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| Government of Western Australia, Public Sector Commission |  |

# Western Australian Public Sector Workforce Report (March 2011)

In 2007/08, the Department of the Premier and Cabinet (DPC) introduced a new information system to improve workforce reporting on the Western Australian public sector.[[1]](#footnote-1) This process is referred to as the *Human Resource Minimum Obligatory Information Requirements* (HRMOIR). The Public Sector Commission (PSC) was created in November 2008 and is continuing this process.

This report provides information, as at 31 March 2011, on:

1. Headcount[[2]](#footnote-2) - the number of employees in WA public sector agencies;
2. Paid FTE[[3]](#footnote-3) - full time equivalent (FTE) employees in WA public sector agencies; and
3. Average Paid FTE[[4]](#footnote-4) - 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 agencies. PSC is assisting the Department of Treasury and Finance (DTF) with the monitoring and reporting against this requirement. This Workforce Report categorises agencies that are required to meet the FTE ceiling, and those not required to do so. Note, there are five agencies that are required to comply with an FTE ceiling that do not report HRMOIR data to PSC (refer Table 2).

Since the September 2010 quarter, DTF’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.

Table 1: Agencies Subject to a 2010/11 FTE Ceiling

|  | Headcount  Mar 20112 | Paid FTE  Mar 20113 | Average  Paid FTE4 |
| --- | --- | --- | --- |
| Department of Education | 50,978 | 33,931 | 33,556 |
| Department of Health | 41,593 | 32,510 | 31,721 |
| Police Service (Western Australia Police) and Police Force | 8,502 | 7,619 | 7,484 |
| Department of Corrective Services | 4,572 | 4,166 | 4,173 |
| Department for Child Protection | 2,376 | 2,071 | 2,048 |
| Department of Environment and Conservation | 2,297 | 1,941 | 1,900 |
| Disability Services Commission | 1,948 | 1,631 | 1,669 |
| Department of Treasury and Finance | 1,836 | 1,705 | 1,687 |
| Department of the Attorney General | 1,708 | 1,523 | 1,541 |
| Polytechnic West | 1,513 | 1,132 | 1,114 |
| Department of Transport | 1,435 | 1,284 | 1,213 |
| Fire and Emergency Services Authority of Western Australia | 1,382 | 1,338 | 1,331 |
| Central Institute of Technology | 1,369 | 991 | 952 |
| Department of Agriculture and Food | 1,325 | 1,196 | 1,221 |
| Commissioner of Main Roads | 1,082 | 1,016 | 1,029 |
| Department of Commerce | 1,021 | 902 | 927 |
| Western Australian Land Information Authority (Landgate) | 940 | 856 | 852 |
| Challenger Institute of Technology | 884 | 643 | 628 |
| Department of the Premier and Cabinet | 860 | 646 | 628 |
| Department of Mines and Petroleum | 807 | 758 | 739 |
| Department of Culture and the Arts | 768 | 627 | 630 |
| Western Australian Sports Centre Trust | 714 | 260 | 242 |
| Department of Training and Workforce Development | 644 | 557 | 522 |
| Department of Water | 612 | 557 | 553 |
| Department of Planning | 511 | 457 | 547 |
| Department of Fisheries | 440 | 398 | 391 |
| West Coast Institute of Training | 421 | 324 | 300 |
| South West Institute of Technology | 367 | 261 | 251 |
| Great Southern Institute of Technology | 318 | 204 | 187 |
| Department for Communities | 280 | 236 | 238 |
| Office of the Director of Public Prosecutions | 268 | 239 | 232 |
| Department of Sport and Recreation | 259 | 191 | 186 |
| Department of Regional Development and Lands | 257 | 237 | 228 |
| Durack Institute of Technology | 257 | 199 | 194 |
| Zoological Parks Authority | 218 | 170 | 167 |
| Pilbara TAFE | 214 | 189 | 186 |
| Department of State Development | 180 | 159 | 159 |
| Kimberley TAFE | 178 | 152 | 143 |
| C Y O'Connor College of TAFE | 165 | 137 | 124 |
| Corruption and Crime Commission | 160 | 154 | 153 |
| Country High School Hostels Authority | 157 | 116 | 113 |
| Curriculum Council | 152 | 132 | 129 |
| Botanic Gardens and Parks Authority | 149 | 112 | 122 |
| Department of Indigenous Affairs | 148 | 138 | 144 |
| Public Sector Commission | 148 | 128 | 114 |
| Department of Racing, Gaming and Liquor | 132 | 117 | 115 |
| Department of Local Government | 125 | 117 | 113 |
| Office of the Auditor General | 124 | 116 | 106 |
| Chemistry Centre (WA) | 123 | 113 | 113 |
| Western Australian Tourism Commission | 108 | 100 | 98 |
| Office of the Environmental Protection Authority | 99 | 90 | 87 |
| Office of Energy | 81 | 76 | 72 |
| Department of Education Services | 68 | 59 | 58 |
| Swan River Trust | 60 | 56 | 56 |
| Parliamentary Commissioner for Administrative Investigations (Ombudsman) | 59 | 54 | 53 |
| Small Business Development Corporation | 57 | 49 | 50 |
| Economic Regulation Authority | 54 | 51 | 51 |
| Western Australian Electoral Commission | 54 | 47 | 47 |
| Mental Health Commission | 47 | 43 | 40 |
| The National Trust of Australia (W.A.) | 43 | 29 | 29 |
| Department of the Registrar Western Australian Industrial Relations Commission | 42 | 39 | 37 |
| Commissioner for Equal Opportunity | 30 | 26 | 27 |
| Heritage Council of Western Australia | 25 | 22 | 24 |
| South West Development Commission | 24 | 23 | 22 |
| Office of the Commissioner for Children and Young People | 18 | 15 | 15 |
| Wheatbelt Development Commission | 17 | 15 | 14 |
| Office of the Inspector of Custodial Services | 16 | 16 | 15 |
| Mid West Development Commission | 14 | 13 | 14 |
| Great Southern Development Commission | 14 | 13 | 13 |
| Peel Development Commission | 14 | 12 | 12 |
| Gascoyne Development Commission | 14 | 11 | 13 |
| Goldfields-Esperance Development Commission | 13 | 12 | 12 |
| Kimberley Development Commission | 13 | 12 | 12 |
| Pilbara Development Commission | 12 | 11 | 11 |
| Office of the Information Commissioner | 10 | 10 | 10 |
| Law Reform Commission of Western Australia | 10 | 3 | 3 |
| Salaries and Allowances Tribunal | 2 | 2 | 2 |
| Office of the Public Sector Standards Commissioner[[5]](#footnote-5) | N/A | N/A | 31 |
|  | 137,935 | 105,568 | 104,020 |

Table 2: Agencies Subject to an FTE Ceiling, but not reporting HRMOIR Data to PSC.

|  | FTE ceiling  2010/11 |
| --- | --- |
| Parliamentary Services | 103 |
| Governor’s Establishment | 32 |
| Legislative Assembly | 32 |
| Legislative Council | 25 |
| Parliamentary Inspector of the Corruption and Crime Commission | 2 |
| *TOTAL* | 194 |

| **Sum of Average Paid FTE for agencies subject to FTE Ceiling** | **104,214** |
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Table 3: Agencies Not Subject to an FTE Ceiling.

|  | Headcount Mar 20112 | Paid FTE  Mar 20113 | Average  Paid FTE4 |
| --- | --- | --- | --- |
| Water Corporation | 3,044 | 2908 | 2932 |
| Electricity Networks Corporation (Western Power) | 3,019 | 2977 | 2935 |
| Public Transport Authority of Western Australia | 1,468 | 1389 | 1384 |
| Department of Housing | 1,293 | 1172 | 1135 |
| Electricity Generation Corporation (Verve Energy) | 619 | 602 | 597 |
| Racing and Wagering WA | 511 | 377 | 374 |
| Regional Power Corporation (Horizon Power) | 409 | 403 | 393 |
| Insurance Commission of Western Australia | 383 | 360 | 346 |
| Electricity Retail Corporation (Synergy) | 370 | 352 | 334 |
| Gold Corporation | 363 | 357 | 321 |
| Legal Aid Commission of Western Australia | 335 | 285 | 285 |
| Fremantle Port Authority | 332 | 319 | 312 |
| Government Employees Superannuation Board (GESB) | 241 | 224 | 221 |
| Western Australian Land Authority (LandCorp) | 228 | 219 | 206 |
| Lotteries Commission (Lotterywest) | 208 | 196 | 195 |
| Forest Products Commission | 173 | 148 | 185 |
| WorkCover Western Australia Authority | 156 | 141 | 147 |
| Rottnest Island Authority | 156 | 122 | 117 |
| Metropolitan Cemeteries Board | 139 | 120 | 120 |
| Esperance Port Authority | 109 | 108 | 106 |
| Port Hedland Port Authority | 76 | 75 | 60 |
| Builders’ Registration Board of Western Australia and Painters’ Registration Board | 76 | 68 | 66 |
| Animal Resources Authority | 68 | 51 | 55 |
| Western Australian Treasury Corporation | 67 | 64 | 63 |
| Broome Port Authority | 65 | 44 | 41 |
| Geraldton Port Authority | 58 | 57 | 57 |
| East Perth Redevelopment Authority and Subiaco Redevelopment Authority | 54 | 47 | 49 |
| Western Australian Institute of Sport | 51 | 48 | 49 |
| Legal Practice Board | 50 | 42 | 46 |
| Dampier Port Authority | 48 | 48 | 44 |
| Perth Market Authority | 47 | 27 | 26 |
| Western Australian College of Teaching | 42 | 36 | 37 |
| Independent Market Operator | 39 | 35 | 33 |
| Western Australian Greyhound Racing Association | 38 | 36 | 38 |
| Bunbury Water Board (Aqwest) | 36 | 32 | 33 |
| Bunbury Port Authority | 29 | 27 | 25 |
| Busselton Water Board | 26 | 26 | 28 |
| Albany Port Authority | 22 | 22 | 21 |
| Office of Health Review | 20 | 15 | 15 |
| Western Australian Health Promotion Foundation (Healthway) | 18 | 16 | 15 |
| Building and Construction Industry Training Board | 17 | 15 | 16 |
| Keep Australia Beautiful Council (W.A.) | 17 | 11 | 12 |
| Western Australian Meat Industry Authority | 13 | 11 | 11 |
| Potato Marketing Corporation of Western Australia | 12 | 12 | 12 |
| Midland Redevelopment Authority | 9 | 8 | 10 |
| Burswood Park Board | 8 | 7 | 7 |
| Veterinary Surgeons’ Board | 6 | 4 | 4 |
| Minerals and Energy Research Institute of Western Australia | 4 | 2 | 2 |
| Architects Board of Western Australia | 3 | 2 | 2 |
| Nurses and Midwives Registration Board of WA[[6]](#footnote-6) | N/A | N/A | 33 |
| Pharmaceutical Council of Western Australia6 | N/A | N/A | 8 |
| Hairdressers Registration Board of WA[[7]](#footnote-7) | N/A | N/A | 7 |
| *TOTAL[[8]](#footnote-8)* | 14,575 | 13,667 | 13,437 |

| **TOTAL*[[9]](#footnote-9)* (HRMOIR)** | **152,510** | **119,234** |
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1. To ensure that FTE across agencies is calculated using a standard approach, some methodological changes from previous years were necessary. These changes resulted in a ‘break-in-series’ of quarterly workforce reports between June 2007 and June 2008. As a result of these changes, workforce data from June 2008 onwards may not be directly comparable to previous workforce reports. [↑](#footnote-ref-1)
2. ‘Headcount’ is a snapshot of employees as at the pay day on, or prior to, 31 March 2011 and includes all permanent, fixed term and paid casual employees during that pay period. [↑](#footnote-ref-2)
3. ‘Paid FTE’ is a snapshot of employees who were paid during the last pay period ending on, or prior to, 31 March 2011. 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-3)
4. ‘Average Paid FTE’ data aims to address seasonal fluctuations that occur in some agencies from one quarter to the next, and is the averaged ‘Paid FTE’ of the sum of the current (March 2011) quarter and the preceding three quarters. [↑](#footnote-ref-4)
5. The Office of the Public Sector Standards Commissioner merged with the Public Sector Commission in the December 2010 quarter. [↑](#footnote-ref-5)
6. Nurses and Midwives Registration Board of WA and the Pharmaceutical Council of WA were abolished on 17 October 2010 and its functions have been transferred to the federal Australian Health Practitioner Regulation Agency (AHPRA). [↑](#footnote-ref-6)
7. Hairdressers Registration Board of WA was abolished on 1 November 2010. [↑](#footnote-ref-7)
8. The sum may not equal the total due to rounding. [↑](#footnote-ref-8)
9. The sum may not equal the total due to rounding. [↑](#footnote-ref-9)