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| March 2018 |
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| Western Australian public sector quarterly workforce report |

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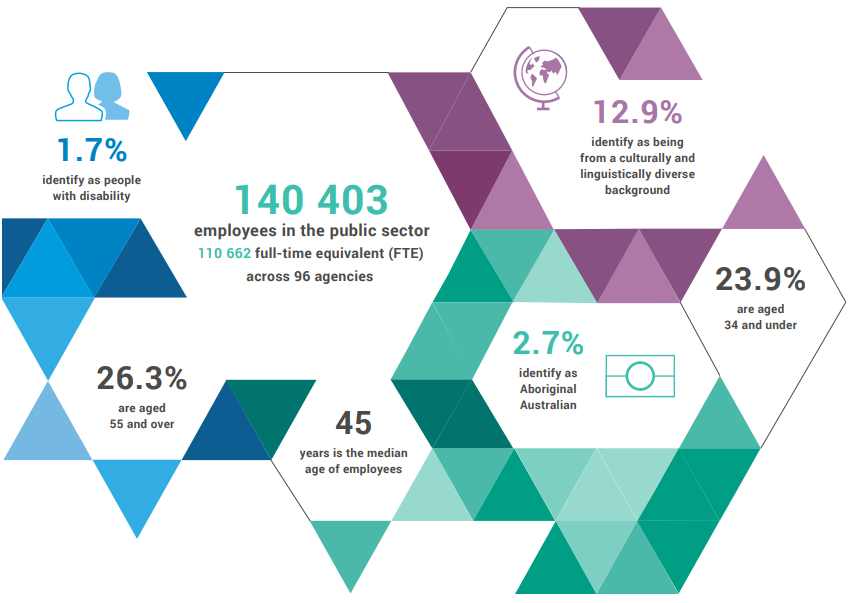
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WA public sector overview



**13.1%**identify as being from a culturally and linguistically diverse background

**1.8%**identify as people with disability

**140 799**   
employees

**110 404**  
full-time equivalent (FTE) across   
**83** agencies

**24.5%**aged 34 and under

**2.7%**identify as  
Aboriginal Australian

**26.0%**aged 55   
and over

**45**median age

**$7 457m**general government expenses

**403**members of the SES

Top 3 **occupation** groups

**269** males  
**134** females

**$3 049m** salaries  
**$4 408m** other expenses

**19.7%** teachers  
**16.5%** clerical workers  
**10.9%** nurses and midwives  
**52.9%** others

# Employment levels

In March 2018, the WA public sector employed 110 404 FTE reflecting:

* a quarterly increase of 2033 FTE (+1.88%) since December 2017
* an annual increase of 509 FTE (+0.46%) since March 2017.

The net quarterly change can be attributed primarily to the restart of the academic year where the number of casual teaching and school based staff are higher than during the December school holiday period. This accounted for an increase of 1429 FTE within the Department of Education and 475 FTE across the five TAFEs.

A further net increase of 851 FTE came from WA Health (across health service providers and health support services) due to a larger intake of medical officers beyond the usual annual intake as a result of the Princess Margaret Hospital review; an increase in nursing related employees to support the Perth Children’s Hospital transition; and additional service delivery employees to fill critical vacant positions.

# Salaries expenditure

General government salaries increased by a total of $360 million (or 4.1%) during the nine months to 31 March 2018, compared to the same period a year earlier. This partly reflects the impact of Machinery of Government changes (see chart below) and increased hospital activity for WA Health. After abstracting from the Machinery of Government changes, general government salaries growth was 2.9% over the nine months to March 2018, compared to a decade average of 5.8%. The easing rate of growth in general government salaries in recent quarters reflects the cumulative impact of successive workforce reforms (such as multiple rounds of voluntary separation schemes, the Workforce Renewal Program, and tighter Government wages policy).

Underlining the importance of managing employee costs, salaries remain the largest cost for the general government sector, representing around 40% of recurrent spending.

Decade average = 5.8%

Impact of Machinery of Government changes (a)

1. Following Machinery of Government changes which took effect from 1 July 2017, staff previously employed by the Housing Authority and Rottnest Island Authority (which are both public non-financial corporations) are now employed by the Department of Communities and the Department of Biodiversity, Conservation and Attractions respectively (general government agencies). This change results in a one-off increase to salary costs in 2017-18.

# WA public sector headcount, FTE and salaries expenditure from September 2013

| **Quarter** | **Headcount****[[1]](#endnote-1)** | **FTE****[[2]](#endnote-2)** | **Salaries expenditure****[[3]](#endnote-3) ($M)** |
| --- | --- | --- | --- |
| September 2013 | 139 642 | 109 883 | 2 657 |
| December 2013 | 138 559 | 109 489 | 2 750 |
| March 2014 | 138 610 | 109 423 | 2 636 |
| June 2014 | 137 944 | 108 999 | 2 639 |
| September 2014 | 138 353 | 109 379 | 2 707 |
| December 2014 | 137 607 | 109 160 | 2 811 |
| March 2015 | 138 307 | 108 979 | 2 722 |
| June 2015 | 138 440 | 109 019 | 2 849 |
| September 2015 | 139 277 | 109 919 | 2 837 |
| December 2015 | 137 520 | 108 325 | 2 888 |
| March 2016 | 137 371 | 108 722 | 2 801 |
| June 2016 | 135 770 | 107 809 | 2 857 |
| September 2016 | 137 746 | 109 295 | 2 887 |
| December 2016 | 135 936 | 106 830 | 2 931 |
| March 2017 | 139 144 | 109 895 | 2 880 |
| June 2017 | 140 403 | 110 662 | 2 912 |
| September 2017 | 141 609 | 111 472 | 2 980 |
| December 2017 | 137 878 | 108 371 | 3 029 |
| March 2018 | 140 799 | 110 404 | 3 049 |
|  |  |  |  |

# Western Australian public sector entities

| **Agency** | **Mar-18 Headcount 1** | **Mar-18  FTE 2** | **FTE change from Dec-17** | **FTE change from Mar-17** |
| --- | --- | --- | --- | --- |
| Department of Education[[4]](#endnote-4) | 52 534 | 39 077 | ▲ 1 429 | N/A |
| WA Health[[5]](#endnote-5) (North Metropolitan Health Service) | 14 001 | 10 570 | ▲ 122 | N/A |
| WA Health 5 (WA Country Health Service) | 9 664 | 7 235 | ▲ 101 | N/A |
| WA Health 5 (South Metropolitan Health Service) | 9 109 | 6 766 | ▲ 139 | N/A |
| WA Health 5 (East Metropolitan Health Service) | 7 780 | 5 967 | ▲ 225 | N/A |
| Department of Justice[[6]](#endnote-6) | 6 234 | 5 806 | ▼ 124 | N/A |
| WA Health 5  (Child and Adolescent Health Service) | 4 475 | 3 156 | ▲ 155 | N/A |
| Department of Communities[[7]](#endnote-7) | 2 821 | 2 426 | ▼ 4 | N/A |
| Western Australia Police[[8]](#endnote-8) | 2 768 | 2 037 | ▼ 65 | ▼ 10 |
| WA Health 5 (Health Support Services) | 1 996 | 1 386 | ▲ 116 | N/A |
| Public Transport Authority | 1 838 | 1 728 | ▲ 10 | ▲ 143 |
| Housing Authority 7 | 1 748 | 1 588 | ▼ 68 | ▼ 68 |
| Department of Primary Industries and Regional Development[[9]](#endnote-9) | 1 712 | 1 570 | ▼ 60 | N/A |
| Department of Fire and Emergency Services | 1 706 | 1 632 | ▼ 9 | ▲ 4 |
| Department of Biodiversity, Conservation and Attractions[[10]](#endnote-10) | 1 661 | 1 472 | ▼ 18 | N/A |
| North Metropolitan TAFE | 1 505 | 1 233 | ▲ 133 | ▼ 13 |
| Disability Services Commission 7 | 1 487 | 1 336 | ▼ 76 | ▼ 74 |
| Department of Mines, Industry Regulation and Safety[[11]](#endnote-11) | 1 471 | 1 373 | ▼ 143 | N/A |
| Department of Transport | 1 430 | 1 308 | ▼ 5 | ▼ 46 |
| South Metropolitan TAFE | 1 371 | 1 149 | ▲ 172 | ▼ 41 |
| Department of Local Government, Sport and Cultural Industries[[12]](#endnote-12) | 1 203 | 941 | ▲ 21 | N/A |
| Main Roads Western Australia | 1 061 | 1 018 | ▼ 18 | ▲ 2 |
| Department of Finance | 1 047 | 980 | ▼ 27 | ▼ 52 |
| Department of Water and Environmental Regulation[[13]](#endnote-13) | 852 | 761 | ▼ 27 | N/A |
| Department of Planning, Lands and Heritage[[14]](#endnote-14) | 803 | 719 | ▼ 24 | N/A |
| WA Health (Department of Health) 5 | 747 | 632 | ▼ 7 | N/A |
| South Regional TAFE | 549 | 403 | ▲ 83 | ▲ 62 |
| VenuesWest | 532 | 264 | ▲ 30 | ▼ 1 |
| Department of the Premier and Cabinet | 521 | 456 | ▼ 9 | ▲ 83 |
| Landgate | 502 | 472 | ▼ 16 | ▼ 64 |
| Department of Training and Workforce Development | 501 | 450 | ▼ 27 | ▼ 39 |
| Central Regional TAFE | 427 | 343 | ▲ 59 | ▼ 20 |
| Insurance Commission of Western Australia | 359 | 325 | ▼ 3 | ▼ 22 |
| Mental Health Commission | 354 | 286 | ▼ 4 | ▼ 15 |
| Legal Aid Commission of Western Australia | 332 | 283 | ▼ 3 | ▼ 3 |
| North Regional TAFE | 315 | 282 | ▲ 28 | ▲ 15 |
| Department of Treasury | 283 | 258 | ▲ 5 | ▼ 4 |
| Department of Jobs, Tourism, Science and Innovation[[15]](#endnote-15) | 273 | 247 | ▼ 3 | N/A |
| Office of the Director of Public Prosecutions | 271 | 242 | ▲ 12 | ▲ 15 |
| Lotterywest | 225 | 215 | ▼ 19 | ▼ 5 |
| Zoological Parks Authority10 | 214 | 156 | ▼ 2 | ▼ 7 |
| Forest Products Commission | 190 | 171 | ▼ 14 | ▼ 5 |
| Metropolitan Cemeteries Board | 163 | 146 | ▼ 4 | ▲ 1 |
| Office of the Auditor General | 153 | 137 | ▼ 7 | ▼ 6 |
| Botanic Gardens and Parks Authority10 | 153 | 113 | ▼ 5 | ▼ 10 |
| ChemCentre | 142 | 132 | ▼ 6 | ▲ 8 |
| Public Sector Commission | 141 | 110 | ▼ 2 | ▼ 12 |
| WorkCover Western Australia | 133 | 124 | ▼ 1 | ▼ 4 |
| Corruption and Crime Commission | 132 | 128 | ▲ 6 | ▲ 2 |
| Rottnest Island Authority10 | 126 | 106 | ▲ 7 | ▲ 9 |
| Metropolitan Redevelopment Authority | 119 | 112 | ▼ 5 | ▼ 13 |
| Ombudsman Western Australia | 74 | 65 | ▼ 4 | ▼ 3 |
| Animal Resources Centre | 62 | 57 | ▲ 0 | ▲ 1 |
| Economic Regulation Authority | 53 | 50 | ▼ 2 | ▲ 5 |
| Small Business Development Corporation | 52 | 47 | ▼ 4 | ▼ 1 |
| GESB (Government Employees Superannuation Board) | 48 | 43 | ▲ 1 | ▲ 2 |
| Western Australian Meat Industry Authority | 48 | 22 | ▲ 1 | ▲ 1 |
| Western Australian Electoral Commission | 46 | 43 | ▲ 1 | ▼ 6 |
| Legal Practice Board | 43 | 39 | ▼ 1 | ▼ 0 |
| National Trust of Australia (W.A.) | 38 | 28 | ▼ 1 | ▼ 3 |
| Department of the Registrar Western Australian Industrial Relations Commission | 36 | 33 | ▼ 1 | ▲ 1 |
| Equal Opportunity Commission | 24 | 21 | ▲ 0 | ▲ 0 |
| Construction Training Fund | 22 | 21 | ▲ 4 | ▲ 3 |
| Office of the Inspector of Custodial Services | 19 | 18 | ▲ 1 | ▲ 1 |
| Healthway | 18 | 18 | ▲ 0 | ▲ 1 |
| Health and Disability Services Complaints Office | 17 | 15 | ▼ 2 | ▼ 2 |
| Office of the Commissioner for Children and Young People | 16 | 12 | ▼ 3 | ▼ 1 |
| Office of the Information Commissioner | 12 | 11 | ▼ 0 | ▼ 0 |
| Keep Australia Beautiful WA | 10 | 8 | ▼ 3 | ▼ 2 |
| Veterinary Surgeons' Board | 6 | 5 | ▲ 0 | ▲ 0 |
| Burswood Park Board | 4 | 3 | ▼ 1 | ▼ 1 |
| Salaries and Allowances Tribunal | 3 | 3 | ▲ 0 | ▲ 0 |
| Minerals Research Institute of Western Australia (MRIWA) | 3 | 3 | ▲ 0 | ▲ 0 |
| Architects Board of Western Australia | 2 | 2 | ▲ 0 | ▲ 0 |
| Gascoyne Development Commission 9 | 1 | 1 | ▲ 0 | ▼ 9 |
| Goldfields-Esperance Development Commission 9 | 1 | 1 | ▲ 0 | ▼ 10 |
| Great Southern Development Commission 9 | 1 | 1 | ▲ 0 | ▼ 10 |
| Kimberley Development Commission 9 | 1 | 1 | ▲ 0 | ▼ 6 |
| Mid West Development Commission 9 | 1 | 1 | ▲ 0 | ▼ 13 |
| Peel Development Commission 9 | 1 | 1 | ▲ 0 | ▼ 12 |
| Pilbara Development Commission 9 | 1 | 1 | ▲ 0 | ▼ 20 |
| South West Development Commission 9 | 1 | 1 | ▲ 0 | ▼ 19 |
| Wheatbelt Development Commission 9 | 1 | 1 | ▲ 0 | ▼ 13 |
| **Western Australian public sector** | **140 799** | **110 404** | **▲ 2 033** | **▲ 509** |

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. [↑](#endnote-ref-1)
2. ‘FTE’ is a snapshot of employees who were paid in 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 regularly reviewed, some adjustments in FTE figures may occur. [↑](#endnote-ref-2)
3. ‘Salaries expenditure’ covers the ‘general government sector’ as defined by the Department of Treasury, which defers slightly from the ‘public sector’ as defined by the Public Sector Commission. [↑](#endnote-ref-3)
4. The Department of Education, Department of Education Services, School Curriculum and Standards Authority have been amalgamated as Department of Education. [↑](#endnote-ref-4)
5. From the September 2017 quarter, staffing level information for the WA Health has been split into the Department of Health, five health service providers and Health Support Services. [↑](#endnote-ref-5)
6. The Department of the Attorney General and Department of Corrective Services have been amalgamated as Department of Justice. [↑](#endnote-ref-6)
7. The former Department of Child Protection and Family Support was redesignated as Department of Communities on 1 July 2017. The new Department supports the Disability Services Commission and the Housing Authority which remain statutory authorities. Reporting of FTE in this report reflects the allocation of employees supporting the different entities. [↑](#endnote-ref-7)
8. Staff of the Road Safety Commission have been amalgamated into Western Australia Police. Sworn officers are employed by the Police Force (a non-public sector entity as defined in the Public Sector Management Act 1994), separated from the Police Service. [↑](#endnote-ref-8)
9. The Department of Agriculture and Food, Department of Regional Development, Department of Fisheries, and staff of regional development commissions have been amalgamated as Department of Primary Industries and Regional Development. The regional development commissions their respective chief executives and boards remain as separate entities under legislation. [↑](#endnote-ref-9)
10. The Department of Parks and Wildlife has been redesignated as Department of Biodiversity Conservation and Attractions. Whilst Botanic Gardens and Parks Authority, Zoological Parks Authority, and Rottnest Island Authority are part of the administrative arrangements for Department of Biodiversity Conservation and Attractions, these statutory authorities remain as separate entities and continue to employ their own staff. [↑](#endnote-ref-10)
11. The Department of Mines and Petroleum, and Department of Commerce staff in regulatory functions and Labour Relations have been amalgamated as Department of Mines, Industry Regulation and Safety. [↑](#endnote-ref-11)
12. The Department of Culture and the Arts, Department of Racing, Gaming and Liquor, Department of Sport and Recreation, and Department of Local Government and Communities staff supporting local government functions and multicultural interests have been amalgamated as Department of Local Government, Sport and Cultural Industries. [↑](#endnote-ref-12)
13. The Department of Water, Department of Environment Regulation, and Office of the Environmental Protection Authority have been amalgamated as Department of Water and Environmental Regulation. [↑](#endnote-ref-13)
14. The Department of Planning, Department of Lands, Department of the State Heritage Office, and Department of Aboriginal Affairs staff supporting the Aboriginal Lands Trust and Aboriginal heritage functions have been amalgamated as Department of Planning, Lands and Heritage. [↑](#endnote-ref-14)
15. The Department of State Development, Western Australian Tourism Commission, and Department of Commerce staff supporting industry promotion and innovation functions have been amalgamated as Department of Jobs, Tourism, Science and Innovation. [↑](#endnote-ref-15)