# Western Australian Public Sector Quarterly Workforce Report – September 2019

**About this information**

This page presents a snapshot of the Public Sector workforce based on the most recent data available. More detailed workforce information (including information on other government entities) is available in the [State of the Western Australian Government Sector Workforce 2018/19](https://www.wa.gov.au/government/publications/state-of-the-western-australian-government-sector-workforce-201819).

**Overview of the Public Sector as at September 2019**

|  |  |
| --- | --- |
| Headcount | 143 775 |
| Full Time Equivalent | 113 367 |
|  |  |
| General government expenses | $7 417M |
| * Salaries
 | $3 140M |
| * Other expenses
 | $4 277M |
|  |  |
| Senior Executive Service (SES) | 390 |
| * Women in SES
 | 155 |
|  |  |
| Aboriginal Australians | 2.7% |
| People with disability | 1.6% |
| Culturally and linguistically diverse | 13.5% |
|  |  |
| Aged 34 and under | 23.3% |
| Aged 55 and over | 26.9% |
| Median age | 46 |
|  |  |
| Top 3 occupation groups (FTE) |  |
| * Teachers
 | 19.8% |
| * Clerical workers
 | 16.5% |
| * Nurses and midwives
 | 10.9% |

**Sector profile**

**Employment trends**

In September 2019, the WA public sector employed 143 775 people (headcount), an increase of 1 040 employees since June 2019. The number of full-time equivalent (FTE) staff has also increased by 1 435 over the same period, to 113 367 FTE.

The September quarter shows:

* an increase in WA Health staff numbers (+606 FTE from the previous quarter): just over 30 per cent of this increase related to fixed term registered nurses (+191 FTE)
* an increase in staff across the TAFE entities (+198 FTE), consistent with fluctuating demand across the academic year
* continued growth in staff in the Department of Education (+435 FTE); the quarterly increase was driven by engagement of permanent primary school teachers (+73 FTE), casual secondary school teachers (+77 FTE) and education aides (+140 FTE)
* continued increase in staff numbers at the Department of Justice (+202 FTE).

**Salaries expenditure**

General government salaries expenditure totalled $3 140 million for the first three months of 2019-20 (an increase of 3.8 per cent compared to the same period in the prior year). This included the impact of the Government’s commitment to convert casual and fixed-term contract staff to permanent employees across the sector, as well as increases under the $1,000 wages policy and other prevailing industrial agreements, and other movements in the sector’s workforce. Health, education, law and order and community services accounted for over 83 per cent of the general government salaries costs in the September quarter, reflecting the significant workforce numbers in these agencies.

**Figure 1. Salaries growth for the three months to 30 September (general government)**



*[ALT text -* *Salaries growth for the three months to 30 September (general government) was 3.9 per cent in 2019-20, compared to a ten-year average of 5.4 percent.]*

Source: Department of Treasury, [Quarterly Financial Results Report September 2019](https://www.treasury.wa.gov.au/uploadedFiles/Site-content/State_Finances/qfrr-sepquart2019.pdf)

**Historical headcount, FTE and salaries expenditure**

| **Quarter** | **Headcount** | **FTE** | **Salaries expenditure ($M)** |
| --- | --- | --- | --- |
| 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 |
| June 2018 | 139 812 | 110 373 | 3 135 |
| September 2018 | 141 744 | 111 255 | 3 023 |
| December 2018 | 138 678 | 108 569 | 3 091 |
| March 2019 | 142 278 | 112 099 | 2 982 |
| June 2019 | 142 735 | 111 932 | 3 172 |
| September 2019 | 143 775 | 113 367 | 3 140 |

**WA public sector entities staffing levels**

| **Agency** | **Sep-19 Headcount** | **Sep-19 FTE** | **FTE change from Jun-19** | **FTE change from Sep-18** |
| --- | --- | --- | --- | --- |
| Department of Education | 54,469 | 40,548 | + | 436 | + | 519 |
| WA Health(North Metropolitan Health Service) | 11,606 | 8,816 | + | 83 | - | 149 |
| WA Health(WA Country Health Service) | 9,927 | 7,565 | + | 362 | + | 135 |
| WA Health (South Metropolitan Health Service) | 8,826 | 6,773 | + | 100 | - | 73 |
| Department of Justice | 6,763 | 6,237 | + | 202 | + | 428 |
| WA Health(East Metropolitan Health Service) | 7,825 | 6,180 | + | 108 | + | 36 |
| Department of Communities | 6,252 | 5,396 | - | 126 | + | 20 |
| WA Health(Child and Adolescent Health Service) | 4,335 | 3,082 | - | 122 | + | 3 |
| Western Australia Police | 2,837 | 2,114 | + | 25 | + | 53 |
| Public Transport Authority | 2,005 | 1,939 | - | 12 | + | 114 |
| Department of Biodiversity, Conservation and Attractions | 2,174 | 1,796 | + | 9 | + | 72 |
| WA Health (PathWest) | 2,013 | 1,629 | + | 12 | + | 69 |
| Department of Fire and Emergency Services | 1,730 | 1,621 | - | 3 | + | 47 |
| Department of Primary Industries and Regional Development | 1,713 | 1,545 | - | 34 | - | 10 |
| Department of Mines, Industry Regulation and Safety | 1,548 | 1,443 | + | 36 | + | 72 |
| WA Health (Health Support Services) | 2,003 | 1,392 | + | 17 | + | 3 |
| Department of Transport | 1,450 | 1,330 | - | 11 | + | 36 |
| North Metropolitan TAFE | 1,501 | 1,223 | + | 32 | + | 23 |
| South Metropolitan TAFE | 1,400 | 1,175 | + | 98 | + | 103 |
| Main Roads Western Australia | 1,077 | 1,028 | + | 3 | + | 6 |
| Department of Finance | 981 | 906 | + | 1 | - | 28 |
| Department of Local Government, Sport and Cultural Industries | 1,101 | 881 | - | 5 | + | 28 |
| Department of Water and Environmental Regulation | 961 | 845 | + | 33 | + | 95 |
| Department of Health | 927 | 792 | + | 45 | + | 140 |
| Department of Planning, Lands and Heritage | 866 | 768 | + | 12 | + | 77 |
| Department of the Premier and Cabinet | 596 | 514 | + | 20 | + | 42 |
| Landgate | 515 | 475 | + | 5 | + | 15 |
| Department of Training and Workforce Development | 462 | 411 | + | 7 | - | 22 |
| South Regional TAFE | 577 | 410 | + | 40 | + | 49 |
| Insurance Commission of Western Australia | 403 | 366 | - | 6 | + | 15 |
| Central Regional TAFE | 439 | 356 | + | 24 | + | 35 |
| Legal Aid Commission of Western Australia | 350 | 304 | + | 15 | + | 16 |
| North Regional TAFE | 326 | 295 | + | 5 | + | 12 |
| Department of Treasury | 308 | 284 | - | 1 | + | 26 |
| Mental Health Commission | 341 | 278 | - | 2 | + | 5 |
| Department of Jobs, Tourism, Science and Innovation | 295 | 271 | + | 8 | + | 20 |
| VenuesWest | 518 | 262 | + | 34 | + | 20 |
| Office of the Director of Public Prosecutions | 285 | 253 | - | 3 | + | 14 |
| Lotterywest | 255 | 244 | + | 7 | + | 32 |
| Forest Products Commission | 189 | 168 | - | 24 | - | 5 |
| Office of the Auditor General | 169 | 157 | - | 1 | + | 12 |
| Metropolitan Cemeteries Board | 166 | 147 | - | 2 | - | 2 |
| Chemistry Centre | 147 | 134 | + | 1 | - | 2 |
| WorkCover Western Australia | 136 | 126 | + | 3 | + | 8 |
| Corruption and Crime Commission | 127 | 120 | + | 1 | + | 4 |
| Public Sector Commission | 119 | 102 | + | 4 | + | 3 |
| Metropolitan Redevelopment Authority | 111 | 102 | + | 3 | no change |
| Ombudsman Western Australia | 76 | 64 | + | 3 | + | 1 |
| Animal Resources Authority | 66 | 61 | + | 2 | + | 1 |
| Economic Regulation Authority | 63 | 58 | - | 1 | + | 1 |
| Small Business Development Corporation | 60 | 53 | + | 2 | + | 3 |
| GESB | 55 | 48 | + | 3 | + | 6 |
| Legal Practice Board | 45 | 41 | no change | - | 1 |
| Western Australian Electoral Commission | 44 | 40 | - | 1 | no change |
| Department of the Registrar, Western Australian Industrial Relations Commission | 34 | 31 | - | 3 | - | 2 |
| National Trust of Australia (W.A.) | 39 | 28 | - | 2 | no change |
| Construction Training Fund | 21 | 20 | - | 3 | - | 2 |
| Equal Opportunity Commission | 21 | 19 | + | 1 | - | 1 |
| Western Australian Meat Industry Authority | 34 | 18 | no change | - | 3 |
| Office of the Inspector of Custodial Services | 17 | 16 | - | 3 | - | 1 |
| Health and Disability Services Complaints Office | 18 | 16 | no change | + | 4 |
| Commissioner for Children and Young People | 16 | 12 | - | 3 | - | 1 |
| Office of the Information Commissioner | 11 | 10 | - | 1 | + | 1 |
| Keep Australia Beautiful WA | 10 | 9 | + | 1 | + | 1 |
| Burswood Park Board | 6 | 5 | no change | + | 1 |
| Veterinary Surgeons' Board | 6 | 4 | no change | no change |
| Minerals Research Institute of Western Australia (MRIWA) | 4 | 4 | + | 1 | + | 1 |
| Salaries and Allowances Tribunal | 3 | 3 | no change | no change |
| Architects Board of Western Australia | 2 | 2 | no change | no change |
| **Western Australian public sector** | **143,775** | **113,367** | **+** | **1,435** | **+** | **2,112** |

i The Department of Communities supports the Disability Services Commission (Headcount: 1338; FTE: 1105) and Housing Authority (Headcount: 1929; FTE: 1737) which remain statutory authorities.

ii 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.

iii The Department of Biodiversity, Conservation and Attractions includes the Botanic Gardens and Parks Authority (Headcount: 141; FTE: 99), Rottnest Island Authority (Headcount: 138; FTE: 113), and Zoological Parks Authority (Headcount: 196; FTE: 147) as part of administrative arrangements. However, these statutory authorities remain as separate entities and continue to employ their own staff.

iv While staff of regional development commissions are part of the Department of Primary Industries and Regional Development, regional development commissions and their respective chief executives and boards remain as separate entities under legislation. For the purposes of this report, the nine regional development commissions are included in the Department of Primary Industries and Regional Development.

v In January 2019, employees of Healthway were transferred to LotteryWest as part of the amalgamation of the two organisations