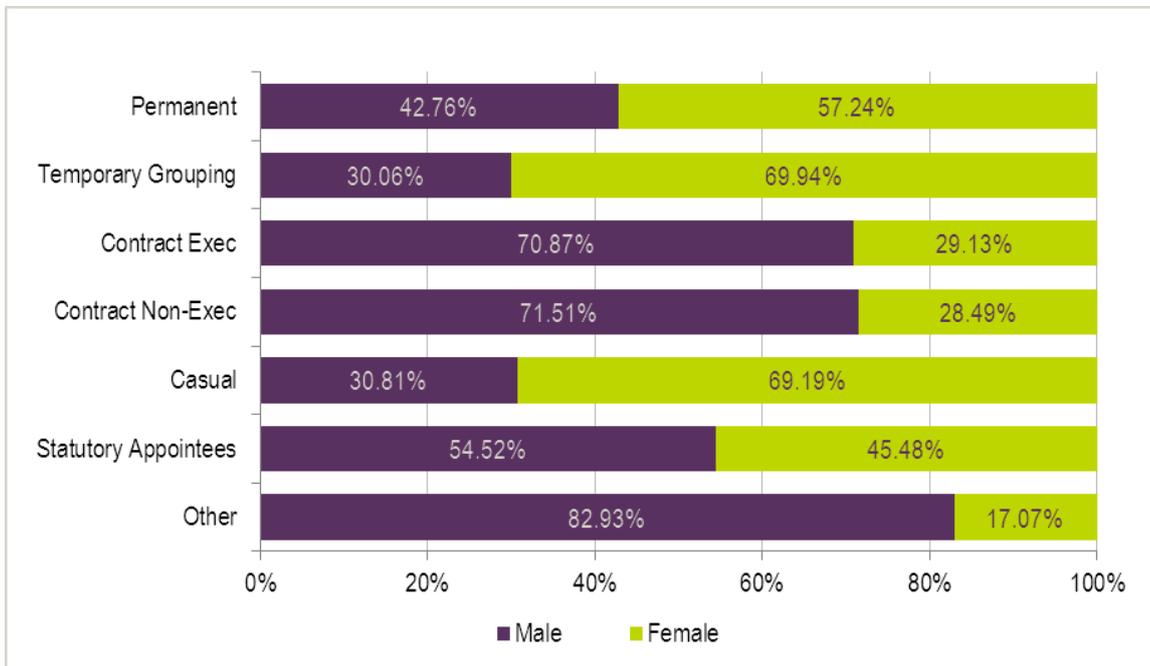
Table 2.4: FTE at census period 2013 by employment category and gender ^{4, 5}

Employment Category	Male			Female		
	FTE	% male in sector	% male in employment category	FTE	% female in sector	% female in employment category
Permanent	109,988.09	81.43%	42.76%	147,261.14	75.95%	57.24%
Temporary Grouping	13,209.19	9.78%	30.06%	30,739.07	15.85%	69.94%
Contract Exec	1,546.53	1.14%	70.87%	635.63	0.33%	29.13%
Contract Non-Exec	1,101.62	0.82%	71.51%	438.83	0.23%	28.49%
Casual	6,226.85	4.61%	30.81%	13,980.40	7.21%	69.19%
Statutory Appointees	348.72	0.26%	54.52%	290.89	0.15%	45.48%
Other	2,651.73	1.96%	82.93%	545.82	0.28%	17.07%
Total	135,072.73	100.00%	41.06%	193,891.77	100.00%	58.94%

Key points:

- Females occupied a high proportion of temporary and casual roles (69.94% and 69.19% respectively), predominantly in the teaching and nursing professions and related occupations.
- In comparison, males occupied a higher proportion of contract roles (both executive and non-executive) at 70.87% and 71.51% respectively.

Figure 2.4: % FTE at census period 2013 by employment category and gender



⁴ Excludes records with missing or withdrawn gender (0.11% of total FTE)

⁵ **Permanent** includes Permanent – Senior Officer and Permanent – Other than Senior Officer. **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.

Table 2.5: FTE at census period 2013 by cluster and employment category ⁶

Cluster		Permanent	Temporary grouping	Contract	Casual	Other	Total FTE
Attorney General & Justice	FTE	34,954.45	1,546.28	221.13	353.85	1,198.18	38,273.89
	% in cluster	91.33%	4.04%	0.58%	0.92%	3.13%	100.00%
Education & Communities	FTE	66,006.67	20,179.04	164.12	14,019.27	31.56	100,400.66
	% in cluster	65.74%	20.10%	0.16%	13.96%	0.03%	100.00%
Family & Community Services	FTE	13,805.45	1,910.98	45.25	698.82	19.86	16,480.37
	% in cluster	83.77%	11.60%	0.27%	4.24%	0.12%	100.00%
Finance & Services	FTE	9,038.95	755.50	732.65	27.96	65.85	10,620.90
	% in cluster	85.11%	7.11%	6.90%	0.26%	0.62%	100.00%
Health NSW	FTE	83,995.05	15,810.83	120.34	4,501.68	130.00	104,557.91
	% in cluster	80.33%	15.12%	0.12%	4.31%	0.12%	100.00%
Public Service Commission	FTE	73.00	19.10	5.00	-	1.00	98.10
	% in cluster	74.41%	19.47%	5.10%	-	1.02%	100.00%
Premier & Cabinet	FTE	5,423.34	1,138.89	301.66	270.96	41.50	7,176.34
	% in cluster	75.57%	15.87%	4.20%	3.78%	0.58%	100.00%
Trade & Investment, Regional ...	FTE	18,332.46	1,745.76	1,499.35	298.11	1,478.88	23,354.57
	% in cluster	78.50%	7.48%	6.42%	1.28%	6.33%	100.00%
Transport	FTE	25,365.58	839.83	611.91	49.86	875.32	27,742.49
	% in cluster	91.43%	3.03%	2.21%	0.18%	3.16%	100.00%
Treasury	FTE	563.90	30.24	34.20	0.59	2.00	630.93
	% in cluster	89.38%	4.79%	5.42%	0.09%	0.32%	100.00%
Total	FTE	257,558.85	43,976.46	3,735.61	20,221.09	3,844.16	329,336.16
	% total sector	78.21%	13.35%	1.13%	6.14%	1.17%	100.00%

Key points:

- The Education cluster was the largest employer of casuals in the NSW public sector, with 69.33% of total casual staff working in the Education cluster. This was followed by the Health cluster with 22.26% of total casual employees at the census period.
- The Education cluster also had the largest proportion of temporary staff at 20.10% within the cluster. The majority of these temporary staff were teaching professionals.
- Casual staff comprised 13.96% of the workforce in the Education cluster. The majority of these casual roles were teaching professionals and general clerks.

⁶ **Permanent** includes Permanent – Senior Officer and Permanent – Other than Senior Officer. **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.

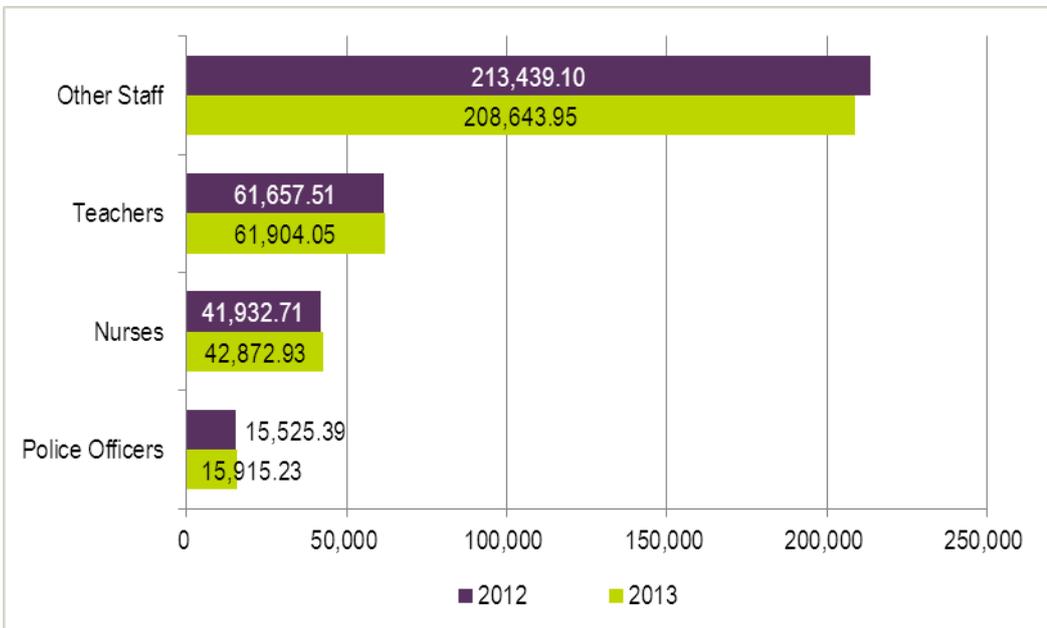
Table 2.6: Nurses, teachers and police officers FTE at census period, 2012 and 2013

Special Group	2012		2013		% growth from 2012
	FTE	% of group	FTE	% of group	
Police Officers	15,525.39	4.67%	15,915.23	4.83%	2.51%
Nurses	41,932.71	12.61%	42,872.93	13.02%	2.24%
Teachers	61,657.51	18.54%	61,904.05	18.80%	0.40%
Other Staff	213,439.10	64.18%	208,643.95	63.35%	-2.25%
Total	332,554.71	100.00%	329,336.16	100.00%	-0.97%

Key points:

- Total FTE for nurses, teachers and police increased by 1,576.60 (1.32%) when compared with June 2012 as follows:
 - total FTE of nurses in 2013 is 42,872.93, up 940.22 (2.24%) from 2012
 - total FTE of school teachers in 2013 is 61,904.05, up 246.54 (0.40%) from 2012
 - total FTE of police officers in 2013 is 15,915.23, up 389.84 (2.51%) from 2012
- Excluding nurses, teachers and police, the total FTE at June 2013 is 208,643.95, representing a decrease of 4,795.15 or 2.25% when compared with the June 2012 figures of 213,439.10 FTE.
- In percentage terms, police officers have the largest increase with 2.51% (389.84 FTE) growth.

Figure 2.6: Nurses, Teachers and Police Officers FTE at census period, 2012 and 2013



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 Local Health District.

Both employee (headcount) figures and FTE figures are reported as they provide different perspectives of the workforce. FTE translates the headcount figures into a proportion of the paid 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 2012 and 2013 by **cluster**
- **Table 3.2:** Headcount at census date 2013 by **age band and gender**
- **Table 3.3:** Headcount (non-casual) at census date 2013 by **employment arrangement and gender**
- **Table 3.4:** Headcount (non-casual) at census date 2013 by **cluster and employment arrangement**
- **Table 3.5:** Headcount (non-casual) at census date 2013 by **salary band and gender**

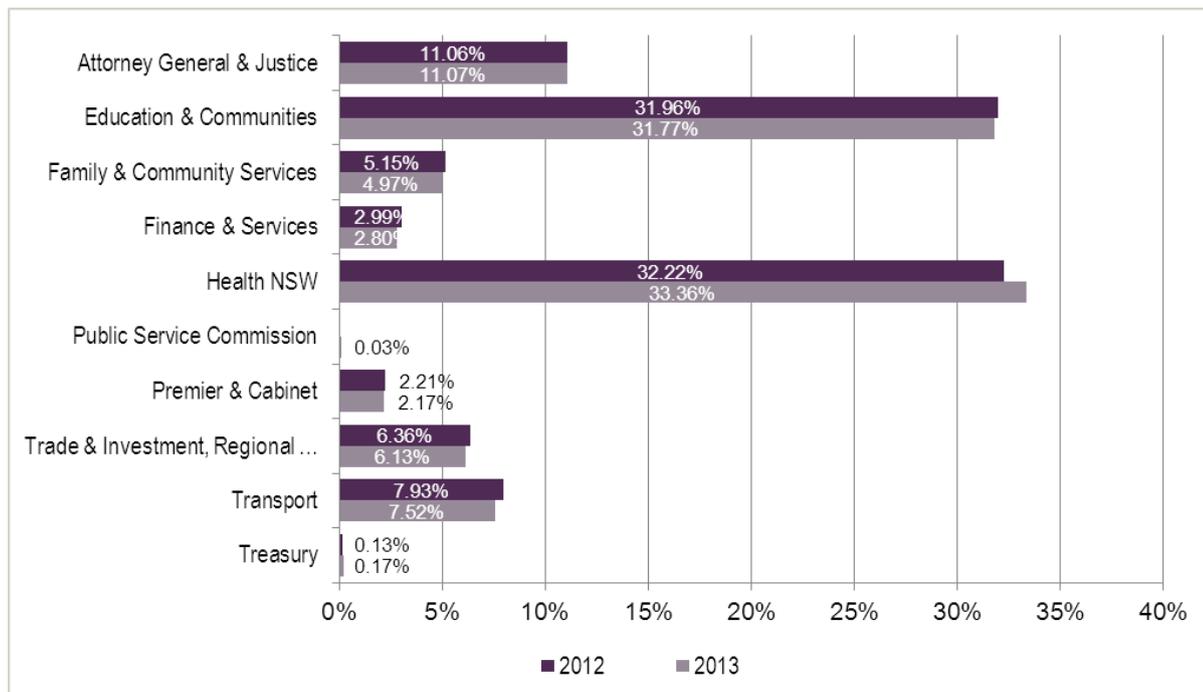
Table 3.1: Headcount at census date 2012 and 2013 by cluster ⁷

Cluster	2012		2013	
	Headcount	% of sector	Headcount	% of sector
Attorney General & Justice	44,445	11.06%	44,212	11.07%
Education & Communities	128,365	31.96%	126,834	31.77%
Family & Community Services	20,678	5.15%	19,861	4.97%
Finance & Services	12,009	2.99%	11,193	2.80%
Health NSW	129,443	32.22%	133,178	33.36%
Public Service Commission			102	0.03%
Premier & Cabinet	8,863	2.21%	8,656	2.17%
Trade & Investment, Regional ...	25,557	6.36%	24,488	6.13%
Transport	31,837	7.93%	30,036	7.52%
Treasury	506	0.13%	683	0.17%
Total	401,703	100.00%	399,243	100.00%

Key points:

- The number of employees in the NSW public sector at census date was 399,243, a decrease of 2,460 (0.61%) from June 2012.
- In comparison, the decrease in FTE was 0.97% ⁸. FTE is a more accurate representation of resource levels within the NSW public sector.
- The Health and Education clusters account for 33.36% and 31.77% respectively of total headcount.

Figure 3.1: % Headcount at census date 2012 & 2013 by Cluster



⁷ In 2012, the Public Service Commission was reported as part of Premier & Cabinet cluster and is now reported as a separate entity

⁸ In the *State of the NSW Public Sector Report 2013*, figures are reported to one decimal place so this 0.97% decrease is reported there as 1.0%

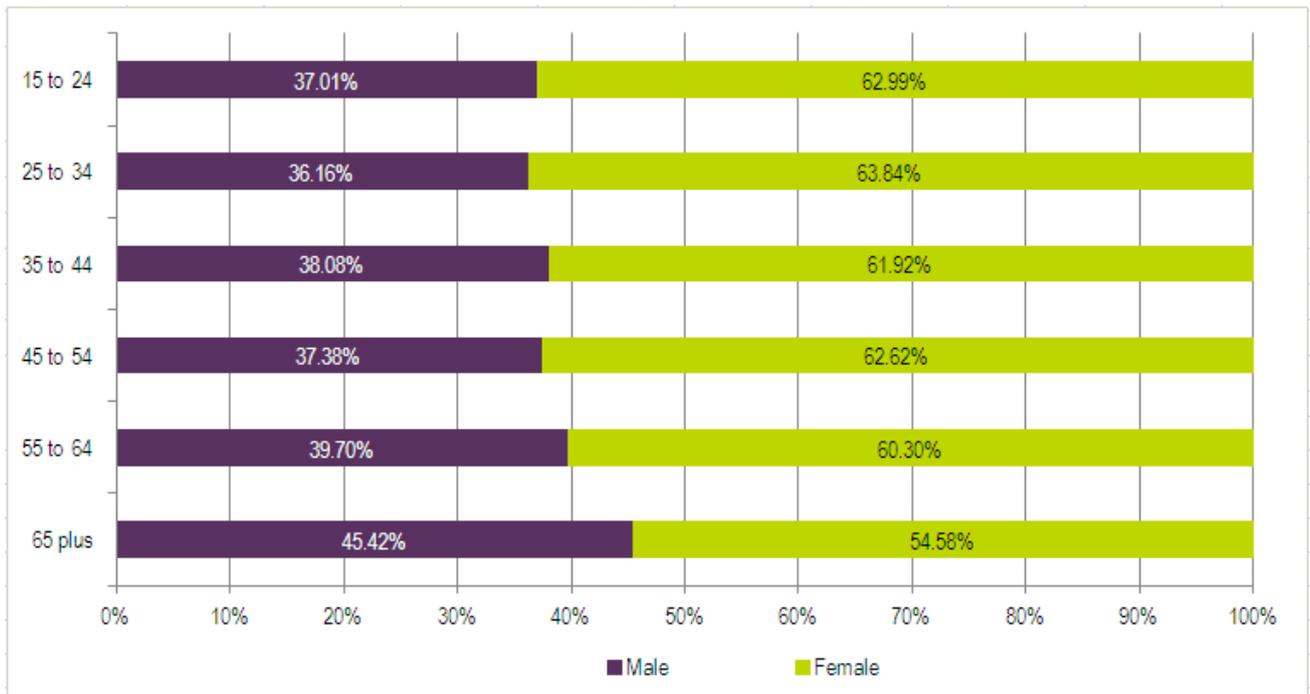
Table 3.2: Headcount at census date 2013 by age band and gender ⁹

Age Band	Male			Female			Total	% of total sector in age band
	Headcount	% of males in the sector	% of males in age band	Headcount	% of females in the sector	% of females in age band		
15 to 24	6,916	4.56%	37.01%	11,772	4.76%	62.99%	18,688	4.69%
25 to 34	29,347	19.36%	36.16%	51,803	20.96%	63.84%	81,150	20.35%
35 to 44	37,182	24.53%	38.08%	60,463	24.46%	61.92%	97,645	24.49%
45 to 54	40,043	26.42%	37.38%	67,086	27.14%	62.62%	107,129	26.87%
55 to 64	32,361	21.35%	39.70%	49,157	19.89%	60.30%	81,518	20.44%
65 plus	5,721	3.77%	45.42%	6,874	2.78%	54.58%	12,595	3.16%
Total	151,570	100.00%	38.01%	247,155	100.00%	61.99%	398,725	100.00%

Key points:

- **Age profile:** For the NSW public sector workforce in 2013:
 - The largest group was the 45-54 age band at 26.87% of the sector, down from 27.65% in 2012.
 - The proportion of employees aged 55 and over was 23.60% compared to 22.96% in 2012.
 - 25.12% of males are aged over 55 compared to 22.67% of females.
 - 25.04% of employees were under 35 years of age, including 4.69% under the age of 25.

Figure 3.2: % Headcount at census date 2013 by age band and gender



⁹ Excludes records with missing or withdrawn gender or age data. (0.11% of total FTE)

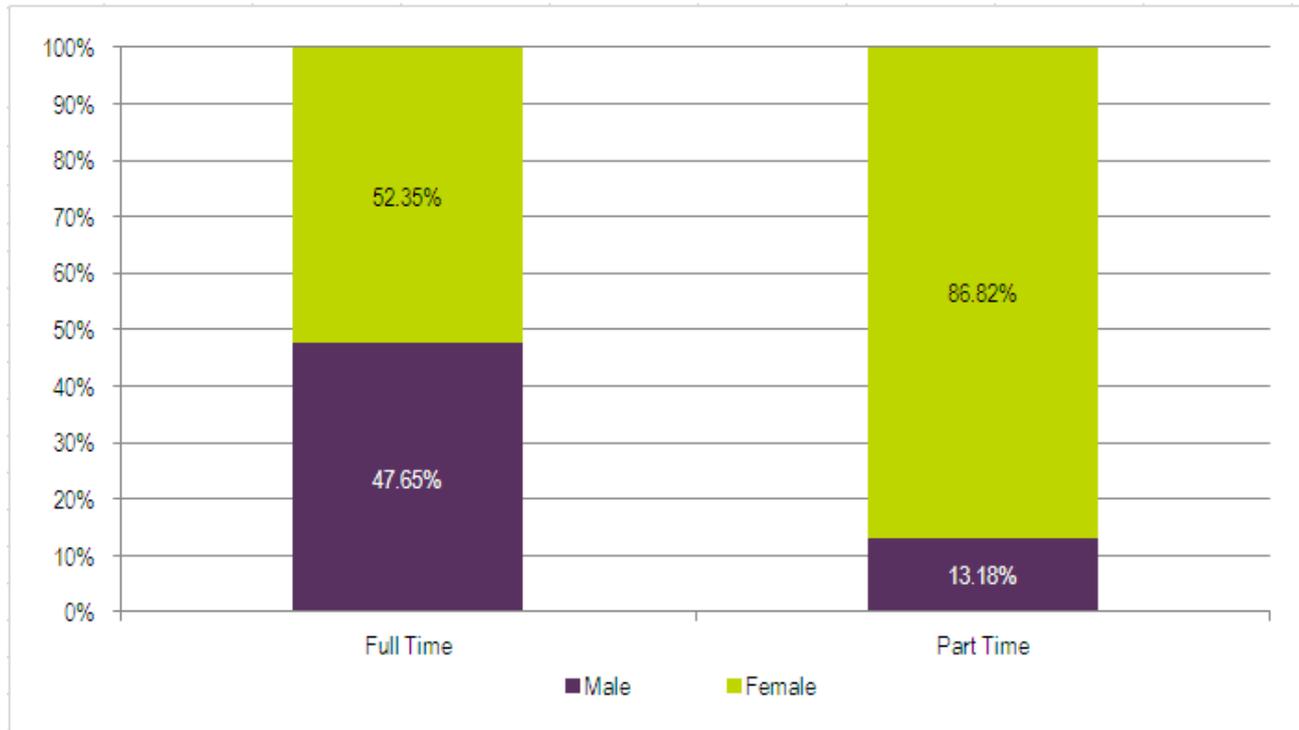
Table 3.3: Headcount (non-casual) at census date 2013 by employment arrangement and gender ¹⁰

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	124,156	90.88%	47.65%	136,383	62.43%	52.35%	260,539	73.38%
Part Time	12,455	9.12%	13.18%	82,080	37.57%	86.82%	94,535	26.62%
Total	136,611	100.00%	38.47%	218,463	100.00%	61.53%	355,074	100.00%

Key points:

- **Part time work:** At census date 2013:
 - 26.62% of non-casual employees in the NSW public sector were employed part time, compared to 25.36% in 2012.
 - 86.82% of all part time employees were female.

Figure 3.3: % Headcount (non-casual) at census date 2013 by employment arrangement and gender



¹⁰ Excludes records with missing or withdrawn gender or hours worked (0.27 % of total headcount)

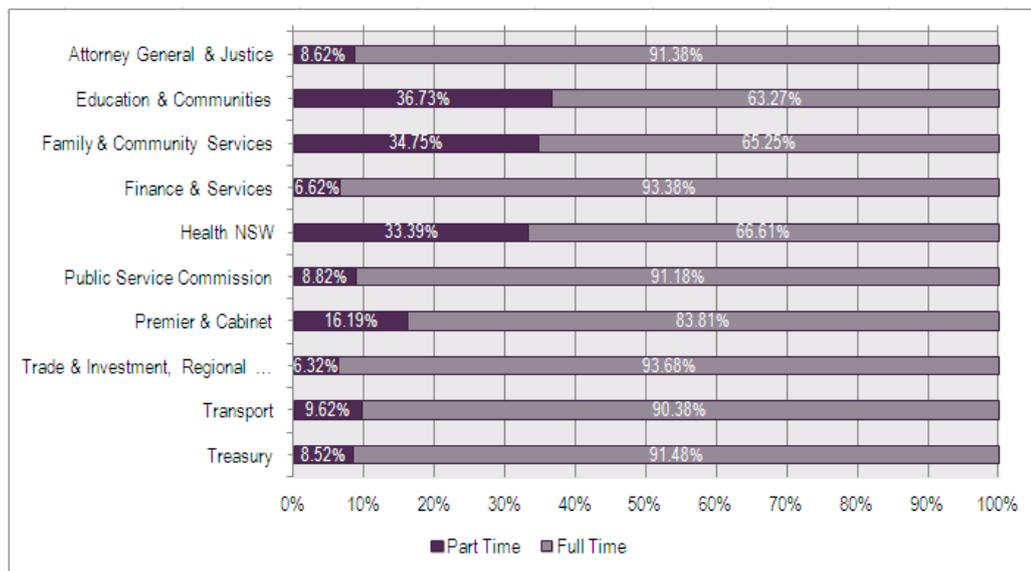
Table 3.4: Headcount (non-casual) at census date 2013 by cluster and employment arrangement ¹¹

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	3,438	3.64%	8.62%	36,425	13.96%	91.38%
Education & Communities	37,516	39.68%	36.73%	64,616	24.77%	63.27%
Family & Community Services	6,331	6.70%	34.75%	11,887	4.56%	65.25%
Finance & Services	735	0.78%	6.62%	10,365	3.97%	93.38%
Health NSW	40,884	43.24%	33.39%	81,551	31.26%	66.61%
Public Service Commission	9	0.01%	8.82%	93	0.04%	91.18%
Premier & Cabinet	1,230	1.30%	16.19%	6,367	2.44%	83.81%
Trade & Investment, Regional .	1,484	1.57%	6.32%	22,005	8.43%	93.68%
Transport	2,869	3.03%	9.62%	26,961	10.33%	90.38%
Treasury	58	0.06%	8.52%	623	0.24%	91.48%
Total	94,554	100.00%	26.60%	260,893	100.00%	73.40%

Key points:

- **Part time work:** The Education & Communities and Health clusters employed 39.68% and 43.24% respectively of the total number of part time employees.
- 36.73% of employees in the Education & Communities cluster were part-time with the majority being school teachers.
- 34.75% of employees in the Family & Community Services cluster were part-time with the majority working as personal carers and assistants, and health and welfare support workers.
- 33.39% of employees in the Health cluster were part-time with the majority working as nursing professionals.

Figure 3.4: % Headcount (non-casual) at census date 2013 by cluster and employment arrangement



¹¹ Excludes missing or withdrawn hours worked data (0.17% of total headcount)

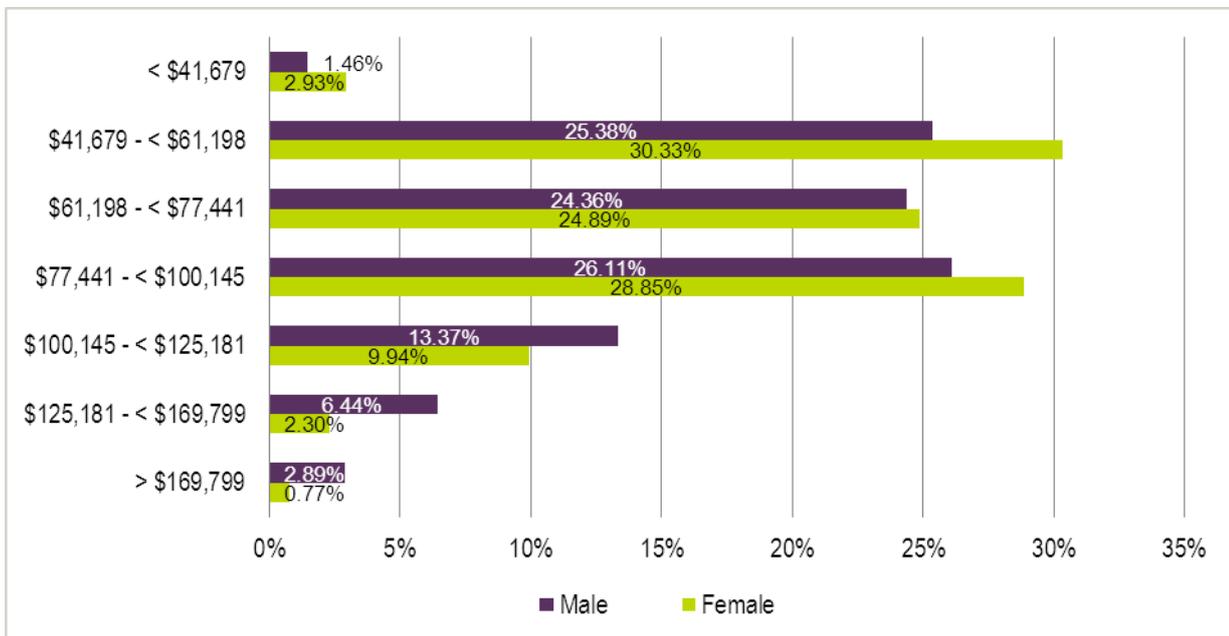
Table 3.5: Headcount (non-casual) at census date 2013 by salary band and gender ^{12, 13}

Salary Band	Male			Female			Total	
	Headcount	% of males in the sector	% of males in the salary band	Headcount	% of females in the sector	% of females in the salary band	Headcount	% of total sector in salary band
< \$41,679	1,991	1.46%	23.75%	6,391	2.93%	76.25%	8,382	2.37%
\$41,679 - < \$61,198	34,608	25.38%	34.37%	66,082	30.33%	65.63%	100,690	28.42%
\$61,198 - < \$77,441	33,216	24.36%	37.98%	54,236	24.89%	62.02%	87,452	24.68%
\$77,441 - < \$100,145	35,602	26.11%	36.16%	62,863	28.85%	63.84%	98,465	27.79%
\$100,145 - < \$125,181	18,228	13.37%	45.71%	21,651	9.94%	54.29%	39,879	11.26%
\$125,181 - < \$169,799	8,787	6.44%	63.73%	5,001	2.30%	36.27%	13,788	3.89%
> \$169,799	3,947	2.89%	70.14%	1,680	0.77%	29.86%	5,627	1.59%
Total	136,379	100.00%	38.49%	217,904	100.00%	61.51%	354,283	100.00%

Key points:

- A greater proportion of women were in the lower salary bands, with 58.15% of females earning under \$77,441, compared with 51.19% of males.
- The top salary band had a higher male representation, with 65.59% of people earning over \$125,181 being male compared with 34.41% of females.

Figure 3.5: % Headcount (non-casual) at census date 2013 by salary band and gender



¹² Excludes records with missing, withdrawn or invalid remuneration and missing or withdrawn gender data (0.09% of total headcount).

¹³ 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.

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 2013. As ABS does not publish FTE figures, headcount is used in all relevant comparisons.

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 2012 and 2013

	2012		2013		
	Total headcount	% of NSW employed persons	Total headcount	% of total NSW employed persons	% growth from 2012
NSW public sector	401,703	11.17%	399,243	10.86%	-0.61%
NSW employed persons	3,596,918	100.00%	3,677,214	100.00%	2.23%

Key points:

- While NSW public sector decreased by 0.61%, NSW employed persons increased 2.23%.
- NSW public sector accounted for 10.86% of total NSW employed persons in 2013, compared to 11.17% in 2012.

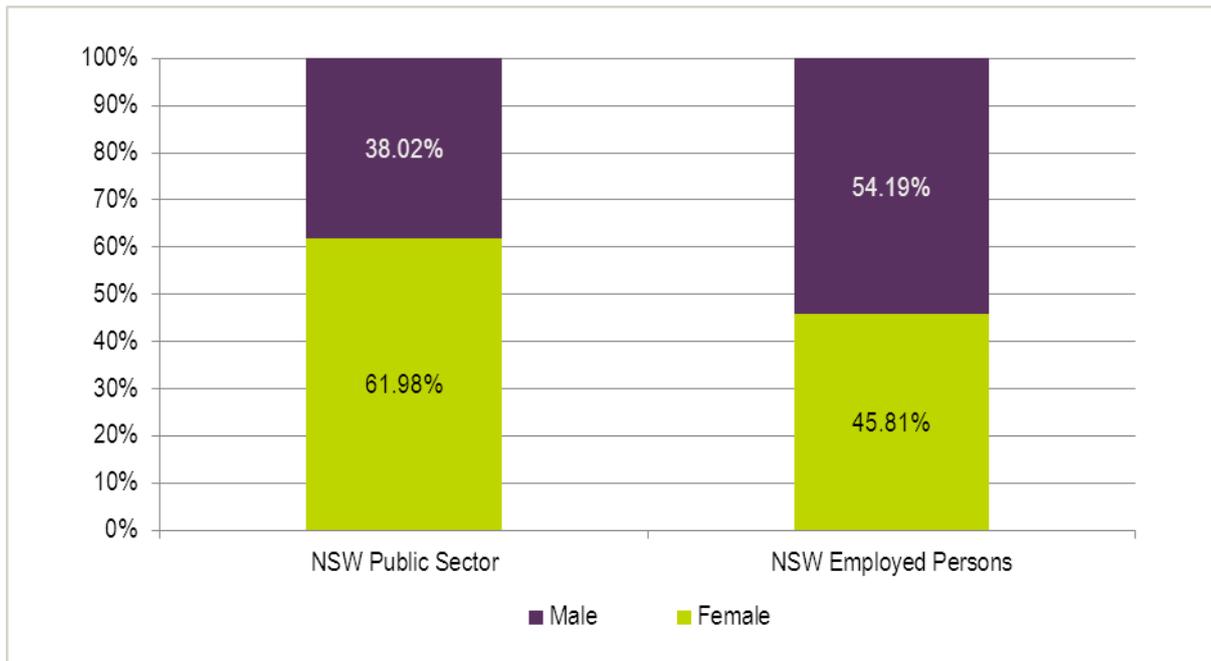
Table 4.2: Headcount – NSW public sector employees and NSW employed persons at census date 2012 and 2013 by gender ¹⁴

Gender	2012				2013			
	NSW public sector		NSW employed persons		NSW public sector		NSW employed persons	
	Headcount	%	Headcount	%	Headcount	%	Headcount	%
Male	154,544	38.61%	1,952,593	54.29%	151,633	38.02%	1,992,516	54.19%
Female	245,723	61.39%	1,644,324	45.71%	247,201	61.98%	1,684,697	45.81%
Total	400,267	100.00%	3,596,917	100.00%	398,834	100.00%	3,677,213	100.00%

Key point:

- Females comprised 61.98% of the NSW public sector, compared to 45.81% of all NSW employed persons.

Figure 4.2: % Headcount – NSW public sector employees and NSW employed persons at census date 2013 by gender



¹⁴ Excludes missing or withdrawn gender data (0.09% of total headcount).

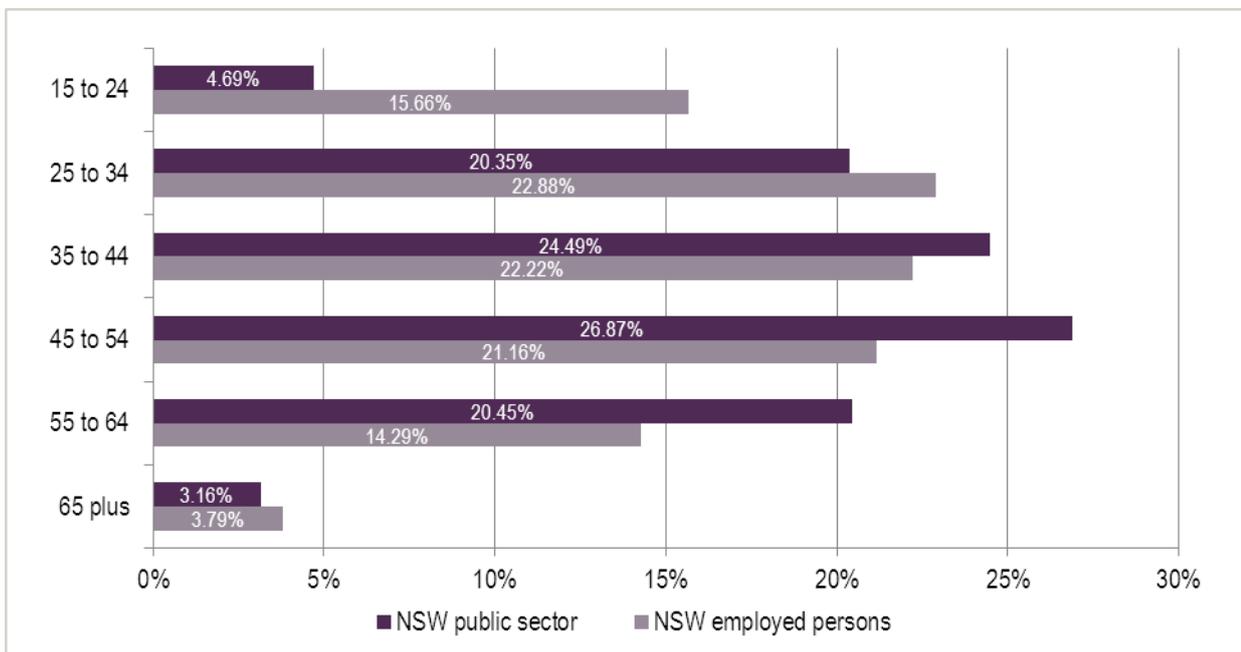
Table 4.3: Headcount – NSW public sector employees and NSW employed persons at census date 2013 by age band ¹⁵

Age Band	NSW public sector		NSW employed persons	
	Headcount	%	Headcount	%
15 to 24	18,688	4.69%	575,784	15.66%
25 to 34	81,152	20.35%	841,329	22.88%
35 to 44	97,655	24.49%	817,249	22.22%
45 to 54	107,137	26.87%	778,009	21.16%
55 to 64	81,528	20.45%	525,380	14.29%
65 plus	12,595	3.16%	139,463	3.79%
Total	398,755	100.00%	3,677,214	100.00%

Key point:

- The NSW public sector had a lower proportion of younger people compared to the NSW employed persons, particularly in the under-35 age band. 25.04% of public sector employees were under 35 compared to 38.54% in NSW employed persons.

Figure 4.3: % Headcount – NSW public sector employees and NSW employed persons at census date 2013 by age band



¹⁵ Excludes missing or withdrawn age data (0.1% of total headcount).

Table 4.4: Median Age: NSW public sector employees and NSW employed persons at census date 2013 by gender

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

Key points:

- The median age of a NSW public sector employee was 45, five years older than the median age for NSW employed persons. This trend is consistent with the results in recent years.
- Median age for both males and females is higher in the NSW public sector than for NSW employed persons.

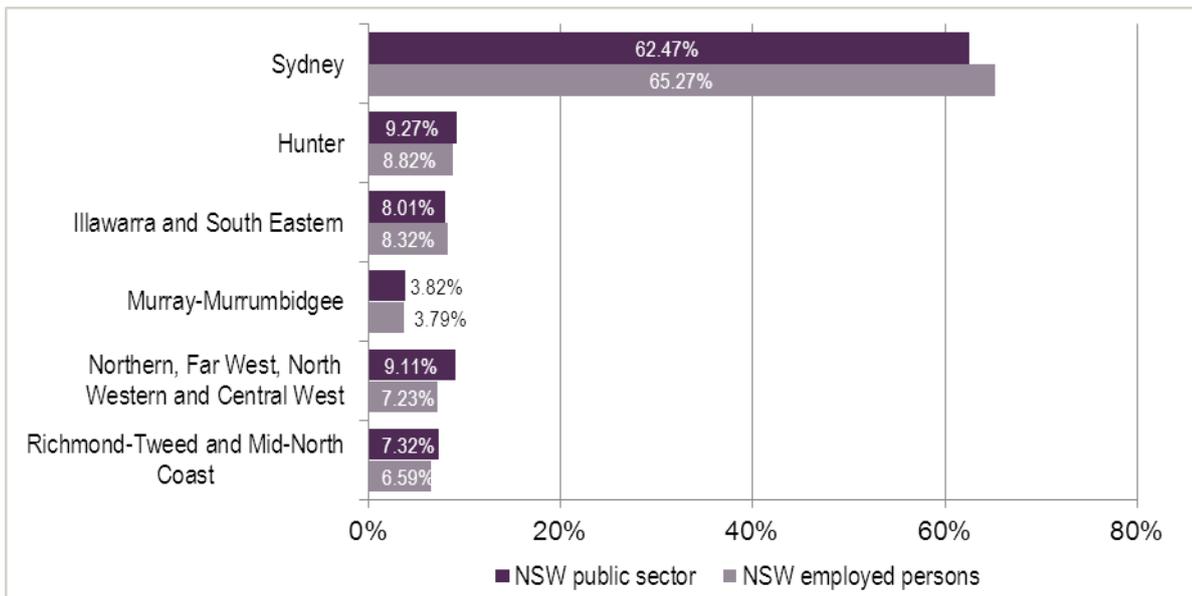
Table 4.5: Headcount – NSW public sector employees and NSW employed persons at census date 2013 by region ¹⁶

Region	NSW public sector		NSW employed persons	
	Headcount	%	Headcount	%
Sydney	247,622	62.47%	2,399,975	65.27%
Hunter	36,755	9.27%	324,171	8.82%
Illawarra and South Eastern	31,755	8.01%	305,879	8.32%
Murray-Murrumbidgee	15,142	3.82%	139,241	3.79%
Northern, Far West, North Western and Central West	36,101	9.11%	265,696	7.23%
Richmond-Tweed and Mid-North Coast	28,999	7.32%	242,251	6.59%
Total	396,374	100.00%	3,677,213	100.00%

Key points:

- The NSW public sector had a higher percentage of employees located in regional areas than the NSW employed persons percentage published by ABS.
- 37.53% of the NSW public sector employees (including casuals) had a work location in regional NSW.
- 34.73% of the NSW employed persons were located in regional NSW.

Figure 4.5: % Headcount – NSW public sector employees and NSW employed persons at census date 2013 by region



¹⁶ Excludes records with missing, withdrawn or interstate postcodes (5.47% of total headcount)

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.

PSC has conducted a review of EEO estimations and is taking steps to improve their accuracy. As response rates are a factor in the reliability of estimated figures, the Commission will be consulting with relevant agencies to develop strategies to improve EEO response rates and, from June 2014, will implement minimum response rate thresholds for calculation of estimated EEO figures.

The following table is included within this section:

- **Table 5.1: Headcount by cluster**

Table 5.1: Estimated percentage of headcount at census date 2013 in EEO groups by cluster ¹⁷

Cluster	2013				
	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	3.36%	14.43%	10.29%	3.17%	1.12%
Education & Communities	3.19%	10.01%	11.40%	3.37%	0.90%
Family & Community Services	9.40%	18.23%	19.32%	5.36%	1.73%
Finance & Services	1.49%	23.19%	23.27%	12.96%	1.85%
Health NSW	1.94%	13.42%	20.32%	2.45%	0.56%
Public Service Commission	1.63%	19.27%	20.07%	8.64%	0.98%
Premier & Cabinet	5.40%	12.96%	13.62%	4.20%	1.17%
Trade & Investment, Regional ..	1.89%	6.50%	8.57%	3.22%	0.69%
Transport	1.46%	23.91%	23.87%	4.81%	1.83%
Treasury	0.87%	22.42%	24.79%	3.67%	1.76%
Total Public Sector	2.74%	13.30%	15.94%	3.46%	0.91%

Key points from this table:

- An estimated 2.74% of employees identified as being Aboriginal and/or Torres Strait Islanders.
- An estimated 15.94% of employees identified as being from a non-English speaking background.
- An estimated 3.46% of employees identified as having a disability; with an estimated 0.91% having a disability that required a work-related adjustment.

¹⁷ EEO statistics have historically been reported in terms of headcount rather than FTE, as demographic data relates to people and is accordingly generally reported as a headcount.

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 **tenure** (non-casual) by **gender**

Table 6.1: Median remuneration (non-casual) at census date by gender (2010 to 2013)

Gender	2010	% increase 2010-2011	2011	% increase 2011-2012	2012	% increase 2012-2013	2013
Male	\$69,443.00	4.00%	\$72,220.00	2.88%	\$74,302.28	2.50%	\$76,159.84
Female	\$68,201.00	4.79%	\$71,469.00	2.50%	\$73,256.00	2.50%	\$75,087.00
Total	\$69,429.00	3.90%	\$72,137.00	2.69%	\$74,076.00	2.81%	\$76,159.84

Key points:

- This table is derived from the total annual full time base remuneration for the employee’s current position.
- The median remuneration for NSW public sector non-casual employees at census date 2013 was \$76,160.
- At census date 2013 the median remuneration had increased by 2.81% since census date 2012, which is reflective of negotiated salary increases.
- The above analysis shows the female median annual remuneration was 99% of the male median annual remuneration at census date 2013. However, analysis of 2013 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 earnings were 73% of male earnings.

Figure 6.1: Median remuneration (non-casual) at census date by gender (2010 to 2013)

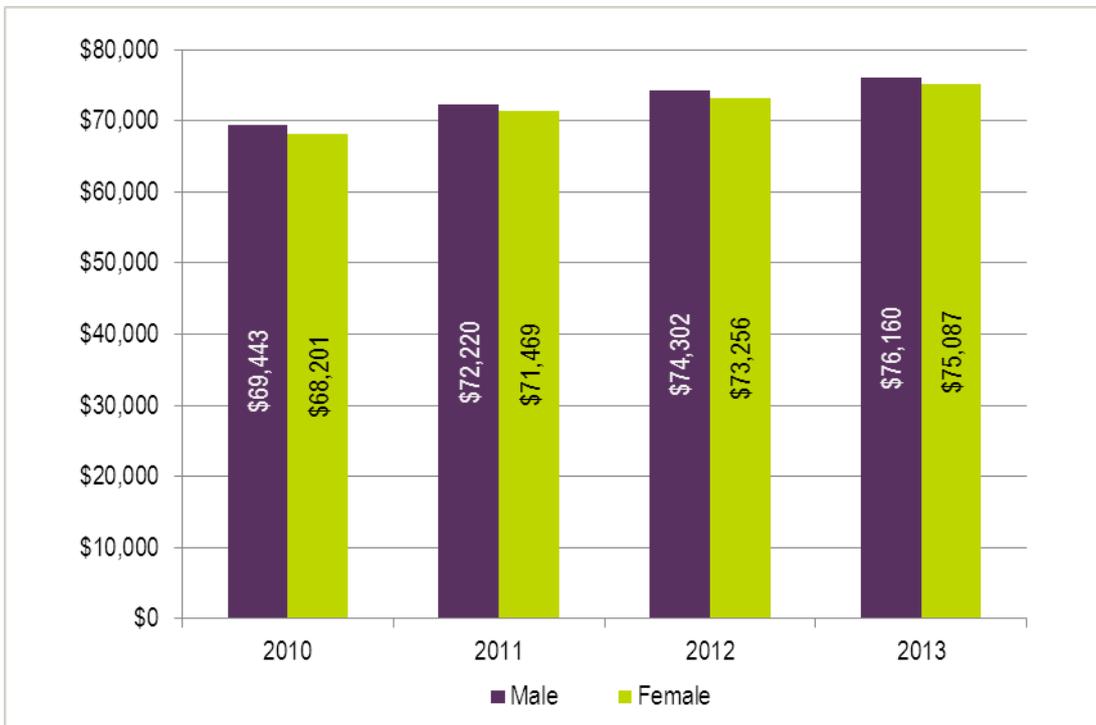


Table 6.2: Median tenure (years) in agencies, non-casual employees at census date by gender, 2010 to 2013 ¹⁸

Gender	2010	2011	2012	2013
Male	9.11	9.98	9.01	9.28
Female	8.22	9.84	8.34	8.68
Total	8.47	9.92	8.56	8.89

Key point:

- **Length of service:** The median tenure of NSW public sector employees at agency level increased from 8.56 years in 2011/12 to 8.89 years in 2012/13.

Figure 6.2: Median tenure (years) in agencies, non-casual employees at census date by gender, 2010 to 2013 ¹⁶



¹⁸ 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 trend.

7 Movement Analysis

This section provides an analysis of the movement of employees in the NSW public sector over the 12 month period. Movement type describe a change in an employee's employment situation at agency level, therefore some separations and commencements are movements between public sector agencies. If more than one movement has occurred during the reference period, only the most recent movement is recorded.

The following table is included within this section:

- **Table 7.1:** Headcount by **movement type**

Table 7.1: Headcount – agency level movement during the annual reference period 2013 ¹⁹

Agency level employee movement	Headcount	Percentage
Continuous employees	333,681	85.37%
Recently commenced employees	25,464	6.51%
Separated employees	31,737	8.12%
Total	390,882	100.00%

Key points:

- There are notable issues with the quality of movement type data which prevents meaningful granular analysis:
 - 41% of continuous employees are classified as other/unknown type
 - 81% of commencements are classified as other/unknown type
 - 37% of separations are classified as other/unknown type
- The majority of employees in other/unknown categories are from the Health cluster. Health was unable to provide detailed movement data due to their transition to a new HR system.
- Calculations using the movement type figures to derive the size of the public sector may not be accurate due to the data quality issues and the exclusion of casual and seasonal employees who do not work on the census date.

¹⁹ Excludes records with missing movement data (<0.02% of total headcount)

8 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 8.1: FTE**
- **Table 8.2: Headcount**
- **Table 8.3: Growth in NSW public sector and NSW employed persons**
- **Table 8.4: Sick leave**
- **Table 8.5: Sick leave by Cluster**

Table 8.1: FTE at census period, 2009 to 2013

	2009	2010	2011	2012	2013
All employees	319,059	322,452	330,400	332,555	329,336
Non casual employees	297,160	301,563	308,321	310,351	308,292

Table 8.2: Headcount at census date, 2009 to 2013

	2009	2010	2011	2012	2013
All employees	383,014	386,185	394,789	401,703	399,243
Non casual employees	340,512	343,584	351,129	356,841	356,133

Key points:

- In 2013, total FTE and headcount experienced the first recorded decrease since 2000.
- The reduction is consistent between non-casual and casual employees.

Figure 8.1: FTE and headcount at census date (2009 – 2013)

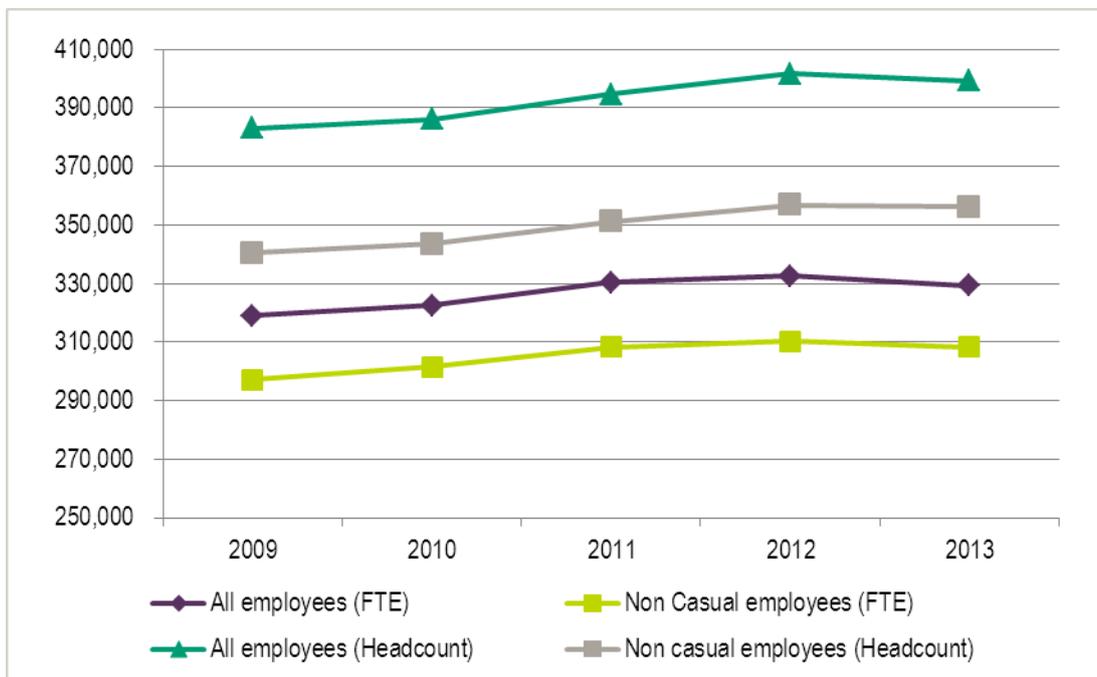


Table 8.3: Headcount at census date, 2009 to 2013 – NSW public sector employees and NSW employed persons

	2009	2010	2011	2012	2013
NSW public sector	383,014	386,185	394,807	401,703	399,243
NSW public sector (% growth)	1.15%	0.83%	2.23%	1.75%	-0.61%
NSW employed persons	3,455,446	3,498,189	3,560,269	3,596,918	3,677,214
NSW employed persons (% growth)	-0.51%	1.24%	1.77%	1.03%	2.23%

Figure 8.2: Headcount at census date, 2009 to 2013 – % growth in NSW public sector employees and NSW employed persons

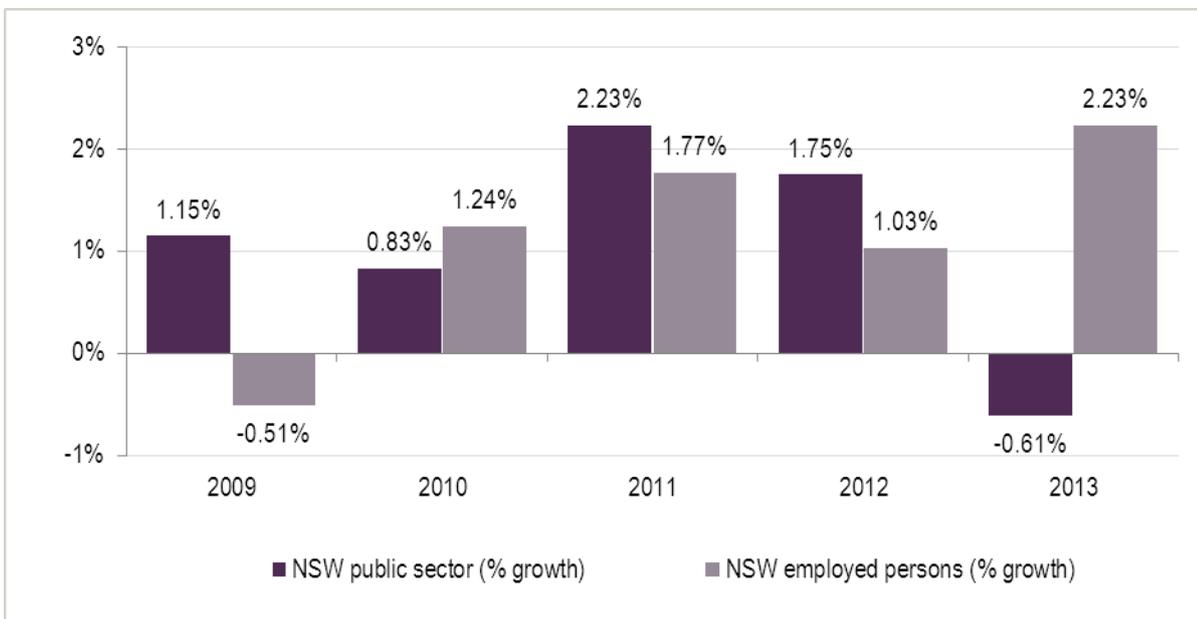


Table 8.4: Average sick leave hours taken per FTE (non-casual) 2009-2013 ²⁰

	2009	2010	2011	2012	2013
Average sick leave hours taken per FTE	56.78	56.88	56.07	58.30	59.26

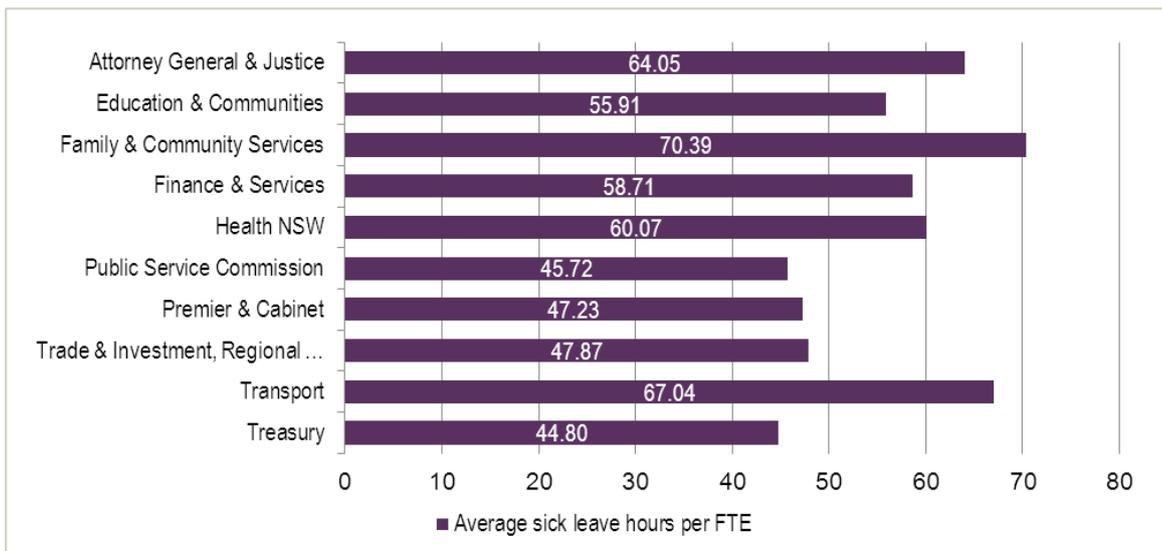
Key points:

- The average sick leave hours taken per FTE was 59.26 in 2012/13, an increase from 58.30 hours in 2011/2012.
- Average sick leave hours taken per FTE were highest in Family and Community Services, Transport and Attorney General and Justice.

Table 8.5: Average sick leave hours taken per FTE by Cluster (non-casual)

Cluster	Average sick leave hours per FTE
Attorney General & Justice	64.05
Education & Communities	55.91
Family & Community Services	70.39
Finance & Services	58.71
Health NSW	60.07
Public Service Commission	45.72
Premier & Cabinet	47.23
Trade & Investment, Regional ...	47.87
Transport	67.04
Treasury	44.80
Total	59.26

Figure 8.2: Average sick leave hours taken per FTE (non-casual)



²⁰ 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.

9 Glossary

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

Term	Business definition
Aboriginal and/or Torres Strait Islander Employees	Aboriginal and/or 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	<p>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:</p> <ul style="list-style-type: none"> ▪ women ▪ Aboriginal People and Torres Strait Islanders ▪ people whose first language was not English ▪ people with a disability who require work-related adjustments.
EEO Estimation Method	The estimate percentage of each EEO group is used to estimate the actual number of employees of that EEO group. The estimate is calculated by dividing (a) the number of EEO group members counted by (b) the number of respondents and then multiplying by (c) the total number of employees.

Term	Business definition
Employment Arrangement	A non-casual employee's employment category classified by full time or part time status.
Employment Category	<p>Employment category reflects the nature of an employee's employment contract with an agency. Categories include:</p> <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</p>

Term	Business definition
	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, 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"> ▪ 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 ▪ worked for one hour or more without pay in a family business or on a farm (i.e. contributing family workers); or ▪ were employees who had a job but were not at work and were: <ul style="list-style-type: none"> ○ away from work for less than four weeks up to the end of the reference week; or ○ 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 ○ away from work as a standard work or shift arrangement; or ○ on strike or locked out; or ○ on workers' compensation and expected to return to their job; or ○ were employers or own account workers, who had a job, business or farm, but were not at work.
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"> ▪ a long-term medical condition or ailment ▪ speech difficulties in their native language ▪ a disfigurement or deformity ▪ a psychiatric condition ▪ a head injury, stroke or any other brain damage ▪ loss of sight or hearing

Term	Business definition
	<ul style="list-style-type: none"> ▪ incomplete use of any part of their body ▪ blackouts, fits or loss of consciousness ▪ restriction in physical activities or physical work ▪ slowness at learning or understanding ▪ any other condition resulting in a restriction.
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	<p>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.</p>
Temporary Employees	<p>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.</p>
Trainees, Cadets and Apprentices	<p>Staff whose employment conditions require them to undergo a designated training program as part of their vocational development.</p>