

**Western Australian Public Sector Workforce Report (September 2009)**

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 This process is referred to as the *Human Resource Minimum Obligatory Information Requirements* (HR MOIR). The Public Sector Commission (PSC) was created in November 2008 and is continuing this process.

This report provides information, as at 30 September 2009, on:

1. Headcount2- the number of employees in WA public sector agencies;
2. Paid FTE3- full time equivalent (FTE) employees in WA public sector agencies; and
3. Average Paid FTE4- 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 imposed on public sector agencies. PSC is assisting the Department of Treasury and Finance (DTF) with the monitoring and reporting of this process. The September 2009 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 HR MOIR data to PSC (refer Table 2).

PSC’s FTE methodology is different from the methodology used by DTF to calculate agencies’ FTE ceilings. On 27 July 2009, Cabinet endorsed for the existing FTE Ceiling methodology to transition to PSC’s HR MOIR methodology by the end of 2009/10. This transition will ensure that future monitoring of FTE variances will be more comparable, and will also enable existing PSC and public sector agencies’ systems, processes and FTE definitions to continue to be used.

Table 1: Agencies Subject to a 2009/10 FTE Ceiling

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Headcount**  **Sept 2009** | **Paid FTE**  **Sept 2009** | **Average**  **Paid FTE** |
| Department of Education and Training | 50,081 | 33,688 | 33,063 |
| Department of Health | 39,747 | 31,224 | 30,886 |
| Police Service (Western Australia Police) and Police Force | 8,232 | 7,336 | 7,333 |
| Department of Corrective Services | 4,363 | 3,813 | 3,566 |
| Department of Environment and Conservation | 2,177 | 1,912 | 1,973 |
| Department for Child Protection | 2,091 | 1,787 | 1,799 |
| Disability Services Commission | 1,924 | 1,652 | 1,629 |
| Department of Treasury and Finance | 1,697 | 1,603 | 1,417 |

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.

2 ‘Headcount’ is a snapshot of employees as at the pay day on, or prior to, 30 September 2009 and includes all permanent,

fixed term and paid casual employees during that pay period.

3 ‘Paid FTE’ is a snapshot of employees who were paid during the last pay period ending on, or prior to, 30 September

2009. This methodology may differ from those used by public sector agencies. As the quality of agency data is continuously being reviewed, some adjustments in FTE figures may occur.

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 (Sept 2009) quarter and the preceding three quarters.

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| --- | --- | --- | --- |
|  | **Headcount**  **Sept 2009** | **Paid FTE**  **Sept 2009** | **Average**  **Paid FTE** |
| Department of the Attorney General5 | 1,806 | 1,569 | 1,434 |
| Department of Agriculture and Food | 1,672 | 1,407 | 1,454 |
| Fire and Emergency Services Authority of Western Australia | 1,338 | 1,295 | 1,287 |
| Swan TAFE | 1,484 | 1,097 | 1,018 |
| Department of Transport | 1,178 | 1,077 | 1,077 |
| Commissioner of Main Roads | 1,103 | 1,042 | 1,027 |
| Department of Commerce | 1,071 | 982 | 972 |
| Central TAFE | 1,347 | 970 | 898 |
| Western Australian Land Information Authority (Landgate) | 970 | 883 | 904 |
| Department of Mines and Petroleum | 768 | 718 | 713 |
| Challenger TAFE | 927 | 680 | 651 |
| Department of Planning | 736 | 680 | 680 |
| Department of Culture and the Arts | 799 | 646 | 660 |
| Department of Water | 663 | 622 | 601 |
| Department of the Premier and Cabinet6 | 831 | 612 | 613 |
| Department of Fisheries | 467 | 420 | 412 |
| South West Regional College of TAFE | 390 | 273 | 253 |
| West Coast TAFE | 352 | 250 | 269 |
| Office of the Director of Public Prosecutions | 264 | 228 | 223 |
| Department for Communities | 265 | 222 | 233 |
| Central West TAFE | 263 | 193 | 188 |
| Great Southern TAFE | 293 | 192 | 181 |
| Department of Regional Development and Lands | 197 | 185 | 185 |
| Pilbara TAFE | 225 | 179 | 193 |
| Department of Sport and Recreation | 221 | 167 | 171 |
| Zoological Parks Authority | 212 | 160 | 159 |
| Western Australian Sports Centre Trust | 407 | 158 | 195 |
| Department of State Development | 172 | 157 | 159 |
| Corruption and Crime Commission | 159 | 156 | 161 |
| Department of Indigenous Affairs | 167 | 155 | 138 |
| Western Australian Tourism Commission | 163 | 149 | 158 |
| Curriculum Council | 164 | 142 | 147 |
| Botanic Gardens and Parks Authority | 152 | 129 | 126 |
| Kimberley TAFE | 148 | 129 | 126 |
| C Y O'Connor College of TAFE | 171 | 124 | 127 |
| Department of Local Government | 126 | 121 | 121 |
| Country High School Hostels Authority | 156 | 114 | 111 |
| Chemistry Centre (WA) | 119 | 113 | 111 |
| Department of Racing, Gaming and Liquor | 124 | 108 | 110 |
| Office of the Auditor General | 110 | 101 | 100 |
| Public Sector Commission | 110 | 92 | 92 |
| Office of Energy | 77 | 76 | 67 |
| Western Australian Electoral Commission | 86 | 74 | 66 |
| Small Business Development Corporation | 73 | 61 | 62 |

5 Includes data from the Public Trust Office and the Office of the Public Advocate.

6 Includes data from Electorate Offices.

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Headcount**  **Sept 2009** | **Paid FTE**  **Sept 2009** | **Average**  **Paid FTE** |
| Department of Education Services | 60 | 54 | 51 |
| Swan River Trust | 51 | 47 | 50 |
| Economic Regulation Authority | 51 | 46 | 45 |
| Parliamentary Commissioner for Administrative Investigations  (Ombudsman) | 51 | 42 | 39 |
| Department of the Registrar Western Australian Industrial Relations  Commission | 42 | 38 | 39 |
| Office of the Public Sector Standards Commissioner | 39 | 33 | 35 |
| The National Trust of Australia (W.A.) | 43 | 29 | 27 |
| Commissioner for Equal Opportunity | 32 | 28 | 28 |
| Heritage Council of Western Australia | 26 | 25 | 27 |
| South West Development Commission | 23 | 22 | 22 |
| Wheatbelt Development Commission | 20 | 16 | 15 |
| Mid West Development Commission | 16 | 15 | 13 |
| Peel Development Commission | 15 | 14 | 12 |
| Office of the Commissioner for Children and Young People | 17 | 14 | 14 |
| Office of the Inspector of Custodial Services | 17 | 13 | 15 |
| Great Southern Development Commission | 13 | 13 | 12 |
| Gascoyne Development Commission | 13 | 12 | 11 |
| Goldfields-Esperance Development Commission | 13 | 12 | 12 |
| Pilbara Development Commission | 12 | 12 | 11 |
| Kimberley Development Commission | 13 | 12 | 11 |
| Office of the Information Commissioner | 9 | 9 | 9 |
| Law Reform Commission of Western Australia | 7 | 3 | 4 |
| Salaries and Allowances Tribunal | 2 | 2 | 2 |
| Western Australian Planning Commission | 0 | 0 | 0 |
| ***TOTAL7*** | 133,423 | 102,434 | 100,803 |

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

|  |  |
| --- | --- |
|  | **FTE ceiling**  **2009/10** |
| Governor’s Establishment | 27 |
| Legislative Assembly | 32 |
| Legislative Council | 32 |
| Parliamentary Inspector of the Corruption and Crime Commission | 2 |
| Parliamentary Services | 102 |
| ***TOTAL*** | 195 |

**Sum of Average Paid FTE for agencies subject to FTE Ceiling 100,998**

7 The sum may not equal the total due to rounding.

Table 3: Agencies Not Subject to an FTE Ceiling.

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Headcount**  **Sept 2009** | **Paid FTE**  **Sept 2009** | **Average**  **Paid FTE3** |
| Electricity Networks Corporation (Western Power) | 2,835 | 2,802 | 2,736 |
| Water Corporation | 2,908 | 2,766 | 2,685 |
| Public Transport Authority of Western Australia | 1,411 | 1,351 | 1,311 |
| Department of Housing | 1,124 | 1,041 | 1,044 |
| Electricity Generation Corporation (Verve Energy) | 604 | 591 | 581 |
| Regional Power Corporation (Horizon Power) | 355 | 350 | 330 |
| Insurance Commission of Western Australia | 377 | 345 | 331 |
| Racing and Wagering Western Australia | 466 | 335 | 338 |
| Electricity Retail Corporation (Synergy) | 342 | 319 | 334 |
| Fremantle Port Authority | 313 | 301 | 307 |
| Legal Aid Commission of Western Australia | 317 | 276 | 269 |
| Forest Products Commission | 276 | 247 | 275 |
| Government Employees Superannuation Board (GESB) | 270 | 245 | 232 |
| Gold Corporation | 261 | 239 | 236 |
| Lotteries Commission (Lotterywest) | 201 | 191 | 189 |
| Western Australian Land Authority (LandCorp) | 188 | 181 | 180 |
| WorkCover Western Australia Authority | 150 | 137 | 127 |
| Metropolitan Cemeteries Board | 142 | 121 | 116 |
| Rottnest Island Authority | 141 | 121 | 118 |
| Esperance Port Authority | 108 | 107 | 108 |
| Builders’ Registration Board of Western Australia and Painters’  Registration Board | 71 | 64 | 62 |
| Western Australian Treasury Corporation | 62 | 59 | 60 |
| Animal Resources Authority | 70 | 58 | 59 |
| Geraldton Port Authority | 57 | 55 | 55 |
| East Perth Redevelopment Authority and Subiaco Redevelopment  Authority | 58 | 51 | 51 |
| Legal Practice Board | 55 | 47 | 45 |
| Western Australian Institute of Sport | 50 | 47 | 44 |
| Western Australian Greyhound Racing Association | 45 | 43 | 43 |
| Broome Port Authority | 59 | 42 | 49 |
| Western Australian College of Teaching | 48 | 40 | 42 |
| Port Hedland Port Authority | 36 | 36 | 35 |
| Bunbury Water Board (Aqwest) | 33 | 32 | 32 |
| Dampier Port Authority | 32 | 31 | 28 |
| Independent Market Operator | 31 | 30 | 29 |
| Busselton Water Board | 31 | 30 | 30 |
| Nurses and Midwives Board of Western Australia | 33 | 28 | 29 |
| Albany Port Authority | 22 | 22 | 21 |
| Bunbury Port Authority | 21 | 19 | 19 |
| Perth Market Authority | 19 | 17 | 17 |
| Western Australian Health Promotion Foundation (Healthway) | 16 | 15 | 15 |
| Office of Health Review | 16 | 13 | 14 |
| Keep Australia Beautiful Council (W.A.) | 15 | 12 | 11 |
| Building and Construction Industry Training Board | 14 | 12 | 11 |

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Headcount**  **Sept 2009** | **Paid FTE**  **Sept 2009** | **Average**  **Paid FTE3** |
| Potato Marketing Corporation of Western Australia | 11 | 10 | 9 |
| Western Australian Meat Industry Authority | 15 | 10 | 10 |
| Midland Redevelopment Authority | 10 | 9 | 12 |
| Pharmaceutical Council of Western Australia | 10 | 8 | 8 |
| Hairdressers Registration Board of Western Australia | 7 | 7 | 7 |
| Burswood Park Board | 6 | 6 | 6 |
| Veterinary Surgeons’ Board | 6 | 4 | 4 |
| Architects Board of Western Australia | 3 | 2 | 2 |
| Minerals and Energy Research Institute of Western Australia | 4 | 2 | 2 |
| ***TOTAL*** | **13,755** | **12,927** |  |

|  |  |  |
| --- | --- | --- |
| **TOTAL (HR MOIR)** | **147,178** | **115,361** |