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**Western Australian Public Sector Workforce Report (December 2012)**

This report provides information about Western Australia’s public sector workforce staffing levels as at 31 December 2012. The report relies on workforce data provided to the Public Sector Commission by public sector entities under the *Human Resource Minimum Obligatory Information Requirements* (HRMOIR).

Staffing levels are broken down into:

1. Headcount[[1]](#footnote-1) - the number of employees in WA public sector agencies;
2. Paid FTE[[2]](#footnote-2) - full time equivalent (FTE) employees in WA public sector agencies; and
3. Average Paid FTE[[3]](#footnote-3) - Seasonally adjusted average full time equivalent (FTE) employees in WA public sector agencies.

In accordance with the Premier’s Economic Statement in February 2009 and the Cabinet decision of 27 July 2009, an FTE ceiling has been applied to public sector entities. The Commission provides the Department of Treasury with a quarterly report containing the staffing levels as shown in this report. This Workforce Report categorises agencies that are required to meet the FTE ceiling, and those not required to do so[[4]](#footnote-4). Since the September 2010 quarter, the Department of Treasury’s methodology used to calculate agencies’ FTE ceilings has been aligned to PSC’s FTE methodology. However, direct comparisons between the FTE ceiling and ‘Average Paid FTE’ should still be done with care.

In September 2012, the HRMOIR Data Definitions was updated to improve the reliability and accuracy of workforce data collected. As part of the changes, the calculation of “Headcount” now takes into account employees in multiple positions, to better reflect the number of people employed in the public sector. The figures for the previous “Headcount” calculation are now retitled as “Contracts” and are available upon request.

Table 1: Agencies that are subject to an FTE Ceiling

|  | Headcount  Dec 20121 | Paid FTE  Dec 20122 | Average  Paid FTE3 |
| --- | --- | --- | --- |
| Department of Education | 47 546 | 34 841 | 34 891 |
| Department of Health | 43 839 | 34 728 | 34 490 |
| Police Service (Western Australia Police) and Police Force | 8 645 | 7 740 | 7 727 |
| Department of Corrective Services | 4 488 | 4 098 | 4 066 |
| Department for Child Protection | 2 577 | 2 212 | 2 208 |
| Department of Environment and Conservation | 2 298 | 1 975 | 1 928 |
| Disability Services Commission | 1 956 | 1 678 | 1 677 |
| Department of the Attorney General | 1 732 | 1 548 | 1 551 |
| Department of Finance | 1 579 | 1 436 | 1 461 |
| Department of Transport | 1 554 | 1 416 | 1 378 |
| Department of Fire and Emergency Services[[5]](#footnote-5) | 1 486 | 1 451 | 1 421 |
| Polytechnic West | 1 354 | 1 044 | 1 111 |
| Central Institute of Technology | 1 185 | 926 | 986 |
| Department of Agriculture and Food | 1 288 | 1 149 | 1 170 |
| Commissioner of Main Roads | 1 101 | 1 025 | 1 022 |
| Department of Commerce | 1 059 | 983 | 959 |
| Challenger Institute of Technology | 851 | 659 | 670 |
| Department of the Premier and Cabinet | 854 | 690 | 689 |
| Department of Mines and Petroleum | 832 | 785 | 781 |
| Western Australian Land Information Authority (Landgate) | 833 | 770 | 759 |
| Department of Culture and the Arts | 712 | 601 | 611 |
| Western Australian Sports Centre Trust | 529 | 237 | 238 |
| Department of Training and Workforce Development | 556 | 489 | 514 |
| Department of Planning | 531 | 484 | 474 |
| Department of Water | 518 | 465 | 471 |
| Department of Fisheries | 507 | 460 | 449 |
| West Coast Institute of Training | 397 | 315 | 337 |
| South West Institute of Technology | 322 | 244 | 260 |
| Department of Regional Development and Lands | 316 | 286 | 287 |
| Department of Treasury | 321 | 287 | 289 |
| Great Southern Institute of Technology | 256 | 190 | 204 |
| Durack Institute of Technology | 251 | 204 | 219 |
| Office of the Director of Public Prosecutions | 262 | 221 | 227 |
| Department for Communities | 250 | 205 | 216 |
| Drug and Alcohol Office | 245 | 197 | 194 |
| Pilbara Institute | 223 | 197 | 197 |
| Zoological Parks Authority | 219 | 168 | 165 |
| Department of Sport and Recreation | 201 | 173 | 178 |
| Kimberley Training Institute | 195 | 173 | 178 |
| Public Sector Commission | 186 | 136 | 142 |
| Department of State Development | 189 | 171 | 168 |
| Department of Indigenous Affairs | 166 | 147 | 147 |
| School Curriculum and Standards Authority | 186 | 154 | 143 |
| Corruption and Crime Commission | 166 | 155 | 157 |
| Botanic Gardens and Parks Authority | 149 | 115 | 115 |
| Country High School Hostels Authority | 142 | 111 | 113 |
| C Y O'Connor Institute | 144 | 122 | 132 |
| Office of the Auditor General | 130 | 113 | 121 |
| Department of Local Government | 124 | 110 | 112 |
| Department of Racing, Gaming and Liquor | 123 | 111 | 110 |
| Chemistry Centre (WA) | 131 | 126 | 118 |
| Goldfields Institute of Technology | 123 | 95 | 95 |
| Western Australian Tourism Commission | 97 | 84 | 92 |
| Office of the Environmental Protection Authority | 106 | 97 | 97 |
| Department of Education Services | 119 | 107 | 80 |
| Mental Health Commission | 83 | 73 | 62 |
| Parliamentary Commissioner for Administrative Investigations (Ombudsman) | 67 | 60 | 59 |
| Swan River Trust | 62 | 57 | 57 |
| Economic Regulation Authority | 56 | 55 | 54 |
| Small Business Development Corporation | 55 | 50 | 48 |
| Western Australian Electoral Commission | 54 | 50 | 48 |
| The National Trust of Australia (W.A.) | 45 | 34 | 31 |
| Department of the Registrar Western Australian Industrial Relations Commission | 41 | 36 | 35 |
| Commissioner for Equal Opportunity | 32 | 25 | 28 |
| Heritage Council of Western Australia | 31 | 29 | 28 |
| South West Development Commission | 22 | 19 | 22 |
| Office of the Inspector of Custodial Services | 21 | 19 | 17 |
| Wheatbelt Development Commission | 19 | 17 | 16 |
| Office of the Commissioner for Children and Young People | 16 | 14 | 16 |
| Law Reform Commission of Western Australia | 17 | 4 | 3 |
| Pilbara Development Commission | 24 | 22 | 16 |
| Kimberley Development Commission | 10 | 10 | 12 |
| Great Southern Development Commission | 12 | 12 | 13 |
| Office of the Information Commissioner | 13 | 12 | 11 |
| Peel Development Commission | 14 | 11 | 10 |
| Mid West Development Commission | 12 | 12 | 12 |
| Gascoyne Development Commission | 11 | 10 | 11 |
| Goldfields-Esperance Development Commission | 10 | 8 | 8 |
| Salaries and Allowances Tribunal | 3 | 3 | 2 |
| Office of Energy[[6]](#footnote-6) | N/A | N/A | 72 |
| *TOTAL[[7]](#footnote-7)* | 136 879 | 109 344 | 109 182 |

Table 2: Agencies that are subject to an FTE Ceiling, but do not provide HRMOIR data

|  |  | Average Paid FTE4 | |
| --- | --- | --- | --- |
| Parliamentary Services |  |  | 103 |
| Legislative Assembly |  |  | 32 |
| Legislative Council |  |  | 31 |
| Governor's Establishment |  |  | 32 |
| Parliamentary Inspector of the Corruption and Crime Commission |  |  | 2 |
| *TOTAL7* |  |  | 199 |

**Average Paid FTE for agencies subject to the FTE Ceiling7 109 381**

Table 3: Agencies that are not subject to an FTE Ceiling

|  | Headcount Dec 20121 | Paid FTE  Sep 20122 | Average  Paid FTE3 |
| --- | --- | --- | --- |
| Electricity Networks Corporation (Western Power) | 3 355 | 3 305 | 3 242 |
| Water Corporation | 3 103 | 2 949 | 2 925 |
| Public Transport Authority of Western Australia | 1 500 | 1 431 | 1 405 |
| Department of Housing | 1 530 | 1 422 | 1 338 |
| Regional Power Corporation (Horizon Power) | 737 | 514 | 510 |
| Electricity Generation Corporation (Verve Energy) | 624 | 603 | 587 |
| Racing and Wagering WA | 491 | 358 | 355 |
| Electricity Retail Corporation (Synergy) | 495 | 466 | 430 |
| Gold Corporation | 381 | 357 | 361 |
| Insurance Commission of Western Australia | 377 | 334 | 336 |
| Fremantle Port Authority | 349 | 336 | 333 |
| Legal Aid Commission of Western Australia | 347 | 310 | 304 |
| Western Australian Land Authority (LandCorp) | 239 | 230 | 221 |
| Government Employees Superannuation Board (GESB) | 222 | 203 | 205 |
| Lotteries Commission (Lotterywest) | 205 | 195 | 185 |
| Forest Products Commission | 180 | 160 | 147 |
| WorkCover Western Australia Authority | 160 | 138 | 137 |
| Metropolitan Cemeteries Board | 150 | 139 | 137 |
| Rottnest Island Authority | 150 | 121 | 115 |
| Port Hedland Port Authority | 127 | 127 | 118 |
| Esperance Port Authority | 124 | 124 | 119 |
| Metropolitan Redevelopment Authority | 99 | 89 | 78 |
| Geraldton Port Authority | 77 | 75 | 78 |
| Western Australian Treasury Corporation | 63 | 61 | 63 |
| Animal Resources Authority | 64 | 49 | 48 |
| Dampier Port Authority | 72 | 72 | 65 |
| Broome Port Authority | 75 | 53 | 45 |
| Western Australian Institute of Sport | 57 | 44 | 48 |
| Perth Market Authority | 52 | 32 | 30 |
| Legal Practice Board | 45 | 40 | 41 |
| Independent Market Operator | 48 | 46 | 44 |
| Western Australian Greyhound Racing Association | 39 | 38 | 38 |
| Bunbury Water Board (Aqwest) | 38 | 36 | 35 |
| Bunbury Port Authority | 35 | 33 | 32 |
| Busselton Water Board | 31 | 30 | 30 |
| Albany Port Authority | 22 | 22 | 22 |
| Health and Disability Services Complaints Office | 21 | 18 | 17 |
| Western Australian Health Promotion Foundation (Healthway) | 21 | 17 | 16 |
| Construction Training Fund | 19 | 18 | 16 |
| Keep Australia Beautiful Council (W.A.) | 16 | 11 | 11 |
| Western Australian Meat Industry Authority | 15 | 11 | 10 |
| Potato Marketing Corporation of Western Australia | 11 | 11 | 11 |
| Burswood Park Board | 8 | 7 | 7 |
| Veterinary Surgeons’ Board | 4 | 4 | 4 |
| Minerals and Energy Research Institute of Western Australia | 4 | 2 | 2 |
| Architects Board of Western Australia | 3 | 2 | 2 |
| Western Australian College of Teaching | N/A | N/A | 33 |
| *TOTAL[[8]](#footnote-8)* | 15 785 | 14 640 | 14 327 |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| TOTAL[[9]](#footnote-9) (HRMOIR) | 152 664 | 123 984 |  |  |

1. ‘Headcount’ is a snapshot of employees as at the last pay period of the quarter, and includes all permanent, fixed term and paid casual employees during that pay period. [↑](#footnote-ref-1)
2. ‘Paid FTE’ is a snapshot of employees who were paid during the last pay period of the quarter. This methodology may differ from those used by public sector agencies in their own operational workforce management process. As the quality of agency data is continuously being reviewed, some adjustments in FTE figures may occur. [↑](#footnote-ref-2)
3. ‘Average Paid FTE’ is averaged over the last four quarters. It aims to address seasonal fluctuations that occur in some agencies and it is used by the Department of Treasury to monitor entities’ staffing levels against the FTE Ceiling. [↑](#footnote-ref-3)
4. The FTE Ceilings for the five agencies that are required to comply with an FTE ceiling, but do not report HRMOIR data, are taken to be their FTE levels for each quarter. Refer to Table 2. [↑](#footnote-ref-4)
5. On 1 November 2012, the Fire and Emergency Services Authority of Western Australia was abolished and its functions were transferred to the new Department of Fire and Emergency Services. The FTE Ceiling and historical FTE were carried across to the new entity. [↑](#footnote-ref-5)
6. On 31 March 2012, the Office of Energy’s functions, staff and resources were transferred to the new Public Utilities Office within the Department of Finance. [↑](#footnote-ref-6)
7. The sum may not equal the total due to rounding. The Average Paid FTE for the group of entities is the average of the sum of Paid FTE over the last four quarters. This is not the same as summing the Average Paid FTE for each entity due to machinery-of-government changes. [↑](#footnote-ref-7)
8. The Average Paid FTE for the group of entities is the average of the sum of Paid FTE over the last four quarters. This is not the same as summing the Average Paid FTE for each entity due to machinery-of-government changes. [↑](#footnote-ref-8)
9. The sum may not equal the total due to rounding. [↑](#footnote-ref-9)